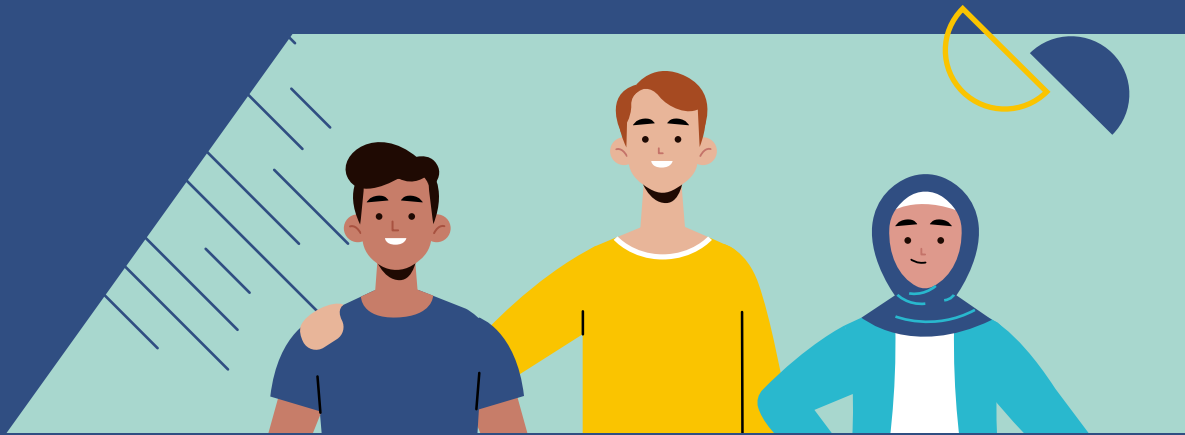




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Wales



# Annual Workforce Equality Report

**Reporting period  
1 April 2019 to 31 March 2020**





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# Executive Summary

Welcome to our Workforce Equality Report. This report is to show how we are working towards meeting our general and specific duties as defined in the public sector equality duty (2011). The report summarises the equality, employment and training data (information) we hold about staff, and covers the period 1 April 2019 to 31 March 2020.

It is clear from looking at the data in this report, we need to look at:

- ensuring the way we recruit staff is fully accessible, flexible and inclusive and that we advertise posts in a way that attracts diverse talent;
- considering giving more people access to our organisation through offering, apprenticeships, work experience, placements and internships to people with protected characteristics;
- continuing to encourage staff to attend and complete appropriate equality training;
- creating job opportunities for people who may have one or more of the protected characteristics;
- working with staff to explain the importance of recording diversity information and how we use this in our work;
- reviewing and strengthening our approach to impact assessments, and making service providers and policymakers aware of the benefits of these assessments;
- making sure equality is an essential part of our procurement process (how we buy services);
- better understanding any pay differences between men and women and taking action to reduce these differences; and
- continuing to develop an inclusive workplace.

The last few weeks of the period that is covered by this report, saw huge changes to the way we work with the Covid-19 pandemic, and the majority of the workforce working from home. This brought many challenges in terms of staff wellbeing and equality, with the value of our staff networks more apparent than ever. The scale of change was unprecedented, with staff rising to the challenges of adapting to new roles and ways of working within weeks.





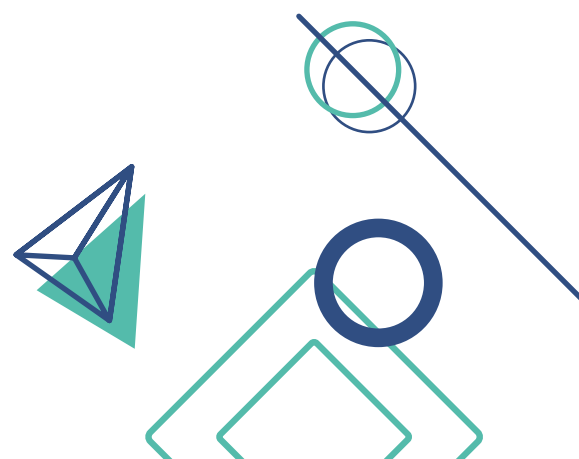
# 01. Introduction

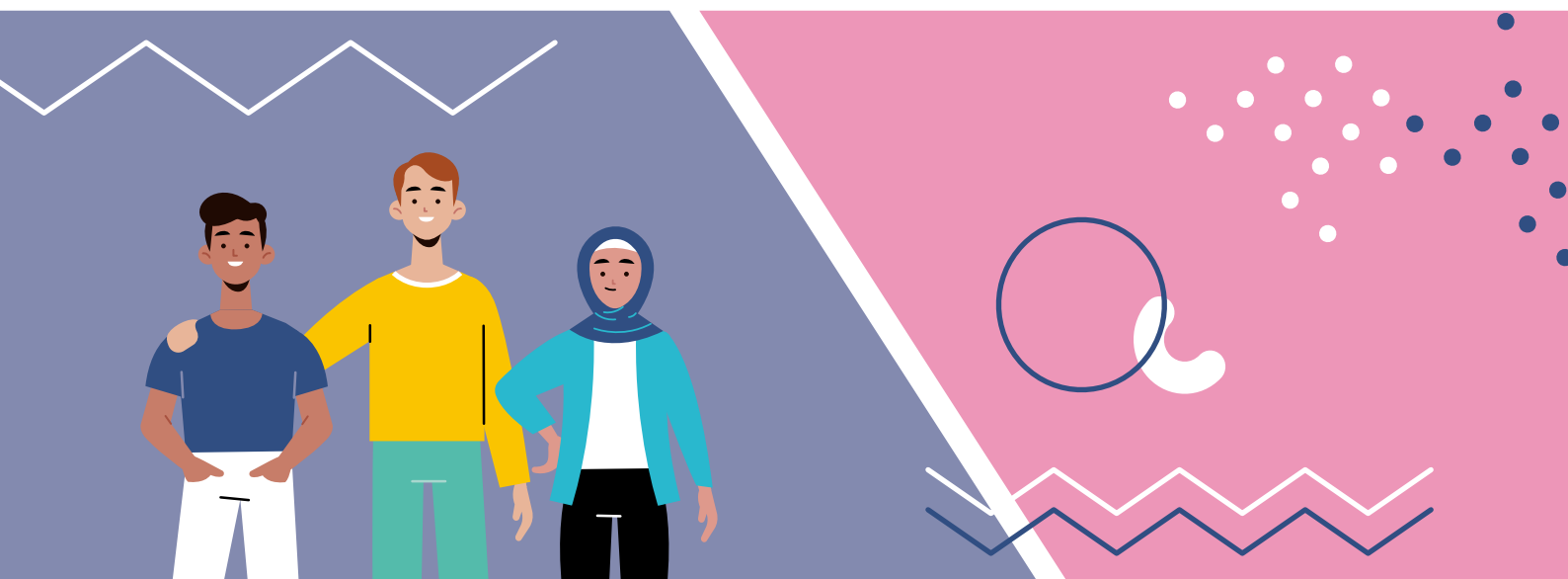
The purpose of this report is to show that we meet the public sector equality duty (2011) relating to our general and specific employment duties. It summarises the monitoring information we hold relating to equality and employment for the period 1 April 2019 to 31 March 2020.

The Equality Act 2010 public-sector equality duty (section 149) states that public authorities must acknowledge the need to:

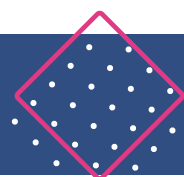
- eliminate unlawful discrimination, harassment and victimisation and other behaviour prohibited by the Act;
- treat people who share a protected characteristic and those who do not equally; and
- encourage good relations between people who share a protected characteristic and those who do not.

This report shows how we are working towards meeting the specific requirements set out in the public sector equality duty.





## 02. Challenges in Collecting Information



We have taken the information contained within this report from a number of sources. These include the Electronic Staff Records (ESR), NHS Jobs recruitment systems, and our training and human resources information. It is fair to say that there are challenges in how this information is collected, not just for us but also across the health sector.

The information we have on diversity relies on staff voluntarily reporting it themselves through ESR. We are currently training managers and raising awareness of the importance of collecting this information and ESR developments that are currently being introduced will make it easier for employees to record their own information.



## 03. Being an Inclusive Employer

As an organisation, we are working hard to make sure that we are inclusive in the services and programmes we provide and, as an employer, in relation to how we recruit, retain and develop our staff. However, the information we have about our employees tells us that although we are making good progress, we still have some way to go to be fully inclusive.

