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

HEIW OUR ANNUAL EQUALITY REPORT



2021 – 2022

TRANSFORMING THE WORKFORCE
FOR A HEALTHIER WALES

WELCOME FROM OUR CHIEF EXECUTIVE

We are delighted to publish our Annual Equality Report which covers the reporting period 1st April 2021 to 31st March 2022.

This period has seen HEIW continue to respond to the global pandemic by adapting the way in which we usually work. Our clinicians continue to work on the frontline, and our staff have continued to step up and support key areas like the vaccine programme, training, workforce wellbeing and supporting student and trainee education.

We continue to be proud of how our staff have adapted and have continued to ensure that staff wellbeing, Equality, Diversity and Inclusion have been at the forefront of our deliverables.

This report highlights some of our key activities, across our functions to further advance equality in line with our Strategic Equality Plan (SEP) objectives and how we are working together to meet our general and specific duties as defined in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 (the 2011 Regulations): the Public Sector Equality Duty.

We continue to be committed to having a diverse workforce reflective of the people and communities of Wales and value our workforce's individual uniqueness and diversity.

We believe that this helps us to deliver services that reflect the needs of everyone in our community. We fundamentally believe that Equality, Diversity, and Inclusion are not just a tick-box exercise, or a nice to have but should be embedded across everything that we do.



Ms Alex Howells
Chief Executive



INTRODUCTION

2020 saw the launch of our first Strategic Equality Plan which set out our intended direction of travel over the next four years to strengthen our approach to advancing equality, eliminating discrimination and fostering good relations between those who share a protected characteristic and those who do not.

This Annual Equality Report will highlight our first-year progress in delivering our Equality Objectives with a focus on our current workforce, attraction, education and training of the future health workforce and leaders in NHS Wales and our engagement with our stakeholders, communities, and service users.

Our Legal Duties

Under the public sector equality general duty, public authorities must:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Protective Characteristics under the Equality Act 2010:

- Age
- Pregnancy and maternity
- Race
- Disability
- Marriage and civil partnerships
- Sex
- Gender Reassignment
- Religion or belief
- Sexual Orientation

And to have due regard for advancing equality by:

- Removing or minimising disadvantages experienced by people due to their protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.



As well as the general duty, we must meet the specific duties, which are set out in the Equality Act 2010 (Statutory Duties) and the (Wales) Regulations 2011.

These duties came into force in Wales on 6 April 2011 and include:

- Developing Strategic Equality Plans which include our equality objectives.
- Involving the public and our partners from protected groups when developing plans and policies and shaping services
- Completing appropriate equality impact assessments.
- Collecting and publishing information about equality, employment, and differences in pay
- Promoting equality-based staff training.
- Considering equality when buying services and agreeing contracts.
- Publishing our Annual Equality Report.
- Reviewing our equality plans and objectives to make sure they are current
- Making sure people can access the information we provide

At HEIW we also consider those who are Carers; whose first language is Welsh and those living in poverty when assessing the impacts of our work.

We recognise and understand that individuals don't just have a single characteristic and that the interconnected nature of these multiple characteristics, referred to as intersectionality, can combine to create unique modes of discrimination, barriers and experiences for people.





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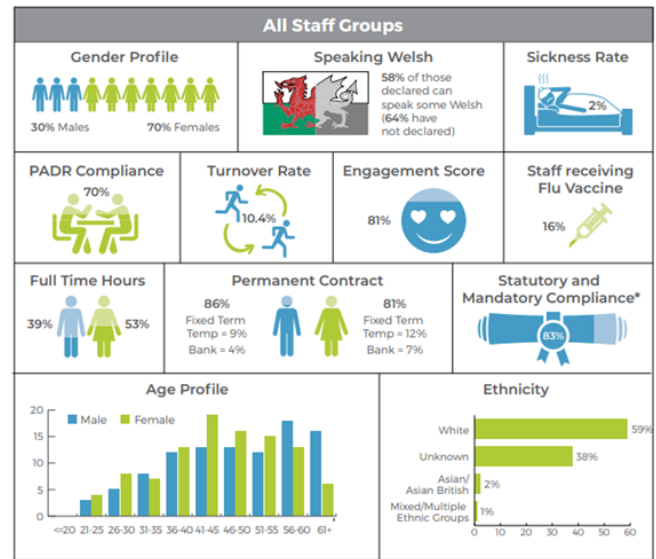


