



GIG  
CYMRU  
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WALES

Bwrdd Iechyd Prifysgol  
Betsi Cadwaladr  
University Health Board

# BCUHB Statutory Employment Reports – 2020/21 Commentary

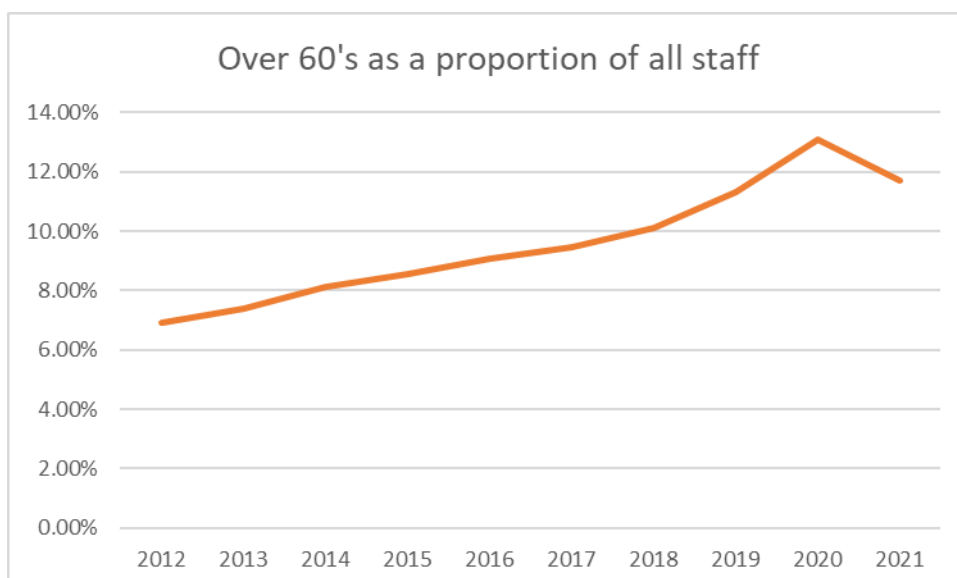
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## 1. STAFF IN POST

### 1a. Age Band

The current staff profile shows signs of a break in the trend towards an increasingly ageing workforce:

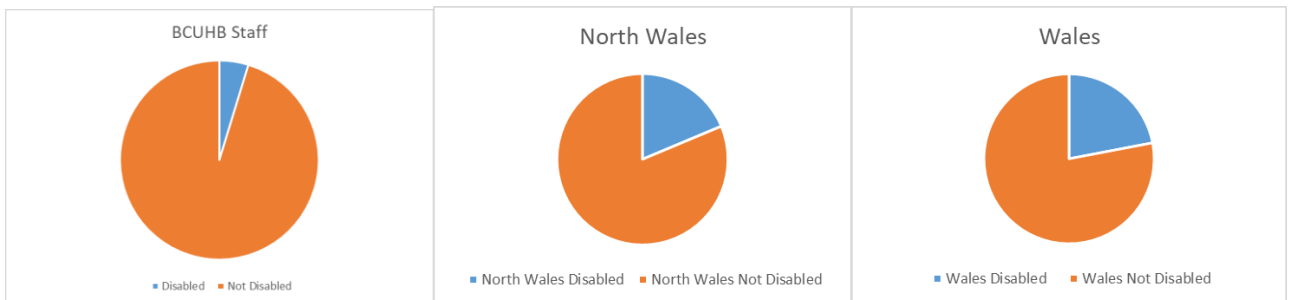
- The number of Under-25s in the workforce has increased this year compared to the past three years (577 to 537 to 435 to 714) and now represents 3.77% compared to 2.39% of the workforce last year. The number is still disproportionately low compared to 2011 Census statistics (11.1% of population of North Wales). However, of applicants for roles with the health board, 16.69% were under 25, higher than the North Wales population, and an increase of 2.51% on 2019-20. Research by the North Wales Public Sector Equality Network to support the “Is Wales Fairer?” report showed that unemployment rates are disproportionately high in the under 25 age range.
- Where we had previously seen a correlating increasing trend in the number of over 60s in our workforce, this year we see a correlating decrease. Our 2,232 staff over 60 now represent 11.8% of the overall workforce – nearly twice the proportion of eight years ago, but nevertheless a decrease of 1.3% compared with the previous year.



