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# Annual Workforce Equality Report

**Reporting period**

1 April 2020 to 31 March 2021



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00

## 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<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021.

The workforce data for this year shows that the diversity mix of the workforce has changed in the following ways since last year's report:

**Black Asian and Minority Ethnic (BAME) staff increased from 4% to 5.7%**

**Lesbian, Gay and Bisexual (LGB) staff increased from 3% to 3.9%**

**Women reduced from 76% to 75%**

**Disabled staff increased from 3.4% to 3.9%**

**Whilst the numbers are going in the right direction, we need to ensure we continue our efforts to ensure we create an inclusive environment where everyone can be themselves. 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 widening 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 period that is covered by this report saw huge changes to the way we work because of 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<sup>st</sup> April 2019 to 31<sup>st</sup> 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

We are working hard, as an organisation, 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

During the first stages of our response to the pandemic in April 2020, members of the Communications and Organisational Development teams developed an Internal Communications and Wellbeing Survey, Tell Us How Are You Doing, in order to understand staff views about:

- the effectiveness of our staff communications during the lockdown period;
- the wellbeing resources we'd provided; and
- working practices during the COVID-19 pandemic.

Resulting actions were put in place, including the creation of our Wellbeing and Engagement Partnership Group, who are responsible for leading and co-ordinating their response to wellbeing and employee voice/engagement. Membership comprises Trade Union representatives and members of the People and OD, Communications and Estates/Facilities teams, a representative from each of the Staff diversity networks and a lead from each directorate / larger division.

We created a COVID-19 staff information micro-site so all of our staff could access key information, including how to access mental health support, without having to use a VPN.

Also, a range of resources were developed to support our people, including Staff Information and Guidance, and Managers Toolkit documents, which provide signposting support and practical information in a user-friendly, accessible format.

We ran a popular weekly 'Wellbeing Wednesdays' campaign from April 2020, which featured a range of stories in support of our national How Are You Doing? campaign as well as a range of diversity events/stories.

We have worked with Improvement Cymru colleagues to offer regular online Care Space sessions, run by trained in-house facilitators, which have allowed attendees to participate in shared experiences in a safe environment. Sessions have been extremely well received and we have agreed to offer on an ongoing basis indefinitely.

Our survey was repeated in September, and we continue to put in place the actions our people tell us they need. A key resulting action was the commissioning of Wellbeing Workshops for Line Managers, as our line managers told us their biggest concern was supporting their staff. We've delivered seven sessions so far, all of which were over-subscribed, and for which we've received exceptionally high feedback. Pending evaluation, we plan to offer further sessions in the coming months, and also an accompanying session aimed at non-line-managers.

We were able to break down survey results by protected characteristics and we continue to discuss the findings with our Diversity Network members, in order to identify further improvements to allow everyone to be themselves and give of their best at work.

Recognising that our interpersonal relationships have a significant impact on our overall wellbeing (particularly our mental health), we will be launching a new nationally developed approach to managing conflict in the workplace. The approach, which is called 'Healthier Working Relationships', focuses on early intervention and resolving conflict informally wherever possible. We have been working in partnership with our trade union colleagues to oversee its implementation, which has included the development of supporting networks, together with additional resources to help in resolving conflict informally.



### 3.2 Staff Diversity Networks

Work continues to strengthen and develop our staff diversity networks. During the year, all networks have seen a large growth in membership, as individuals look for support and want to have input into shaping the organisation and the way we work.

Information on our staff diversity networks is available on our recruitment pages and is included in the Welcome, Engage, Develop, Network (WEND) induction video, as well as our website. 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 implementing actions to support our strategic equality objectives. Each network has produced a work plan and has an identified budget, and will be supported by the Diversity and Inclusion Team to deliver against the plans.





## Network members have provided the following feedback:

“Being part of the network has really made a difference to me. I’m more confident in talking about my caring responsibilities and I’ve met some lovely people who have been a great support to me when I’ve been finding things difficult. It really helps to feel supported at work.”

Lauren, We Care Network

“Having a safe space to openly discuss and share experiences, both positive and negative, empowers individuals when discussing their work environment with colleagues.”

Anon, Porffor Network

“Being a member of the network has been invaluable to me, particularly during lockdown.”

Anon, Enfys Network

“Being vulnerable in a network of co-workers and sharing our stories has made me feel that I’m not alone or as burdened when struggling with my work-life balance”

Anon, Enfys Network

“The Carer’s Network has provided a space in which colleagues can share lived experiences, and also their knowledge and signposting to services and support. It has personally been a real comfort to be able to link in with others both to receive and provide support to one another.”

Anon, We Care Network

“Having the opportunity to comment on policies and procedures to help bring about change in PHW, making it a fairer and more inclusive place to work, is certainly an advantage of being a member of the Porffor Network.”

Anon, Porffor Network

“The networks play a really important role in helping us to better understand the experiences and challenges which many people face in their working and personal lives. The networks are also a valuable resource where people can feel supported and can work together on improving issues that matter to our staff, this ultimately will make Public Health Wales an even better place to work.”

Rhiannon, Exec Sponsor, Porffor 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. Over the last 12 months, we have continued to monitor completion of mandated training, ensuring it was included in core training packages provided to National Contact Centre staff (those remobilised within the organisation and bank/agency staff recruited into new, temporary roles). In addition to offering coaching support to all line managers, we successfully piloted a mentoring programme within our staff diversity networks.