OUR HEIW, OUR CULTURE, VALUES AND BEHAVIOURS

HEIW is a unique organisation in NHS Wales, established in 2018 as a Special Health Authority with a leading role in the education, training, development and shaping of the healthcare workforce in Wales.

As a workforce-focused organisation, our culture, and the way we do business are very important to us. Our aspiration continues to be an excellent employer and a great place to work, we want our workforce to be happy, healthy and engaged and we promote wellbeing, equality, diversity, inclusion and bilingualism within HEIW, in line with the national Workforce Strategy for Health and Social Care.

We recognise that our workforce is not only distributed across Wales but successfully embraced home working as a result of the pandemic. It is critical that we have a motivated, engaged, and sustainable workforce that is competent, confident and with the appropriate capacity to help us deliver our priorities. We are keen to support the development of our existing staff, as well as being attractive to new staff.



*Excludes employees who work 0.3 FTE or less

We have a national award-winning Values and Behaviours framework which was developed by our staff.

Our values are:



Respect for all:
in every contact we have with others



Together as a Team:
we will work with colleagues across NHS Wales and with partner organisations



Ideas that improve:
harnessing creativity, and continuously innovating and evaluating

We continue to embed the values and behaviours into our policies, practices and processes and will take all opportunities to be a role model for the national work we are leading on compassionate and collective leadership.

Our Workforce

Our workforce is made of over 500 individuals who have come from a range of backgrounds including frontline NHS services, various education settings as well as other public sector services or professional sectors such as finance and IT. Appendix 1 contains an analysis of our workforce equality data) we hold about the staff as of the 31st March 2022.

It should be noted that our workforce data broken down into protective characteristics is sourced directly through Electronic Service Record (ESR) and as such uses the same language and categories. This information relies on staff voluntary reporting it themselves through ESR.

It is fair to say that this information is not comprehensive as highlighted through a number of fields identified as unspecified.

As part of our ongoing commitment to progress equality within HEIW and meeting our general and specific duties as defined in the public sector equality duty (2011), we have set clear actions within our Strategic Equality Plan 2020-2024 to train managers and increase staff confidence through awareness raising of the importance of collecting this information.



500+ Staff



Across Wales

WHAT WE DO: OUR FUNCTIONS

We undertake a wide range of functions as outlined below which together help us to achieve and deliver our vision and purpose:

Education commissioning and delivery

We plan, commission, and deliver education and training for a wide range of health professional groups, and incorporate the Deaneries for Medicine, Dental and Pharmacy. This includes undergraduate, postgraduate and CPD activities.

This is what the majority of our budget is spent on and through the commissioning approach HEIW ensures value and sustainable outcomes are delivered for the NHS system, and promotes equality, diversity and inclusion and the use of the Welsh language

Quality management

We quality manage education and training provision ensuring it meets required standards, and improvements are made where needed. This includes supporting educators, trainers, trainees, students and working closely with education providers, NHS organisations and regulators. We have a specific role supporting the GMC in relation to quality of postgraduate medical education.

Supporting regulation

We play a key role representing Wales in liaison with regulators, working within the policy framework established by the Welsh Government. We also undertake, independently of the Welsh Government, specific regulatory support roles

Workforce intelligence

We aim to be recognised as a primary source for information and intelligence about the Welsh health workforce. We provide analytical insight and intelligence to support the development of the current and future shape of the workforce and act as a central body to identify and analyse sources of intelligence from Wales, UK and abroad.

