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Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

BCUHB Statutory Employment Reports – Full Data Pack 2024/2025

Report Summary: BCUHB Employer Equality Report Data 2024-2025

Summary:

Employer Equality Report Data 2024-2025

Notes:

All figures less than 5 are suppressed and denoted by *

Percentages are rounded

Totals may not sum due to rounding.

Percentages are based on the total headcount (20,286) used for the report

Data is based on headcount as at 31 March 2025

Source:

Betsi Cadwaladr University Health Board Electronic Staff Record Business
Intelligence

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<u>Contents</u>
Workforce Representation as at 31 March 2025
Table 3 - Gender (Sex)
Table 4 - Age
Table 5 - Disability
Table 6 - Ethnicity
Table 7 - Religion/Belief
Table 8 - Sexual Orientation
Table 9 - Marital Status
Table 10 - Pregnancy and Maternity
Men and Women in the Workplace
Table 11 - Grade
Table 12 - Contract Type
Table 13 - Working Pattern
Analysis of job applicants, and those short-listed, interviewed and appointed
Table 14 - Applicants - Gender (Sex)
Table 15 - Applicants - Age
Table 16 - Applicants - Disability
Table 17 - Applicants - Ethnicity
Table 18 - Applicants - Religion/Belief
Table 19 - Applicants -Sexual Orientation
Table 20 - Applicants - Marital Status
Table 21 - Gender Re-Assignment
Analysis of People who have left BCUHB
Table 22 - Leavers Gender (Sex)
Table 23 - Leavers Age
Table 24 - Leavers Disability
Table 25 - Leavers Ethnicity
Table 26 - Leavers Religion/Belief
Table 27 - Leavers Sexual Orientation

Table 28 - Leavers Marital Status
Analysis of staff involved in Disciplinary & Grievance procedures
Table 29 - D&G Gender
Table 30 - D&G Age
Table 31 - D&G Disability
Table 32 - D&G Ethnicity
Table 33 - D&G Religion/Belief
Table 34 - D&G Sexual Orientation
Analysis of Average Annual Salaries
Table 35 - Ave Annual Salary Gender
Table 36 - Ave Annual Salary Age
Table 37 - Ave Annual Salary Disability
Table 38 - Ave Annual Salary Ethnicity
Table 39 - Ave Annual Salary Religion/Belief
Table 40 - Ave Annual Salary Sexual Orientation

Table 3 - Gender (Sex)

	Number	Percent
Female	17043	80.77%
Male	4058	19.23%
Total	21101	100.00%

Table 4 - Age

	Number	Percent
Under 25	836	3.96%
25 to 29	1904	9.02%
30 to 34	2269	10.75%
35 to 39	2504	11.87%
40 to 44	2483	11.77%
45 to 49	2406	11.40%
50 to 54	2809	13.31%
55 to 59	2875	13.62%
60 to 64	2162	10.25%
65 to 69	637	3.02%
70 and over	216	1.02%
Total	21101	100.00%

Table 5 - Disability

	Number	Percent
Disabled	1467	6.95%
Not Disabled	17025	80.68%
Not Disclosed and Unknown	2609	12.36%
Total	21101	100%

Table 6 - Ethnicity

	Number	Percent
White	17813	84.42%
Black or Black British	300	1.42%
Asian or Asian British	858	4.07%
Mixed	173	0.82%
Chinese	26	0.12%
Any Other Ethnic Group	241	1.14%
Unknown	17813	84.42%
Total	300	1.42%

Table 7 - Religion/Belief

	Number	Percent
Atheism	3306	15.67%
Buddhism	102	0.48%
Christianity	10041	47.59%
Hinduism	241	1.14%
Islam	285	1.35%
Jainism	*	0.01%
Judaism	9	0.04%
Sikhism	14	0.07%
Other	2413	11.44%
Not Disclosed	3252	15.41%
Unknown	1435	6.80%
Total	21101	100.00%

