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Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

BCUHB Statutory Employment Reports – Full Data Pack 2022/2023

Report Summary: BCUHB Employer Equality Report Data 2022-2023

Summary: Employer Equality Report Data 2022-2023

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 2023

Source: Betsi Cadwaladr University Health Board

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Table 3 - Gender (Sex)

	Number	Percent
Female	16351	80.60%
Male	3935	19.40%
Total	20286	100.00%

Table 4 - Age

	Number	Percent
Under 25	844	4.16%
25 to 29	1775	8.75%
30 to 34	2160	10.65%
35 to 39	2315	11.41%
40 to 44	2375	11.71%
45 to 49	2382	11.74%
50 to 54	3005	14.81%
55 to 59	2858	14.09%
60 to 64	1871	9.22%
65 to 69	525	2.59%
70 and over	176	0.87%
Total	20286	100.00%

Table 5 - Disability

	Number	Percent
Disabled	1119	5.52%
Not Disabled	16259	80.15%
Not Disclosed	1741	8.58%
Unknown	1167	5.75%
Total	20286	100.00%

Table 6 - Ethnicity

	Number	Percent
White	17620	86.86%
Black or Black British	234	1.15%
Asian or Asian British	652	3.21%
Mixed	141	0.70%
Chinese	25	0.12%
Any Other Ethnic Group	200	0.99%
Unknown	1414	6.97%
Total	20286	100.00%

Table 7 - Religion/Belief

	Number	Percent
Atheism	2846	14.03%
Buddhism	84	0.41%
Christianity	10034	49.46%
Hinduism	190	0.94%
Islam	222	1.09%
Jainism	*	
Judaism	12	0.06%
Sikhism	11	0.05%
Other	2305	11.36%
Not Disclosed	3340	16.46%
Unknown	1240	6.11%
Total	20286	100.00%

Figures below 5 are suppressed and denoted by *

Table 8 - Sexual Orientation

	Number	Percent
Heterosexual	16628	81.97%
Gay	147	0.72%
Lesbian	136	0.67%
Bisexual	168	0.83%
Not Disclosed	1970	9.71%
Unknown	1237	6.10%
Total	20286	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	472	2.33%
Divorced	1479	7.29%
Legally Separated	150	0.74%
Married	10403	51.28%
Single	5984	29.50%
Widowed	278	1.37%
Unknown	1520	7.49%
Total	20286	100.00%

Table 10 - Pregnancy and Maternity

	Number	Percent
No	19879	97.99%
Yes	407	2.01%
Total	20286	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			
Band 2	3231	804	4035
Band 3	2528	560	3088
Band 4	1485	220	1705
Band 5	3106	520	3626
Band 6	2945	450	3395
Band 7	1652	339	1991
Band 8a	524	141	665
Band 8b	173	46	219
Band 8c	109	45	154
Band 8d	38	28	66
Band 9	23	11	34
Non-Agenda for Change	49	15	64
Associate Specialist	23	21	44
Clinical Assistant	*	*	*
Consultant	180	408	588
Dentist	26	19	45
Foundation Yr 1 / Yr 2	*	*	*
Other Medical	48	31	79
SHO / House Officer	*	*	*

Specialty Doctor / Staff Grade / Trust Grade	187	244	431
Specialty/Specialist Registrar	22	29	51
Totals	16349	3931	20280

Figures below 5 are suppressed and denoted by *

Table 12 - Contract Type

	Female	Male	Total
Permanent	15671	3612	19283
Fixed Term Temp	677	322	999
Non-Exec Director/Chair	*	*	*
Totals	16348	3934	20282

Figures below 5 are suppressed and denoted by *

Table 13 - Working Pattern

	Female	Male	Total
Full Time	8360	3145	11505
Part Time	7991	790	8781
Totals	16351	3935	20286

Table 14 - Applicants – Gender

	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Male	28025	4792	2957	739	34.94%	22.89%	22.65%	18.19%
Female	51998	16070	10048	3313	64.82%	76.76%	76.97%	81.54%
I do not wish to disclose	195	74	49	11	0.24%	0.35%	0.38%	0.27%
	80218	20936	13054	4063	100.00%	100.00%	100.00%	100.00%

