



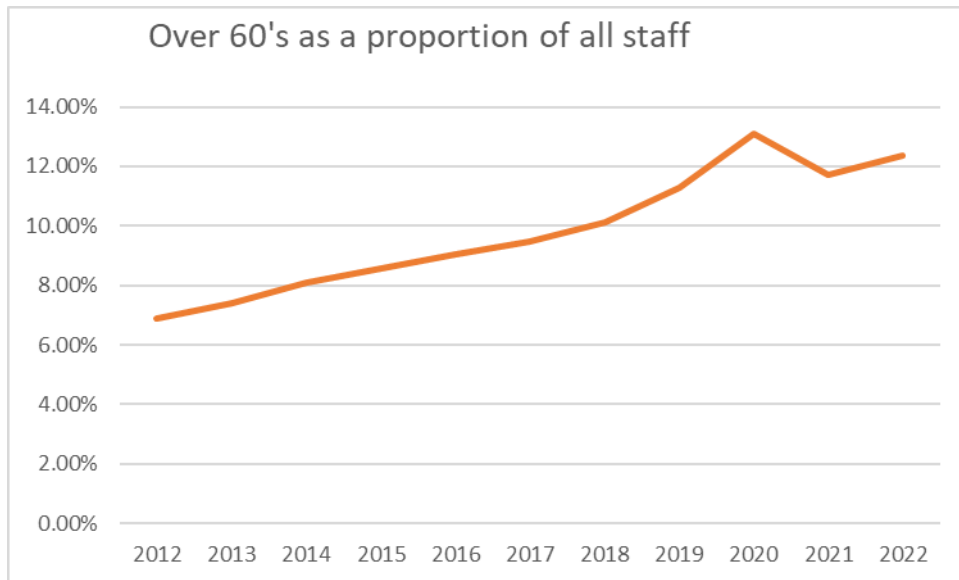
BCUHB Statutory Employment Reports – 2021/22 Commentary

1. STAFF IN POST

1a. Age Band

The current staff profile shows a resumption in the trend towards an increasingly ageing workforce:

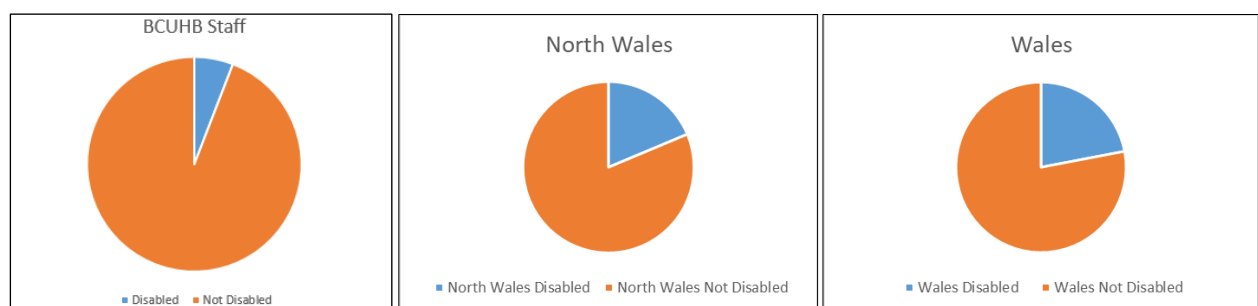
- The number of Under-25s in the workforce has increased this year to the highest number in the past four years to (809) and now represents 4.18% compared to 3.77% of the workforce last year. The number is still disproportionately low compared to 2011 Census statistics (11.1% of population of North Wales). However, of applicants for roles with the Health Board, 14% were under 25, higher than the North Wales population, however this is a decrease of 2.69% against the 16.69% of all applicants that under 25s accounted for during 2020-21. This may be a consequence of Covid restrictions easing and more jobs opening up in the wider economy. 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.
- 2020-21 saw a corresponding decrease in the percentage of over 60s compared to the number of over 25s for the first time. However, in 2021-22, possibly due to the Covid vaccination campaign and the easing of restrictions, 2021-22 data shows that the proportion of over 60s in our workforce increasing to 12.38% - 2399 staff. This is an increase against the 2232 over 60s shown in last year's data. The overall number of staff has increased to 19376 from 18921 making the number of over 60s a slightly smaller proportion of the overall staff population that it would have been previously.