Figures below 5 are suppressed and denoted by *

Table 8 - Sexual Orientation

	Number	Percent
Heterosexual	17541	83.13%
Gay	162	0.77%
Lesbian	163	0.77%
Bisexual	200	0.95%
Not Disclosed	1495	7.08%
Unknown	1540	7.30%
Total	21101	100.00%

Key to categories:

Not stated (person asked but declined to provide a response) – Not Disclosed

Undecided – Not Disclosed

Other sexual orientation not listed – Not Disclosed

Unspecified – Unknown

Table 9 - Marital Status

	Number	Percent
Civil Partnership	587	2.78%
Divorced	1484	7.03%
Legally Separated	142	0.67%
Married	10651	50.48%
Single	6292	29.82%
Widowed	297	1.41%
Unknown	1648	7.81%
Total	21101	100.00%

Table 10 - Pregnancy and Maternity

	Number	Percent
No	20672	97.97%
Yes	429	2.03%
Total	21101	100.00%

Note: We do not record pregnancy in ESR. Yes refers to employees on Maternity Leave

Table 11 - Grade

	Female	Male	Total
Band 1	3209	873	4082
Band 2	2506	511	3017
Band 3	1501	247	1748
Band 4	3535	518	4053
Band 5	3058	511	3569
Band 6	1766	335	2101
Band 7	568	148	716
Band 8a	162	57	219
Band 8b	114	43	157
Band 8c	44	25	69
Band 8d	25	10	35
Band 9	24	13	37
Non-Agenda for Change	20	21	41
Associate Specialist		*	*
Clinical Assistant	198	415	613
Consultant	25	16	41
Dentist	16	11	27
Foundation Yr 1 / Yr 2	3209	873	4082

Other Medical	75	50	125
SHO / House Officer			
Specialty Doctor / Staff Grade / Trust Grade	188	232	420
Specialty/Specialist Registrar	9	20	29
Totals	17043	4058	21101

Figures below 5 are suppressed and denoted by *

Table 12 - Contract Type

	Female	Male	Total
Permanent	16554	3848	20402
Fixed Term Temp	487	209	696
Non-Exec Director/Chair	*	*	*
Totals	17043	4058	21101

Figures below 5 are suppressed and denoted by *

Table 13 - Working Pattern

	Female	Male	Total
Full Time	8620	3152	11772
Part Time	8423	906	9329
Totals	17043	4058	21101

Table 14 - Applicants – Gender

	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Male	38009	3418	2096	577	36.84%	24.92%	24.29%	19.50%
Female	64748	10181	6473	2372	62.75%	74.22%	75.01%	80.16%
I do not wish to disclose	426	118	60	10	0.41%	0.86%	0.70%	0.34%
Totals	103183	13717	8629	2959	100.00%	100.00%	100.00%	100.00%

Table 15 - Applicants - Age

	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Under 20	998	308	190	57	0.97%	2.25%	2.20%	1.93%
20 - 24	9437	1556	961	358	9.15%	11.34%	11.14%	12.10%
25 - 29	37298	2459	1471	497	36.15%	17.93%	17.05%	16.80%
30 - 34	23726	2399	1451	476	22.99%	17.49%	16.82%	16.09%
35 - 39	13677	1927	1211	382	13.26%	14.05%	14.03%	12.91%
40 - 44	7778	1530	971	328	7.54%	11.15%	11.25%	11.08%
45 - 49	4556	1169	770	273	4.42%	8.52%	8.92%	9.23%
50 - 54	2748	1043	705	257	2.66%	7.60%	8.17%	8.69%
55 - 59	1800	824	550	209	1.74%	6.01%	6.37%	7.06%
60 - 64	950	419	294	97	0.92%	3.05%	3.41%	3.28%
65+	215	83	55	25	0.21%	0.61%	0.64%	0.84%
Not stated	0	0	0	0				0.00%
Totals	103183	13717	8629	2959	100.00%	100.00%	100.00%	100.00%

