



**Public Health Wales**  
**Annual Workforce Equality Report**  
**Reporting period 1 April 2021 to 31 March 2022**

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## 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 April 2021 to 31 March 2022.

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 5.7% to 6.1%

Lesbian, Gay and Bisexual (LGB) staff increased from 3.9% to 4.8%

Disabled staff increased from 3.9% to 6%

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.

This includes:

- ensuring the way we recruit staff is fully accessible, flexible and inclusive and that we advertise posts in a way that attracts diverse talent;
- 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 different groups and taking action to reduce these differences; and
- continuing to develop an inclusive workplace.

The period that is covered by this report saw us continue to implement major changes to the way we work because of the COVID-19 pandemic, and the majority of the workforce continued to work from home. This brought many challenges in terms of staff wellbeing and equality, with the value of our staff networks more apparent than ever.

## **1. 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 April 2020 to 31 March 2021.

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.

## **2. 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 continue to raise awareness of the importance of collecting this information, and the declaration rates are steadily increasing each year. ESR has now been updated to make it easier for employees to record their own information.

## **3. 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 representative. We have a project starting in the Summer of 2022 to look at our Employee Value Proposition, which will assist with our aims to improve the diversity profile of our organisation..

We are pleased to have undertaken an assessment on our racial inclusion work, and were awarded Silver level in the Cultural Competence Certification Scheme run by Diverse Cymru. We were also pleased to sign the Zero Racism Wales Pledge in the January Board Meeting, following a request from our staff network.

In addition to this, we were placed 64<sup>th</sup> in the Stonewall Top 100 Workplace Equality index out of 400 organisations taking part. We also achieved Stonewall's Gold award for our work on LGBTQ+ Inclusion.

We are proud of these achievements, which highlight the progress we continue to make as an inclusive employer.

### **3.1 Employee health and wellbeing**

Our primary focus remains enabling good wellbeing for all staff , ensuring a holistic approach where this focus is at the heart of everything we do and in which all PHW employees and managers are equipped and enabled to do so . Our third staff wellbeing survey was launched in November 2021, with the aim of ensuring we have a better understanding of what has worked well and where we need to improve. Analysis has allowed us to identify three key themes to consider further, namely:

- communications and engaging
- the working day
- leadership and line management.

We continued to work on resulting actions identified from the themes in partnership with staff side colleagues, staff networks and directorate/divisional leads. Ensuring support for our line managers has been an ongoing priority and we continued to offer tailored Wellbeing Workshops for Line Managers, as well as a parallel course aimed at staff without line management responsibilities. Both sessions continue to receive extremely positive feedback, and we've worked closely with our external provider to ensure that further sessions provide what line managers and staff have told us they need.

Access to a range of national mental health resources remains in place, as well as our own tailored resources. Additional signposting information is also available to all staff via our newly launched SharePoint pages. Health promotion events, on a range of topics, have been run in collaboration with staff networks, in support of our aim of enabling everyone to be themselves and give of their best at work.

Support for teams has been available via Team Wellbeing check ins, aimed at providing a safe space for staff to identify actions needed to enhance their wellbeing. Self-care support remains available via our Care Space sessions, which are open to all staff.

### **3.2 Staff diversity networks**

Our staff diversity networks continue to develop, and all networks have seen a large growth in membership as individuals look for support and 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'. They are involved in all major organisational development work, ensuring that minority voices are heard and we develop more inclusive and accessible outcomes.

During 2021-22, each of our five staff diversity networks have taken a turn in presenting an update on their work and future plans to our Board. They have each made a number of requests for different support and resources to the board, which will be taken forward as part of the rolling work plan going forward into 2022-23.

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.

We undertook a short survey with our staff network members, asking for their thoughts on what they get out of network membership and were provided with the following feedback:

Engaging with people in a similar situation definitely has a positive effect on my wellbeing. They're an approachable and supportive group.

Good to have the chance to come together and discuss non work related items which are important for my wellbeing

The Network completely changes level of satisfaction and wellbeing at work

I think it's important to engage quite often to share opinions, ideas and learn from others

I am enthusiastic about the mission, delivery and support. Much needed

While caring responsibilities do not interfere with my work, they make the daily load heavier, which becomes exhausting and even overwhelming at times. Belonging to the Carers' Network has helped me feel less isolated, and I gain strength and perspective from connecting with others who understand.

It's a support group, safe space to talk with people of shared interests

My experience with the Network has been very useful, beneficial, informative and improved awareness.



### **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).

This year, we also commissioned an external training company to deliver Inclusive Leadership training for our staff in pay bands 8a and above. A total of 270 staff attended the sessions which were held between January and March 2022. In addition to this, we have subscribed to Skillboosters; a suite of online learning which looks in more detail around topics related to equality, diversity and inclusion. These short courses have proved to be very popular and have helped people to gain more knowledge and insight into relevant topics.

#### **3.3.1 Central funding for studies or for working towards Public Health Practitioner registration**

We funded 37 people to undertake additional studies or to work towards their Public Health Practitioner registration. Of these, 73% were women and 27 % men.

It is not possible to publish further diversity information due to the low numbers involved.

### **3.4 Recruitment**

This period like the previous 12 months 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 continue to grow in terms of headcount and we have found new ways to attract, assess and retain the talented workforce required to meet the needs of our Long Term Strategy and the people of Wales. Almost 100% of our interview and assessment activity remained virtual with the exception of our frontline staff where measures were put in place to maximise safety of the individuals, whilst maximising the ability to ensure those offered roles were of the highest calibre. We continue to see applications from a wide range of the population, with new data analysis systems being implemented in the year ahead to ensure we reach a wider audience and can recruit to reflect the population of Wales.

The pandemic has brought many challenges but also opportunities in terms of recruitment. We have and will remain committed to ensure we have a reliable recruitment and selection process, which deals with applications fairly and consistently in line with statutory and good-practice guidance. Training sessions on good recruiting practices and identifying bias are now part of our processes.

