

Reference:	FOI.5995.21
Subject:	Health Board's Black, Asian and Minority Ethnic (BAME) workforce
Date of Request:	13 May 2021

Requested:

Thank you for your response to FOI/4610/21 and the information given. I do have a few more questions that I feel are important.

1. What is the ethnic breakdown of the workforce across Hywel Dda University Health Board? From the figures provided around 10% of the people on capability are from a BAME background. Please could you confirm the percentage of employees in the workforce from a BAME background.
2. What training is given to managers to properly facilitate a capability policy due to their substantial authority and application of the process?

Response:

1. Hywel Dda University Health Board (UHB) provides, within the table overleaf, the number of employees and ethnicity, as a percentage, as currently recorded on the UHB's Electronic Staff Record (ESR) system, for all UHB employees, including bank and locums.

Ethnicity	Number	Percentage
Not recorded	36	0.3%
Not Stated	551	4.3%
BAME	846	6.6%
White	11,412	88.8%
Total	12,845	100%

2. The UHB confirms that training provision exists for managers to undertake training on the All Wales Capability Policy and Procedure within the Managers Passport programme, providing managers with the appropriate knowledge and skills to deal with any concerns raised. Additionally, all managers undertaking formal capability processes are supported by a member of the Workforce Team.