

# Data Tables

## **Corporate Gaslighting - Race Recruitment and Denial in the NHS**

2021-22 Data Set

(includes some data sets from 2023-24 and 2024-25)

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## Individual Trust Responses

The data for each individual trust showing the likelihood of Shortlist and Offer from Application according to professional group is set out below.

The requested data period to which these numbers relate is April 2021 to March 2022 . Some trusts submitted data much later after intervention from the ICO and GRC (see page 9 of the full report).

This document is an addendum to the main report which can be found at [Citou.com/research-and-resources](https://Citou.com/research-and-resources)

## Barking, Havering and Redbridge University Hospitals NHS Trust

### All AfC Roles at bands 1 – 8b

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 5,298                | 1,663                            | 353              | 31.4                      | 6.7                   |
| Black     | 3,962                | 1,336                            | 265              | 33.7                      | 6.7                   |
| Mixed     | 485                  | 150                              | 31               | 30.9                      | 6.4                   |
| Other     | 376                  | 91                               | 12               | 24.2                      | 3.2                   |
| White     | 3,918                | 1,617                            | 509              | 41.3                      | 13.0                  |
| Unknown   | 99                   | 52                               | 38               | 52.5                      | 38.4                  |

### All AfC Roles at 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 69                   | 22                               | 2                | 31.9                      | 2.9                   |
| Black     | 49                   | 20                               | 6                | 40.8                      | 12.2                  |
| Mixed     | 10                   | 3                                | 1                | 30.0                      | 10.0                  |
| Other     | 13                   | 3                                | 0                | 23.1                      | 0.0                   |
| White     | 145                  | 78                               | 24               | 53.8                      | 16.6                  |
| Unknown   | 3                    | 2                                | 2                | 66.7                      | 66.7                  |

### All Registered Nursing Roles at Band 5

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 79                   | 47                               | 12               | 59.5                      | 15.2                  |
| Black     | 483                  | 142                              | 19               | 29.4                      | 3.9                   |
| Mixed     | 28                   | 8                                | 1                | 28.6                      | 3.6                   |
| Other     | 24                   | 6                                | 0                | 25.0                      | 0.0                   |
| White     | 85                   | 62                               | 12               | 72.9                      | 14.1                  |
| Unknown   | 8                    | 8                                | 5                | 100.0                     | 62.5                  |

**All Registered Nursing Roles at Band 8c and above**

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 3                    | 2                                | 0                | 66.7                      | 0.0                   |
| Black     | 5                    | 5                                | 4                | 100.0                     | 80.0                  |
| Mixed     | 4                    | 2                                | 1                | 50.0                      | 25.0                  |
| Other     | 2                    | 1                                | 0                | 50.0                      | 0.0                   |
| White     | 28                   | 17                               | 7                | 60.7                      | 25.0                  |
| Unknown   | 2                    | 2                                | 2                | 100.0                     | 100.0                 |

**All Registered Midwives at Band 5**

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 2                    | 2                                | 2                | 100.0                     | 100.0                 |
| Black     | 11                   | 11                               | 5                | 100.0                     | 45.5                  |
| Mixed     | 0                    |                                  |                  |                           |                       |
| Other     | 0                    |                                  |                  |                           |                       |
| White     | 3                    | 3                                | 0                | 100.0                     | 0.0                   |
| Unknown   | 0                    |                                  |                  |                           |                       |

**All Registered Midwives at Band 6**

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 17                   | 6                                | 2                | 35.3                      | 11.8                  |
| Black     | 31                   | 9                                | 4                | 29.0                      | 12.9                  |
| Mixed     | 4                    | 4                                | 2                | 100.0                     | 50.0                  |
| Other     | 2                    | 0                                | 0                | 0.0                       | 0.0                   |
| White     | 13                   | 10                               | 4                | 76.9                      | 30.8                  |
| Unknown   | 0                    | 0                                | 0                |                           |                       |

**All Allied Health Professionals**

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 430                  | 136                              | 40               | 31.6                      | 9.3                   |
| Black     | 451                  | 124                              | 23               | 27.5                      | 5.1                   |
| Mixed     | 50                   | 15                               | 1                | 30.0                      | 2.0                   |
| Other     | 41                   | 10                               | 0                | 24.4                      | 0.0                   |
| White     | 203                  | 134                              | 52               | 66.0                      | 25.6                  |
| Unknown   | 9                    | 5                                | 4                | 55.6                      | 44.4                  |

#### All Occupational Therapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 32                   | 25                               | 8                | 78.1                      | 25.0                  |
| Black     | 24                   | 15                               | 5                | 62.5                      | 20.8                  |
| Mixed     | 2                    | 1                                | 0                | 50.0                      | 0.0                   |
| Other     | 2                    | 1                                | 0                | 50.0                      | 0.0                   |
| White     | 41                   | 34                               | 14               | 82.9                      | 34.1                  |
| Unknown   | 0                    |                                  |                  |                           |                       |

#### All Physiotherapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 120                  | 49                               | 15               | 40.8                      | 12.5                  |
| Black     | 162                  | 58                               | 8                | 35.8                      | 4.9                   |
| Mixed     | 17                   | 6                                | 1                | 35.3                      | 5.9                   |
| Other     | 17                   | 4                                | 0                | 23.5                      | 0.0                   |
| White     | 124                  | 74                               | 32               | 59.7                      | 25.8                  |
| Unknown   | 6                    | 4                                | 4                | 66.7                      | 66.7                  |

#### All Dieticians

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 13                   | 8                                | 4                | 61.5                      | 30.8                  |
| Black     | 2                    | 0                                | 0                | 0.0                       | 0.0                   |
| Mixed     | 2                    | 0                                | 0                | 0.0                       | 0.0                   |
| Other     | 1                    | 0                                | 0                | 0.0                       | 0.0                   |
| White     | 13                   | 11                               | 4                | 84.6                      | 30.8                  |
| Unknown   | 0                    |                                  |                  |                           |                       |

#### All Radiographers

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 253                  | 53                               | 12               | 20.9                      | 4.7                   |
| Black     | 263                  | 57                               | 11               | 21.7                      | 4.2                   |
| Mixed     | 27                   | 7                                | 0                | 25.9                      | 0.0                   |
| Other     | 18                   | 4                                | 0                | 22.2                      | 0.0                   |
| White     | 31                   | 17                               | 2                | 54.8                      | 6.5                   |
| Unknown   | 3                    | 1                                | 0                | 33.3                      | 0.0                   |

#### All SAS Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 123                  | 49                               | 7                | 39.8                      | 5.7                   |
| Black     | 19                   | 1                                | 0                | 5.3                       | 0.0                   |
| Mixed     | 19                   | 5                                | 0                | 26.3                      | 0.0                   |
| Other     | 27                   | 10                               | 3                | 37.0                      | 11.1                  |
| White     | 25                   | 11                               | 8                | 44.0                      | 32.0                  |
| Unknown   | 6                    | 5                                | 3                | 83.3                      | 50.0                  |

#### All Medical Consultant Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 112                  | 58                               | 25               | 51.8                      | 22.3                  |
| Black     | 8                    | 3                                | 1                | 37.5                      | 12.5                  |
| Mixed     | 7                    | 2                                | 0                | 28.6                      | 0.0                   |
| Other     | 23                   | 10                               | 3                | 43.5                      | 13.0                  |
| White     | 44                   | 28                               | 15               | 63.6                      | 34.1                  |
| Unknown   | 2                    | 2                                | 2                | 100.0                     | 100.0                 |

#### All Band 5 Bank Registered Nurse recruitment

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 25                   | 5                                | 1                | 20.0                      | 4.0                   |
| Black     | 81                   | 11                               | 0                | 13.6                      | 0.0                   |
| Mixed     | 5                    | 2                                | 0                | 40.0                      | 0.0                   |
| Other     | 6                    | 1                                | 1                | 16.7                      | 16.7                  |
| White     | 13                   | 6                                | 0                | 46.2                      | 0.0                   |
| Unknown   | 0                    |                                  |                  |                           |                       |

#### Overseas Nurse Recruitment

| Number of Nurses Recruited in 21-22 | Funding allocated to the trust for this purpose by NHSEI | Trust expenditure (excluding NHSEI funding) on overseas nurse recruitment. | Total     | Cost per recruit |
|-------------------------------------|----------------------------------------------------------|----------------------------------------------------------------------------|-----------|------------------|
| 260                                 | 1,339,176                                                | 3,027,440                                                                  | 4,366,616 | 16,795           |

## Barts Health NHS Trust

### All AfC Roles at bands 1 – 8b

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 16,661               | 4,929                            | 729                         | 29.6                      | 4.4                   |
| Black     | 16,776               | 3,185                            | 444                         | 19.0                      | 2.6                   |
| Mixed     | 1,768                | 438                              | 85                          | 24.8                      | 4.8                   |
| Other     | 2,252                | 571                              | 118                         | 25.4                      | 5.2                   |
| White     | 6,550                | 2,768                            | 712                         | 42.3                      | 10.9                  |
| Unknown   | 1,069                | 458                              | 164                         | 42.8                      | 15.3                  |

### All AfC Roles at 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 247                  | 50                               | 7                           | 20.2                      | 2.8                   |
| Black     | 175                  | 46                               | 6                           | 26.3                      | 3.4                   |
| Mixed     | 37                   | 14                               | 1                           | 37.8                      | 2.7                   |
| Other     | 33                   | 13                               | 1                           | 39.4                      | 3.0                   |
| White     | 344                  | 138                              | 29                          | 40.1                      | 8.4                   |
| Unknown   | 39                   | 14                               | 5                           | 35.9                      | 12.8                  |

### All Registered Nursing Roles at Band 5

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 1,333                | 494                              | 109                         | 37.1                      | 8.2                   |
| Black     | 7,407                | 787                              | 86                          | 10.6                      | 1.2                   |
| Mixed     | 397                  | 42                               | 5                           | 10.6                      | 1.3                   |
| Other     | 739                  | 95                               | 14                          | 12.9                      | 1.9                   |
| White     | 573                  | 291                              | 60                          | 50.8                      | 10.5                  |
| Unknown   | 86                   | 45                               | 21                          | 52.3                      | 24.4                  |

### All Registered Nursing Roles at Band 8c and above

Did not provide

### All Registered Midwives at Band 5

Did not provide

### All Registered Midwives at Band 6

Did not provide

**All Allied Health Professionals**

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 1,262                | 280                              | 49                          | 22.2                      | 3.9                   |
| Black     | 1,214                | 186                              | 24                          | 15.3                      | 2.0                   |
| Mixed     | 156                  | 38                               | 11                          | 24.4                      | 7.1                   |
| Other     | 161                  | 48                               | 12                          | 29.8                      | 7.5                   |
| White     | 860                  | 476                              | 151                         | 55.3                      | 17.6                  |
| Unknown   | 74                   | 35                               | 12                          | 47.3                      | 16.2                  |

**All Occupational Therapists**

Did not provide

**All Physiotherapists**

Did not provide

**All Dieticians**

Did not provide

**All Radiographers**

Did not provide

**All SAS Roles**

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 7,937                | 745                              | 124                         | 9.4                       | 1.6                   |
| Black     | 2,485                | 159                              | 26                          | 6.4                       | 1.0                   |
| Mixed     | 1,203                | 149                              | 21                          | 12.4                      | 1.7                   |
| Other     | 2,930                | 283                              | 44                          | 9.7                       | 1.5                   |
| White     | 1,912                | 452                              | 124                         | 23.6                      | 6.5                   |
| Unknown   | 415                  | 50                               | 11                          | 12.0                      | 2.7                   |

**All Medical Consultant Roles**

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 228                  | 116                              | 39                          | 50.9                      | 17.1                  |
| Black     | 22                   | 13                               | 5                           | 59.1                      | 22.7                  |
| Mixed     | 38                   | 24                               | 10                          | 63.2                      | 26.3                  |
| Other     | 77                   | 41                               | 10                          | 53.2                      | 13.0                  |
| White     | 222                  | 149                              | 80                          | 67.1                      | 36.0                  |
| Unknown   | 27                   | 22                               | 11                          | 81.5                      | 40.7                  |

**All Band 5 Bank Registered Nurse recruitment**

Did not provide

## Overseas Nurse Recruitment

Data Redacted

### Internal Review of refusal to provide Overseas Nurse Recruitment Costs

In their Internal Review of the decision to redact the data below Barts stated that:

Disclosure presents a risk to the commercial interests of the Trust. In order to attract competitive offers for the provision of goods and services, the Trust must maintain the faith of its commercial partners that it is able to maintain commercial confidences and protect its partners' information. If the Trust is perceived to be incapable of maintaining such confidences, it will struggle to attract competitive offers during its tendering exercises and could weaken our bargaining position with suppliers in the future. The Trust considers that disclosure of the information would be likely to prejudice the company's interest by disclosing to the public information which they consider to be confidential or trade secrets.

Commercially sensitive information is such which allows suppliers to compete on a competitive market. Disclosure may therefore unfairly aid a competitor and while putting them at risk of commercial disadvantage

| Number of Nurses Recruited in 21-22 | Funding allocated to the trust for this purpose by NHSEI | Trust expenditure (excluding NHSEI funding) on overseas nurse recruitment. | Total | Cost per recruit |
|-------------------------------------|----------------------------------------------------------|----------------------------------------------------------------------------|-------|------------------|
| 165                                 | £222,300                                                 | Redacted                                                                   | UTC   | UTC              |

## Chelsea and Westminster Hospital NHS Foundation Trust

### All AfC Roles at bands 1 – 8b

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 4,817                | 1,222                            | 203                         | 25.4                      | 4.2                   |
| Black     | 5,217                | 1,013                            | 118                         | 19.4                      | 2.3                   |
| Mixed     | 892                  | 225                              | 16                          | 25.2                      | 1.8                   |
| Other     | 1,067                | 257                              | 50                          | 24.1                      | 4.7                   |
| White     | 4,077                | 1,622                            | 376                         | 39.8                      | 9.2                   |
| Unknown   | 623                  | 309                              | 182                         | 49.6                      | 29.2                  |

### All AfC Roles at 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 138                  | 34                               | 6                           | 24.6                      | 4.3                   |
| Black     | 83                   | 22                               | 4                           | 26.5                      | 4.8                   |
| Mixed     | 29                   | 7                                | 2                           | 24.1                      | 6.9                   |
| Other     | 13                   | 2                                | 0                           | 15.4                      | 0.0                   |
| White     | 169                  | 56                               | 11                          | 33.1                      | 6.5                   |
| Unknown   | 10                   | 10                               | 10                          | 100.0                     | 100.0                 |

### All Registered Nursing Roles at Band 5

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 195                  | 125                              | 34                          | 64.1                      | 17.4                  |
| Black     | 790                  | 57                               | 6                           | 7.2                       | 0.8                   |
| Mixed     | 65                   | 13                               | 1                           | 20.0                      | 1.5                   |
| Other     | 107                  | 31                               | 4                           | 29.0                      | 3.7                   |
| White     | 152                  | 93                               | 24                          | 61.2                      | 15.8                  |
| Unknown   | 123                  | 110                              | 107                         | 89.4                      | 87.0                  |

**All Registered Nursing Roles at Band 8c and above**

| <b>Ethnicity</b> | <b>Number of Applicants</b> | <b>Number Shortlisted for Interview</b> | <b>Number Offered the Position</b> | <b>% Likelihood of Shortlist</b> | <b>% Likelihood of Offer</b> |
|------------------|-----------------------------|-----------------------------------------|------------------------------------|----------------------------------|------------------------------|
| Asian            | 3                           | 1                                       | 0                                  | 33.3                             | 0.0                          |
| Black            | 5                           | 4                                       | 1                                  | 80.0                             | 20.0                         |
| Mixed            | 2                           | 0                                       | 0                                  | 0.0                              | 0.0                          |
| Other            | 1                           | 1                                       | 0                                  | 100.0                            | 0.0                          |
| White            | 0                           |                                         |                                    |                                  |                              |
| Unknown          | 2                           | 0                                       | 0                                  | 0.0                              | 0.0                          |