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**

In spring 2021, we facilitated Our Conversation, an appreciative inquiry exploring people's past and present experiences of work and inviting them to describe the future they want. So much of the output was based in bringing our values to life in different ways, for example the opportunity to share and gain new skills within the organisation by working with other teams, the importance of shared priorities and collaborating to achieve, being empowered to work in ways which meet everyone's needs and by seeing how your contribution drives our organisational success. Some of these outputs are being taken forward in organisation-wide programmes, including Work How It Works Best, a trial period which enables maximised choice and flexibility in working arrangements, and the revisiting and furthering of our behavioural framework. The latter will describe our values in ways that are meaningful and applicable to everyone whatever their role and responsibilities, and which support growth and career progression. Our Executive Team are engaged in the work describing our values in behavioural indicators and are committed to creating the environment in which we can be ourselves and call out behaviour and experiences which doesn't align to working together, with trust and respect, to make a difference.

### **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.

### **3.8 Welsh Language**

Though not as intense as the previous year, the pressures of the Coronavirus pandemic were still felt in the organisation throughout 2021–22, coupled as they were with the need to stand up many of our

services again. For the Welsh team, this involved trying to identify where there were gaps in awareness, knowledge and skills, and looking at strategic ways to start to fill them.

A number of new initiatives have been introduced over the year to facilitate Welsh communication within the organisation. We created dedicated channels on our Teams platforms, for Welsh speakers and learners, enabling peer support and targeted information-sharing. We also re-established regular drop-in conversation practice sessions for learners, to enable staff to practise their skills in a friendly and informal atmosphere, and started to pilot a mentoring scheme, which matches fluent speakers with more advanced learners for weekly one-on-one conversations to raise confidence in speaking. During March 2022 we also were able to launch the Welsh section of our new staff intranet, and this was widely publicised across our staff bulletins throughout March, directing people to the resources that are available for them and the support that we can offer as an organisation to our Welsh speakers and learners.

We were once again able to promote the courses available through the National Centre for Learning Welsh (NCLW) 'Work Welsh' scheme. During the year 68 of our staff registered for the online short courses, and 4 staff attended a week-long higher-level intensive course, either online or in person at Nant Gwrtheyrn. We were able to offer 'classroom' courses to our staff as well; during the pandemic the learning providers across Wales had moved across to online delivery, so our staff were able to choose from a large variety of days and times to best suit their work timetables; 24 of our staff committed to a year-long course.

As of the end of March 2022, our data shows that 2096 (90%) of our workforce have recorded their Welsh language skills on our Electronic Service Record, which is slightly higher than last year; the record also shows an increase in every level of Welsh skill and a drop in the percentage of our staff who have no Welsh at all.

Work during the year 2021–22 has by necessity been focused on recovery – during the coming year we will be seeking to consolidate our provision, embed linguistic considerations across our working practices and do more to develop our bilingual culture so all staff feel encouraged and empowered to use their Welsh, whatever level that is.

### **3.9 Awareness raising**

We held a number of talks and awareness raising activities throughout the year. All activities were held online and included the following:

- Fighting with Pride talk to mark International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)
- Autism Awareness Talk for Carer's Week
- Menopause Cafes and awareness sessions
- Cindy Ikie Talk for Black History Month
- Islamophobia Awareness Talk
- Wear Purple for International Day of Disabled People
- Dan Biddle talk on Disability and Mental Health
- Morgan Clark talk on Gender Identity and Autism
- 16 Days of Activism Talk on Domestic Violence

In addition to this, a number of teams held discussion sessions where they watched a short film on Racial Awareness and then discussed as a group. This has been a powerful way of embedding understanding, and more are planned for the coming year.

## **4. Our workforce**

At 31 March 2022, we employed 2440 staff.

- 1828 were women and 612 men.
- 486 were aged 30 or under.
- 1280 were aged between 31 and 50.
- 674 were aged over 50.

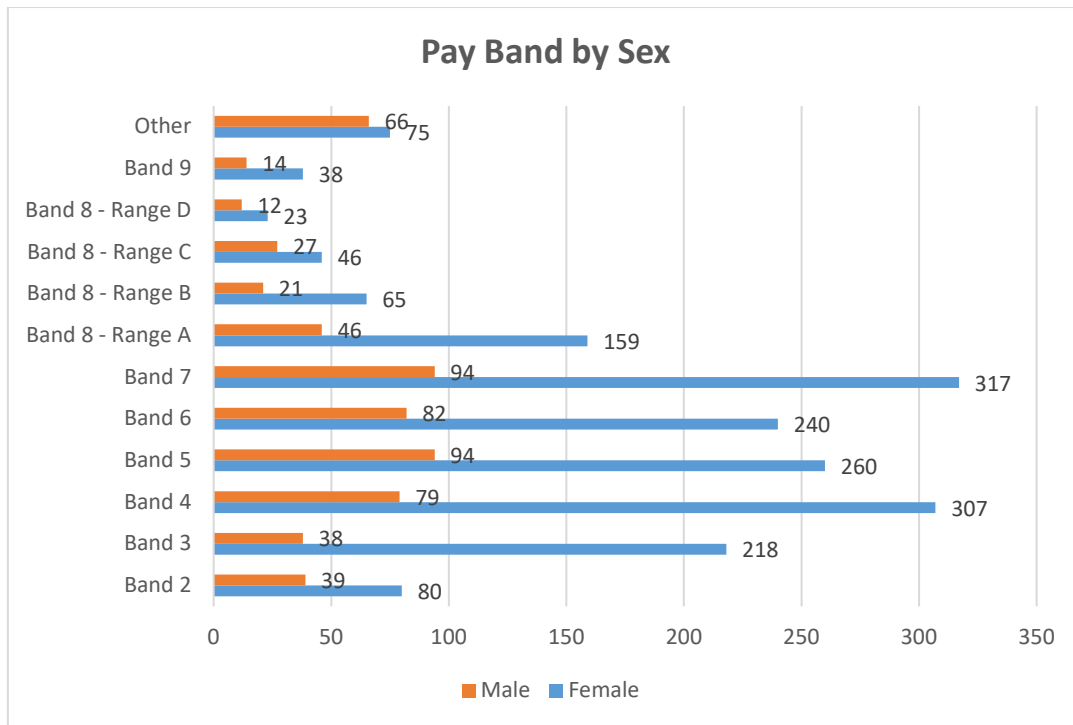
- 148 people were from BAME backgrounds and 1964 from other white backgrounds; 328 did not state their ethnic background.
- 147 people considered themselves to be disabled and 1808 said they were not disabled; 110 did not declare their disability status and 375 did not respond.
- 118 people identified as lesbian, gay or bisexual, while 1845 identified as heterosexual; 191 did not declare their sexuality, 8 identified as another sexual orientation or undecided and 278 did not respond.
- 920 people identified as Christian, 556 identified as atheist and 232 people identified as 'Other'. Other faiths represented in the workforce were Buddhism, Hinduism, Islam and Sikhism. A total of 284 people did not tell us their religious belief and 385 did not respond.