Table 15 - Applicants - Age

	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Under 20	1111	424	258	59	1.38%	2.03%	1.98%	1.45%
20 - 24	8008	2251	1444	479	9.98%	10.75%	11.06%	11.79%
25 - 29	24788	3482	2014	622	30.90%	16.63%	15.43%	15.31%
30 - 34	16724	3217	1922	636	20.85%	15.37%	14.72%	15.65%
35 - 39	10661	2871	1765	564	13.29%	13.71%	13.52%	13.88%
40 - 44	6447	2388	1520	450	8.04%	11.41%	11.64%	11.08%
45 - 49	4557	2008	1312	393	5.68%	9.59%	10.05%	9.67%
50 - 54	3961	2074	1348	444	4.94%	9.91%	10.33%	10.93%

55 - 59	2541	1488	987	298	3.17%	7.11%	7.56%	7.33%
60 - 64	1197	631	411	104	1.49%	3.01%	3.15%	2.56%
65+	220	99	70	14	0.27%	0.47%	0.54%	0.34%
Not stated	3	3	3	0	0.00%	0.01%	0.02%	0.00%
Totals	80218	20936	13054	4063	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*	747	342	201	56	0.93%	1.63%	1.54%	1.38%
No	76298	18825	11648	3656	95.11%	89.92%	89.23%	89.98%
Yes	2780	1409	846	211	3.47%	6.73%	6.48%	5.19%
Not stated	393	360	359	140	0.49%	1.72%	2.75%	3.45%
Totals	80218	20936	13054	4063	100.00%	100.00%	100.00%	100.00%

- I do not wish to disclose includes None/ Not Applicable and Other

Table 17 - Applicants - Ethnicity

	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
White	31050	17097	10823	3590	38.71%	81.66%	82.91%	88.36%
Mixed	2903	315	178	42	3.62%	1.50%	1.36%	1.03%
Asian or Asian British	16191	1433	851	168	20.18%	6.84%	6.52%	4.13%
Black or Black British	24332	1240	558	61	30.33%	5.92%	4.27%	1.50%
Chinese	126	49	27	7	0.16%	0.23%	0.21%	0.17%
Any other ethnic group	4300	241	136	26	5.36%	1.15%	1.04%	0.64%
Not stated	1316	561	481	169	1.64%	2.68%	3.68%	4.16%
Totals	80218	20936	13054	4063	100.00%	100.00%	100.00%	100.00%

Table 18 - Applicants - Religious Belief

	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Atheism	7703	4078	2538	843	9.60%	19.48%	19.44%	20.75%
Buddhism	1093	204	130	36	1.36%	0.97%	1.00%	0.89%
Christianity	42667	10001	6226	1917	53.19%	47.77%	47.69%	47.18%

Hinduism	4712	326	184	30	5.87%	1.56%	1.41%	0.74%
Islam	12300	709	388	62	15.33%	3.39%	2.97%	1.53%
Jainism	45	4	1	0	0.06%	0.02%	0.01%	0.00%
Judaism	41	19	14	3	0.05%	0.09%	0.11%	0.07%
Sikhism	189	20	11	0	0.24%	0.10%	0.08%	0.00%
Other	4990	2465	1493	491	6.22%	11.77%	11.44%	12.08%
I do not wish to disclose my religion/belief	6071	2736	1696	539	7.57%	13.07%	12.99%	13.27%
Not stated	407	374	373	142	0.51%	1.79%	2.86%	3.49%
Totals	80218	20936	13054	4063	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	74440	18798	11621	3624	92.80%	89.79%	89.02%	89.20%
Gay					0.00%	0.00%	0.00%	0.00%
Lesbian					0.00%	0.00%	0.00%	0.00%
Gay or Lesbian	1169	539	271	83	1.46%	2.57%	2.08%	2.04%
Bisexual	1311	396	245	65	1.63%	1.89%	1.88%	1.60%

Other sexual orientation not listed	236	51	31	10	0.29%	0.24%	0.24%	0.25%
Undecided	172	34	27	8	0.21%	0.16%	0.21%	0.20%
I do not wish to disclose my sexual orientation	2477	738	480	128	3.09%	3.53%	3.68%	3.15%
Not stated	413	380	379	145	0.51%	1.82%	2.90%	3.57%
Totals	80218	20936	13054	4063	100.00%	100.00%	100.00%	100.00%

Please note that the Applicant TRAC report has slightly different protected Characteristics