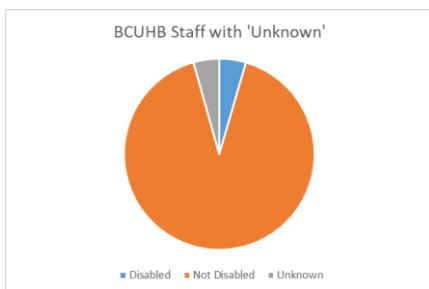
- Whilst the actual number of staff aged 70 or over remains relatively small, there has been a significant proportionate increase over the last 6 years from 56 in 2012 to 205 in 2020. This trend has reversed however, and decreased in 2021 to 164 – these staff now represent 0.87% of the overall workforce.

## 1b. Disability

We have improved reporting of this characteristic and continue to support declaration by employees. 856 staff have declared a disability (4.52% compared to 4.22% as at 31/3/2020). 2011 census data that indicates approximately 22% of the population declare a disability or long term health condition and data from the Annual Population Survey 2015-2017<sup>1</sup> suggests that across North Wales, 77,000 (18.7%) of people aged 16 to 64 are disabled.



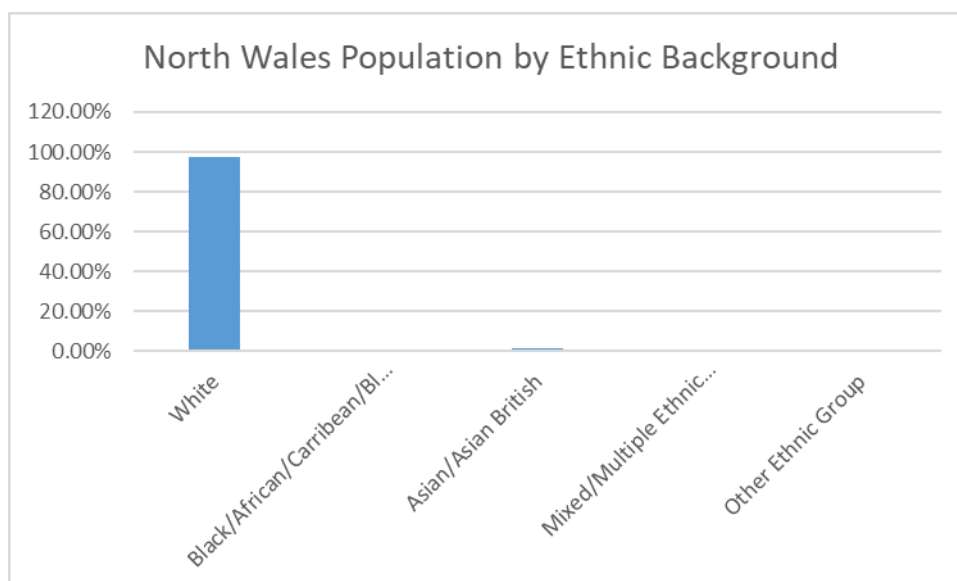
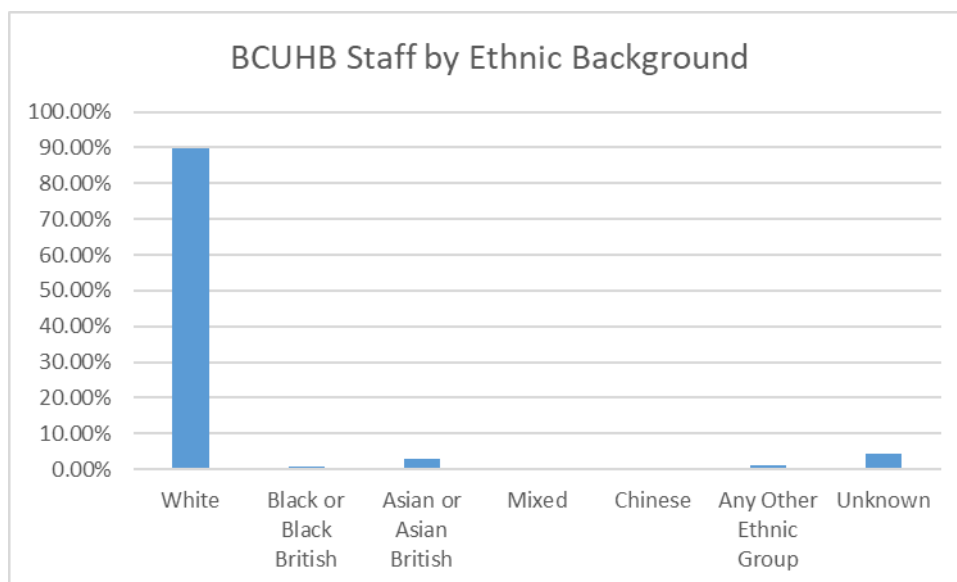
However, the “not disabled” category here included those for whom this data is unknown. At BCUHB 13.02% of staff (2,463) have not disclosed this data (a reduction of 2.51% on the previous year) and a further 829 (4.38%) are unknown. Overall, 17.4% of staff are either not declared or unknown in this category – a reduction of 1.4% on the previous year’s figure.



