



**GIG**  
CYMRU  
**NHS**  
WALES

Bwrdd Iechyd Prifysgol  
Hywel Dda  
University Health Board

## **Workforce Equality Annual Report**

**Reporting Period 1<sup>st</sup> April 2018 – 31<sup>st</sup> March 2019**

### **Executive Summary**

The following information tables were extracted from data held on the Electronic Staffing Records ((ESR B.I. Reporting Database) and i-View (reporting tool) for the period of 31<sup>st</sup> March 2019. In order to assess the percentages reported during this period the HDUHB comparator percentages for the period of 31<sup>st</sup> March 2018 were also used.

When undertaking the comparisons it should also be noted that due to the change in Headcount between both periods will show an impact on the statistics of the protected characteristics. This resulted in the Headcount as at the 31<sup>st</sup> March 2019 as being 11,006 and as at the 31<sup>st</sup> March 2018 as being 10,844 and thus an increase in the Headcount of 162.

It should be noted that the advocacy and use of ESR Self Service by Employees for those that have access to it, who have not already completed these areas, have the opportunity to do so using the Self Service function, which would aid in the collection of more accurate information.

### ***Disability***

#### **Analysis Narrative**

- Compared to 31<sup>st</sup> March 2018 the percentage of staff identifying as Not Disabled has increased by 4.53% by 31<sup>st</sup> March 2019.
- The percentage of staff identifying as having a Disability has increased in the reporting period by 0.24%.
- The percentage of staff choosing not to disclose this information (Not Disclosed) has risen by 0.02%.
- Unknown has fallen by 4.80%.

### **Sexual Orientation**

#### **Analysis Narrative**

- Compared to the 31<sup>st</sup> March 2018, the percentage of staff identifying as Bisexual has decreased by 0.05%. The percentage of staff identifying as Gay or Lesbian has increased by 0.11% as at 31<sup>st</sup> March 2019.
- The percentage of staff identifying as Heterosexual or Straight has increased by 2.97% for the reporting period.

- The percentage of staff choosing not to disclose this information has increased by 0.90%.
- Unknown has fallen by 3.95%.

## **Gender**

### **Analysis Narrative**

- Compared to the 31<sup>st</sup> March 2018 the percentage of employees identifying as Male has risen by 0.32% by 31<sup>st</sup> March 2019.
- The percentage of staff identifying as Female has decreased by 0.32% for the reporting period.

## **Religious Beliefs**

### **Analysis Narrative**

- Compared to 31<sup>st</sup> March 2018 the percentage of staff identifying as having a religion or belief has risen by 2.07% as at 31<sup>st</sup> March 2019.
- The percentage of staff identifying as having Other Religious Belief also risen by 0.40% for the reporting period.
- The percentage of staff choosing not to disclose this information has risen by 1.51%.
- Unknown has fallen by 3.98%.

## **Marital Status**

### **Analysis Narrative**

- Compared to 31<sup>st</sup> March 2018 the percentage of staff detailing marital status information has increased by 0.32% by 31<sup>st</sup> March 2019.
- Unspecified has decreased by 0.32% for the period.

## **Age Profile**

### **Analysis Narrative**

- Compared to 31<sup>st</sup> March 2018 the percentage of staff identifying within the Age Profile for the ages of 54 and below has decreased by 0.78% at 31<sup>st</sup> March 2019.
- Age Profiles for the ages of 55 and above have shown a percentage increase of 0.78% for the period.

## **Maternity & Adoption**

### **Analysis Narrative**

- Compared to 31<sup>st</sup> March 2018 the percentage of employees on leave due to Maternity and Adoption remained the same as that percentage reported at 31<sup>st</sup> March 2019 being 3.95%.

## **Ethnicity**

### **Analysis Narrative**

- Compared to 31<sup>st</sup> March 2018 the percentage of staff identifying as White has risen by 1.29% by 31<sup>st</sup> March 2019.
- The percentage of staff identifying as Black or Black British has increased between the reporting periods by 0.05%.
- The percentage of staff identifying as Asian or Asian British rates decreased by 0.17%.
- The percentage of staff identifying as having Mixed ethnicity has increased by 0.11% for the same period.
- The percentage of staff identifying as from Any Other Ethnic Group has risen by 0.07%.
- Unknown has fallen by 1.36%.

Information cited is appended.

## HDUHB EQUALITIES DUTIES REPORTING - Staff In Post

All Data taken from ESR as at 31st March 2019

HDUHB Headcount by Disability		
	Headcount	%
Disabled	184	1.67%
Not Disabled	7,038	63.95%
Not Disclosed	491	4.46%
Unknown	3,292	29.92%
Prefer Not To Answer	1	0.01%
<b>Grand Total</b>	<b>11,006</b>	<b>100%</b>

HDUHB Headcount by Ethnicity		
	Headcount	%
White	9,272	84.24%
Black or Black British	75	0.68%
Asian or Asian British	457	4.15%
Mixed	54	0.49%
Any Other Ethnic Group	158	1.44%
Unknown	990	9.00%
<b>Grand Total</b>	<b>11,006</b>	<b>100%</b>

HDUHB Headcount by Sexual Orientation		
	Headcount	%
Heterosexual or Straight	6,636	60.29%
Gay or Lesbian	90	0.82%
Undecided	2	0.02%
Bisexual	38	0.35%
Not Disclosed	1,540	13.99%
Unknown	2,700	24.53%
<b>Grand Total</b>	<b>11,006</b>	<b>100%</b>

