

Abertawe Bro Morgannwg University Health Board Equality Report Data 201

Summary The tables present data sourced from ABMUHB's Electronic Staff Record (ESR) d:

Notes: The data provides a profile and analysis of staff employed by us at 31 March 201
Male and female staffing breakdown by job, grade, pay, contract type and worki
Staff involved in grievance procedures and staff subject to diciplinary prodedure:
Staff who have left our employment between April 2018 and March 2019
Percentages are rounded

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18-2019

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Total Staff in Post By Staff Group - Abertawe Bro Morgannwg University Health

Staff Group	Headcount	Percentage
Add Prof Scientific and Technic	495	3.1
Additional Clinical Services	3211	19.9
Administrative and Clerical	2859	17.7
Allied Health Professionals	1032	6.4
Estates and Ancillary	1716	10.6
Healthcare Scientists	358	2.2
Medical and Dental	1383	8.6
Nursing and Midwifery Registered	5118	31.6
Students	3	0.0
Grand Total	16175	100.0

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Board (31.03.2019)

Staff by Gender - Abertawe Bro Morgannwg University Health Board (31.03.2019)

Staff Group	Headcount	Female	Percentage	Male	Percentage
Add Prof Scientific and Technic	495	348	70.3	147	29.7
Additional Clinical Services	3211	2623	81.7	588	18.3
Administrative and Clerical	2859	2392	83.7	467	16.3
Allied Health Professionals	1032	868	84.1	164	15.9
Estates and Ancillary	1716	992	57.8	724	42.2
Healthcare Scientists	358	202	56.4	156	43.6
Medical and Dental	1383	581	42.0	802	58.0
Nursing and Midwifery Registered	5118	4639	90.6	479	9.4
Students	3	3	100.0	0	0.0
Grand Total	16175	12648	78.2	3527	21.8

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Staff by Age - Abertawe Bro Morgannwg University Health Board (31.03.2019)

Age Band	Headcount	Percentage
16-20	90	0.6
21-25	868	5.4
26-30	1641	10.1
31-35	1779	11.0
36-40	1736	10.7
41-45	1996	12.3
46-50	2395	14.8
51-55	2594	16.0
56-60	1944	12.0
61-65	916	5.7
66-70	168	1.0
71 & above	48	0.3
Grand Total	16175	100.0

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Staff by Disability - Abertawe Bro Morgannwg University Health Board (31.03.2019)

Disabled	Headcount	Percentage
No	8847	54.7
Yes	265	1.6
Not Declared	7063	43.7
Grand Total	16175	100.0

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Staff by Ethnicity - Abertawe Bro Morgannwg University Health Board (31.03.2019)

Ethnic Origin	Headcount	Percentage
White	10097	62.4
D Mixed - White & Black Caribbean	9	0.1
E Mixed - White & Black African	7	0.0
F Mixed - White & Asian	17	0.1
G Mixed - Any other mixed background	17	0.1
GC Mixed - Black & White	1	0.0
GD Mixed - Chinese & White	1	0.0
GE Mixed - Asian & Chinese	1	0.0
GF Mixed - Other/Unspecified	5	0.0
H Asian or Asian British - Indian	203	1.3
J Asian or Asian British - Pakistani	24	0.1
K Asian or Asian British - Bangladeshi	27	0.2
L Asian or Asian British - Any other Asian background	211	1.3
LA Asian Mixed	2	0.0
LF Asian Tamil	1	0.0
LH Asian British	6	0.0
M Black or Black British - Caribbean	14	0.1
N Black or Black British - African	73	0.5
P Black or Black British - Any other Black background	3	0.0
PC Black Nigerian	3	0.0
PD Black British	3	0.0
R Chinese	30	0.2
S Any Other Ethnic Group	71	0.4
SC Filipino	34	0.2
SD Malaysian	1	0.0
SE Other Specified	1	0.0
No Data/Not Stated	5313	32.8
Total	16175	100.0

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Marital and Civil Partnership Status - Abertawe Bro Morgannwg University Health Board (

Marital Status	Female	Male	Headcount	Percentage
Civil Partnership	115	37	152	0.9
Divorced	1062	111	1173	7.3
Legally Separated	67	20	87	0.5
Married	7021	1467	8488	52.5
Single	3972	1137	5109	31.6
Widowed	122	11	133	0.8
Not stated	154	71	225	1.4
Unknown	135	673	808	5.0
Grand Total	12648	3527	16175	100

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31.03.2019)

Staff by Religion and Belief - Abertawe Bro Morgannwg University Health Board (31.03.