<sup>1</sup> <https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Disability/disabilitystatus-by-region>

## 1c. Ethnicity

- There have been no significant changes to the ethnic profile of our organisation. The proportion of staff declaring Black or Black British backgrounds is more than three times as high than the 2011 Census for North Wales (0.76% compared to 0.22%). The number of staff identifying as Asian/Asian British is more than 3 times higher than the Census (3.08% compared to 0.92%).



We have continued to promote disclosure and support staff to update their personal details in ESR. The number of staff whose ethnic background is unknown has reduced from 1736 on 31<sup>st</sup> March 2020 to 841 on 31<sup>st</sup> March 2021. This represents a reduction of 51.55%

Analysis undertaken in April shows that:

- 74% of our Black, Asian and Minority Ethnic staff are employed in medical and dental or nursing and midwifery professions, nearly twice the overall proportion of 38.2%.
- Overall 7.2% of our staff are classed as medical and dental. However, 49% of our Black, Asian and Minority Ethnic staff are medical and dental staff. It is reasonable to assume that medical and dental staff are more likely than some other groups, such as administrative and clerical staff, to be working in higher risk areas. There will, however, be clear exceptions to this, such as some admin and clerical staff that are based in hospital areas.
- 50.65% of our Black, Asian and Minority Ethnic staff are employed within our Divisional General Hospital Structure. 52% of our Asian and Asian British staff are employed within the DGH structure.
- Staff are more likely to be male if there are from a Black, Asian and Minority Ethnic background. There is a far higher proportion of males among our Black, Asian and Minority Ethnic staff (47.48%) than the wider staff profile (19.3%)
- Of the 1053 staff employed by the Health Board who are from a Black, Asian and Minority Ethnic background, 50 are 61 or over. A further 239 are between 51 and 60. This means that 27.4% of our Black, Asian and Minority Ethnic staff are 51 or over, a lower proportion than our staff overall (42%). There is a higher proportion of Black, Asian and Minority Ethnic staff in the 41-50 range than overall – 37.8% of Black, Asian and Minority Ethnic staff are between 41 and 50 compared to 24.9% overall.
- Of our 1053 staff known to come from a Black, Asian and Minority Ethnic background 24 have declared to have a disability. 183 are unknown – either not responded or prefer not to say, so it can reasonably be assumed some of this 183 may also have a disability. This is a lower proportion than our staff overall but may be a significant risk factor to those Black, Asian and Minority Ethnic staff with a disability.