## **4.1 Sex**

Women make up most of our workforce, with 75% female and 25% male employees, as at 31 March 2022. This remains unchanged from last year. The information in Figure 1 covers the reporting period 2021–2022. 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

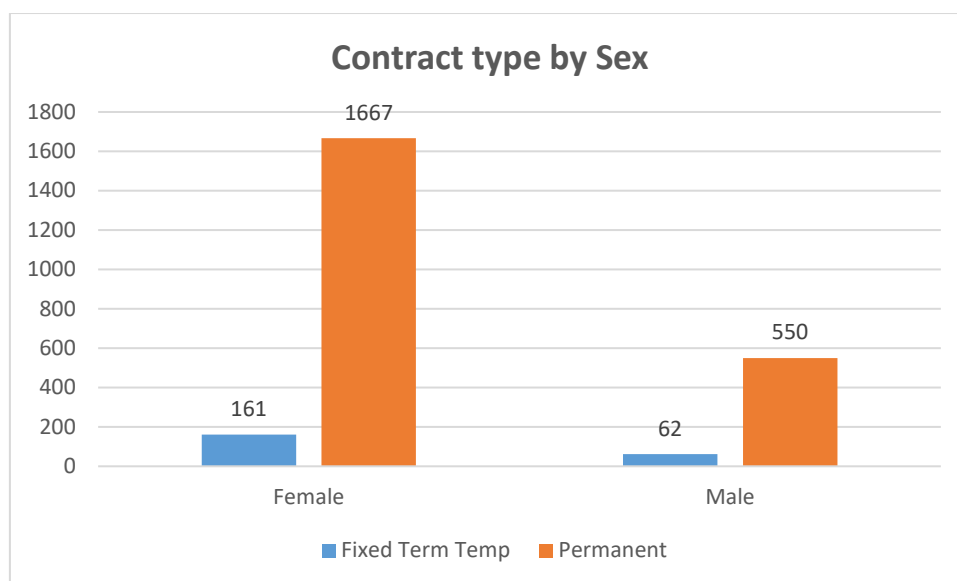
**Table 1: Staff group by sex**

Staff group	Female	Male
Add Prof Scientific and Technic	*	*
Additional Clinical Services	291	102
Administrative and Clerical	1018	305
Allied Health Professionals	80	*
Estates and Ancillary	*	*
Healthcare Scientists	278	128
Medical and Dental	67	55
Nursing and Midwifery Registered	85	13
<b>Grand total</b>	<b>1828</b>	<b>612</b>

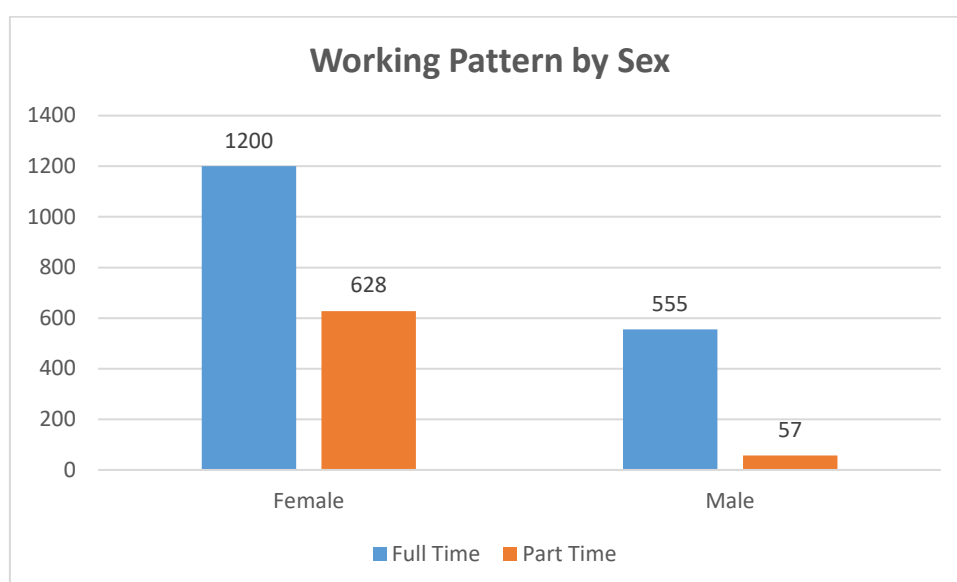
\* Denotes numbers below 10. These have not been included to avoid potential identification of individuals