**All Registered Midwives at Band 5**

| <b>Ethnicity</b> | <b>Number of Applicants</b> | <b>Number Shortlisted for Interview</b> | <b>Number Offered the Position</b> | <b>% Likelihood of Shortlist</b> | <b>% Likelihood of Offer</b> |
|------------------|-----------------------------|-----------------------------------------|------------------------------------|----------------------------------|------------------------------|
| Asian            | 2                           | 2                                       | 1                                  | 100.0                            | 50.0                         |
| Black            | 12                          | 5                                       | 2                                  | 41.7                             | 16.7                         |
| Mixed            | 2                           | 2                                       | 0                                  | 100.0                            | 0.0                          |
| Other            | 3                           | 1                                       | 1                                  | 33.3                             | 33.3                         |
| White            | 10                          | 10                                      | 4                                  | 100.0                            | 40.0                         |
| Unknown          | 29                          | 20                                      | 8                                  | 69.0                             | 27.6                         |

**All Registered Midwives at Band 6**

| <b>Ethnicity</b> | <b>Number of Applicants</b> | <b>Number Shortlisted for Interview</b> | <b>Number Offered the Position</b> | <b>% Likelihood of Shortlist</b> | <b>% Likelihood of Offer</b> |
|------------------|-----------------------------|-----------------------------------------|------------------------------------|----------------------------------|------------------------------|
| Asian            | 18                          | 7                                       | 1                                  | 38.9                             | 5.6                          |
| Black            | 107                         | 44                                      | 3                                  | 41.1                             | 2.8                          |
| Mixed            | 8                           | 6                                       | 0                                  | 75.0                             | 0.0                          |
| Other            | 17                          | 2                                       | 1                                  | 11.8                             | 5.9                          |
| White            | 53                          | 43                                      | 11                                 | 81.1                             | 20.8                         |
| Unknown          | 4                           | 4                                       | 1                                  | 100.0                            | 25.0                         |

**All Allied Health Professionals**

| <b>Ethnicity</b> | <b>Number of Applicants</b> | <b>Number Shortlisted for Interview</b> | <b>Number Offered the Position</b> | <b>% Likelihood of Shortlist</b> | <b>% Likelihood of Offer</b> |
|------------------|-----------------------------|-----------------------------------------|------------------------------------|----------------------------------|------------------------------|
| Asian            | 624                         | 87                                      | 12                                 | 13.9                             | 1.9                          |
| Black            | 765                         | 80                                      | 16                                 | 10.5                             | 2.1                          |
| Mixed            | 131                         | 27                                      | 2                                  | 20.6                             | 1.5                          |
| Other            | 119                         | 16                                      | 6                                  | 13.4                             | 5.0                          |
| White            | 566                         | 264                                     | 67                                 | 46.6                             | 11.8                         |
| Unknown          | 48                          | 13                                      | 4                                  | 27.1                             | 8.3                          |

#### All Occupational Therapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 24                   | 7                                | 2                           | 29.2                      | 8.3                   |
| Black     | 18                   | 6                                | 3                           | 33.3                      | 16.7                  |
| Mixed     | 4                    | 1                                | 0                           | 25.0                      | 0.0                   |
| Other     | 2                    | 0                                | 0                           | 0.0                       | 0.0                   |
| White     | 34                   | 18                               | 9                           | 52.9                      | 26.5                  |
| Unknown   | 5                    | 2                                | 0                           | 40.0                      | 0.0                   |

#### All Physiotherapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 165                  | 34                               | 6                           | 20.6                      | 3.6                   |
| Black     | 208                  | 17                               | 3                           | 8.2                       | 1.4                   |
| Mixed     | 41                   | 13                               | 0                           | 31.7                      | 0.0                   |
| Other     | 45                   | 3                                | 0                           | 6.7                       | 0.0                   |
| White     | 278                  | 144                              | 33                          | 51.8                      | 11.9                  |
| Unknown   | 22                   | 7                                | 3                           | 31.8                      | 13.6                  |

#### All Dieticians

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 13                   | 4                                | 1                           | 30.8                      | 7.7                   |
| Black     | 11                   | 1                                | 1                           | 9.1                       | 9.1                   |
| Mixed     | 6                    | 3                                | 1                           | 50.0                      | 16.7                  |
| Other     | 3                    | 1                                | 0                           | 33.3                      | 0.0                   |
| White     | 46                   | 18                               | 5                           | 39.1                      | 10.9                  |
| Unknown   | 2                    | 0                                | 0                           | 0.0                       | 0.0                   |

#### All Radiographers

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 340                  | 26                               | 2                           | 7.6                       | 0.6                   |
| Black     | 425                  | 32                               | 7                           | 7.5                       | 1.6                   |
| Mixed     | 48                   | 5                                | 1                           | 10.4                      | 2.1                   |
| Other     | 43                   | 7                                | 4                           | 16.3                      | 9.3                   |
| White     | 45                   | 25                               | 8                           | 55.6                      | 17.8                  |
| Unknown   | 12                   | 4                                | 1                           | 33.3                      | 8.3                   |

#### All SAS Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 77                   | 12                               | 3                           | 15.6                      | 3.9                   |
| Black     | 25                   | 2                                | 0                           | 8.0                       | 0.0                   |
| Mixed     | 7                    | 2                                | 2                           | 28.6                      | 28.6                  |
| Other     | 17                   | 1                                | 0                           | 5.9                       | 0.0                   |
| White     | 16                   | 3                                | 2                           | 18.8                      | 12.5                  |
| Unknown   | 2                    | 1                                | 0                           | 50.0                      | 0.0                   |

#### All Medical Consultant Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 84                   | 37                               | 13                          | 44.0                      | 15.5                  |
| Black     | 11                   | 7                                | 1                           | 63.6                      | 9.1                   |
| Mixed     | 22                   | 13                               | 4                           | 59.1                      | 18.2                  |
| Other     | 42                   | 14                               | 5                           | 33.3                      | 11.9                  |
| White     | 99                   | 69                               | 33                          | 69.7                      | 33.3                  |
| Unknown   | 17                   | 12                               | 3                           | 70.6                      | 17.6                  |

#### All Band 5 Bank Registered Nurse recruitment

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 12                   | 7                                | 3                           | 58.3                      | 25.0                  |
| Black     | 30                   | 3                                | 1                           | 10.0                      | 3.3                   |
| Mixed     | 4                    | 2                                | 1                           | 50.0                      | 25.0                  |
| Other     | 7                    | 2                                | 0                           | 28.6                      | 0.0                   |
| White     | 22                   | 13                               | 6                           | 59.1                      | 27.3                  |
| Unknown   | 4                    | 3                                | 3                           | 75.0                      | 75.0                  |

#### Overseas Nurse Recruitment

| Number of Nurses Recruited in 21-22 | Funding allocated to the trust for this purpose by NHSEI | Trust expenditure (excluding NHSEI funding) on overseas nurse recruitment. | Total     | Cost per recruit |
|-------------------------------------|----------------------------------------------------------|----------------------------------------------------------------------------|-----------|------------------|
| 135                                 | 287,000                                                  | 1,340,000                                                                  | 1,627,135 | 12,053           |

# Croydon Health Services NHS Trust

## All AfC Roles at Bands 1 to 8b

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 10,457            | 1,011           | 131                  | 9.7                       | 1.3                   |
| Black     | 8,583             | 1,476           | 243                  | 17.2                      | 2.8                   |
| Mixed     | 821               | 158             | 31                   | 19.2                      | 3.8                   |
| Other     | 735               | 158             | 26                   | 21.5                      | 3.5                   |
| White     | 2,065             | 626             | 136                  | 30.3                      | 6.6                   |
| Unknown   | 416               | 100             | 20                   | 24.0                      | 4.8                   |

## All AfC Roles at 8c and above

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 102               | 15              | 4                    | 14.7                      | 3.9                   |
| Black     | 100               | 19              | 1                    | 19.0                      | 1.0                   |
| Mixed     | 23                | 6               | 3                    | 26.1                      | 13.0                  |
| Other     | 13                | 3               | 0                    | 23.1                      | 0.0                   |
| White     | 166               | 33              | 6                    | 19.9                      | 3.6                   |
| Unknown   | 10                | 3               | 0                    | 30.0                      | 0.0                   |

## All Registered Nursing Roles at Band 5

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 2,407             | 67              | 13                   | 2.8                       | 0.5                   |
| Black     | 1,804             | 306             | 57                   | 17.0                      | 3.2                   |
| Mixed     | 111               | 13              | 2                    | 11.7                      | 1.8                   |
| Other     | 102               | 10              | 2                    | 9.8                       | 2.0                   |
| White     | 122               | 41              | 15                   | 33.6                      | 12.3                  |
| Unknown   | 25                | 10              | 2                    | 40.0                      | 8.0                   |

## All Registered Nursing Roles at Band 8c and above

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 21                | 6               | 1                    | 28.6                      | 4.8                   |
| Black     | 32                | 10              | 0                    | 31.3                      | 0.0                   |
| Mixed     | 8                 | 4               | 2                    | 50.0                      | 25.0                  |
| Other     | 5                 | 0               | 0                    | 0.0                       | 0.0                   |
| White     | 40                | 11              | 0                    | 27.5                      | 0.0                   |
| Unknown   | 2                 | 2               | 0                    | 100.0                     | 0.0                   |

**All Registered Midwives at Band 5**

| <b>Ethnicity</b> | <b>No. of Applicants</b> | <b>No. Shortlisted</b> | <b>No. Offered Position</b> | <b>% Likelihood of Shortlist</b> | <b>% Likelihood of Offer</b> |
|------------------|--------------------------|------------------------|-----------------------------|----------------------------------|------------------------------|
| Asian            | 7                        | 1                      | 0                           | 14.3                             | 0.0                          |
| Black            | 96                       | 23                     | 7                           | 24.0                             | 7.3                          |
| Mixed            | 5                        | 2                      | 1                           | 40.0                             | 20.0                         |
| Other            | 7                        | 0                      | 0                           | 0.0                              | 0.0                          |
| White            | 16                       | 11                     | 9                           | 68.8                             | 56.3                         |
| Unknown          | 2                        | 1                      | 0                           | 50.0                             | 0.0                          |
|                  |                          |                        |                             |                                  |                              |

**All Registered Midwives at Band 6**

| <b>Ethnicity</b> | <b>No. of Applicants</b> | <b>No. Shortlisted</b> | <b>No. Offered Position</b> | <b>% Likelihood of Shortlist</b> | <b>% Likelihood of Offer</b> |
|------------------|--------------------------|------------------------|-----------------------------|----------------------------------|------------------------------|
| Asian            | 8                        | 1                      | 0                           | 12.5                             | 0.0                          |
| Black            | 117                      | 25                     | 6                           | 21.4                             | 5.1                          |
| Mixed            | 6                        | 2                      | 1                           | 33.3                             | 16.7                         |
| Other            | 10                       | 1                      | 1                           | 10.0                             | 10.0                         |
| White            | 18                       | 13                     | 9                           | 72.2                             | 50.0                         |
| Unknown          | 2                        | 1                      | 0                           | 50.0                             | 0.0                          |

**All Allied Health Professionals**

| <b>Ethnicity</b> | <b>No. of Applicants</b> | <b>No. Shortlisted</b> | <b>No. Offered Position</b> | <b>% Likelihood of Shortlist</b> | <b>% Likelihood of Offer</b> |
|------------------|--------------------------|------------------------|-----------------------------|----------------------------------|------------------------------|
| Asian            | 988                      | 67                     | 13                          | 6.8                              | 1.3                          |
| Black            | 645                      | 77                     | 21                          | 11.9                             | 3.3                          |
| Mixed            | 108                      | 18                     | 6                           | 16.7                             | 5.6                          |
| Other            | 95                       | 20                     | 5                           | 21.1                             | 5.3                          |
| White            | 353                      | 106                    | 33                          | 30.0                             | 9.3                          |
| Unknown          | 30                       | 8                      | 1                           | 26.7                             | 3.3                          |

**All Occupational Therapists**

| <b>Ethnicity</b> | <b>No. of Applicants</b> | <b>No. Shortlisted</b> | <b>No. Offered Position</b> | <b>% Likelihood of Shortlist</b> | <b>% Likelihood of Offer</b> |
|------------------|--------------------------|------------------------|-----------------------------|----------------------------------|------------------------------|
| Asian            | 109                      | 10                     | 1                           | 9.2                              | 0.9                          |
| Black            | 90                       | 14                     | 4                           | 15.6                             | 4.4                          |
| Mixed            | 10                       | 3                      | 1                           | 30.0                             | 10.0                         |
| Other            | 14                       | 7                      | 1                           | 50.0                             | 7.1                          |
| White            | 39                       | 20                     | 7                           | 51.3                             | 17.9                         |
| Unknown          | 1                        | 1                      | 1                           | 100.0                            | 100.0                        |

**All Physiotherapists**

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 284               | 18              | 2                    | 6.3                       | 0.7                   |
| Black     | 186               | 13              | 5                    | 7.0                       | 2.7                   |
| Mixed     | 19                | 3               | 0                    | 15.8                      | 0.0                   |
| Other     | 16                | 2               | 1                    | 12.5                      | 6.3                   |
| White     | 59                | 33              | 11                   | 55.9                      | 18.6                  |
| Unknown   | 8                 | 2               | 0                    | 25.0                      | 0.0                   |

**All Dieticians**

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 120               | 10              | 1                    | 8.3                       | 0.8                   |
| Black     | 135               | 9               | 1                    | 6.7                       | 0.7                   |
| Mixed     | 15                | 3               | 1                    | 20.0                      | 6.7                   |
| Other     | 17                | 2               | 0                    | 11.8                      | 0.0                   |
| White     | 65                | 19              | 3                    | 29.2                      | 4.6                   |
| Unknown   | 4                 | 1               | 0                    | 25.0                      | 0.0                   |

**All Radiographers**

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 119               | 10              | 3                    | 8.4                       | 2.5                   |
| Black     | 156               | 18              | 8                    | 11.5                      | 5.1                   |
| Mixed     | 22                | 2               | 1                    | 9.1                       | 4.5                   |
| Other     | 10                | 4               | 1                    | 40.0                      | 10.0                  |
| White     | 14                | 7               | 1                    | 50.0                      | 7.1                   |
| Unknown   | 2                 | 0               | 0                    | 0.0                       | 0.0                   |

**All SAS Roles**

Did not provide

**All Medical Consultant Roles**

Did not provide

**All Band 5 Bank Registered Nurse recruitment**

Did not provide

## Epsom & St Helier University Hospitals NHS Trust

### All AfC Roles at bands 1 – 8b

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 13,675            | 1,753           | 246                  | 12.8                      | 1.8                   |
| Black     | 14,131            | 1,252           | 123                  | 8.9                       | 0.9                   |
| Mixed     | 1,298             | 173             | 22                   | 13.3                      | 1.7                   |
| Other     | 1,455             | 271             | 42                   | 18.6                      | 2.9                   |
| White     | 4,849             | 1,731           | 316                  | 35.7                      | 6.5                   |
| Unknown   | 445               | 96              | 20                   | 21.6                      | 4.5                   |

### All AfC Roles at 8c and above

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 31                | 2               | 0                    | 6.5                       | 0.0                   |
| Black     | 32                | 4               | 0                    | 12.5                      | 0.0                   |
| Mixed     | 4                 | 1               | 0                    | 25.0                      | 0.0                   |
| Other     | 3                 | 1               | 1                    | 33.3                      | 33.3                  |
| White     | 72                | 32              | 5                    | 44.4                      | 6.9                   |
| Unknown   | 4                 | 1               | 0                    | 25.0                      | 0.0                   |

### All Registered Nursing Roles at Band 5

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 4,045             | 309             | 71                   | 7.6                       | 1.8                   |
| Black     | 4,939             | 245             | 17                   | 5.0                       | 0.3                   |
| Mixed     | 403               | 30              | 1                    | 7.4                       | 0.2                   |
| Other     | 331               | 28              | 6                    | 8.5                       | 1.8                   |
| White     | 317               | 157             | 30                   | 49.5                      | 9.5                   |
| Unknown   | 29                | 4               | 0                    | 13.8                      | 0.0                   |