Workforce strategy and planning

We provide strategic leadership for workforce planning, working with Health Boards and Trusts, Social Care Wales and the Welsh Government to produce a forward strategy to transform the workforce to deliver new health and social care models of service delivery. In addition, through this process, we identify and develop new workforce models required within the NHS and fosters equality, including a bilingual workforce.

WHAT WE DO: OUR FUNCTIONS

Leadership development and succession planning

We are leading and developing the strategic direction for compassionate and collective leadership at all levels, talent management and succession planning for NHS Wales.

Careers and widening access

We provide the strategic direction for promoting health careers and the widening access agenda, with a clear focus on opening access to the many people in our communities that have valuable skills and experience currently underrepresented in our workforce.

Professional support for workforce and organisational development (OD):

We have an express function to support the development of the workforce and OD profession within Wales.

Workforce Transformation and Improvement

We provide strategic and practical support for workforce transformation and improvement, including skills development, role design, Continuing Professional Development and career pathway development.

This work links closely with the development of new workforce models to underpin strategic developments in the NHS including the Strategic Programme for Primary Care, Working Together for Mental Health, national programmes and the strategic programmes led by the NHS Wales Collaborative. We also also responsible for the Nurse Staffing Levels (Wales) Act 2016 and the workforce implications arising from the Healthcare Sciences and the Allied Health Professionals Framework.



HEIW values diversity and recognises that the organisation is greatly enhanced by the wide range of backgrounds, experiences, views, beliefs, and cultures represented within its workforce. We aim to embrace diversity and proudly acknowledge that variety and difference are intrinsic to the wellbeing and future development of HEIW





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OUR KEY ACTIVITIES

We are pleased to take this opportunity to showcase key activities that took place between the 1st of April 2021 to 31st of March 2022 in respect of our core functions against the first year of our Strategic Equality Plan

Objective 1:

Increase workforce diversity and inclusion

Action: Promote a culture of inclusivity and compassion, reflective in our values and behaviours

Hidden Disabilities Series

In April 2021, we launched our Hidden disability series which highlighted that the term 'disabled' does not just apply to those who have viable impairments. Through a series of blogs, our workforce shared with us their personal stories of living and working with a hidden disability and supporting family and friends.

The aim of these blogs was to raise awareness, tackle stigma and challenge perceptions on topics such as Developmental Language Disorder (DLD), Wolff-Parkinson-White (WPW) syndrome, dyslexia, and dyspraxia. As a result, we saw an increase in individuals seeking support.

We provided several Work Needs Assessments (WNA) which were completed by the British Dyslexia Association (BDA) and provided staff with hardware such as headphones, and software including grammar software tools.

We were able to share best practices, support and resources across the workforce highlighting how specific activities like the perception of time, lighting in the office and planning can support our workforce outputs and put individuals in control. We would like to take this opportunity to thank all those who contributed to and supported this campaign across the HEIW workforce.



Our Inclusion Champions Network

Our Inclusion Champions Network is made up of over 20 individuals who have either self-identified as having a protected characteristic, represent Welsh Language and wellbeing or are passionate about equality, diversity, and inclusion.

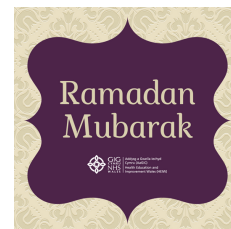
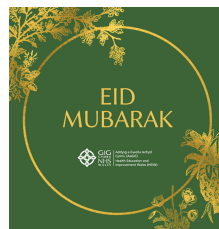
This group has continued to champion equity and equality within the organisation and raise the profile of and celebrate equality, diversity, and inclusion. The champions were instrumental in supporting the Hidden Disabilities series by providing HEIW with several resources and learning tools.

The Champions have also celebrated:

- Diversity and Inclusion Week
- International Day of Women and Girls in Science
- LGBTQ+ month
- Welsh Language Music Day
- International Women's Day
- International Men's Day

In addition to supporting:

- Holocaust Memorial Day
- EID and Ramadan
- Pride Cymru
- Black History Month
- Tran Health Week
- International Men's Day
- White Ribbon Day
- Purple Light Up for Disability Month.