<b>HDUHB Headcount by Age</b>		
	<b>Headcount</b>	<b>%</b>
<b>16 to 24</b>	817	7.42%
<b>25 to 29</b>	1,164	10.58%
<b>30 to 34</b>	1,192	10.83%
<b>35 to 39</b>	1,225	11.13%
<b>40 to 44</b>	1,244	11.30%
<b>45 to 49</b>	1,537	13.97%
<b>50 to 54</b>	1,585	14.40%
<b>55 to 59</b>	1,335	12.13%
<b>60 to 64</b>	685	6.22%
<b>65 to 69</b>	161	1.46%
<b>70 and over</b>	61	0.55%
<b>Grand Total</b>	<b>11,006</b>	<b>100%</b>

<b>HDUHB Headcount by Sex</b>		
	<b>Headcount</b>	<b>%</b>
<b>Female</b>	8,573	77.89%
<b>Male</b>	2,433	22.11%
<b>Grand Total</b>	<b>11,006</b>	<b>100%</b>

<b>HDUHB Headcount by Pregnancy &amp; Maternity/Adoption Leave</b>		
	<b>Headcount</b>	<b>%</b>
<b>Maternity &amp; Adoption*</b>	435	3.95%

<b>HDUHB Headcount by Marital Status</b>		
	<b>Headcount</b>	<b>%</b>
<b>Married</b>	5,885	53.47%
<b>Civil Partnership</b>	124	1.13%
<b>Divorced</b>	809	7.35%
<b>Legally Separated</b>	96	0.87%
<b>Single</b>	3,358	30.51%
<b>Widowed</b>	119	1.08%
<b>Unknown</b>	615	5.59%
<b>Grand Total</b>	<b>11,006</b>	<b>100%</b>

<b>HDUHB Headcount by Religion or Belief</b>		
	<b>Headcount</b>	<b>%</b>
<b>Atheism</b>	992	9.01%
<b>Buddhism</b>	39	0.35%
<b>Christianity</b>	4,213	38.28%
<b>Hinduism</b>	54	0.49%
<b>Islam</b>	64	0.58%
<b>Judaism</b>	8	0.07%
<b>Sikhism</b>	1	0.01%
<b>Other</b>	833	7.57%
<b>Not Disclosed</b>	2,115	19.22%
<b>Unknown</b>	2,687	24.41%
<b>Grand Total</b>	<b>11,006</b>	<b>100%</b>

**Notes to this report:**

1. Headcount is a count of Primary Assignment and is therefore adjusted for people who have more than one post with HDUHB.
2. This Information does not include Bank Staff.

## HDUHB EQUALITIES DUTIES REPORTING

### Men and Women analysed by Job, Grade, Contract Type and Working Pattern

ESR Data reported is as at 31st March 2019. Headcount is a count of Primary Assignment and is therefore adjusted for people who have more than one post with HDUHB.

Staff Group			
	Female	Male	Total
	Headcount	Headcount	Headcount
Professional Scientific and Technical	239	125	364
Additional Clinical Services	2,164	386	2,550
Administrative and Clerical	1,543	290	1,833
Allied Health Professionals	520	107	627
Estates and Ancillary	596	533	1,129
Healthcare Scientists	105	80	185
Medical and Dental	383	656	1,039
Nursing and Midwifery Registered	3,017	256	3,273
Students	6	-	6
<b>Grand Total</b>	<b>8,573</b>	<b>2,433</b>	<b>11,006</b>

Contract Type			
	Female	Male	Total
Assignment category	Headcount	Headcount	Headcount
Permanent	7,267	1,821	9,088
Fixed Term Temp	401	243	644
Locum	111	171	282
Non-Exec Director/ Chair	3	6	9
Other	791	192	983
<b>Grand Total</b>	<b>8,573</b>	<b>2,433</b>	<b>11,006</b>

Working Pattern			
	Female	Male	Total
Employee Category	Headcount	Headcount	Headcount
Full Time	3,941	1,712	5,653
Part Time	4,632	721	6,353
<b>Grand Total</b>	<b>8,573</b>	<b>2,433</b>	<b>11,006</b>



<b>Grade/Pay band</b>			
	<b>Female</b>	<b>Male</b>	<b>Total</b>
	<b>Headcount</b>	<b>Headcount</b>	<b>Headcount</b>
<b>Band 1</b>	147	105	<b>252</b>
<b>Band 2</b>	2,098	519	<b>2,617</b>
<b>Band 3</b>	962	246	<b>1,208</b>
<b>Band 4</b>	655	99	<b>754</b>
<b>Band 5</b>	1,783	232	<b>2,015</b>
<b>Band 6</b>	1,418	273	<b>1,691</b>
<b>Band 7</b>	719	155	<b>874</b>
<b>Band 8a</b>	201	69	<b>270</b>
<b>Band 8b</b>	68	35	<b>103</b>
<b>Band 8c</b>	49	13	<b>62</b>
<b>Band 8d</b>	16	6	<b>22</b>
<b>Band 9</b>	5	6	<b>11</b>
<b>Consultants</b>	84	208	<b>292</b>
<b>Specialty Doctors</b>	56	113	<b>169</b>
<b>Other Doctors in Training</b>	180	220	<b>400</b>
<b>Hospital Practitioners &amp; Clinical Assistants</b>	6	7	<b>13</b>
<b>Other Medical and Dental Staff</b>	52	100	<b>152</b>
<b>Other</b>	74	27	<b>101</b>
<b>Grand Total</b>	<b>8,573</b>	<b>2,433</b>	<b>11,006</b>

Notes to this report:

1. Numbers for working pattern analysis show only those who are working Full Time or Part Time. Measures are being put in place to gather further information on Flexible Working Patterns e.g. term time.
2. For further information on posts contained within staff groups, see our separate table "Staff Group Composition".