- 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 reversed in 2020-21 (164 staff, 0.87% of the workforce) and has remains static in 2021-22 (167 staff, 0.86% of the workforce).

1b. Disability

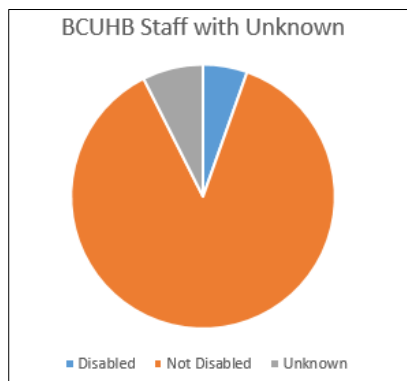
We have improved reporting of this characteristic and continue to support declaration by employees. 942 staff have declared a disability (4.86% compared to 4.52% in 2020-21). 2011 census data that indicates approximately 22% of the population declare a disability or long term health condition and data from the Annual Population Survey 2015-2017¹ 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 10.45% of staff (2,024) have not disclosed this data (a reduction of 2.57% on the previous year) and a further 1290 (6.66%) are unknown. Overall, 17.11% of staff are either

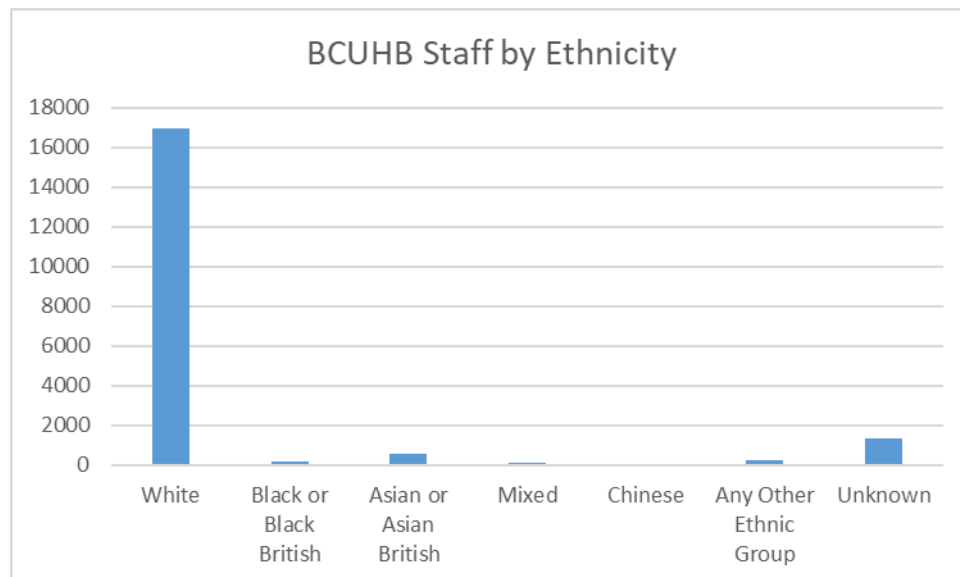
¹ <https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Disability/disabilitystatus-by-region>

