



Our ref: **SS/jac/pd.ETRAC**

05 December 2024

Paul Davies MS  
Chair Economy, Trade and Rural Affairs Committee  
Welsh Parliament  
Cardiff Bay  
Cardiff CF99 1SN

Dear Paul,

**Re: Follow Up to Meeting of 14 November 2024**

Thank you for your letter dated 28 November 2024 requesting additional data in relation to the employment of people with disabilities within Aneurin Bevan University Health Board.

We invite staff to record a disability during the application process or via our Electronic Staff Record (ESR). This is a voluntary approach, and some staff choose not to record their disability although we provide assurances that this information remains confidential. The Health Board currently employs 857 staff with disabilities declared, this equates to 5.43% of our workforce.

From the information available to us we are able to confirm that 8% of our apprentices have declared a disability. As described above, this is likely to be under-reported and we continue to promote the importance of recording of disabilities to ensure all staff are supported at work.

It was noted in the recent Committee that we currently hold Disability Confident Employer Level 2 and are carrying out preparation for our application for Level 3. We hope to be in a position to submit this application by the summer of 2025. In addition to this, the Health Board is currently in the process of obtaining the RNIB (Royal National Institute for the Blind) Visually Better Employer status.

Thank you for the opportunity to provide evidence to the Committee which I hope was helpful. If you should have any questions in relation to this information or require any further information, please do not hesitate to contact me.

Yours sincerely

**Sarah Simmonds**  
Cyfarwyddwr y Gweithlu a Datblygiad Sefydliadol/Executive Director of Workforce &  
Organisational Development