### 3.4 Recruitment

This period has been one of the most challenging periods in our recent history, with the organisation being at the heart of the pandemic response. We have seen the organisation grow in terms of head count and during the challenging period there has been a need to adapt to how we recruit. Almost 100% of interviewing activity has been held virtually and we have seen applications from a wide range of the population. There has been work undertaken to recruit ex-service personnel and those left unemployed within the motor vehicle industry as we looked to bolster our workforce in response to the global pandemic. Trialling new approaches during these difficult times has shown what can be done and has already begun to shape how we will identify our future workforce going forward.

We have still remained 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. Recruitment and selection training is re-commencing to ensure we all recruit fairly and will be held virtually, meaning greater numbers of staff can attend at the same time and will not need to travel to a central location. 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, so through our People Strategy we will be exploring and implementing opportunities to widen access for the many diverse groups of people who make up our population.

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

### 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').

The number of individuals recording information on their protected characteristics has increased considerably over recent years as we have put more focus onto creating a safe environment where people can be themselves at work. We will continue to build an inclusive culture so that we can better understand who works for us and ensure everyone is treated fairly and with respect.

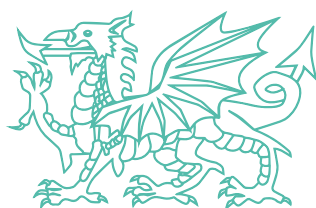
### 3.6 Our values

The rollout of our Values and Behaviours Framework was paused as we prioritised the management and delivery of the health protection response. However, they remained at the heart of our workforce support, ensuring teams were and are supported, there was and is collaboration between people and teams and that behaviour not conducive with trust and respect is challenged appropriately. In March 2021, we started Our Conversation, about how we work best and what we want our future ways of working to look and feel like, and we're pleased to see the behaviours aligned to our Values being represented in feedback to date.

### 3.7 Pride

Unfortunately, due to the pandemic, the usual Pride events could not take place during the year, but were held online instead. We were proud to support the Pride Cymru event, by taking part in the online marketplace and directing people to our website supporting the LGBTQ+ community.

To celebrate Pride, members of staff across the organisation worked to produce a lip synch video, which was shared internally and served to raise awareness. This was a light-hearted exercise which brought people together and lifted spirits during a difficult time.



**As of the end of March 2021, our data shows that 1794 (88%) of our workforce have recorded their Welsh language skills on our Electronic Service Record**

### 3.8 Welsh language

Last year, 2019–2020, was the first year of our implementation of the Welsh Language Standards (No.7) Regulations 2018, which saw a great deal of hard work throughout the organisation revising systems and raising awareness among our staff of their rights and obligations. These systems proved themselves to be robust during the enormous challenges of the Coronavirus pandemic of 2020–2021. Many of our frontline services had to be paused during this period, but we rapidly stood up new systems and provided new services, and managed to do this bilingually for the most part, which speaks to the huge commitment of all our staff. As our people were mobilised into new and different roles, the Welsh speakers among them used their skills to contribute to the emergency response, be that staffing phone lines in the National Contact Centre, conducting calls for our ‘How Are You Doing?’ survey or educating the public about COVID-19 through the medium of Welsh on television, radio and social media.

The training available under the National Centre for Learning Welsh (NCLW) ‘Work Welsh’ scheme continued to be available to our staff, although we were not able to actively promote it during this period. Nonetheless, during the year 53 of our staff registered for these courses. Other learning (e.g. classroom courses, learners’ conversation groups, one-on-one support) had to be paused, but two of our staff did continue to learn with Say Something in Welsh.

As of the end of March 2021, our data shows that 1794 (88%) of our workforce have recorded their Welsh language skills on our Electronic Service Record. This is slightly lower than the figures presented last year, which is attributable to our organisational focus on the pandemic response and the rapid recruitment that has taken place over the last year.

We are very proud of the way that our staff have responded to the immense challenges of the last year, and that so many of our bilingual systems and services have remained intact speaks to their hard work and commitment. There has inevitably been some slippage in terms of our compliance to the Welsh Language Standards, but there has been no change in the good will shown towards the language and the organisational commitment towards bilingualism. We will strive to mainstream the Welsh language as part of our return to a ‘new normal’, and priority for the coming year will be on this and on the re-development of our organisational bilingual culture.



### 3.9 Diversity and inclusion week and other awareness raising

In January, we once again held Diversity and Inclusion Week, although this time the events were held online. This involved a range of speakers, a round table discussion held by our staff networks and awareness-raising articles on our intranet. The events were extremely well attended with staff across our estate engaging with and accessing events, which were also recorded and made available on our intranet for those who could not attend at the time. Diversity and Inclusion week has quickly become a popular event which is well received by staff across the organisation.

In addition to this, we had online presentations from Uzo Iwobi from Race Council Cymru to celebrate Black History Month and a talk from Cardiff Muslim Engagement and Development (MEND) for Islamophobia Awareness Month. We also published a collage of selfies of staff wearing purple for International Day of Disabled People in December, and a talk on International Women's Day from Clare McFarlane, who gave her very moving story of surviving rape.