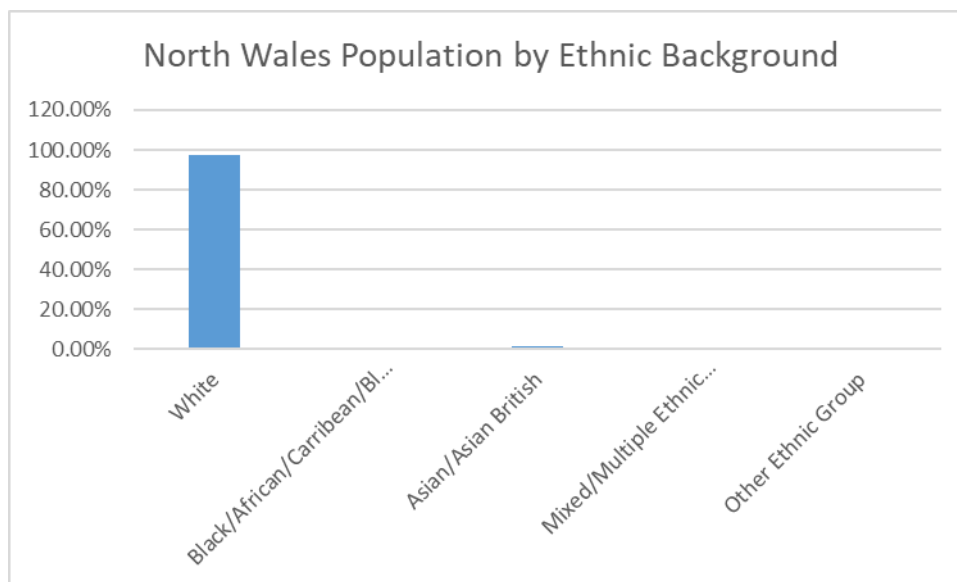
not declared or unknown in this category – an increase of 0.07% on the previous year's figure.



1c. Ethnicity

- There have been no significant changes to the ethnic profile of our organisation since last year. Staff declaring an ethnicity other than white is 5.52% of the employee population. The proportion of staff declaring Black or Black British backgrounds is more than three times as high as the 2011 Census for North Wales (0.92% compared to 0.22%). The number of staff identifying as Asian/Asian British is more than 3 times the Census (2.87% compared to 0.92%).





We have continued to promote disclosure and support staff to update their personal details in ESR and will continue to do so via payslip messaging and ESR user alerts through 2022-23. The number of staff whose ethnic background is unknown has increased from 841 on 31st March 2021 to 1342 on 31st March 2022. This represents an increase of 59.6%

Analysis undertaken in April shows that:

- 78.5% 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%. Discounting these staff groups, Black, Asian and Minority Ethnic staff account for 2.48% of the workforce.
- Overall 12% of our staff are classed as medical and dental. However, 42% 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 administrative and clerical staff that are based in hospital areas.
- Staff are more likely to be male if they are from an Asian or mixed ethnic background. Overall, there is a far higher proportion of males among our Black, Asian and Minority Ethnic staff (46.84%) than the wider staff profile (17.44%)
- Of the 1072 staff employed by the Health Board who are from a Black, Asian or Minority Ethnic background, 3.85% are aged 61 or over. A further 20.2% of those staff are between 51 and 60. This means that 24% of our Black, Asian and Minority Ethnic staff are 51 or over, a lower proportion than our staff overall (41.77%). There is a higher proportion of Black, Asian and Minority Ethnic staff in the 41-50 age range than overall – 34.9% of Black, Asian and Minority Ethnic staff are between 41 and 50 compared to 23.2% overall.
- Of our 1072 staff known to come from a Black, Asian and Minority Ethnic background 1.27% have declared to be disabled this compares with 3.89% of staff overall. 14.55% are unknown – either not responded or prefer not to say, so it can reasonably be assumed some of this 14.55% may also be disabled. This is a lower

proportion than our staff overall, which is 26.2%, but may be a risk factor to those Black, Asian and Minority Ethnic staff who are disabled.

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 has change since last year, with significantly more males applying. Last year the split was 77% women to 23% men. This year 67% of applicants were women and 33% men. The average appointment rate was 1.65%, with 1.4% of male applicants appointed and 1.9% of female applicants appointed.
- The ratio of women to men leaving the organisation is similar, showing that women were slightly less likely than men to leave the Health Board, with a ratio of 77.75% / 22.25%.

