

Employment Data 2022-23

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 31/3/2023. 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 17,221 members of staff in post as of 31st March 2023. 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 age 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	Percentage %
<=20 Years	114	0.66
21-25	1254	7.28
26-30	2022	11.74
31-35	2311	13.42
36-40	2183	12.68
41-45	2028	11.78
46-50	1971	11.45
51-55	2107	12.24
56-60	1855	10.77
61-65	1048	6.09
66-70	241	1.40
>=71 Years	87	0.51
Grand Total	17221	100.00

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 2% of staff have chosen not to disclose this information, and 23.5% of staff have not completed this section of ESR. A total of 5.9% of staff have chosen to disclose their disability.

Table 2

Disability	Headcount	Percentage %
No	11752	68.2
Unspecified	4043	23.5
Yes	1018	5.9
Not Declared	340	2.0
Prefer Not To Answer	68	0.4
Grand Total	17221	100.00

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 91% of staff have chosen to provide us with this information.

Table 3

Ethnic Group	Headcount
A White - British	9782
B White - Irish	144
C White - Any other White background	465
C2 White Northern Irish	3
C3 White Unspecified	1679
CA White English	55
CB White Scottish	11
CC White Welsh	788
CD White Cornish	4
CF White Greek	3
CH White Turkish	1
CK White Italian	3
CP White Polish	8
CV White Serbian	1
CX White Mixed	8
CY White Other European	32
D Mixed - White & Black Caribbean	79
E Mixed - White & Black African	45
F Mixed - White & Asian	81
G Mixed - Any other mixed background	73
GA Mixed - Black & Asian	2
GC Mixed - Black & White	1
GD Mixed - Chinese & White	2
GE Mixed - Asian & Chinese	2
GF Mixed - Other/Unspecified	6
H Asian or Asian British - Indian	755
J Asian or Asian British - Pakistani	107
K Asian or Asian British - Bangladeshi	55
L Asian or Asian British - Any other Asian background	257
LA Asian Mixed	4
LB Asian Punjabi	1
LD Asian East African	2
LE Asian Sri Lankan	7
LF Asian Tamil	1
LG Asian Sinhalese	1

LH Asian British	11
LK Asian Unspecified	11
M Black or Black British - Caribbean	57
N Black or Black British - African	221
P Black or Black British - Any other Black background	24
PA Black Somali	3
PB Black Mixed	1
PC Black Nigerian	7
PD Black British	11
PE Black Unspecified	1
R Chinese	62
S Any Other Ethnic Group	162
SA Vietnamese	1
SB Japanese	1
SC Filipino	87
SD Malaysian	4
SE Other Specified	10
Unspecified	1551
Z Not Stated	528
Grand Total	17221

Gender

Table 4 shows our gender breakdown by staff group. We have 76.2% of female members of staff and 23.8% of male staff. For this section, we only collect male and female data points on ESR.

Table 4

Gender	Headcount	Percentage %
Female	13126	76.2
Male	4095	23.8
Grand Total	17221	100.00

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 status of our staff at 80.4%. A total of 34.1% of our staff reported themselves as “Single”, and 46.3% of our staff indicated that they were married. 1.5% of staff indicated that they were in a Civil Partnership.

Table 5

Marital Status	Headcount	Percentage %
Married	7971	46.3
Single	5877	34.1
Unspecified	2007	11.7
Divorced	879	5.1
Civil Partnership	259	1.5
Widowed	123	0.7
Legally Separated	105	0.6
Grand Total	17221	100.00

Pregnancy & Maternity

As of 31st March 2023, there were 2.1% of on maternity or adoption leave. Table 6 shows our data on this.

Table 6

Assignment Status	Headcount	Percentage%
Maternity & Adoption	363	2.1%
Grand Total	17221	100.00

Religion

Like many 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 77.65% of staff have provided this information, with the majority of staff identifying as Christian.

Table 7

Religious Belief	Headcount	Percentage %
Christianity	6283	36.5
Unspecified	3851	22.4
Atheism	3075	17.9
I do not wish to disclose my religion/belief	1766	10.3
Other	1581	9.2
Islam	353	2
Hinduism	195	1.1
Buddhism	89	0.5

Sikhism	16	0.09
Judaism	8	0.04
Jainism	4	0.02
Grand Total	17221	100.00

Sexual Orientation

Sexual Orientation is another protected characteristic that relies on self declaration. Table 8 shows our data on this. A total of 77.6% of staff have chosen to provide their sexual orientation on ESR.

Table 8

Sexual Orientation	Headcount	Percentage %
Heterosexual or Straight	11994	69.6
Unspecified	3864	22.4
Not stated (person asked but declined to provide a response)	640	3.7
Gay or Lesbian	407	2.4
Bisexual	251	1.5
Undecided	38	0.2
Other sexual orientation not listed	27	0.2
Grand Total	17221	100.00