



GIG
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Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

BCUHB Statutory Employment Reports – Full Data Pack 2019/2020

Report Summary: BCUHB Employer Equality Report Data 2019-2020

Summary: Employer Equality Report Data 2019-2020

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 2020

Source: Betsi Cadwaladr University Health Board

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Table 3 - Gender (Sex)

	Number	Percent
Female	14709.00	80.69%
Male	3520.00	19.31%
Total	18229.00	100.00%

Table 4 - Age

	Number	Percent
Under 25	435	2.39%
25 to 29	1432	7.86%
30 to 34	1835	10.07%
35 to 39	1989	10.91%
40 to 44	2096	11.50%
45 to 49	2383	13.07%
50 to 54	2922	16.03%
55 to 59	2752	15.10%
60 to 64	1639	8.99%
65 to 69	541	2.97%
70 and over	205	1.12%
Total	18229	1.00

Table 5 - Disability

	Number	Percent
Disabled	770	4.22%
Not Disabled	14018	76.90%
Not Disclosed	2868	15.73%
Unknown	573	3.14%
Total	18229	100.00%

Table 6 - Ethnicity

	Number	Percent
White	15518	85.13%
Black or Black British	99	0.54%
Asian or Asian British	554	3.04%
Mixed	110	0.60%
Chinese	33	0.18%
Any Other Ethnic Group	179	0.98%
Unknown	1736	9.52%
Total	18229	100.00%

Table 7 - Religion/Belief

	Number	Percent
Atheism	2064	0.11
Buddhism	75	0.00
Christianity	9247	0.51
Hinduism	164	0.01
Islam	172	0.01
Jainism	*	*
Judaism	8	0.00
Sikhism	15	0.00
Other	2036	0.11
Not Disclosed	3851	0.21
Unknown	594	0.03
Total	18229	1.00

Figures below 5 are suppressed and denoted by *

Table 8 - Sexual Orientation

	Number	Percent
Heterosexual	14361	78.78%
Gay	101	0.55%
Lesbian	93	0.51%
Bisexual	90	0.49%
Not Disclosed	2993	16.42%
Unknown	591	3.24%
Total	18229	100.00%

Table 9 - Marital Status

	Number	Percent
Civil Partnership	250	1.37%
Divorced	1400	7.68%
Legally Separated	137	0.75%
Married	9939	54.52%
Single	4959	27.20%
Widowed	213	1.17%
Unknown	1331	7.30%
Total	18229	100.00%

Table 10 - Pregnancy and Maternity

	Number	Percent
No	17886	98.12%
Yes	343	1.88%
Total	18229	100.00%

Table 11 - Grade

	Female	Male	Total
Band 1		*	*
Band 2	2984	693	3677
Band 3	2142	436	2578
Band 4	1159	150	1309
Band 5	3015	451	3466
Band 6	2630	402	3032
Band 7	1340	259	1599
Band 8a	421	117	538
Band 8b	143	45	188
Band 8c	70	42	112
Band 8d	33	26	59
Band 9	15	11	26
Non-Agenda for Change	175	52	227
Associate Specialist	27	26	53
Clinical Assistant	*	*	*
Consultant	170	398	568
Dentist	37	20	57
Foundation Yr 1 / Yr 2	67	72	139
Other Medical	0	0	0
SHO / House Officer	0	0	0
Specialty Doctor / Staff Grade / Trust Grade	88	118	206
Specialty/Specialist Registrar	192	196	388
Totals	14708	3514	18229

Figures below 5 are suppressed and denoted by *

Table 12 - Contract Type

	Female	Male	Total
Permanent	13896	3066	16962
Fixed Term Temp	813	454	1267
Locum	*	*	*
Non-Exec Director/Chair	*	*	8
Unknown	0	0	0
Totals	14709	3520	18229

Figures below 5 are suppressed and denoted by
*

Table 13 - Working Pattern

	Female	Male	Total
Full Time	7038	2852	9890
Part Time	7671	668	8339
Totals	14709	3520	18229