### 3.1 Employee Health and Wellbeing

Public Health Wales participated in the Stonewall Workplace Equality Index (WEI) benchmarking exercise again this year. The WEI is the definitive benchmarking tool for employers to measure their progress on lesbian, gay, bisexual and transgender inclusion in the workplace. We were delighted to learn that we were placed 100th out of 503 organisations that took part – a jump of 73 places from last year, and sees us enter the UK Top 100 Employers list for the first time. This is a clear indication of how the organisation is improving and becoming more inclusive.

During 2019-2020, a lot more work has been undertaken within the People and Organisational Development Directorate towards becoming more inclusive. More information on this follows.

Our aim for our people is that they are supported to attain improved mental wellbeing, and to adopt healthier behaviours, as well as feeling well engaged and treated fairly, which reflects our strategic goals for the health of the people of Wales and will allow us to translate this to our workplaces. With this approach in mind, all of the actions we have taken, and are planning for in the future, are designed to ensure that we support equality for all employees.

The work we have been continuing to take towards enhancing employee wellbeing allowed us to achieve success at our assessment for the Gold level of the Corporate Health Award in July 2019. We have used the report to frame how we will proceed with our aim of achieving the final Platinum level of the award.

Following the ongoing success of our programme of mindfulness training, we ran another cohort in Swansea, and in Newport, and this activity now forms a regular part of our wellbeing programme.

We continued with our programme of mental health training sessions aimed at all staff, and those specifically commissioned to support managers, which were facilitated by Mind Cymru, with dates set across Wales.

The courses offered were:

- Managing mental health at work
- Mental health awareness
- Emotional intelligence and resilience
- Mindfulness.

We continue to receive positive feedback from those attending all training courses and there was also positive feedback from those who attended the mindfulness course. We will evaluate the impact of our the training and recommend next steps, as part of our process of securing more training for mental health training for 2020-2021, and will continue to offer courses which provide targeted support across the organisation. We continue to provide an enabling range of policies and procedures to support our people, including our revised flexible working policy, supporting flexible working toolkit, childcare voucher scheme and childcare holiday subsidy scheme.

Our Staff Diversity Networks help us to drive the inclusive culture we want, and support our organisational values of *“Working together, with trust and respect, to make a difference”*

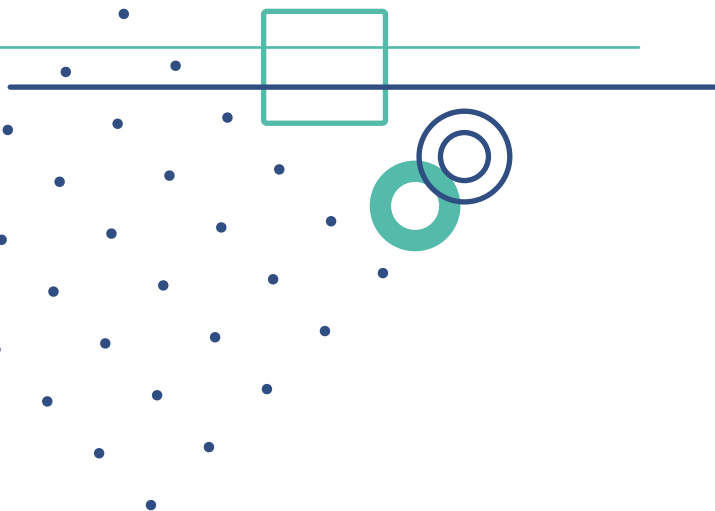
### 3.2 Staff Diversity Networks

Work continues to strengthen and develop our staff diversity networks. In 2019 networks for Disabled staff and Black, Asian and Minority Ethnic (BAME) staff were set up. These networks are in addition to the existing networks in place for women, Carers and LGBT+ Staff.

Membership of the networks grows every month. Information on our Staff Diversity networks is available on our recruitment pages and is given out to new starters in the Welcome, Engage, Develop, Network (WEND) induction events. The profile of the networks is also raised through recognising and celebrating National events.

Ensuring our staff are valued and supported is immensely important in our organisation. Research shows that people perform better when they are respected and able to be themselves at work. Our Staff Diversity Networks help us to drive the inclusive culture we want, and support our organisational values of “Working together, with trust and respect, to make a difference”.

More activity is planned for the networks, with members playing a pivotal role in the development of our new strategic equality objectives. Each network has produced a work plan, and will be supported by the Diversity and Inclusion Team to deliver against the plans.





## Network members have provided the following feedback:

"

As a bisexual person, this is the first work place I have felt comfortable enough to voice my identity clearly in.

Charlie, Enfys Network

"

"

Returning from Maternity Leave a few months ago, I have noticed a real difference in the organisation. It feels so much more inclusive and a nicer place to work.

Anon, Women's Network

"

"

The network has been really important to me being happy at work.

Sara, Enfys Network

"

"

Seeing PHW's proactive stance around racial issues makes me a proud former employee, and excited to re-join the PHW workforce, following the completion of my studies.

Anon, BAME Network

"

"

I found the video conversation between Shamala and Tracey inspiring! It made me feel like I have a voice and a place within the organisation and hopefully will go towards reducing the fears about having conversations about race.

Anon, BAME Network

"

"

Working in a pandemic situation whilst caring/supporting others is an enormous challenge. I have only been able to balance work on the whole by working different patterns that have been supported by good IT and understanding employers.

Anon, Carers Network

"

"

I feel like I'm able to make a difference to the working lives of others in the organisation, it's also about being able to talk about issues in a safe about feeling included in the future of the organisation.

Helen, Disability Network

"

"

I feel valued and cared about. Being in the network has given me confidence.

Anon, Enfys Network

"





### 3.3 People and Organisational Learning

The Organisational Development and Learning Team supports learning and development across the organisation and wider public-health system. They are responsible for creating learning and development opportunities for our staff and work with staff to promote equality and diversity training. They continue to monitor staff to make sure they have completed the mandated core skills 'Treat me Fairly' e-learning module.

### 3.4 Recruitment

We are continuing to make sure our recruitment and selection processes are inclusive, and have reviewed and updated the information available to candidates. In July 2019, we were assessed and awarded Level 3: Disability Confident Leader status on the Disability Confident Scheme. This is also an indication of the progress made towards becoming a more inclusive organisation, and has enabled us to share good practice with other NHS Organisations in Wales.

### 3.5 Electronic Staff Record

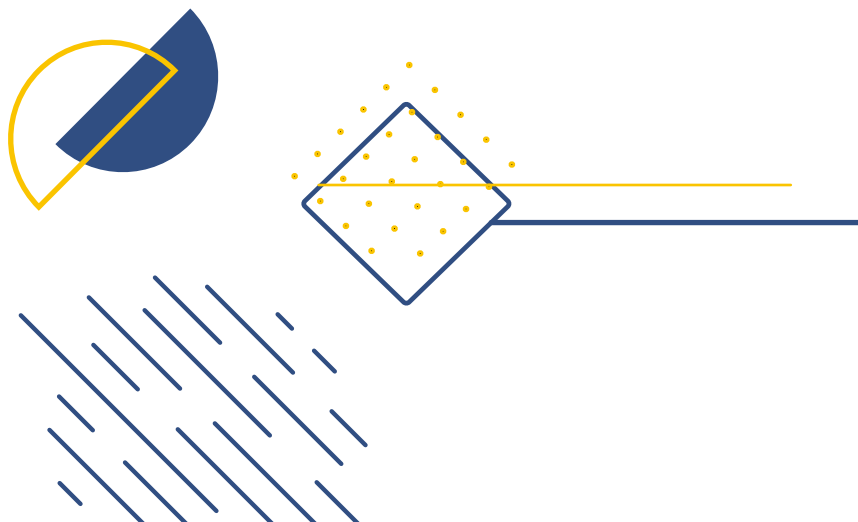
The Electronic Staff Record (ESR) is the NHS human resources and payroll system used throughout Wales and England. The team responsible for this has continued to provide training to our staff, including reinforcing the importance of recording information about equality ('equality data').

### 3.6 Our Values

Our organisational values continue to be embedded in what we do, continuing to be at the heart of our staff recognition programme and our management development programmes. This year, we have all but finalised our Values and Behaviours Framework, piloting its use within selected recruitment activity and ready to be introduced to staff groups for their input in shaping the final look and feel. Having finalised our 10-year People Strategy in March, our values are reflected throughout and supported by over 80% of staff.

### 3.7 Pride

We attended Pride events in Swansea, Llanelli and Cardiff during 2019. This provided an excellent opportunity for us to engage with the LGBT+ community and provide information on our Help Me Quit smoking cessation service, as well as information on screening and vaccinations. Over 40 staff came along to march in the parades, with many more coming along to cheer them along. We also saw the addition of our Rainbow Diabetic Eye Screening van.