### All Registered Nursing Roles at Band 8c and above

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 10                | 0               | 0                    | 0.0                       | 0.0                   |
| Black     | 13                | 2               | 0                    | 15.4                      | 0.0                   |
| Mixed     | 3                 | 1               | 0                    | 33.3                      | 0.0                   |
| Other     | 0                 |                 |                      |                           |                       |
| White     | 21                | 11              | 2                    | 52.4                      | 9.5                   |
| Unknown   | 1                 | 1               | 0                    | 100.0                     | 0.0                   |

#### All Registered Midwives at Band 5

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 35                | 3               | 1                    | 8.6                       | 2.9                   |
| Black     | 340               | 10              | 1                    | 2.9                       | 0.3                   |
| Mixed     | 14                | 5               | 1                    | 35.7                      | 7.1                   |
| Other     | 22                | 0               | 0                    | 0.0                       | 0.0                   |
| White     | 69                | 33              | 10                   | 47.8                      | 14.5                  |
| Unknown   | 4                 | 0               | 0                    | 0.0                       | 0.0                   |

#### All Registered Midwives at Band 6

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 52                | 4               | 1                    | 7.7                       | 1.9                   |
| Black     | 359               | 12              | 0                    | 3.3                       | 0.0                   |
| Mixed     | 15                | 5               | 1                    | 33.3                      | 6.7                   |
| Other     | 24                | 0               | 0                    | 0.0                       | 0.0                   |
| White     | 81                | 43              | 10                   | 53.1                      | 12.3                  |
| Unknown   | 4                 | 0               | 0                    | 0.0                       | 0.0                   |

#### All Allied Health Professionals

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 1,820             | 160             | 19                   | 8.8                       | 1.0                   |
| Black     | 1,355             | 56              | 9                    | 4.1                       | 0.7                   |
| Mixed     | 134               | 8               | 2                    | 6.0                       | 1.5                   |
| Other     | 145               | 23              | 4                    | 15.9                      | 2.8                   |
| White     | 460               | 216             | 47                   | 47.0                      | 10.2                  |
| Unknown   | 29                | 8               | 5                    | 27.6                      | 17.2                  |

#### All Occupational Therapists

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 91                | 21              | 2                    | 23.1                      | 2.2                   |
| Black     | 45                | 8               | 1                    | 17.8                      | 2.2                   |
| Mixed     | 5                 | 3               | 1                    | 60.0                      | 20.0                  |
| Other     | 9                 | 4               | 1                    | 44.4                      | 11.1                  |
| White     | 51                | 42              | 6                    | 82.4                      | 11.8                  |
| Unknown   | 1                 | 1               | 0                    | 100.0                     | 0.0                   |

#### All Physiotherapists

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 1,019             | 76              | 4                    | 7.5                       | 0.4                   |
| Black     | 787               | 18              | 3                    | 2.3                       | 0.4                   |
| Mixed     | 64                | 4               | 1                    | 6.3                       | 1.6                   |
| Other     | 82                | 8               | 1                    | 9.8                       | 1.2                   |
| White     | 298               | 104             | 29                   | 34.9                      | 9.7                   |
| Unknown   | 20                | 3               | 1                    | 15.0                      | 5.0                   |

#### All Dieticians

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 47                | 11              | 3                    | 23.4                      | 6.4                   |
| Black     | 83                | 7               | 1                    | 8.4                       | 1.2                   |
| Mixed     | 8                 | 0               | 0                    | 0.0                       | 0.0                   |
| Other     | 9                 | 1               | 1                    | 11.1                      | 11.1                  |
| White     | 32                | 24              | 4                    | 75.0                      | 12.5                  |
| Unknown   | 3                 | 2               | 1                    | 66.7                      | 33.3                  |

#### All Radiographers

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 648               | 54              | 10                   | 8.3                       | 1.5                   |
| Black     | 452               | 21              | 4                    | 4.6                       | 0.9                   |
| Mixed     | 56                | 1               | 0                    | 1.8                       | 0.0                   |
| Other     | 40                | 8               | 1                    | 20.0                      | 2.5                   |
| White     | 49                | 25              | 3                    | 51.0                      | 6.1                   |
| Unknown   | 5                 | 2               | 2                    | 40.0                      | 40.0                  |

#### All SAS Roles

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 2                 | 2               | 1                    | 100.0                     | 50.0                  |
| Black     | 3                 | 3               | 1                    | 100.0                     | 33.3                  |
| Mixed     | 1                 | 1               | 1                    | 100.0                     | 100.0                 |
| Other     | 1                 | 0               | 1                    | 0.0                       | 100.0                 |
| White     | 0                 |                 |                      |                           |                       |
| Unknown   | 0                 |                 |                      |                           |                       |

**All Medical  
Consultant Roles**

| <b>Ethnicity</b> | <b>No. of Applicants</b> | <b>No. Shortlisted</b> | <b>No. Offered Position</b> | <b>% likelihood of shortlist</b> | <b>% likelihood of offer</b> |
|------------------|--------------------------|------------------------|-----------------------------|----------------------------------|------------------------------|
| Asian            | 50                       | 14                     | 6                           | 28.0                             | 12.0                         |
| Black            | 5                        | 2                      | 2                           | 40.0                             | 40.0                         |
| Mixed            | 5                        | 2                      | 1                           | 40.0                             | 20.0                         |
| Other            | 10                       | 5                      | 1                           | 50.0                             | 10.0                         |
| White            | 29                       | 10                     | 0                           | 34.5                             | 0.0                          |
| Unknown          | 8                        | 2                      | 0                           | 25.0                             | 0.0                          |

**All Band 5 Bank Registered Nurse  
recruitment**

| <b>Ethnicity</b> | <b>No. of Applicants</b> | <b>No. Shortlisted</b> | <b>No. Offered Position</b> | <b>% likelihood of shortlist</b> | <b>% likelihood of offer</b> |
|------------------|--------------------------|------------------------|-----------------------------|----------------------------------|------------------------------|
| Asian            | 135                      | 43                     | 43                          | 31.9                             | 31.9                         |
| Black            | 210                      | 89                     | 89                          | 42.4                             | 42.4                         |
| Mixed            | 13                       | 7                      | 7                           | 53.8                             | 53.8                         |
| Other            | 14                       | 6                      | 6                           | 42.9                             | 42.9                         |
| White            | 88                       | 73                     | 73                          | 83.0                             | 83.0                         |
| Unknown          | 8                        | 6                      | 6                           | 75.0                             | 75.0                         |

**Overseas Nurse Recruitment**

| <b>Number of Nurses Recruited in 21-22</b> | <b>Funding allocated to the trust for this purpose by NHSEI</b> | <b>Trust expenditure (excluding NHSEI funding) on overseas nurse recruitment.</b> | <b>Total</b> | <b>Cost per recruit</b> |
|--------------------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------------------------------|--------------|-------------------------|
| 253                                        | 488,000                                                         | 1,949,000                                                                         | 2,437,000    | 9,632.4                 |

## Guy's & St Thomas' NHS Foundation Trust

### All AfC Roles at bands 1 – 8b

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % likelihood of shortlist | % likelihood of offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 19,864               | 6,040                            | 874                         | 30.4                      | 4.4                   |
| Black     | 19,209               | 5,824                            | 849                         | 30.3                      | 4.4                   |
| Mixed     | 2,765                | 937                              | 182                         | 33.9                      | 6.6                   |
| Other     | 2,606                | 730                              | 95                          | 28.0                      | 3.6                   |
| White     | 18,001               | 7,870                            | 1,822                       | 43.7                      | 10.1                  |
| Unknown   | 648                  | 155                              | 23                          | 23.9                      | 3.5                   |

### All AfC Roles at 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % likelihood of shortlist | % likelihood of offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 465                  | 79                               | 11                          | 17.0                      | 2.4                   |
| Black     | 268                  | 63                               | 7                           | 23.5                      | 2.6                   |
| Mixed     | 69                   | 20                               | R                           | 29.0                      | UTC                   |
| Other     | 54                   | 11                               | R                           | 20.4                      | UTC                   |
| White     | 857                  | 333                              | 71                          | 38.9                      | 8.3                   |
| Unknown   | 24                   | R                                | R                           |                           |                       |

### All Registered Nursing Roles at Band 5

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % likelihood of shortlist | % likelihood of offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 1,590                | 850                              | 216                         | 53.5                      | 13.6                  |
| Black     | 2,507                | 867                              | 194                         | 34.6                      | 7.7                   |
| Mixed     | 251                  | 108                              | 30                          | 43.0                      | 12.0                  |
| Other     | 219                  | 79                               | 17                          | 36.1                      | 7.8                   |
| White     | 1,710                | 1,254                            | 417                         | 73.3                      | 24.4                  |
| Unknown   | 27                   | 12                               | R                           | 44.4                      | UTC                   |

### All Registered Nursing Roles at Band 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % likelihood of shortlist | % likelihood of offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 23                   | R                                | 0                           | UTC                       | 0.0                   |
| Black     | 36                   | 13                               | 5                           | 36.1                      | 13.9                  |
| Mixed     | 9                    | R                                | 0                           | UTC                       | 0.0                   |
| Other     | 40(2)                | R                                | 0                           | UTC                       | UTC                   |
| White     | 92                   | 53                               | 11                          | 57.6                      | 12.0                  |
| Unknown   | R                    | 0                                | 0                           | UTC                       | UTC                   |

#### All Registered Midwives at Band 5

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % likelihood of shortlist | % likelihood of offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 20                   | 13                               | R                           | 65.0                      | UTC                   |
| Black     | 93                   | 57                               | 8                           | 61.3                      | 8.6                   |
| Mixed     | 10                   | 8                                | R                           | 80.0                      | UTC                   |
| Other     | 11                   | 6                                | 0                           | 54.5                      | 0.0                   |
| White     | 80                   | 64                               | 5                           | 80.0                      | 6.3                   |
| Unknown   | 0                    |                                  |                             |                           |                       |

#### All Registered Midwives at Band 6

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % likelihood of shortlist | % likelihood of offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 10                   | 6                                | R                           | 60.0                      | UTC                   |
| Black     | 54                   | 37                               | 12                          | 68.5                      | 22.2                  |
| Mixed     | 17                   | 16                               | R                           | 94.1                      | UTC                   |
| Other     | 5                    | R                                | 0                           | UTC                       | 0.0                   |
| White     | 137                  | 120                              | 45                          | 87.6                      | 32.8                  |
| Unknown   | R                    | R                                | 0                           | UTC                       | UTC                   |

#### All Allied Health Professionals

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % likelihood of shortlist | % likelihood of offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 2,004                | 576                              | 77                          | 28.7                      | 3.8                   |
| Black     | 1,575                | 436                              | 42                          | 27.7                      | 2.7                   |
| Mixed     | 345                  | 126                              | 25                          | 36.5                      | 7.2                   |
| Other     | 239                  | 76                               | 13                          | 31.8                      | 5.4                   |
| White     | 2,456                | 1,296                            | 325                         | 52.8                      | 13.2                  |
| Unknown   | 41                   | 17                               | R                           | 41.5                      | UTC                   |

#### All Occupational Therapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % likelihood of shortlist | % likelihood of offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 179                  | 65                               | R                           | 36.3                      | UTC                   |
| Black     | 271                  | 79                               | 8                           | 29.2                      | 3.0                   |
| Mixed     | 47                   | 23                               | 5                           | 48.9                      | 10.6                  |
| Other     | 26                   | 9                                | R                           | 34.6                      | UTC                   |
| White     | 401                  | 229                              | 77                          | 57.1                      | 19.2                  |
| Unknown   | 6                    | R                                | 0                           | UTC                       | 0.0                   |

#### All Physiotherapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % likelihood of shortlist | % likelihood of offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 337                  | 101                              | 11                          | 30.0                      | 3.3                   |
| Black     | 460                  | 117                              | 14                          | 25.4                      | 3.0                   |
| Mixed     | 97                   | 43                               | 8                           | 44.3                      | 8.2                   |
| Other     | 40                   | 15                               | R                           | 37.5                      | UTC                   |
| White     | 616                  | 382                              | 101                         | 62.0                      | 16.4                  |
| Unknown   | 9                    | R                                | R                           | UTC                       | UTC                   |

#### All Dieticians

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % likelihood of shortlist | % likelihood of offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 216                  | 49                               | 9                           | 22.7                      | 4.2                   |
| Black     | 134                  | 34                               | R                           | 25.4                      | UTC                   |
| Mixed     | 59                   | 18                               | R                           | 30.5                      | UTC                   |
| Other     | 49                   | 12                               | R                           | 24.5                      | UTC                   |
| White     | 415                  | 161                              | 28                          | 38.8                      | 6.7                   |
| Unknown   | R                    | 0                                | 0                           | UTC                       | UTC                   |

#### All Radiographers

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % likelihood of shortlist | % likelihood of offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 727                  | 158                              | 23                          | 21.7                      | 3.2                   |
| Black     | 489                  | 121                              | 11                          | 24.7                      | 2.2                   |
| Mixed     | 69                   | 15                               | R                           | 21.7                      | UTC                   |
| Other     | 43                   | 16                               | R                           | 37.2                      | UTC                   |
| White     | 233                  | 150                              | 43                          | 64.4                      | 18.5                  |
| Unknown   | 7                    | R                                | R                           | UTC                       | UTC                   |

#### All SAS Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % likelihood of shortlist | % likelihood of offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 1,182                | 300                              | 35                          | 25.4                      | 3.0                   |
| Black     | 972                  | 257                              | 48                          | 26.4                      | 4.9                   |
| Mixed     | 171                  | 45                               | 9                           | 26.3                      | 5.3                   |
| Other     | 220                  | 36                               | R                           | 16.4                      | UTC                   |
| White     | 1,013                | 395                              | 67                          | 39.0                      | 6.6                   |
| Unknown   | 53                   | 8                                | R                           | 15.1                      | UTC                   |

**All Medical Consultant Roles**

| <b>Ethnicity</b> | <b>Number of Applicants</b> | <b>Number Shortlisted for Interview</b> | <b>Number Offered the Position</b> | <b>% likelihood of shortlist</b> | <b>% likelihood of offer</b> |
|------------------|-----------------------------|-----------------------------------------|------------------------------------|----------------------------------|------------------------------|
| <b>Asian</b>     | 206                         | 155                                     | 57                                 | 75.2                             | 27.7                         |
| <b>Black</b>     | 25                          | 18                                      | 8                                  | 72.0                             | 32.0                         |
| <b>Mixed</b>     | 38                          | 25                                      | 11                                 | 65.8                             | 28.9                         |
| <b>Other</b>     | 58                          | 27                                      | 9                                  | 46.6                             | 15.5                         |
| <b>White</b>     | 289                         | 230                                     | 99                                 | 79.6                             | 34.3                         |
| <b>Unknown</b>   | R                           | R                                       | 0                                  | UTC                              | UTC                          |

**All Band 5 Bank Registered Nurse recruitment**

Did not provide

**Overseas Nurse Recruitment**

Did not provide

## Hillingdon Hospitals NHS Foundation Trust

### All AfC Roles at bands 1 – 8b

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 4,783                | 1,034                            | 185                         | 21.6                      | 3.9                   |
| Black     | 6,125                | 447                              | 83                          | 7.3                       | 1.4                   |
| Mixed     | 640                  | 100                              | 15                          | 15.6                      | 2.3                   |
| Other     | 874                  | 119                              | 23                          | 13.6                      | 2.6                   |
| White     | 2,286                | 850                              | 208                         | 37.2                      | 9.1                   |
| Unknown   | 278                  | 77                               | 28                          | 27.7                      | 10.1                  |

### All AfC Roles at 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 89                   | 32                               | 4                           | 36.0                      | 4.5                   |
| Black     | 30                   | 15                               | 1                           | 50.0                      | 3.3                   |
| Mixed     | 9                    | 4                                | 1                           | 44.4                      | 11.1                  |
| Other     | 10                   | 4                                | 1                           | 40.0                      | 10.0                  |
| White     | 83                   | 41                               | 8                           | 49.4                      | 9.6                   |
| Unknown   | 8                    | 5                                | 0                           | 62.5                      | 0.0                   |

