

All Data – Summary Table

	Barking, Havering & Redbridge	Barts	Chelsea & Westminster	Croydon	Epsom & St Helier	GSTT	Hillingdon	Homerton	Imperial	Kings	Kingston	Lewisham & Greenwich	London NW	North Middlesex	Royal Free	St Georges	UCLH	Whittington	Number of useable data points	Cross-London Acute Trust Average of Likelihood Percentages
All AfC Roles at bands 1 – 8b																				
Asian	6.7	4.4	4.2	1.3	1.8	4.4	3.9	2.3	6.7	0.9	2.2	7.5	2.9	4.2	13.5	0.9	4.2	3.2	18	4.2
Black	6.7	2.6	2.3	2.8	0.9	4.4	1.4	2.7	6.7	1.4	0.9	4.1	1.8	4.1	10.2	0.5	3.9	3.2	18	3.4
Mixed	6.4	4.8	1.8	3.8	1.7	6.6	2.3	3.3	6.4	2.7	2.7	6.6	2.0	5.7	12.9	1.5	5.4	3.9	18	4.5
Other	3.2	5.2	4.7	3.5	2.9	3.6	2.6	0.5	3.2	1.5	3.2	3.5	2.4	3.6	14.4	1.5	7.4	5.2	18	4.0
White	13.0	10.9	9.2	6.6	6.5	10.1	9.1	5.0	13.0	3.1	8.2	12.1	3.9	5.4	19.5	1.0	9.5	4.8	18	8.4
Unknown	38.4	15.3	29.2	4.8	4.5	3.5	10.1	1.5	38.4	1.3	9.7	16.0	7.8	12.2	20.0	4.5	2.6	UTC	17	12.9
All AfC Roles at 8c and above																				
Asian	2.9	2.8	4.3	3.9	0.0	2.4	4.5	0.0	2.9	0.0	1.4	0.0	3.0	1.4	8.4	1.5	3.6	UTC	17	2.5
Black	12.2	3.4	4.8	1.0	0.0	2.6	3.3	0.0	12.2	0.0	0.0	3.0	0.0	6.3	5.8	0.0	UTC	UTC	16	3.4
Mixed	10.0	2.7	6.9	13.0	0.0	UTC	11.1	0.0	10.0	1.0	0.0	7.1	0.0	0.0	7.1	0.0	UTC	0.0	16	4.3
Other	0.0	3.0	0.0	0.0	33.3	UTC	10.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3	14.3	0.0	0.0	UTC	16	5.9
White	16.6	8.4	6.5	3.6	6.9	8.3	9.6	2.1	16.6	4.5	3.9	6.4	4.0	1.1	24.2	1.9	8.2	18.2	18	8.4
Unknown	66.7	12.8	100.0	0.0	0.0	NA	0.0	0.0	66.7	0.0	15.8	0.0	0.0	18.8	32.0	9.7	0.0	0.0	17	19.0
All Registered Nursing Roles at Band 5																				
Asian	15.2	8.2	17.4	0.5	1.8	13.6	11.7	4.0	15.2	4.8	2.5	16.8	12.2	7.6	38.6	1.1	13.0	17.3	18	11.2
Black	3.9	1.2	0.8	3.2	0.3	7.7	0.5	1.7	3.9	0.5	1.1	2.2	1.1	3.2	9.4	0.2	7.3	5.1	18	3.0
Mixed	3.6	1.3	1.5	1.8	0.2	12.0	0.0	3.3	3.6	0.3	3.3	1.9	1.3	2.4	15.0	0.8	18.2	UTC	17	4.1
Other	0.0	1.9	3.7	2.0	1.8	7.8	0.6	1.9	0.0	2.0	3.2	1.9	2.7	3.9	8.5	1.4	12.2	UTC	17	3.3
White	14.1	10.5	15.8	12.3	9.5	24.4	10.1	6.3	14.1	4.4	10.5	10.7	9.0	17.3	26.9	4.3	18.4	11.2	18	12.8
Unknown	62.5	24.4	87.0	8.0	0.0	UTC	4.0	2.4	62.5	3.9	17.1	14.7	3.7	61.9	57.8	2.5	0.0	0.0	17	24.3
All Registered Nursing Roles at Band 8c & above																				
Asian	0.0	UTP	0.0	4.8	0.0	0.0	0.0	0.0	0.0	0.0	NR	0.0	6.3	0.0	25.0	0.0	UTC	0.0	15	2.4
Black	80.0	UTP	20.0	0.0	0.0	13.9	25.0	60.0	80.0	0.0	NR	20.0	0.0	15.8	11.1	0.0	UTC	0.0	15	21.7
Mixed	25.0	UTP	0.0	25.0	0.0	0.0	0.0	NA	25.0	0.0	NR	0.0	0.0	0.0	0.0	0.0	UTC	NA	13	5.8