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 has continued to rise, and now stands at 12.83%, up from 12.2% the previous year. A significant proportion of our staff continue to decline to declare their religion or belief (17.71%), however this has reduced from the previous year which was 19.59%.

1f. Sexual Orientation

- BCUHB is reporting 1.87% of staff as having declared their sexuality as lesbian, gay or bisexual as at 31st March 2022.
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. 11.65% of staff did not disclose this information, which is an improvement from 14.05% undisclosed on 31st March 2021.
- Information from the consultation on the 2021 Census includes Integrated Household Survey (HIS) 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 2017² 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 1.29%), 0.7% as bisexual (BCUHB 0.57%), 0.5% other, and 2.5% refuse to answer / don't know (BCUHB 18.26%).

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

- Celtic Pride, our LGBTQ+ 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 continued to contribute to the reduction in the undisclosed number.

1g. Marital Status

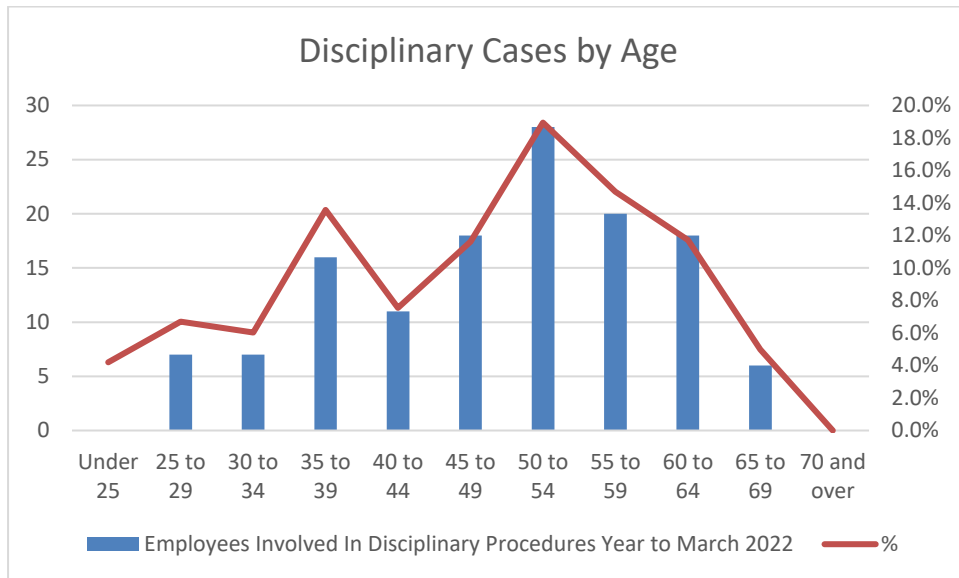
Office of National Statistics 2018 population estimates show that 50.5% of people over the age of 16 in England and Wales are married. This percentage is slightly higher in the Health Board at 51.65%. This figure has dropped since 2021, which was 53.09% However, only 39.2% of applicants to the Health Board were married. This and a very similar figure were appointed (36.39%).

Notably, this year has seen a big decrease in applicants not stating their marital status. For the year ending 31st March 2021, 18.18% of applicants did not state their marital status compared with 1.6% for the year ending 31st March 2022.

