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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

Cadeirydd/Chair: **Emma Woollett**
Prif Weithredwr/Chief Executive: **Tracy Myhill**

gofalu am ein gilydd, cydweithio, gwella bob amser
caring for each other, working together, always improving

Rydym yn croesawu gohebiaeth yn y Gymraeg ac yn y Saesneg. We welcome correspondence in Welsh or English.

Dyddiad/Date: 23rd October 2020
Ein Cyf / Our Ref: 20-H-039

☎ 01639 648363

✉ FOIA.Requests@wales.nhs.uk



Corporate Services
Headquarters
1 Talbot Gateway
Baglan
Port Talbot, SA12 7BR

Dear ,

I refer to your Freedom of Information Act Request acknowledged by ourselves on 28th August 2020. I apologise for the delay in responding. Your request sought information relating to equality and diversity in the Estates department.

1. How many trades/ancillary vacancies have been advertised during the past 24 calendar months for each site?

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For the following questions you may reply vacancy 1, vacancy 2 etc. to ensure confidentiality is maintained and the information is non-identifiable.

- a. For each of the vacancies, what was the total number of applications?**
- b. How many applications were received from groups other than white males and can you break this down further into the separate groups?**
- c. For each of the vacancies, of the groups other than white males, how many of these were invited for interview?**
- d. For each of the vacancies, if not invited for interview, what were the reasons as they apply to applicants of groups other than white males?**
- e. For each of the vacancies, did the successful applicant meet the essential criteria requirements of the post advertised at the time of appointment?**
- f. If not, why then were they appointed?**



Pencadlys BIP Bae Abertawe, Un Porthfa Talbot, Port Talbot, SA12 7BR / Swansea Bay UHB Headquarters, One Talbot Gateway, Port Talbot, SA12 7BR

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Swansea Bay University Health Board is the operational name of Swansea Bay University Local Health Board

g. If not, should this relaxation of the essential criteria not have been afforded to all of the applicants prior to being shortlisted for interview?

Please see attached appendix for breakdown.

2. Why is it that the estates workforce is all white and predominantly male? Are there any specific reasons for this to be the case?

The information as to why and the reasons as to how, the workforce within the Estates department is predominantly male and white is not recorded by the Health Board. The right of access created by the Freedom of Information Act only applies to recorded information, the Health Board is under no obligation to divulge its unrecorded thoughts or opinions which your question is referring to.

Please see Q3 as to how the Health Board is looking to attract, develop and nurture a range of people into the organisation.

Do you accept that you have a problem with a lack of equality and an absence of diversity and inclusion in the make-up of your trades/ancillary workforce? If so, what actions have you taken or are taking to remedy this problem?

This information is not recorded. The right of access created by the Freedom of Information Act only applies to recorded information, the Health Board is under no obligation to divulge its unrecorded thoughts or opinions which your question is referring to.

However we can inform you that the Health Board are currently recruiting for a Widening Access and Workforce Inclusion OD Manager. A key part of this new role will be in widening access to opportunities within the Health Board, enabling SBUHB to attract, develop and nurture a diverse range of people and ensure our workforce of the future reflects the nature of the community it serves.

I hope this information is helpful. If you require anything further please contact us at FOIA.Requests@wales.nhs.uk.

Under the terms of the Health Board's Freedom of Information policy, individuals seeking access to recorded information held by the Health Board are entitled to request internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request please contact me directly at the address below or register your complaint via FOIA.Requests@wales.nhs.uk.

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 029 2067 8400.

Yours sincerely



P. a. wenger

Pam Wenger
Director of Corporate Governance

