



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Caerdydd a'r Fro
Cardiff and Vale
University Health Board

Employment Data 2021-22

Our Responsibility

It is our responsibility under the Equality Act 2010 to ensure that we provide information about how we use the data we collect and how it relates to protected characteristics. We collect demographic information about our staff to ensure that everyone is treated fairly and that they can access any support or resources they may need.

Each year, we publish our information regarding groups of staff who fall under each of the protected characteristic groups under the Equality Act. These protected characteristics are:

- Age
- Disability
- Ethnicity
- Gender
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Religion
- Sexual Orientation

Publication Contents

We have published our data in line with the format and content requirements outlined by Welsh Government. Our data provides information about the staff in our employment on 31/3/2022. This information is provided by staff when they update their details on our Electronic Staff Record (ESR). As such, this data relies on the information that staff choose to provide. Cardiff and Vale University Health Board continues to improve the quality of this data through our Equality Data and Welsh Language campaign.

Our Findings

Staff Profile

We have 16,687 members of staff in post as of 31st March 2022. Our three largest staff groups are 'Nursing and Midwifery Registered', 'Administrative and Clerical', and 'Unregistered Nursing'. Our smallest is 'Students'.

Age

Table 2 provides details about the ages of our workforce. Our largest age group is 31-35, followed by 51-55. Our smallest age group is 71+.

Disability

Staff have the choice to declare any disabilities or long-term health conditions that would qualify under the Equality Act 2010. A total of 2.24% of staff have chosen not to disclose this information, and 29.14% of staff have not completed this section of ESR. A total of 4.57% of staff have chosen to disclose their disability.

Ethnicity

Ethnicity is also a category that relies on staff self-declaration for us to measure. A total of 87.76% of staff have chosen to provide us with this information.

Gender

Table 5 shows our gender breakdown by staff group. We have 76.27% of female members of staff and 23.73% of male staff. For this section, we only collect male and female data points on ESR.

Gender Reassignment

We do not ask staff whether they are considering, undergoing or have undergone gender reassignment so there is no estimate of this staff group.

Marriage & Civil Partnership

Table 6 demonstrates that the "Single" and "Married" categories make up the majority of the marital and civil partnership statuses of our staff at 91.5%. A total of 38.86% of our staff

reported themselves as “Single”, and 52.64% of our staff indicated that they were married. 1.48% of staff indicated that they were in a Civil Partnership.

Pregnancy & Maternity

As of 31st March 2022, there were 2.44% of on maternity or adoption leave.

Religion

Like several other protected characteristics, religion is a category which is affected significantly by staff self-declarations on ESR. A total of 73.01% of staff have provided this information, with the majority of staff identifying as Christian.

Sexual Orientation

Sexual Orientation is another protected characteristic that relies on staff choosing to provide this information. A total of 69% of staff have chosen to provide their sexual orientation on ESR.