Table 20 - Applicants – Marital Status

	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Single	38212	8815	5228	1621	47.64%	42.10%	40.05%	39.90%
Married	34406	8277	5252	1627	42.89%	39.53%	40.23%	40.04%
Civil partnership	1643	733	442	116	2.05%	3.50%	3.39%	2.86%
Legally separated	352	170	101	29	0.44%	0.81%	0.77%	0.71%
Divorced	1881	1002	658	204	2.34%	4.79%	5.04%	5.02%
Widowed	368	140	98	37	0.46%	0.67%	0.75%	0.91%
Other	2242	1118	720	231	2.79%	5.34%	5.52%	5.69%
Not stated	351	318	318	124	0.44%	1.52%	2.44%	3.05%

I do not wish to disclose this	763	363	237	74	0.95%	1.73%	1.82%	1.82%
	80218	20936	13054	4063	100.00%	100.00%	100.00%	100.00%

Please note that the Applicant TRAC report has slightly different protected Characteristics

Table 21 - Applicants - Gender Re-Assignment

	Applied	Shortlisted	Interview attended	Appointed	Applied Percent	Shortlisted Percent	Interview attended %	Appointed %
Not stated	79882	20600	12719	3871	99.58%	98.40%	97.43%	95.27%
No	333	333	332	189	0.42%	1.59%	2.54%	4.65%
Yes	0	0	0	0	0.00%	0.00%	0.00%	0.00%
I do not want to answer this question	3	3	3	3	0.00%	0.01%	0.02%	0.07%
Totals	80218	20936	13054	4063	100.00%	100.00%	100.00%	100.00%

Table 22 - Leavers Gender

	Leavers Yr to 31/3/23	%
Female	1487	76.37%
Male	460	23.63%
Totals	1947	100.00%

Table 23 - Leavers by Age Band

	Leavers Yr to 31/3/23	%
Under 25	114	5.86%
25 to 29	192	9.86%
30 to 34	199	10.22%
35 to 39	181	9.30%
40 to 44	136	6.99%
45 to 49	114	5.86%
50 to 54	149	7.65%
55 to 59	292	15.00%
60 to 64	341	17.51%
65 to 69	191	9.81%
70 and over	38	1.95%
Totals	1947	100.00%

Table 24 - Leavers: Disability

	Leavers Yr to 31/3/23	%
Disabled	104	5.34%
Not Disabled	1440	73.96%
Not Disclosed	216	11.09%
Unknown	187	9.60%
Totals	1947	100.00%

Table 25 - Leavers by Ethnicity

	Leavers Yr to 31/3/23	%
White	1615	82.95%
Black or Black British	43	2.21%
Asian or Asian British	55	2.82%
Mixed	13	0.67%
Chinese	*	
Any Other Ethnic Group	18	0.92%
Unknown	199	10.22%
Totals	1947	100.00%

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

	Leavers Yr to 31/3/23	%
Atheism	279	14.33%
Buddhism	15	0.77%
Christianity	875	44.94%
Hinduism	23	1.18%
Islam	40	2.05%
Jainism	*	

Judaism	*	
Sikhism		0.00%
Other	175	8.99%
Not Disclosed	363	18.64%
Unknown	175	8.99%
Totals	1947	100.00%

Table 27 - Leavers by Sexual Orientation

	Leavers Yr to 31/3/2023	%
Heterosexual	1472	75.6%
Gay or Lesbian	31	1.6%
Bisexual	19	1.0%
Not Disclosed	253	13.0%
Unknown	172	8.8%
Totals	1947	100.0%

The following responses have been categorised as follows:

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 Yr to 31/3/23	%
Married	967	49.67%
Civil Partnership	31	1.59%
Divorced	163	8.37%
Legally Separated	8	0.41%
Single	573	29.43%
Widowed	26	1.34%
Unknown	179	9.19%
Totals	1947	100.00%

Table 29 - D&G Gender

	Employees Involved In Disciplinary Procedures Year to March 2023	%	Employees Involved In Grievance Procedures Year to March 2023	%
Female	144	66.98%	54	73.97%
Male	71	33.02%	19	26.03%
Totals	215	100.00%	73	100.00%

Table 30 - Disciplinary and Grievance Age

	Employees Involved In Disciplinary Procedures Year to March 2023	%	Employees Involved In Grievance Procedures Year to March 2023	%
Under 25	8	3.7%		
25 to 29	12	5.6%		
30 to 34	18	8.4%	*	
35 to 39	27	12.6%	7	9.6%
40 to 44	26	12.1%	7	9.6%
45 to 49	26	12.1%	9	12.3%
50 to 54	41	19.1%	17	23.3%
55 to 59	22	10.2%	18	24.7%
60 to 64	28	13.0%	7	9.6%
65 to 69	*		*	
70 and over	*		*	
Totals	215	100.0%	73	100.0%

