



GIG  
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WALES

Bwrdd Iechyd Prifysgol  
Betsi Cadwaladr  
University Health Board

# BCUHB Statutory Employment Reports – Full Data Pack 2021/2022

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## **Report Summary: BCUHB Employer Equality Report Data 2021-2022**

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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 2022

Source: Betsi Cadwaladr University Health Board

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### Table 3 - Gender (Sex)

	Number	Percent
<b>Female</b>	15568.00	80.35%
<b>Male</b>	3808.00	19.65%
<b>Total</b>	19376.00	100.00%

### Table 4 - Age

	Number	Percent
<b>Under 25</b>	809	4.18%
<b>25 to 29</b>	1617	8.35%
<b>30 to 34</b>	2084	10.76%
<b>35 to 39</b>	2146	11.08%
<b>40 to 44</b>	2211	11.41%
<b>45 to 49</b>	2416	12.47%
<b>50 to 54</b>	2944	15.19%
<b>55 to 59</b>	2750	14.19%
<b>60 to 64</b>	1740	8.98%
<b>65 to 69</b>	492	2.54%
<b>70 and over</b>	167	0.86%

<b>Total</b>	<b>19376</b>	<b>100.00%</b>
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**Table 5 - Disability**

	<b>Number</b>	<b>Percent</b>
<b>Disabled</b>	942	4.86%
<b>Not Disabled</b>	15120	78.03%
<b>Not Disclosed</b>	2024	10.45%
<b>Unknown</b>	1290	6.66%
<b>Total</b>	<b>19376</b>	<b>100.00%</b>

**Table 6 - Ethnicity**

	<b>Number</b>	<b>Percent</b>
<b>White</b>	16962	87.54%
<b>Black or Black British</b>	178	0.92%
<b>Asian or Asian British</b>	557	2.87%
<b>Mixed</b>	119	0.61%
<b>Chinese</b>	22	0.11%
<b>Any Other Ethnic Group</b>	196	1.01%
<b>Unknown</b>	1342	6.93%
<b>Total</b>	<b>19376</b>	<b>100.00%</b>

**Table 7 - Religion/Belief**

	<b>Number</b>	<b>Percent</b>
<b>Atheism</b>	2485	12.83%
<b>Buddhism</b>	78	0.40%
<b>Christianity</b>	9592	49.50%
<b>Hinduism</b>	170	0.88%
<b>Islam</b>	178	0.92%

<b>Jainism</b>	*	*
<b>Judaism</b>	9	0.05%
<b>Sikhism</b>	8	0.04%
<b>Other</b>	2159	11.14%
<b>Not Disclosed</b>	3431	17.71%
<b>Unknown</b>	1263	6.52%
<b>Total</b>	<b>19376</b>	<b>100.00%</b>

Figures below 5 are suppressed and denoted by \*

**Table 8 - Sexual Orientation**

	<b>Number</b>	<b>Percent</b>
<b>Heterosexual</b>	15476	79.87%
<b>Gay</b>	132	0.68%
<b>Lesbian</b>	119	0.61%
<b>Bisexual</b>	111	0.57%
<b>Not Disclosed</b>	2257	11.65%
<b>Unknown</b>	1281	6.61%
<b>Total</b>	<b>19376</b>	<b>100.00%</b>

**Table 9 - Marital Status**

	<b>Number</b>	<b>Percent</b>
<b>Civil Partnership</b>	402	2.07%
<b>Divorced</b>	1471	7.59%
<b>Legally Separated</b>	144	0.74%
<b>Married</b>	10007	51.65%
<b>Single</b>	5596	28.88%
<b>Widowed</b>	243	1.25%
<b>Unknown</b>	1513	7.81%

<b>Total</b>	<b>19376</b>	<b>100.00%</b>
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**Table 10 - Pregnancy and Maternity**

	<b>Number</b>	<b>Percent</b>
<b>No</b>	18971	97.91%
<b>Yes</b>	405	2.09%
<b>Total</b>	<b>19376</b>	<b>100.00%</b>