Table 16 - Applicants – Disability

	Applied	Shortlisted	Interview attended	Appointed	Applied Percent	Shortlisted Percent	Interview attended %	Appointed %
I do not wish to disclose whether or not I have a disability	963	288	179	70	0.93%	2.10%	2.07%	2.37%
No	98786	12157	7604	2625	95.74%	88.63%	88.12%	88.71%
Yes	3378	1216	791	210	3.27%	8.86%	9.17%	7.10%
Not stated	56	56	55	54	0.05%	0.41%	0.64%	1.82%
Totals	103183	13717	8629	2959	100.00 %	100.00%	100.00 %	100.00%

Table 17 - Applicants – Ethnicity

	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
White	21857	9853	6460	2515	21.18%	71.83%	74.86%	84.99%
Mixed	3290	239	139	46	3.19%	1.74%	1.61%	1.55%
Asian or Asian British	37799	1799	1010	203	36.63%	13.12%	11.70%	6.86%
Black or Black British	34407	1391	727	71	33.35%	10.14%	8.43%	2.40%
Chinese	186	23	12	7	0.18%	0.17%	0.14%	0.24%
Any other ethnic group	4340	201	127	40	4.21%	1.47%	1.47%	1.35%
Not stated	1304	211	154	77	1.26%	1.54%	1.78%	2.60%
Totals	103183	13717	8629	2959	100.00%	100.00%	100.00%	100.00%

Please note that application numbers are high, due to some international applicants applying for high numbers of multiple vacancies

Not stated includes 'I do not wish to disclose my ethnic group' and 'Not Stated'

Table 18 - Applicants - Religious Belief

Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Atheism	6530	2854	1845	678	6.33%	20.81%	21.40%	22.94%
Buddhism	2391	158	98	28	2.32%	1.15%	1.14%	0.95%
Christianity	50150	6255	3896	1254	48.60%	45.60%	45.19%	42.42%
Hinduism	12696	434	225	48	12.30%	3.16%	2.61%	1.62%
Islam	20726	706	415	75	20.09%	5.15%	4.81%	2.54%
Jainism	88	8	*	0	0.09%			0.00%
Judaism	40	11	*	*	0.04%	0.08%		
Sikhism	314	16	8	*	0.30%	0.12%	0.09%	
Other	3874	1503	934	382	3.75%	10.96%	10.83%	12.92%
I do not wish to disclose my religion/belief	6318	1716	1145	437	6.12%	12.51%	13.28%	14.78%
Not stated	56	56	55	54	0.05%	0.41%	0.64%	1.83%
Totals	103183	13717	8621	2956	100.00%	100.00%	100.00%	100.00%

Table 19 - Applicants - Sexual Orientation

	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Heterosexual or Straight	96649	12293	7723	2640	93.67%	89.62%	89.50%	89.22%
Gay					0.00%	0.00%	0.00%	0.00%
Lesbian					0.00%	0.00%	0.00%	0.00%
Gay or Lesbian	947	344	194	68	0.92%	2.51%	2.25%	2.30%
Bisexual	2038	403	238	65	1.98%	2.94%	2.76%	2.20%
Other sexual orientation not listed	264	60	39	12	0.26%	0.44%	0.45%	0.41%
Undecided	142	24	15	7	0.14%	0.17%	0.17%	0.24%
I do not wish to disclose my sexual orientation	3087	537	365	113	2.99%	3.91%	4.23%	3.82%
Not stated	56	56	55	54	0.05%	0.41%	0.64%	1.82%
	103183	13717	8629	2959	100.00%	100.00%	100.00%	100.00%

Table 20 - Applicants - Marital Status Please note that the Applicant TRAC report has slightly different protected Characteristics