## Analysis of pay by staff group and gender

Staff Group	Female	Male	Grand Total
Add Prof Scientific and Technic	£38,110.49	£37,578.33	£37,929.37
Additional Clinical Services	£19,326.39	£20,140.54	£19,474.18
Administrative and Clerical	£25,172.54	£34,656.46	£26,835.69
Allied Health Professionals	£36,337.91	£36,877.41	£36,436.50
Estates and Ancillary	£18,273.16	£20,121.37	£19,233.02
Healthcare Scientists	£37,764.63	£36,675.65	£37,267.43
Medical and Dental	£60,409.22	£69,944.16	£66,575.61
Nursing and Midwifery Registered	£32,629.13	£33,200.53	£32,678.59
Students	£17,198.60		£17,198.60
<b>Grand Total</b>	<b>£28,990.16</b>	<b>£37,574.58</b>	<b>£30,970.10</b>

The table shows analysis of pay using mean annual salary as the basis and the figures shown are those for March 2019.

## Analysis of pay by staff group and disability

Staff Group	No	Not Declared	Prefer Not To Answer	Unspecified	Yes	Grand Total
Add Prof Scientific and Technic	£36,500.99	£39,985.58		£40,673.07	£42,906.50	£37,929.37
Additional Clinical Services	£18,878.15	£19,759.00		£20,633.46	£19,755.58	£19,474.18
Administrative and Clerical	£25,534.23	£28,959.02	£18,429.00	£29,315.99	£24,083.39	£26,835.69
Allied Health Professionals	£34,307.51	£30,111.39		£40,728.85	£39,224.26	£36,436.50
Estates and Ancillary	£18,495.27	£18,020.77		£19,973.54	£19,318.74	£19,233.02
Healthcare Scientists	£34,389.62	£33,603.22		£40,007.29	£28,122.50	£37,267.43
Medical and Dental	£57,644.55	£67,783.22		£89,968.75	£52,892.95	£66,575.61
Nursing and Midwifery Registered	£31,455.30	£33,470.09		£35,999.10	£28,816.98	£32,678.59
Students	£17,198.60					£17,198.60
<b>Grand Total</b>	<b>£29,484.33</b>	<b>£40,123.12</b>	<b>£18,429.00</b>	<b>£33,268.16</b>	<b>£26,965.68</b>	<b>£30,970.10</b>

The table shows analysis of pay using mean annual salary as the basis and the figures shown are those for March 2019.

## Analysis of pay by staff group and ethnicity

Staff Group	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	Unspecified / Not Stated	White	Grand Total
Add Prof Scientific and Technic	£34,964.55		£47,439.39	£26,521.50	£37,351.36	£38,159.83	£37,929.37
Additional Clinical Services	£19,445.29	£18,268.86	£19,357.24	£18,770.35	£19,445.73	£19,492.82	£19,474.18
Administrative and Clerical	£25,865.19	£25,501.99	£28,018.81	£20,551.12	£26,756.00	£26,944.30	£26,835.69
Allied Health Professionals	£37,500.16	£36,644.00	£37,161.00	£32,520.45	£37,489.11	£36,335.21	£36,436.50
Estates and Ancillary	£19,459.62	£17,460.00	£17,460.00	£18,114.58	£19,383.17	£19,224.14	£19,233.02
Healthcare Scientists	£29,833.50	£29,239.00	£36,838.50	£39,009.50	£36,835.66	£37,556.18	£37,267.43
Medical and Dental	£65,188.77	£65,685.91	£53,532.63	£62,297.41	£64,470.85	£67,891.35	£66,575.61
Nursing and Midwifery Registered	£30,820.88	£30,064.09	£36,595.38	£31,442.75	£32,691.21	£32,773.38	£32,678.59
Students				£28,050.00		£15,718.86	£17,198.60
<b>Grand Total</b>	<b>£39,569.65</b>	<b>£42,436.51</b>	<b>£36,214.83</b>	<b>£33,938.37</b>	<b>£31,860.96</b>	<b>£30,274.56</b>	<b>£30,970.10</b>

The table shows analysis of pay using mean annual salary as the basis and the figures shown are those for March 2019.

## Analysis of pay by staff group and age band

Staff Group	<=20 Years	21-25	26-30	31-35	36-40	41-45
Add Prof Scientific and Technic		£27,123.48	£30,836.19	£35,842.26	£39,629.11	£39,205.87
Additional Clinical Services	£17,545.75	£18,072.00	£18,408.95	£19,004.43	£19,281.45	£20,059.82
Administrative and Clerical	£17,618.23	£18,779.86	£20,327.97	£23,846.43	£27,652.09	£28,499.41
Allied Health Professionals		£25,730.12	£29,197.34	£33,807.26	£37,795.63	£37,230.02
Estates and Ancillary	£17,460.00	£17,496.58	£18,528.52	£19,066.48	£19,990.49	£19,241.76
Healthcare Scientists		£26,039.20	£28,051.60	£31,407.56	£36,748.39	£39,284.02
Medical and Dental		£26,225.40	£30,396.76	£46,174.09	£63,746.83	£79,624.66
Nursing and Midwifery Registered		£23,929.37	£26,516.23	£28,705.59	£31,482.53	£32,852.58
Students		£23,023.00		£20,485.71	£28,050.00	
<b>Grand Total</b>	<b>£17,533.73</b>	<b>£21,684.06</b>	<b>£24,364.81</b>	<b>£27,534.62</b>	<b>£31,355.92</b>	<b>£34,390.45</b>