**Table 11 - Grade**

	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>Band 1</b>			
<b>Band 2</b>	3027	752	3779
<b>Band 3</b>	2370	549	2919
<b>Band 4</b>	1327	174	1501
<b>Band 5</b>	3142	529	3671
<b>Band 6</b>	2782	440	3222
<b>Band 7</b>	1500	279	1779
<b>Band 8a</b>	473	131	604
<b>Band 8b</b>	159	47	206
<b>Band 8c</b>	102	47	149
<b>Band 8d</b>	39	27	66
<b>Band 9</b>	20	13	33
<b>Non-Agenda for Change</b>	128	30	158
<b>Associate Specialist</b>	23	24	47
<b>Clinical Assistant</b>	*	*	*
<b>Consultant</b>	175	399	574
<b>Dentist</b>	32	20	52
<b>Foundation Yr 1 / Yr 2</b>	17	14	31
<b>Other Medical</b>	47	40	87
<b>SHO / House Officer</b>			

<b>Specialty Doctor / Staff Grade / Trust Grade</b>	99	125	224
<b>Specialty/Specialist Registrar</b>	105	163	268
<b>Totals</b>	<b>15568</b>	<b>3808</b>	<b>19376</b>

Figures below 5 are suppressed and denoted by \*

**Table 12 - Contract Type**

	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>Permanent</b>	14583	3373	17956
<b>Fixed Term Temp</b>	981	430	1411
<b>Non-Exec Director/Chair</b>	*	*	9
<b>Totals</b>	<b>15568</b>	<b>3808</b>	<b>19376</b>

Figures below 5 are suppressed and denoted by \*

**Table 13 - Working Pattern**

	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>Full Time</b>	7719	3041	10760
<b>Part Time</b>	7849	767	8616
<b>Totals</b>	<b>15568</b>	<b>3808</b>	<b>19376</b>

**Table 14 - Applicants – Gender**

	<b>Applied</b>	<b>Shortlisted</b>	<b>Interview attended</b>	<b>Appointed</b>	<b>Applied %</b>	<b>Shortlisted %</b>	<b>Interview attended %</b>	<b>Appointed %</b>
<b>Male</b>	20107	5017	3088	290	32.83%	22.90%	22.99%	22.90%
<b>Female</b>	40987	16825	10301	778	66.91%	76.81%	76.70%	76.81%
<b>I do not wish to disclose</b>	160	63	41	1	0.26%	0.29%	0.31%	0.00%
	<b>61254</b>	<b>21905</b>	<b>13430</b>	<b>1069</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

**Table 15 - Applicants - Age**

	<b>Applied</b>	<b>Shortlisted</b>	<b>Interview attended</b>	<b>Appointed</b>	<b>Applied %</b>	<b>Shortlisted %</b>	<b>Interview attended %</b>	<b>Appointed %</b>
<b>Under 20</b>	877	280	159	10	1.43%	1.28%	1.18%	0.94%
<b>20 - 24</b>	7146	2550	1507	121	11.67%	11.64%	11.22%	11.32%
<b>25 - 29</b>	15230	3596	2042	209	24.86%	16.42%	15.20%	19.55%
<b>30 - 34</b>	11827	3472	2080	193	19.31%	15.85%	15.49%	18.05%
<b>35 - 39</b>	7863	2756	1701	148	12.84%	12.58%	12.67%	13.84%
<b>40 - 44</b>	5358	2406	1450	111	8.75%	10.98%	10.80%	10.38%
<b>45 - 49</b>	4325	2212	1421	99	7.06%	10.10%	10.58%	9.26%



<b>50 - 54</b>	4316	2324	1508	92	7.05%	10.61%	11.23%	8.61%
<b>55 - 59</b>	2795	1517	979	57	4.56%	6.93%	7.29%	5.33%
<b>60 - 64</b>	1189	605	423	23	1.94%	2.76%	3.15%	2.15%
<b>65+</b>	264	135	108	6	0.43%	0.62%	0.80%	0.56%
<b>Not stated</b>	64	52	52	0	0.10%	0.24%	0.39%	0.00%
<b>Totals</b>	<b>61254</b>	<b>21905</b>	<b>13430</b>	<b>1069</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