#### **1d. Gender**

- The ratio of women and men employed remains unchanged at approximately 80%/20% and this is reflected in the breakdown of appointments to the health board. The split of applicants was 70% women to 30% men. The average appointment rate was 4.67%, with 3.03% of male applicant appointed and 5.42% of female applicant appointed
- Slightly more men than women were leavers from the Health Board, with a ratio of 76.55%/23.45%, indicating that the ratio may increase in favour of women, as less women appear to be leaving.

#### **1e. Religion and Belief**

- There have been no significant changes to the proportions of staff declaring different religions or beliefs in our organisation, although the numbers of people declaring Atheism continues to rise and now stands at 12.2%, up from 11.3% the previous year. A significant proportion of our staff continue to decline to declare their religion or belief (19.59%), however this has reduced from the previous year which was 21.13%.

## 1f. Sexual Orientation

- BCUHB is reporting 1.74% of staff as having declared their sexuality as lesbian, gay or bisexual as at 31<sup>st</sup> March 2021.  
The 2011 Census did not collect data on sexual orientation, however organisations such as Stonewall estimate that as many as 6% of the population may belong to these groups. 14.05% of staff did not disclose this information, which is an improvement from 16.42% undisclosed on 31<sup>st</sup> March 2020.
- Information from the consultation on the 2021 Census includes Integrated Household Survey (IHS) results for 2013 which showed that 1.6% of adults in the UK identified their sexual identity as lesbian, gay, or bisexual (LGB). The region with the highest proportion of adults identifying as LGB was London at 3.2%.
- Data on sexual orientation is not currently estimated below UK region / country level. Data from the Annual Population Survey for 2017<sup>2</sup> estimates that across Wales as a whole, 94.9% of the population aged 16 and over identify as heterosexual / straight, 1.3% as gay or lesbian (BCUHB 1.06%), 0.7% as bisexual (BCUHB 0.49%), 0.5% other, and 2.5% refuse to answer / don't know (BCUHB 19.66%).
- Celtic Pride, our LGBT Staff Support Network, continues to try and identify barriers to reporting and to develop solutions. The publicity surrounding our "Top 100 Employer" status within the Stonewall Workplace Equality Index in 2016, 2017, 2018, 2019 and 2020 coupled with the Equality Team's efforts to promote and support staff declaration in ESR is likely to have contributed to the reduction in the undisclosed number.

## 1g. Marital Status

Office of National Statistics 2018 population estimates show that 50.5% of people over the age of 16 in England and Wales are married. This percentage is slightly higher in the Health Board at 53.09%. However, only 34.65% of applicants to the Health Board were married and a very similar figure were appointed (34.78%). Notably, this year has seen a big increase in applicants not stating their marital status. For the year ending 31<sup>st</sup> March 2021, 18.18% of applicants did not state their marital status compared with 6.7% for the year ending 31<sup>st</sup> March 2020.

## 2. STAFF INVOLVED IN DISCIPLINARY OR GRIEVANCE CASES

Findings of note when considering the proportion of staff from certain groups involved in disciplinary and grievance cases compared to the proportion all staff involved in disciplinary and grievance cases are as follows:

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<sup>2</sup><https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/datasets/sexualidentityuk>

- There are proportionately 10% more men involved in disciplinary cases and 15% more men involved in grievance cases than women when compared to the ratio of men and women in the organisation.
- The age groups with proportionately higher involvement in disciplinary cases are 30-34, 35-39, 50-54 and 60-74 year groups. The 40-44 year group has significantly lower involvement in disciplinary cases.
- The age groups with proportionately higher involvement in grievance cases are 45-49, 50-54, 60-64 and 65-69 year groups.