Staff Group	46-50	51-55	56-60	61-65	66-70	>=71 Years	Grand Total
Add Prof Scientific and Technic	£43,533.95	£40,662.22	£44,012.00	£37,665.38	£44,639.62	£36,644.00	£37,929.37
Additional Clinical Services	£20,244.17	£19,735.70	£20,076.22	£20,189.81	£19,613.22	£20,605.90	£19,474.18
Administrative and Clerical	£30,247.72	£28,005.10	£28,012.36	£24,210.88	£26,000.81	£24,254.44	£26,835.69
Allied Health Professionals	£41,303.45	£43,258.78	£42,062.90	£41,867.72	£43,041.00	£36,644.00	£36,436.50
Estates and Ancillary	£19,209.64	£19,131.72	£19,764.67	£19,614.03	£19,110.54	£18,540.97	£19,233.02
Healthcare Scientists	£37,955.92	£41,413.30	£43,404.89	£41,195.23			£37,267.43
Medical and Dental	£84,908.04	£89,635.00	£88,786.75	£91,038.51	£93,163.47	£97,108.10	£66,575.61
Nursing and Midwifery Registered	£34,270.73	£37,159.49	£36,697.54	£34,432.42	£33,985.58	£58,303.78	£32,678.59
Students		£17,460.00					£17,198.60
<b>Grand Total</b>	<b>£33,158.32</b>	<b>£34,367.91</b>	<b>£32,917.98</b>	<b>£31,149.43</b>	<b>£34,712.56</b>	<b>£38,311.10</b>	<b>£30,970.10</b>

The table shows analysis of pay using mean annual salary as the basis and the figures shown are those for March 2019.

## Analysis of pay by staff group and religion or belief

Staff Group	Atheism	Buddhism	Christianity	Hinduism	I do not wish to disclose my religion/belief	Islam
Add Prof Scientific and Technic	£35,773.92	£28,050.00	£39,009.05		£35,325.72	£30,636.00
Additional Clinical Services	£18,944.62	£18,565.50	£19,105.69		£19,176.81	£23,023.00
Administrative and Clerical	£25,927.19	£22,264.19	£26,001.08	£21,126.76	£25,969.94	£19,007.00
Allied Health Professionals	£31,487.88		£35,608.98	£28,050.00	£36,046.74	£33,032.00
Estates and Ancillary	£18,993.71	£17,855.18	£19,029.48	£17,460.00	£18,640.99	£17,965.46
Healthcare Scientists	£33,262.17	£23,023.00	£37,550.25	£33,032.00	£34,164.93	£23,023.00
Medical and Dental	£55,929.11	£70,580.00	£70,461.89	£76,791.94	£55,672.38	£56,723.85
Nursing and Midwifery Registered	£29,928.83	£30,467.35	£32,439.24	£27,696.36	£32,522.20	£36,644.00
Students			£11,511.50		£22,755.00	
<b>Grand Total</b>	<b>£27,154.97</b>	<b>£40,065.71</b>	<b>£28,668.53</b>	<b>£63,609.51</b>	<b>£34,717.66</b>	<b>£50,198.19</b>

Staff Group	Jainism	Judaism	Other	Sikhism	Unspecified	Grand Total
Add Prof Scientific and Technic		£36,644.00	£35,969.24		£39,317.33	£37,929.37
Additional Clinical Services	£17,787.00		£18,902.76		£20,659.94	£19,474.18
Administrative and Clerical		£54,625.00	£23,482.73		£29,782.67	£26,835.69
Allied Health Professionals		£44,121.00	£33,139.01		£41,039.38	£36,436.50
Estates and Ancillary			£18,419.53		£19,685.76	£19,233.02
Healthcare Scientists			£33,468.59		£39,915.15	£37,267.43
Medical and Dental	£56,034.00	£87,198.00	£69,530.11	£41,301.00	£90,793.90	£66,575.61
Nursing and Midwifery Registered	£29,608.00	£23,949.70	£30,794.38		£35,738.77	£32,678.59
Students			£17,460.00			£17,198.60
<b>Grand Total</b>	<b>£34,476.33</b>	<b>£41,877.37</b>	<b>£26,229.80</b>	<b>£41,301.00</b>	<b>£33,504.07</b>	<b>£30,970.10</b>

The table shows analysis of pay using mean annual salary as the basis and the figures shown are those for March 2019.

## Analysis of pay by staff group and sexual orientation

Staff Group	Bisexual	Gay or Lesbian	Heterosexual or Straight	Not stated (person asked but declined to provide a response)
Add Prof Scientific and Technic	£43,267.50	£36,644.00	£37,564.39	£36,811.09
Additional Clinical Services	£18,283.44	£18,258.20	£19,041.80	£19,459.02
Administrative and Clerical	£22,976.50	£35,971.81	£25,275.54	£27,395.39
Allied Health Professionals		£36,566.35	£34,794.43	£34,074.68
Estates and Ancillary	£17,914.87	£18,122.16	£18,913.27	£18,702.87
Healthcare Scientists	£29,060.00	£45,436.01	£34,697.20	£35,332.31
Medical and Dental	£73,195.00		£67,529.47	£54,608.75
Nursing and Midwifery Registered	£27,675.26	£27,865.94	£31,824.83	£33,670.36
Students			£16,255.00	£28,050.00
<b>Grand Total</b>	<b>£26,574.29</b>	<b>£28,695.81</b>	<b>£28,736.99</b>	<b>£37,864.44</b>



