

Swansea Bay University Health Board Equality Report Data 2020-2021

Summary The tables present data sourced from SBUHB's Electronic Staff Record (ESR) data base for the total SBUHB workforce

Notes: The data provides a profile and analysis of staff employed by us at 31 March 2021 and gives data on the following
Male and female staffing breakdown by job, grade, pay, contract type and working pattern
Staff involved in grievance procedures and staff subject to disciplinary procedures
Staff who have left our employment between April 2020 and March 2021
Percentages are rounded

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Contents

Staff Profile as at 31 March 2021

[Table 1 - Staff in Post by Staff Group](#)

[Table 2 - Staff in Post by Gender](#)

[Table 3 - Staff in Post by Age](#)

[Table 4 - Staff in Post by Disability](#)

[Table 5 - Staff in Post by Ethnicity](#)

[Table 6 - Staff in Post by Marital and Civil Partnership Status](#)

[Table 7 - Staff in Post by Religion and Belief](#)

[Table 8 - Staff in Post by Sexual Orientation](#)

[Table 9 - Staff in Post by Staff Group, Gender and Working Pattern](#)

[Table 10 - Staff in Post by Gender, Grade Type and Working Pattern](#)

[Table 11 - Staff in Post by Gender, Contract Type and Working Pattern](#)

[Table 12 - Staff in Post by Gender, Average Basic Pay and Working Pattern](#)

[Table 13 - Staff in Post by Gender and Pay Grade](#)

[Table 14 - Leavers by Age, Gender, Ethnicity, Disability and Sexual Orientation](#)

[Table 15 - Employee Relations Cases by Gender](#)

[Staff on Maternity, Adoption or Career Break](#)

Total Staff in Post By Staff Group - Swansea Bay University Health Board (31.03.2021)

Staff Group	Headcount	Percentage
Add Prof Scientific and Technic	441	3.3
Additional Clinical Services	2795	20.7
Administrative and Clerical	2588	19.2
Allied Health Professionals	916	6.8
Estates and Ancillary	1294	9.6
Healthcare Scientists	333	2.5
Medical and Dental	1021	7.6
Nursing and Midwifery Registered	4109	30.4
Grand Total	13497	100.0

[Back to Contents](#)

Staff by Gender - Swansea Bay University Health Board (31.03.2021)

Staff Group	Headcount	Female	Percentage	Male	Percentage
Add Prof Scientific and Technic	441	311	70.5	130	29.5
Additional Clinical Services	2795	2267	81.1	527	18.9
Administrative and Clerical	2588	2086	80.6	502	19.4
Allied Health Professionals	916	776	84.7	140	15.3
Estates and Ancillary	1294	698	53.9	596	46.1
Healthcare Scientists	333	182	54.7	151	45.3
Medical and Dental	1021	400	39.2	621	60.8
Nursing and Midwifery Registered	4109	3706	90.2	403	9.8
Grand Total	13497	10427	77.3	3070	22.7

[Back to Contents](#)

Staff by Age - Swansea Bay University Health Board (31.03.2021)

Age Band	Headcount	Percentage
<=20 Years	85	0.6
21-25	735	5.4
26-30	1374	10.2
31-35	1580	11.7
36-40	1563	11.6
41-45	1526	11.3
46-50	1886	14.0
51-55	2000	14.8
56-60	1663	12.3
61-65	876	6.5
66-70	174	1.3
>=71 Years	35	0.3
Grand Total	13497	100.0

[Back to Contents](#)

Staff by Disability - Swansea Bay University Health Board (31.03.2021)

Disabled	Headcount	Percentage
No	8223	60.9
Yes	281	2.1
No Data/Not Stated	4993	37.0
Grand Total	13497	100.0

[Back to Contents](#)

Staff by Ethnicity - Swansea Bay University Health Board (31.03.2021)