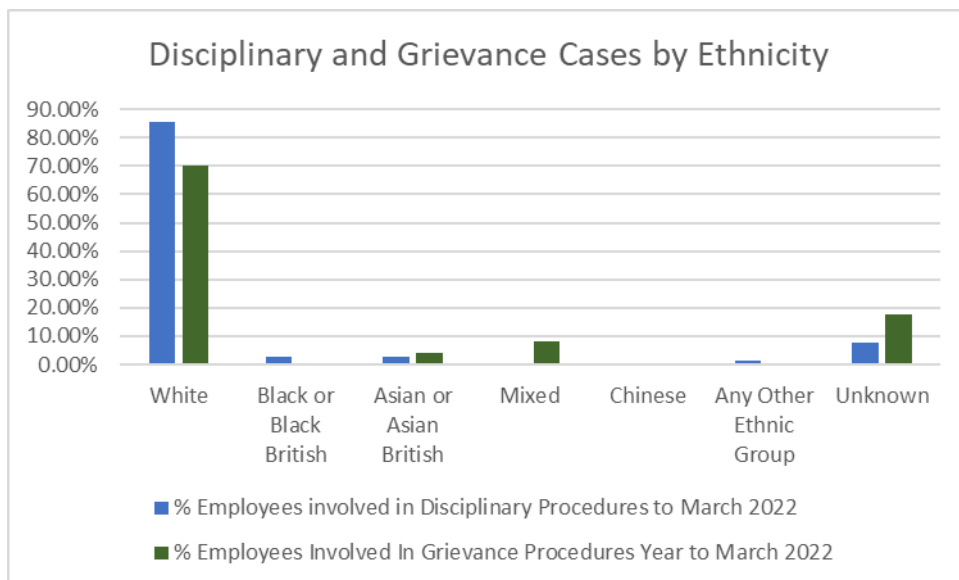
2. STAFF INVOLVED IN DISCIPLINARY OR GRIEVANCE CASES

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:

- There are proportionately 5% more men involved in disciplinary cases and 28% 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 35-39, 45-49, 50-54, 50-59 and 60-64 year groups. The over 70 age group has had no involvement in disciplinary cases.



- The age groups with proportionately higher involvement in disciplinary cases are 45-49, 50-54, 60-64 and 65-69 year groups.



3. PAY, BAND AND STAFF ROLES

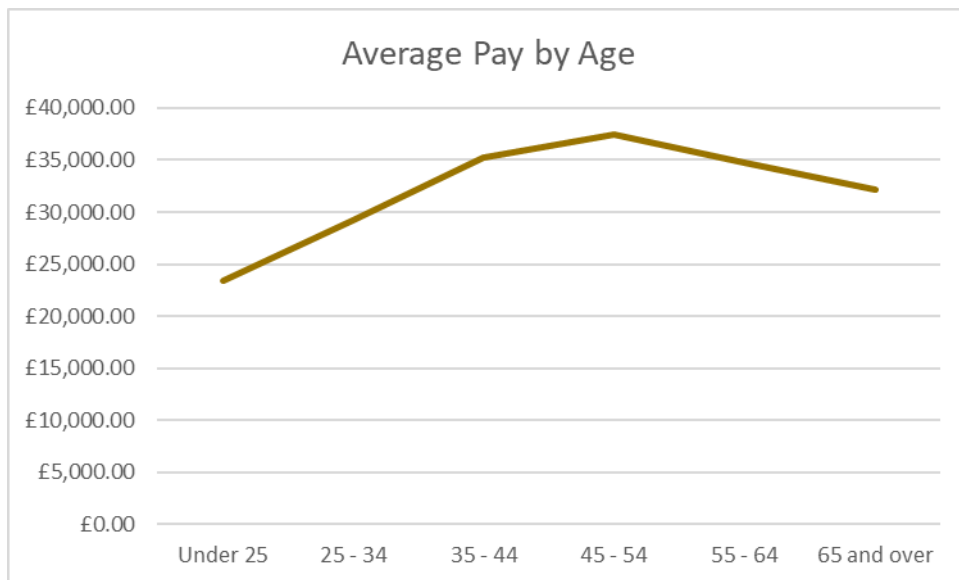
3a. Gender Pay, Band and Staff Role

- Average pay for male staff continues to be higher. Overall, the average pay of male employees is £41,827 compared to £31,786 for females. This is reflected in every staff group, except allied health professionals and students, with the biggest gender pay gaps appearing in administrative and clerical roles and medical and dental and student roles.