Action: Develop, deliver and evaluate learning and development programmes which raise awareness of equality, inclusion, well-being and Welsh Language within our workforce and for our Board.

Equality, Diversity, and Inclusion (EDI) Steering Group

We have established an EDI Steering Group that focuses on the delivery of the EDI objectives in our Integrated Medium-Term Plan (IMTP), the Strategic Equality Plan (SEP), the Public Sector Partnership and our contribution to the Race Equality Action Plan (REAP), now called the Anti-racist Wales Action Plan (ARWAP).

HEIW has been fully engaged with the development of Welsh Government's draft REAP with the aim of tackling racism and promoting race equality to ensure Wales becomes a country that is proudly anti-racist, where everyone is treated as an equal citizen.

Our Medical Director is a member of the First Minister's REAP Steering Committee, which has led on this work. Our previous EDI Group has been relaunched as an EDI network which is made up of individuals who represent each function within HEIW and plays an important role in sharing best practices across our organisation

Welsh Language

We have established a thriving Welsh Language community at HEIW, and Welsh language lessons continue to have great uptake, now with more than 50 registered learners. This is an addition to several staff "Welsh chat" initiatives which have started organically, and several staff attending intensive online courses through the National Learning Centre.

Externally, we continue to engage regularly with a wide range of stakeholders. This includes the Welsh Language Commissioner, the Welsh Language Partnership Board, the School of Dentistry and the Deanery. The aim is to establish a continuum of language awareness and learning opportunities at all stages of a health worker's career.

In addition, demand for Welsh language translations continued to rise during this period as our ambition is to become a fully bilingual organisation. Every word translated means that our workforce, students, and stakeholders are able to study and communicate in the language of their choice.

Action: As an exemplar employer, review our local recruitment & selection processes, procedures and practices to attract individuals from diverse backgrounds, cultures and identities.

Equality, Diversity, and Inclusion (EDI) Steering Group

Our People Team have commenced a review of our local recruitment and selection processes, procedures, and practices. Our aim will be to ensure our local recruitment is underpinned by our values and behaviours and that we take a compassionate and inclusive approach to all stages of recruitment and selection.

Our ambition is to ensure that we mitigate any barriers to ensure we attract individuals from diverse backgrounds, cultures, and identities. We aim to launch this policy in 2023.

Action: Ensure that our careers and widening access programmes support our objective to increase workforce diversity and inclusion.

NHS Careers and Widening Access

In November 2021 HEIW launched in both English and Welsh simultaneously an innovative, fully bilingual online platform 'Careersville'. This platform has been

designed to showcase the wide range of career opportunities available across health and social care in Wales and to help our audiences fully understand the opportunities available and make informed choices.



The virtual village houses different elements of health and care opportunities and the associated careers available. Alongside clinical roles such as doctors and nurses, it highlights other essential roles within NHS Wales such as electricians, accountants, and healthcare support workers.

In addition, it contains several resources available for individuals to learn more about the wide range of different careers in the health and care sector, here in Wales. There are also events in the cinema and a Skills Library.

Careersville is currently targeted towards learners and young people aged 14 to 16 but will expand to appeal to all ages as it develops with the addition of new buildings, some of which will be designed to highlight equality, diversity, and inclusion.

To date the Welsh site, Tregyrfa accounted for 27.7% of the total views received in the first week, which dramatically exceeded expectations

Action: Take an intersectional approach to understanding equality, diversity and inclusivity impacts when planning our work and services.

Student and Trainees experiences

In September 2021 we carried out a survey to better understand our student and trainees' experiences and potential challenges they may have encountered in their training due to protected characteristics such as gender, disability and sexual orientation.

This information was triangulated with data from other mechanisms such as the GMC national trainee survey and quality visits. Similar themes and issues were reported, both in terms of the positive aspects to education and training and areas of concern.