#### 4.1.3 Contract type and working patterns

**Figure 2: Staff contract type by sex**



**Figure 3: Working pattern by sex**



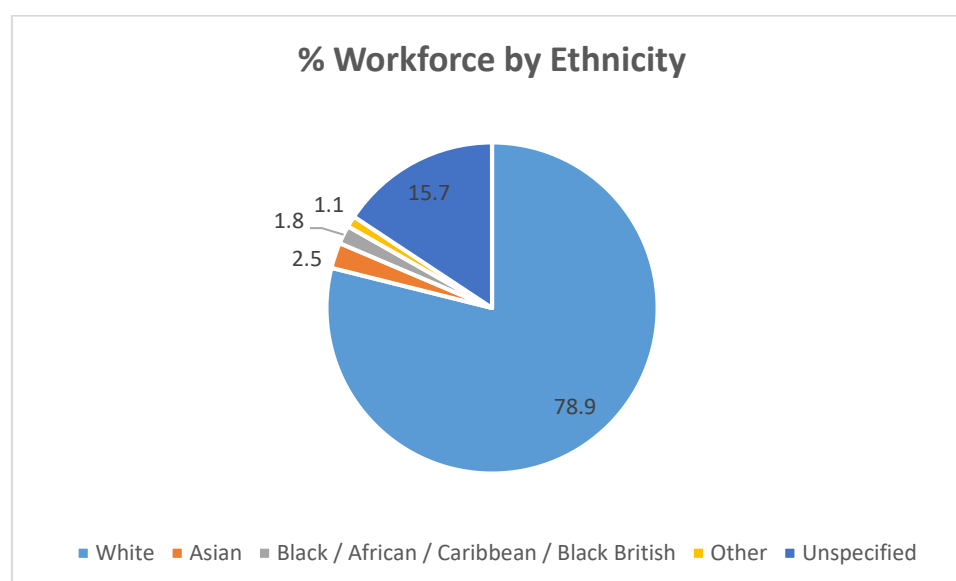
## 4.2 Ethnicity

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 (328) of our workforce chose not to state their ethnicity. Although this figure is an improvement on last year, we continue to undertake 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**



**Table 2: Ethnicity – comparison with Welsh population**

Ethnic group	% of workforce	% of Welsh population
White	78.9	95.4
Asian	2.5	2.3
Black / African / Caribbean / Black British	1.8	0.6
Other	1.1	0.7
Unspecified	15.7	

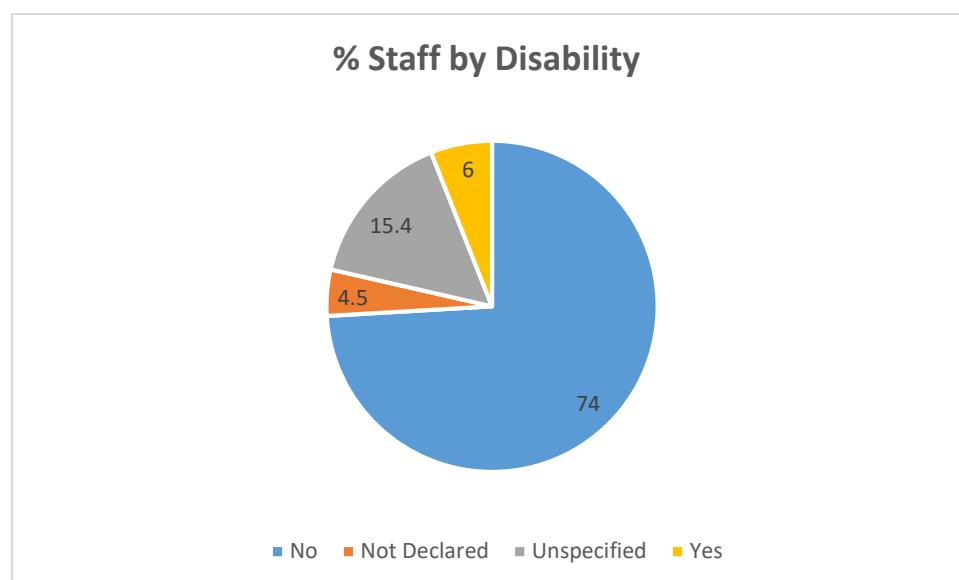
As 1964 of our employees gave their ethnicity as being white, consideration should be given as to how, when recruiting, we can make our workforce more diverse, representative of our local communities, and attract the wealth of skills and expertise this brings. The percentage of BAME employees has increased from 5.7% last year to 6.1% 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**



**Table 3: Disability – comparison with the Welsh population**

	% of workforce	% of Welsh population
No	74	78.3
Not declared	4.5	0.8
Unspecified	15.4	
Yes	6	20.9

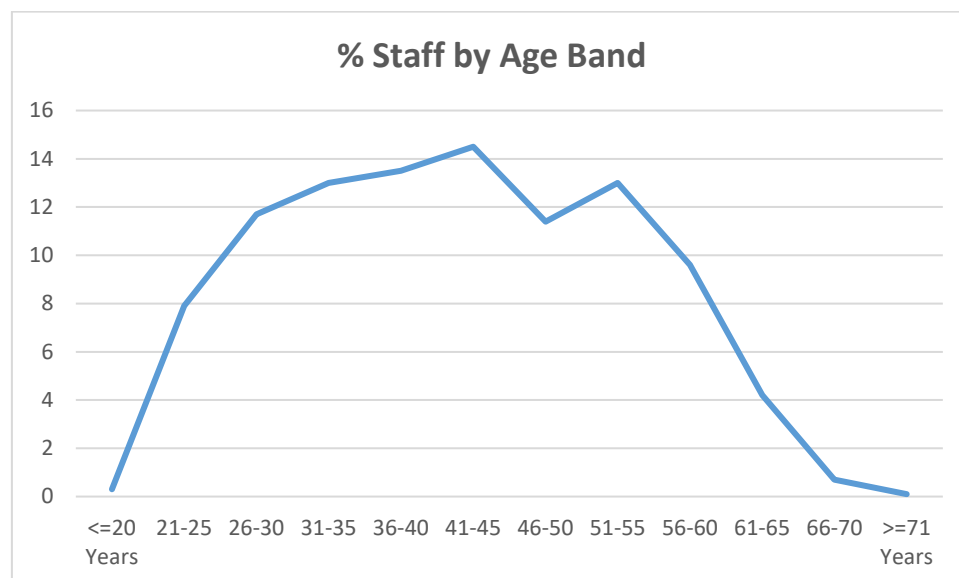
The true number of staff with a disability is not known, as a large proportion of staff (485 people) who gave us disability information fell into the 'Not declared' and 'Unspecified' categories. We are continuing to

review and improve our recruitment processes to make them more inclusive, and to remove any barriers to provide employment opportunities for people with a disability. The percentage has increased from last year from 3.9% to 6%, which is positive and shows that the measures taken to date are having an effect in creating a diverse workforce and an inclusive culture.