	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Single	49343	5865	3545	1209	47.82%	42.76%	41.08%	40.86%
Married	47419	5595	3581	1175	45.96%	40.79%	41.50%	39.71%
Civil partnership	1434	442	282	96	1.39%	3.22%	3.27%	3.24%
Legally separated	255	63	45	15	0.25%	0.46%	0.52%	0.51%
Divorced	1575	595	396	153	1.53%	4.34%	4.59%	5.17%
Widowed	248	83	50	21	0.24%	0.61%	0.58%	0.71%
Other	1846	758	495	185	1.79%	5.53%	5.74%	6.25%
Not stated	52	52	52	51	0.05%	0.38%	0.60%	1.72%
I do not wish to disclose this	1011	264	183	54	0.98%	1.92%	2.12%	1.82%
	103183	13717	8629	2959	100.00%	100.00%	100.00%	100.00%

Table 21 - Applicants - Gender Re-Assignment

	Applied	Shortlisted	Interview attended	Appointed	Applied Percent	Shortlisted Percent	Interview attended %	Appointed %
Not stated	102981	13515	8428	2767	99.80%	98.53%	97.67%	93.51%
No	200	200	199	190	0.19%	1.46%	2.31%	6.42%
Yes	*	*	*	*	0.00%	0.01%	0.01%	0.03%
I do not want to answer this question	*	*	*	*	0.00%	0.01%	0.01%	0.03%
Totals	103183	13717	8629	2959	100.00%	100.00%	100.00%	100.00%

Table 22 - Leavers Gender

	Leavers Year to 31/3/25	%
Female	1496	77.49%
Male	412	22.51%
Totals	1908	100.00%

Table 23 – Leavers by Age Band

	Leavers Year to 31/3/25	%
Under 25	121	7.99%
25 to 29	190	12.19%
30 to 34	192	12.11%
35 to 39	169	10.21%
40 to 44	116	6.58%
45 to 49	114	6.26%
50 to 54	134	6.64%
55 to 59	292	11.64%
60 to 64	298	12.36%
65 to 69	239	11.93%
70 and over	43	2.10%
Totals	1908	100.00%

Table 24 - Leavers: Disability

	Leavers Yr to 31/3/25	%
Disabled	147	7.88%
Not Disabled	1457	76.81%
Not Disclosed	137	4.58%
Unknown	167	10.73%
Totals	1908	100.00%

Table 25 - Leavers by Ethnicity

	Leavers Year to 31/3/25	%
White	1558	78.35%
Black or Black British	37	2.32%
Asian or Asian British	92	5.72%
Mixed	15	0.83%
Chinese	*	0.19%
Any Other Ethnic Group	21	1.17%
Unknown	182	11.42%
Totals	1908	100.00%

*Numbers less than 5 suppressed

Table 26 - Leavers by Religion or Belief (or non-belief)

	Leavers Yr to 31/3/25	%
Atheism	281	16.58%
Buddhism	22	1.34%
Christianity	881	43.59%
Hinduism	27	1.61%
Islam	47	3.07%
Jainism		
Judaism		
Sikhism	*	0.20%
Other	190	9.39%
Not Disclosed	300	14.12%
Unknown	157	10.11%
Totals	1908	100.00%

*Numbers less than 5 suppressed

Table 27 - Leavers by Sexual Orientation

	Leavers Year to 31/3/2025	%
Heterosexual	1499	78.1%
Gay or Lesbian	39	2.4%
Bisexual	31	1.9%
Not Disclosed	184	7.6%
Unknown	155	10.0%
Totals	1908	100.0%

<i>The following responses have been categorised as follows:</i>	
Not stated (person asked but declined to provide a response)	Not Disclosed
Undecided	Not Disclosed
Other sexual orientation not listed	Not Disclosed
Unspecified	Unknown

Table 28 - Leavers by Marital Status

	Leavers Year to 31/3/25	%
Married	965	47.38%
Civil Partnership	41	2.27%
Divorced	162	7.60%
Legally Separated	12	0.64%
Single	568	34.00%
Widowed	43	1.87%
Unknown	117	6.24%
Totals	1908	100.00%

Table 29 – Disciplinary & Grievance Gender

	Employees Involved In Disciplinary Procedures Year to March 2025	%	Employees Involved In Grievance Procedures Year to March 2025	%
Female	102	70.34%	95	73.08%
Male	43	29.66%	35	26.92%
Totals	145	100.00%	130	100.00%

