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Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

BCUHB Statutory Employment Reports – Full Data Pack 2020/2021

Report Summary: BCUHB Employer Equality Report Data 2020-2021

Summary:	Employer Equality Report Data 2020-2021
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 (18,229) used for the report Data is based on headcount as at 31 March 2021
Source:	Betsi Cadwaladr University Health Board

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Table 3 - Gender (Sex)

	Number	Percent
Female	15258.00	80.64%
Male	3663.00	19.36%
Total	18921.00	100.00%

Table 4 - Age

	Number	Percent
Under 25	714	3.77%
25 to 29	1593	8.42%
30 to 34	1977	10.45%
35 to 39	2065	10.91%
40 to 44	2152	11.37%
45 to 49	2453	12.96%
50 to 54	2975	15.72%
55 to 59	2760	14.59%
60 to 64	1605	8.48%
65 to 69	463	2.45%
70 and over	164	0.87%

Total	18921	100.00%
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Table 5 - Disability

	Number	Percent
Disabled	856	4.52%
Not Disabled	14773	78.08%
Not Disclosed	2463	13.02%
Unknown	829	4.38%
Total	18921	100.00%

Table 6 - Ethnicity

	Number	Percent
White	17022	89.96%
Black or Black British	144	0.76%
Asian or Asian British	583	3.08%
Mixed	114	0.60%
Chinese	29	0.15%
Any Other Ethnic Group	188	0.99%
Unknown	841	4.44%
Total	18921	100.00%

Table 7 - Religion/Belief

	Number	Percent
Atheism	2308	12.20%
Buddhism	70	0.37%
Christianity	9555	50.50%
Hinduism	169	0.89%
Islam	173	0.91%

Jainism	*	*
Judaism	9	0.05%
Sikhism	13	0.07%
Other	2085	11.02%
Not Disclosed	3706	19.59%
Unknown	830	4.39%
Total	18921	100.00%

Figures below 5 are suppressed and denoted by *

Table 8 - Sexual Orientation

	Number	Percent
Heterosexual	15106	79.84%
Gay	119	0.63%
Lesbian	113	0.60%
Bisexual	98	0.52%
Not Disclosed	2659	14.05%
Unknown	826	4.37%
Total	18921	100.00%

Table 9 - Marital Status

	Number	Percent
Civil Partnership	321	1.70%
Divorced	1474	7.79%
Legally Separated	141	0.75%
Married	10045	53.09%
Single	5367	28.37%
Widowed	231	1.22%
Unknown	1342	7.09%

Total	18921	100.00%
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Table 10 - Pregnancy and Maternity

	Number	Percent
No	18564	98.11%
Yes	357	1.89%
Total	18921	100.00%

Table 11 - Grade

	Female	Male	Total
Band 1			
Band 2	3113	747	3860
Band 3	2287	499	2786
Band 4	1245	158	1403
Band 5	3105	500	3605
Band 6	2703	414	3117
Band 7	1418	260	1678
Band 8a	445	128	573
Band 8b	145	50	195
Band 8c	90	40	130
Band 8d	37	24	61
Band 9	13	11	24
Non-Agenda for Change	105	27	132
Associate Specialist	25	23	48
Clinical Assistant	*	*	*
Consultant	171	399	570
Dentist	38	20	58
Foundation Yr 1 / Yr 2	42	37	79
Other Medical	34	20	54
SHO / House Officer			

Specialty Doctor / Staff Grade / Trust Grade	133	169	302
Specialty/Specialist Registrar	107	131	238
Totals	15258	3663	18921

Figures below 5 are suppressed and denoted by *

Table 12 - Contract Type

	Female	Male	Total
Permanent	14236	3221	17457
Fixed Term Temp	1018	438	1456
Locum	*	*	*
Non-Exec Director/Chair	*	*	8
Unknown	0	0	0
Totals	15258	3663	18921

Figures below 5 are suppressed and denoted by *

Table 13 - Working Pattern

	Female	Male	Total
Full Time	7377	2942	10319
Part Time	7881	721	8602
Totals	15258	3663	18921

Table 14 - Applicants – Gender

	Applied	Shortlisted	Interview attended	Appointed	Applied Percent	Shortlisted Percent	Interview attended %	Appointed %
Male	18520	3931	2595	562	30.96%	22.25%	21.75%	20.11%
Female	41139	13691	9307	2230	68.77%	77.49%	78.01%	79.79%
I do not wish to disclose	162	47	29	3	0.27%	0.27%	0.24%	0.11%
Totals	59821	17669	11931	2795	100.00%	100.00%	100.00%	100.00%