### **3. PAY, BAND AND STAFF ROLES**

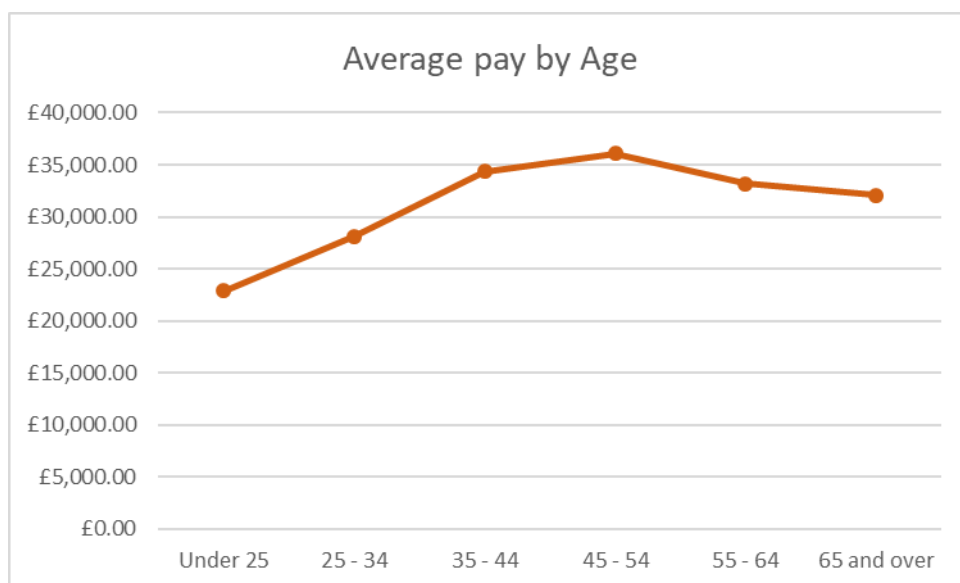
#### **3a. Gender Pay, Band and Staff Role**

- Average pay for male staff continues to be higher. Overall, the average pay of male employees is £40,750 compared to £30,726 for females. This is reflected in every staff group, with the biggest gender pay gaps appearing in administrative and clerical roles and medical and dental roles.
- Women are over-represented in the lower grades. 81.6% of female employees are employed at band 6 or below compared to 63.2% of males. This is largely unchanged from the previous year.
- Female employees are more likely to be on a permanent contract. 93.3% of female employees are permanent compared to 87.9% of male employees.
- However female employees are far more likely to work part time than male colleagues. 51.6% of female employees are on part time contracts compared to just 19.6% of male employees.
- There is still a big difference in the proportion of consultants by gender. Just 1% of our female employees are consultants, whereas 11% of our male employees are consultants. Whilst the numbers of male consultants continues to represent a much higher proportion (11%) of all men employed by the Health Board compared to the number of female consultants as a proportion (1%) of all women employed, we are seeing a more significant long term change in the ratio of male to female consultants. If we look back to 31<sup>st</sup> March 2013, for example, this ratio stood at 3.3 (male to female). As at 31<sup>st</sup> March 2021, this ratio was 2.34, although this ratio has not changed since 2020.

#### **3b. Age and Pay**

- Average pay across different age bands shows a normal distribution curve which is broadly what we would expect. Earnings rise as people get older, gain more experience and progress up pay scales. As people reach 50 and beyond, we would expect a reduction as staff elect to take advantage of flexible working patterns to

reduce their working hours, work less additional hours and access early retirement options.



### 3c. Disability and Pay

- The average pay of disabled staff is 8.25% lower than those of non-disabled staff. Looking at the staff groups, the disability pay gap is highest in Allied Health Professionals (8.55%) and Administrative and Clerical positions (7.32%). No students have declared a disability in the data for the year ending 31<sup>st</sup> March 2021.
- In the Medical and Dental staff group, average pay for disabled staff is higher than that of non-disabled staff.

### 4d. Ethnicity and Pay

- Average pay for staff from white backgrounds is less than all other Ethnic Groups. 74% of our Black, Asian and Minority Ethnic staff are employed in medical and dental or nursing and midwifery professions which largely explains this difference. On average, the highest paid ethnic group are Asian/Asian British employees.