<b>Staff Group</b>	<b>Other sexual orientation not listed</b>	<b>Undecided</b>	<b>Unspecified</b>	<b>Grand Total</b>
<b>Add Prof Scientific and Technic</b>			<b>£39,235.08</b>	<b>£37,929.37</b>
<b>Additional Clinical Services</b>			<b>£20,652.90</b>	<b>£19,474.18</b>
<b>Administrative and Clerical</b>		<b>£23,363.00</b>	<b>£29,783.33</b>	<b>£26,835.69</b>
<b>Allied Health Professionals</b>			<b>£41,167.62</b>	<b>£36,436.50</b>
<b>Estates and Ancillary</b>			<b>£19,685.76</b>	<b>£19,233.02</b>
<b>Healthcare Scientists</b>			<b>£40,097.75</b>	<b>£37,267.43</b>
<b>Medical and Dental</b>			<b>£90,720.02</b>	<b>£66,575.61</b>
<b>Nursing and Midwifery Registered</b>	<b>£29,608.00</b>	<b>£34,403.00</b>	<b>£35,701.66</b>	<b>£32,678.59</b>
<b>Students</b>				<b>£17,198.60</b>
<b>Grand Total</b>	<b>£29,608.00</b>	<b>£31,101.30</b>	<b>£33,548.44</b>	<b>£30,970.10</b>

The table shows analysis of pay using mean annual salary as the basis and the figures shown are those for March 2019.



Report Category	Applications		Shortlisted		Offered		
	HDUHB Totals	HDUHB %	HDUHB Totals	HDUHB %	HDUHB Totals	HDUHB %	
Age Band	Age Under 20	935	4.2%	249	3.3%	102	4.3%
	Age 20-24	3501	15.9%	850	11.2%	313	13.1%
	Age 25-29	4681	21.2%	1336	17.6%	428	18.0%
	Age 30-34	3543	16.1%	1195	15.8%	372	15.6%
	Age 35-39	2278	10.3%	908	12.0%	279	11.7%
	Age 40-44	2071	9.4%	906	11.9%	269	11.3%
	Age 45-49	1973	8.9%	783	10.3%	223	9.4%
	Age 50-54	1546	7.0%	694	9.2%	193	8.1%
	Age 55-59	1101	5.0%	479	6.3%	142	6.0%
	Age 60-64	351	1.6%	150	2.0%	52	2.2%
	Age 65-69	76	0.3%	31	0.4%	10	0.4%
	Age 70+	0	0.0%	0	0.0%	0	0.0%
	Undisclosed	0	0.0%	0	0.0%	0	0.0%
Religion or Belief	Atheism	3898	17.7%	1267	16.7%	431	18.1%
	Buddhism	210	1.0%	73	1.0%	22	0.9%
	Christianity	9916	45.0%	3634	47.9%	1140	47.8%
	Hinduism	416	1.9%	113	1.5%	27	1.1%
	Islam	1932	8.8%	529	7.0%	101	4.2%
	Jainism	9	0.0%	5	0.1%	0	0.0%
	Judaism	35	0.2%	12	0.2%	0	0.0%
	Sikhism	11	0.0%	5	0.1%	0	0.0%
	Other	2809	12.3%	933	12.3%	285	12.0%
	Undisclosed	2824	13.3%	1012	13.3%	375	15.7%
Sexual Orientation	Lesbian	172	0.8%	68	0.9%	20	0.8%
	Gay	240	1.1%	81	1.1%	27	1.1%
	Bisexual	205	0.9%	57	0.8%	12	0.5%
	Heterosexual	20236	91.7%	6880	90.7%	2142	89.8%
	Undisclosed	1207	5.5%	497	6.6%	183	7.7%

**Notes to this report:** This report shows the numbers of people, by different protected characteristics, who have applied for jobs, been shortlisted for interview, and offered posts during the 12 months from 1st April 2018 to 31st March 2019.

## Analysis by Leavers

All Data taken from ESR as at 31/3/19

### Notes to this report:

1. Headcount is a count of primary assignment and is therefore adjusted for people who have more than one post with HDUHB.

HDUHB Leavers by Disability		
	Headcount	%
Disabled	8	1.03%
Not Disabled	430	55.48%
Not Disclosed	52	6.71%
Unknown	285	36.78%
<b>Grand Total</b>	<b>775</b>	<b>100%</b>

HDUHB Leavers by Ethnicity		
	Headcount	%
White	618	79.74%
Black or Black British	7	0.90%
Asian or Asian British	34	4.39%
Mixed	4	0.52%
Chinese	1	0.13%
Any Other Ethnic Group	9	1.16%
Unknown	102	13.16%
<b>Grand Total</b>	<b>775</b>	<b>100%</b>

HDUHB Leavers by Sex		
	Headcount	%
Female	629	81.16%
Male	146	18.84%
<b>Grand Total</b>	<b>775</b>	<b>100%</b>

<b>HDUHB Leavers by Age</b>		
	<b>Headcount</b>	<b>%</b>
<b>Under 25</b>	48	6.19%
<b>25 to 29</b>	64	8.26%
<b>30 to 34</b>	58	7.48%
<b>35 to 39</b>	52	6.71%
<b>40 to 44</b>	52	6.71%
<b>45 to 49</b>	53	6.84%
<b>50 to 54</b>	125	16.13%
<b>55 to 59</b>	154	19.87%
<b>60 to 64</b>	121	15.61%
<b>65 to 69</b>	30	3.87%
<b>70 and over</b>	18	2.32%
<b>Grand Total</b>	<b>775</b>	<b>100%</b>