# 04

## Our Workforce

At 31 March 2021, we employed 2141 staff



### 1613

were women and 528 men

### 411

were aged 30 or under

### 1110

were aged between 31 and 50

### 620

were aged over 50

### 131

people were from BAME backgrounds and 1656 from other white backgrounds; 352 did not state their ethnic background

### 83

people considered themselves to be disabled and 1511 said they were not disabled; 126 did not declare their disability status and 421 did not respond

### 83

people identified as lesbian, gay or bisexual, while 1564 identified as heterosexual; 183 did not declare their sexuality, 8 identified as another sexual orientation or undecided and 303 did not respond

### 797

people identified as Christian, 447 identified as atheist and 202 people identified as 'Other'. Other faiths represented in the workforce were Buddhism, Hinduism, Islam and Sikhism. A total of 326 people did not tell us their religious belief and 308 did not respond

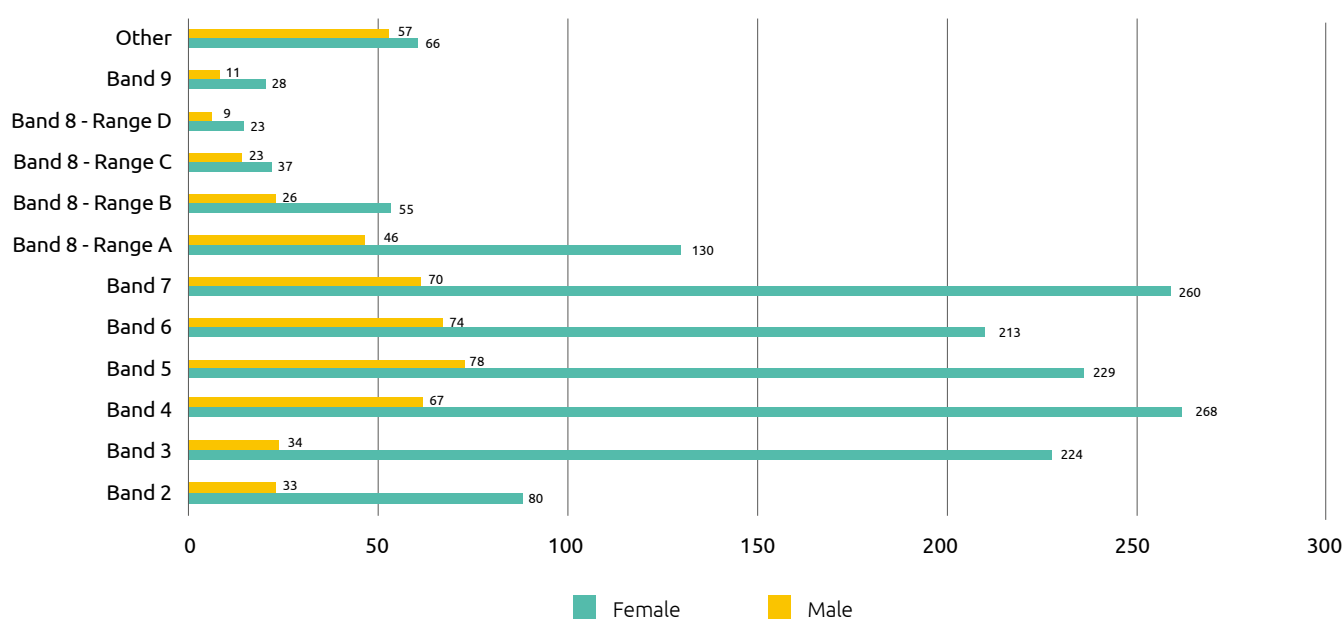
## 4.1 Sex

Women make up most of our workforce, with 75% female and 25% male employees, as at 31 March 2021. This is a slight change from last year where the split was 76% female and 24% male. The information in Figure 1 covers the reporting period 2020–2021. Our separate Gender Pay Gap Report gives more detail on this and actions taken to address the gender pay gap.



### 4.1.1 Pay

Figure 1: Staff pay band by sex



### 4.1.2 Staff group

Table 1: Staff group by sex

Staff group	Female	Male
Add Prof Scientific and Technic	*	*
Additional Clinical Services	283	99
Administrative and Clerical	885	247
Allied Health Professionals	77	*
Estates and Ancillary	*	*
Healthcare Scientists	235	116
Medical and Dental	60	49
Nursing and Midwifery Registered	66	*
<b>Grand Total</b>	<b>1613</b>	<b>528</b>

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

### 4.1.3 Contract type and working patterns

Figure 2: Staff contract type by sex

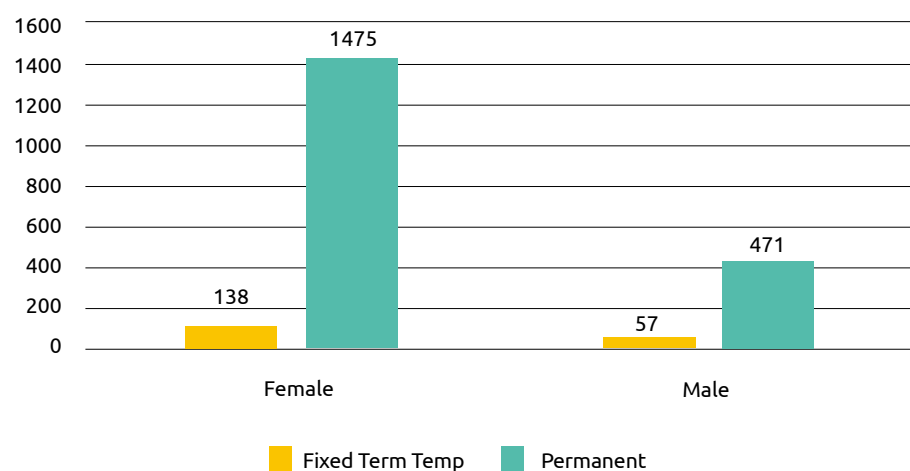
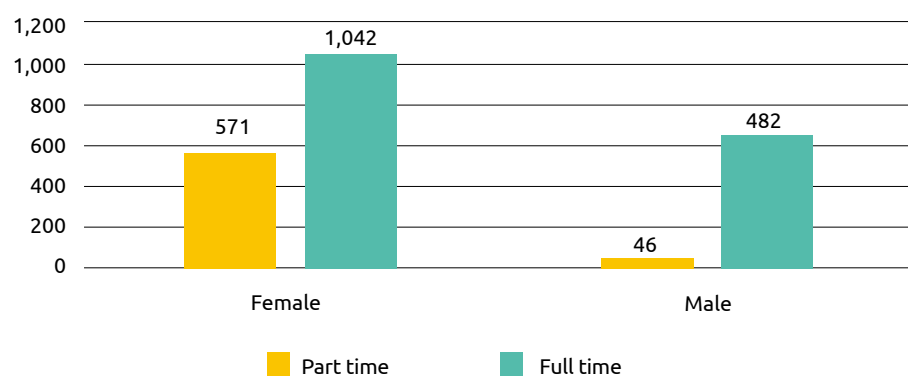