Table 15 - Applicants - Age

	Applied	Shortlisted	Interview attended	Appointed	Applied Percent %	Shortlisted Percent %	Interview attended %	Appointed %
Under 20	1481	260	187	48	2.48%	1.47%	1.57%	1.72%
20 - 24	8502	2093	1432	369	14.21%	11.85%	12.00%	13.20%
25 - 29	13269	2846	1885	489	22.18%	16.11%	15.80%	17.50%
30 - 34	10230	2570	1725	428	17.10%	14.55%	14.46%	15.31%
35 - 39	6655	2097	1438	382	11.12%	11.87%	12.05%	13.67%
40 - 44	4779	1877	1258	295	7.99%	10.62%	10.54%	10.55%
45 - 49	4868	1909	1283	269	8.14%	10.80%	10.75%	9.62%

50 - 54	4757	1841	1275	245	7.95%	10.42%	10.69%	8.77%
55 - 59	3469	1369	928	175	5.80%	7.75%	7.78%	6.26%
60 - 64	1348	554	369	82	2.25%	3.14%	3.09%	2.93%
65+	57	23	12	7	0.29%	0.40%	0.35%	0.60%
Not stated	*	0	0	0	0.00%	0.00%	0.00%	0.00%
Totals	19990	5773	3460	1165	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	609	224	148	32	1.02%	1.27%	1.24%	1.14%
No	55459	15274	10128	2152	92.71%	86.45%	84.89%	76.99%
Yes	2475	896	606	98	4.14%	5.07%	5.08%	3.51%
Not stated	1278	1275	1049	513	2.14%	7.22%	8.79%	18.35%
Totals	59821	17669	11931	2795	100.00%	100.00%	100.00%	100.00%

**Table 17 - Applicants -
Ethnicity**

	Applied	Shortlisted	Interview attended	Appointed	Applied Percent	Shortlisted Percent	Interview attended %	Appointed %
White	42943	14619	9872	2153	71.79%	82.74%	82.74%	77.03%
Mixed	1512	219	137	18	2.53%	1.24%	1.15%	0.64%
Asian or Asian British	7125	835	479	65	11.91%	4.73%	4.01%	2.33%
Black or Black British	4330	378	199	21	7.24%	2.14%	1.67%	0.75%
Chinese	93	31	16	*	0.16%	0.18%	0.13%	0.07%
Any other ethnic group	1861	181	96	15	3.11%	1.02%	0.80%	0.54%
Not stated	1957	1406	1132	521	3.27%	7.96%	9.49%	18.64%
Totals	59821	17669	11931	2795	100.00%	100.00%	100.00%	100.00%

Table 18 - Applicants - Religious Belief

	Applied	Shortlisted	Interview attended	Appointed	Applied Percent	Shortlisted Percent	Interview attended %	Appointed %
Atheism	9910	3078	2077	478	16.57%	17.42%	17.41%	17.10%
Buddhism	524	118	75	14	0.88%	0.67%	0.63%	0.50%
Christianity	26984	8503	5698	1207	45.11%	48.12%	47.76%	43.18%
Hinduism	1873	188	107	14	3.13%	1.06%	0.90%	0.50%

Islam	5951	444	237	27	9.95%	2.51%	1.99%	0.97%
Jainism	39	8	*	*	0.07%	0.05%	0.04%	0.04%
Judaism	38	9	9	*	0.06%	0.05%	0.08%	0.11%
Sikhism	128	26	13	*	0.21%	0.15%	0.11%	0.04%
Other	6426	1933	1288	256	10.74%	10.94%	10.80%	9.16%
I do not wish to disclose	6670	2087	1373	281	11.15%	11.81%	11.51%	10.05%
Not stated	1278	1275	1049	513	2.14%	7.22%	8.79%	18.35%
Totals	59821	17669	11931	2795	100.00%	100.00%	100.00%	100.00%

Table 19 - Applicants - Sexual Orientation

	Applied	Shortlisted	Interview attended	Appointed	Applied Percent	Shortlisted Percent	Interview attended %	Appointed %
Heterosexual or Straight	54367	15272	10137	2150	90.88%	86.43%	84.96%	76.92%
Gay or Lesbian	1318	378	230	39	2.20%	2.14%	1.93%	1.40%
Bisexual	938	192	133	23	1.57%	1.09%	1.11%	0.82%
Other sexual orientation not listed	165	41	25	*	0.28%	0.23%	0.21%	0.14%
Undecided	130	23	15	*	0.22%	0.13%	0.13%	0.07%
I do not wish to disclose my sexual orientation	1625	488	342	63	2.72%	2.76%	2.87%	2.25%
Not stated	1278	1275	1049	514	2.14%	7.22%	8.79%	18.39%
Totals	59821	17669	11931	2795	100.00 %	100.00%	100.00%	100.00%