Table 30 - Disciplinary and Grievance Age

	Employees Involved In Disciplinary Procedures Year to March 2025	%	Employees Involved In Grievance Procedures Year to March 2025	%
Under 25	7	4.8%	*	3.1%
25 to 29	8	5.5%	*	0.9%
30 to 34	14	9.7%	12	11.2%
35 to 39	20	13.8%	7	6.3%
40 to 44	15	10.3%	14	10.8%
45 to 49	18	12.4%	37	26.1%
50 to 54	16	11.0%	25	18.4%
55 to 59	23	15.9%	19	14.3%
60 to 64	21	14.5%	8	6.5%
65 to 69	*	0.7%	*	1.1%
70 and over	*	1.4%	*	1.4%
Totals	145	100.0%	130	100.0%

Table 31 - Disciplinary and Grievance Disability

	Employees Involved In Disciplinary Procedures Year to March 2025	%	Employees Involved In Grievance Procedures Year to March 2025	%
Disabled	18	12.4%	24	19.26%
Not Disabled	107	73.8%	88	65.17%
Not Disclosed	9	6.2%	8	5.24%
Unknown	11	7.6%	10	10.33%
Totals	145	100.00%	130	100.00%

Disabled Categories included are as follows:

Yes - Unspecified

Learning disability/difficulty

Long-standing illness

Mental Health Condition

Physical Impairment

Sensory Impairment

Table 32 - Disciplinary and Grievance Ethnicity

	Employees Involved In Disciplinary Procedures Year to March 2025	%	Employees Involved In Grievance Procedures Year to March 2025	%
White	120	82.76%	108	81.09%
Black or Black British	*	2.76%	*	1.06%
Asian or Asian British	*	2.76%	6	4.32%
Mixed	*	1.38%	*	2.48%
Chinese	0	0.00%	0	0.00%
Any Other Ethnic Group	0	0.00%	*	1.11%
Unknown	15	10.34%	10	9.94%
Totals	145	100.00%	130	100.00%

Table 33 - Disciplinary and Grievance Religion/Belief

	Employees Involved In Disciplinary Procedures Year to March 2025	%	Employees Involved In Grievance Procedures Year to March 2025	%
Atheism	27	18.62%	16	12.84%
Buddhism	0	0.00%	0	0.00%
Christianity	75	51.72%	58	40.85%
Hinduism	0	0.00%	*	1.37%
Islam	*	1.38%	*	3.64%
Jainism	0	0.00%	0	0.00%
Judaism	0	0.00%	0	0.00%
Sikhism	0	0.00%	0	0.00%
Other	16	11.03%	16	13.63%
Not Disclosed	14	9.66%	26	19.41%
Unknown	11	7.59%	8	8.26%
Totals	145	100.00%	130	100.00%

Table 34 - Disciplinary and Grievance Sexual Orientation

	Employees Involved In Disciplinary Procedures Year to March 2025	%	Employees Involved In Grievance Procedures Year to March 2025	%
Heterosexual	117	80.7%	106	80.5%
Gay or Lesbian	6	4.1%	*	1.7%
Bisexual	*	0.7%	*	2.0%
Not Disclosed	10	6.9%	12	7.6%
Unknown	11	7.6%	8	8.3%
Totals	145	100.0%	130	100.0%

Not stated (person asked but declined to provide a response)	Not Disclosed
Undecided	Not Disclosed
Other sexual orientation not listed	Not Disclosed
Unspecified	Unknown

Table 35 - Average Annual Pay Gender

Main Staff Group	Female	Male
Add Prof Scientific and Technical	£48,987.34	£52,819.90
Additional Clinical Services	£26,080.03	£26,626.51
Administrative and Clerical	£32,357.10	£40,936.29
Allied Health Professionals	£45,091.80	£43,684.96
Estates and Ancillary	£24,931.76	£27,361.22
Healthcare Scientists	£48,104.60	£47,429.13
Medical and Dental	£101,860.47	£112,737.04
Nursing and Midwifery Registered	£41,284.40	£43,022.34
Students	£34,217.59	
Totals	£37,706.14	£50,626.99
Totals Discounting Students	£46,087.19	£50,626.99