Figure 3: Working pattern by sex







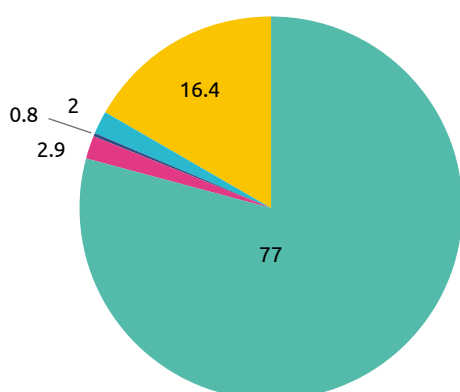
## 4.2 Ethnicity

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 number (359) of our workforce chose not to state their ethnicity. 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.

Figure 4 shows the percentage of our staff 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. Table 2 shows how this compares with the Welsh population generally.

Figure 4: The ethnic origin of our workforce

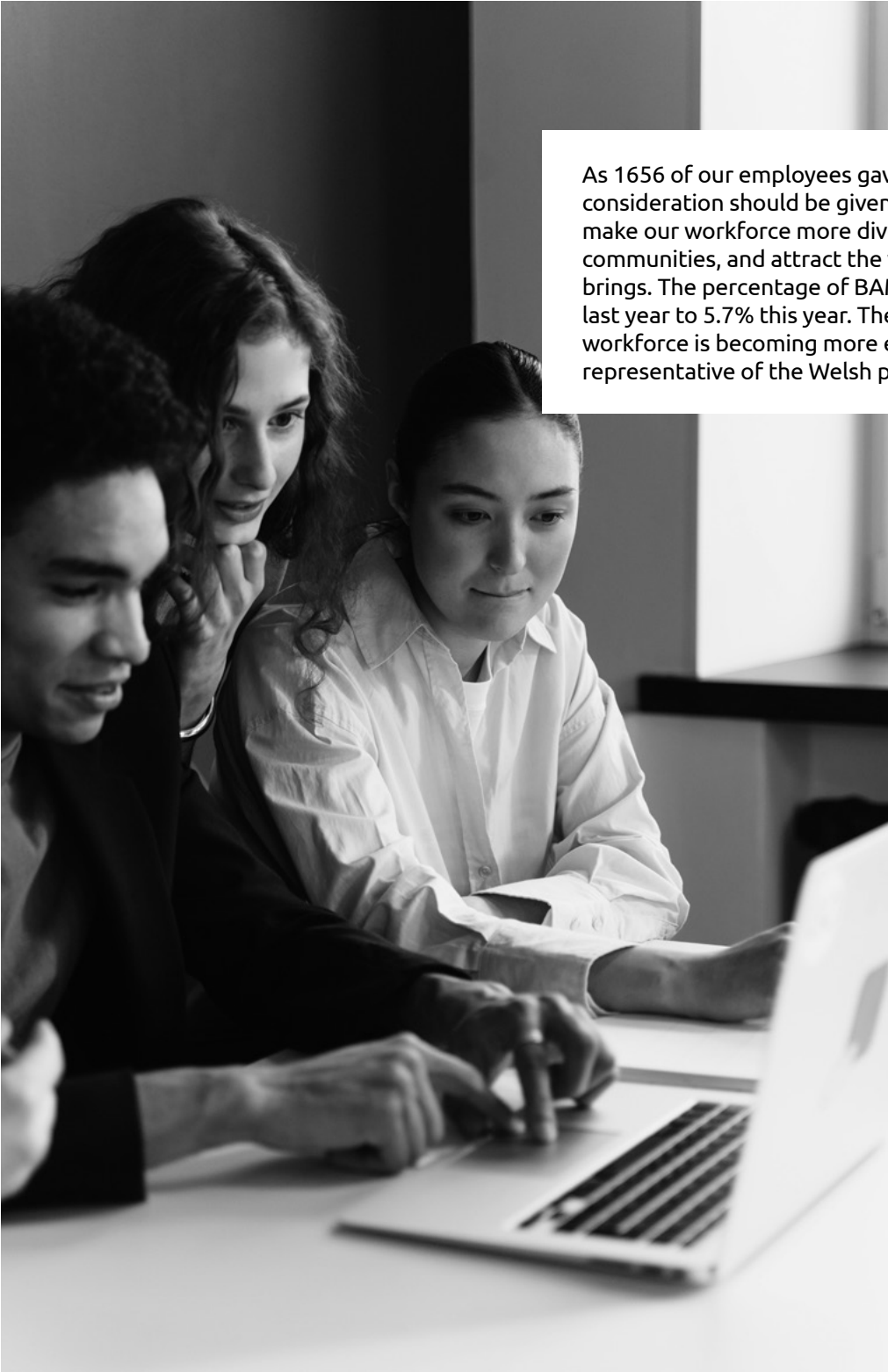
### % Workforce by ethnicity



■ White
 ■ Asian
 ■ Black/African/Caribbean/Black British
 ■ Unspecified
 ■ Other

Table 2: Ethnicity – comparison with Welsh population

Ethnic group	% of workforce	% of Welsh population
White	77.0	95.4
Asian	2.9	2.3
Black / African / Caribbean / Black British	2.0	0.6
Other	0.8	0.7
Unspecified	16.4	



As 1656 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. The percentage of BAME employees has increased from 4% last year to 5.7% this year. These most recent figures show that our workforce is becoming more ethnically diverse, and therefore more representative of the Welsh population.