- Women are over-represented in the most grades. 94.93% of female employees are employed at band 8b or below, compared to 76.18% of males. This is largely unchanged from the previous year.
- Female employees are more likely to be on a permanent contract. 93.67% of female employees are permanent compared to 88.58% of male employees.
- However female employees are far more likely to work part time than male colleagues. 50.42% of female employees are on part time contracts compared to 20.14% of male employees.
- There remains a significant difference in the proportion of consultants by gender. Across BCUHB, 11.59% of staff are consultants. Just 1.12% of our female employees are consultants, whereas 10.47% of our male employees are consultants. Males account for 69.51% of consultant roles however, which receive a higher level of pay award, being the most likely contributor to a pay gap.

3b. Age and Pay

- Average pay across different age bands shows a distribution curve that is broadly what we would expect to see. 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 7.09% lower than those of non-disabled staff. This has reduced from 8.25% in the previous reported year. Looking at the staff

groups, the disability pay gap is highest in healthcare scientists (-10.15%) and administrative and clerical positions (-9.14%). Notably, no students declared a disability in the data for the year ending 31st March 2021; however, this year students declaring a disability have a positive pay gap of 7%.

- In the Medical and Dental staff group, average pay for disabled staff is also higher than that of non-disabled staff with a 2.75% difference.

4d. Ethnicity and Pay

- Average pay for staff from white backgrounds is less than all other Ethnic Groups. 78.5% 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 Jainism is higher than all other groups. Those declaring their religion or belief as Other, Atheism or Christian are the lowest paid.
- 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

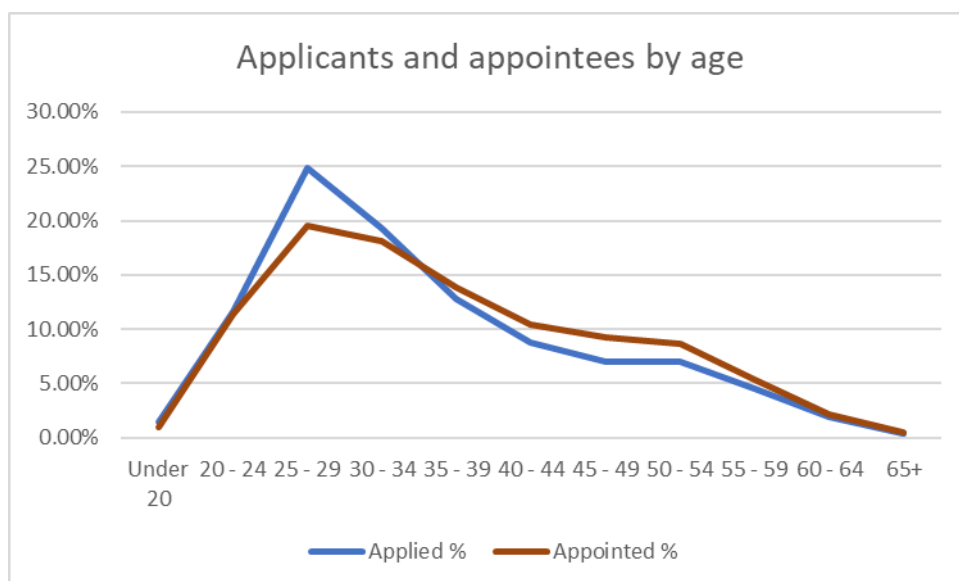
There is a negligible difference in average pay between the heterosexual and gay/lesbian staff groups, but staff declaring themselves bisexual have a lower average pay. Staff declining to declare have a higher average pay than all other groups.

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.