### All Registered Nursing Roles at Band 5

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 240                  | 131                              | 28                          | 54.6                      | 11.7                  |
| Black     | 3,118                | 71                               | 17                          | 2.3                       | 0.5                   |
| Mixed     | 153                  | 5                                | 0                           | 3.3                       | 0.0                   |
| Other     | 327                  | 20                               | 2                           | 6.1                       | 0.6                   |
| White     | 79                   | 50                               | 8                           | 63.3                      | 10.1                  |
| Unknown   | 25                   | 6                                | 1                           | 24.0                      | 4.0                   |

### All Registered Nursing Roles at Band 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 7                    | 2                                | 0                           | 28.6                      | 0.0                   |
| Black     | 4                    | 4                                | 1                           | 100.0                     | 25.0                  |
| Mixed     | 1                    | 1                                | 0                           | 100.0                     | 0.0                   |
| Other     | 1                    | 0                                | 0                           | 0.0                       | 0.0                   |
| White     | 13                   | 8                                | 3                           | 61.5                      | 23.1                  |
| Unknown   | 0                    |                                  |                             |                           |                       |

#### All Registered Midwives at Band 5

Did not provide

#### All Registered Midwives at Band 6

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 2                    | 1                                | 1                           | 50.0                      | 50.0                  |
| Black     | 51                   | 15                               | 7                           | 29.4                      | 13.7                  |
| Mixed     | 4                    | 2                                | 0                           | 50.0                      | 0.0                   |
| Other     | 11                   | 0                                | 0                           | 0.0                       | 0.0                   |
| White     | 10                   | 9                                | 2                           | 90.0                      | 20.0                  |
| Unknown   | 6                    | 6                                | 2                           | 100.0                     | 33.3                  |

#### All Allied Health Professionals

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 752                  | 102                              | 21                          | 13.6                      | 2.8                   |
| Black     | 848                  | 52                               | 10                          | 6.1                       | 1.2                   |
| Mixed     | 98                   | 12                               | 0                           | 12.2                      | 0.0                   |
| Other     | 102                  | 21                               | 5                           | 20.6                      | 4.9                   |
| White     | 218                  | 129                              | 33                          | 59.2                      | 15.1                  |
| Unknown   | 23                   | 4                                | 2                           | 17.4                      | 8.7                   |

#### All Occupational Therapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 32                   | 14                               | 5                           | 43.8                      | 15.6                  |
| Black     | 21                   | 7                                | 2                           | 33.3                      | 9.5                   |
| Mixed     | 5                    | 2                                | 0                           | 40.0                      | 0.0                   |
| Other     | 4                    | 2                                | 1                           | 50.0                      | 25.0                  |
| White     | 30                   | 19                               | 5                           | 63.3                      | 16.7                  |
| Unknown   | 0                    |                                  |                             |                           |                       |

#### All Physiotherapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 131                  | 34                               | 6                           | 26.0                      | 4.6                   |
| Black     | 189                  | 7                                | 0                           | 3.7                       | 0.0                   |
| Mixed     | 23                   | 7                                | 0                           | 30.4                      | 0.0                   |
| Other     | 18                   | 2                                | 0                           | 11.1                      | 0.0                   |
| White     | 84                   | 59                               | 24                          | 70.2                      | 28.6                  |
| Unknown   | 1                    | 1                                | 0                           | 100.0                     | 0.0                   |

#### All Dieticians

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 18                   | 6                                | 1                           | 33.3                      | 5.6                   |
| Black     | 15                   | 2                                | 1                           | 13.3                      | 6.7                   |
| Mixed     | 4                    | 1                                | 0                           | 25.0                      | 0.0                   |
| Other     | 3                    | 3                                | 0                           | 100.0                     | 0.0                   |
| White     | 35                   | 23                               | 4                           | 65.7                      | 11.4                  |
| Unknown   | 0                    |                                  |                             |                           |                       |

#### All Radiographers

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 454                  | 30                               | 4                           | 6.6                       | 0.9                   |
| Black     | 518                  | 27                               | 5                           | 5.2                       | 1.0                   |
| Mixed     | 54                   | 1                                | 0                           | 1.9                       | 0.0                   |
| Other     | 58                   | 8                                | 3                           | 13.8                      | 5.2                   |
| White     | 25                   | 11                               | 1                           | 44.0                      | 4.0                   |
| Unknown   | 15                   |                                  |                             | 0.0                       | 0.0                   |

#### All SAS Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 2,366                | 112                              | 24                          | 4.7                       | 1.0                   |
| Black     | 1,032                | 13                               | 3                           | 1.3                       | 0.3                   |
| Mixed     | 390                  | 9                                | 0                           | 2.3                       | 0.0                   |
| Other     | 919                  | 22                               | 2                           | 2.4                       | 0.2                   |
| White     | 471                  | 42                               | 10                          | 8.9                       | 2.1                   |
| Unknown   | 154                  | 24                               | 10                          | 15.6                      | 6.5                   |

#### All Medical Consultant Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 54                   | 14                               | 7                           | 25.9                      | 13.0                  |
| Black     | 4                    | 1                                | 1                           | 25.0                      | 25.0                  |
| Mixed     | 4                    | 1                                | 0                           | 25.0                      | 0.0                   |
| Other     | 17                   | 4                                | 0                           | 23.5                      | 0.0                   |
| White     | 22                   | 6                                | 4                           | 27.3                      | 18.2                  |
| Unknown   | 7                    | 6                                | 3                           | 85.7                      | 42.9                  |

**All Band 5 Bank Registered Nurse recruitment**

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 22                   | 5                                | 2                           | 22.7                      | 9.1                   |
| Black   | 112                  | 8                                | 2                           | 7.1                       | 1.8                   |
| Mixed   | 6                    | 2                                | 0                           | 33.3                      | 0.0                   |
| Other   | 13                   | 5                                | 2                           | 38.5                      | 15.4                  |
| White   | 3                    | 3                                | 1                           | 100.0                     | 33.3                  |
| Unknown | 4                    | 1                                | 0                           | 25.0                      | 0.0                   |

**Overseas Nurse Recruitment**

| Number of Nurses Recruited in 21-22 | Funding allocated to the trust for this purpose by NHSEI | Trust expenditure (excluding NHSEI funding) on overseas nurse recruitment. | Total     | Cost Per Recruit |
|-------------------------------------|----------------------------------------------------------|----------------------------------------------------------------------------|-----------|------------------|
| 130                                 | 390,000                                                  | 2,302,040                                                                  | 2,692,040 | 20,708           |

## Homerton Healthcare NHS Foundation Trust

### All AfC Roles at bands 1 – 8b

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 2,902                | 625                              | 67                          | 21.5                      | 2.3                   |
| Black   | 4,696                | 889                              | 126                         | 18.9                      | 2.7                   |
| Mixed   | 627                  | 121                              | 21                          | 19.3                      | 3.3                   |
| Other   | 547                  | 125                              | 3                           | 22.9                      | 0.5                   |
| White   | 2,432                | 690                              | 121                         | 28.4                      | 5.0                   |
| Unknown | 327                  | 84                               | 5                           | 25.7                      | 1.5                   |

### All AfC Roles at 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 29                   | 24                               | 0                           | 82.8                      | 0.0                   |
| Black     | 22                   | 13                               | 0                           | 59.1                      | 0.0                   |
| Mixed     | 7                    | 3                                | 0                           | 42.9                      | 0.0                   |
| Other     | 5                    | 3                                | 0                           | 60.0                      | 0.0                   |
| White     | 47                   | 21                               | 1                           | 44.7                      | 2.1                   |
| Unknown   | 10                   | 8                                | 0                           | 80.0                      | 0.0                   |

### All Registered Nursing- B5

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 350                  | 98                               | 14                          | 28.0                      | 4.0                   |
| Black     | 1,788                | 317                              | 30                          | 17.7                      | 1.7                   |
| Mixed     | 121                  | 19                               | 4                           | 15.7                      | 3.3                   |
| Other     | 160                  | 33                               | 3                           | 20.6                      | 1.9                   |
| White     | 317                  | 119                              | 20                          | 37.5                      | 6.3                   |
| Unknown   | 41                   | 12                               | 1                           | 29.3                      | 2.4                   |

### All Registered Nursing Roles at Band 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 7                    | 2                                | 0                           | 28.6                      | 0.0                   |
| Black     | 5                    | 4                                | 3                           | 80.0                      | 60.0                  |
| Mixed     | 0                    |                                  |                             |                           |                       |
| Other     | 2                    | 0                                | 0                           | 0.0                       | 0.0                   |
| White     | 18                   | 7                                | 6                           | 38.9                      | 33.3                  |
| Unknown   | 1                    | 0                                | 0                           | 0.0                       | 0.0                   |

#### All Registered Midwives at Band 5

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 67                   | 26                               | 7                           | 38.8                      | 10.4                  |
| Black     | 396                  | 133                              | 42                          | 33.6                      | 10.6                  |
| Mixed     | 27                   | 6                                | 2                           | 22.2                      | 7.4                   |
| Other     | 39                   | 8                                | 3                           | 20.5                      | 7.7                   |
| White     | 73                   | 23                               | 20                          | 31.5                      | 27.4                  |
| Unknown   | 9                    | 5                                | 0                           | 55.6                      | 0.0                   |

#### All Registered Midwives at Band 6

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 33                   | 8                                | 8                           | 24.2                      | 24.2                  |
| Black     | 115                  | 48                               | 19                          | 41.7                      | 16.5                  |
| Mixed     | 11                   | 1                                | 5                           | 9.1                       | 45.5                  |
| Other     | 15                   | 5                                | 2                           | 33.3                      | 13.3                  |
| White     | 63                   | 11                               | 22                          | 17.5                      | 34.9                  |
| Unknown   | 8                    | 2                                | 3                           | 25.0                      | 37.5                  |

#### All Allied Health Professionals

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 522                  | 106                              | 12                          | 20.3                      | 2.3                   |
| Black     | 101                  | 36                               | 16                          | 35.6                      | 15.8                  |
| Mixed     | 148                  | 38                               | 7                           | 25.7                      | 4.7                   |
| Other     | 38                   | 30                               | 5                           | 78.9                      | 13.2                  |
| White     | 896                  | 224                              | 39                          | 25.0                      | 4.4                   |
| Unknown   | 20                   | 0                                | 0                           | 0.0                       | 0.0                   |

#### All Occupational Therapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 2,243                | 490                              | 44                          | 21.8                      | 2.0                   |
| Black     | 3,834                | 663                              | 72                          | 17.3                      | 1.9                   |
| Mixed     | 509                  | 105                              | 14                          | 20.6                      | 2.8                   |
| Other     | 452                  | 93                               | 11                          | 20.6                      | 2.4                   |
| White     | 1,920                | 534                              | 79                          | 27.8                      | 4.1                   |
| Unknown   | 275                  | 65                               | 2                           | 23.6                      | 0.7                   |

All  
Physiotherapists  
Unable to provide

**All Dieticians**

Unable to  
provide

**All****Radiographers**

Unable to  
provide

**All SAS Roles**

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 13                   | 2                                | 0                           | 15.4                      | 0.0                   |
| Black     | 4                    | 0                                | 0                           | 0.0                       | 0.0                   |
| Mixed     | 1                    | 0                                | 0                           | 0.0                       | 0.0                   |
| Other     | 3                    | 2                                | 0                           | 66.7                      | 0.0                   |
| White     | 5                    | 5                                | 3                           | 100.0                     | 60.0                  |
| Unknown   | 1                    | 0                                | 0                           | 0.0                       | 0.0                   |

**All Consultants**

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 89                   | 32                               | 16                          | 36.0                      | 18.0                  |
| Black     | 4                    | 0                                | 0                           | 0.0                       | 0.0                   |
| Mixed     | 11                   | 1                                | 1                           | 9.1                       | 9.1                   |
| Other     | 34                   | 9                                | 5                           | 26.5                      | 14.7                  |
| White     | 53                   | 26                               | 14                          | 49.1                      | 26.4                  |
| Unknown   | 11                   | 3                                | 2                           | 27.3                      | 18.2                  |

**All Band 5 Bank Registered Nurse recruitment**

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 0                    |                                  |                             |                           |                       |
| Black     | 0                    |                                  |                             |                           |                       |
| Mixed     | 0                    |                                  |                             |                           |                       |
| Other     | 2                    | 0                                | 0                           | 0.0                       | 0.0                   |
| White     | 3                    | 0                                | 0                           | 0.0                       | 0.0                   |
| Unknown   | 1                    | 0                                | 0                           | 0.0                       | 0.0                   |

**Overseas Nurse Recruitment**

No expenditure in 2021-22

# Imperial College Healthcare NHS Trust

## All AfC Roles at bands 1 – 8b

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 5298                 | 1663                             | 353                         | 20.6                      | 0.9                   |
| Black     | 3962                 | 1336                             | 265                         | 27.1                      | 1.4                   |
| Mixed     | 485                  | 150                              | 31                          | 25.6                      | 2.7                   |
| Other     | 376                  | 91                               | 12                          | 20.0                      | 1.5                   |
| White     | 3918                 | 1617                             | 509                         | 33.6                      | 3.1                   |
| Unknown   | 99                   | 52                               | 38                          | 27.8                      | 1.3                   |

## All AfC Roles at 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 69                   | 22                               | 2                           | 13.8                      | 0.0                   |
| Black     | 49                   | 20                               | 6                           | 14.6                      | 0.0                   |
| Mixed     | 10                   | 3                                | 1                           | 17.1                      | 1.0                   |
| Other     | 13                   | 3                                | 0                           | 16.1                      | 0.0                   |
| White     | 145                  | 78                               | 24                          | 29.9                      | 4.5                   |
| Unknown   | 3                    | 2                                | 2                           | 25.9                      | 0.0                   |

## All Registered Nursing Roles at Band 5

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 79                   | 47                               | 12                          | 43.9                      | 4.8                   |
| Black     | 483                  | 142                              | 19                          | 12.9                      | 0.5                   |
| Mixed     | 28                   | 8                                | 1                           | 13.0                      | 0.3                   |
| Other     | 24                   | 6                                | 0                           | 20.2                      | 2.0                   |
| White     | 85                   | 62                               | 12                          | 55.1                      | 4.4                   |
| Unknown   | 8                    | 8                                | 5                           | 53.9                      | 3.9                   |

## All Registered Nursing Roles at Band 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 3                    | 2                                | 0                           | 10.0                      | 0.0                   |
| Black     | 5                    | 5                                | 4                           | 52.2                      | 0.0                   |
| Mixed     | 4                    | 2                                | 1                           | 25.0                      | 0.0                   |
| Other     | 2                    | 1                                | 0                           | 0.0                       | 0.0                   |
| White     | 28                   | 17                               | 7                           | 56.9                      | 7.8                   |
| Unknown   | 2                    | 2                                | 2                           | 33.3                      | 0.0                   |

**All Registered Midwives at Band 5**

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 2                    | 2                                | 2                           | 35.3                      | 11.8                  |
| Black     | 11                   | 11                               | 5                           | 29.0                      | 12.9                  |
| Mixed     | 0                    |                                  |                             | 100.0                     | 50.0                  |
| Other     | 0                    |                                  |                             | 0.0                       | 0.0                   |
| White     | 3                    | 3                                | 0                           | 76.9                      | 30.8                  |
| Unknown   | 0                    |                                  |                             |                           |                       |

**All Registered Midwives at Band 6**

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 17                   | 6                                | 2                           | 52.3                      | 7.2                   |
| Black     | 31                   | 9                                | 4                           | 51.8                      | 6.0                   |
| Mixed     | 4                    | 4                                | 2                           | 36.6                      | 4.9                   |
| Other     | 2                    | 0                                | 0                           | 55.8                      | 5.8                   |
| White     | 13                   | 10                               | 4                           | 72.3                      | 11.2                  |
| Unknown   | 0                    |                                  |                             | 69.7                      | 12.1                  |