### 4.3 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.

Figure 5: Number of the workforce who have given us disability information

#### Disability by Headcount

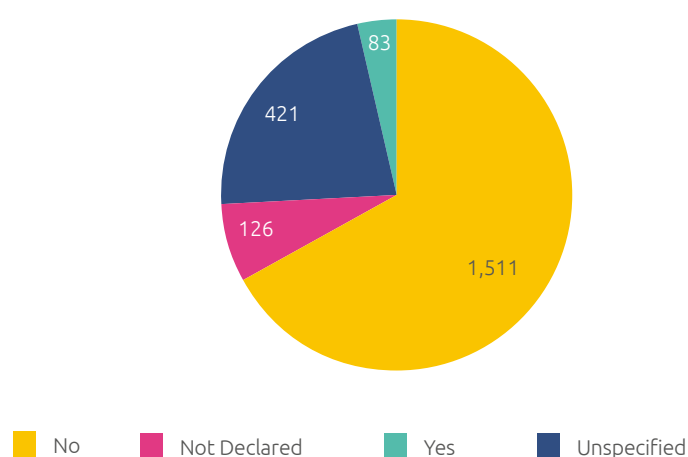


Table 3: Disability – comparison with the Welsh population

	% of workforce	% of Welsh population
No	70.6	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 (504 people) who gave us disability information fell into the 'Not declared' and 'Unspecified' categories. However, as only 83 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. The percentage has increased slightly from last year from 3.4% to 3.9%.

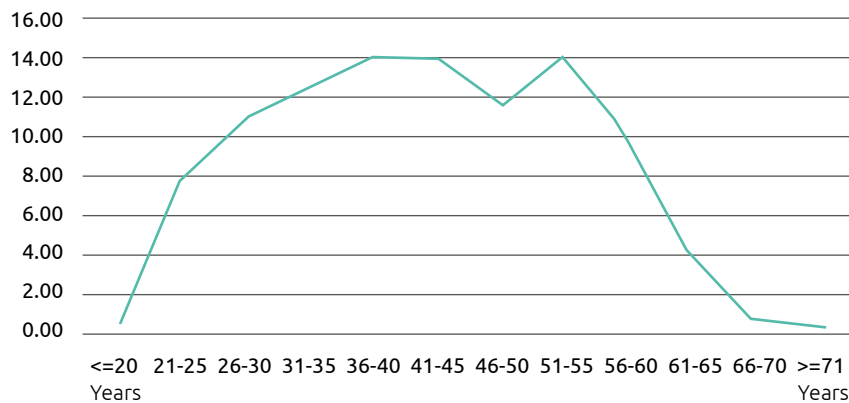


## 4.4 Age

The age profile of our workforce at 31 March 2021 showed that the largest proportion of staff were aged between 36 and 55.

Figure 6: Percentage of staff by age band

### % of staff by Age Band



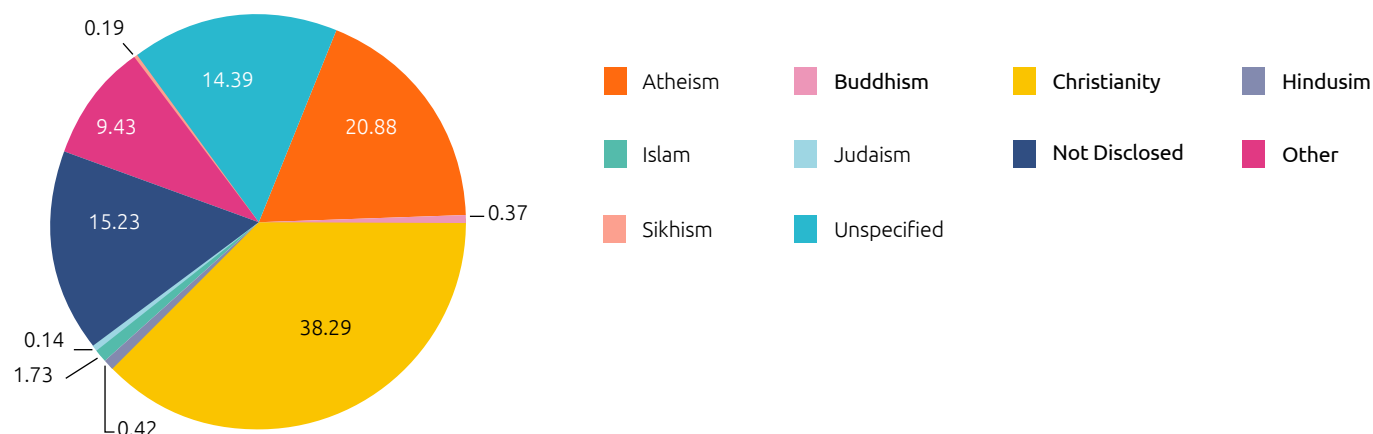
The lowest proportion of staff were in the under 25 and over 61 age groups. To create employment opportunities for younger and older people we plan to build on our offer of apprenticeships and work placements and develop our strategy with regards to our approach to young people as part of our recovery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



## 4.5 Religion and belief

70% of our workforce voluntarily told us their religion or belief through the ESR system. This is a slight increase on last year where 68% of staff gave this information.