### 3.8 Welsh Language

For the past nine years, we have been reporting annually to the Welsh Language Commissioner on the implementation of our Welsh Language Scheme. This ceased on 29 May 2019 due to a requirement to comply with new Welsh Language Standards (No.7) Regulations 2018 with effect from 30 May 2019. The standards with which Public Health Wales must comply are set out in a Compliance Notice issued by the Welsh Language Commissioner in accordance with the Welsh Language (Wales) Measure 2011. We also work to fulfil the aims of *'More Than Just Words'*, the Welsh Government's strategic framework for Welsh language services in health, social services and social care. Much productive and progressive work has been done during 2019-2020, building on similar work across previous years, to improve the availability, accessibility, quality and equality of our Welsh medium services, as well as making the language more accessible internally with our staff.

Public Health Wales promotes the training available under the National Centre for Learning Welsh (NCLW) 'Work Welsh' scheme. All employees are encouraged to complete the online courses offered by the NCLW and to attend its 5-day residential courses (intermediate level and above) in work time or in their own time. As of 6 July 2020, there have been 345 registrations to undertake the online training offered by the NCLW. Of these, 104 employees have completed their chosen course(s). To date, five employees attended a residential course offered as part of the Work Welsh scheme.

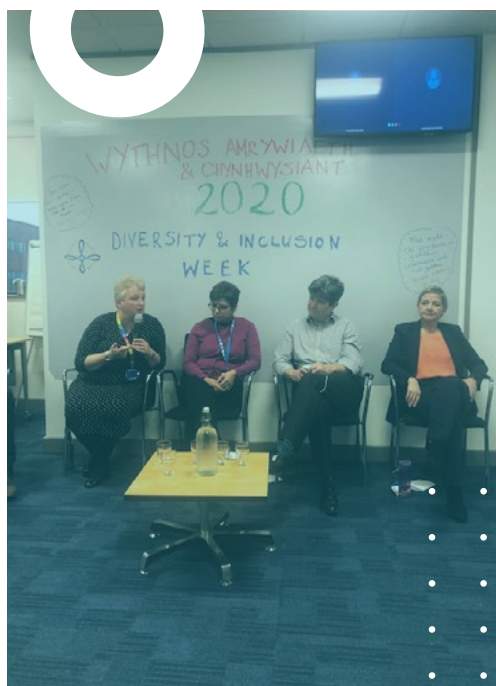
We are currently experimenting with alternative means of learning Welsh to maximise our workforce development in the language. For example, some of our staff are learning Welsh using the Say Something in Welsh programme, with the aim of making a more flexible way of learning available to those that cannot attend classroom sessions. Some staff are attending classroom-based Welsh lessons in St. Asaph and Nantgarw, organised by NHS Wales Shared Services Partnership and Health Education Improvement Wales. We also continue to offer employees opportunities to

attend Welsh language training in the community. The Diversity, Inclusion and Welsh Language Officer supports our organisation's Chair, Jan Williams, with her Welsh learning journey and so that she can build confidence to use it in Board meetings; as a result we've seen an increase in the use of Welsh by the Chair and Vice-chair. We have also piloted a Welsh speaker / learner network in our offices in Cardiff with the aim of increasing confidence to use Welsh at work and outside PHW.

As of the end of March 2020, our data shows that of our 1904 employees, 1688 (89%) have recorded their Welsh language skills. This is an excellent improvement on figures presented in June 2019 (895 / 49.5%). This increase is due to our comprehensive and interactive campaign last year to raise awareness of the importance of the Welsh language within the organisation. Section 7.2 of this report provides data on the number of staff who have declared that they have an ability to speak Welsh, and the level to which they are able to do so.

We have seen a substantial shift in the attitudes and ways of working over the last year, regarding the Welsh language, due to our dynamic and engaging campaigns to raise awareness and further embed the Welsh language into our organisational culture, making it a natural and integral part of what we do and how we work every day. We have drafted our very first policy and procedure on the use of the Welsh language within our internal administration. We are implementing a Welsh Language Promotion Programme ensuring that we experiment with dynamic and creative ways to engage with staff to raise awareness of the importance and benefits of the Welsh language. Our first Welsh Week in September 2019 promoted various aspects of Welsh language society, art and culture such as a staff choir, a learners' panel, visits by a published Welsh poet, Cymraeg i Blant and S4C. We have also developed diverse Welsh promotional resources to strengthen the visibility of the Welsh language and promote its use internally. For example, we display Use Your Welsh posters in our workplaces and we publish a monthly staff newsletter.



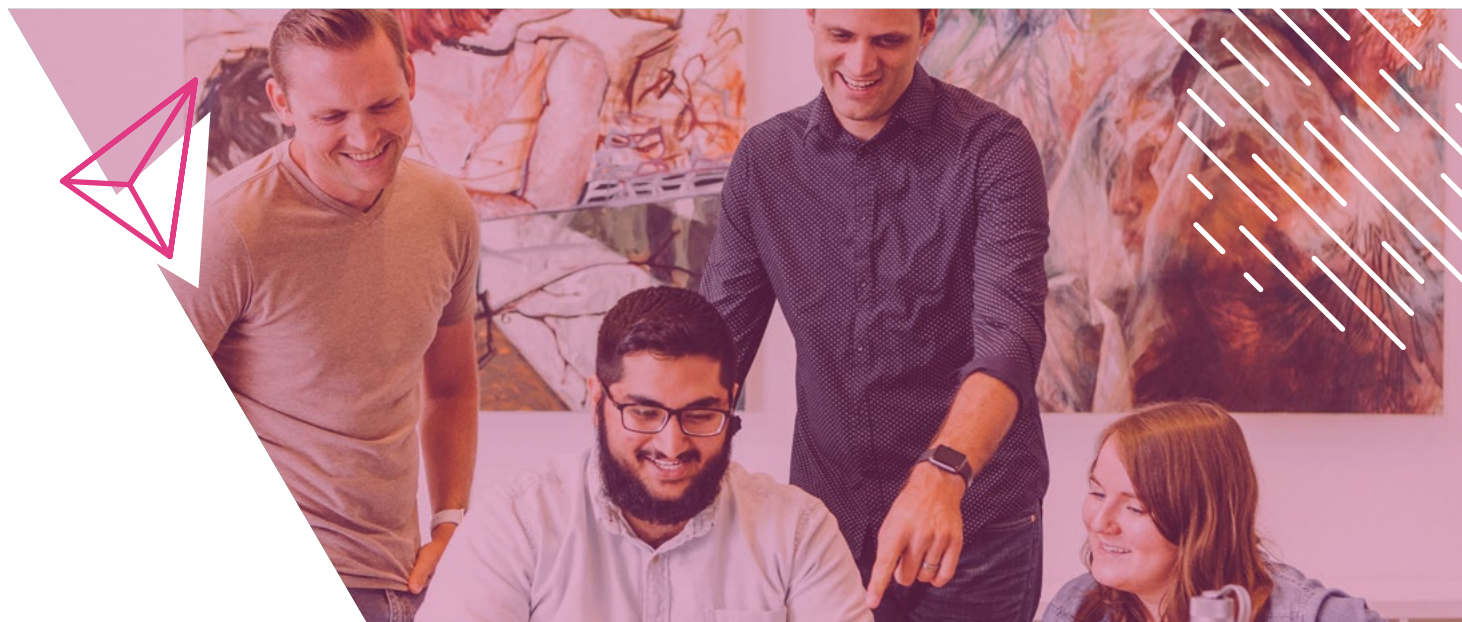


### 3.9 Diversity and Inclusion Week

In January, we once again held Diversity and Inclusion Week. This involved a range of speakers, a panel discussion and awareness raising articles on our Intranet. As part of the week we held a Rainbow Day, where staff were invited to wear bright colours as a way of celebrating and raising awareness of LGBT+ issues. The events were extremely well attended with staff across our estate engaging with and attending events, which

were also filmed and made available via Facebook live for those who could not attend in person. Each member of staff was given a rainbow lanyard or pair of rainbow laces and we held a cake sale to raise money for Mermaids; a charity which supports young people who are trans and gender diverse. Diversity and Inclusion week has quickly become a popular event which is well received by staff across the organisation.