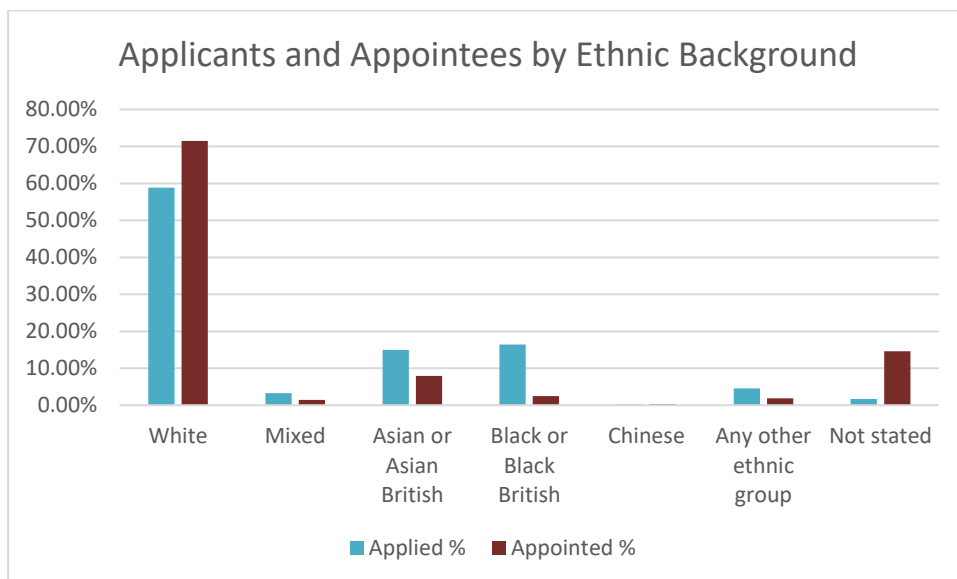
- People between the ages of 35 and 54 have a higher success rate than application rate. For example, 25% of applications to the health board were from people between 25 and 29, and 20% of successful applicants were in this age range. In the previous year, this was true for applicants in the 35-39 year age band. Conversely, 7% of applicants were 45-49, yet 9% of appointees were in this age range.
- Applicants between 25-29 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.



- 4.05% of applicants to the Health Board declared a disability, with a higher successful appointment rate for disabled applicants of 4.49%. This is an improvement from the previous year. 94.21% of applicant declared themselves not disabled, with this group accounting for 81.01% of appointees.
- 0.53% of applicants did not state whether they had a disability, yet this cohort accounted for 13.56% 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 2015-2017³ suggests that across North Wales, 77,000 (18.7%) of people aged 16 to 64 are disabled.
- Applicants who do not state their ethnicity are most likely to be successfully appointed. 1.72% of applicants did not state their ethnicity yet 14.59% of appointees were from this cohort. Conversely, 16.41% of applicants were Black or Black British yet successful applicants from this group were just 2.43%. 14.94% of applicants were Asian or Asian British and 7.95% of appointees were from this group.
These points of concern will be included in the BCUHB Anti-Racist Action Plan.

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



- This trend is mirrored when we look at religion or belief. 11.95% of applicants to the Health Board declare their religion or belief as Islam. However, this group make up only 5.24% of successful applicants. This is an increase on the previous year where 0.97% of successful applicants were Muslim. The religious group most likely to be appointed are those who did not state their religion. This group accounted for 0.53% of applicants, yet 13.56% of appointees.

6. STAFF WHO LEFT BCUHB

- As of 31st March 2022, over 55s made up 46.16% 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 residual impacts of the pandemic. This has led to a decrease in the proportion of over 60's in the workforce. Over 60s account for 12.38% of the overall workforce – nearly twice the proportion of eight years ago, but nevertheless a decrease of 0.7% compared with two years ago.
- 71.38% of leavers were not disabled and 14.4% of staff who left BCUHB had not declared a disability (compared to 10.45% of all staff), and 4.4% 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. 83.04% of leavers were white compared to the staff profile where 87.54% of staff are white. Conversely, Asian or Asian British and Black or Black British make up 2.87% and 0.92% of the profile, but 3.45% and 1.57% 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 9.87% of leavers, but account for only 6.93% of the staff population.