Figure 7: Percentage of workforce religion and belief



Religious Belief	Headcount in workforce	% of workforce	% of Welsh Population
Atheism	447	20.8	42.7
Buddhism	*	0.4	
Christianity	797	37.2	52.8
Hinduism	*	0.4	
Islam	37	1.7	1.6
Judaism	*	0.1	
Sikhism	*	0.2	
Not disclosed	326	15.2	0.3
Other	202	9.4	
Unspecified	308	14.4	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.

## 4.6 Sexual orientation

Providing information about sexual orientation is voluntary. During 2020–2021, 309 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.

Figure 8: Workforce by sexual orientation

### % of staff by Sexual Orientation

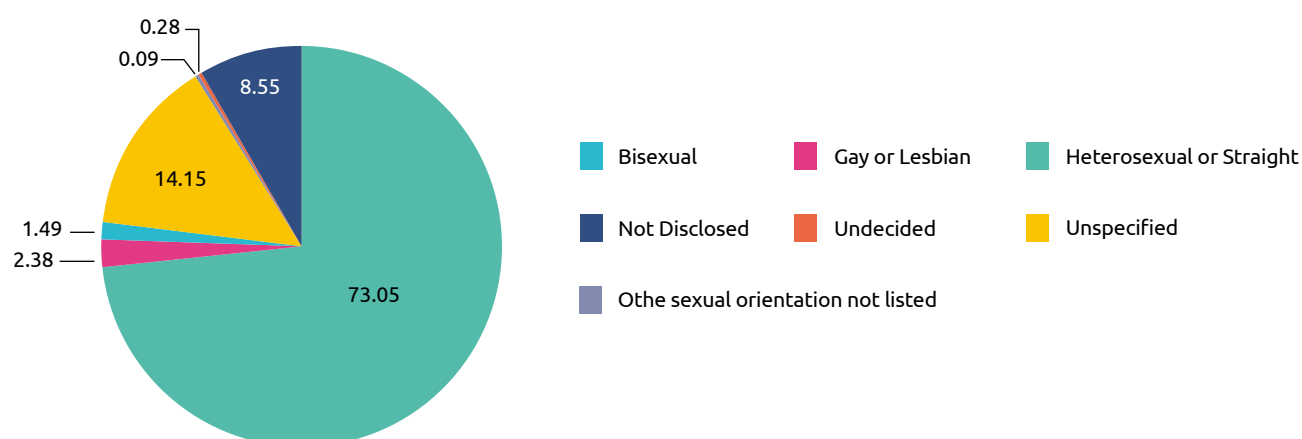


Table 5: Sexual orientation – comparison with the Welsh population

Sexual orientation	% of workforce	% of Welsh population
Bisexual	1.5	0.7
Gay or Lesbian	2.4	1.4
Heterosexual or Straight	73.0	95.8
Not Disclosed	8.5	0.6
Undecided	0.3	
Unspecified	14.1	

The majority of staff (1564 people) reported as being heterosexual. Raising awareness of LGBT issues is critical to helping us to provide high-quality services for a diverse population. The percentage of LGBT staff has increased from 3% last year to 3.9% this year.



#### 4.7 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.

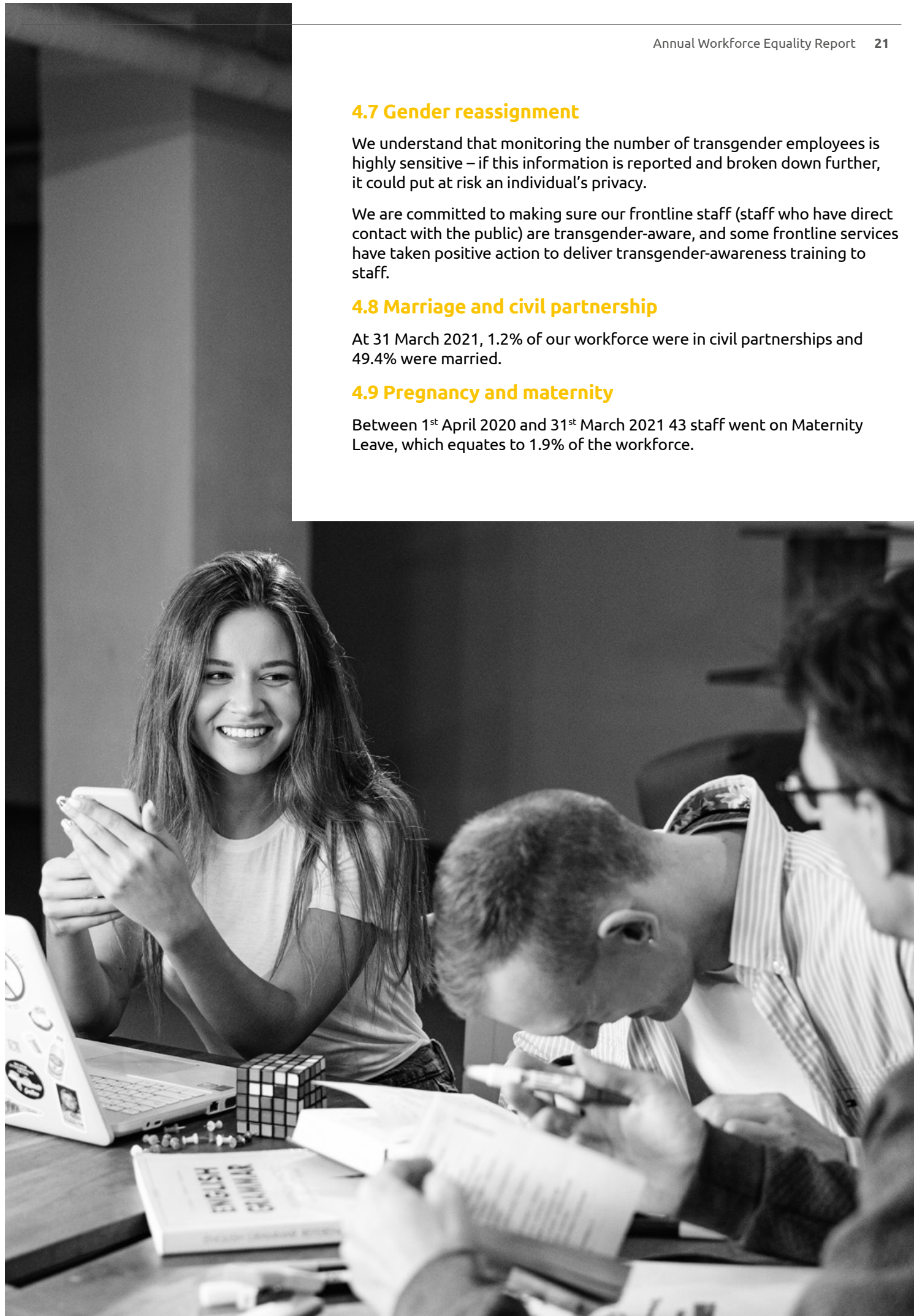
We are committed to making sure our frontline staff (staff who have direct contact with the public) are transgender-aware, and some frontline services have taken positive action to deliver transgender-awareness training to staff.