Other	0.0	UTP	0.0	0.0	NA	UTC	0.0	0.0	0.0	0.0	NR	NA	0.0	NA	50.0	0.0	NA	0.0	11	4.5
White	25.0	UTP	NA	0.0	9.5	12.0	23.1	33.3	25.0	7.8	NR	11.1	6.5	0.0	30.0	1.3	UTC	0.0	14	13.2
Unknown	100.0	UTP	0.0	0.0	0.0	UTC	NA	0.0	100.0	0.0	NR	NA	NA	0.0	0.0	16.7	UTC	NA	10	21.7
All Registered Midwives at Band 5																				
Asian	100.0	UTP	50.0	0.0	2.9	UTC	NA	10.4	100.0	NR	0.6	UTP	4.2	NR	NR	0.0	0.0	0.0	11	24.4
Black	45.5	UTP	16.7	7.3	0.3	8.6	NA	10.6	45.5	NR	0.0	UTP	2.2	NR	NR	0.0	8.0	UTC	11	13.1
Mixed	NA	UTP	0.0	20.0	7.1	UTC	NA	7.4	NA	NR	33.3	UTP	0.0	NR	NR	0.0	0.0	UTC	8	8.5
Other	NA	UTP	33.3	0.0	0.0	0.0	NA	7.7	NA	NR	NA	UTP	3.7	NR	NR	0.0	UTC	UTC	7	6.4
White	0.0	UTP	40.0	56.3	14.5	6.3	NA	27.4	0.0	NR	19.0	UTP	10.8	NR	NR	0.0	17.6	22.2	12	17.8
Unknown	NA	UTP	27.6	0.0	0.0	NA	NA	0.0	NA	NR	0.0	UTP	0.0	NR	NR	0.0	NA	NA	7	3.9
All Regstered Midwives at Band 6																				
Asian	11.8	UTP	5.6	0.0	1.9	UTC	50.0	24.2	11.8	7.2	4.9	UTP	0.0	11.1	50.0	0.0	0.0	0.0	15	11.9
Black	12.9	UTP	2.8	5.1	0.0	22.2	13.7	16.5	12.9	14.2	0.0	UTP	0.0	17.9	43.8	1.9	20.5	UTC	15	12.3
Mixed	50.0	UTP	0.0	16.7	6.7	UTC	0.0	45.5	50.0	4.9	50.0	UTP	0.0	30.0	62.5	0.0	UTC	UTC	13	24.3
Other	0.0	UTP	5.9	10.0	0.0	0.0	0.0	13.3	0.0	5.8	NA	UTP	0.0	28.6	75.0	0.0	UTC	UTC	13	10.7
White	30.8	UTP	20.8	50.0	12.3	32.8	20.0	34.9	30.8	11.2	30.4	UTP	4.5	34.6	70.9	3.3	20.5	25.0	16	27.1
Unknown	NA	UTP	25.0	0.0	0.0	UTC	33.3	37.5	NA	12.1	NA	UTP	0.0	NA	37.5	0.0	0.0	UTC	11	13.2

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All Allied Health Professionals																				
Asian	9.3	3.9	1.9	1.3	1.0	3.8	2.8	2.3	9.3	0.6	0.7	4.2	3.4	4.6	10.5	0.5	5.7	2.7	18	3.8
Black	5.1	2.0	2.1	3.3	0.7	2.7	1.2	15.8	5.1	1.1	1.2	4.1	2.1	2.8	6.8	0.4	2.3	1.4	18	3.3
Mixed	2.0	7.1	1.5	5.6	1.5	7.2	0.0	4.7	2.0	7.2	0.0	11.1	3.2	10.2	12.9	1.4	7.2	UTC	17	5.0
Other	0.0	7.5	5.0	5.3	2.8	5.4	4.9	13.2	0.0	4.5	NA	4.8	4.7	5.4	14.6	1.4	7.6	UTC	16	5.4
White	25.6	17.6	11.8	9.3	10.2	13.2	15.1	4.4	25.6	2.0	4.7	23.1	5.6	8.9	24.9	4.5	24.8	4.4	18	13.1
Unknown	44.4	16.2	8.3	3.3	17.2	UTC	8.7	0.0	44.4	0.0	0.0	2.4	14.8	0.0	18.3	6.3	UTC	0.0	16	11.5
All Occupational Therapists																				
Asian	25.0	UTP	8.3	0.9	2.2	UTC	15.6	2.0	25.0	20.4	1.4	3.1	3.7	18.2	12.5	2.2	0.0	UTC	15	9.4
Black	20.8	UTP	16.7	4.4	2.2	3.0	9.5	1.9	20.8	27.5	0.0	12.0	5.2	10.7	20.0	1.7	UTC	UTC	15	10.4
Mixed	0.0	UTP	0.0	10.0	20.0	10.6	0.0	2.8	0.0	35.0	NA	15.8	4.1	NA	23.1	5.3	UTC	UTC	13	9.7
Other	0.0	UTP	0.0	7.1	11.1	UTC	25.0	2.4	0.0	25.0	NA	NA	NA	0.0	40.0	0.0	0.0	UTC	12	9.2