Table 31 - Disciplinary and Grievance Disability

	Employees Involved In Disciplinary Procedures Year to March 2023	%	Employees Involved In Grievance Procedures Year to March 2023	%
Disabled	13	6.0%	9	12.33%
Not Disabled	170	79.1%	55	75.34%
Not Disclosed	25	11.6%	*	
Unknown	7	3.3%	*	
Totals	215	100.00%	73	100.00%

Table 32 - Disciplinary and Grievance Ethnicity

	Employees Involved In Disciplinary Procedures Year to March 2023	%	Employees Involved In Grievance Procedures Year to March 2023	%
White	189	87.91%	61	83.56%
Black or Black British	*		*	
Asian or Asian British	7	3.26%	*	
Mixed	*		*	
Chinese		0.00%		0.00%
Any Other Ethnic Group	*			0.00%
Unknown	11	5.12%	7	9.59%
Totals	215	100.00%	73	100.00%

Table 33 - Disciplinary and Grievance Religion/Belief

	Employees Involved In Disciplinary Procedures Year to March 2023	%	Employees Involved In Grievance Procedures Year to March 2023	%
Atheism	30	13.95%	13	17.81%
Buddhism	*			0.00%
Christianity	100	46.51%	30	41.10%
Hinduism	*			0.00%
Islam	*		*	
Jainism	*			0.00%
Judaism		0.00%		0.00%
Sikhism		0.00%		0.00%
Other	21	9.77%	9	12.33%
Not Disclosed	47	21.86%	15	20.55%
Unknown	7	3.26%	*	
Totals	215	100.00%	73	100.00%

Table 34 - Disciplinary and Grievance Sexual Orientation

	Employees Involved In Disciplinary Procedures Year to March 2023	%	Employees Involved In Grievance Procedures Year to March 2023	%
Heterosexual	173	80.5%	58	79.5%
Gay or Lesbian	4	1.9%	2	2.7%
Bisexual	1	0.5%		0.0%
Not Disclosed	31	14.4%	9	12.3%
Unknown	6	2.8%	4	5.5%
Totals	215	100.0%	73	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

Reports showing average annual salary per Full Time Equivalent (FTE) as at 31st March 2023 analysed by staff group

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

Main Staff Group	Female	Male
Add Prof Scientific and Technical	£42,903.85	£46,575.03
Additional Clinical Services	£22,760.21	£23,819.55
Administrative and Clerical	£28,835.90	£37,160.37
Allied Health Professionals	£39,465.09	£37,754.86
Estates and Ancillary	£21,548.91	£24,242.20
Healthcare Scientists	£42,107.77	£44,828.34
Medical and Dental	£82,058.44	£88,619.93
Nursing and Midwifery Registered	£37,091.39	£39,052.34
Students	£32,403.22	
Totals	£33,101.73	£43,079.61

**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	£33,672.53	£38,171.49	£44,016.64	£47,167.41	£48,271.79	£44,278.98
Additional Clinical Services	£21,531.90	£22,651.11	£22,956.55	£23,298.59	£23,229.32	£22,645.39
Administrative and Clerical	£21,800.91	£25,851.05	£30,757.83	£32,872.92	£31,632.55	£26,183.41
Allied Health Professionals	£28,521.31	£33,798.00	£40,886.28	£43,612.76	£44,904.42	£42,939.72
Estates and Ancillary	£20,775.39	£23,323.03	£22,886.28	£23,584.00	£22,594.62	£22,702.78
Healthcare Scientists	£28,423.44	£35,357.47	£43,044.75	£48,996.84	£55,638.93	£47,596.95
Medical and Dental		£45,268.30	£81,964.10	£100,848.99	£103,177.60	£104,776.16
Nursing and Midwifery Registered	£27,947.32	£32,449.46	£36,901.81	£40,255.45	£40,740.35	£37,102.10
Students	£27,055.00	£30,972.40	£34,557.78	£32,934.00		
Totals	£24,234.98	£30,030.20	£36,542.96	£38,817.27	£36,321.37	£33,481.64