#### 4.8 Marriage and civil partnership

At 31 March 2021, 1.2% of our workforce were in civil partnerships and 49.4% were married.

#### 4.9 Pregnancy and maternity

Between 1<sup>st</sup> April 2020 and 31<sup>st</sup> March 2021 43 staff went on Maternity Leave, which equates to 1.9% of the workforce.



## 05

## Work Placements

Unfortunately, we were unable to continue with our plans to further roll out work placements for under-represented groups, due to the sudden shift to remote working and pandemic response.

We will be reviewing the various work placement schemes and apprenticeships over the next year to ensure we widen access to under-represented as well as economically disadvantaged groups as part of the Socio-economic Duty which comes into force on the 1<sup>st</sup> April 2021.

## 06

## 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 three formal disciplinary investigations and have received seven formal grievances relating to our staff or processes. Due to the low numbers, information regarding protected characteristics cannot be disclosed for confidentiality reasons.

# 07

## Leaving us

When individuals leave the organisation, they are asked to complete a short questionnaire and interview to help us understand the reasons why. Advisers in the People and Organisational Development Directorate assess the information gathered during this process, and issues arising are further investigated so that we can learn and continuously improve the experience of our employees.

Between 1<sup>st</sup> April 2020 and 31<sup>st</sup> March 2021, 183 staff left the organisation. This is a decrease on last year's figure of 235. Of these, 15 left to relocate, 22 chose to retire, and 146 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.



# 08

## 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<sup>st</sup> March 2021, 1945 staff (90% of our employees) had completed compulsory equality, diversity and human rights training.



## 09

## 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.

## 10

## 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.

# 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.

Non-medical										Medical							
Equal ops category	Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Gender	Not stated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	Male	1843	231	148	35	34.8	12.5	64	23.7	*	*	*	*	52.9	44.4	100	75
	Female	3398	506	356	108	64.2	14.9	70.4	30.3	*	*	*	*	47	37.5	100	100
	I do not wish to disclose	49	*	*	*	*	10.2	60	33.3	*	*	*	*	*	*	*	*
Total		5290	742	507	144	100	14	68.3	28.4	*	*	*	*	100	41.2	100	85.7
Age	Under 20	55	*	*	*	*	*	25	*	*	*	*	*	*	*	*	*
	20 - 24	1116	73	54	13	21.1	*	74	24.1	*	*	*	*	*	*	*	*
	25 - 29	1193	131	91	26	22.6	11	69.5	28.6	*	*	*	*	*	*	*	*
	30 - 34	885	131	86	28	16.7	14.8	65.7	32.6	*	*	*	*	*	100	100	100
	35 - 39	608	103	75	25	11.5	16.9	72.8	33.3	*	*	*	*	17.7	33.3	100	100
	40 - 44	473	85	61	21	*	18	71.8	34.4	*	*	*	*	23.5	25	100	100
	45 - 49	385	81	52	14	*	21	64.2	26.9	*	*	*	*	17.7	*	*	*
	50 - 54	270	67	48	12		24.8	71.6	25	*	*	*	*	11.8	100	100	100
	55 - 59	200	48	28	*		24	58.3	14.3	*	*	*	*	*	100	100	100
	60 - 64	96	15	11	*	*	15.6	73.3	*	*	*	*	*	*	100	100	*
	65+	*	*	*	*	*	44.4	*	*	*	*	*	*	*	*	*	*
	Not stated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Total		5290	742	507	144	100.00	14	68.3	28.4	17	*	*	*	100	41.2	100	85.7