**Table 16 - Applicants - Disability**

	<b>Applied</b>	<b>Shortlisted</b>	<b>Interview attended</b>	<b>Appointed</b>	<b>Applied Percent</b>	<b>Shortlisted Percent</b>	<b>Interview attended %</b>	<b>Appointed %</b>
<b>I do not wish to disclose whether or not I have a disability</b>	741	342	198	10	1.21%	1.56%	1.47%	0.94%
<b>No</b>	57709	20024	12138	866	94.21%	91.41%	90.38%	81.01%
<b>Yes</b>	2478	1213	772	48	4.05%	5.54%	5.75%	4.49%
<b>Not stated</b>	326	326	322	145	0.53%	1.49%	2.40%	13.56%
<b>Totals</b>	<b>61254</b>	<b>21905</b>	<b>13430</b>	<b>1069</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

**Table 17 - Applicants -  
Ethnicity**

	<b>Applied</b>	<b>Shortlisted</b>	<b>Interview attended</b>	<b>Appointed</b>	<b>Applied %</b>	<b>Shortlisted %</b>	<b>Interview attended %</b>	<b>Appointed %</b>
<b>White</b>	36049	18440	11394	764	58.85%	84.18%	84.84%	71.47%
<b>Mixed</b>	1986	333	199	15	3.24%	1.52%	1.48%	1.40%
<b>Asian or Asian British</b>	9150	1331	749	85	14.94%	6.08%	5.58%	7.95%
<b>Black or Black British</b>	10051	954	462	26	16.41%	4.36%	3.44%	2.43%
<b>Chinese</b>	159	43	26	3	0.26%	0.20%	0.19%	0.28%
<b>Any other ethnic group</b>	2807	289	168	20	4.58%	1.32%	1.25%	1.87%
<b>Not stated</b>	1052	515	432	156	1.72%	2.35%	3.22%	14.59%
<b>Totals</b>	<b>61254</b>	<b>21905</b>	<b>13430</b>	<b>1069</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

**Table 18 - Applicants - Religious Belief**

<b>Answer</b>	<b>Applied</b>	<b>Shortlisted</b>	<b>Interview attended</b>	<b>Appointed</b>	<b>Applied %</b>	<b>Shortlisted %</b>	<b>Interview attended %</b>	<b>Appointed %</b>
<b>Atheism</b>	8152	4011	2441	198	13.31%	18.31%	18.18%	18.52%

<b>Buddhism</b>	681	148	78	10	1.11%	0.68%	0.58%	0.94%
<b>Christianity</b>	30599	10911	6720	440	49.95%	49.81%	50.04%	41.16%
<b>Hinduism</b>	2536	307	172	27	4.14%	1.40%	1.28%	2.53%
<b>Islam</b>	7321	769	441	56	11.95%	3.51%	3.28%	5.24%
<b>Jainism</b>	30	5	3	0	0.05%	0.02%	0.02%	0.00%
<b>Judaism</b>	35	16	12	1	0.06%	0.07%	0.09%	0.09%
<b>Sikhism</b>	108	22	11	1	0.18%	0.10%	0.08%	0.09%
<b>Other</b>	5702	2725	1628	107	9.31%	12.44%	12.12%	10.01%
<b>I do not wish to disclose my religion/belief</b>	5763	2664	1601	84	9.41%	12.16%	11.92%	7.86%
<b>Not stated</b>	327	327	323	145	0.53%	1.49%	2.41%	13.56%
<b>Totals</b>	<b>61254</b>	<b>21905</b>	<b>13430</b>	<b>1069</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