**All Allied Health Professionals**

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 430                  | 136                              | 40                          | 430                       | 1.1                   |
| Black     | 451                  | 124                              | 23                          | 451                       | 0.6                   |
| Mixed     | 50                   | 15                               | 1                           | 50                        | 2.0                   |
| Other     | 41                   | 10                               | 0                           | 41                        | 4.5                   |
| White     | 203                  | 134                              | 52                          | 203                       | 7.2                   |
| Unknown   | 9                    | 5                                | 4                           | 9                         | 0.0                   |

**All Occupational Therapists**

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 32                   | 25                               | 8                           | 32                        | 1.9                   |
| Black     | 24                   | 15                               | 5                           | 24                        | 2.8                   |
| Mixed     | 2                    | 1                                | 0                           | 2                         | 15.0                  |
| Other     | 2                    | 1                                | 0                           | 2                         | 5.0                   |
| White     | 41                   | 34                               | 14                          | 41                        | 10.0                  |
| Unknown   | 0                    | 0                                | 0                           | 0                         | 0.0                   |

#### All Physiotherapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 120                  | 49                               | 15                          | 19.2                      | 1.6                   |
| Black     | 162                  | 58                               | 8                           | 11.1                      | 0.3                   |
| Mixed     | 17                   | 6                                | 1                           | 40.7                      | 1.9                   |
| Other     | 17                   | 4                                | 0                           | 36.0                      | 8.0                   |
| White     | 124                  | 74                               | 32                          | 56.1                      | 6.4                   |
| Unknown   | 6                    | 4                                | 4                           | 41.2                      | 0.0                   |

#### All Dieticians

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 13                   | 8                                | 4                           | 54.2                      | 8.3                   |
| Black     | 2                    | 0                                | 0                           | 26.3                      | 10.5                  |
| Mixed     | 2                    | 0                                | 0                           | 42.9                      | 0.0                   |
| Other     | 1                    | 0                                | 0                           | 44.4                      | 0.0                   |
| White     | 13                   | 11                               | 4                           | 61.7                      | 8.3                   |
| Unknown   | 0                    | 0                                | 0                           | 0.0                       | 0.0                   |

#### All Radiographers

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 253                  | 53                               | 12                          | 9.5                       | 0.4                   |
| Black     | 263                  | 57                               | 11                          | 11.1                      | 0.2                   |
| Mixed     | 27                   | 7                                | 0                           | 16.5                      | 0.8                   |
| Other     | 18                   | 4                                | 0                           | 14.7                      | 2.8                   |
| White     | 31                   | 17                               | 2                           | 77.9                      | 14.2                  |
| Unknown   | 3                    | 1                                | 0                           | 21.9                      | 0.0                   |

#### All SAS Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 123                  | 49                               | 7                           | 11.4                      | 0.6                   |
| Black     | 19                   | 1                                | 0                           | 12.3                      | 0.5                   |
| Mixed     | 19                   | 5                                | 0                           | 13.1                      | 0.5                   |
| Other     | 27                   | 10                               | 3                           | 12.6                      | 0.5                   |
| White     | 25                   | 11                               | 8                           | 22.1                      | 1.9                   |
| Unknown   | 6                    | 5                                | 3                           | 19.6                      | 4.3                   |

#### All Medical Consultant Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 112                  | 58                               | 25                          | 52.7                      | 11.4                  |
| Black     | 8                    | 3                                | 1                           | 70.0                      | 15.0                  |
| Mixed     | 7                    | 2                                | 0                           | 50.0                      | 5.3                   |
| Other     | 23                   | 10                               | 3                           | 52.7                      | 10.0                  |
| White     | 44                   | 28                               | 15                          | 67.2                      | 13.6                  |
| Unknown   | 2                    | 2                                | 2                           | 60.0                      | 6.7                   |

#### All Band 5 Bank Registered Nurse recruitment

Did not provide

#### Overseas Nurse Recruitment

| Number of Nurses Recruited in 21-22 | Funding allocated to the trust for this purpose by NHSEI | Trust cost (excluding NHSEI funding) of overseas nurse recruitment. | Total     | Cost per recruit |
|-------------------------------------|----------------------------------------------------------|---------------------------------------------------------------------|-----------|------------------|
| 130                                 | 286,825                                                  | 1,572,552                                                           | 1,859,377 | 14,303           |

## Kings College Hospital NHS Foundation Trust

### All AfC Roles at bands 1 – 8b

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 4,732                | 976                              | 41               | 20.6                      | 0.9                   |
| Black     | 7,149                | 1,940                            | 101              | 27.1                      | 1.4                   |
| Mixed     | 1,144                | 293                              | 31               | 25.6                      | 2.7                   |
| Other     | 896                  | 179                              | 13               | 20.0                      | 1.5                   |
| White     | 5,220                | 1,754                            | 162              | 33.6                      | 3.1                   |
| Unknown   | 760                  | 211                              | 10               | 27.8                      | 1.3                   |

### All AfC Roles at 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 29                   | 4                                | 0                | 13.8                      | 0.0                   |
| Black     | 199                  | 29                               | 0                | 14.6                      | 0.0                   |
| Mixed     | 105                  | 18                               | 1                | 17.1                      | 1.0                   |
| Other     | 31                   | 5                                | 0                | 16.1                      | 0.0                   |
| White     | 288                  | 86                               | 13               | 29.9                      | 4.5                   |
| Unknown   | 27                   | 7                                | 0                | 25.9                      | 0.0                   |

### All Registered Nursing Roles at Band 5

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 1,118                | 491                              | 54               | 43.9                      | 4.8                   |
| Black     | 5,863                | 754                              | 29               | 12.9                      | 0.5                   |
| Mixed     | 345                  | 45                               | 1                | 13.0                      | 0.3                   |
| Other     | 600                  | 131                              | 12               | 21.8                      | 2.0                   |
| White     | 570                  | 314                              | 25               | 55.1                      | 4.4                   |
| Unknown   | 76                   | 41                               | 3                | 53.9                      | 3.9                   |

### All Registered Nursing Roles at Band 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 10                   | 1                                | 0                | 10.0                      | 0.0                   |
| Black     | 23                   | 12                               | 0                | 52.2                      | 0.0                   |
| Mixed     | 4                    | 1                                | 0                | 25.0                      | 0.0                   |
| Other     | 1                    | 0                                | 0                | 0.0                       | 0.0                   |
| White     | 51                   | 29                               | 4                | 56.9                      | 7.8                   |
| Unknown   | 6                    | 2                                | 0                | 33.3                      | 0.0                   |

#### All Registered Midwives at Band 5

Not provided - unable to distinguish from B5 Nursing recruitment

#### All Registered Midwives at Band 6

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 857                  | 448                              | 62               | 52.3                      | 7.2                   |
| Black     | 436                  | 226                              | 62               | 51.8                      | 14.2                  |
| Mixed     | 41                   | 15                               | 2                | 36.6                      | 4.9                   |
| Other     | 104                  | 58                               | 6                | 55.8                      | 5.8                   |
| White     | 285                  | 206                              | 32               | 72.3                      | 11.2                  |
| Unknown   | 33                   | 23                               | 4                | 69.7                      | 12.1                  |

#### All Allied Health Professionals

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 1,601                | 229                              | 10               | 14.3                      | 0.6                   |
| Black     | 1,402                | 210                              | 15               | 15.0                      | 1.1                   |
| Mixed     | 1,018                | 559                              | 73               | 54.9                      | 7.2                   |
| Other     | 267                  | 74                               | 12               | 27.7                      | 4.5                   |
| White     | 245                  | 66                               | 5                | 26.9                      | 2.0                   |
| Unknown   | 72                   | 21                               | 0                | 29.2                      | 0.0                   |

#### All Occupational Therapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 54                   | 17                               | 11               | 31.5                      | 20.4                  |
| Black     | 109                  | 45                               | 30               | 41.3                      | 27.5                  |
| Mixed     | 20                   | 9                                | 7                | 45.0                      | 35.0                  |
| Other     | 20                   | 7                                | 5                | 35.0                      | 25.0                  |
| White     | 150                  | 117                              | 94               | 78.0                      | 62.7                  |
| Unknown   | 5                    | 4                                | 3                | 80.0                      | 60.0                  |

#### All Physiotherapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 245                  | 47                               | 4                | 19.2                      | 1.6                   |
| Black     | 386                  | 43                               | 1                | 11.1                      | 0.3                   |
| Mixed     | 54                   | 22                               | 1                | 40.7                      | 1.9                   |
| Other     | 75                   | 27                               | 6                | 36.0                      | 8.0                   |
| White     | 376                  | 211                              | 24               | 56.1                      | 6.4                   |
| Unknown   | 17                   | 7                                | 0                | 41.2                      | 0.0                   |

#### All Dieticians

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 24                   | 13                               | 2                | 54.2                      | 8.3                   |
| Black     | 19                   | 5                                | 2                | 26.3                      | 10.5                  |
| Mixed     | 7                    | 3                                | 0                | 42.9                      | 0.0                   |
| Other     | 9                    | 4                                | 0                | 44.4                      | 0.0                   |
| White     | 60                   | 37                               | 5                | 61.7                      | 8.3                   |
| Unknown   | 1                    | 0                                | 0                | 0.0                       | 0.0                   |

#### All Radiographers

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 905                  | 86                               | 4                | 9.5                       | 0.4                   |
| Black     | 1,000                | 111                              | 2                | 11.1                      | 0.2                   |
| Mixed     | 121                  | 20                               | 1                | 16.5                      | 0.8                   |
| Other     | 109                  | 16                               | 3                | 14.7                      | 2.8                   |
| White     | 113                  | 88                               | 16               | 77.9                      | 14.2                  |
| Unknown   | 32                   | 7                                | 0                | 21.9                      | 0.0                   |

#### All SAS Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 6,088                | 693                              | 36               | 11.4                      | 0.6                   |
| Black     | 1,868                | 229                              | 9                | 12.3                      | 0.5                   |
| Mixed     | 823                  | 108                              | 4                | 13.1                      | 0.5                   |
| Other     | 1,956                | 246                              | 10               | 12.6                      | 0.5                   |
| White     | 1,233                | 273                              | 23               | 22.1                      | 1.9                   |
| Unknown   | 276                  | 54                               | 12               | 19.6                      | 4.3                   |

#### All Medical Consultant Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Appointed | % Likelihood of Shortlist | % likelihood of Offer |
|-----------|----------------------|----------------------------------|------------------|---------------------------|-----------------------|
| Asian     | 245                  | 129                              | 28               | 52.7                      | 11.4                  |
| Black     | 20                   | 14                               | 3                | 70.0                      | 15.0                  |
| Mixed     | 38                   | 19                               | 2                | 50.0                      | 5.3                   |
| Other     | 110                  | 58                               | 11               | 52.7                      | 10.0                  |
| White     | 198                  | 133                              | 27               | 67.2                      | 13.6                  |
| Unknown   | 30                   | 18                               | 2                | 60.0                      | 6.7                   |

**All Band 5 Bank Registered Nurse recruitment**

| <b>Ethnicity</b> | <b>Number of Applicants</b> | <b>Number Shortlisted for Interview</b> | <b>Number Appointed</b> | <b>% Likelihood of Shortlist</b> | <b>% likelihood of Offer</b> |
|------------------|-----------------------------|-----------------------------------------|-------------------------|----------------------------------|------------------------------|
| <b>Asian</b>     | 25                          | 5                                       | 1                       | 20.0                             | 4.0                          |
| <b>Black</b>     | 81                          | 11                                      | 0                       | 13.6                             | 0.0                          |
| <b>Mixed</b>     | 5                           | 2                                       | 0                       | 40.0                             | 0.0                          |
| <b>Other</b>     | 6                           | 1                                       | 1                       | 16.7                             | 16.7                         |
| <b>White</b>     | 13                          | 6                                       | 0                       | 46.2                             | 0.0                          |
| <b>Unknown</b>   | 0                           |                                         |                         |                                  |                              |

**Overseas Nurse Recruitment**

| <b>Number of Nurses Recruited in 21-22</b> | <b>Funding allocated to the trust for this purpose by NHSE</b> | <b>Total cost to the trust (excluding NHSE funding)</b> | <b>Total</b> | <b>Cost per recruit</b> |
|--------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------|--------------|-------------------------|
| 306                                        | 1,050,000                                                      | 835,830                                                 | 1,885,830    | 6162.8                  |

## Kingston and Richmond NHS Foundation Trust

### All AfC Roles at bands 1 – 8b

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer from application |
|-------------|-------------------|-----------------|----------------------|---------------------------|----------------------------------------|
| Asian       | 10,692            | 1,503           | 230                  | 15                        | 2.2                                    |
| Black       | 8,716             | 989             | 81                   | 8                         | 0.9                                    |
| Mixed       | 1,028             | 185             | 28                   | 15                        | 2.7                                    |
| Other       | 1,076             | 232             | 34                   | 15                        | 3.2                                    |
| White       | 3,601             | 1,497           | 297                  | 20                        | 8.2                                    |
| Undisclosed | 321               | 123             | 31                   | 25                        | 9.7                                    |

### All AfC Roles at 8c and above

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer from application |
|-------------|-------------------|-----------------|----------------------|---------------------------|----------------------------------------|
| Asian       | 74                | 10              | 1                    | 10                        | 1.4                                    |
| Black       | 64                | 4               | 0                    | 0                         | 0.0                                    |
| Mixed       | 13                | 1               | 0                    | 0                         | 0.0                                    |
| Other       | 14                | 2               | 0                    | 0                         | 0.0                                    |
| White       | 129               | 34              | 5                    | 15                        | 3.9                                    |
| Undisclosed | 19                | 12              | 3                    | 25                        | 15.8                                   |

### All Registered Nursing Roles at Band 5

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer from application |
|-------------|-------------------|-----------------|----------------------|---------------------------|----------------------------------------|
| Asian       | 1,774             | 162             | 44                   | 9.1                       | 2.5                                    |
| Black       | 1,578             | 194             | 18                   | 12.3                      | 1.1                                    |
| Mixed       | 123               | 14              | 4                    | 11.4                      | 3.3                                    |
| Other       | 95                | 20              | 3                    | 21.1                      | 3.2                                    |
| White       | 248               | 174             | 26                   | 70.2                      | 10.5                                   |
| Undisclosed | 35                | 22              | 6                    | 62.9                      | 17.1                                   |

### All Registered Nursing Roles at Band 8c and above

No applicable vacancies

#### All Registered Midwives at Band 5

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer from application |
|-------------|-------------------|-----------------|----------------------|---------------------------|----------------------------------------|
| Asian       | 322               | 43              | 2                    | 5                         | 0.6                                    |
| Black       | 25                | 4               | 0                    | 0                         | 0.0                                    |
| Mixed       | 3                 | 2               | 1                    | 50                        | 33.3                                   |
| Other       | 0                 |                 |                      |                           |                                        |
| White       | 84                | 68              | 16                   | 24                        | 19.0                                   |
| Undisclosed | 3                 | 3               | 0                    | 0                         | 0.0                                    |

#### All Registered Midwives at Band 6

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer from application |
|-------------|-------------------|-----------------|----------------------|---------------------------|----------------------------------------|
| Asian       | 41                | 8               | 2                    | 25                        | 4.9                                    |
| Black       | 3                 | 0               | 0                    | 0                         | 0.0                                    |
| Mixed       | 2                 | 2               | 1                    | 50                        | 50.0                                   |
| Other       | 0                 |                 |                      |                           |                                        |
| White       | 23                | 21              | 7                    | 33                        | 30.4                                   |
| Undisclosed | 0                 |                 |                      |                           |                                        |

#### All Allied Health Professionals

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer from application |
|-------------|-------------------|-----------------|----------------------|---------------------------|----------------------------------------|
| Asian       | 1,245             | 93              | 9                    | 10                        | 0.7                                    |
| Black       | 86                | 25              | 1                    | 4                         | 1.2                                    |
| Mixed       | 7                 | 2               | 0                    | 0                         | 0.0                                    |
| Other       | 0                 |                 |                      |                           |                                        |
| White       | 1,693             | 389             | 79                   | 20                        | 4.7                                    |
| Undisclosed | 6                 | 6               | 0                    | 0                         | 0.0                                    |

