



GIG
CYMRU
NHS
WALES

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

Cardiff & Vale University Health Board Employment Data Report 2023-2024

This document is available in Welsh and on request in a range of accessible formats and languages.

Please email EquityAnd.Inclusion@wales.nhs.uk

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 2010. 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 31/3/2024. 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 17,862 members of staff in post as of 31st March 2024. Our three largest staff groups are 'Nursing and Midwifery Registered', 'Additional Clinical Services' and 'Administrative and Clerical'. Our smallest is 'Students'.

Age

Table 1 provides details about the ages of our workforce. Our largest age group is 31-35, followed by 36-40. Our smallest age group is 71+.

Table 1

| Age Band | Headcount |
|--------------------|------------------|
| <=20 Years | 102 |
| 21-25 | 1250 |
| 26-30 | 2116 |
| 31-35 | 2389 |
| 36-40 | 2388 |
| 41-45 | 2148 |
| 46-50 | 2026 |
| 51-55 | 2094 |
| 56-60 | 1877 |
| 61-65 | 1125 |
| 66-70 | 256 |
| >=71 Years | 91 |
| Grand Total | 17862 |

Disability

Staff have the choice to declare any disabilities or long-term health conditions that would qualify under the Equality Act 2010. Table 2 shows our data on this. A total of 1.93% of staff have chosen not to disclose this information, and 19.22% of staff have not completed this section of ESR. A total of 6.95% of staff have chosen to disclose that they have a disability.

Table 2

| Disability | Headcount |
|----------------------|------------------|
| No | 12706 |
| Unspecified | 3433 |
| Yes | 1241 |
| Not Declared | 345 |
| Prefer Not To Answer | 137 |
| Grand Total | 17862 |

Ethnicity

Ethnicity is also a category that relies on staff self-declaration for us to measure. Table 3 shows our data on this. A total of 88.18% of staff have chosen to provide us with this information.

Table 3

| Ethnic Group | Headcount |
|------------------------|------------------|
| White | 13214 |
| Blank | 1639 |
| Asian or Asian British | 1444 |
| Not Stated | 472 |
| Black or Black British | 412 |
| Any Other Ethnic Group | 367 |
| Mixed | 314 |
| Grand Total | 17862 |

Gender

Table 4 shows our gender breakdown by staff group. A total of 75.76% of our staff are female and 24.24% are male. For this section, we only collect male and female data points on ESR.

Table 4

| Gender | Headcount |
|--------------------|------------------|
| Female | 13533 |
| Male | 4329 |
| Grand Total | 17862 |

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 5 demonstrates that the “Single” and “Married” categories make up the majority of the marital and civil partnership statuses of our staff at 85.4%. A total of 36.12% of our staff reported themselves as “Single”, and 49.28% of our staff indicated that they were married. 1.18% of staff indicated that they were in a Civil Partnership.

Table 5

| Marital Status | Headcount |
|-----------------------|------------------|
| Married | 8338 |
| Single | 6111 |
| Unknown | 1028 |
| (blank) | 944 |
| Divorced | 912 |
| Civil Partnership | 307 |
| Widowed | 133 |
| Legally Separated | 89 |
| Grand Total | 17862 |

Pregnancy & Maternity

As of 31st March 2023, there were 2.44% of on maternity or adoption leave. Table 6 shows our data on this.

Table 6

| Assignment Status | Headcount |
|--------------------------|------------------|
| Maternity & Adoption | 436 |

Religion

Like several other protected characteristics, religion is a category which is affected significantly by staff self-declarations on ESR. Table 7 shows our data on this. A total of 70.2% of staff have provided this information, with the majority of staff identifying as Christian.

Table 7

| Religious Belief | Headcount |
|--|------------------|
| Christianity | 6632 |
| Unspecified | 3437 |
| Atheism | 3400 |
| I do not wish to disclose my religion/belief | 1887 |
| Other | 1678 |
| Islam | 442 |
| Hinduism | 253 |
| Buddhism | 99 |
| Sikhism | 20 |

| | |
|--------------------|--------------|
| Judaism | 10 |
| Jainism | 4 |
| Grand Total | 17862 |

Sexual Orientation

Sexual Orientation is another protected characteristic that relies on staff choosing to provide this information. Table 8 shows our data on this. A total of 77% of staff have chosen to provide their sexual orientation on ESR.

Table 8

| Sexual Orientation | Headcount |
|--|------------------|
| Heterosexual or Straight | 12932 |
| Unspecified | 3423 |
| Not stated (person asked but declined to provide a response) | 698 |
| Gay or Lesbian | 419 |
| Bisexual | 298 |
| Undecided | 49 |
| Other sexual orientation not listed | 43 |
| Grand Total | 17862 |