Table 14 - Applicants – Gender

	Applied	Shortlisted	Interview attended	Appointed	Applied Percent	Shortlisted Percent	Interview attended %	Appointed %
Male	6453	1305	786	242	32.28%	22.61%	22.72%	20.77%
Female	13481	4448	2661	918	67.44%	77.05%	76.91%	78.80%
I do not wish to disclose	56	20	13	5	0.28%	0.35%	0.38%	0.38%
Totals	19990	5773	3460	1165	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	387	84	42	13	1.94%	1.46%	1.21%	1.12%
20 - 24	2449	516	276	86	12.25%	8.94%	7.98%	7.38%
25 - 29	4619	953	547	204	23.11%	16.51%	15.81%	17.51%
30 - 34	3449	911	551	195	17.25%	15.78%	15.92%	16.74%
35 - 39	2318	764	465	180	11.60%	13.23%	13.44%	15.45%
40 - 44	1762	686	410	145	8.81%	11.88%	11.85%	12.45%
45 - 49	1841	726	457	141	9.21%	12.58%	13.21%	12.10%
50 - 54	1572	577	354	108	7.86%	9.99%	10.23%	9.27%
55 - 59	1125	394	249	64	5.63%	6.82%	7.20%	5.49%
60 - 64	408	139	97	22	2.04%	2.41%	2.80%	1.89%
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	94	93	93	78	0.47%	1.61%	2.69%	6.70%
Not stated	283	94	58	11	1.42%	1.63%	1.68%	0.94%
Yes	1021	361	213	47	5.11%	6.25%	6.16%	4.03%
No	18592	5225	3096	1029	93.01%	90.51%	89.48%	88.33%
Totals	19990	5773	3460	1165	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	14607	5072	3095	1082	73.07%	87.86%	89.45%	92.96%
Mixed	542	91	48	12	2.71%	1.58%	1.39%	1.03%
Asian or Asian British	2416	311	167	40	12.09%	5.39%	4.83%	3.44%
Black or Black British	1464	141	65	13	7.32%	2.44%	1.88%	1.12%
Chinese	49	9	5	*	0.25%	0.16%	0.14%	0.00%
Any other ethnic group	707	91	47	7	3.54%	1.58%	1.36%	0.60%
Not stated	205	58	33	10	1.03%	1.00%	0.95%	0.86%
Totals	19990	5773	3460	1164	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	3167	964	576	194	15.84%	16.70%	16.65%	16.65%
Buddhism	236	48	26	3	1.18%	0.83%	0.75%	0.26%
Christianity	9289	3042	1811	577	46.47%	52.69%	52.34%	49.53%
Hinduism	624	75	44	11	3.12%	1.30%	1.27%	0.94%
Islam	2256	220	113	21	11.29%	3.81%	3.27%	1.80%
Jainism	18	*	*	0	0.09%	0.03%	0.03%	0.00%
Judaism	20	5	*	*	0.10%	0.09%	0.12%	0.09%
Sikhism	34	7	*	*	0.17%	0.12%	0.06%	0.09%
Other	2196	648	369	127	10.99%	11.22%	10.66%	10.90%
I do not wish to disclose	2056	669	421	152	10.29%	11.59%	12.17%	13.05%
Not stated	94	93	93	78	0.47%	1.61%	2.69%	6.70%
Totals	19990	5773	3460	1165	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	18552	5268	3133	1002	92.81%	91.25%	90.55%	86.01%
Gay or Lesbian	357	124	57	24	1.79%	2.15%	1.65%	2.06%
Bisexual	279	61	36	13	1.40%	1.06%	1.04%	1.12%
Other sexual orientation not listed	53	12	6	*	0.27%	0.21%	0.17%	0.00%
Undecided	44	6	4	0	0.22%	0.10%	0.12%	0.00%
I do not wish to disclose my sexual orientation	611	209	131	46	3.06%	3.62%	3.79%	3.95%
Not stated	94	93	93	78	0.47%	1.61%	2.69%	6.70%
Totals	19990	5773	3460	1165	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	9881	2378	1358	401	49.43%	41.19%	39.25%	34.42%
Married	7355	2373	1468	522	36.79%	41.11%	42.43%	44.81%
Civil partnership	497	131	70	22	2.49%	2.27%	2.02%	1.89%
Legally separated	171	43	26	8	0.86%	0.74%	0.75%	0.69%
Divorced	1028	414	253	68	5.14%	7.17%	7.31%	5.84%
Widowed	141	49	28	7	0.71%	0.85%	0.81%	0.60%
Other	358	135	84	36	1.79%	2.34%	2.43%	3.09%
Not stated	94	93	93	78	0.47%	1.61%	2.69%	6.70%
I do not wish to disclose this	465	157	80	23	2.33%	2.72%	2.31%	1.97%
Totals	19990	5773	3460	1165	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	19990	5773	3460	1165	100.00%	100.00%	100.00%	100.00%
No								
Yes								
I do not wish to answer this question								
Totals	19990	5773	3460	1165	100.00%	100.00%	100.00%	100.00%

