



GIG
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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

Cadeirydd/Chair: **Emma Woollett**
Prif Weithredwr/Chief Executive: **Mark Hackett**

gofalu am ein gilydd, cydweithio, gwella bob amser
caring for each other, working together, always improving

Rydym yn croesawu gohebiaeth yn y Gymraeg neu'r Saesneg. Atebir gohebiaeth Gymraeg yn y Gymraeg, ac ni fydd hyn yn arwain at oedi.
We welcome correspondence in Welsh or English. Welsh language correspondence will be replied to in Welsh, and this will not lead to a delay.

Dyddiad/Date: 30.03.2022
Ein Cyf / Our Ref: 22-C-007

☎ 01639 684363

📧 FOIA.Requests@wales.nhs.uk

Rabyah Khan
[request-841483-
644e8010@whatdotheyknow.com](mailto:request-841483-644e8010@whatdotheyknow.com)

Corporate Services
Headquarters
1 Talbot Gateway
Baglan
Port Talbot, SA12 7BR

Dear Rabyah,

I refer to your Freedom of Information Act Request acknowledged by ourselves on 09.03.22. Your request sought information relating to recruitment of British Muslims.

Please note that the figures provided below have been taken from our Electronic Staff Record (ESR) system. We are only able to provide information for staff members who have completed the "Nationality" and "Religion" fields in their Electronic Staff Record (ESR), therefore the actual number of British Muslim employees at Swansea Bay Health Board may be higher.

The health board has an ongoing campaign to encourage staff to update their own staff records in ESR to improve and maintain the quality of staff data.

1. How many British Muslim employees have you recruited? Please provide figures for every year since 2010.

Year	Grand Total
2010	8
2011	6
2012	10
2013	<5*
2014	5
2015	<5*
2016	<5*
2017	<5*



Pencadlys BIP Bae Abertawe, Un Porthfa Talbot, Port Talbot, SA12 7BR / Swansea Bay UHB Headquarters, One Talbot Gateway, Port Talbot, SA12 7BR

Bwrdd Iechyd Prifysgol Bae Abertawe yw enw gweithredu Bwrdd Iechyd Lleol Prifysgol Bae Abertawe
Swansea Bay University Health Board is the operational name of Swansea Bay University Local Health Board

2018	7
2019	9
2020	14
2021	21
2022	7

* Where fewer than 5 has been indicated we are unable to provide you with the exact number of staff members as due to the low numbers, there is a potential risk of identifying individuals if this was disclosed. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute as unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. This exemption is absolute and therefore there is no requirement to apply the public interest test.

2. What is the average length of service?

Of the staff members employed listed in question 1, the average length of service is 2 years and 6 months

3. How many British Muslims have you employed in communications/media roles since 2010?

Please note that departments advertising a job vacancy cannot see any details, including the names, gender, nationality or religion of those applying to roles within the Health Board. Names of applicants are only available after the shortlisting process has been completed. Therefore we cannot verify if any British Muslim individuals have applied for roles in the Communications department since 2010.

The Swansea Bay Health Board Communications team have not employed any staff members since 2010 who are listed on our ESR system as British Muslim.

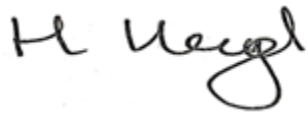
I hope this information is helpful. If you require anything further please contact us at FOIA.Requests@wales.nhs.uk.

Under the terms of the Health Board's Freedom of Information policy, individuals seeking access to recorded information held by the Health Board are entitled to request internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request please contact me directly at the address below or register your complaint via FOIA.Requests@wales.nhs.uk.

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 0330 414 6421.

Yours sincerely





Hazel Lloyd
Interim Director of Corporate Governance