#### 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**

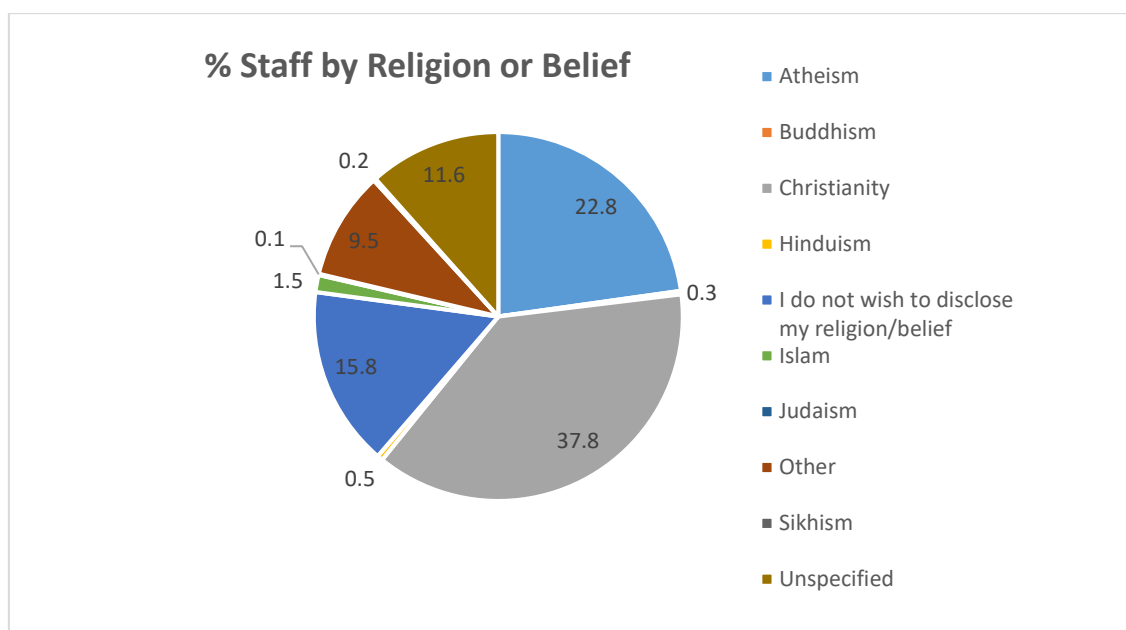


The lowest proportion of staff were in the under 25 and over 61 age groups. To create employment opportunities for younger and older people we plan to build on our offer of apprenticeships and work placements.

#### 4.5 Religion and belief

73% of our workforce voluntarily told us their religion or belief through the ESR system. This is a slight increase on last year where 70% of staff gave this information.

**Figure 7: Percentage of workforce religion and belief**



**Table 4: Religion – comparison with the Welsh population**

Religious belief	Headcount in workforce	% of workforce	% of Welsh population
Atheism	556	22.8	42.7
Buddhism	*	0.3	
Christianity	920	37.8	52.8
Hinduism	12	0.5	
Islam	36	1.5	1.6
Judaism	*	0.1	
Sikhism	*	0.2	
Not disclosed	385	15.8	0.3
Other	232	9.5	
Unspecified	284	11.6	0.3

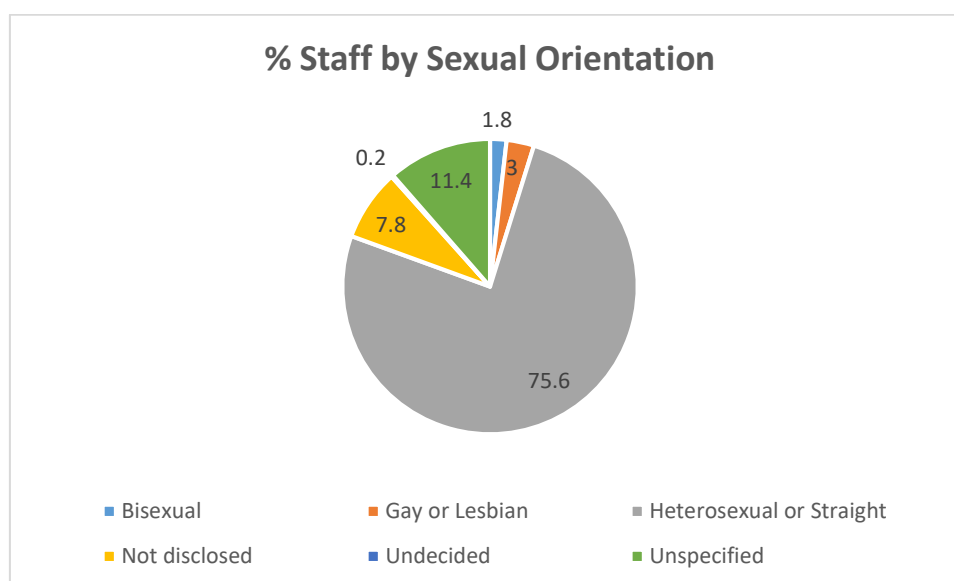
\* Denotes numbers below 10. These have not been included to avoid potential identification of individuals

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 2021–2022, 469 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**



**Table 5: Sexual Orientation – comparison with the Welsh population**

Sexual orientation	% of workforce	% of Welsh population
Bisexual	1.8	0.7
Gay or Lesbian	3	1.4
Heterosexual or Straight	75.6	95.8
Not Disclosed	7.8	0.6
Undecided	0.2	
Unspecified	11.4	

The majority of staff (1845 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 LGB staff has increased from 3.9% last year to 4.8% 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 2022, 1% of our workforce were in civil partnerships and 48.4% were married.

#### **4.9 Pregnancy and maternity**

Between 1st April 2021 and 31st March 2022 93 staff went on Maternity or Adoption Leave, which equates to 3.8% of the workforce.

### **5 Work placements**

Despite much of our workforce continuing to work from home, we identified an opportunity to provide young people in receipt of Universal Credit the opportunity to gain some valuable experience with our trusted workforce. Through the Kickstart scheme, we have seen 7 young people join us who have been offered the opportunity to gain new experiences and learn new skills to ready them for future employment. One of the cohort has been successful in securing a permanent job in the organisation. We have recognised that the placement alone will not be enough, so in the 6 months ahead we have looked at the gaps these young people have and will be running training sessions with a local

college and many other activities to help them grow in confidence and experience.