Table 37 - Average Annual Pay Disability

Main Staff Group	No	Yes	Not Declared / Undefined
Add Prof Scientific and Technical	£43,924.55	£42,620.99	£39,875.74
Additional Clinical Services	£22,878.98	£23,024.30	£23,293.40
Administrative and Clerical	£30,263.37	£28,672.21	£31,946.45
Allied Health Professionals	£38,830.79	£36,796.34	£43,971.08
Estates and Ancillary	£22,857.52	£22,401.97	£23,193.17
Healthcare Scientists	£42,540.60	£40,085.39	£50,007.58
Medical and Dental	£86,185.27	£95,324.43	£85,538.96
Nursing and Midwifery Registered	£37,186.72	£37,428.23	£37,725.31
Students	£32,677.49		£27,055.00
Totals	£34,581.44	£32,373.05	£39,996.06

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	£44,452.93	£42,804.33	£47,857.73	£43,656.95	£39,933.06
Additional Clinical Services	£22,284.85	£22,116.68	£22,903.85	£22,976.40	£22,678.07
Administrative and Clerical	£31,384.24	£33,916.25	£33,456.61	£30,125.37	£33,303.13
Allied Health Professionals	£37,144.86	£28,788.29	£34,056.68	£39,530.35	£38,431.09
Estates and Ancillary	£21,468.48	£21,094.00	£23,820.84	£22,973.52	£22,328.94
Healthcare Scientists	£37,162.90	£34,846.00	£35,270.93	£43,845.45	£43,036.74
Medical and Dental	£85,401.81	£69,575.43	£85,218.05	£96,074.53	£76,613.07
Nursing and Midwifery Registered	£32,215.69	£30,216.45	£36,511.15	£37,880.35	£34,406.98
Students				£32,677.49	£27,055.00
Totals	£59,527.55	£40,018.49	£42,613.49	£33,509.21	£41,252.92

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	£42,879.92	£36,084.78	£44,115.87	£35,572.00	£44,500.41		£42,732.50	£41,129.43	£45,092.50	£44,771.83
Additional Clinical Services	£22,739.30	£23,518.10	£22,923.46	£22,392.17	£22,070.32			£23,022.56	£27,046.65	£23,056.07
Administrative and Clerical	£29,198.89	£32,637.25	£30,587.32	£37,688.02	£28,863.31		£33,216.89	£29,507.63	£21,318.00	£30,808.88
Allied Health Professionals	£36,506.57	£38,104.33	£39,839.65	£42,137.22	£29,715.40			£38,354.10		£40,546.97
Estates and Ancillary	£23,124.17	£21,021.62	£23,038.65	£21,041.94	£20,758.00	£21,318.00		£22,175.12		£23,040.21
Healthcare Scientists	£40,717.35	£33,821.50	£42,828.74	£40,232.38	£38,196.66			£44,781.43		£46,486.57
Medical and Dental	£85,916.84	£75,121.28	£90,951.54	£89,404.23	£70,382.85	£111,732.00	£74,600.00	£96,789.87	£95,608.25	£87,084.89
Nursing and Midwifery Registered	£35,201.35	£36,395.88	£37,838.37	£32,842.43	£31,912.21		£37,221.75	£37,346.49		£37,308.13
Students	£32,082.83		£31,963.81					£34,253.00		£33,821.50
Totals	£32,776.28	£47,993.98	£34,130.06	£72,635.57	£59,591.98	£66,525.00	£43,373.52	£32,230.66	£70,284.32	£37,237.08

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	£40,958.90	£43,684.84	£38,705.96	£43,843.44
Additional Clinical Services	£22,644.27	£22,910.17	£22,832.88	£23,167.06
Administrative and Clerical	£27,834.92	£30,065.84	£31,718.64	£32,152.73
Allied Health Professionals	£33,622.12	£38,771.22	£41,017.95	£41,976.44
Estates and Ancillary	£21,069.05	£22,901.06	£21,733.80	£23,051.63
Healthcare Scientists	£35,042.53	£42,581.81	£39,998.80	£48,243.82
Medical and Dental	£67,394.22	£85,833.79	£107,993.81	£86,782.69
Nursing and Midwifery Registered	£30,752.39	£37,350.68	£37,912.66	£36,996.92
Students		£32,249.89		£33,821.50
Totals	£29,454.45	£34,480.97	£33,564.69	£39,604.64