Ethnic Origin	Headcount	Percentage
A White - British	9905	73.4
D Mixed - White & Black Caribbean	<10	0.1
E Mixed - White & Black African	13	0.1
F Mixed - White & Asian	25	0.2
G Mixed - Any other mixed background	27	0.2
GC Mixed - Black & White	<10	0.0
GD Mixed - Chinese & White	<10	0.0
GE Mixed - Asian & Chinese	<10	0.1
GF Mixed - Other/Unspecified	<10	0.0
H Asian or Asian British - Indian	205	1.5
J Asian or Asian British - Pakistani	32	0.2
K Asian or Asian British - Bangladeshi	38	0.3
L Asian or Asian British - Any other Asian background	109	0.8
LA Asian Mixed	<10	0.0
LE Asian Sri Lankan	<10	0.0
LF Asian Tamil	<10	0.0
LH Asian British	<10	0.1
LK Asian Unspecified	<10	0.0
M Black or Black British - Caribbean	15	0.1
N Black or Black British - African	92	0.7
P Black or Black British - Any other Black background	<10	0.0
PA Black Somali	<10	0.0
PB Black Mixed	<10	0.0
PC Black Nigerian	<10	0.0
PD Black British	<10	0.0
R Chinese	20	0.1
S Any Other Ethnic Group	63	0.5
SA Vietnamese	<10	0.0
SC Filipino	69	0.5
SD Malaysian	<10	0.0
SE Other Specified	<10	0.0
No Data/Not Stated	2821	20.9
Grand Total	13497	100.0

[Back to Contents](#)

Marital and Civil Partnership Status - Swansea Bay University Health Board (31.03.2021)

Marital Status	Female	Male	Headcount	Percentage
Civil Partnership	120	41	161	1.2
Divorced	862	110	972	7.2
Legally Separated	76	11	87	0.6
Married	5421	1378	6799	50.4
Single	3549	1052	4601	34.1
Unknown	174	404	578	4.3
Widowed	102	14	116	0.9
No Data/Not Stated	123	60	183	1.4
Grand Total	10427	3070	13497	100.0

[Back to Contents](#)

Staff by Religion and Belief - Swansea Bay University Health Board (31.03.2021)

Religious Belief	Headcount	Percentage
Atheism	1785	13.2
Buddhism	38	0.3
Christianity	4912	36.4
Hinduism	72	0.5
Islam	121	0.9
Jainism	<10	0.0
Judaism	<10	0.0
Other	1224	9.1
Sikhism	10	0.1
I do not wish to disclose my religion/belief	1134	8.4
No Data/Not Stated	4198	31.1
Grand Total	13497	100.0

[Back to Contents](#)

Staff by Sexual Orientation - Swansea Bay University Health Board (31.03.2021)

Sexual Orientation	Headcount	Percentage
Bisexual	79	0.6
Gay or Lesbian	171	1.3
Heterosexual or Straight	8649	64.1
Not stated (person asked but declined to provide a response)	383	2.8
Other sexual orientation not listed	<10	0.0
Undecided	<10	0.0
No Data/Not Stated	4207	31.2
Grand Total	13497	100.0

[Back to Contents](#)

Gender by Staff Group and Working Pattern - Swansea Bay University Health Board (31.03.2021)

Staff Group	Female				Male			
	Full time		Part Time		Full Time		Part Time	
	Full Time	Percentage	Part Time	Percentage	Full Time	Percentage	Part Time	percentage
Add Prof Scientific and Technic	196	63.0	115	37.0	110	84.6	20	15.4
Additional Clinical Services	1022	45.0	1246	55.0	451	85.6	76	14.4
Administrative and Clerical	1182	56.7	904	43.3	455	90.6	47	9.4
Allied Health Professionals	463	59.7	313	40.3	122	87.1	18	12.9
Estates and Ancillary	144	20.6	554	79.4	435	73.0	161	27.0
Healthcare Scientists	107	58.8	75	41.2	140	92.7	11	7.3
Medical and Dental	284	71.0	116	29.0	563	90.7	58	9.3
Nursing and Midwifery Registered	2149	58.0	1557	42.0	327	81.1	76	18.9
Grand Total	5547	53.2	4880	46.8	2603	84.8	467	15.2

[Back to Contents](#)

Gender by Grade Type and Working Pattern -Swansea Bay University Health Board (31.03.2021)

Grade Type	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
AfC	5229	52.3	4761	47.7	2019	83.2	407	16.8
Medical & Dental	284	71.0	116	29.0	561	90.6	58	9.4
Non AfC	34	91.9	<10	8.1	23	92.0	<10	8.0
Grand Total	5547	53.2	4880	46.8	2603	84.8	467	15.2

[Back to Contents](#)

Gender by Contract Type & Working Pattern - Swansea Bay University Health Board (31.03.2021)