**Table 19 - Applicants - Sexual Orientation**

	<b>Applied</b>	<b>Shortlisted</b>	<b>Interview attended</b>	<b>Appointed</b>	<b>Applied %</b>	<b>Shortlisted %</b>	<b>Interview attended %</b>	<b>Appointed %</b>
<b>Heterosexual or Straight</b>	56529	19902	12140	866	92.29%	90.86%	90.39%	81.01%
<b>Gay or Lesbian</b>	1063	511	247	18	1.74%	2.33%	1.84%	1.68%
<b>Bisexual</b>	1022	378	213	6	1.67%	1.73%	1.59%	0.56%
<b>Other sexual orientation not listed</b>	229	56	35	2	0.37%	0.26%	0.26%	0.19%
<b>Undecided</b>	224	55	37	3	0.37%	0.25%	0.28%	0.28%
<b>I do not wish to disclose my sexual orientation</b>	1860	676	435	29	3.04%	3.09%	3.24%	2.71%
<b>Not stated</b>	327	327	323	145	0.53%	1.49%	2.41%	13.56%
<b>Totals</b>	<b>61254</b>	<b>21905</b>	<b>13430</b>	<b>1069</b>	<b>100.00 %</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

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

**Table 20 - Applicants – Marital Status**

	<b>Applied</b>	<b>Shortlisted</b>	<b>Interview attended</b>	<b>Appointed</b>	<b>Applied %</b>	<b>Shortlisted %</b>	<b>Interview attended %</b>	<b>Appointed %</b>
<b>Single</b>	29762	9640	5519	395	48.59%	44.01%	41.09%	36.95%
<b>Married</b>	24012	8407	5360	389	39.20%	38.38%	39.91%	36.39%
<b>Civil partnership</b>	1660	689	422	28	2.71%	3.15%	3.14%	2.62%
<b>Legally separated</b>	349	186	101	6	0.57%	0.85%	0.75%	0.56%
<b>Divorced</b>	2372	1280	819	45	3.87%	5.84%	6.10%	4.21%
<b>Widowed</b>	344	179	102	5	0.56%	0.82%	0.76%	0.47%
<b>Other</b>	1453	757	526	41	2.37%	3.46%	3.92%	3.84%
<b>Not stated</b>	322	322	318	144	0.53%	1.47%	2.37%	13.47%
<b>I do not wish to disclose this</b>	980	445	263	16	1.60%	2.03%	1.96%	1.50%
<b>Totals</b>	<b>61254</b>	<b>21905</b>	<b>13430</b>	<b>1069</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

**Table 21 - Applicants - Gender Re-Assignment**

	<b>Applied</b>	<b>Shortlisted</b>	<b>Interview attended</b>	<b>Appointed</b>	<b>Applied Percent</b>	<b>Shortlisted Percent</b>	<b>Interview attended %</b>	<b>Appointed %</b>
<b>Not stated</b>	60932	21583	13111	1027	99.47%	98.53%	97.62%	96.07%
<b>No</b>	319	319	316	42	0.52%	1.46%	2.35%	3.93%
<b>Yes</b>	2	2	2	0	0.00%	0.01%	0.01%	0.00%
<b>I do not want to answer this question</b>	1	1	1	0	0.00%	0.00%	0.01%	0.00%
<b>Totals</b>	<b>61254</b>	<b>21905</b>	<b>13430</b>	<b>1069</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

**Table 22 - Leavers Gender**

	<b>Leavers Yr to 31/3/22</b>	<b>%</b>
<b>Female</b>	1733	77.75%
<b>Male</b>	496	22.25%
<b>Totals</b>	<b>2229</b>	<b>100.00%</b>

**Table 23 - Leavers by Age Band**

	<b>Leavers Yr to 31/3/22</b>	<b>%</b>
<b>Under 25</b>	90	4.04%
<b>25 to 29</b>	237	10.63%
<b>30 to 34</b>	269	12.07%
<b>35 to 39</b>	184	8.25%
<b>40 to 44</b>	148	6.64%
<b>45 to 49</b>	126	5.65%
<b>50 to 54</b>	146	6.55%
<b>55 to 59</b>	366	16.42%
<b>60 to 64</b>	392	17.59%
<b>65 to 69</b>	217	9.74%
<b>70 and over</b>	54	2.42%
<b>Totals</b>	<b>2229</b>	<b>100.00%</b>