Religious Belief	Headcount	Percentage
Atheism	1633	10.1
Buddhism	30	0.2
Christianity	5584	34.5
Hinduism	82	0.5
Islam	105	0.6
Jainism	1	0.0
Judaism	2	0.0
Other	1306	8.1
Sikhism	10	0.1
I do not wish to disclose my religion/belief	1212	7.5
Undefined	6210	38.4
Grand Total	16175	100.0

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Staff by Sexual Orientation - Abertawe Bro Morgannwg University Health Board (31.03.2019)

Sexual Orientation	Headcount	Percentage
Bisexual	56	0.3
Gay or Lesbian	150	0.9
Heterosexual or Straight	9226	57.0
Not stated (person asked but declined to provide a response)	517	3.2
Other sexual orientation not listed	1	0.0
Undecided	1	0.0
Undefined	6224	38.5
Grand Total	16175	100.0

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Gender by Staff Group and Working Pattern - Abertawe Bro Morgannwg University Health Board

Staff Group	Female			
	Full Time		Part Time	
	Headcount	Percentage	Headcount	Percentage
Add Prof Scientific and Technic	228	65.5	120	34.5
Additional Clinical Services	1303	49.7	1320	50.3
Administrative and Clerical	1309	54.7	1083	45.3
Allied Health Professionals	500	57.6	368	42.4
Estates and Ancillary	188	19.0	804	81.0
Healthcare Scientists	116	57.4	86	42.6
Medical and Dental	428	73.7	153	26.3
Nursing and Midwifery Registered	2709	58.4	1930	41.6
Students	2	66.7	1	33.3
Total	6783	53.6	5865	46.4

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ard (31.03.2019)

Male			
Full Time		Part Time	
Headcount	Percentage	Headcount	Percentage
128	87.1	19	12.9
509	86.6	79	13.4
426	91.2	41	8.8
141	86.0	23	14.0
563	77.8	161	22.2
142	91.0	14	9.0
725	90.4	77	9.6
413	86.2	66	13.8
0	0.0	0	0.0
3047	86.4	480	13.6

Gender by Grade Type and Working Pattern - Abertawe Bro Morgannwg University Health Board (31.

Grade Type	Female				
	Full Time		Part Time		Full
	Headcount	Percentage	Headcount	Percentage	Headcount
A4C	6293	52.5	5704	47.5	2297
Medical & Dental	425	75.2	140	24.8	720
Non A4C	65	75.6	21	24.4	30
Total	6783	53.6	5865	46.4	3047

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03.2019)

Male		
Time	Part Time	
Percentage	Headcount	Percentage
85.1	401	14.9
92.4	59	7.6
60.0	20	40.0
86.4	480	13.6

Gender by Contract Type & Working Pattern - Abertawe Bro Morgannwg University Health Board 2018-19

Contract type	Female				
	Full Time		Part Time		Full
	Headcount	Percentage	Headcount	Percentage	Headcount
Fixed Term Temp	731	61.6	455	38.4	495
Non-Exec Director/Chair	0	0.0	4	100.0	0
Permanent	6050	52.8	5409	47.2	2550
Total	6781	53.6	5868	46.4	3045

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Male		
Time	Part Time	
Percentage	Headcount	Percentage
88.4	65	11.6
0.0	5	100.0
86.1	413	13.9
86.4	483	13.6

Gender by Average Basic Pay and Working Pattern - Abertawe Bro Morgannwg University Heal