## **6 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.

During the reporting period, we have undertaken eight formal disciplinary investigations and have received six formal grievances relating to our staff or processes. We have also undertaken ten facilitated conversations, which are now offered under the Respect and Resolution Policy which was implemented in June. Due to the low numbers, information regarding protected characteristics cannot be disclosed for confidentiality reasons.

## **7 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 April 2021 and 31 March 2022, 294 staff left the organisation. This is an increase on last year's figure of 183. Of these, 36 left to relocate, 60 chose to retire, and 198 left for other reasons, including:

- death in service
- dismissal

- employee transfer
- end of fixed-term contract
- Voluntary Early Release Scheme
- health reasons
- lack of opportunities
- voluntary resignation
- promotion
- further education or training
- Work–life balance.

## 8 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.

In July 2021, we procured an online training package from Skill Boosters. The package contains over 55 modules/short training courses



covering a range of equality, diversity and inclusion related topics. These courses offer an in depth look at specific areas, and are designed to equip learners with the knowledge required to undertake their roles in an inclusive way.

As at 31 March 2022, 2054 staff (89% of our employees) had completed compulsory equality, diversity and human rights training.

## **9 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. All contracts must adhere to the Code for Ethical Procurement.

During 2021–22 we have been working closely with our colleagues in the NHS Wales Shared Services Partnership to identify opportunities to improve equity through the procurement process. This has included enhanced training for our staff on where it is appropriate to score against equality and language considerations; a full standardised set of diversity monitoring questions aligned to the 2021 Census, to be passed to companies contracted by us to deliver engagement activities; and detailed guidance on how to ensure contracted companies comply with the relevant Welsh Language Standards on our behalf.

## **10 Conclusion**

While we have been able to report on the specific requirements set by public sector equality duties, we continue 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 are currently developing a set of diversity dashboards for each Directorate, which will assist with workforce planning and enable us to see where we need to target recruitment to become more inclusive. This also helps managers to take ownership for creating a more diverse workforce which reflects the communities we serve. We will 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 further develop our Equality and Diversity training for all staff, so that it is embedded into our other Learning and Development programmes.

Finally, we must continue to further embed equality, diversity and inclusion as part of our everyday business, so that we consider it in everything we do. Our Strategic Equality Plan and Objectives for 2020–2024 supports 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	Short listed	Interview attended	Appointed	Applied %	Short listed %	Interview attended %	Appointed %	Applied	Short listed	Interview attended	Appointed	Applied %	Short listed %	Interview attended %	Appointed %
Gender	Not stated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	Male	604	102	69	18	39.6	16.9	67.7	26	26	*	*	*	48.2	19.2	80	50
	Female	906	228	143	30	59.3	25.2	62.7	21	27	*	*	*	50	33.3	77.8	42.9
	I do not wish to disclose	17	*	*	*	1.1	35.2	67.7	*	*	*	*	*	1.9	*	*	*
Total		1527	336	216	48	100	22	64.3	22.2	54	14	*	*	100	25.9	78.6	45.5
Age	Under 20	14	*	*	*	0.9	7.1	*	*	*	*	*	*	*	*	*	*

	<b>20 - 24</b>	203	46	28	10	13. 3	22.7	60.9	35.7	*	*	*	*	3.7	*	*	*
	<b>25 - 29</b>	308	68	44	*	20. 2	22.1	64.7	11.4	*	*	*	*	5.6	*	*	*
	<b>30 - 34</b>	291	45	28	*	19. 1	15.5	62.2	28.6	12	*	*	*	22. 2	8.3	100	100
	<b>35 - 39</b>	214	37	25	*	14	17.3	67.6	20	10	*	*	*	18. 5	*	*	*
	<b>40 - 44</b>	204	44	32	*	13. 3	21.6	72.3	18.8	*	*	*	*	13	28.6	100	*
	<b>45 - 49</b>	130	37	23	*	8.5	28.5	62.1	13	10	*	*	*	18. 5	60	66.7	25
	<b>50 - 54</b>	64	27	19	*	4.2	42.1	70.4	36.9	*	*	*	*	9.3	60	66.7	50
	<b>55 - 59</b>	66	18	10	*	4.3	27.2	55.6	20	*	*	*	*	5.6	33.3	100	100
	<b>60 - 64</b>	33	13	*	*	2.2	39.4	53.9	28.6	*	*	*	*	3.7	50	100	100
	<b>65+</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Not stated</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>		152 7	336	216	48	100	22	64.2 9	22.22	54	14	11	5	100	25.93	78.5 7	45.45

<b>Ethnic Origin</b>	<b>Not stated</b>	*	*	*	*	0.3	100	100	100	*	*	*	*	5.6	100	100	100
	<b>WHITE - British</b>	758	250	161	41	49.64	32.98	64.4	25.47	21	10	*	*	38.9	47.6	80	25
	<b>WHITE - Irish</b>	13	*	*	*	0.9	15.4	*	*	*	*	*	*	1.9	100	0	0
	<b>WHITE - Any other white background</b>	95	18	12	*	6.2	19	66.7	16.7	*	*	*	*	3.7	*	*	*
	<b>ASIAN or ASIAN BRITISH - Indian</b>	212	14	*	*	13.9	6.6	64.3	*	*	*	*	*	13	*	*	*
	<b>ASIAN or ASIAN BRITISH - Pakistani</b>	54	*	*	*	3.5	3.7	50	*	*	*	*	*	5.6	*	*	*
	<b>ASIAN or ASIAN BRITISH - Bangladeshi</b>	21	*	*	*	1.4	14.3	33.3	*	*	*	*	*	9.3	*	*	*

	<b>ASIAN or ASIAN BRITISH - Any other Asian backgrou nd</b>	41	*	*	*	2.7	9.8	75	*	*	*	*	*	1.9	*	*	*
	<b>BLACK or BLACK BRITISH - Caribbea n</b>	*	*	*	*	0.4	50	33.3	*	*	*	*	*	*	*	*	*
	<b>BLACK or BLACK BRITISH - African</b>	196	13	*	*	12. 8	6.6	69.2	*	*	*	*	*	13	*	*	*
	<b>BLACK or BLACK BRITISH - Any other black backgrou nd</b>	*	*	*	*	0.5	*	*	*	*	*	*	*	*	*	*	*

