

Swansea Bay University Health Board Equality Report Data 2019-2020

Summary The tables present data sourced from SBUHB's Electronic Staff Record (ESR) data base for the total SBUHB workforce

Notes: The data provides a profile and analysis of staff employed by us at 31 March 2020 and gives data on the following
Male and female staffing breakdown by job, grade, pay, contract type and working pattern
Staff involved in grievance procedures and staff subject to disciplinary procedures
Staff who have left our employment between April 2019 and March 2020
Percentages are rounded

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Contents

Staff Profile as at 31 March 2019

[Table 1 - Staff in Post by Staff Group](#)

[Table 2 - Staff in Post by Gender](#)

[Table 3 - Staff in Post by Age](#)

[Table 4 - Staff in Post by Disability](#)

[Table 5 - Staff in Post by Ethnicity](#)

[Table 6 - Staff in Post by Marital and Civil Partnership Status](#)

[Table 7 - Staff in Post by Religion and Belief](#)

[Table 8 - Staff in Post by Sexual Orientation](#)

[Table 9 - Staff in Post by Staff Group, Gender and Working Pattern](#)

[Table 10 - Staff in Post by Gender, Grade Type and Working Pattern](#)

[Table 11 - Staff in Post by Gender, Contract Type and Working Pattern](#)

[Table 12 - Staff in Post by Gender, Average Basic Pay and Working Pattern](#)

[Table 13 - Staff in Post by Gender and Pay Grade](#)

[Table 14 - Leavers by Age, Gender, Ethnicity, Disability and Sexual Orientation](#)

[Table 15 - Employee Relations Cases by Gender](#)

[Staff on Maternity, Adoption or Career Break](#)

**Total Staff in Post By Staff Group -
Swansea Bay University Health Board
(31.03.2020)**

Staff Group	Headcount	Percentage
Add Prof Scientific and Technic	415	3.2
Additional Clinical Services	2610	20.1
Administrative and Clerical	2429	18.7
Allied Health Professionals	867	6.7
Estates and Ancillary	1251	9.6
Healthcare Scientists	326	2.5
Medical and Dental	1120	8.6
Nursing and Midwifery Registered	3966	30.5
Students	1	0.0
Grand Total	12985	100.0

[Back to Contents](#)

**Staff by Gender - Swansea Bay
University Health Board (31.03.2020)**

Staff Group	Headcount	Female	Percentage	Male	Percentage
Add Prof Scientific and Technic	415	289	69.6	126	30.4
Additional Clinical Services	2610	2134	81.8	476	18.2
Administrative and Clerical	2429	1992	82.0	437	18.0
Allied Health Professionals	867	733	84.5	134	15.5
Estates and Ancillary	1251	691	55.2	560	44.8
Healthcare Scientists	326	180	55.2	146	44.8
Medical and Dental	1120	450	40.2	670	59.8
Nursing and Midwifery Registered	3966	3581	90.3	385	9.7
Students	1	1	100.0	0	0.0
Grand Total	12985	10051	77.4	2934	22.6

[Back to Contents](#)

**Staff by Age -
Swansea Bay
University
Health Board
(31.03.2020)**

Age Band	Headcount	Percentage
16-20	64	0.5
21-25	655	5.0
26-30	1296	10.0
31-35	1494	11.5
36-40	1508	11.6
41-45	1544	11.9
46-50	1868	14.4
51-55	1976	15.2
56-60	1569	12.1
61-65	822	6.3
66-70	150	1.2
71 & above	39	0.3
Grand Total	12985	100.0

[Back to Contents](#)

**Staff by Disability -
Swansea Bay
University Health
Board (31.03.2020)**

Disabled	Headcount	Percentage
No	7342	56.5
Yes	245	1.9
Not Declared	5398	41.6
Grand Total	12985	100.0

[Back to Contents](#)