Reports showing average annual salary per Full Time Equivalent (FTE) as at 31st March 2024
analysed by staff group

Average = $\text{sum}(\text{Actual Salary}) / \text{sum}(\text{FTE})$

All Assignments

Table 36 - Average Annual Pay Age

Main Staff Group	Under 25	25 - 34	35 - 44	45 - 54	55 - 64	65 and over
Add Prof Scientific and Technical	£32,446.21	£44,844.07	£49,461.34	£52,585.58	£51,319.54	£54,773.28
Additional Clinical Services	£25,141.13	£26,016.04	£26,119.43	£26,396.74	£26,784.97	£26,260.36
Administrative and Clerical	£24,843.49	£29,321.55	£34,066.70	£36,598.58	£40,803.98	£33,443.00
Allied Health Professionals	£32,239.59	£38,892.52	£46,499.39	£49,033.70	£53,181.16	£50,073.41
Estates and Ancillary	£24,376.19	£26,265.81	£26,068.63	£26,784.44	£27,246.61	£25,761.60
Healthcare Scientists	£31,548.58	£41,183.98	£48,082.38	£51,761.41	£63,235.50	£55,493.24
Medical and Dental	£43,821.00	£57,204.93	£101,513.72	£120,680.06	£130,427.57	£131,769.08
Nursing and Midwifery Registered	£31,351.47	£36,159.96	£40,472.45	£44,870.86	£45,923.85	£45,543.76
Students		£33,831.48	£34,023.75	£35,377.50		
Totals	£27,727.60	£34,377.48	£40,899.40	£44,797.87	£44,007.46	£40,965.32

Table 37 - Average Annual Pay Disability

Main Staff Group	No	Yes	Not Declared / Undefined
Add Prof Scientific and Technical	£49,679.86	£51,482.99	£46,769.87
Additional Clinical Services	£26,126.75	£26,573.04	£26,152.38
Administrative and Clerical	£33,771.42	£32,389.06	£34,793.05
Allied Health Professionals	£44,659.85	£43,232.46	£48,396.44
Estates and Ancillary	£26,089.86	£25,487.35	£26,238.15
Healthcare Scientists	£47,169.18	£46,597.14	£54,014.77
Medical and Dental	£106,841.13	£119,756.13	£110,762.33
Nursing and Midwifery Registered	£41,607.92	£40,752.17	£40,638.38
Students	£34,887.75	£30,420.00	
Totals	£39,667.63	£37,380.97	£45,081.21

Reports showing average annual salary per Full Time Equivalent (FTE) as at 31st March 2024 analysed by staff group
Average = $\text{sum}(\text{Actual Salary}) / \text{sum}(\text{FTE})$
All Assignments

Table 38 - Average Annual Pay Ethnicity

Main Staff Group	Asian/ Asian British	Black/ Black British	Mixed/ Mixed British	White	Other
Add Prof Scientific and Technical	£51,556.67	£45,007.29	£47,693.75	£49,646.80	£49,674.42
Additional Clinical Services	£25,490.27	£24,701.04	£25,190.68	£26,233.06	£25,838.19
Administrative and Clerical	£30,630.28	£44,323.58	£34,279.45	£33,663.53	£34,770.67
Allied Health Professionals	£41,965.24	£36,712.87	£41,783.27	£45,050.07	£44,239.03
Estates and Ancillary	£24,589.85	£24,675.23	£25,801.57	£26,198.21	£25,263.25
Healthcare Scientists	£41,573.41	£39,548.38	£42,102.75	£48,374.83	£51,396.80
Medical and Dental	£104,341.60	£89,424.00	£107,806.30	£119,613.92	£99,026.99
Nursing and Midwifery Registered	£35,096.69	£34,209.50	£38,476.03	£42,392.67	£37,992.16
Students	£24,755.83			£34,715.58	
Totals	£64,837.82	£45,677.12	£48,103.85	£38,263.36	£45,397.08