Contract Type	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Fixed Term Temp	572	52.9	509	47.1	398	80.1	99	19.9
Non-Exec Director/Chair	0	66.7	<10	33.3	0	50.0	<10	50.0
Permanent	4973	53.2	4369	46.8	2203	85.8	365	14.2
Grand Total	5547	53.2	4880	46.8	2603	84.8	467	15.2

[Back to Contents](#)

Gender by Average Basic Pay and Working Pattern - Swansea Bay University Health Board (31.03.2021)

Staff Group	Average Full Time		Average Part Time	
	Female	Male	Female	Male
Add Prof Scientific and Technic	37575	43123	27596	22936
Additional Clinical Services	20733	20823	14757	15136
Administrative and Clerical	28514	34289	15082	14426
Allied Health Professionals	36938	38083	26814	22627
Estates and Ancillary	19860	20533	12617	13437
Healthcare Scientists	38845	41849	28307	24584
Medical and Dental	67699	77607	54272	47231
Nursing and Midwifery Registered	34252	35064	22323	19584
Grand Total	32307	40081	19212	20034

[Back to Contents](#)

Gender by Pay Grade -Swansea Bay University Health Board (31.03.2021)

Pay Grade	Female	Percentage	Male	Percentage	Grand Total
Band 1	112	1.1	23	0.7	135
Band 2	2259	21.7	743	24.2	3002
Band 3	1170	11.2	337	11.0	1507
Band 4	913	8.8	197	6.4	1110
Band 5	2391	22.9	351	11.4	2742
Band 6	1614	15.5	330	10.7	1944
Band 7	1018	9.8	237	7.7	1255
Band 8a	307	2.9	106	3.5	413
Band 8b	108	1.0	39	1.3	147
Band 8c	68	0.7	37	1.2	105
Band 8d	23	0.2	21	0.7	44
Band 9	<10	0.1	<10	0.2	12
Associate Specialist	13	0.1	21	0.7	34
Consultant	168	1.6	345	11.2	513
Dental Core Trainee	<10	0.1	<10	0.1	13
Dentist	14	0.1	<10	0.0	15
Foundation Year 1&2	18	0.2	24	0.8	42
Specialty Doctor	30	0.3	32	1.0	62
Specialty Registrar	126	1.2	167	5.4	293
Staff Grade Practitioner	<10	0.0	<10	0.0	<10
Vocational Distist	<10	0.0	<10	0.0	<10
M&D Adhoc	22	0.2	23	0.7	45
Non AfC	37	0.4	25	0.8	62
Grand Total	10427	77.3	3070	22.7	13497

[Back to Contents](#)

Leavers by Age. Gender. Ethnicity, Disability and Sexual Orientation - Swansea Bay University Health Board (2020-2021)

Age Band	Headcount	Percentage
<=20 Years	35	2.4
21-25	172	11.9
26-30	182	12.6
31-35	163	11.3
36-40	118	8.2
41-45	92	6.4
46-50	76	5.3
51-55	127	8.8
56-60	216	14.9
61-65	183	12.7
66-70	67	4.6
>=71 Years	15	1.0
Grand Total	1446	100.0

Gender	Headcount	Percentage
Female	1079	74.6
Male	367	25.4
Grand Total	1446	100.0

Ethnic Origin	Headcount	Percentage
White	746	51.6
Black & Minority Ethnic Groups	63	4.4
No Data/Not Stated	637	44.1
Total	1446	100.0

Disabled	Headcount	Percentage
No	631	43.6
Not Declared	<10	0.2
Yes	32	2.2
Unspecified	780	53.9
Grand Total	1446	100.0

Sexual Orientation	Headcount	Percentage
Bisexual	<10	0.6
Gay or Lesbian	13	0.9
Heterosexual or Straight	642	44.4
Not stated (person asked but declined to provide a response)	41	2.8
Undecided	<10	0.1
Unspecified	741	51.2
Grand Total	1446	100.0

[Back to Contents](#)

Employee Relations Cases by Gender - Swansea Bay University Health Board (2020-2021)

Gender	Grievances	Percentage	Disiplinaries	Percentage
Male	10	36.0	39	29.0
Female	18	64.0	95	71.0
Collective	<10			
Total	30	100	134	100

[Back to Contents](#)

Maternity & Career Break - Swansea Bay University Health Board (31.03.2021)

Assignment Status	Headcount	Percentage
Maternity & Adoption	257	1.9
Career Break	22	0.2

[Back to Contents](#)

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