Table 20 - Applicants - Marital Status

	Applied	Shortlisted	Interview attended	Appointed	Applied Percent	Shortlisted Percent	Interview attended %	Appointed %
Single	29804	7224	4660	945	49.82%	40.89%	39.06%	33.81%
Married	20730	6520	4428	972	34.65%	36.90%	37.11%	34.78%
Civil partnership	1856	479	327	72	3.10%	2.71%	2.74%	2.58%
Legally separated	412	141	87	20	0.69%	0.80%	0.73%	0.72%
Divorced	2832	1068	710	122	4.73%	6.04%	5.95%	4.36%
Widowed	440	159	101	13	0.74%	0.90%	0.85%	0.47%
Other	1361	470	336	94	2.28%	2.66%	2.82%	3.36%
Not stated	1266	1263	1038	508	2.12%	7.15%	8.70%	18.18%
I do not wish to disclose this	1120	345	244	49	1.87%	1.95%	2.05%	1.75%
Totals	59821	17669	11931	2795	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	59587	17435	11704	2681	99.61%	98.68%	98.10%	95.92%
No	230	230	223	114	0.38%	1.30%	1.87%	4.08%
Yes	*	*	*	0	0.00%	0.01%	0.01%	0.00%
I do not wish to answer this question	*	*	*	0	0.01%	0.02%	0.03%	0.00%
Totals	59821	17669	11931	2795	100.00%	100.00%	100.00%	100.00%

Table 22 - Leavers Gender

	Leavers Yr to 31/3/21	%
Female	1456	76.55%
Male	446	23.45%
Totals	1902	100.00%

Table 23 - Leavers by Age Band

	Leavers Yr to 31/3/21	%
Under 25	90	4.73%
25 to 29	205	10.78%
30 to 34	219	11.52%
35 to 39	152	8.00%
40 to 44	112	5.89%
45 to 49	94	4.94%
50 to 54	132	6.94%
55 to 59	324	17.04%
60 to 64	328	17.25%
65 to 69	194	10.21%
70 and over	51	2.68%
Totals	1901	100.00%

Table 24 - Leavers: Disability

	Leavers Yr to 31/3/21	%
Disabled	78	4.10%
Not Disabled	1284	67.54%
Not Disclosed	539.00	28.35%
Totals	1901	100.00%

Table 25 - Leavers by Ethnicity

	Leavers Yr to 31/3/21	%
White	1472	77.43%
Black or Black British	24	1.26%
Asian or Asian British	95	5.00%
Mixed	16	0.84%
Chinese	11	0.58%
Any Other Ethnic Group	17	0.89%
Unknown	266	13.99%
Totals	1901	100.00%

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

	Leavers Yr to 31/3/21	%
Atheism	204	10.73%
Buddhism	23	1.21%
Christianity	825	43.40%
Hinduism	19	1.00%

Islam	47	2.47%
Jainism	*	0.05%
Judaism	*	0.11%
Sikhism	*	0.16%
Other	170	8.94%
Not Disclosed	607	31.93%
Totals	1901	100.00%

Table 27 - Leavers by Sexual Orientation

	Leavers Yr to 31/3/21	%
Heterosexual	1320	69.4%
Gay or Lesbian	21	1.1%
Bisexual	15	0.8%
Not Disclosed	545	28.7%
Totals	1901	100.0%

Table 28 - Leavers by Marital Status

	Leavers Yr to 31/3/21	%
Married	975	51.29%
Civil Partnership	25	1.32%
Divorced	148	7.79%
Legally Separated	9	0.47%
Single	514	27.04%
Widowed	30	1.58%
Unknown	200	10.52%
Totals	1901	100.00%

Table 29 - D&G Gender

	Employees Involved In Disciplinary Procedures Year to March 2021	%	Employees Involved In Grievance	%

			Procedures Year to March 2021	
Female	102	70.34%	32	64.00%
Male	43	29.66%	18	36.00%
Totals	145	100.00%	50	100.00%

Table 30 - Disciplinary and Grievance Age

	Employees Involved In Disciplinary Procedures Year to March 2021	%	Employees Involved In Grievance Procedures Year to March 2021	%
Under 25	4	2.8%	*	2.0%
25 to 29	10	6.9%	4	8.0%
30 to 34	17	11.7%	*	2.0%
35 to 39	21	14.5%	*	6.0%
40 to 44	*	3.4%	*	10.0%
45 to 49	17	11.7%	8	16.0%
50 to 54	30	20.7%	12	24.0%
55 to 59	16	11.0%	*	10.0%
60 to 64	19	13.1%	9	18.0%
65 to 69	*	2.8%	*	4.0%
70 and over	*	1.4%		0.0%
Totals	145	100.0%	50	100.0%