<b>HDUHB Leavers by Religion or Belief</b>		
	<b>Headcount</b>	<b>%</b>
<b>Atheism</b>	60	7.74%
<b>Buddhism</b>	4	0.52%
<b>Christianity</b>	262	33.81%
<b>Hinduism</b>	5	0.65%
<b>Islam</b>	7	0.90%
<b>Other</b>	46	5.94%
<b>Not Disclosed</b>	147	18.97%
<b>Unknown</b>	244	31.48%
<b>Grand Total</b>	<b>775</b>	<b>100%</b>

<b>HDUHB Leavers by Sexual Orientation</b>		
	<b>Headcount</b>	<b>%</b>
<b>Heterosexual or Straight</b>	394	50.84%
<b>Gay or Lesbian</b>	4	0.52%
<b>Bisexual</b>	7	0.90%
<b>Not Disclosed</b>	126	16.26%
<b>Unknown</b>	244	31.48%
<b>Grand Total</b>	<b>775</b>	<b>100%</b>

<b>HDUHB Leavers by Pregnancy &amp; Maternity/Adoption Leave</b>		
	<b>Headcount</b>	<b>%</b>
<b>Staff on Maternity &amp; Adoption Leave</b>	-	0.00%

<b>HDUHB Leavers by Marital Status</b>		
	<b>Headcount</b>	<b>%</b>
<b>Married / Civil Partnership</b>	424	54.71%
<b>Single</b>	225	29.03%
<b>Divorced</b>	52	6.71%
<b>Legally Separated</b>	10	1.29%
<b>Widowed</b>	10	1.29%
<b>Unknown</b>	54	6.97%
<b>Grand Total</b>	<b>775</b>	<b>100%</b>

The following information was taken from the ESR B.I. reporting function using the Learning Administration Dashboard and the Learning Monitoring element of this report for ALL training activity from 1<sup>st</sup> April 2018 to 31<sup>st</sup> March 2019.

**HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance by Age Band during the period 1st April 2018 to 31st March 2019**

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Age Band during the period 1 <sup>st</sup> April 2018 to 31 <sup>st</sup> March 2019	Data as at 31st March 2019.											Total
	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60	61 - 65	Over 65	
Attendance/Courses Completed	1,317	7,046	9,041	8,008	8,660	9,872	11,169	11,822	8,971	3,939	1,009	80,854

**HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance by Disability during the period 1st April 2018 to 31st March 2019**

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Disability during the period 1 <sup>st</sup> April 2018 to 31 <sup>st</sup> March 2019	Data as at 31st March 2019.					Total
	Disabled	Not Disabled	Not Declared	Undefined	Prefer Not To Answer	
Attendance/Courses Completed	993	39,141	1,630	39,080	10	80,854

## HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance by Ethnicity during the period 1st April 2018 to 31st March 2019

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Ethnicity during the period 1 <sup>st</sup> April 2018 to 31 <sup>st</sup> March 2019	Data as at 31st March 2019.																
	White	Mixed White & Black Caribbean	Mixed White & Black African	Mixed White & Asian	Mixed - any other mixed background	Asian or Asian British - Indian	Asian or Asian British - Pakistani	Asian or Asian British - Bangladeshi	Asian or Asian British - Any Other Asian Background	Black or Black British - Caribbean	Black or Black British - African	Black or Black British - Any Other Black Background	Chinese	Any Other Ethnic Group	Undefined	Not Stated	Total
Attendance/Courses Completed	68,202	36	123	201	203	1,462	375	27	1,079	123	538	262	89	1,240	179	6,715	80,854

## HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance by Gender during the period 1st April 2018 to 31st March 2019

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Gender during the period 1 <sup>st</sup> April 2018 to 31 <sup>st</sup> March 2019	Data as at 31st March 2019.		
	Female	Male	Total
Attendance/Courses Completed	64,937	15,917	80,854



**HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance by Religion or Belief during the period 1st April 2018 to 31st March 2019**

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Religion or Belief during the period 1 <sup>st</sup> April 2018 to 31 <sup>st</sup> March 2019	Data as at 31st March 2019.									
	Atheism	Buddhism	Christianity	Hinduism	Islam	Judaism	Other	Staff who did not wish to disclose	Undefined	Total
Attendance/Courses Completed	8,467	347	32,575	397	625	66	6,643	14,034	17,677	80,854

**HDHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance by Sexual Orientation during the period 1st April 2018 to 31st March 2019**

HDHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Sexual Orientation during the period 1 <sup>st</sup> April 2018 to 31 <sup>st</sup> March 2019	Data as at 31st March 2019.						
	Bisexual	Gay or Lesbian	Heterosexual or Straight	Undecided	Staff who did not wish to disclose	Undefined	Total
Attendance/Courses Completed	329	738	52,491	24	9,497	17,775	80,854

## EQUALITIES DUTIES REPORTING - Employment Relations Cases

### EXECUTIVE SUMMARY

The following information was extracted from data held on ESR for the period 1 April 2018 to 31 March 2019. Some additional information was retrieved from local workforce case records, as not all the necessary information is available on ESR. The data for the period 1 April 2017 to 31 March 2018 has been used as a comparator as has the data on staff in post within the Health Board at 31 March 2019.

It should be noted that overall, numbers of cases of disciplinary and staff involved in grievances remain very small and the overall percentages reflect very small numbers.

In comparison with the previous year, the number of employees who submitted grievances has more than doubled from 32 to 69. However it should be noted that 54 staff members were part of two collective grievances, leaving 15 individual grievances. This figure is similar to that of 2016/17 (64) and significantly lower than 2015/16 (133).