	<b>MIXED - White &amp; Black Caribbean</b>	*	*	*	*	0.3	*	*	*	*	*	*	*	*	*	*	*
	<b>MIXED - White &amp; Black African</b>	15	*	*	*	1	*	*	*	*	*	*	*	*	*	*	*
	<b>MIXED - White &amp; Asian</b>	10	*	*	*	0.7	10	*	*	*	*	*	*	*	*	*	*
	<b>MIXED - any other mixed background</b>	*	*	*	*	0.4	*	*	*	*	*	*	*	3.7	*	*	*
	<b>OTHER ETHNIC GROUP - Chinese</b>	*	*	*	*	0.4	33.3	100	*	*	*	*	*	1.9	*	*	*
	<b>OTHER ETHNIC GROUP - Any other</b>	39	*	*	*	2.6	18	57.1	*	*	*	*	*	*	*	*	*

	<b>ethnic group</b>																
	<b>I do not wish to disclose my ethnic origin</b>	39	13	*	*	2.6	33.3	69.2	11.1	*	*	*	*	1.9	*	*	*
<b>Total</b>		1527	336	216	48	100	22	64.3	22.2	54	14	11	*	100	25.9	78.6	45.5
<b>Disability</b>		*	*	*	8	0.3	100	100	100	*	*	*	*	5.6	100	100	100
	<b>No</b>	1404	296	191	41	92	21.1	64.5	21.5	41	*	*	*	75.9	22	66.7	16.7
	<b>Yes</b>	91	25	14	*	*	27.5	56	21.4	10	*	*	*	18.5	20	100	50
	<b>I do not wish to disclose whether or not I have a disability</b>	28	11	*	*	1.8	39.3	63.6	*	*	*	*	*	*	*	*	*



<b>Total</b>		1527	336	216	48	100	22	64.3	22.2	54	14	11	*	100	25.9	78.6	45.5
<b>Guaranteed interview scheme</b>	<b>Not stated</b>	746	144	88	22	48.9	19.3	61.1	25	23	7	5	3	42.3	30.4	71.4	60
	<b>No</b>	725	179	121	25	47.5	24.7	67.6	20.7	24	5	4	1	44.4	20.8	80	25
	<b>Yes</b>	56	13	7	1	3.7	23.2	53.9	14.3	7	2	2	1	13	28.6	100	50
<b>Total</b>		1527	336	216	48	100	22	64.3	22.2	54	14	11	5	100	25.9	78.6	45.5
<b>Disability Description</b>	<b>Not stated</b>	701	177	124	33	45.9	25.3	70	26.2	24	*	*	*	44.4	33.3	87.5	57.1
	<b>None / Not Applicable</b>	735	134	78	12	48.1	18.2	58.2	15.4	20	*	*	*	37	20	50	*
	<b>Physical impairment</b>	*	*	*	*	0.5	50	100	25	*	*	*	*	*	*	*	*
	<b>Sensory impairment</b>	*	*	*	*	0.3	40	50	*	*	*	*	*	*	*	*	*

	Mental health condition	19	*	*	*	1.2	31.6	50	*	*	*	*	*	*	*	*	*
	Learning disability/ difficulty	15	*	*	*	1	13.3	50	*	*	*	*	*	*	*	*	*
	Long-standing illness	30	10	*	*	2	33.3	40	50	*	*	8	*	13	28.6	100	50
	Other	14	*	*	*	0.9	7.1	100	*	*	*	*	*	5.6	*	*	*
Total		1527	336	216	48	100	22	64.3	22.2	54	14	11	*	100	25.9	78.6	45.5
Sexual Orientation	Not stated	*	*	*	*	0.3	100	100	100	*	*	*	*	5.6	100	100	100
	Heterosexual or Straight	1312	286	181	38	85.9	21.8	63.3	21	39	*	*	*	72.2	20.5	75	16.7
	Gay or Lesbian	45	*	*	*	3	13.3	33.3	*	*	*	*	*	3.7	100	50	100
	Bisexual	43	13	*	*	2.8	30.2	69.2	22.2	*	*	*	*	*	*	*	*
	Other sexual	12	*	*	*	0.8	8.3	100	100	*	*	*	*	11.1	16.7	100	*

	<b>orientation not listed</b>																
	<b>Undecided</b>	*	*	*	*	0.5	28.6	100	50	*	*	*	*	*	*	*	*
	<b>I do not wish to disclose my sexual orientation</b>	104	24	17	*	6.8	23.1	70.8	11.8	*	*	*	*	7.4	*	*	*
<b>Total</b>		1527	336	216	48	100	22	64.3	22.2	54	14	11	*	100	25.9	78.6	45.5
<b>Transgender</b>	<b>Not stated</b>	1527	336	216	48	100	22	64.3	22.2	54	14	11	*	100	25.9	78.6	45.5
<b>Total</b>		1527	336	216	48	100	22	64.3	22.2	54	14	11	*	100	25.9	78.6	45.5
	<b>Not stated</b>	*	*	*	*	0.3	100	100	100	*	*	*	*	5.6	100	100	100

<b>Marital Status</b>	<b>Single</b>	744	161	95	24	48.7	21.6	59	25.3	19	*	*	*	35.2	*	*	*
	<b>Married</b>	603	122	88	16	39.5	20.2	72.1	18.2	27	*	*	*	50	33.3	88.9	25
	<b>Civil partnership</b>	18	*	*	*	1.2	16.7	66.7	50	*	*	*	*	1.9	*	*	*
	<b>Legally separated</b>	*	*	*	*	0.3	25	100	*	*	*	*	*	*	*	*	*
	<b>Divorced</b>	65	16	*	*	4.3	24.6	50	12.5	*	*	*	*	3.7	50	*	*
	<b>Widowed</b>	*	*	*	*	0.5	57.1	75	*	*	*	*	*	*	*	*	*
	<b>Other</b>	24	*	*	*	1.6	29.2	57.1	25	*	*	*	*	*	*	*	*
	<b>I do not wish to disclose this</b>	58	18	11	*	3.8	31	61.1	9.1	*	*	*	*	3.7	50	*	*
<b>Total</b>		1527	336	216	48	100	22	64.29	22.22	54	14	11	*	100	25.93	78.57	45.45
<b>Religion</b>	<b>Not stated</b>	*	*	*	*	0.3	100	100	100	*	*	*	*	5.6	100	100	100

