

Velindre University NHS Trust Equality Monitoring report 31 March 2021

The data includes NHS Wales Information Systems and NHS Wales Shared Services Partnership. NHS Wales Information Systems ceased to be hosted by Velindre University NHS Trust on 1 April 2021 and are therefore all coded as Leavers within the year.

Ethnic Origin

Ethnic Origin	Headcount	%
Asian	196	3.83
Black	89	1.74
Chinese	15	0.29
Mixed	72	1.41
Not Stated or Unspecified	717	14.03
Other	20	0.39
White	4002	78.30
Grand Total	5111	100.00

Age Profile

Age Band	Headcount	%
<=20 Years	22	0.43
21-25	393	7.69
26-30	742	14.52
31-35	744	14.56
36-40	607	11.88
41-45	545	10.66
46-50	607	11.88
51-55	630	12.33
56-60	508	9.94
61-65	245	4.79
66-70	45	0.88
>=71 Years	23	0.45
Grand Total	5111	100.00



Religious Beliefs

Religious Belief	Headcount	%
Atheism	853	16.69
Buddhism	12	0.23
Christianity	1883	36.84
Hinduism	35	0.68
I do not wish to disclose my religion,	671	13.13
Islam	98	1.92
Judaism	2	0.04
Other	389	7.61
Sikhism	6	0.12
Unspecified	1162	22.74
Grand Total	5111	100.00

Sexual Orientation

Sexuality	Headcount	%
Bisexual	32	0.63
Gay or Lesbian	71	1.39
Heterosexual or Straight	3552	69.50
Not stated (person asked but declined to provide a response)	307	6.01
Other sexual orientation not listed	2	0.04
Undecided	5	0.10
Unspecified	1142	22.34
Grand Total	5111	100.00

Gender Reassignment or Gender Identity

The ESR system currently does not have the data fields to allow for the collection of data on gender reassignment or gender identity.



Disability

Disability	Headcount	%
No	3425	67.01
Not Declared	156	3.05
Prefer Not To Answer	4	0.08
Unspecified	1321	25.85
Yes	205	4.01
Grand Total	5111	100.00

Marital Status

Marital Status	Headcount	%
Civil Partnership	62	1.21
Divorced	266	5.20
Legally Separated	22	0.43
Married	2356	46.10
Single	1613	31.56
Unknown	460	9.00
Widowed	32	0.63
(blank)	300	5.87
Grand Total	5111	100.00

Pregnancy and Maternity

On Maternity	Headcount	%
Yes	102	2.00
No	5009	98.00
Grand Total	5111	100.00



Employment Category by Gender

Employment Category By Gender	Headcount	Headcount	Grand Total
	Female	Male	
Full Time	2013	1846	3859
Part Time	1033	219	1252
Grand Total	3046	2065	5111

Pay Scales by Gender

Pay Grade By Gender	Female	Male	Total
Band 2	239	356	595
Band 3	501	217	718
Band 4	441	184	625
Band 5	447	262	709
Band 6	406	253	659
Band 7	313	201	514
Band 8 - Range A	122	130	252
Band 8 - Range B	70	66	136
Band 8 - Range C	36	58	94
Band 8 - Range D	15	16	31
Band 9	6	12	18
Consultant	52	37	89
Other	19	16	35
Specialty Doctor	5	3	8
Specialty Registrar	374	254	628
Grand Total	3046	2065	5111

Profession by Gender

Profession by Gender	Female	Male	Total
Add Prof Scientific and Technic	50	21	71
Additional Clinical Services	300	121	421
Administrative and Clerical	1767	1169	2936
Allied Health Professionals	118	23	141
Estates and Ancillary	68	359	427
Healthcare Scientists	91	59	150
Medical and Dental	434	296	730
Nursing and Midwifery Registered	215	17	232
Students	3		3
Grand Total	3046	2065	5111

Contract Type by Sex

Contract Type by Gender	Female	Male	Total
Fixed Term Temp	670	429	1099
Honorary	5	1	6
Non-Exec Director/Chair	1		1
Permanent	2370	1635	4005
Grand Total	3046	2065	5111