### 4e. Religion or Belief and Pay

- Average pay for staff who have declared their religion as Hinduism or Islam is higher than all other groups. Those declaring their religion or belief as Other or Atheism are the lowest paid.
- Average pay for staff who have declared their religion as Hinduism is significantly higher than any other group. Staff declaring their religion as Islam or Sikhism are the

next highest paid groups. This is largely due to the fact that more than 80% of staff declaring these religions are employed within Medical and Dental Staff Group where average earnings are significantly higher than any other staff group.

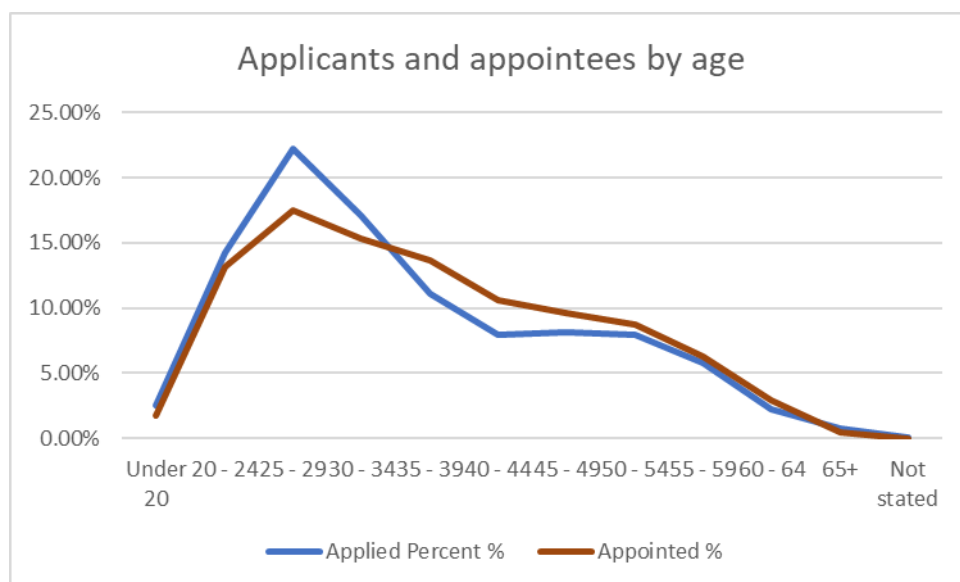
#### 4f. Sexual Orientation and Pay

There is a negligible difference in average pay between the heterosexual and gay/lesbian staff groups, but staff declaring themselves bisexual have a lower average pay. Staff declining to declare have a higher average pay than all other groups.

### 5. APPLICANTS TO THE HEALTH BOARD

There are some interesting differences in the profile of those applying for roles within the health board compared to that of those appointed.