Reports showing average annual salary per Full Time Equivalent (FTE) as at 31st March 2024 analysed by staff group
Average = $\text{sum}(\text{Actual Salary}) / \text{sum}(\text{FTE})$
All Assignments

Table 39 - Average Annual Pay Religious Belief

Main Staff Group	Atheism	Buddhism	Christianity	Hinduism	Islam	Jainism	Judaism	Other	Sikhism	I do not wish to disclose my religion/belief or Other
Add Prof Scientific and Technical	£49,865.72	£43,771.40	£49,664.56	£45,790.00	£54,908.44		£51,902.00	£47,136.05	£50,695.00	£50,921.05
Additional Clinical Services	£26,381.40	£26,987.13	£26,156.79	£26,273.80	£24,937.68	£30,420.00	£23,970.00	£26,059.33	£29,281.99	£26,095.56
Administrative and Clerical	£32,816.89	£31,147.35	£34,184.17	£31,655.73	£29,516.17		£35,121.99	£32,244.03	£24,755.98	£34,321.08
Allied Health Professionals	£42,272.60	£40,262.25	£45,858.12	£47,757.30	£35,849.29			£43,686.36		£45,911.83
Estates and Ancillary	£26,307.86	£24,668.65	£26,272.83	£24,559.48	£24,493.98	£24,755.98		£25,564.58		£25,964.41
Healthcare Scientists	£46,027.52	£44,421.50	£47,154.40	£46,186.80	£41,270.67			£49,330.00		£51,891.06
Medical and Dental	£108,869.34	£95,493.51	£113,220.38	£108,607.41	£88,780.43	£154,760.00	£137,800.00	£122,988.39	£110,252.86	£111,859.87
Nursing and Midwifery Registered	£39,910.38	£38,217.07	£42,371.55	£35,588.53	£36,270.57		£44,625.50	£41,138.81	£30,420.00	£40,657.58
Students	£32,512.57		£34,480.58					£37,319.33		
Totals	£38,102.01	£57,653.63	£39,003.43	£81,374.39	£71,404.68	£69,978.66	£51,132.33	£36,406.78	£69,773.46	£41,592.06

Reports showing average annual salary per Full Time Equivalent (FTE) as at 31st March 2025 analysed by staff group

Average = $\text{sum}(\text{Actual Salary}) / \text{sum}(\text{FTE})$

All Assignments

Table 40 - Average Annual Pay Sexual Orientation

Main Staff Group	Bisexual	Heterosexual	Gay or Lesbian	I do not wish to disclose my sexual orientation/or Other
Add Prof Scientific and Technical	£51,841.17	£49,564.59	£46,043.22	£50,524.21
Additional Clinical Services	£26,963.76	£26,140.63	£26,236.69	£26,210.88
Administrative and Clerical	£34,437.05	£33,602.65	£35,276.04	£34,592.46
Allied Health Professionals	£40,209.80	£44,537.74	£47,696.00	£46,952.42
Estates and Ancillary	£24,798.64	£26,152.83	£24,997.57	£25,891.94
Healthcare Scientists	£37,529.25	£47,356.65	£44,638.50	£52,481.50
Medical and Dental	£81,602.50	£107,083.59	£115,567.10	£111,709.03
Nursing and Midwifery Registered	£34,811.95	£41,779.61	£41,992.70	£39,840.78
Students		£34,217.59		
Totals	£35,243.78	£39,552.85	£39,010.11	£44,232.31

Reports showing average annual salary per Full Time Equivalent (FTE) as at 31st March 2025 analysed by staff group

Average = $\text{sum}(\text{Actual Salary}) / \text{sum}(\text{FTE})$

All Assignments