**Table 24 - Leavers: Disability**

	<b>Leavers Yr to 31/3/22</b>	<b>%</b>
<b>Disabled</b>	98	4.40%
<b>Not Disabled</b>	1591	71.38%
<b>Not Disclosed</b>	321.00	14.40%
<b>Unknown</b>	219.00	9.83%
<b>Totals</b>	<b>2229</b>	<b>100.00%</b>

**Table 25 - Leavers by Ethnicity**

	<b>Leavers Yr to 31/3/22</b>	<b>%</b>
<b>White</b>	1851	83.04%
<b>Black or Black British</b>	35	1.57%
<b>Asian or Asian British</b>	77	3.45%
<b>Mixed</b>	19	0.85%
<b>Chinese</b>	9	0.40%
<b>Any Other Ethnic Group</b>	18	0.81%
<b>Unknown</b>	220	9.87%
<b>Totals</b>	<b>2229</b>	<b>100.00%</b>

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

	<b>Leavers Yr to 31/3/22</b>	<b>%</b>
<b>Atheism</b>	260	11.66%
<b>Buddhism</b>	12	0.54%



<b>Christianity</b>	1015	45.54%
<b>Hinduism</b>	23	1.03%
<b>Islam</b>	46	2.06%
<b>Jainism</b>	*	*
<b>Judaism</b>	*	*
<b>Sikhism</b>	*	*
<b>Other</b>	206	9.24%
<b>Not Disclosed</b>	459	20.59%
<b>Unknown</b>	202	9.06%
<b>Totals</b>	<b>2229</b>	<b>100.00%</b>

**Table 27 - Leavers by Sexual Orientation**

	<b>Leavers Yr to 31/3/2022</b>	<b>%</b>
<b>Heterosexual</b>	1624	72.9%
<b>Gay or Lesbian</b>	26	1.2%
<b>Bisexual</b>	24	1.1%
<b>Not Disclosed</b>	351	15.7%
<b>Unknown</b>	204	9.2%
<b>Totals</b>	<b>2229</b>	<b>100.0%</b>

**Table 28 - Leavers by Marital Status**

	<b>Leavers Yr to 31/3/22</b>	<b>%</b>
<b>Married</b>	1107	49.66%
<b>Civil Partnership</b>	22	0.99%
<b>Divorced</b>	188	8.43%
<b>Legally Separated</b>	16	0.72%
<b>Single</b>	675	30.28%
<b>Widowed</b>	28	1.26%
<b>Unknown</b>	193	8.66%
<b>Totals</b>	<b>2229</b>	<b>100.00%</b>

**Table 29 - D&G Gender**

	<b>Employees Involved In Disciplinary Procedures Year to March 2022</b>	<b>%</b>	<b>Employees Involved In Grievance Procedures Year to March 2022</b>	<b>%</b>
<b>Female</b>	102	74.47%	16	51.68%
<b>Male</b>	33	25.53%	13	48.32%
<b>Totals</b>	<b>135</b>	<b>100.00%</b>	<b>29</b>	<b>100.00%</b>

**Table 30 - Disciplinary and Grievance Age**

	<b>Employees Involved In Disciplinary Procedures Year to March 2022</b>	<b>%</b>	<b>Employees Involved In Grievance Procedures Year to March 2022</b>	<b>%</b>
<b>Under 25</b>	*	4.2%		0.0%
<b>25 to 29</b>	7	6.7%		0.0%
<b>30 to 34</b>	7	6.0%	*	4.1%
<b>35 to 39</b>	16	13.6%	*	12.9%
<b>40 to 44</b>	11	7.5%	*	15.8%
<b>45 to 49</b>	18	11.6%	*	13.4%
<b>50 to 54</b>	28	18.9%	8	20.8%
<b>55 to 59</b>	20	14.7%	*	11.8%
<b>60 to 64</b>	18	11.7%	*	13.6%
<b>65 to 69</b>	6	5.0%	*	7.6%
<b>70 and over</b>		0.0%		0.0%
<b>Totals</b>	<b>135</b>	<b>100.0%</b>	<b>29</b>	<b>100.0%</b>