Leavers

Row Labels	Count of Employee Number
120 Corporate Division	20
120 Health Technology Wales Division	5
120 NHS Wales Informatics Service Division	858
120 NHS Wales Shared Services Partnership Division	250
120 Research, Development and Innovation Division	4
120 Transforming Cancer Services Division	4
120 Velindre Cancer Centre	94
120 Welsh Blood Service	53
Grand Total	1288



Leavers continued

Employment Category	Headcount	%
Full Time	1081	83.93
Part Time	207	16.07
Grand Total	1288	100.00

Age Band	Headcount	%
<=20 Years	4	0.31
21-25	96	7.45
26-30	206	15.99
31-35	198	15.37
36-40	169	13.12
41-45	153	11.88
46-50	143	11.10
51-55	130	10.09
56-60	101	7.84
61-65	66	5.12
66-70	19	1.48
>=71 Years	3	0.23
Grand Total	1288	100.00

Staff Group	Headcount	%
Add Prof Scientific and Technic	6	0.47
Additional Clinical Services	34	2.64
Administrative and Clerical	1021	79.27
Allied Health Professionals	8	0.62
Estates and Ancillary	29	2.25
Healthcare Scientists	9	0.70
Medical and Dental	150	11.65
Nursing and Midwifery Registered	29	2.25
Students	2	0.16
Grand Total	1288	100.00

Employment Category By Gender	Headcount	Headcount	Grand Total
	Female	Male	
Full Time	445	636	1081
Part Time	156	51	207
Grand Total	601	687	1288



Pay Grade By Gender	Female	Male	Total
A & C Trust Payspine - Grade C	1		1
Adhoc	8	4	12
Band 2	30	25	55
Band 3	39	22	61
Band 4	72	49	121
Band 5	108	131	239
Band 6	119	146	265
Band 7	74	107	181
Band 8 - Range A	34	70	104
Band 8 - Range B	16	34	50
Band 8 - Range C	9	24	33
Band 8 - Range D	4	7	11
Band 9	1	4	5
Consultant	2	3	5
Local Salaried GP		1	1
Specialty Doctor	4	2	6
Specialty Registrar	80	58	138
Grand Total	601	687	1288

Profession by Gender	Female	Male	Total
Add Prof Scientific and Technic	6		6
Additional Clinical Services	23	11	34
Administrative and Clerical	443	578	1021
Allied Health Professionals	6	2	8
Estates and Ancillary	5	24	29
Healthcare Scientists	3	6	9
Medical and Dental	86	64	150
Nursing and Midwifery Registered	27	2	29
Students	2		2
Grand Total	601	687.00	1288

Contract Type by Gender	Female	Male	Total
Fixed Term Temp	138	115	253
Permanent	463	572	1035
Grand Total	601	687	1288



Gender	Headcount	%
Female	601	46.66
Male	687	53.34
Grand Total	1288	100.00

Sexuality	Headcount	%
Bisexual	9	0.70
Gay or Lesbian	19	1.48
Heterosexual or Straight	942	73.14
Not stated (person asked but declined to provide a response)	93	7.22
Undecided	2	0.16
Unspecified	223	17.31
Grand Total	1288	100.00

Religious Belief	Headcount	%
Atheism	283	21.97
Buddhism	6	0.47
Christianity	438	34.01
Hinduism	12	0.93
I do not wish to disclose my religion/belief	168	13.04
Islam	29	2.25
Judaism	1	0.08
Other	116	9.01
Sikhism	2	0.16
Unspecified	233	18.09
Grand Total	1288	100.00

Ethnic Origin	Headcount	%
Asian	48	3.73
Black	18	1.40
Chinese	1	0.08
Mixed	17	1.32
Not Stated or Unspecified	160	12.42
Other	4	0.31
White	1040	80.75
Grand Total	1288	100.00

Disability	Headcount	%
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No	955	74.15
Not Declared	52	4.04
Prefer Not To Answer	1	0.08
Unspecified	235	18.25
Yes	45	3.49
Grand Total	1288	100.00

Marital Status	Headcount	%
Civil Partnership	16	1.24
Divorced	66	5.12
Legally Separated	4	0.31
Married	555	43.09
Single	451	35.02
Unknown	136	10.56
Widowed	8	0.62
(blank)	52	4.04
Grand Total	1288	100.00

On Maternity	Headcount	%
Yes	12	0.93
No	1276	99.07
Grand Total	1288	100.00