The number of this year's disciplinary cases (86) remains similar to the previous two years following a significant decrease from the 2015/16 figure of 163 cases.

### DISABILITY

#### GRIEVANCES

- Staff with disabilities make up 1.45% of all cases (1 grievance).
- Figures of those with a disability submitting grievances are in line with the Health Board profile.
- The number of staff who have chosen not to declare this information has increased to 4 people compared to 2 people the year before.

#### DISCIPLINARY

- The numbers of those with a disability who are subject to disciplinary proceedings remains at 1 case.
- This equates to 1.16% of all disciplinary proceedings and is in line with the Health Board profile.

### GENDER

#### GRIEVANCES

- The number of females involved in grievances has increased by 10% to 69.57%.

- The number of males involved in grievances has decreased by 10% to represent 30.43% of all cases. This continues to be disproportionate in relation to the Health Board profile as males make up only 22.11% of the workforce.

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## DISCIPLINARY

- The number of females involved in the disciplinary process has increased by 7% to 79.07% when compared to the previous year.
- Male involvement makes up 20.93% of all disciplinary cases.
- Figures are broadly in line with the Health Board profile where 77.89% identify as female and 22.11% identify as male.

## SEXUAL ORIENTATION

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### GRIEVANCES

- Heterosexuals make up 59.42% of all cases. This has increased when compared to the previous two years.
- The number of employees not wishing to disclose their sexual orientation has continued to increase from 9% to 10.14% (7 people).

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### DISCIPLINARY

- Heterosexuals make up 70.93% of all cases. This has increased by 8% when compared to the previous year.
- The number of gay people that go through disciplinary proceedings has increased by 150% (3 cases) compared to the previous year (1 case).
- The number of people who do not wish to disclose their sexual orientation has increased to 6.98% (6 cases) from 2.40% last year (2 cases).

## RELIGIOUS BELIEFS

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### GRIEVANCES

- The numbers of those identifying as Christian has increased from 28.13% last year to 33.33% this year. This is lower than Health Board profile of 38.28%.
- There were no grievances submitted by those stating Buddhism, Hinduism, Islam, Judaism and Sikhism as their religion.
- Atheists make up 15.94% of all staff submitting grievances. This is higher than the Health Board profile of 9.01%.
- Those under the category of 'other' have decreased from 15.63% to 8.70%. However in terms of headcount this has increased from 5 cases to 6 cases.

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## DISCIPLINARY

- Christians remain by far the largest group of those with an identified religion who are subject to disciplinary proceedings at 46.51%. This is higher than the Health Board profile of 38.28%.
- There were no disciplinary cases involving those stating Buddhism, Hinduism, Islam, Judaism and Sikhism as their religion.
- The number of atheists make up 12.79% of all disciplinary cases which is marginally higher than the Health Board profile of 9.01%.

## MARITAL STATUS

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### GRIEVANCES

- The number of single staff involved in grievances has reduced from 28.13% last year to 20.29% which is significantly lower than the Health Board profile of 30.51%.
- The number of staff who are married or in a civil partnership who submitted grievances has increased to 60.87% of all cases from 41% last year. This is higher than the combined Health Board profiles of 54.60%.
- The number of divorced staff involved in grievances is 10.14% which is higher than the Health Board profile of 7.35%.

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### DISCIPLINARY

- The number of staff who are married or in a civil partnership involved in disciplinary proceedings has increased slightly to 41.86% from 36.14%. This is lower than the combined Health Board profiles of 54.60%.

## MATERNITY & ADOPTION

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### GRIEVANCES & DISCIPLINARY

- There were no employees on maternity and adoption leave involved in the grievance or disciplinary procedures.

## ETHNICITY

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### GRIEVANCES

- White Ethnicity makes up 91.30% of all grievance submissions. This is above the Health Board profile of 84.24%.

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## DISCIPLINARY

- White Ethnicity makes up 82.56% of those subject to disciplinary proceedings. This is broadly similar to the previous year's figure of 79.52%.
- There were no staff members of Black, Asian or Mixed Ethnicity involved in disciplinary proceedings.

## AGE

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## GRIEVANCE

- The majority of all grievances (21) were submitted by those aged under 35 (30.43%).
- Last year the majority of grievances were submitted by those aged 50-54 and 55-59; totalling 47% of all cases.
- The number of staff aged 60+ reporting grievances has decreased to 8.70% from 12.50% the previous year.

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## DISCIPLINARY

- Those employees aged under 25 account for 10.47% of all disciplinary cases which is higher than the previous year (2.40%). This equates to an increase of 7 cases.

## SUMMARY OF KEY POINTS

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## GRIEVANCES

- When compared to the number of staff employed by the Health Board, overall the number of grievance cases only equates to 0.63% of all staff.
- In comparison with the previous year, the number of employees who submitted grievances has more than doubled from 32 to 69. However it should be noted that 54 staff members were part of two collective grievances, leaving 15 individual grievances. This figure is similar to that of 2016/17 (64) and significantly lower than 2015/16 (133).

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## DISCIPLINARY

- When compared to the number of staff employed by the Health Board, overall the number of disciplinary cases only equates to 0.78% of all staff.

The number of this year's disciplinary cases (86) remains similar to the previous two years (83 and 93 respectively) following a significant decrease from the 2015/16 figure of 163 cases.