Table 22 - Leavers Gender

	Leavers Yr to 31/3/20	%
Female	1307	75.24
Male	430	24.76
Totals	1737	100.00

Table 23 - Leavers by Age Band

	Leavers Yr to 31/3/20	%
Under 25	51	2.94%
25 to 29	199	11.46%
30 to 34	188	10.82%
35 to 39	162	9.33%
40 to 44	116	6.68%
45 to 49	111	6.39%
50 to 54	105	6.04%
55 to 59	320	18.42%
60 to 64	295	16.98%
65 to 69	150	8.64%
70 and over	40	2.30%
Totals	1737	100.00%

Table 24 - Leavers: Disability

	Leavers Yr to 31/3/20	%
Disabled	70	4.0
Not Disabled	1302	75.0
Not Disclosed	365.00	21.0
Totals	1737	100.00

Table 25 - Leavers by Ethnicity

	Leavers Yr to 31/3/20	%
White	1363	78.5
Black or Black British	28	1.6
Asian or Asian British	96	5.5
Mixed	12	0.7
Chinese	10	0.6
Any Other Ethnic Group	23	1.3
Unknown	205	11.8
Totals	1737	100.00

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

	Leavers Yr to 31/3/20	%
Atheism	211	12.1
Buddhism	11	0.6
Christianity	796	45.8
Hinduism	32	1.8
Islam	54	3.1
Jainism	0	0.0
Judaism	*	*
Sikhism	*	*
Other	194	11.2
Not Disclosed	437	25.2
Totals	1737	99.88

Table 27 - Leavers by Sexual Orientation

	Leavers Yr to 31/3/20	%
Heterosexual	1317	75.8%
Gay or Lesbian	27	1.6%
Bisexual	11	0.6%
Not Disclosed	382	22.0%
Totals	1737	100.0%

Table 28 - Leavers by Marital Status

	Leavers Yr to 31/3/20	%
Married	926	53.3
Civil Partnership	14	0.8
Divorced	129	7.4
Legally Separated	12	0.7
Single	508	29.2
Widowed	24	1.4
Unknown	124	7.1
Totals	1737	100.00

Table 29 - D&G Gender

	Employees Involved In Disciplinary Procedures Year to March 2020	%	Employees Involved In Grievance Procedures Year to March 2020	%
Female	148	68.2	40	71.4
Male	69	31.8	16	28.6
Totals	217	100.00	56	100.00

Table 30 - Disciplinary and Grievance Age

	Employees Involved In Disciplinary Procedures Year to March 2020	%	Employees Involved In Grievance Procedures Year to March 2020	%
Under 25	*	0.5%		0.0%
25 to 29	24	11.1%	*	5.4%
30 to 34	20	9.2%	*	7.1%
35 to 39	26	12.0%	*	1.8%
40 to 44	19	8.8%	*	5.4%
45 to 49	22	10.1%	10	17.9%
50 to 54	37	17.1%	14	25.0%
55 to 59	32	14.7%	14	25.0%
60 to 64	28	12.9%	5	8.9%
65 to 69	6	2.8%	*	3.6%
70 and over	*	0.9%		0.0%
Totals	217	100.0%	56	100.0%

Table 31 - Disciplinary and Grievance Disability

	Employees Involved In Disciplinary Procedures Year to March 2020	%	Employees Involved In Grievance Procedures Year to March 2020	%
Disabled	19	8.8%	8	14.29%
Not Disabled	156	71.9%	34	60.71%
Not Disclosed	42	19.4%	14	25.00%
Totals	217	100.00%	56	100.00%