**Staff by Ethnicity - Swansea Bay University Health Board
(31.03.2020)**

Ethnic Origin	Headcount	Percentage
White	7919	61.0
D Mixed - White & Black Caribbean	9	0.1
E Mixed - White & Black African	7	0.1
F Mixed - White & Asian	19	0.1
G Mixed - Any other mixed background	18	0.1
GC Mixed - Black & White	1	0.0
GE Mixed - Asian & Chinese	1	0.0
GF Mixed - Other/Unspecified	1	0.0
H Asian or Asian British - Indian	176	1.4
J Asian or Asian British - Pakistani	25	0.2
K Asian or Asian British - Bangladeshi	26	0.2
L Asian or Asian British - Any other Asian background	114	0.9
LA Asian Mixed	2	0.0
LF Asian Tamil	1	0.0
LH Asian British	2	0.0
M Black or Black British - Caribbean	13	0.1
N Black or Black British - African	79	0.6
P Black or Black British - Any other Black background	1	0.0
PC Black Nigerian	3	0.0
PD Black British	2	0.0
R Chinese	18	0.1
S Any Other Ethnic Group	62	0.5
SC Filipino	23	0.2
SD Malaysian	1	0.0
SE Other Specified	2	0.0
No Data/Not Stated	4460	34.3
Grand Total	12985	100.0

[Back to Contents](#)

**Marital and Civil
Partnership Status -
Swansea Bay University
Health Board (31.03.2020)**

Marital Status	Female	Male	Headcount	Percentage
Civil Partnership	104	35	139	1.1
Divorced	842	100	942	7.3
Legally Separated	55	15	70	0.5
Married	5449	1291	6740	51.9
Single	3269	975	4244	32.7
Unknown	143	451	594	4.6
Widowed	96	12	108	0.8
Undefined	93	55	148	1.1
Grand Total	10051	2934	12985	100.0

[Back to Contents](#)

**Staff by Religion and Belief - Swansea Bay
University Health Board (31.03.2020)**

Religious Belief	Headcount	Percentage
Atheism	1499	11.5
Buddhism	25	0.2
Christianity	4604	35.5
Hinduism	63	0.5
Islam	99	0.8
Jainism	1	0.0
Judaism	1	0.0
Other	1093	8.4
Sikhism	8	0.1
I do not wish to disclose my religion/belief	1044	8.0
Unspecified	4548	35.0
Grand Total	12985	100.0

[Back to Contents](#)

**Staff by Sexual Orientation - Swansea Bay University
Health Board (31.03.2020)**

Sexual Orientation	Headcount	Percentage
Bisexual	60	0.5
Gay or Lesbian	138	1.1
Heterosexual or Straight	7834	60.3
Not stated (person asked but declined to provide a res	387	3.0
Other sexual orientation not listed	3	0.0
Undecided	3	0.0
Unspecified	4560	35.1
Grand Total	12985	100.0

[Back to Contents](#)

**Gender by Staff Group and Working
Pattern - Swansea Bay University
Health Board (31.03.2020)**

Staff Group	Female				Full T
	Full Time		Part Time		
	Headcount	Percentage	Headcount	Percentage	
Add Prof Scientific and Technic	186	64.4	103	35.6	107
Additional Clinical Services	1025	48.0	1109	52.0	420
Administrative and Clerical	1118	56.1	874	43.9	394
Allied Health Professionals	421	57.4	312	42.6	119
Estates and Ancillary	140	20.3	551	79.7	424
Healthcare Scientists	101	56.1	79	43.9	135
Medical and Dental	327	72.7	123	27.3	603
Nursing and Midwifery Registered	2045	57.1	1536	42.9	329
Students	1	100.0	0	0.0	0
Grand Total	5364	53.4	4687	46.6	2531

[Back to Contents](#)

Male		
Time	Part Time	
Percentage	Headcount	Percentage
84.9	19	15.1
88.2	56	11.8
90.2	43	9.8
88.8	15	11.2
75.7	136	24.3
92.5	11	7.5
90.0	67	10.0
85.5	56	14.5
0	0	0.0
86.3	403	13.7

**Gender by Grade Type and
Working Pattern -Swansea Bay
University Health Board
(31.03.2020)**

Grade type	Female				Full
	Full time		Part Time		
	Headcount	Percentage	Headcount	Percentage	
AfC	4988	52.2	4559	47.8	1907
Medical & Dental	327	72.7	123	27.3	604
Non AfC	49	90.7	5	9.3	20
Grand Total	5364	53.4	4687	46.6	2531

[Back to Contents](#)

Male		
Time	Part Time	
Percentage	Headcount	Percentage
85.1	334	14.9
90.0	67	10.0
90.9	2	9.1
86.3	403	13.7

**Gender by Contract Type & Working
Pattern - Swansea Bay University
Health Board (31.03.2020)**

Contract Type	Female				Full
	Full Time		Part Time		
	Headcount	Percentage	Headcount	Percentage	
Fixed Term Temp	561	61.0	358	39.0	412
Non-Exec Director/Chair	0	0.0	5	100.0	0
Permanent	4801	52.6	4328	47.4	2118
Grand Total	5362	53.4	4691	46.6	2530