## HDUHB EQUALITIES DUTIES REPORTING – Staff involved in Grievance

Report for the period 1st April 2018 to 31st March 2019

HDUHB Headcount by Religion		
	Headcount	%
Atheism	11	15.94%
Christianity	23	33.33%
Other	6	8.70%
Undefined	9	13.04%
Not Disclosed	20	28.99%
<b>Grand Total</b>	<b>69</b>	<b>100%</b>

HDUHB Headcount by Sexual Orientation		
	Headcount	%
Heterosexual or Straight	41	59.42%
Gay or Lesbian	1	1.45%
Not Disclosed	7	10.14%
Unknown	20	28.99%
<b>Grand Total</b>	<b>69</b>	<b>100%</b>

HDUHB Headcount by Ethnicity		
	Headcount	%
White	63	91.30%
Any Other Ethnic Group	3	4.35%
Unknown	3	4.35%
<b>Grand Total</b>	<b>69</b>	<b>100%</b>

HDUHB Headcount by Disability		
	Headcount	%
Not Disabled	38	55.07%
Disabled	1	1.45%
Not Disclosed	4	5.80%
Unknown	26	37.68%
<b>Grand Total</b>	<b>69</b>	<b>100%</b>

<b>HDUHB Headcount by Age</b>		
	<b>Headcount</b>	<b>%</b>
<b>Under 35</b>	21	30.43%
<b>35 to 39</b>	8	11.59%
<b>40 to 44</b>	13	18.84%
<b>45 to 49</b>	7	10.14%
<b>50 to 54</b>	7	10.14%
<b>55 to 59</b>	7	10.14%
<b>60 and over</b>	6	8.70%
<b>Grand Total</b>	<b>69</b>	<b>100%</b>

<b>HDUHB Headcount by Marital Status</b>		
	<b>Headcount</b>	<b>%</b>
<b>Married / Civil Partnership</b>	42	60.87%
<b>Divorced</b>	7	10.14%
<b>Single</b>	14	20.29%
<b>Widowed</b>	1	7.25%
<b>Unknown</b>	5	1.45%
<b>Grand Total</b>	<b>69</b>	<b>100%</b>

<b>HDUHB Headcount by Sex</b>		
	<b>Headcount</b>	<b>%</b>
<b>Female</b>	48	69.57%
<b>Male</b>	21	30.43%
<b>Grand Total</b>	<b>69</b>	<b>100%</b>

## Notes to this report

1. This report shows the numbers of staff, by protected characteristic, where possible who were involved in HDUHB grievance procedures during the period 1st April 2018 to 31st March 2019.
2. Total number of staff includes those staff raising grievances although this is not available through ESR and must be recorded manually. Total number of staff both those raising and subject of complaints includes dignity at work complaints as these are technically grievances. This information is not available on ESR.

## HDUHB EQUALITIES DUTIES REPORTING – Staff involved in Disciplinary Procedures

Report for the period 1st April 2018 to 31st March 2019

<b>HDUHB Headcount by Marital Status</b>		
	<b>Headcount</b>	<b>%</b>
<b>Married or Civil Partnership</b>	36	41.86%
<b>Divorced</b>	10	11.63%
<b>Single</b>	35	40.69%
<b>Unknown</b>	2	2.33%
<b>Legally Separated</b>	3	3.49%
<b>Grand Total</b>	<b>86</b>	<b>100%</b>

<b>HDUHB Headcount by Religion</b>		
	<b>Headcount</b>	<b>%</b>
<b>Atheism</b>	11	12.79%
<b>Christianity</b>	40	46.51%
<b>Other</b>	7	8.14%
<b>No Disclosed</b>	11	12.79%
<b>Unknown</b>	17	19.77%
<b>Grand Total</b>	<b>86</b>	<b>100%</b>

<b>HDUHB Headcount by Sex</b>		
	<b>Headcount</b>	<b>%</b>
<b>Female</b>	68	79.07%
<b>Male</b>	18	20.93%
<b>Grand Total</b>	<b>86</b>	<b>100%</b>

<b>HDUHB Headcount by Sexual Orientation</b>		
	<b>Headcount</b>	<b>%</b>
<b>Heterosexual or Straight</b>	61	70.93%
<b>Gay or Lesbian</b>	3	3.49%
<b>Not Disclosed</b>	6	6.98%
<b>Unknown</b>	16	18.60%
<b>Grand Total</b>	<b>86</b>	<b>100%</b>



<b>HDUHB Headcount by Ethnicity</b>		
	<b>Headcount</b>	<b>%</b>
<b>White</b>	71	82.56%
<b>Any Other Ethnic Group</b>	10	11.63%
<b>Unknown</b>	5	5.81%
<b>Grand Total</b>	<b>86</b>	<b>100%</b>

<b>HDUHB Headcount by Age</b>		
	<b>Headcount</b>	<b>%</b>
<b>Under 25</b>	9	10.47%
<b>25 to 29</b>	6	6.98%
<b>30 to 34</b>	12	13.95%
<b>35 to 39</b>	8	9.30%
<b>40 to 44</b>	14	16.28%
<b>45 to 49</b>	12	13.95%
<b>50 to 54</b>	17	19.77%
<b>55 to 59</b>	5	5.81%
<b>60 and over</b>	3	3.49%
<b>Grand Total</b>	<b>86</b>	<b>100%</b>

<b>HDUHB Headcount by Disability</b>		
	<b>Headcount</b>	<b>%</b>
<b>Disabled</b>	1	1.16%
<b>Not Disabled</b>	66	76.74%
<b>Unknown</b>	19	22.09%
<b>Grand Total</b>	<b>86</b>	<b>100%</b>

## **Notes to this report**

1. This report shows the numbers of staff, by protected characteristic, who were involved in HDUHB disciplinary processes during the period 1st April 2018 to 31st March 2019.