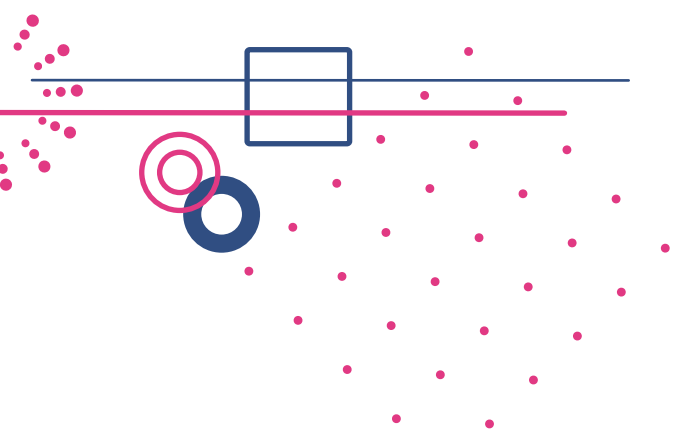
## 04. Our Workforce

At 31 March 2020, we employed 1904 staff.

- 1454 were women and 450 men.
- 284 were aged 30 or under.
- 1039 were aged between 31 and 50.
- 581 were aged over 50.
- 95 people were from BAME backgrounds and 1475 from other white backgrounds. 334 did not state their ethnic background.

- 65 people considered themselves to be disabled and 1276 said they were not disabled. 139 did not declare their disability status and 424 did not respond.
- 58 people identified as lesbian, gay or bisexual, while 1352 identified as heterosexual. 187 did not declare their sexuality and 304 did not respond.
- 729 people identified as Christian, 349 identified as atheist and 171 people identified as 'Other'.

Other faiths represented in the workforce were Buddhism, Hinduism, Islam and Sikhism. A total of 308 people did not tell us their religious belief and 308 did not respond.







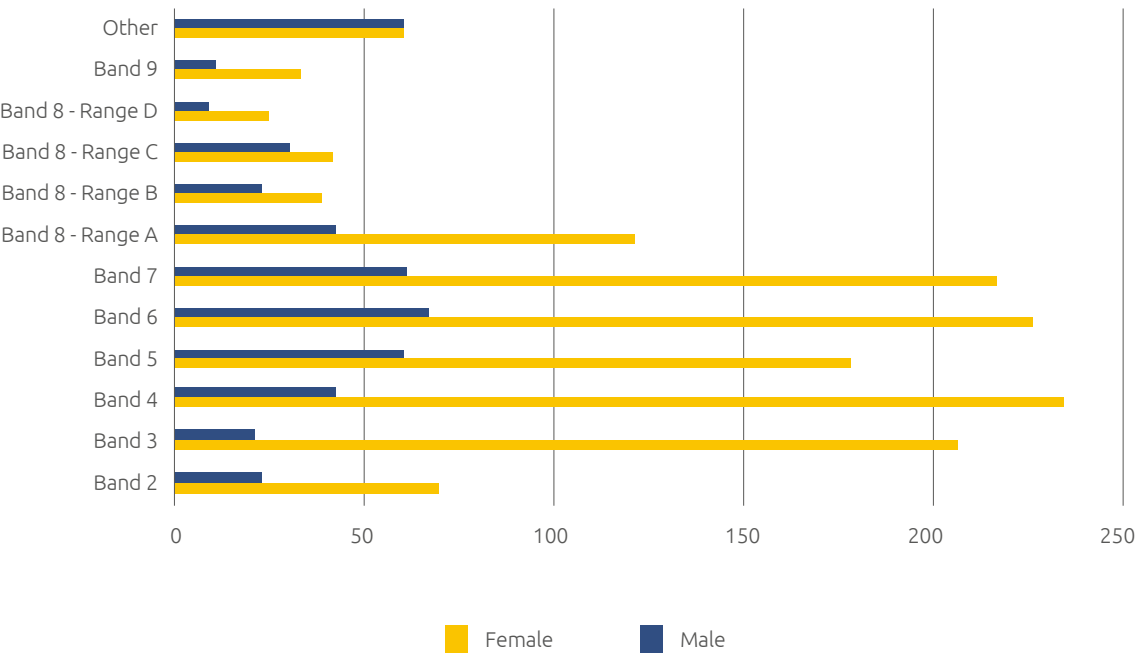
# 05. Gender



Women make up most of our workforce, with 76% female and 24% male employees, as at 31 March 2020. The information in the following table covers the reporting period 2019-2020.

## a) Pay

Table 1: Staff pay band by sex



## b) Staff group

Table 2: Staff group by sex

Staff group	Female	Male
Additional Prof Scientific and Technic	*	*
Additional Clinical Services	234	66
Administrative and Clerical	865	236
Allied Health Professionals	71	*
Estates and Ancillary	*	*
Healthcare Scientists	168	81
Medical and Dental	52	52
Nursing and Midwifery Registered	59	*
<b>Grand Total</b>	<b>1454</b>	<b>450</b>

\* Denotes numbers below 10. These have not been included to avoid potential identification of individuals

## c) Contract type and working patterns

Table 3: Staff contract type by sex

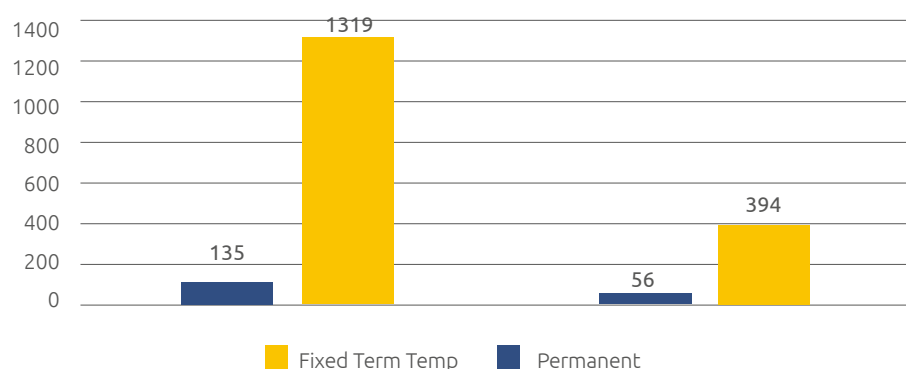
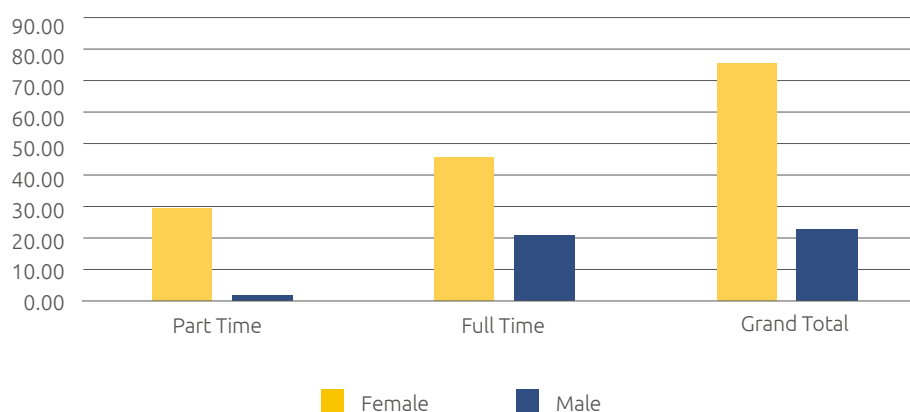
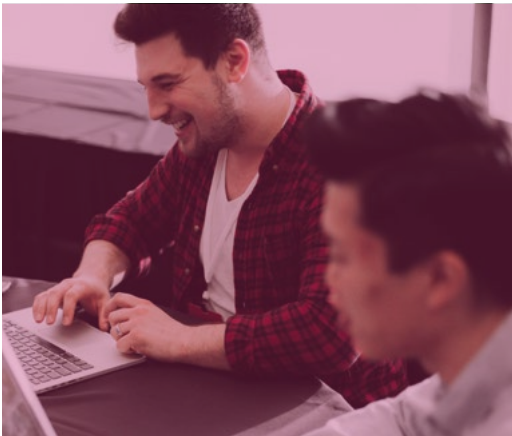


Table 4: Working pattern by sex (as % of total workforce)