White	34.1	UTP	26.5	17.9	11.8	19.2	16.7	4.1	34.1	62.7	6.7	19.8	5.3	11.1	36.0	11.4	40.2	8.6	17	21.5
Unknown	NA	UTP	0.0	100.0	0.0	0.0	NA	0.7	NA	60.0	0.0	0.0	23.1	0.0	0.0	40.0	0.0	NA	13	17.2
All Physiotherapists																				
Asian	12.5	UTP	3.6	0.7	0.4	3.3	4.6	UTP	12.5	1.6	0.6	0.6	1.9	2.0	12.6	0.4	0.0	UTC	15	3.8
Black	4.9	UTP	1.4	2.7	0.4	3.0	0.0	UTP	4.9	0.3	1.9	1.9	0.7	0.8	4.6	0.3	0.0	UTC	15	1.9
Mixed	5.9	UTP	0.0	0.0	1.6	8.2	0.0	UTP	5.9	1.9	0.0	5.9	3.1	10.3	23.1	0.0	UTC	0.0	15	4.4
Other	0.0	UTP	0.0	6.3	1.2	UTC	0.0	UTP	0.0	8.0	NA	3.6	5.6	0.0	16.7	2.2	0.0	UTC	13	3.3
White	25.8	UTP	11.9	18.6	9.7	16.4	28.6	UTP	25.8	6.4	3.5	21.5	8.0	13.2	29.6	3.7	25.6	7.1	16	16.0
Unknown	66.7	UTP	13.6	0.0	5.0	UTC	0.0	UTP	66.7	0.0	0.0	0.0	0.0	0.0	12.5	2.8	0.0	0.0	15	11.1
All Dieticians																				
Asian	30.8	UTP	7.7	0.8	6.4	4.2	5.6	UTP	30.8	8.3	1.5	16.1	3.4	0.0	25.0	0.0	UTC	UTC	14	10.0
Black	0.0	UTP	9.1	0.7	1.2	UTC	6.7	UTP	0.0	10.5	0.0	9.5	0.0	9.1	0.0	0.0	0.0	0.0	15	3.1
Mixed	0.0	UTP	16.7	6.7	0.0	UTC	0.0	UTP	0.0	0.0	NA	0.0	14.3	50.0	25.0	0.0	0.0	0.0	14	8.0
Other	0.0	UTP	0.0	0.0	11.1	UTC	0.0	UTP	0.0	0.0	NA	0.0	0.0	16.7	0.0	3.2	0.0	0.0	14	2.2
White	30.8	UTP	10.9	4.6	12.5	6.7	11.4	UTP	30.8	8.3	7.2	22.9	6.7	9.4	35.4	4.0	23.1	UTC	15	15.0
Unknown	NA	UTP	0.0	0.0	33.3	UTC	NA	UTP	NA	0.0	NA	0.0	0.0	NA	66.7	20.0	0.0	NA	9	13.3
All Radiographers																				
Asian	4.7	UTP	0.6	2.5	1.5	3.2	0.9	UTP	4.7	0.4	0.6	3.8	3.0	6.1	12.4	0.6	4.4	UTC	15	3.3
Black	4.2	UTP	1.6	5.1	0.9	2.2	1.0	UTP	4.2	0.2	0.0	1.9	2.5	3.1	6.3	0.3	2.6	UTC	15	2.4
Mixed	0.0	UTP	2.1	4.5	0.0	UTC	0.0	UTP	0.0	0.8	0.0	7.1	1.9	2.8	9.3	1.5	UTC	UTC	13	2.3
Other	0.0	UTP	9.3	10.0	2.5	UTC	5.2	UTP	0.0	2.8	NA	5.0	5.6	2.6	15.2	1.5	8.8	UTC	13	5.3
White	6.5	UTP	17.8	7.1	6.1	18.5	4.0	UTP	6.5	14.2	3.1	12.5	3.7	3.4	36.8	7.3	24.1	UTC	15	11.4
Unknown	0.0	UTP	8.3	0.0	40.0	UTC	0.0	UTP	0.0	0.0	NA	0.0	23.8	0.0	50.0	0.0	UTC	0.0	13	9.4
All SAS Roles																				
Asian	5.7	1.6	3.9	DNP	50.0	3.0	1.0	0.0	5.7	0.6	0.9	3.8	8.2	41.2	21.0	2.6	4.9	DNP	16	9.6
Black	0.0	1.0	0.0	DNP	33.3	4.9	0.3	0.0	0.0	0.5	0.0	25.0	7.4	50.0	0.0	0.0	UTC	DNP	15	8.2
Mixed	0.0	1.7	28.6	DNP	100.0	5.3	0.0	0.0	0.0	0.5	0.0	0.0	6.3	100.0	22.2	0.0	UTC	DNP	15	17.6
Other	11.1	1.5	0.0	DNP	100.0	UTC	0.2	0.0	11.1	0.5	2.5	9.1	8.6	100.0	30.0	5.9	0.0	DNP	15	18.7
White	32.0	6.5	12.5	DNP	NA	6.6	2.1	60.0	32.0	1.9	9.8	27.3	10.0	42.9	30.4	15.8	22.1	DNP	15	20.8
Unknown	50.0	2.7	0.0	DNP	NA	UTC	6.5	0.0	50.0	4.3	8.3	0.0	0.0	0.0	40.0	0.0	0.0	DNP	15	10.8