**Table 31 - Disciplinary and Grievance Disability**

	<b>Employees Involved In Disciplinary Procedures Year to March 2022</b>	<b>%</b>	<b>Employees Involved In Grievance Procedures Year to March 2022</b>	<b>%</b>
<b>Disabled</b>	13	9.0%	*	4.64%
<b>Not Disabled</b>	103	78.0%	20	68.54%
<b>Not Disclosed</b>	14	7.8%	*	4.93%
<b>Unknown</b>	5	5.2%	5	21.89%
<b>Totals</b>	<b>135</b>	<b>100.00%</b>	<b>29</b>	<b>100.00%</b>

**Table 32 - Disciplinary and Grievance Ethnicity**

	<b>Employees Involved In Disciplinary Procedures Year to March 2022</b>	<b>%</b>	<b>Employees Involved In Grievance Procedures Year to March 2022</b>	<b>%</b>
<b>White</b>	118	85.34%	22	70.15%
<b>Black or Black British</b>	*	2.72%		0.00%
<b>Asian or Asian British</b>	*	2.77%	*	3.97%
<b>Mixed</b>		0.00%	*	8.19%
<b>Chinese</b>		0.00%		0.00%
<b>Any Other Ethnic Group</b>	*	1.40%		0.00%
<b>Unknown</b>	9	7.77%	*	17.70%
<b>Totals</b>	<b>135</b>	<b>100.00%</b>	<b>29</b>	<b>100.00%</b>

**Table 33 - Disciplinary and Grievance Religion/Belief**

	<b>Employees Involved In Disciplinary Procedures Year to March 2022</b>	<b>%</b>	<b>Employees Involved In Grievance Procedures Year to March 2022</b>	<b>%</b>
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<b>Atheism</b>	15	12.78%	*	8.82%
<b>Buddhism</b>	*	1.34%		0.00%
<b>Christianity</b>	63	45.22%	9	30.35%
<b>Hinduism</b>		0.00%		0.00%
<b>Islam</b>	*	1.74%		0.00%
<b>Jainism</b>		0.00%	*	3.09%
<b>Judaism</b>		0.00%		0.00%
<b>Sikhism</b>	*	0.94%		0.00%
<b>Other</b>	16	10.90%	*	9.26%
<b>Not Disclosed</b>	31	21.87%	8	26.58%
<b>Unknown</b>	5	5.21%	5	21.89%
<b>Totals</b>	<b>135</b>	<b>100.00%</b>	<b>29</b>	<b>100.00%</b>

**Table 34 - Disciplinary and Grievance Sexual Orientation**

	<b>Employees Involved In Disciplinary Procedures Year to March 2022</b>	<b>%</b>	<b>Employees Involved In Grievance Procedures Year to March 2022</b>	<b>%</b>
<b>Heterosexual</b>	108	81.0%	18	57.9%
<b>Gay or Lesbian</b>	*	2.9%	*	8.2%
<b>Bisexual</b>	*	0.4%	*	3.3%
<b>Not Disclosed</b>	17	9.5%	*	5.6%
<b>Unknown</b>	6	6.2%	6	25.0%
<b>Totals</b>	<b>135</b>	<b>100.0%</b>	<b>29</b>	<b>100.0%</b>

**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)

<b>Main Staff Group</b>	<b>Female</b>	<b>Male</b>
<b>Add Prof Scientific and Technical</b>	£42,032.06	£46,401.43
<b>Additional Clinical Services</b>	£21,324.15	£22,464.84

<b>Administrative and Clerical</b>	£27,438.50	£35,803.91
<b>Allied Health Professionals</b>	£38,132.99	£37,250.64
<b>Estates and Ancillary</b>	£20,109.02	£22,698.76
<b>Healthcare Scientists</b>	£41,090.47	£43,812.18
<b>Medical and Dental</b>	£75,945.16	£82,815.66
<b>Nursing and Midwifery Registered</b>	£35,536.99	£37,336.46
<b>Students</b>	£26,660.22	£20,330.00
<b>Totals</b>	<b>£31,786.32</b>	<b>£41,827.75</b>