#### 8. All Occupational Therapists

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer from application |
|-------------|-------------------|-----------------|----------------------|---------------------------|----------------------------------------|
| Asian       | 210               | 21              | 3                    | 14                        | 1.4                                    |
| Black       | 19                | 7               | 0                    | 0                         | 0.0                                    |
| Mixed       | 0                 |                 |                      |                           |                                        |
| Other       | 0                 |                 |                      |                           |                                        |
| White       | 268               | 95              | 18                   | 19                        | 6.7                                    |
| Undisclosed | 3                 | 3               | 0                    | 0                         | 0.0                                    |

#### 9. All Physiotherapists

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer from application |
|-------------|-------------------|-----------------|----------------------|---------------------------|----------------------------------------|
| Asian       | 885               | 43              | 5                    | 12                        | 0.6                                    |
| Black       | 52                | 10              | 1                    | 10                        | 1.9                                    |
| Mixed       | 2                 | 1               | 0                    | 0                         | 0.0                                    |
| Other       | 0                 |                 |                      |                           |                                        |
| White       | 1,097             | 208             | 38                   | 18                        | 3.5                                    |
| Undisclosed | 1                 | 1               | 0                    | 0                         | 0.0                                    |

#### 10. All Dietitians

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer from application |
|-------------|-------------------|-----------------|----------------------|---------------------------|----------------------------------------|
| Asian       | 67                | 10              | 1                    | 10                        | 1.5                                    |
| Black       | 3                 | 2               | 0                    | 0                         | 0.0                                    |
| Mixed       | 0                 |                 |                      |                           |                                        |
| Other       | 0                 |                 |                      |                           |                                        |
| White       | 83                | 19              | 6                    | 32                        | 7.2                                    |
| Undisclosed | 0                 |                 |                      |                           |                                        |

#### 11. All Radiographers

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer from application |
|-------------|-------------------|-----------------|----------------------|---------------------------|----------------------------------------|
| Asian       | 168               | 11              | 1                    | 9                         | 0.6                                    |
| Black       | 4                 | 1               | 0                    | 0                         | 0.0                                    |
| Mixed       | 4                 | 1               | 0                    | 0                         | 0.0                                    |
| Other       | 0                 |                 |                      |                           |                                        |
| White       | 128               | 20              | 4                    | 20                        | 3.1                                    |
| Undisclosed | 0                 |                 |                      |                           |                                        |

#### 12. All SAS Roles

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer from application |
|-------------|-------------------|-----------------|----------------------|---------------------------|----------------------------------------|
| Asian       | 217               | 24              | 2                    | 8                         | 0.9                                    |
| Black       | 65                | 7               | 0                    | 0                         | 0.0                                    |
| Mixed       | 38                | 5               | 0                    | 0                         | 0.0                                    |
| Other       | 79                | 7               | 2                    | 29                        | 2.5                                    |
| White       | 41                | 13              | 4                    | 31                        | 9.8                                    |
| Undisclosed | 12                | 3               | 1                    | 33                        | 8.3                                    |

### 13. All Medical Consultant Roles

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer from application |
|-------------|-------------------|-----------------|----------------------|---------------------------|----------------------------------------|
| Asian       | 65                | 20              | 3                    | 15                        | 4.6                                    |
| Black       | 13                | 5               | 1                    | 20                        | 7.7                                    |
| Mixed       | 14                | 9               | 4                    | 44                        | 28.6                                   |
| Other       | 27                | 8               | 1                    | 13                        | 3.7                                    |
| White       | 64                | 30              | 11                   | 37                        | 17.2                                   |
| Undisclosed | 13                | 5               | 3                    | 60                        | 23.1                                   |

### 14. All Band 5 Bank Registered Nurse recruitment

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % likelihood of shortlist | % likelihood of offer from application |
|-------------|-------------------|-----------------|----------------------|---------------------------|----------------------------------------|
| Asian       | 2                 | 2               | 2                    | 100                       | 100.0                                  |
| Black       | 0                 |                 |                      |                           |                                        |
| Mixed       | 0                 |                 |                      |                           |                                        |
| Other       | 0                 |                 |                      |                           |                                        |
| White       | 0                 |                 |                      |                           |                                        |
| Undisclosed | 76                | 42              | 12                   | 29                        | 15.8                                   |

### Overseas Nurse Recruitment

| Number of Nurses Recruited in 21-22 | Funding allocated to the trust for this purpose by NHSE | Total cost to the trust (excluding NHSE funding) | Total   | Cost Per Recruit |
|-------------------------------------|---------------------------------------------------------|--------------------------------------------------|---------|------------------|
| 78                                  |                                                         | 971,767                                          | 971,767 | 12,459           |

## Lewisham & Greenwich NHS Trust

### All AfC roles at band 1 – 8b

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 3,865                | 1,242                            | 289                         | 32.1                      | 7.5                   |
| Black   | 8,829                | 1,991                            | 365                         | 22.6                      | 4.1                   |
| Mixed   | 943                  | 262                              | 62                          | 27.8                      | 6.6                   |
| Other   | 777                  | 164                              | 27                          | 21.1                      | 3.5                   |
| White   | 4,031                | 1,728                            | 487                         | 42.9                      | 12.1                  |
| Unknown | 582                  | 274                              | 93                          | 47.1                      | 16.0                  |

### All AfC roles at band 8c and above

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 85                   | 11                               | 0                           | 12.9                      | 0.0                   |
| Black   | 67                   | 14                               | 2                           | 20.9                      | 3.0                   |
| Mixed   | 14                   | 3                                | 1                           | 21.4                      | 7.1                   |
| Other   | 4                    | 0                                | 0                           | 0.0                       | 0.0                   |
| White   | 141                  | 44                               | 9                           | 31.2                      | 6.4                   |
| Unknown | 13                   | 3                                | 0                           | 23.1                      | 0.0                   |

### All Registered Nursing at Band 5

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 435                  | 214                              | 73                          | 49.2                      | 16.8                  |
| Black   | 4,309                | 450                              | 94                          | 10.4                      | 2.2                   |
| Mixed   | 263                  | 20                               | 5                           | 7.6                       | 1.9                   |
| Other   | 367                  | 31                               | 7                           | 8.4                       | 1.9                   |
| White   | 169                  | 109                              | 18                          | 64.5                      | 10.7                  |
| Unknown | 68                   | 41                               | 10                          | 60.3                      | 14.7                  |

### All Registered Nursing at Band 8c and above

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 2                    | 0                                | 0                           | 0.0                       | 0.0                   |
| Black   | 10                   | 4                                | 2                           | 40.0                      | 20.0                  |
| Mixed   | 2                    | 1                                | 0                           | 50.0                      | 0.0                   |
| Other   | 0                    |                                  |                             |                           |                       |
| White   | 9                    | 6                                | 1                           | 66.7                      | 11.1                  |
| Unknown | 0                    |                                  |                             |                           |                       |

**All Registered Midwives at Band 5**

Unable to provide – cannot separate from B5 nursing recruitment

**All Registered Midwives at Band 6**

Unable to provide – cannot separate from B6 nursing recruitment

**All Allied Health Professionals all bands**

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 433                  | 117                              | 18                          | 27.0                      | 4.2                   |
| Black   | 629                  | 145                              | 26                          | 23.1                      | 4.1                   |
| Mixed   | 90                   | 30                               | 10                          | 33.3                      | 11.1                  |
| Other   | 63                   | 17                               | 3                           | 27.0                      | 4.8                   |
| White   | 411                  | 246                              | 95                          | 59.9                      | 23.1                  |
| Unknown | 41                   | 12                               | 1                           | 29.3                      | 2.4                   |

**All Occupational Therapists**

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 65                   | 25                               | 2                           | 38.5                      | 3.1                   |
| Black   | 83                   | 47                               | 10                          | 56.6                      | 12.0                  |
| Mixed   | 19                   | 10                               | 3                           | 52.6                      | 15.8                  |
| Other   | 0                    |                                  |                             |                           |                       |
| White   | 96                   | 59                               | 19                          | 61.5                      | 19.8                  |
| Unknown | 9                    | 4                                | 0                           | 44.4                      | 0.0                   |

**All Physiotherapists**

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 168                  | 38                               | 1                           | 22.6                      | 0.6                   |
| Black   | 309                  | 53                               | 6                           | 17.2                      | 1.9                   |
| Mixed   | 34                   | 14                               | 2                           | 41.2                      | 5.9                   |
| Other   | 28                   | 8                                | 1                           | 28.6                      | 3.6                   |
| White   | 177                  | 106                              | 38                          | 59.9                      | 21.5                  |
| Unknown | 13                   | 3                                | 0                           | 23.1                      | 0.0                   |

#### All Dietitians

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 31                   | 12                               | 5                           | 38.7                      | 16.1                  |
| Black   | 21                   | 10                               | 2                           | 47.6                      | 9.5                   |
| Mixed   | 7                    | 0                                | 0                           | 0.0                       | 0.0                   |
| Other   | 6                    | 0                                | 0                           | 0.0                       | 0.0                   |
| White   | 35                   | 18                               | 8                           | 51.4                      | 22.9                  |
| Unknown | 4                    | 1                                | 0                           | 25.0                      | 0.0                   |

#### All Radiographers

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 159                  | 32                               | 6                           | 20.1                      | 3.8                   |
| Black   | 207                  | 27                               | 4                           | 13.0                      | 1.9                   |
| Mixed   | 28                   | 3                                | 2                           | 10.7                      | 7.1                   |
| Other   | 20                   | 3                                | 1                           | 15.0                      | 5.0                   |
| White   | 48                   | 19                               | 6                           | 39.6                      | 12.5                  |
| Unknown | 12                   | 3                                | 0                           | 25.0                      | 0.0                   |

#### All SAS Roles

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 79                   | 22                               | 3                           | 27.8                      | 3.8                   |
| Black   | 4                    | 3                                | 1                           | 75.0                      | 25.0                  |
| Mixed   | 10                   | 4                                | 0                           | 40.0                      | 0.0                   |
| Other   | 11                   | 4                                | 1                           | 36.4                      | 9.1                   |
| White   | 11                   | 5                                | 3                           | 45.5                      | 27.3                  |
| Unknown | 2                    | 1                                | 0                           | 50.0                      | 0.0                   |

#### All Medical Consultant Roles

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 80                   | 36                               | 13                          | 45.0                      | 16.3                  |
| Black   | 17                   | 8                                | 3                           | 47.1                      | 17.6                  |
| Mixed   | 25                   | 8                                | 5                           | 32.0                      | 20.0                  |
| Other   | 23                   | 9                                | 4                           | 39.1                      | 17.4                  |
| White   | 51                   | 30                               | 12                          | 58.8                      | 23.5                  |
| Unknown | 18                   | 12                               | 7                           | 66.7                      | 38.9                  |

# Overseas Nurse Recruitment

| Number of Nurses Recruited in 21-22 | Funding allocated to the trust for this purpose by NHSEI | Trust expenditure (excluding NHSEI funding) on overseas nurse recruitment. | Total     | Cost per Recruit |
|-------------------------------------|----------------------------------------------------------|----------------------------------------------------------------------------|-----------|------------------|
| 59                                  | 362,261                                                  | 1,135,199                                                                  | 1,497,519 | 25,382           |

## London North West University Healthcare NHS Trust

### All AfC roles at band 1 – 8b

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 3,865                | 1,242                            | 289                         | 32.1                      | 7.5                   |
| Black   | 8,829                | 1,991                            | 365                         | 22.6                      | 4.1                   |
| Mixed   | 943                  | 262                              | 62                          | 27.8                      | 6.6                   |
| Other   | 777                  | 164                              | 27                          | 21.1                      | 3.5                   |
| White   | 4,031                | 1,728                            | 487                         | 42.9                      | 12.1                  |
| Unknown | 582                  | 274                              | 93                          | 47.1                      | 16.0                  |

### All AfC roles at band 8c and above

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 85                   | 11                               | 0                           | 12.9                      | 0.0                   |
| Black   | 67                   | 14                               | 2                           | 20.9                      | 3.0                   |
| Mixed   | 14                   | 3                                | 1                           | 21.4                      | 7.1                   |
| Other   | 4                    | 0                                | 0                           | 0.0                       | 0.0                   |
| White   | 141                  | 44                               | 9                           | 31.2                      | 6.4                   |
| Unknown | 13                   | 3                                | 0                           | 23.1                      | 0.0                   |

### All Registered Nursing at Band 5

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 435                  | 214                              | 73                          | 49.2                      | 16.8                  |
| Black   | 4,309                | 450                              | 94                          | 10.4                      | 2.2                   |
| Mixed   | 263                  | 20                               | 5                           | 7.6                       | 1.9                   |
| Other   | 367                  | 31                               | 7                           | 8.4                       | 1.9                   |
| White   | 169                  | 109                              | 18                          | 64.5                      | 10.7                  |
| Unknown | 68                   | 41                               | 10                          | 60.3                      | 14.7                  |

### All Registered Nursing at Band 8c and above

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 2                    | 0                                | 0                           | 0.0                       | 0.0                   |
| Black   | 10                   | 4                                | 2                           | 40.0                      | 20.0                  |
| Mixed   | 2                    | 1                                | 0                           | 50.0                      | 0.0                   |
| Other   | 0                    |                                  |                             |                           |                       |
| White   | 9                    | 6                                | 1                           | 66.7                      | 11.1                  |
| Unknown | 0                    |                                  |                             |                           |                       |

**All Registered Midwives at Band 5**

Unable to provide - cannot separate from B5 nursing recruitment

**All Registered Midwives at Band 6**

Unable to provide - cannot separate from B6 nursing recruitment

**All Allied Health Professionals all bands**

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 433                  | 117                              | 18                          | 27.0                      | 4.2                   |
| Black   | 629                  | 145                              | 26                          | 23.1                      | 4.1                   |
| Mixed   | 90                   | 30                               | 10                          | 33.3                      | 11.1                  |
| Other   | 63                   | 17                               | 3                           | 27.0                      | 4.8                   |
| White   | 411                  | 246                              | 95                          | 59.9                      | 23.1                  |
| Unknown | 41                   | 12                               | 1                           | 29.3                      | 2.4                   |

**All Occupational Therapists**

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 65                   | 25                               | 2                           | 38.5                      | 3.1                   |
| Black   | 83                   | 47                               | 10                          | 56.6                      | 12.0                  |
| Mixed   | 19                   | 10                               | 3                           | 52.6                      | 15.8                  |
| Other   | 0                    |                                  |                             |                           |                       |
| White   | 96                   | 59                               | 19                          | 61.5                      | 19.8                  |
| Unknown | 9                    | 4                                | 0                           | 44.4                      | 0.0                   |

**All Physiotherapists**

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 168                  | 38                               | 1                           | 22.6                      | 0.6                   |
| Black   | 309                  | 53                               | 6                           | 17.2                      | 1.9                   |
| Mixed   | 34                   | 14                               | 2                           | 41.2                      | 5.9                   |
| Other   | 28                   | 8                                | 1                           | 28.6                      | 3.6                   |
| White   | 177                  | 106                              | 38                          | 59.9                      | 21.5                  |
| Unknown | 13                   | 3                                | 0                           | 23.1                      | 0.0                   |

#### All Dietitians

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 31                   | 12                               | 5                           | 38.7                      | 16.1                  |
| Black   | 21                   | 10                               | 2                           | 47.6                      | 9.5                   |
| Mixed   | 7                    | 0                                | 0                           | 0.0                       | 0.0                   |
| Other   | 6                    | 0                                | 0                           | 0.0                       | 0.0                   |
| White   | 35                   | 18                               | 8                           | 51.4                      | 22.9                  |
| Unknown | 4                    | 1                                | 0                           | 25.0                      | 0.0                   |

#### All Radiographers

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 159                  | 32                               | 6                           | 20.1                      | 3.8                   |
| Black   | 207                  | 27                               | 4                           | 13.0                      | 1.9                   |
| Mixed   | 28                   | 3                                | 2                           | 10.7                      | 7.1                   |
| Other   | 20                   | 3                                | 1                           | 15.0                      | 5.0                   |
| White   | 48                   | 19                               | 6                           | 39.6                      | 12.5                  |
| Unknown | 12                   | 3                                | 0                           | 25.0                      | 0.0                   |