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All Medical Consultant Roles																				
Asian	22.3	17.1	15.5	DNP	12.0	27.7	13.0	18.0	22.3	11.4	4.6	16.3	10.2	14.3	41.1	11.3	21.8	UTC	16	17.4
Black	12.5	22.7	9.1	DNP	40.0	32.0	25.0	0.0	12.5	15.0	7.7	17.6	9.1	0.0	27.3	13.6	UTC	0.0	16	15.3
Mixed	0	26.3	18.2	DNP	20.0	28.9	0.0	9.1	0	5.3	28.6	20.0	31.8	0.0	18.2	14.3	UTC	0.0	16	13.8
Other	13.0	13.0	11.9	DNP	10.0	15.5	0.0	14.7	13.0	10.0	3.7	17.4	4.9	8.3	36.7	5.5	UTC	0.0	16	11.1
White	34.1	36.0	33.3	DNP	0.0	34.3	18.2	26.4	34	13.6	17.2	23.5	11.8	4.6	52.2	32	21.0	UTC	16	24.5
Unknown	100	40.7	17.6	DNP	0.0	UTC	42.9	18.2	100	6.7	23.1	38.9	35.7	30.0	14.3	6	UTC	0.0	15	31.6
All Band 5 Bank Registered Nurse recruitment																				
Asian	4.0	UTP	25.0	DNP	31.9	DNP	9.1	NA	DNP	4.0	100.0	DNP	8.3	DNP	16.2	47.3	UTP	UTC	9	27.3
Black	0.0	UTP	3.3	DNP	42.4	DNP	1.8	NA	DNP	0.0	NA	DNP	5.6	DNP	11.8	79.7	UTP	0	9	16.1
Mixed	0.0	UTP	25.0	DNP	53.8	DNP	0.0	NA	DNP	0.0	NA	DNP	0.0	DNP	20.0	75.0	UTP	0	9	19.3
Other	16.7	UTP	0.0	DNP	42.9	DNP	15.4	0.0	DNP	16.7	NA	DNP	16.7	DNP	8.3	84.6	UTP	0	10	20.1
White	0.0	UTP	27.3	DNP	83.0	DNP	33.3	0.0	DNP	0.0	NA	DNP	20.0	DNP	54.2	92.2	UTP	UTC	9	34.4
Unknown	NA	UTP	75.0	DNP	75.0	DNP	0.0	0.0	DNP	NA	15.8	DNP	100.0	DNP	84.2	66.7	UTP	0	9	46.3
Overseas Nurse Recruitment																				Cross-London Acute Trust Averages
Number Recruited	260	165	135	DNP	253	DNP	130	NR	130	306	78	59	189	57	318	DNP	DNP	69	13	165
Total Cost (Trust + NHSE Funding)	4,366,616	RTP	1,627,135	DNP	2,437,000	DNP	2,692,040	NR	1,859,377	1,885,830	971,767	1,497,519	1,330,954	490,200	2,532,421	DNP	DNP	675,957	12	1,863,901
Cost Per Recruit	16,795	UTC	12,053	DNP	9,632	DNP	20,708	NR	14,303	6,163	12,459	25,382	7,042	8,600	7,964	DNP	DNP	9,796	12	12,575

Key			
Unable to Calculate due to redaction	UTC	Did not Provide	DNP
Refused to Provide	RTP	No Applicants of that ethnicity	NA
Unable to Provide	UTP	No Recruitment	NR

	Not included in cross-London average calculation
	Redacted data where outcome was <=5
	Redacted data where outcome was <=4. In addition, split the Asian category into 'Asian' and 'Chinese'. Also split the Unknowns into two categories. Refused to provide in the categories requested. Splitting down the data led to greater redaction of the data.
	Refused the request citing a S22 exemption. Chased 12 months later citing a S12 exemption. Complaint to ICO unsuccessful. Appealed ICO decision at GRC and successful. Data provided