Staff Group	Average Full Time Basic Salary		Average Part Time Basic Salary	
	Female	Male	Female	Male
Add Prof Scientific and Technic	35266	39156	27298	17247
Additional Clinical Services	19232	19416	13676	13315
Administrative and Clerical	26345	32847	14233	15162
Allied Health Professionals	34965	34244	25160	23229
Estates and Ancillary	18957	19820	11710	12363
Healthcare Scientists	35214	39988	26092	24786
Medical and Dental	56719	71146	50420	45644
Nursing and Midwifery Registered	32462	32620	21617	20074
Grand Total	30220	37941	18256	20234

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th Board (31.03.2019)

Gender by Pay Grade - Abertawe Bro Morgannwg University Health Board (31.03.2019)

Pay Grade	Female	Percentage	Male	Percentage	Grand Total
Band 1	557	77.8	159	22.2	716
Band 2	2482	77.1	736	22.9	3218
Band 3	1332	79.9	336	20.1	1668
Band 4	1029	82.4	220	17.6	1249
Band 5	2961	87.7	416	12.3	3377
Band 6	1917	83.8	370	16.2	2287
Band 7	1186	82.2	257	17.8	1443
Band 8a	329	75.8	105	24.2	434
Band 8b	106	72.6	40	27.4	146
Band 8c	70	66.0	36	34.0	106
Band 8d	24	61.5	15	38.5	39
Band 9	4	33.3	8	66.7	12
Associate Specialist	23	36.5	40	63.5	63
Consultant	194	32.2	408	67.8	602
Dentist	14	77.8	4	22.2	18
Foundation Year 1&2	84	64.1	47	35.9	131
Hospital Practitioner		0.0	1	100.0	1
Senior House Officer	3	33.3	6	66.7	9
Specialty Doctor	42	50.0	42	50.0	84
Specialty Registrar	200	46.7	228	53.3	428
Staff Grade Practitioner		0.0	3	100.0	3
Vocational Dentist	5	100.0		0.0	5
Non A4C	86	63.2	50	36.8	136
Total	12648	78.2	3527	21.8	16175

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Leavers by Age. Gender. Ethnicity, Disability and Sexual Orientation - Abertawe Bro Morgannwg Ur

Age Band	Headcount	Percentage
16-20	35	0.7
21-25	373	7.3
26-30	638	12.5
31-35	582	11.4
36-40	485	9.5
41-45	565	11.0
46-50	606	11.8
51-55	804	15.7
56-60	621	12.1
61-65	320	6.2
66-70	69	1.3
71 & above	23	0.4
Grand Total	5121	100.0

Gender	Headcount	Percentage
Female	3953	77.2
Male	1168	22.8
Grand Total	5121	100.0

Ethnic Origin	Headcount	Percentage
Black & Minority Ethnic Groups	285	5.6
White	3490	68.2
No Data/Not Stated	1346	26.3
Grand Total	5121	100.0

Disabled	Headcount	Percentage
Yes	79	1.5
No	2898	56.6
Prefer Not To Answer	1	0.0
Unspecified/Not Declared	2143	41.8
Grand Total	5,121	100.0

Sexual Orientation	Headcount	Percentage
Bisexual	12	0.2
Gay or Lesbian	44	0.9
Heterosexual or Straight	2707	52.9
Not stated (person asked but declined to provide a response)	145	2.8
Undecided	1	0.0
Unspecified	2212	43.2
Grand Total	5121	100.0

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University Health Board (2018-2019)

Employee Relations Cases by Gender - Abertawe Bro Morgannwg University Health Board (2018-19)

Gender	Grievances	Percentage	Disiplinaries	Percentage
Male	25	19.0	35	26.0
Female	106	81.0	102	74.0
Collective*	5			
Total	131	100	137	100

* information is not available on the gender of the staff involved with the collective grievances

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2019)

Maternity & Career Break - Abertawe Bro Morgannwg University Health Board (31.03.2019)

Assignment Status	Headcount	Percentage
Maternity & Adoption	308	1.9
Career Break	41	0.3

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