[Back to Contents](#)

Male		
Time	Part Time	
Percentage	Headcount	Percentage
86.0	67	14.0
100.0	4	66.7
86.4	334	13.6
86.3	405	13.7

**Gender by Average Basic Pay and
Working Pattern - Swansea Bay
University Health Board (31.03.2020)**

Staff Group	Average Full Time		Average Part Time	
	Female	Male	Female	Male
Add Prof Scientific and Technic	36490	41455	28733	22664
Additional Clinical Services	19809	19923	14039	13642
Administrative and Clerical	27731	33526	14470	15681
Allied Health Professionals	36311	36509	25918	21855
Estates and Ancillary	18974	20119	12096	12873
Healthcare Scientists	37408	41413	27368	21932
Medical and Dental	61285	70731	48196	48075
Nursing and Midwifery Registered	33538	34102	22065	19418
Students	37267			
Grand Total	31409	38858	18754	21085

[Back to Contents](#)

**Gender by Pay Grade -
Swansea Bay University
Health Board
(31.03.2020)**

Pay Grade	Female	Percentage	Male	Percentage	Grand Total
Band 1	152	81.3	35	18.7	187
Band 2	2142	76.1	674	23.9	2816
Band 3	1101	79.7	281	20.3	1382
Band 4	863	82.3	185	17.7	1048
Band 5	2286	87.5	328	12.5	2614
Band 6	1546	82.9	318	17.1	1864
Band 7	975	81.0	229	19.0	1204
Band 8a	293	74.9	98	25.1	391
Band 8b	98	74.2	34	25.8	132
Band 8c	68	65.4	36	34.6	104
Band 8d	17	51.5	16	48.5	33
Band 9	6	46.2	7	53.8	13
Associate Specialist	15	39.5	23	60.5	38
Consultant	155	32.3	325	67.7	480
Dental Core Trainee	5	50.0	5	50.0	10
Dentist	11	91.7	1	8.3	12
Foundation Year 1&2	44	48.9	46	51.1	90
Specialty Doctor	30	47.6	33	52.4	63
Specialty Registrar	168	44.4	210	55.6	378
Staff Grade Practitioner		0.0	1	100.0	1
Vocational Dentist	1	25.0	3	75.0	4
Non AfC	75	62.0	46	38.0	121
Grand Total	10051	77.4	2934	22.6	12985

[Back to Contents](#)

Leavers by Age. Gender. Ethnicity, Disability and Sexual Orientation - Swansea Bay University Health Board (2019-2020)

Age Band	Headcount	Percentage
16-20	20	1.5
21-25	127	9.4
26-30	236	17.6
31-35	208	15.5
36-40	131	9.7
41-45	92	6.8
46-50	83	6.2
51-55	107	8.0
56-60	159	11.8
61-65	141	10.5
66-70	34	2.5
71 & above	6	0.4
Grand Total	1344	100.0

Gender	Headcount	Percentage
Female	959	71.4
Male	385	28.6
Grand Total	1344	100.0

Ethnic Origin	Headcount	Percentage
White	630	46.9
Black & Minority Ethnic Groups	53	3.9
No Data/Not Stated	661	49.2
Total	1344	100.0

Disabled	Headcount	Percentage
No	578	441.2
Not Declared	4	3.1
Yes	26	19.8
Unspecified	736	561.8
Grand Total	1344	1026.0

Sexual Orientation	Headcount	Percentage
Bisexual	5	0.4
Gay or Lesbian	14	1.0
Heterosexual or Straight	605	45.0
Not stated (person asked but declined to provide a response)	49	3.6
Unspecified	671	49.9
Grand Total	1344	100.0

[Back to Contents](#)

**Employee
Relations Cases by
Gender - Swansea
Bay University
Health Board
(2019-2020)**

Gender	Grievances	Percentage	Disiplinaries	Percentage
Male	10	42.0	30	31.0
Female	14	58.0	66	69.0
Collective	7			
Total	31	100	96	100

[Back to Contents](#)

**Maternity & Career Break - Swansea
Bay University Health Board
(31.03.2020)**

Assignment Status	Headcount	Percentage
Maternity & Adoption	246	1.9
Career Break	34	0.3

[Back to Contents](#)

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