As part of this process, we have provided clarification to trainees on processes for raising concerns and widely promoted the support and training on offer via the Professional Support unit which includes active bystander training, unconscious bias and civility in the workplace.



Objective 2:

Addressing the pay gap

Action: We will strive to promote a working environment where our pay gaps are understood, and we look for opportunities to ameliorate differences and barriers where possible.

Gender Pay Gap

We explored our gender data across pay bands and all the different roles within the organisation. We understand our pay gap and we have identified those factors that fall outside of our direct control or within the gift of HEIW to change.

For those areas which do fall within our gift we have committed to several ongoing and future initiatives to address our gender pay gap and support gender equality for women in the workplace.

We have increased our leadership development pathway opportunities for women having recruited over 70% female graduates on our 2-year NHS General Management Graduate Programme.

We have also worked with organisations like Chwarae Teg who use our leadership portal 'Gwella' to host and promote their Inclusive Leadership Programme. The programme highlights the legalities and impact of systemic inequalities in the workplace, placing emphasis on allyship and best practice approaches as a leader.



Objective 3:

Engage with the community

Action: Develop and deliver an annual learning programme celebrating service user engagement and how service user diversity and inclusion has assisted with address inequalities in health and improved practice

Black Voices, Black History Project

In June 2021 were proud to launch our 'Doing the 'write thing' campaign 'Black Voices. Black History, working alongside African Writer Eric Ngalle and Academic Abu Bakr Madden Al-Shabazz.

This initiative has seen us set out to gather and share experiences and stories from our students, trainees, and Specialty and Specialist (SAS) doctors of African and Caribbean heritage, with a focus on Covid-19. This work is supported through HARP SEED, an innovation and research partnership between Arts Council of Wales and Y Lab (Cardiff University & Nesta).

Through this work, it has become clear that although this is not the first pandemic which has proven deadly for medical staff, with health workers contracting and dying of flu during the 1918, 1957 and 1968 flu pandemics, there are no records which amplify Black voices.

Therefore, we have invited all those of black African/British and or Caribbean origin working within the health sector to submit their stories. Forming part of our Strategic Equality Plan's actions, this historic and exciting work recognises our commitment to deliver an ongoing programme that celebrates how diversity and inclusion has assisted in addressing inequalities in health and has improved practice.

The aim is by 2023 through sharing a collection of stories, we can ask what we as individuals, and collectively in partnership with our NHS Wales workforce, can do to effect real change.

Objective 4:

Ensure equality is embedded into the way that we procure and commission services and goods

Action: Embed equality, inclusion, wellbeing and Welsh Language requirements into our procurement and commissioning processes.

Inclusive Procurement

We have created an Inclusive Procurement template which is designed to ensure that equality is embedded into the way that we procure and commission services and goods. It ensures that those we commission services are aligned with our values and behaviours and our commitment in our SEP.

The template outlines the requirements for the procurement of our education and training providers to safeguard students with protected characteristics from unfair treatment and promote a fair and more equal society. Those who are commissioned are now asked to provide evidence of practices in place for addressing cultural competence, differential attainment and supporting

students with varied disabilities or learning needs to fully access the blended learning approaches effectively.

We also have established systems to hold those from whom we procure goods and services to account where required, through the provision of a transparent Equality Report.

This report will include all activities undertaken in the previous twelve months regarding differential attainment, the elimination of discrimination, advancing equality of opportunity and foster good relations between people who share protected characteristics and those who do not.



Objective 5:

Ensure service delivery reflects individual need

Action: Create opportunities to implement programmes of work that directly address Differential Attainment across our staff, students and trainees.

Differential Attainment

Within the Medical Deanery at HEIW the initial focus has been educating the workforce about the factors that contribute to differential attainment and what can be done to mitigate these.

The Professional Support Unit (PSU) actively supports the work of the HEIW Differential Attainment Programme Board, to implement a fair training culture for all by designing and delivering workshops under the umbrella heading 'Developing a Diverse Workforce for Diverse Patient Groups' as well as supporting groups and individuals with their needs.