**Table 36 - Average Annual Pay  
Age**

<b>Main Staff Group</b>	<b>Under 25</b>	<b>25 - 34</b>	<b>35 - 44</b>	<b>45 - 54</b>	<b>55 - 64</b>	<b>65 and over</b>
<b>Add Prof Scientific and Technical</b>	£30,299.31	£37,141.47	£43,710.19	£47,276.01	£47,775.32	£38,876.65
<b>Additional Clinical Services</b>	£20,014.05	£21,270.72	£21,507.04	£21,793.50	£21,836.02	£20,990.81
<b>Administrative and Clerical</b>	£20,399.08	£25,050.29	£29,207.37	£31,100.71	£30,701.66	£24,790.14
<b>Allied Health Professionals</b>	£27,412.35	£33,338.64	£39,482.86	£42,304.26	£43,032.60	£39,423.54
<b>Estates and Ancillary</b>	£19,540.83	£21,893.53	£21,782.67	£21,920.01	£21,072.91	£20,916.98
<b>Healthcare Scientists</b>	£27,268.93	£35,658.63	£41,623.13	£49,787.92	£47,783.38	£47,305.33
<b>Medical and Dental</b>	£25,563.00	£44,079.74	£77,286.11	£97,443.70	£99,410.20	£100,460.28
<b>Nursing and Midwifery Registered</b>	£26,615.37	£30,787.19	£35,694.97	£38,814.95	£38,742.51	£35,653.12
<b>Students</b>	£22,334.72	£26,113.22	£29,331.37	£29,561.32	£20,330.00	
<b>Totals</b>	<b>£23,407.74</b>	<b>£29,193.41</b>	<b>£35,183.58</b>	<b>£37,432.52</b>	<b>£34,779.45</b>	<b>£32,139.33</b>

**Table 37 - Average Annual Pay Disability**

<b>Main Staff Group</b>	<b>No</b>	<b>Yes</b>	<b>Not Declared / Undefined</b>
<b>Add Prof Scientific and Technical</b>	£43,214.04	£41,426.47	£39,408.18
<b>Additional Clinical Services</b>	£21,455.20	£21,404.70	£21,888.69
<b>Administrative and Clerical</b>	£28,889.38	£26,250.13	£30,739.70
<b>Allied Health Professionals</b>	£37,581.33	£35,397.25	£42,603.62
<b>Estates and Ancillary</b>	£21,347.15	£21,306.67	£21,671.02
<b>Healthcare Scientists</b>	£41,605.94	£37,382.98	£48,154.29
<b>Medical and Dental</b>	£81,671.67	£83,917.99	£77,933.21
<b>Nursing and Midwifery Registered</b>	£35,658.94	£34,916.02	£36,227.30
<b>Students</b>	£27,724.67	£29,691.25	£20,982.65
<b>Totals</b>	<b>£33,205.79</b>	<b>£30,850.37</b>	<b>£38,375.12</b>

**Table 38 - Average Annual Pay Ethnicity**

<b>Main Staff Group</b>	<b>Asian/ Asian British</b>	<b>Black/ Black British</b>	<b>Mixed/ Mixed British</b>	<b>White</b>	<b>Other</b>
<b>Add Prof Scientific and Technical</b>	£48,246.33	£38,537.60	£53,303.89	£42,825.46	£39,648.25
<b>Additional Clinical Services</b>	£21,065.07	£20,793.00	£21,499.20	£21,558.38	£21,123.21
<b>Administrative and Clerical</b>	£27,884.96	£30,616.86	£28,020.44	£28,871.19	£30,321.27
<b>Allied Health Professionals</b>	£38,178.61	£28,962.56	£35,157.79	£38,098.59	£36,806.82
<b>Estates and Ancillary</b>	£20,024.11	£19,597.19	£22,221.17	£21,475.62	£21,002.39
<b>Healthcare Scientists</b>	£36,850.61	£33,447.54	£39,229.00	£42,601.74	£41,808.00
<b>Medical and Dental</b>	£83,603.94	£63,749.82	£80,936.69	£87,420.19	£70,270.55
<b>Nursing and Midwifery Registered</b>	£32,347.83	£29,132.92	£37,343.73	£36,183.43	£32,370.33
<b>Students</b>				£28,081.98	£21,122.50
<b>Totals</b>	<b>£61,806.98</b>	<b>£40,356.64</b>	<b>£41,912.65</b>	<b>£32,258.73</b>	<b>£39,684.74</b>