#### All SAS Roles

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 79                   | 22                               | 3                           | 27.8                      | 3.8                   |
| Black   | 4                    | 3                                | 1                           | 75.0                      | 25.0                  |
| Mixed   | 10                   | 4                                | 0                           | 40.0                      | 0.0                   |
| Other   | 11                   | 4                                | 1                           | 36.4                      | 9.1                   |
| White   | 11                   | 5                                | 3                           | 45.5                      | 27.3                  |
| Unknown | 2                    | 1                                | 0                           | 50.0                      | 0.0                   |

#### All Consultants

|         | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|---------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian   | 80                   | 36                               | 13                          | 45.0                      | 16.3                  |
| Black   | 17                   | 8                                | 3                           | 47.1                      | 17.6                  |
| Mixed   | 25                   | 8                                | 5                           | 32.0                      | 20.0                  |
| Other   | 23                   | 9                                | 4                           | 39.1                      | 17.4                  |
| White   | 51                   | 30                               | 12                          | 58.8                      | 23.5                  |
| Unknown | 18                   | 12                               | 7                           | 66.7                      | 38.9                  |

# Overseas Nurse Recruitment

| Number of Nurses Recruited in 21-22 | Funding allocated to the trust for this purpose by NHSEI | Trust expenditure (excluding NHSEI funding) on overseas nurse recruitment. | Total     | Cost per Recruit |
|-------------------------------------|----------------------------------------------------------|----------------------------------------------------------------------------|-----------|------------------|
| 59                                  | 362,261                                                  | 1,135,199                                                                  | 1,497,519 | 25,382           |

# North Middlesex University Hospital NHS Trust

## All AfC Roles at bands 1 – 8b

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 3,475                | 2,068                            | 146                         | 59.5                      | 4.2                   |
| Black     | 3,320                | 1,788                            | 136                         | 53.9                      | 4.1                   |
| Mixed     | 526                  | 295                              | 30                          | 56.1                      | 5.7                   |
| Other     | 689                  | 398                              | 25                          | 57.8                      | 3.6                   |
| White     | 1,903                | 1,021                            | 103                         | 53.7                      | 5.4                   |
| Unknown   | 319                  | 151                              | 39                          | 47.3                      | 12.2                  |

## All AfC Roles at 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 73                   | 49                               | 1                           | 67.1                      | 1.4                   |
| Black     | 64                   | 36                               | 4                           | 56.3                      | 6.3                   |
| Mixed     | 8                    | 3                                | 0                           | 37.5                      | 0.0                   |
| Other     | 3                    | 2                                | 1                           | 66.7                      | 33.3                  |
| White     | 93                   | 56                               | 1                           | 60.2                      | 1.1                   |
| Unknown   | 16                   | 1                                | 3                           | 6.3                       | 18.8                  |

## All Registered Nursing Roles at Band 5

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 92                   | 4                                | 7                           | 4.3                       | 7.6                   |
| Black     | 882                  | 332                              | 28                          | 37.6                      | 3.2                   |
| Mixed     | 41                   | 18                               | 1                           | 43.9                      | 2.4                   |
| Other     | 76                   | 29                               | 3                           | 38.2                      | 3.9                   |
| White     | 52                   | 14                               | 9                           | 26.9                      | 17.3                  |
| Unknown   | 21                   | 3                                | 13                          | 14.3                      | 61.9                  |

## All Registered Nursing Roles at Band 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 8                    | 5                                | 0                           | 62.5                      | 0.0                   |
| Black     | 19                   | 7                                | 3                           | 36.8                      | 15.8                  |
| Mixed     | 2                    | 0                                | 0                           | 0.0                       | 0.0                   |
| Other     | 0                    |                                  |                             |                           |                       |
| White     | 30                   | 18                               | 0                           | 60.0                      | 0.0                   |
| Unknown   | 2                    | 0                                | 0                           | 0.0                       | 0.0                   |

## All Registered Midwives at Band 5

No midwives recruited at band 5

#### All Registered Midwives at Band 6

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 9                    | 5                                | 1                           | 55.6                      | 11.1                  |
| Black     | 56                   | 23                               | 10                          | 41.1                      | 17.9                  |
| Mixed     | 10                   | 1                                | 3                           | 10.0                      | 30.0                  |
| Other     | 7                    | 2                                | 2                           | 28.6                      | 28.6                  |
| White     | 26                   | 4                                | 9                           | 15.4                      | 34.6                  |
| Unknown   | 0                    |                                  |                             |                           |                       |

#### All Allied Health Professionals

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 549                  | 372                              | 25                          | 67.8                      | 4.6                   |
| Black     | 607                  | 470                              | 17                          | 77.4                      | 2.8                   |
| Mixed     | 88                   | 53                               | 9                           | 60.2                      | 10.2                  |
| Other     | 92                   | 62                               | 5                           | 67.4                      | 5.4                   |
| White     | 247                  | 91                               | 22                          | 36.8                      | 8.9                   |
| Unknown   | 28                   | 13                               | 0                           | 46.4                      | 0.0                   |

#### All Occupational Therapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 11                   | 8                                | 2                           | 72.7                      | 18.2                  |
| Black     | 28                   | 12                               | 3                           | 42.9                      | 10.7                  |
| Mixed     | 0                    |                                  |                             |                           |                       |
| Other     | 1                    | 1                                | 0                           | 100.0                     | 0.0                   |
| White     | 9                    | 2                                | 1                           | 22.2                      | 11.1                  |
| Unknown   | 1                    | 0                                | 0                           | 0.0                       | 0.0                   |

#### All Physiotherapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 151                  | 121                              | 3                           | 80.1                      | 2.0                   |
| Black     | 259                  | 239                              | 2                           | 92.3                      | 0.8                   |
| Mixed     | 39                   | 23                               | 4                           | 59.0                      | 10.3                  |
| Other     | 27                   | 24                               | 0                           | 88.9                      | 0.0                   |
| White     | 76                   | 37                               | 10                          | 48.7                      | 13.2                  |
| Unknown   | 4                    | 4                                | 0                           | 100.0                     | 0.0                   |

#### All Dieticians

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 9                    | 5                                | 0                           | 55.6                      | 0.0                   |
| Black     | 11                   | 3                                | 1                           | 27.3                      | 9.1                   |
| Mixed     | 4                    | 1                                | 2                           | 25.0                      | 50.0                  |
| Other     | 6                    | 3                                | 1                           | 50.0                      | 16.7                  |
| White     | 53                   | 16                               | 5                           | 30.2                      | 9.4                   |
| Unknown   | 0                    |                                  |                             |                           |                       |

#### All Radiographers

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 309                  | 201                              | 19                          | 65.0                      | 6.1                   |
| Black     | 258                  | 184                              | 8                           | 71.3                      | 3.1                   |
| Mixed     | 36                   | 26                               | 1                           | 72.2                      | 2.8                   |
| Other     | 38                   | 27                               | 1                           | 71.1                      | 2.6                   |
| White     | 29                   | 13                               | 1                           | 44.8                      | 3.4                   |
| Unknown   | 17                   | 7                                | 0                           | 41.2                      | 0.0                   |

#### All SAS Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 17                   | 5                                | 7                           | 29.4                      | 41.2                  |
| Black     | 4                    | 2                                | 2                           | 50.0                      | 50.0                  |
| Mixed     | 1                    | 1                                | 1                           | 100.0                     | 100.0                 |
| Other     | 1                    | 0                                | 1                           | 0.0                       | 100.0                 |
| White     | 7                    | 1                                | 3                           | 14.3                      | 42.9                  |
| Unknown   | 1                    | 1                                | 0                           | 100.0                     | 0.0                   |

#### All Medical Consultant Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 91                   | 34                               | 13                          | 37.4                      | 14.3                  |
| Black     | 9                    | 5                                | 0                           | 55.6                      | 0.0                   |
| Mixed     | 8                    | 6                                | 0                           | 75.0                      | 0.0                   |
| Other     | 36                   | 14                               | 3                           | 38.9                      | 8.3                   |
| White     | 65                   | 24                               | 3                           | 36.9                      | 4.6                   |
| Unknown   | 10                   | 3                                | 3                           | 30.0                      | 30.0                  |

#### All Band 5 Bank Registered Nurse recruitment

Not provided

**Overseas Nurse Recruitment**

| <b>Number of Nurses Recruited in 21-22</b> | <b>Funding allocated to the trust for this purpose by NHSEI</b> | <b>Trust expenditure (excluding NHSEI funding) on overseas nurse recruitment.</b> | <b>Total</b> | <b>Cost Per Recruit</b> |
|--------------------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------------------------------|--------------|-------------------------|
| 57                                         | 0                                                               | 490,200                                                                           | 490,200      | 8,600                   |

## Royal Free London NHS Foundation Trust

### All AfC Roles at bands 1 – 8b

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 6775                 | 2699                             | 917                         | 39.84                     | 13.54                 |
| Black     | 7246                 | 2269                             | 738                         | 31.31                     | 10.18                 |
| Mixed     | 1459                 | 551                              | 188                         | 37.77                     | 12.89                 |
| Other     | 1279                 | 479                              | 184                         | 37.45                     | 14.39                 |
| White     | 6807                 | 3217                             | 1329                        | 47.26                     | 19.52                 |
| Unknown   | 671                  | 327                              | 134                         | 48.73                     | 19.97                 |

### All AfC Roles at 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 119                  | 23                               | 10                          | 19.33                     | 8.40                  |
| Black     | 69                   | 17                               | 4                           | 24.64                     | 5.80                  |
| Mixed     | 14                   | 3                                | 1                           | 21.43                     | 7.14                  |
| Other     | 14                   | 4                                | 2                           | 28.57                     | 14.29                 |
| White     | 194                  | 90                               | 47                          | 46.39                     | 24.23                 |
| Unknown   | 25                   | 10                               | 8                           | 40.00                     | 32.00                 |

### All Registered Nursing Roles at Band 5

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 466                  | 324                              | 180                         | 69.53                     | 38.63                 |
| Black     | 1985                 | 471                              | 186                         | 23.73                     | 9.37                  |
| Mixed     | 100                  | 22                               | 15                          | 22.00                     | 15.00                 |
| Other     | 189                  | 42                               | 16                          | 22.22                     | 8.47                  |
| White     | 323                  | 227                              | 87                          | 70.28                     | 26.93                 |
| Unknown   | 45                   | 39                               | 26                          | 86.67                     | 57.78                 |

### All Registered Nursing Roles at Band 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 8                    | 2                                | 2                           | 25.00                     | 25.00                 |
| Black     | 9                    | 4                                | 1                           | 44.44                     | 11.11                 |
| Mixed     | 2                    | 2                                | 0                           | 100.00                    | 0.00                  |
| Other     | 4                    | 2                                | 2                           | 50.00                     | 50.00                 |
| White     | 20                   | 13                               | 6                           | 65.00                     | 30.00                 |
| Unknown   | 1                    | 0                                | 0                           | 0.00                      | 0.00                  |

### All Registered Midwives at Band 5

No midwives at band 5

#### All Registered Midwives at Band 6

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 2                    | 2                                | 1                           | 100.00                    | 50.00                 |
| Black     | 32                   | 29                               | 14                          | 90.63                     | 43.75                 |
| Mixed     | 8                    | 7                                | 5                           | 87.50                     | 62.50                 |
| Other     | 4                    | 4                                | 3                           | 100.00                    | 75.00                 |
| White     | 55                   | 50                               | 39                          | 90.91                     | 70.91                 |
| Unknown   | 8                    | 6                                | 3                           | 75.00                     | 37.50                 |

#### All Allied Health Professionals

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 830                  | 274                              | 87                          | 33.01                     | 10.48                 |
| Black     | 872                  | 217                              | 59                          | 24.89                     | 6.77                  |
| Mixed     | 194                  | 66                               | 25                          | 34.02                     | 12.89                 |
| Other     | 144                  | 43                               | 21                          | 29.86                     | 14.58                 |
| White     | 1023                 | 505                              | 255                         | 49.36                     | 24.93                 |
| Unknown   | 60                   | 29                               | 11                          | 48.33                     | 18.33                 |

#### All Occupational Therapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 32                   | 15                               | 4                           | 46.88                     | 12.50                 |
| Black     | 15                   | 7                                | 3                           | 46.67                     | 20.00                 |
| Mixed     | 13                   | 8                                | 3                           | 61.54                     | 23.08                 |
| Other     | 5                    | 2                                | 2                           | 40.00                     | 40.00                 |
| White     | 86                   | 57                               | 31                          | 66.28                     | 36.05                 |
| Unknown   | 31                   | 31                               | 0                           | 100.00                    | 0.00                  |

#### All Physiotherapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 151                  | 48                               | 19                          | 31.79                     | 12.58                 |
| Black     | 131                  | 31                               | 6                           | 23.66                     | 4.58                  |
| Mixed     | 52                   | 27                               | 12                          | 51.92                     | 23.08                 |
| Other     | 18                   | 5                                | 3                           | 27.78                     | 16.67                 |
| White     | 294                  | 156                              | 87                          | 53.06                     | 29.59                 |
| Unknown   | 8                    | 3                                | 1                           | 37.50                     | 12.50                 |

#### All Dieticians

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 12                   | 7                                | 3                           | 58.33                     | 25.00                 |
| Black     | 1                    | 0                                | 0                           | 0.00                      | 0.00                  |
| Mixed     | 4                    | 3                                | 1                           | 75.00                     | 25.00                 |
| Other     | 1                    | 0                                | 0                           | 0.00                      | 0.00                  |
| White     | 48                   | 32                               | 17                          | 66.67                     | 35.42                 |
| Unknown   | 6                    | 6                                | 4                           | 100.00                    | 66.67                 |

#### All Radiographers

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 242                  | 79                               | 30                          | 32.64                     | 12.40                 |
| Black     | 380                  | 86                               | 24                          | 22.63                     | 6.32                  |
| Mixed     | 43                   | 9                                | 4                           | 20.93                     | 9.30                  |
| Other     | 46                   | 14                               | 7                           | 30.43                     | 15.22                 |
| White     | 76                   | 55                               | 28                          | 72.37                     | 36.84                 |
| Unknown   | 6                    | 5                                | 3                           | 83.33                     | 50.00                 |

#### All SAS Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 62                   | 22                               | 13                          | 35.48                     | 20.97                 |
| Black     | 3                    | 1                                | 0                           | 33.33                     | 0.00                  |
| Mixed     | 9                    | 3                                | 2                           | 33.33                     | 22.22                 |
| Other     | 20                   | 7                                | 6                           | 35.00                     | 30.00                 |
| White     | 23                   | 13                               | 7                           | 56.52                     | 30.43                 |
| Unknown   | 5                    | 2                                | 2                           | 40.00                     | 40.00                 |

#### All Medical Consultant Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 107                  | 72                               | 44                          | 67.29                     | 41.12                 |
| Black     | 11                   | 5                                | 3                           | 45.45                     | 27.27                 |
| Mixed     | 11                   | 5                                | 2                           | 45.45                     | 18.18                 |
| Other     | 30                   | 17                               | 11                          | 56.67                     | 36.67                 |
| White     | 136                  | 101                              | 71                          | 74.26                     | 52.21                 |
| Unknown   | 7                    | 3                                | 1                           | 42.86                     | 14.29                 |

**All Band 5 Bank Registered Nurse recruitment**

| <b>Ethnicity</b> | <b>Number of Applicants</b> | <b>Number Shortlisted for Interview</b> | <b>Number Offered the Position</b> | <b>% Likelihood of Shortlist</b> | <b>% Likelihood of Offer</b> |
|------------------|-----------------------------|-----------------------------------------|------------------------------------|----------------------------------|------------------------------|
| <b>Asian</b>     | 37                          | 8                                       | 6                                  | 21.62                            | 16.22                        |
| <b>Black</b>     | 153                         | 27                                      | 18                                 | 17.65                            | 11.76                        |
| <b>Mixed</b>     | 10                          | 3                                       | 2                                  | 30.00                            | 20.00                        |
| <b>Other</b>     | 12                          | 2                                       | 1                                  | 16.67                            | 8.33                         |
| <b>White</b>     | 59                          | 39                                      | 32                                 | 66.10                            | 54.24                        |
| <b>Unknown</b>   | 19                          | 16                                      | 16                                 | 84.21                            | 84.21                        |