Non-medical										Medical							
Equal ops category	Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Ethnic Origin	OTHER ETHNIC GROUP - Chinese	20	*	*	*	*	10	100	*	*	*	*	*	*	*	*	*
	OTHER ETHNIC GROUP - Any other ethnic group	86	*	*	*	*	*	83.3	40	*	*	*	*	*	*	*	*
	I do not wish to disclose my ethnic origin	110	10	*	*	*	*	40	25	*	*	*	*	*	*	*	*
Total		5290	742	507	144	100	14	68.3	28.4	17	*	*	*	100	41.2	100	85.7
Disability	Not stated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	No	4864	678	467	138	92	13.9	68.9	29.6	17	*	*	*	100	41.2	100	85.7
	Yes	309	49	29	*	*	15.9	59.2	10.3	*	*	*	*	*	*	*	*
	I do not wish to disclose whether or not I have a disability	117	15	11	*	*	12.8	73.3	27.3	*	*	*	*	*	*	*	*
Total		5290	742	507	144	100	14	68.3	28.4	17	*	*	*	100	41.2	100	85.7
Guaranteed interview scheme	Not stated	3011	383	251	60	56.9	12.7	65.5	24	12	*	*	*	70.6	50	100	83.3
	No	2080	325	236	84	39.3	15.6	72.6	35.6	5	1	1	1	29.4	20	100	100
	Yes	199	34	20	*	*	17.1	58.8	*	*	*	*	*	*	*	*	*
Total		5290	742	507	144	100	14	68.3	28.4	17	*	*	*	100	41.2	100	85.7



Non-medical										Medical							
Equal ops category	Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Disability Description	Not stated	1975	310	227	81	37.3	15.8	73.2	35.7	*	*	*	*	29.4	20	100	100
	None / Not Applicable	3006	383	251	60	56.8	12.7	65.5	23.9	12	*	*	*	70.6	50	100	83.3
	Physical impairment	24	*	*	*	*	16.7	50	*	*	*	*	*	*	*	*	*
	Sensory impairment	18	*	*	*	*	27.8	80	*	*	*	*	*	*	*	*	*
	Mental health condition	56	*	*	*	*	14.3	37.5	*	*	*	*	*	*	*	*	*
	Learning disability/ difficulty	69	11	10	*	*	15.9	90.9	20	*	*	*	*	*	*	*	*
	Long-standing illness	109	13	*	*	*	11.9	53.9	14.3	*	*	*	*	*	*	*	*
	Other	33	*	*	*	*	24.2	37.5	*	*	*	*	*	*	*	*	*
Total		5290	742	507	144	100	14	68.3	28.4	17	*	*	*	100	41.2	100	85.7
Sexual Orientation	Not stated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	Heterosexual or Straight	4649	638	438	126	87.9	13.7	68.7	28.8	17	*	*	*	100	41.2	100	85.7
	Gay or Lesbian	214	37	27	*	*	17.3	73	14.8	*	*	*	*	*	*	*	*
	Bisexual	161	12	*	*	*	*	75	33.3	*	*	*	*	*	*	*	*
	Other sexual orientation not listed	24	*	*	*	*	12.5	33.3	*	*	*	*	*	*	*	*	*
	Undecided	30	*	*	*	*	20	100	33.3	*	*	*	*	*	*	*	*
	I do not wish to disclose my sexual orientation	212	46	26	*	*	21.7	56.5	34.6	*	*	*	*	*	*	*	*
Total		5290	742	507	144	100	14	68.3	28.4	17	*	*	*	100	41.2	100	85.7
Transgender	Not stated	5290	742	507	144	100	14	68.3	28.4	17	*	*	*	100	41.2	100	85.7
Total		5290	742	507	144	100	14	68.3	28.4	17	*	*	*	100	41.2	100	85.7

Non-medical										Medical							
Equal ops category	Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Marital Status	Not stated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	Single	3054	356	242	61	57.7	11.7	68	25.2	*	*	*	*	35.3	50	100	66.7
	Married	1585	275	193	58	30	17.4	70.2	30.1	*	*	*	*	52.9	33.3	100	100
	Civil partnership	158	21	14	*	*	13.3	66.7	14.3	*	*	*	*	*	*	*	*
	Legally separated	29	*	*	*	*	17.2	20	100	*	*	*	*	*	*	*	*
	Divorced	180	39	25	*	*	21.7	64.1	28	*	*	*	*	*	*	*	*
	Widowed	22	*	*	*	*	*	50	100	*	*	*	*	*	*	*	*
	Other	84	14	12	*	*	16.7	85.7	66.7	*	*	*	*	*	*	*	*
	I do not wish to disclose this	178	30	19	*	*	16.9	63.3	31.9	*	*	*	*	11.8	50	100	100
Total		5290	742	507	144	100	14	68.3	28.4	17	*	*	*	100	41.2	100	85.7
Religion	Not stated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	Atheism	1471	218	151	45	27.8	14.8	69.3	29.8	*	*	*	*	17.7	33.3	100	100
	Buddhism	40	*	*	*	*	15	83.3	40	*	*	*	*	*	*	*	*
	Christianity	1987	304	202	61	37.6	15.3	66.5	30.2	*	*	*	*	23.5	50	100	100
	Hinduism	203	13	10	*	*	*	76.9	*	*	*	*	*	11.8	50	100	100
	Islam	357	25	14	*	*	*	56	21.4	*	*	*	*	23.5	*	*	*
	Jainism	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	Judaism	*	*	*	*	*	11.1	100	100	*	*	*	*	*	*	*	*
	Sikhism	21	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	Other	607	75	50	13	11.5	12.4	66.7	26	*	*	*	*	11.8	100	100	50
	I do not wish to disclose my religion/belief	594	99	74	19	11.2	16.7	74.6	25.7	*	*	*	*	11.8	50	100	100
Total		5290	742	507	144	100	14	68.3	28.4	17	*	*	*	100	41.2	100	85.7



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CYMRU  
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WALES

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