	<b>Atheism</b>	255	79	49	15	16.7	31	62	30.6	*	*	*	*	11.1	66.7	100	50
	<b>Buddhism</b>	14	*	*	*	0.9	7.1	100	*	*	*	*	*	3.7	50	*	*
	<b>Christianity</b>	655	139	90	20	42.9	21.2	64.8	22.2	22	*	*	*	40.7	22.7	60	*
	<b>Hinduism</b>	127	*	*	*	8.3	4.7	83.3	*	*	*	*	*	9.3	*	*	*
	<b>Islam</b>	135	*	*	*	8.8	6.7	33.3	*	10	*	*	*	18.5	*	*	*
	<b>Jainism</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Judaism</b>	*	*	*	*	0.1	50	100	*	*	*	*	*	*	*	*	*
	<b>Sikhism</b>	*	*	*	*	0.5	12.5	100	*	*	*	*	*	*	*	*	*
	<b>Other</b>	152	42	26	*	10	27.6	61.9	15.4	*	*	*	*	1.9	*	*	*
	<b>I do not wish to disclose my religion/belief</b>	175	54	36	*	11.5	30.9	66.7	13.9	*	*	*	*	9.3	20	100	*
<b>Total</b>		1527	336	216	48	100	22	64.3	22.2	54	14	11	*	100	25.9	78.6	45.5

<b>Source</b>	<b>Not stated</b>	12	12	12	12	0.8	100	100	100	*	*	*	*	3.7	100	100	100
	<b>BMJ - British Medical Journal</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>BMJ Careers Website</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>British Dental Journal / Career Choice - Journal</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>British Dental Journal / Career Choice - Web-site</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Facebook</b>	*	*	*	*	0.4	*	*	*	*	*	*	*	*	*	*	*
	<b>Global Medical</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

	<b>Google</b>	60	*	*	*	3.9	15	88.9	*	*	*	*	*	5.6	*	*	*
	<b>Guardian Website</b>	*	*	*	*	0.1	*	*	*	*	*	*	*	*	*	*	*
	<b>HealthJobsUK.com / NursingNetUK.com</b>	62	*	*	*	4.1	14.5	66.7	*	*	*	*	*	1.9	*	*	*
	<b>Hospital Doctor</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Lancet (The )</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>LinkedIn</b>	89	14	*	*	5.8	15.7	57.1	25	*	*	*	*	5.6	*	*	*
	<b>People Exchange Cymru</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Public Health Wales NHS Trust Website or intranet</b>	49	18	14	*	3.2	36.7	77.8	14.3	*	*	*	*	1.9	100	*	*

	RightJob	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	Employer vacancy bulletin	10	*	*	*	0.7	40	100	25	*	*	*	*	3.7	50	100	100
	Twitter	10	*	*	*	0.7	40	75	*	*	*	*	*	1.9	*	*	*
	jobs.ac.uk web-site	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	NHS Jobs - nhsjobs.com or nhsjobs.net	224	62	34	*	14.7	27.7	54.9	17.7	*	*	*	*	9.3	20	100	*
	www.jobs.nhs.uk	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	Other	68	23	16	*	4.5	33.8	69.9	37.5	*	*	*	*	14.8	50	50	50
	Bio Medical Journal / Gazette	*	*	*	*	0.1	100	100	*	*	*	*	*	*	*	*	*



	<b>British Journal of Midwifery</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Friend or work colleague told me</b>	53	28	25	*	3.5	52.8	89.2	28	*	*	*	*	5.6	100	100	33.3
	<b>Guardian Newspaper</b>	*	*	*	*	0.1	50	100	*	*	*	*	*	*	*	*	*
	<b>Health Service Journal (HSJ) Website</b>	*	*	*	*	0.6	11.1	100	*	*	*	*	*	*	*	*	*
	<b>Health Service Journal Magazine</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Indeed</b>	197	27	17	*	12.9	13.7	63	*	*	*	*	5.6	*	*	*	*
	<b>Job Centre</b>	*	*	*	*	0.7	*	*	*	*	*	*	*	*	*	*	*

	<b>Job Centre Website</b>	*	*	*	*	0.2	*	*	*	*	*	*	*	*	*	*	*
	<b>Job Fair Stall</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Nursing Standard Journal</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Nursing Times - Journal</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Nursing Times - Website</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>People Management</b>	*	*	*	*	0.2	66.7	100	50	*	*	*	*	*	*	*	*
	<b>Pharmaceutical Journal</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Pharmaceutical Journal Web-site</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

	<b>Physiotherapy Frontline Website</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Physiotherapy Frontline</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>RAD (Radiographers)</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>RCN Bulletin - paper version</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>RCN Bulletin on bs.co.uk - web-site</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Radio advertisement</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Royal College of Midwives</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

	<b>(RCM) Bulletin</b>																
	<b>Synergy News (Radiogra phy Today)</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>The Diversity Group Jobsite</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>jobsite.co .uk</b>	*	*	*	*	0.5	25	*	*	*	*	*	*	1.9	*	*	*
	<b>staffnurs e.com</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>www.bod ma.com web-site</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>jobs.nhs. uk</b>	635	118	64	11	41. 58	18.58	54.2 4	17.19	20	*	*	*	37. 04	10	100	*
	<b>Search Engine</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

	<b>Careers Fairs</b>	*	*	*	*	0.1	*	*	*	*	*	*	*	*	*	*	*
	<b>British Dental Journal</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>British Medical Journal</b>	*	*	*	*	0.1	*	*	*	*	*	*	*	1.9	*	*	*
	<b>College of Occupational Therapists</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Community Care</b>	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>GP</b>	*	*	*	*	0.1	*	*	*	*	*	*	*	*	*	*	*
	<b>Health Service Journal</b>	*	*	*	*	0.1	*	*	*	*	*	*	*	*	*	*	*