During this period the PSU has delivered 98 workshops to over 1500 trainees and trainers in Wales including unconscious bias training, addressing differential attainment Workshops, strength, and

wellbeing workshops and active bystander training.

Our Heads of Specialty Schools have been asked to develop a strategy to identify those most at risk of differential attainment at various stages of their training and provide additional support where needed. This includes identifying those at risk of differential attainment before training starts, for example from low recruitment scores and having little prior UK experience.

Early intervention has been strongly encouraged, as it is hoped that trainees who receive additional support earlier in training will have more successful outcomes going forward. Dr Jennifer Myo, a trainee in Wales has worked with HEIW to produce an e-booklet for doctors new to Wales. This includes general information on living in Wales.



Support for Asylum Seeking and Refugee Doctors

We have continued to support and fund the charity 'Displaced People In Action' with the Wales Asylum Seeking and Refugee Doctors (WARD) Group. This program helps medical professionals with an asylum seeking or refugee background to meet the professional qualifications needed to join the NHS.

The primary objective is to ensure that doctors seeking sanctuary in Wales have an opportunity to gain GMC registration, thereby enabling integration and inclusion in the society, whilst providing extra workforce for NHS Wales. From its inception in 2002 the project has supported over 250 asylum seeking and refugee healthcare professionals.

Action: Addressing inequalities in service delivery, as a result of identification of being a member or ally of underrepresented groups and communities.

LGBTQ+ Action Plan

In October, Our Inclusion Champions facilitated staff consultation activities inclusive of those with lived experience in response to Welsh Governments proposed LGBTQ+ Action Plan.

There was a consensus that if successfully implemented the plan has the potential to address many of the issues of equality for LGBTQ+ community across Wales. The Group provided Welsh Government with a number of themes from our staff for consideration with regard to addressing inequalities in health and social care service delivery.



Action: Develop and deliver or procure learning and development programmes which raise awareness of the importance of equality, inclusion, wellbeing, and Welsh Language within this activity.

Leadership and Succession

Compassionate leadership is based on the core values of compassion, wisdom, courage, humanity and justice which have been identified as the principles which underpin fair and healthy societies everywhere. Equality has been embedded as a golden thread throughout all of our NHS Wales senior Leader and executive leadership programmes.

We have created an Advanced Clinical Leadership Programme that has been designed with reference to the Compassionate Leadership Principles for Health and Care (2021), and will therefore focus on the development of personal insight and compassionate and collective leadership behaviours in addition to knowledge and skills acquisition.

National experts leading on EDI and wellbeing such as Stafford Scott, Enact Solutions, Jenny Garrett Associates and Rajvindra Samra have been commissioned to deliver several

workshops and masterclasses as part of the programme when it commences in spring 2022.

We have also procured a series of Inclusive Leadership Workshops designed to provide Leaders across NHS Wales with a deeper understanding of the legalities and impact of systemic inequalities in workplace processes, focusing on allyship and best practice approaches as a leader.

For our first session of the series in October 2021, Chwarae Teg delivered an LGBTQ+ Inclusive Leadership workshop designed to enable participants to understand the root causes of the challenges faced by LGBTQ+ people such as recognising the behaviours and language that make work settings less inclusive and how to develop strategies to make work environments more welcoming and inclusive.





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HOW WE MONITOR OUR PROGRESS

Progress in achieving our equality aims is monitored through our governance and reporting mechanisms linked to our Intermediate Medium-Term Plan (IMTP) Strategic Objective 5.4: Implement and embed HEIW Strategic Equality Plan and continue partnership working across the public sector.

We also report progress against our SEP actions both of which we do via our Executive Team and Board.

External Accreditation Measures

We continue to engage with external partners to provide an impartial review of our policies and practices to ensure alignment with national standards in respect of equality, diversity and inclusion.