Table 32 - Disciplinary and Grievance Ethnicity

	Employees Involved In Disciplinary Procedures Year to March 2020	%	Employees Involved In Grievance Procedures Year to March 2020	%
White	188	86.6%	46	82.1%
Black or Black British	*	*	0	0.0%
Asian or Asian British	*	*	0	0.0%
Mixed	0	0.0%	0	0.0%
Chinese	0	0.0%	0	0.0%
Any Other Ethnic Group	21	9.7%	6	10.7%
Unknown	*	0.0%	*	0.0%
Totals	217	100.00	56	100.00

Table 33 - Disciplinary and Grievance Religion/Belief

	Employees Involved In Disciplinary Procedures Year to March 2020	%	Employees Involved In Grievance Procedures Year to March 2020	%
Atheism	21	9.7%	4	7.1%
Buddhism	0	*	0	*
Christianity	113	52.1%	22	39.3%
Hinduism	0	0.0%	0	*
Islam	*	0.0%	0	*
Jainism	*	0.0%	0	*
Judaism	0	0.0%	*	*
Sikhism	0	0.0%	0	*
Other	25	11.5%	8	14.3%
Not Disclosed	56	25.8%	21	37.5%
Totals	217	100.00	56	100.00

Table 34 - Disciplinary and Grievance Sexual Orientation

	Employees Involved In Disciplinary Procedures Year to March 2020	%	Employees Involved In Grievance Procedures Year to March 2020	%
Heterosexual	161	74.2%	39	69.6%
Gay or Lesbian	8	3.7%	0	0.0%
Bisexual	*	*	*	*
Not Disclosed	46	21.2%	16	28.6%
Totals	217	100.0%	56	100.0%

Table 35 - Average Annual Pay Gender

Reports showing average annual salary per Full Time Equivalent (FTE) as at 31st March 2020 analysed by staff group
 Average = sum(Actual Salary) / sum(FTE)

Main Staff Group	Female	Male
Add Prof Scientific and Technical	£39,019.25	£42,321.11
Additional Clinical Services	£19,928.18	£21,020.64
Administrative and Clerical	£24,991.05	£35,854.94
Allied Health Professionals	£36,230.87	£37,359.09
Estates and Ancillary	£18,855.05	£21,326.64
Healthcare Scientists	£38,534.06	£41,780.75
Medical and Dental	£62,718.99	£72,579.54
Nursing and Midwifery Registered	£33,761.31	£35,613.55
Students	£27,666.41	£0.00
Totals	£29,992.08	£40,228.04

**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	£26,975.67	£34,382.73	£40,600.42	£42,115.46	£46,298.14	£36,295.59
Additional Clinical Services	£18,588.23	£19,181.81	£20,221.53	£20,583.18	£20,493.95	£20,358.61
Administrative and Clerical	£18,273.18	£22,009.15	£26,372.31	£29,991.68	£26,910.87	£22,857.40
Allied Health Professionals	£24,728.18	£30,832.56	£37,490.68	£40,708.69	£41,969.09	£38,807.49
Estates and Ancillary	£20,118.24	£19,603.35	£20,310.10	£20,520.31	£19,907.89	£19,605.63
Healthcare Scientists	£25,348.18	£32,665.76	£39,389.22	£46,096.20	£47,059.47	£51,964.20
Medical and Dental	£25,906.34	£37,626.25	£71,281.23	£91,616.40	£92,500.57	£93,952.02
Nursing and Midwifery Registered	£24,818.82	£28,859.56	£33,348.94	£36,886.98	£36,333.03	£34,440.29
Students	£24,214.00	£25,013.74	£27,960.64	£31,900.75	£0.00	£0.00
Totals	£21,872.65	£27,272.23	£33,613.33	£35,499.54	£32,101.66	£31,134.20