# 06. Ethnicity

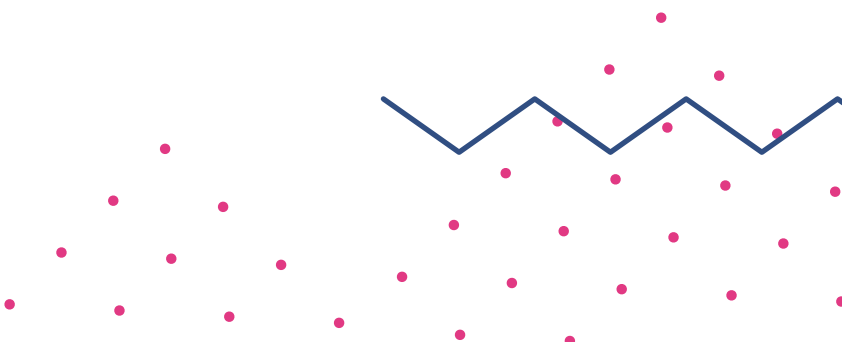
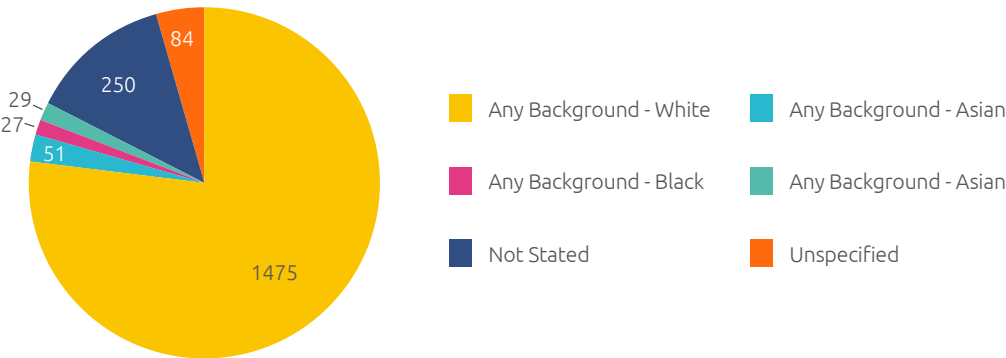


Staff ethnicity is recorded on ESR, which relies on staff providing the information themselves. As it is not compulsory for staff to supply these details, we only have a partial picture of our ethnic profile. A large number (334) of our workforce chose not to state their ethnicity, although this is a slight improvement on last year. We are doing further work with staff, through ESR training and staff meetings, to explain the importance of providing this information and to encourage staff to do so.

Table 5: The ethnic origin of our workforce

The chart below shows the staff numbers from different ethnic groups. The groups have been consolidated in order to show the data. Due to small numbers, we are unable to display data for each ethnic group that is represented in the workforce.

Numbers of staff by Ethnicity





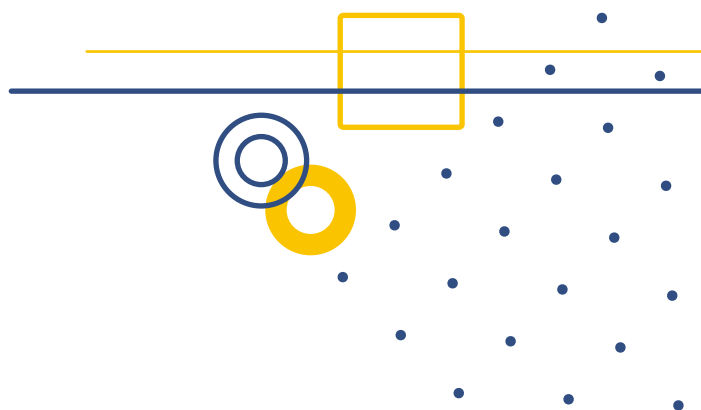


Most recent figures show that our workforce is becoming more ethnically diverse

### Comparison with Welsh Population

Ethnic group	% of workforce	% of Welsh population
White	77.4	95.4
Asian	2.6	2.3
Black / African / Caribbean / Black British	1.4	0.6

As 1475 of our employees gave their ethnicity as being white, consideration should be given as to how, when recruiting, we can make our workforce more diverse, representative of our local communities, and attract the wealth of skills and expertise this brings. These most recent figures show that our workforce is becoming more ethnically diverse, and therefore more representative of the Welsh Population.

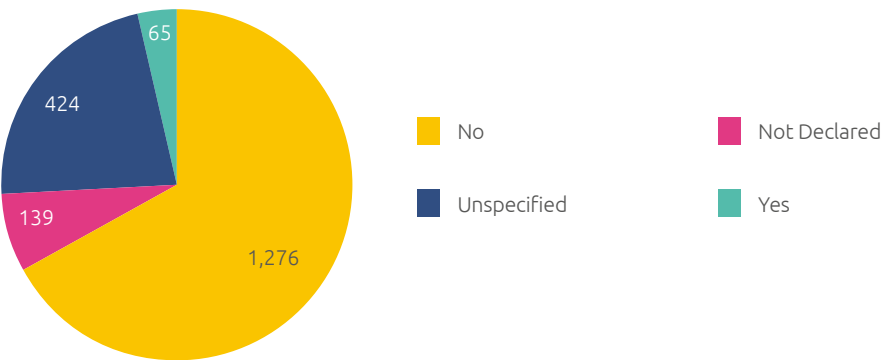


# 07. Disability

We collect information about people with disabilities using a number of methods, including staff providing the information themselves through ESR, risk assessments, and any reasonable adjustments we make to meet staff requirements. In most cases, providing information is voluntary.

Table 6: Proportion of the workforce who have given us disability information

### Disability by Headcount

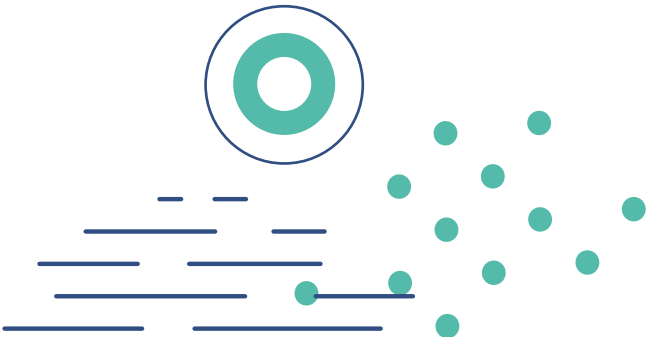


### Comparison with Welsh Population

	Disability by % of staff	% of Welsh population
No	67	78.3
Not declared	7.3	0.8
Unspecified	22.3	
Yes	3.4	20.9

The true number of staff with a disability is not known, as a large proportion of staff (563 people) who gave us disability information fell into the ‘Not declared’ and ‘Unspecified’ categories. However, as only 65 people say they have a disability, it does suggest that we should look at whether there could be any barriers to our

employment practices which, if overcome, could provide employment opportunities for people with a disability. We have started working in partnership with Project Search to offer opportunities to people with learning disabilities.

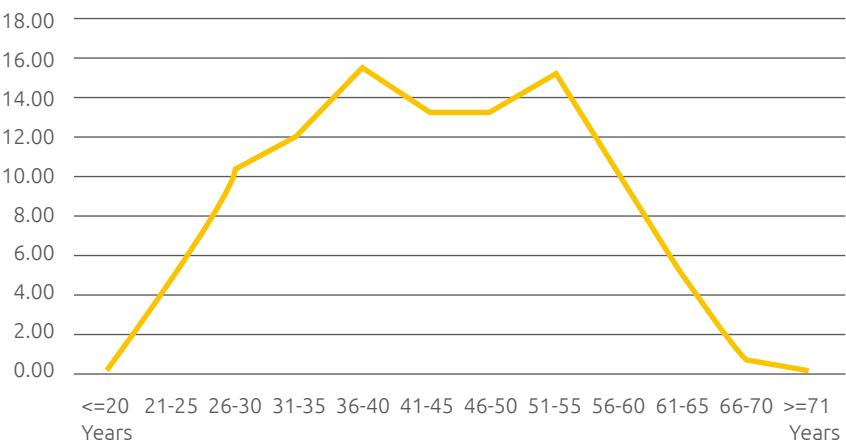


# 08. Age

The age profile of our workforce at 31 March 2020 showed that the largest proportion of staff were aged between 36 and 55.

Table 7: Percentage of workforce by age band

% of staff by Age Band



The lowest proportion of staff were in the under 25 and over 61 age groups. To create employment opportunities for younger and older people we plan to build on our offer of apprenticeships and work placements in the summer of 2020, and develop our strategy with regards to our approach to young people.