Looking forward

We feel that we have made steady progress over the last towards our SEP objectives during challenging times in the pandemic. We have continued to adopt a co-productive and collaborative approach to our inclusion work which will be evidenced by our progress in delivering our SEP Objectives.

HEIW will continue to embed equality into our plans and everyday business to ensure that we properly consider and monitor the effects and outcomes of our work on people with protected characteristics.

Our work to ensure that HEIW remains an exemplar employer remains ongoing, and we are pleased to share our ambitions for the coming year.

Since we launched our SEP on 2020, world events, societal changes and new future legislation such as the Race Equality Action Plan and LGBTQ+ action plan will require us to review our objectives and actions to consider whether our SEP remain current, relevant, and future-focused. The pandemic has continued to highlight many challenges in terms of equality, specifically how particular groups,

such as people from Black, Asian, and Minority Ethnic (BAME) communities have been disproportionately affected. The pandemic has also highlighted to us that there are different, more flexible, and agile ways of working.

A review will be undertaken of how Equality Impact Assessments (EIA) have been embedded across HEIW, its functions and services. The aim is to relaunch our EIA process to ensure intersectionality is at its core and the narrative is changed from that of compliance to the benefits to our workforce and service users.

We are planning on delivering several events and activities to engage with our community groups and service users. Our community engagement and approaches will help shape our careers and widen access programmes and 'offers'; to ensure active service user involvement in coproduction, shaping and monitoring.

We are also planning several activities to improve our EDI data across our workforce and our students and trainees. This will ensure that we understand the demographics and the unique nature of our workforce and students and trainee groups.



Appendix 1.

Where figures are below 11 numbers have been replaced with a * to protect individuals' privacy.

Data Source: ESR Workforce Profile Dashboard – Diversity Detail

Gender	Headcount
Female	378
Male	164
Total	542

Disability	Headcount
No	311
Not Declared	*
Prefer Not To Answer	*
Unspecified	202
Yes	25
Grand Total	542

Ethnic Origin	Headcount
A White - British	281
B White - Irish	*
C White - Any other White background	*
CA White English	*
CC White Welsh	24
D Mixed - White & Black Caribbean	*
E Mixed - White & Black African	*
F Mixed - White & Asian	*
G Mixed - Any other mixed background	*
H Asian or Asian British - Indian	*
LB Asian Punjabi	*
R Chinese	*
Unspecified	208
J Asian or Asian British - Pakistani	*
Grand Total	542

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Where figures are below 11 numbers have been replaced with a * to protect individuals' privacy.

Data Source: ESR Workforce Profile Dashboard – Diversity Detail

Religious Belief	Headcount
Atheism	87
Buddhism	*
Christianity	166
Hinduism	*
I do not wish to disclose my religion/belief	50
Jainism	*
Other	28
Unspecified	202
Islam	*
Grand Total	542

Sexual Orientation	Headcount
Bisexual	*
Gay or Lesbian	*
Heterosexual or Straight	313
Not stated (person asked but declined to provide a response)	12
Undecided	*
Unspecified	199
Grand Total	542

Marital Status	Headcount
Civil Partnership	*
Divorced	25
Legally Separated	*
Married	215
Single	104
Unknown	17
Widowed	*
(blank)	173
Grand Total	542

Appendix 1.

Where figures are below 11 numbers have been replaced with a * to protect individuals' privacy.

Data Source: ESR Workforce Profile Dashboard – Diversity Detail

Nationality	Headcount
Beninese	*
British	249
English	*
Hungarian	*
Irish	*
Italian	*
Portuguese	*
Scottish	*
Welsh	54
(blank)	229
German	*
Grand Total	542

Age Band	Headcount
21-25	21
26-30	37
31-35	41
36-40	69
41-45	92
46-50	82
51-55	74
56-60	77
61-65	36
66-70	10
>=71 Years	*
Grand Total	542

Diolch and thank you for taking the time to read our Equality Report

Accessible Formats

If you require this publication in printed or alternative formats (large print Braille, audio, BSL and/or languages) please contact us using the details below.

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