Table 37 - Average Annual Pay Disability

Main Staff Group	No	Yes	Not Declared / Undefined
Add Prof Scientific and Technical	£40,104.21	£37,658.20	£37,912.47
Additional Clinical Services	£19,930.18	£20,066.54	£20,875.91
Administrative and Clerical	£26,666.12	£24,845.46	£27,520.85
Allied Health Professionals	£35,911.78	£32,684.48	£41,619.14
Estates and Ancillary	£19,969.03	£19,153.39	£20,371.69
Healthcare Scientists	£38,957.86	£33,116.15	£45,822.01
Medical and Dental	£68,938.53	£76,035.25	£67,592.15
Nursing and Midwifery Registered	£33,544.34	£32,511.67	£36,283.57
Students	£27,966.49	£24,214.00	£27,163.00
Totals	£31,577.56	£29,069.67	£35,309.74

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	£43,432.40	£29,686.67	£43,372.45	£39,864.59	£36,886.18
Additional Clinical Services	£18,681.68	£20,760.32	£20,747.06	£20,076.96	£20,614.90
Administrative and Clerical	£22,503.58	£41,852.50	£25,861.73	£26,633.73	£27,158.25
Allied Health Professionals	£36,588.00	£33,017.00	£33,570.89	£36,158.30	£40,817.80
Estates and Ancillary	£18,817.78	£18,300.00	£21,204.12	£20,088.61	£20,066.79
Healthcare Scientists	£32,157.88	£28,666.00	£38,565.50	£39,668.56	£44,173.92
Medical and Dental	£71,480.34	£58,727.73	£67,431.60	£72,536.10	£61,462.16
Nursing and Midwifery Registered	£29,853.56	£29,246.30	£37,083.64	£33,941.52	£34,945.36
Students	£0.00	£0.00	£0.00	£27,729.89	£27,163.00
Totals	£55,656.17	£41,665.12	£41,185.26	£30,549.35	£36,343.20

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	£38,349.68	£39,580.46	£39,953.43	£37,267.00	£49,276.50	£37,570.00	£0.00	£39,503.77	£0.00	£40,284.29
Additional Clinical Services	£19,366.70	£24,272.06	£20,044.23	£18,344.29	£18,549.49	£19,020.00	£0.00	£20,284.54	£22,105.00	£20,486.15
Administrative and Clerical	£26,255.36	£21,189.65	£26,955.41	£32,440.33	£26,619.34	£0.00	£17,652.00	£25,905.10	£0.00	£26,577.58
Allied Health Professionals	£32,880.23	£33,825.49	£36,879.60	£36,550.67	£39,063.95	£0.00	£0.00	£35,487.64	£0.00	£38,137.07
Estates and Ancillary	£20,149.18	£18,271.57	£20,123.26	£19,020.00	£17,652.00	£17,652.00	£17,652.00	£19,344.87	£0.00	£20,294.61
Healthcare Scientists	£36,176.68	£32,525.00	£39,781.67	£34,487.52	£35,705.75	£0.00	£0.00	£41,297.04	£0.00	£42,523.47
Medical and Dental	£52,652.61	£58,328.16	£74,670.04	£78,540.14	£59,191.88	£0.00	£71,656.00	£72,829.62	£58,404.57	£69,153.54
Nursing and Midwifery Registered	£31,596.33	£34,548.44	£34,029.59	£30,240.35	£27,149.39	£0.00	£29,024.00	£33,487.50	£42,995.50	£35,355.31
Students	£26,389.50	£0.00	£28,609.28	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£26,573.20
Totals	£29,799.57	£43,894.16	£30,904.90	£69,773.18	£53,811.75	£25,528.33	£38,621.40	£29,866.82	£51,773.03	£34,199.37

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	£33,314.49	£39,779.58	£34,606.92	£40,329.18
Additional Clinical Services	£20,310.45	£19,989.59	£19,987.28	£20,621.36
Administrative and Clerical	£22,732.78	£26,599.75	£27,239.14	£27,131.98
Allied Health Professionals	£31,248.20	£35,840.06	£35,595.55	£40,182.53
Estates and Ancillary	£18,162.18	£19,929.08	£18,733.70	£20,427.81
Healthcare Scientists	£26,747.25	£39,003.59	£33,465.00	£44,838.57
Medical and Dental	£53,372.89	£68,331.01	£63,925.77	£69,370.40
Nursing and Midwifery Registered	£33,542.31	£33,607.22	£34,304.24	£35,718.79
Students	£0.00	£27,569.59	£0.00	£28,146.00
Totals	£28,760.43	£31,353.94	£31,418.24	£35,615.92