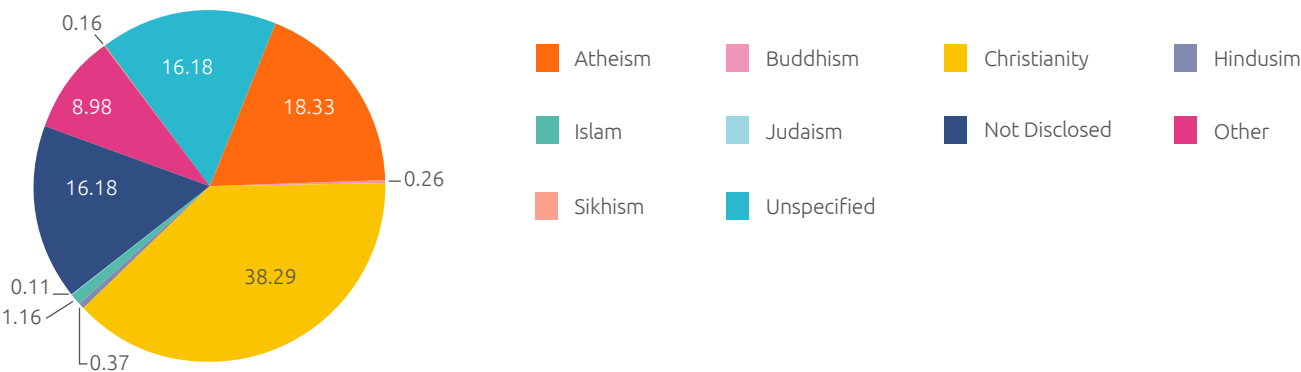


# 09. Religion and Belief



68% of our workforce voluntarily told us their religion or belief through the ESR system.

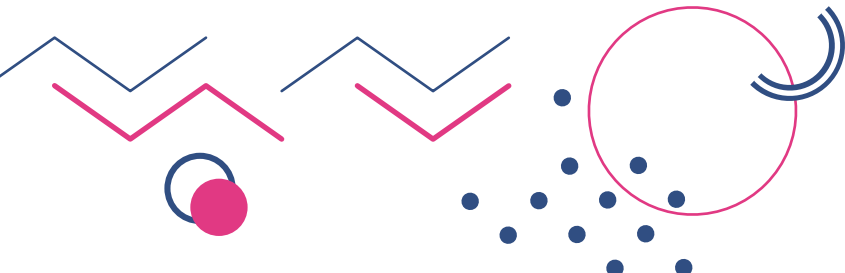
% of staff by Religin or Belief



Religious Belief	Headcount	%	% of Welsh Population
Atheism	349	18.3	42.7
Buddhism	*	0.3	
Christianity	729	38.3	52.8
Hinduism	*	0.4	
Islam	22	1.2	1.6
Judaism	*	0.1	
Not disclosed	308	16.2	0.3
Other	171	9	
Sikhism	*	0.2	
Unspecified	308	16.2	0.3

\* Denotes numbers below 10. These have not been included to avoid potential identification of individuals

Individual data for the Welsh Population was not available on the Stats Wales Website for all religions listed on our Electronic Staff records.

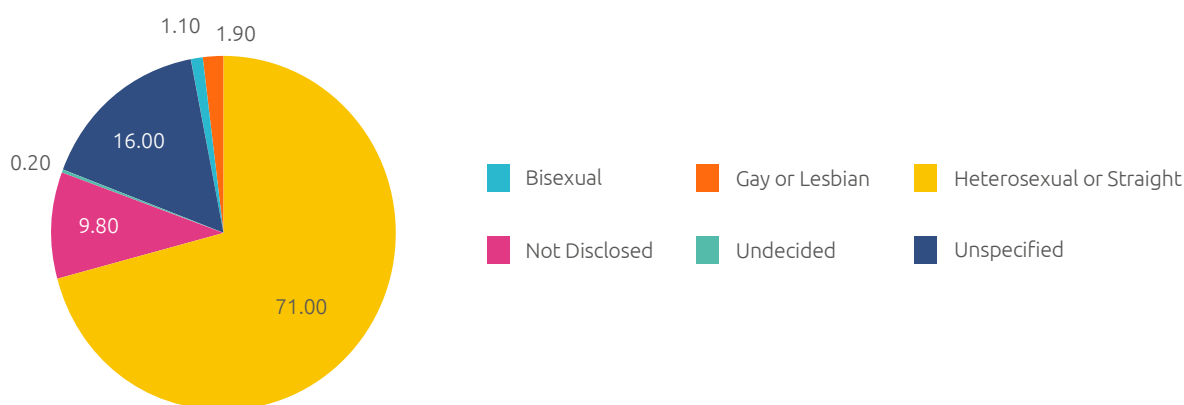


# 10. Sexual Orientation

Providing information about sexual orientation is voluntary. During 2019-2020, 491 members of staff chose not to share or specify this information. Disclosure rates have improved each year, which gives an indication that staff are feeling more confident about being themselves at work.

Table 8: Workforce by Sexual Orientation

## % of staff by Sexual Orientation



\* Denotes numbers below 10. These have not been included to avoid potential identification of individuals

## Comparison with Welsh Population

Sexual orientation	% Staff	% of Welsh population
Bisexual	1.1	0.72
Gay or Lesbian	1.9	1.37
Heterosexual or Straight	71	95.75
Not Disclosed	9.8	0.59
Undecided	*	
Unspecified	16	
<b>Total</b>	<b>100.00</b>	

The majority of staff (1352 people) reported as being heterosexual. Raising awareness of LGBT issues is critical to helping us to provide high-quality services for a diverse population.

# 11. Gender Reassignment



We understand that monitoring the number of transgender employees is highly sensitive – if this information is reported and broken down further, it could put at risk an individual's privacy.

We are committed to making sure our frontline staff (staff who have direct contact with the public) are transgender-aware, and some frontline services have taken positive action to deliver transgender-awareness training to staff.



# 12. Marriage and Civil Partnership



At 31 March 2020, 1.2% of our workforce were in civil partnerships and 53% were married.

# 13. Pregnancy and Maternity



Between 1st April 2019 and 31st March 2020 35 staff went on Maternity Leave, which equates to 1.8% of the workforce.



## 14. Recruitment and Selection



We are committed to making sure we have a reliable recruitment and selection process, which deals with applications fairly and consistently in line with statutory and good-practice guidance. We encourage staff to attend recruitment and selection training, running four sessions a year to help them to recruit fairly.

We also make sure staff are aware of and keep to our recruitment and selection policy. We regularly review our

recruitment processes to make sure they are accessible to everybody. We recognise that we could do more to be fully inclusive and although we achieved Level 3 of the Disability Confident scheme, we recognise that there is still more to do.

A table showing the breakdown of candidates by protected characteristic is shown at Appendix A.

## 15. Disciplinary and Grievance



We keep to comprehensive disciplinary and grievance policies. These policies outline the procedures for dealing with disciplinary or grievance matters so that staff are treated in a fair, consistent and timely way.

We offer training to our managers as part of a leadership programme so that they are able to deal with these matters effectively, and our Human Resources department give staff and managers help and advice. As part of our compliance with the Welsh Language Standards Regulations, we have published actions for

ensuring that staff are able to use the Welsh language in disciplinary and grievance matters, including reviewing and amending policies and procedures relating to disciplinary and grievance.

During the reporting period, we have undertaken nine formal disciplinary investigations and have received fourteen formal grievances relating to our staff or processes. Due to the low numbers, information regarding protected characteristics cannot be disclosed for confidentiality reasons.





1814 staff (93% of our employees) had completed compulsory equality, diversity and human rights training

## 16. Leaving Us

Between 1 April 2019 and 31 March 2020, 235 staff left the organisation. Of these, 17 left to relocate, 58 chose to retire, and 160 left for other reasons, including:

- death in service
- dismissal
- employee transfer
- end of fixed-term contract
- Voluntary Early Release Scheme
- compulsory redundancy
- health reasons
- lack of opportunities
- voluntary resignation
- promotion
- further education or training
- work-life balance.

## 17. Training

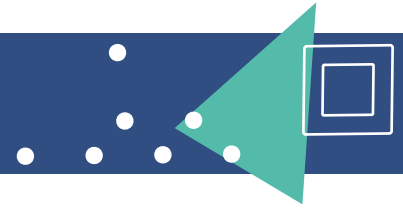
The Organisational Development and Learning team supports registration for a number of learning programmes:

- statutory and mandatory training
- Management and Leadership Development
- High Cost Learning
- apprenticeship schemes
- Public Health Practitioner Registration Scheme
- work placements
- colleague development programme
- Planning for a Positive Retirement
- Mental Health Awareness and Mental Health for Managers.

Some training and development is arranged locally and not reported centrally; however, most registration for training and development is now done via the Oracle Learning Management system – OLM (part of ESR). We do not collect anonymous equality data outside of what is voluntarily entered in ESR.

As at 31 March 2020, 1814 staff (93% of our employees) had completed compulsory equality, diversity and human rights training. This is an increase of 133 (7%) people from the previous year.

## 18. Procurement



Procurement (buying goods and services) is a specific duty for Wales. We have contracts with organisations in the public, private and voluntary sectors to provide us with work, goods and services. Some of these contracts will have more relevance to equality than others.