Table 31 - Disciplinary and Grievance Disability

	Employees Involved In Disciplinary Procedures Year to March 2021	%	Employees Involved In Grievance Procedures Year to March 2021	%

Disabled	7	4.8%	9	18.00%
Not Disabled	104	71.7%	29	58.00%
Not Disclosed	34	23.4%	12	24.00%
Totals	145	100.00%	50	100.00%

Table 32 - Disciplinary and Grievance Ethnicity

	Employees Involved In Disciplinary Procedures Year to March 2021	%	Employees Involved In Grievance Procedures Year to March 2021	%
White	122	84.14%	47	94.00%
Black or Black British	*	*		0.00%
Asian or Asian British	*	*		0.00%
Mixed		0.00%	*	*
Chinese		0.00%		0.00%
Any Other Ethnic Group	*	*		0.00%
Unknown	13	8.97%		0.00%
Totals	145	100.00%	50	100.00%

Table 33 - Disciplinary and Grievance Religion/Belief

	Employees Involved In Disciplinary Procedures Year to March 2021	%	Employees Involved In Grievance Procedures Year to March 2021	%
Atheism	18	12.41%	12	24.00%
Buddhism	*	0.69%		0.00%
Christianity	61	42.07%	16	32.00%
Hinduism		0.00%		0.00%
Islam	*	1.38%	*	2.00%
Jainism		0.00%		0.00%
Judaism		0.00%		0.00%
Sikhism	*	0.69%		0.00%
Other	27	18.62%	*	8.00%

Not Disclosed	35	24.14%	17	34.00%
Totals	145	100.00%	50	100.00%

Table 34 - Disciplinary and Grievance Sexual Orientation

	Employees Involved In Disciplinary Procedures Year to March 2021	%	Employees Involved In Grievance Procedures Year to March 2021	%
Heterosexual	117	80.7%	39	78.0%
Gay or Lesbian	*	*	*	*
Bisexual		0.0%		0.0%
Not Disclosed	24	16.6%	10	20.0%
Totals	145	100.0%	50	100.0%

Table 35 - Average Annual Pay Gender

Reports showing average annual salary per Full Time Equivalent (FTE) as at 31st March 2021 analysed by staff group

Average = sum(Actual Salary) / sum(FTE)

Main Staff Group	Female	Male
Add Prof Scientific and Technical	£39,760.84	£42,720.87
Additional Clinical Services	£20,647.92	£21,793.15
Administrative and Clerical	£26,392.70	£35,811.90
Allied Health Professionals	£36,911.05	£37,083.49
Estates and Ancillary	£19,408.64	£21,974.50
Healthcare Scientists	£39,751.27	£41,762.37
Medical and Dental	£68,414.93	£77,877.01
Nursing and Midwifery Registered	£34,404.71	£36,102.67
Students	£27,549.13	
Totals	£30,726.74	£40,750.88

**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	£27,953.33	£34,775.72	£41,150.15	£43,447.72	£46,771.24	£39,116.38
Additional Clinical Services	£19,457.57	£20,421.69	£20,989.49	£21,148.73	£21,083.46	£20,511.06
Administrative and Clerical	£19,563.01	£23,662.12	£27,731.72	£30,355.20	£29,403.68	£23,366.87
Allied Health Professionals	£25,898.22	£31,792.65	£38,505.45	£41,744.51	£42,619.15	£43,766.94
Estates and Ancillary	£20,147.86	£20,762.56	£20,873.75	£21,120.50	£20,422.99	£20,443.64
Healthcare Scientists	£27,935.37	£34,179.21	£40,451.07	£46,940.02	£46,843.18	£44,981.47
Medical and Dental	£31,048.00	£40,326.03	£74,059.48	£95,458.58	£94,795.75	£96,737.60
Nursing and Midwifery Registered	£25,776.78	£29,812.27	£34,393.79	£37,429.46	£36,980.30	£34,528.72
Students	£24,907.00	£25,510.33	£28,680.45	£30,021.29	£0.00	£0.00
Totals	£22,869.80	£28,123.54	£34,331.07	£36,085.38	£33,191.95	£32,091.89

