



**GIG**  
CYMRU  
**NHS**  
WALES

Addysg a Gwella Iechyd  
Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)

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**I am looking for statistics on ethnic diversity in the NHS workforce in Wales (specifically a rough overview, of the % of the workforce who have reported their ethnicity as any non-white group). Is this something you might be able to help with? (It's to update [this House of Commons Library paper](#)).**

For background information, HEIW was established on 1 October 2018 and is the only Special Health Authority within NHS Wales. We sit alongside Health Boards and Trusts, and have a leading role in the education, training, development, and shaping of the healthcare workforce in Wales, in order to ensure high-quality care for the people of Wales.

Unfortunately, I am unable to answer your question regarding NHS Wales as a whole or individual Health Boards and Trusts. For this information you will need to approach each individual Health Board and Trust directly. Details of Health Boards and Trusts can be found at <http://www.wales.nhs.uk/nhswalesaboutus/structure>

However, I am able to provide the information applicable to HEIW. Please see overleaf information as requested based on the detail held in Electronic Staff Record (ESR) system as at 29 February 2020.

Table 1 shows the ethnic origin detail for all HEIW staff, and Table 2 shows those who have identified themselves as non-white.

Please note – Not every individual working for HEIW has completed this information (currently just over 40%), as such Table 2 includes two percentage figures. The first column is the percentage based on the total headcount (1.72%) and the second column is the percentage of those who have updated this information (4.27%).

**Table 1**

<b>HEIW - Ethnic Origin Detail @ Feb 2020</b>	
<b>Ethnic Origin</b>	<b>% of Total Headcount</b>
White - British	32.76%
White - Any other White background	0.25%
White English	0.25%
White Welsh	4.68%
Mixed - White & Black Caribbean	0.25%
Mixed - White & Black African	0.25%
Asian or Asian British - Indian	1.23%
Black or Black British - African	0.25%
Chinese	0.25%
Not Stated	0.25%
Unspecified	59.61%
<b>Total</b>	<b>100.00%</b>

*Data Source: ESR BI - NHS WF Profile Dashboard Diversity Detail*

**Table 2**

<b>HEIW - Non-White Ethnic Origin Detail @ Feb 2020</b>		
<b>Ethnic Origin</b>	<b>% of Total Headcount</b>	<b>% of Updated Ethnic Origins</b>
Asian or Asian British - Indian	1.23%	3.0%
Black or Black British - African	0.25%	0.6%
Chinese	0.25%	0.6%
<b>Total Non White Ethnic Origin</b>	<b>1.72%</b>	<b>4.3%</b>

*Data Source: ESR BI - NHS WF Profile Dashboard Diversity Detail*