We will continue to work closely with our main suppliers to make sure they have considered all aspects of equality.

## 19. Conclusion



While we have been able to report on the specific requirements set by public sector equality duties, we still have work to do to improve our employment information and business practices in terms of equality, diversity and inclusion.

As an organisation, we must continue to look at increasing the diversity of our workforce so that we can draw on different expertise and experiences. We must make sure our staff continue to develop and, in doing

so, have a broad understanding of equality, diversity and human rights which may affect them personally and improve their competency on a professional level. We will also develop face-to-face Equality and Diversity training for all staff.

Finally, we must continue to further embed equality as part of our everyday business, so that we consider it in everything we do. Our new Strategic Equality Plan and Objectives for 2020 – 2024 will enable us to do this.



# 20. Appendix A



Table to show the percentage of candidates with one or more protected characteristics

Please note that figures less than 10 are shown with an asterisk to avoid individuals being identified. Figures have also been rounded/supressed to one decimal point.

## Candidates for Non-Medical Posts

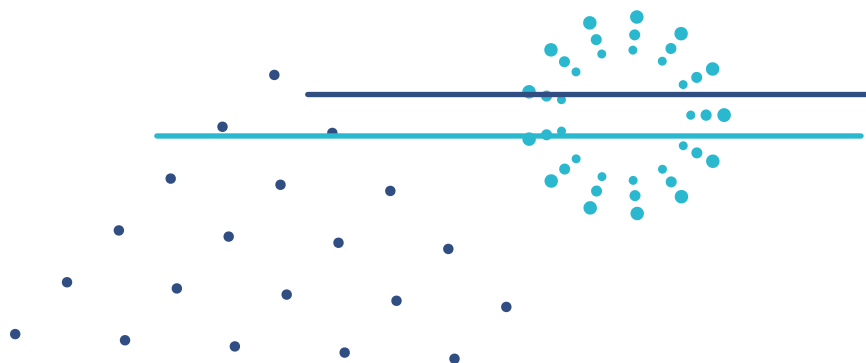
Non-medical Posts									
Category	Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Gender	Not stated	*	*	*	*	*	*	*	*
	Male	1059	211	137	32	31.45	19.92	64.93	23.36
	Female	2287	520	321	97	67.92	22.74	61.73	30.22
	I do not wish to disclose	21	*	*	*	*	19.05	25	100
Total		3367	735	459	130	100	21.83	62.45	28.32
Age	Under 20	32	*	*	*	*	21.88	28.57	50
	20 - 24	570	80	49	16	16.93	14.04	61.25	32.65
	25 - 29	670	118	79	27	19.9	17.61	66.95	34.18
	30 - 34	603	98	59	18	17.91	16.25	60.2	30.51
	35 - 39	445	122	77	19	13.22	27.42	63.11	24.68
	40 - 44	307	87	51	14	*	28.34	58.62	27.45
	45 - 49	281	82	55	13	*	29.18	67.07	23.64
	50 - 54	242	76	50	12	*	31.4	65.79	24
	55 - 59	163	56	30	*	*	34.36	53.57	20
	60 - 64	51	*	*	*	*	17.65	77.78	57.14
	65+	*	*	*	*	*	*	*	*
Total		3367	735	459	130	100	21.83	62.45	28.32

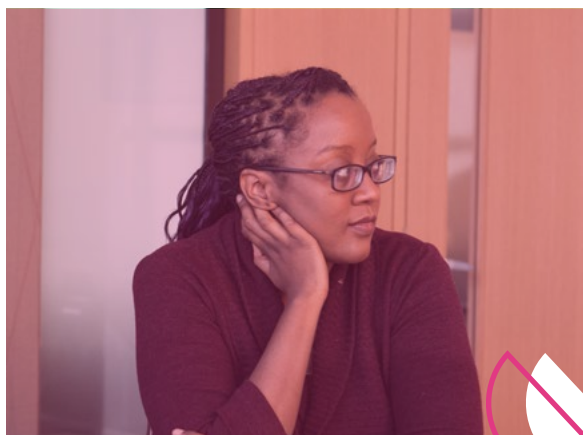
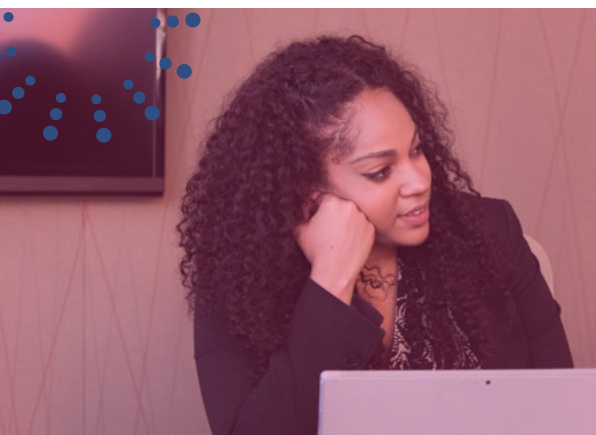


Category	Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Ethnic origin	Not stated	*	*	*	*	*	*	*	*
	WHITE - British	2233	581	372	116	66.32	26.02	64.03	31.18
	WHITE - Irish	20	*	*	*	*	25	60	*
	WHITE - Any other white background	174	32	21	*	*	18.39	65.63	19.05
	ASIAN or ASIAN BRITISH - Indian	206	23	16	*	*	11.17	69.57	12.5
	ASIAN or ASIAN BRITISH - Pakistani	89	12	*	*	*	13.48	41.67	40
	ASIAN or ASIAN BRITISH - Bangladeshi	50	*	*	*	*	12	50	33.33
	ASIAN or ASIAN BRITISH - Any other Asian background	47	*	*	*	*	12.77	66.67	25
	BLACK or BLACK BRITISH - Caribbean	25	*	*	*	*	16	50	50
	BLACK or BLACK BRITISH - African	257	22	10	*	*	*	45.45	10
	BLACK or BLACK BRITISH - Any other black background	*	*	*	*	*	*	*	*
	MIXED - White & Black Caribbean	28	*	*	*	*	*	100	*
	MIXED - White & Black African	40	*	*	*	*	*	40	50
	MIXED - White & Asian	12	*	*	*	*	*	100	*
	MIXED - any other mixed background	34	*	*	*	*	*	*	*
	OTHER ETHNIC GROUP - Chinese	18	*	*	*	*	11.11	100	*
	OTHER ETHNIC GROUP - Any other ethnic group	51	*	*	*	*	17.65	55.56	*
	I do not wish to disclose my ethnic origin	74	22	11	*	*	29.73	50	*
Total		3367	735	459	130	100	21.83	62.45	28.32

Category	Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
<b>Disability</b>	Not stated	*	*	*	*	*	*	*	*
	No	3027	666	413	120	89.9	22	62.01	29.06
	Yes	247	53	39	*	*	21.46	73.58	23.08
	I do not wish to disclose whether or not I have a disability	93	16	*	*	*	17.2	43.75	14.29
<b>Total</b>		3367	735	459	130	100	21.83	62.45	28.32
<b>Guaranteed interview scheme</b>	Not stated	2036	427	258	67	60.47	20.97	60.42	25.97
	No	1144	270	173	55	33.98	23.6	64.07	31.79
	Yes	187	38	28	*	*	20.32	73.68	28.57
<b>Total</b>		3367	735	459	130	100	21.83	62.45	28.32
<b>Disability description</b>	Not stated	1087	256	163	54	32.28	23.55	63.67	33.13
	None / Not Applicable	2033	426	257	67	60.38	20.95	60.33	26.07
	Physical impairment	13	*	*	*	*	23.08	66.67	*
	Sensory impairment	12	*	*	*	*	16.67	100	50
	Mental health condition	30	*	*	*	*	20	66.67	25
	Learning disability/ difficulty	55	17	15	*	*	30.91	88.24	33.33
	Long-standing illness	104	21	14	*	*	20.19	66.67	7.14
	Other	33	*	*	*	*	12.12	50	50
<b>Total</b>		3367	735	459	130	100	21.83	62.45	28.32
<b>Sexual orientation</b>	Not stated	*	*	*	*	*	*	*	*
	Heterosexual or Straight	2989	646	409	117	88.77	21.61	63.31	28.61
	Gay or Lesbian	106	24	18	*	*	22.64	75	33.33
	Bisexual	71	16	*	*	*	22.54	50	25
	Other sexual orientation not listed	28	*	*	*	*	*	50	*
	Undecided	12	*	*	*	*	41.67	40	*
	I do not wish to disclose my sexual orientation	161	42	21	*	*	26.09	50	23.81
<b>Total</b>		3367	735	459	130	100	21.83	62.45	28.32