Table 37 - Average Annual Pay Disability

Main Staff Group	No	Yes	Not Declared / Undefined
Add Prof Scientific and Technical	£40,731.47	£38,394.24	£38,695.23
Additional Clinical Services	£20,776.91	£20,781.91	£21,183.44
Administrative and Clerical	£27,836.56	£25,798.09	£29,724.33
Allied Health Professionals	£36,460.64	£33,342.22	£42,797.87
Estates and Ancillary	£20,654.54	£20,387.26	£20,864.80
Healthcare Scientists	£39,800.02	£37,083.23	£47,118.94
Medical and Dental	£75,596.35	£88,113.84	£71,248.62
Nursing and Midwifery Registered	£34,229.05	£33,482.73	£36,816.84
Students	£26,851.86	£0.00	£32,430.00
Totals	£32,247.94	£29,588.99	£36,551.89

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	£43,672.74	£32,999.67	£42,237.11	£40,409.83	£39,725.15
Additional Clinical Services	£20,158.04	£20,750.58	£20,326.29	£20,880.93	£20,490.96
Administrative and Clerical	£25,888.49	£44,436.33	£26,737.22	£27,792.34	£33,273.15
Allied Health Professionals	£35,411.24	£29,401.33	£31,313.71	£37,090.12	£35,419.45
Estates and Ancillary	£19,149.42	£19,337.00	£24,319.21	£20,743.28	£20,288.65

Healthcare Scientists	£32,493.93	£31,202.83	£39,766.00	£40,924.11	£44,750.00
Medical and Dental	£77,490.63	£58,482.77	£77,603.73	£79,863.27	£62,927.07
Nursing and Midwifery Registered	£31,382.80	£29,380.57	£37,487.83	£34,754.05	£32,736.14
Students	£0.00	£0.00	£0.00	£27,549.13	£0.00
Totals	£59,468.76	£42,488.74	£40,428.19	£31,267.81	£39,305.02

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	£38,990.68	£38,311.91	£40,603.30	£33,540.00	£53,140.67	£0.00	£0.00	£40,331.56	£45,753.00	£41,024.30

Additional Clinical Services	£20,597.77	£20,307.48	£20,860.71	£20,281.01	£19,941.22	£0.00	£0.00	£20,864.54	£23,930.44	£20,939.31
Administrative and Clerical	£27,521.13	£24,227.27	£28,023.49	£22,626.59	£31,348.75	£0.00	£19,737.00	£27,082.26	£0.00	£28,496.78
Allied Health Professionals	£32,818.32	£40,308.76	£37,730.77	£36,891.72	£31,675.15	£31,365.00	£0.00	£36,612.51	£0.00	£38,785.66
Estates and Ancillary	£20,811.18	£18,831.25	£20,889.93	£19,337.00	£19,337.00	£18,185.00	£0.00	£19,796.94	£0.00	£20,826.22
Healthcare Scientists	£37,142.21	£33,477.50	£40,542.82	£35,273.50	£34,478.86	£0.00	£0.00	£43,182.48	£0.00	£43,232.61
Medical and Dental	£62,843.86	£75,306.33	£79,114.06	£82,666.15	£65,657.61	£103,806.00	£74,688.50	£85,603.75	£66,900.57	£72,085.28
Nursing and Midwifery Registered	£32,389.76	£33,717.56	£34,743.87	£34,308.26	£29,649.21	£0.00	£30,708.21	£34,137.68	£63,751.00	£35,703.89
Students	£24,589.67	£0.00	£26,546.00	£0.00	£0.00	£0.00	£0.00	£31,398.50	£0.00	£32,653.00
Totals	£30,425.07	£47,445.36	£31,642.11	£71,575.25	£57,578.57	£51,118.67	£39,457.00	£30,330.26	£58,769.10	£34,845.64

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	£34,572.71	£40,390.35	£37,050.00	£41,182.79
Additional Clinical Services	£20,993.11	£20,806.35	£20,560.07	£21,040.58
Administrative and Clerical	£24,079.04	£27,723.08	£26,669.58	£29,548.13
Allied Health Professionals	£30,613.25	£36,403.86	£36,933.53	£40,886.35
Estates and Ancillary	£18,530.29	£20,720.45	£19,484.83	£20,728.81
Healthcare Scientists	£28,652.11	£39,977.34	£38,186.60	£45,059.67
Medical and Dental	£51,951.40	£75,215.31	£71,825.84	£72,952.45
Nursing and Midwifery Registered	£28,702.77	£34,289.32	£35,287.05	£36,260.30
Students	£0.00	£26,859.73	£0.00	£37,890.00
Totals	£27,788.67	£32,038.41	£32,108.01	£36,722.91