**Table 39 - Average Annual Pay Religious Belief**

<b>Main Staff Group</b>	<b>Atheism</b>	<b>Buddhism</b>	<b>Christianity</b>	<b>Hinduism</b>	<b>Islam</b>	<b>Jainism</b>	<b>Judaism</b>	<b>Other</b>	<b>Sikhism</b>	<b>I do not wish to disclose my religion/belief or Other</b>
<b>Add Prof Scientific and Technical</b>	£41,528.40	£40,303.17	£42,959.60	£32,306.00	£51,066.00		£37,114.50	£43,530.81	£47,126.00	£43,089.64
<b>Additional Clinical Services</b>	£21,303.57	£23,214.85	£21,513.64	£21,154.07	£20,408.19			£21,467.59	£26,113.44	£21,677.43
<b>Administrative and Clerical</b>	£27,630.73	£28,689.38	£29,190.50	£37,233.81	£25,551.30		£20,330.00	£28,296.33		£29,550.00
<b>Allied Health Professionals</b>	£34,672.48	£39,061.75	£38,757.10	£40,322.97	£31,897.14			£37,122.89		£39,414.27
<b>Estates and Ancillary</b>	£21,689.28	£19,608.89	£21,540.84	£19,332.86	£19,918.00	£19,918.00		£20,576.71		£21,603.62
<b>Healthcare Scientists</b>	£39,407.58	£34,569.67	£42,254.39	£35,517.47	£35,759.32			£44,979.29		£44,392.52
<b>Medical and Dental</b>	£74,381.20	£74,156.25	£84,535.19	£86,052.06	£69,298.68	£106,920.00	£70,351.00	£85,760.86	£88,162.45	£79,489.57
<b>Nursing and Midwifery Registered</b>	£33,863.77	£35,106.22	£36,242.79	£33,160.41	£31,478.64		£30,976.00	£35,587.83		£35,628.74
<b>Students</b>	£24,313.64		£29,066.44		£22,549.00					£22,474.09
<b>Totals</b>	<b>£31,326.34</b>	<b>£47,476.23</b>	<b>£32,786.73</b>	<b>£73,273.24</b>	<b>£58,156.31</b>	<b>£77,919.33</b>	<b>£39,907.22</b>	<b>£31,189.83</b>	<b>£67,799.16</b>	<b>£36,092.71</b>

**Table 40 - Average Annual Pay Sexual Orientation**

<b>Main Staff Group</b>	<b>Bisexual</b>	<b>Heterosexual</b>	<b>Gay or Lesbian</b>	<b>I do not wish to disclose my sexual orientation/or Other</b>
<b>Add Prof Scientific and Technical</b>	£38,384.03	£43,045.23	£38,436.65	£42,107.61
<b>Additional Clinical Services</b>	£21,998.32	£21,476.57	£21,101.43	£21,759.92
<b>Administrative and Clerical</b>	£23,045.36	£28,715.85	£31,644.09	£30,339.02
<b>Allied Health Professionals</b>	£31,949.98	£37,546.79	£39,439.09	£41,025.68
<b>Estates and Ancillary</b>	£19,106.25	£21,397.35	£20,249.17	£21,591.17
<b>Healthcare Scientists</b>	£32,427.82	£41,500.30	£43,464.00	£46,878.09
<b>Medical and Dental</b>	£67,426.28	£80,438.70	£81,768.54	£80,060.83
<b>Nursing and Midwifery Registered</b>	£29,071.54	£35,736.22	£36,876.53	£35,643.35
<b>Students</b>		£28,420.15	£22,549.00	£21,069.67
<b>Totals</b>	<b>£28,637.52</b>	<b>£33,089.48</b>	<b>£33,712.87</b>	<b>£38,010.00</b>