Category	Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Transgender	Not stated	3367	735	459	130	100	21.83	62.45	28.32
<b>Total</b>		3367	735	459	130	100	21.83	62.45	28.32
<b>Marital status</b>	Not stated	*	*	*	*	*	*	*	*
	Single	1777	335	213	62	52.78	18.85	63.58	29.11
	Married	1156	301	193	59	34.33	26.04	64.12	30.57
	Civil partnership	64	13	*	*	*	20.31	53.85	28.57
	Legally separated	26	*	*	*	*	23.08	16.67	100
	Divorced	172	37	23	*	*	21.51	62.16	*
	Widowed	10	*	*	*	*	20	50	*
	Other	56	17	10	*	*	30.36	58.82	30
	I do not wish to disclose this	106	24	11	*	*	22.64	45.83	18.18
<b>Total</b>		3367	735	459	130	100	21.83	62.45	28.32
<b>Religion</b>	Not stated	*	*	*	*	*	*	*	*
	Atheism	745	180	113	38	22.13	24.16	62.78	33.63
	Buddhism	24	*	*	*	*	33.33	62.5	*
	Christianity	1420	308	198	57	42.17	21.69	64.29	28.79
	Hinduism	119	14	10	*	*	11.76	71.43	10
	Islam	220	27	14	*	*	12.27	51.85	21.43
	Jainism	3	*	*	*	*	33.33	*	*
	Judaism	3	*	*	*	*	33.33	100	*
	Sikhism	10	*	*	*	*	*	*	*
	Other	422	86	54	15	12.53	20.38	62.79	27.78
	I do not wish to disclose my religion/belief	401	110	64	16	11.91	27.43	58.18	25
<b>Total</b>		3367	735	459	130	100	21.83	62.45	28.32





## Candidates for Medical and Dental Posts

Non-medical Posts									
Category	Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Gender	Not stated	*	*	*	*	*	*	*	*
	Male	53	*	*	*	63.86	13.21	14.29	*
	Female	30	*	*	*	36.14	*	50	*
	I do not wish to disclose	*	*	*	*	*	*	*	*
Total		83	*	*	*	100	10.84	22.22	*
Age	Under 20	*	*	*	*	*	*	*	*
	20 - 24	*	*	*	*	*	*	*	*
	25 - 29	38	*	*	*	45.78	*	*	*
	30 - 34	14	*	*	*	16.87	*	*	*
	35 - 39	*	*	*	*	*	*	*	*
	40 - 44	*	*	*	*	*	*	*	*
	45 - 49	*	*	*	*	*	*	*	*
	50 - 54	*	*	*	*	*	*	*	*
	55 - 59	*	*	*	*	*	*	*	*
	60 - 64	*	*	*	*	*	*	*	*
	65+	*	*	*	*	*	*	*	*
	Not stated	*	*	*	*	*	*	*	*
Total		83	*	*	*	100	10.84	22.22	*

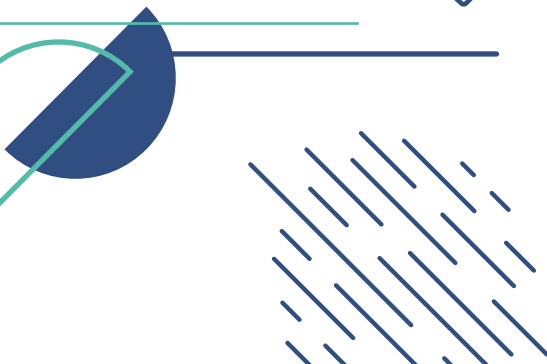
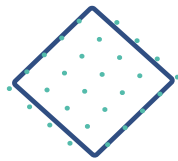




Category	Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Ethnic origin	Not stated	*	*	*	*	*	*	*	*
	WHITE - British	*	*	*	*	*	60	33.33	*
	WHITE - Irish	*	*	*	*	*	*	*	*
	WHITE - Any other white background	*	*	*	*	*	*	*	*
	ASIAN or ASIAN BRITISH - Indian	13	*	*	*	15.66	*	*	*
	ASIAN or ASIAN BRITISH - Pakistani	12	*	*	*	14.46	*	*	*
	ASIAN or ASIAN BRITISH - Bangladeshi	*	*	*	*	*	*	*	*
	ASIAN or ASIAN BRITISH - Any other Asian background	*	*	*	*	*	20	100	*
	BLACK or BLACK BRITISH - Caribbean	*	*	*	*	*	*	*	*
	BLACK or BLACK BRITISH - African	22	*	*	*	26.51	18.18	*	*
	BLACK or BLACK BRITISH - Any other black background	*	*	*	*	*	*	*	*
	MIXED - White & Black Caribbean	*	*	*	*	*	*	*	*
	MIXED - White & Black African	*	*	*	*	*	*	*	*
	MIXED - White & Asian	*	*	*	*	*	*	*	*
	MIXED - any other mixed background	*	*	*	*	*	*	*	*
	OTHER ETHNIC GROUP - Chinese	*	*	*	*	*	*	*	*
	OTHER ETHNIC GROUP - Any other ethnic group	11	*	*	*	13.25	*	*	*
	I do not wish to disclose my ethnic origin	*	*	*	*	*	*	*	*
Total		83	*	*	*	100	10.84	22.22	*

Category	Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
<b>Disability</b>	Not stated	*	*	*	*	*	*	*	*
	No	79	*	*	*	95.18	*	28.57	*
	Yes	*	*	*	*	*	50	*	*
	I do not wish to disclose whether or not I have a disability	*	*	*	*	*	*	*	*
<b>Total</b>		83	*	*	*	100	10.84	22.22	*
<b>Guaranteed interview scheme</b>	Not stated	56	*	*	*	67.47	10.71	16.67	*
	No	24	*	*	*	28.92	*	50	*
	Yes	*	*	*	*	*	33.33	*	*
<b>Total</b>		83	*	*	*	100	10.84	22.22	*
<b>Disability description</b>	Not stated	23	*	*	*	27.71	*	100	*
	None / Not Applicable	56	*	*	*	67.47	10.71	16.67	*
	Physical impairment	*	*	*	*	*	*	*	*
	Sensory impairment	*	*	*	*	*	*	*	*
	Mental health condition	*	*	*	*	*	*	*	*
	Learning disability/ difficulty	*	*	*	*	*	*	*	*
	Long-standing illness	*	*	*	*	*	100	*	*
	Other	*	*	*	*	*	*	*	*
<b>Total</b>		83	*	*	*	100	10.84	22.22	*
<b>Sexual orientation</b>	Not stated	*	*	*	*	*	*	*	*
	Heterosexual or Straight	73	*	*	*	87.95	10.96	25	*
	Gay or Lesbian	*	*	*	*	*	*	*	*
	Bisexual	*	*	*	*	*	*	*	*
	Other sexual orientation not listed	*	*	*	*	*	*	*	*
	Undecided	*	*	*	*	*	*	*	*
	I do not wish to disclose my sexual orientation	*	*	*	*	*	25	*	*
<b>Total</b>		83	*	*	*	100	10.84	22.22	*

Category	Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Transgender	Not stated	83	*	*	*	100	10.84	22.22	*
<b>Total</b>		83	*	*	*	100	10.84	22.22	*
<b>Marital status</b>	Not stated	*	*	*	*	*	*	*	*
	Single	43	*	*	*	51.81	*	33.33	*
	Married	34	*	*	*	40.96	14.71	*	*
	Civil partnership	*	*	*	*	*	*	*	*
	Legally separated	*	*	*	*	*	*	*	*
	Divorced	*	*	*	*	*	*	*	*
	Widowed	*	*	*	*	*	*	*	*
	Other	*	*	*	*	*	50	100	*
	I do not wish to disclose this	*	*	*	*	*	*	*	*
<b>Total</b>		83	*	*	*	100	10.84	22.22	*
<b>Religion</b>	Not stated	*	*	*	*	*	*	*	*
	Atheism	*	*	*	*	*	100	*	*
	Buddhism	*	*	*	*	*	50	100	*
	Christianity	24	*	*	*	28.92	12.5	*	*
	Hinduism	10	*	*	*	12.05	*	*	*
	Islam	36	*	*	*	43.37	*	*	*
	Jainism	*	*	*	*	*	*	*	*
	Judaism	*	*	*	*	*	*	*	*
	Sikhism	*	*	*	*	*	*	*	*
	Other	*	*	*	*	*	25	100	*
	I do not wish to disclose my religion/belief	*	*	*	*	*	20	*	*
<b>Total</b>		83	*	*	*	100	10.84	22.22	*





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