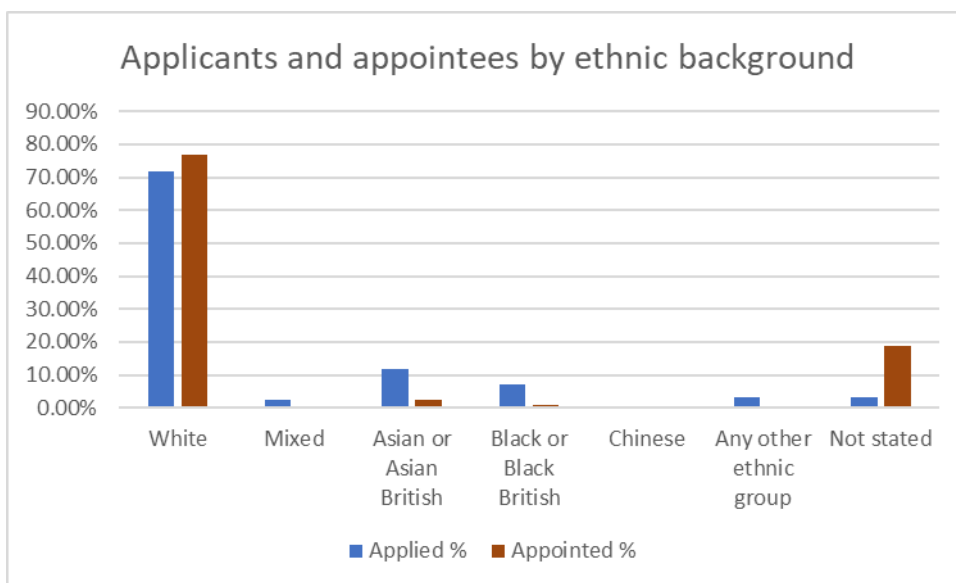
- People between the ages of 35 and 54 have a higher success rate than application rate. For example, 11.6% of applications to the health board were from people between 35 and 39, yet 15.45% of successful applicants were in this age range. Conversely, 22% of applicants were 20-24, yet only 17% of appointees were in this age range.
- Applicants between 20-30 were the biggest cohort of applicants. This is similar to the previous year's data. When considering the ageing employee population, this result reinforces the idea that the ageing workforce is due to employees staying with the organisation throughout their working lives.



- 4% of applicants to the health board declared a disability, with a lower successful appointment rate for disabled applicants of 3.5%. This is a drop from the previous year. 97.71% of applicant declared themselves not disabled, with this group accounting for 76.99% of appointees.



- 2.14% of applicants did not state whether they had a disability, yet this cohort accounted for 18.35% of appointees. 2011 census data that indicates approximately 22% of the population declare a disability or long term health condition and data from the Annual Population Survey 2015-2017<sup>3</sup> suggests that across North Wales, 77,000 (18.7%) of people aged 16 to 64 are disabled.
- Applicant who do not state their ethnicity are most likely to be successfully appointed; 3.27% of applicant did not state their ethnicity yet 18.64% of appointees were from this cohort. Conversely, 11.9% of applicants were Asian or Asian British yet successful applicants from this group were just 2.33%. 7.24% of applicants were Black or Black British and just 0.75% of appointees were from this group.



- This trend is mirrored when we look at religion or belief. 9.95% of applicants to the Health Board declare their religion or belief as Islam. However, this group make up only 0.97% of successful applicants. The religious group most likely to be appointed are those who did not state their religion. This group accounted for 2.14% of applicants, yet 18.35% of appointees.

## 6. STAFF WHO LEFT BCUHB

- As of 31<sup>st</sup> March 2020 over 60s made up 30.14% of leavers in one year. This is largely explained by retirements and early retirements which we would expect to see, and likely influenced by the risks and pressures associated with the pandemic. This has led to a decrease in the proportion of over 60's in the workforce for the first time since 2012. Over 60's account for 11.8% of the overall workforce – nearly twice the

<sup>3</sup> <https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Disability/disabilitystatus-by-region>

proportion of eight years ago, but nevertheless a decrease of 1.3% compared with the previous year.

- Statistically males are slightly more likely to leave the organisation than females. 19.36% of employees are male yet 23.45% of leavers are male.
- 67.45% of leavers were not disabled and 28.35% of staff who left BCUHB had not declared a disability (compared to 13.02% of all staff), and 4.1% are disabled leavers. This 4% is closely aligned to the overall staff profile, but there is a higher proportion of staff leaving who had not declared a disability than the overall profile.
- White employees make up a lower proportion of leavers than they do the overall staff profile. 77.43% of leavers were white compared to the staff profile where 89.96% of staff are white. Conversely, Asian or Asian British and Black or Black British make up 3.08% and 0.76% of the profile, but 5% and 1.26% of leavers. From this we can conclude that Asian or Asian British and Black or Black British staff are more likely to leave the organisation than white staff. Staff who have not stated their ethnicity account for 13.99% of leavers, but account for only 4.44% of the staff population.