**Overseas Nurse Recruitment**

| <b>Number of Nurses Recruited in 21-22</b> | <b>Funding allocated to the trust for this purpose by NHSEI</b> | <b>Trust expenditure (excluding NHSEI funding) on overseas nurse recruitment.</b> | <b>Total</b> | <b>Cost per nurse recruited</b> |
|--------------------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------------------------------|--------------|---------------------------------|
| 318                                        | 61,394                                                          | 2,471,027                                                                         | 2,532,421    | 7,964                           |

## St George's University Hospital NHS Foundation Trust

### All AfC Roles at bands 1 – 8b

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % likelihood of Offer |
|-------------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian       | 24,280            | 2,975           | 229                  | 12.3                      | 0.9                   |
| Black       | 22,713            | 2,548           | 123                  | 11.2                      | 0.5                   |
| Mixed       | 2,357             | 422             | 35                   | 17.9                      | 1.5                   |
| Other       | 2,859             | 539             | 42                   | 18.9                      | 1.5                   |
| White       | 8,256             | 1,441           | 82                   | 17.5                      | 1.0                   |
| Undisclosed | 1,190             | 342             | 54                   | 28.7                      | 4.5                   |

### All AfC Roles at 8c and above

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % likelihood of Offer |
|-------------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian       | 195               | 34              | 3                    | 17.4                      | 1.5                   |
| Black       | 185               | 26              | 0                    | 14.1                      | 0.0                   |
| Mixed       | 37                | 3               | 0                    | 8.1                       | 0.0                   |
| Other       | 51                | 7               | 0                    | 13.7                      | 0.0                   |
| White       | 376               | 97              | 7                    | 25.8                      | 1.9                   |
| Undisclosed | 31                | 7               | 3                    | 22.6                      | 9.7                   |

### All Registered Nursing Roles at Band 5

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % likelihood of Offer |
|-------------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian       | 6,186             | 513             | 69                   | 8.3                       | 1.1                   |
| Black       | 7,659             | 466             | 19                   | 6.1                       | 0.2                   |
| Mixed       | 507               | 36              | 4                    | 7.1                       | 0.8                   |
| Other       | 576               | 74              | 8                    | 12.8                      | 1.4                   |
| White       | 690               | 330             | 30                   | 47.8                      | 4.3                   |
| Undisclosed | 120               | 36              | 3                    | 30.0                      | 2.5                   |

### All Registered Nursing Roles at Band 8c and above

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % likelihood of Offer |
|-------------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian       | 6                 | 4               | 0                    | 66.7                      | 0.0                   |
| Black       | 36                | 4               | 0                    | 11.1                      | 0.0                   |
| Mixed       | 5                 | 1               | 0                    | 20.0                      | 0.0                   |
| Other       | 3                 | 0               | 0                    | 0.0                       | 0.0                   |
| White       | 76                | 28              | 1                    | 36.8                      | 1.3                   |
| Undisclosed | 6                 | 2               | 1                    | 33.3                      | 16.7                  |

#### All Registered Midwives at Band 5

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % likelihood of Offer |
|-------------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian       | 12                | 4               | 0                    | 33.3                      | 0.0                   |
| Black       | 125               | 48              | 0                    | 38.4                      | 0.0                   |
| Mixed       | 6                 | 6               | 0                    | 100.0                     | 0.0                   |
| Other       | 13                | 5               | 0                    | 38.5                      | 0.0                   |
| White       | 30                | 29              | 0                    | 96.7                      | 0.0                   |
| Undisclosed | 12                | 11              | 0                    | 91.7                      | 0.0                   |

#### All Registered Midwives at Band 6

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % likelihood of Offer |
|-------------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian       | 17                | 3               | 0                    | 17.6                      | 0.0                   |
| Black       | 104               | 15              | 2                    | 14.4                      | 1.9                   |
| Mixed       | 6                 | 2               | 0                    | 33.3                      | 0.0                   |
| Other       | 10                | 0               | 0                    | 0.0                       | 0.0                   |
| White       | 30                | 19              | 1                    | 63.3                      | 3.3                   |
| Undisclosed | 4                 | 0               | 0                    | 0.0                       | 0.0                   |

#### All Allied Health Professionals

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % likelihood of Offer |
|-------------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian       | 1,982             | 161             | 9                    | 8.1                       | 0.5                   |
| Black       | 1,566             | 122             | 6                    | 7.8                       | 0.4                   |
| Mixed       | 221               | 23              | 3                    | 10.4                      | 1.4                   |
| Other       | 288               | 67              | 4                    | 23.3                      | 1.4                   |
| White       | 1,384             | 609             | 62                   | 44.0                      | 4.5                   |
| Undisclosed | 96                | 33              | 6                    | 34.4                      | 6.3                   |

#### All Occupational Therapists

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % likelihood of Offer |
|-------------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian       | 92                | 29              | 2                    | 31.5                      | 2.2                   |
| Black       | 60                | 11              | 1                    | 18.3                      | 1.7                   |
| Mixed       | 19                | 7               | 1                    | 36.8                      | 5.3                   |
| Other       | 36                | 12              | 0                    | 33.3                      | 0.0                   |
| White       | 132               | 99              | 15                   | 75.0                      | 11.4                  |
| Undisclosed | 5                 | 3               | 2                    | 60.0                      | 40.0                  |

#### All Physiotherapists

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % likelihood of Offer |
|-------------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian       | 714               | 41              | 3                    | 5.7                       | 0.4                   |
| Black       | 605               | 26              | 2                    | 4.3                       | 0.3                   |
| Mixed       | 73                | 9               | 0                    | 12.3                      | 0.0                   |
| Other       | 91                | 17              | 2                    | 18.7                      | 2.2                   |
| White       | 507               | 230             | 19                   | 45.4                      | 3.7                   |
| Undisclosed | 36                | 7               | 1                    | 19.4                      | 2.8                   |

#### All Dieticians

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % likelihood of Offer |
|-------------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian       | 67                | 10              | 0                    | 14.9                      | 0.0                   |
| Black       | 65                | 6               | 0                    | 9.2                       | 0.0                   |
| Mixed       | 12                | 1               | 0                    | 8.3                       | 0.0                   |
| Other       | 31                | 10              | 1                    | 32.3                      | 3.2                   |
| White       | 125               | 44              | 5                    | 35.2                      | 4.0                   |
| Undisclosed | 5                 | 3               | 1                    | 60.0                      | 20.0                  |

#### All Radiographers

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % likelihood of Offer |
|-------------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian       | 687               | 34              | 4                    | 4.9                       | 0.6                   |
| Black       | 645               | 54              | 2                    | 8.4                       | 0.3                   |
| Mixed       | 65                | 3               | 1                    | 4.6                       | 1.5                   |
| Other       | 65                | 13              | 1                    | 20.0                      | 1.5                   |
| White       | 96                | 51              | 7                    | 53.1                      | 7.3                   |
| Undisclosed | 20                | 7               | 0                    | 35.0                      | 0.0                   |

#### All SAS Roles

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % likelihood of Offer |
|-------------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian       | 77                | 17              | 2                    | 22.1                      | 2.6                   |
| Black       | 51                | 13              | 0                    | 25.5                      | 0.0                   |
| Mixed       | 11                | 1               | 0                    | 9.1                       | 0.0                   |
| Other       | 34                | 10              | 2                    | 29.4                      | 5.9                   |
| White       | 19                | 11              | 3                    | 57.9                      | 15.8                  |
| Undisclosed | 1                 | 1               | 0                    | 100.0                     | 0.0                   |

#### All Medical Consultant Roles

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % likelihood of Offer |
|-------------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian       | 159               | 68              | 18                   | 42.8                      | 11.3                  |
| Black       | 22                | 10              | 3                    | 45.5                      | 13.6                  |
| Mixed       | 28                | 13              | 4                    | 46.4                      | 14.3                  |
| Other       | 55                | 15              | 3                    | 27.3                      | 5.5                   |
| White       | 158               | 94              | 51                   | 59.5                      | 32.3                  |
| Undisclosed | 17                | 9               | 1                    | 52.9                      | 5.9                   |

#### All Band 5 Bank Registered Nurse recruitment

| Ethnicity   | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of offer from shortlist | % likelihood of Offer |
|-------------|-------------------|-----------------|----------------------|--------------------------------------|-----------------------|
| Asian       | 74                | 35              | 35                   | 47.3                                 | 47.3                  |
| Black       | 143               | 114             | 114                  | 79.7                                 | 79.7                  |
| Mixed       | 4                 | 3               | 3                    | 75.0                                 | 75.0                  |
| Other       | 13                | 11              | 11                   | 84.6                                 | 84.6                  |
| White       | 51                | 47              | 47                   | 92.2                                 | 92.2                  |
| Undisclosed | 3                 | 2               | 2                    | 66.7                                 | 66.7                  |

#### Overseas Nurse Recruitment

Data Not Provided

## University College London Hospitals NHS Foundation Trust

The requested data was heavily redacted by UCLH who also insisted on breaking the Asian category data into two categories (Asian and Chinese) and reporting these separately. In many cases this meant that the totalled Asian category number became redacted due to small numbers of applicants, shortlisted, and offered that UCLH had reported in the Chinese category.

Similarly, the Unknown category was split into two categories of Not Disclosed and Not Stated, causing a similar issue with the overall Unknown category numbers.

An internal review of these decisions was requested the outcome of which was that the reviewer supported the original decision. Unfortunately, the deadline for complaint to the ICO was missed.

### All AfC Roles at bands 1 – 8b

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 11,417            | 2,722           | 474                  | 23.8                      | 4.2                   |
| Black     | 10,136            | 2,258           | 400                  | 22.3                      | 3.9                   |
| Mixed     | 1,748             | 431             | 95                   | 24.7                      | 5.4                   |
| Other     | 2,513             | 788             | 186                  | 31.4                      | 7.4                   |
| White     | 11,060            | 3,766           | 1,054                | 34.1                      | 9.5                   |
| Unknown   | 613               | 97              | 16                   | 15.8                      | 2.6                   |

### All AfC Roles at 8c and above

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 138               | 39              | 5                    | 28.3                      | 3.6                   |
| Black     | 74                | 11              | R                    | 14.9                      | UTC                   |
| Mixed     | 28                | 10              | R                    | 35.7                      | UTC                   |
| Other     | 7                 | R               | 0                    | UTC                       | 0.0                   |
| White     | 255               | 110             | 21                   | 43.1                      | 8.2                   |
| Unknown   | 7                 | 0               | 0                    | 0.0                       | 0.0                   |

### All Registered Nursing Roles at Band 5

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 400               | 178             | 52                   | 44.5                      | 13.0                  |
| Black     | 1,369             | 305             | 100                  | 22.3                      | 7.3                   |
| Mixed     | 77                | 38              | 14                   | 49.4                      | 18.2                  |
| Other     | 271               | 118             | 33                   | 43.5                      | 12.2                  |
| White     | 494               | 287             | 91                   | 58.1                      | 18.4                  |
| Unknown   | 10                | R               | 0                    | UTC                       | 0.0                   |

**All Registered Nursing Roles at Band 8c and above**

| <b>Ethnicity</b> | <b>No. of Applicants</b> | <b>No. Shortlisted</b> | <b>No. Offered Position</b> | <b>% Likelihood of shortlist</b> | <b>% Likelihood of Offer</b> |
|------------------|--------------------------|------------------------|-----------------------------|----------------------------------|------------------------------|
| Asian            | R                        | R                      | 0                           | UTC                              | UTC                          |
| Black            | R                        | R                      | R                           | UTC                              | UTC                          |
| Mixed            | R                        | R                      | 0                           | UTC                              | UTC                          |
| Other            | 0                        |                        |                             |                                  |                              |
| White            | 12                       | 6                      | R                           | 50.0                             | UTC                          |
| Unknown          | R                        | R                      | R                           | UTC                              | UTC                          |

**All Registered Midwives at Band 5**

| <b>Ethnicity</b> | <b>No. of Applicants</b> | <b>No. Shortlisted</b> | <b>No. Offered Position</b> | <b>% Likelihood of shortlist</b> | <b>% Likelihood of Offer</b> |
|------------------|--------------------------|------------------------|-----------------------------|----------------------------------|------------------------------|
| Asian            | 16                       | 9                      | 0                           | 56.3                             | 0.0                          |
| Black            | 75                       | 41                     | 6                           | 54.7                             | 8.0                          |
| Mixed            | 12                       | R                      | 0                           | UTC                              | 0.0                          |
| Other            | 11                       | R                      | R                           | UTC                              | UTC                          |
| White            | 68                       | 37                     | 12                          | 54.4                             | 17.6                         |
| Unknown          | 0                        |                        |                             |                                  |                              |

**All Registered Midwives at Band 6**

| <b>Ethnicity</b> | <b>No. of Applicants</b> | <b>No. Shortlisted</b> | <b>No. Offered Position</b> | <b>% Likelihood of shortlist</b> | <b>% Likelihood of Offer</b> |
|------------------|--------------------------|------------------------|-----------------------------|----------------------------------|------------------------------|
| Asian            | R                        | R                      | 0                           | UTC                              | 0.0                          |
| Black            | 44                       | 22                     | 9                           | 50.0                             | 20.5                         |
| Mixed            | 7                        | R                      | R                           | UTC                              | UTC                          |
| Other            | 6                        | R                      | R                           | UTC                              | UTC                          |
| White            | 88                       | 56                     | 18                          | 63.6                             | 20.5                         |
| Unknown          | R                        | R                      | 0                           | UTC                              | 0.0                          |

**All Allied Health Professionals**

| <b>Ethnicity</b> | <b>No. of Applicants</b> | <b>No. Shortlisted</b> | <b>No. Offered Position</b> | <b>% Likelihood of shortlist</b> | <b>% Likelihood of Offer</b> |
|------------------|--------------------------|------------------------|-----------------------------|----------------------------------|------------------------------|
| Asian            | 972                      | 221                    | 55                          | 22.7                             | 5.7                          |
| Black            | 768                      | 172                    | 18                          | 22.4                             | 2.3                          |
| Mixed            | 139                      | 32                     | 10                          | 23.0                             | 7.2                          |
| Other            | 132                      | 39                     | 10                          | 29.5                             | 7.6                          |
| White            | 922                      | 567                    | 229                         | 61.5                             | 24.8                         |
| Unknown          | 22                       | 7                      | R                           | 31.8                             | UTC                          |

#### All Occupational Therapists

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 26                | 15              | 0                    | 57.7                      | 0.0                   |
| Black     | 13                | R               | R                    | UTC                       | UTC                   |
| Mixed     | 5                 | R               | R                    | UTC                       | UTC                   |
| Other     | R                 | 0               | 0                    | UTC                       | 0.0                   |
| White     | 107               | 78              | 43                   | 72.9                      | 40.2                  |
| Unknown   | R                 | R               | 0                    | UTC                       | 0.0                   |

#### All Physiotherapists

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 101               | 16              | 0                    | 15.8                      | 0.0                   |
| Black     | 81                | 10              | 0                    | 12.3                      | 0.0                   |
| Mixed     | 32                | 12              | R                    | 37.5                      | UTC                   |
| Other     | 7                 | R               | 0                    | UTC                       | 0.0                   |
| White     | 266               | 163             | 68                   | 61.3                      | 25.6                  |
| Unknown   | 6                 | 0               | 0                    | 0.0                       | 0.0                   |

#### All Dieticians

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 16                | R               | R                    | UTC                       | UTC                   |
| Black     | R                 | R               | 0                    | UTC                       | 0.0                   |
| Mixed     | 7                 | R               | R                    | UTC                       | 0.0                   |
| Other     | 5                 | R               | R                    | UTC                       | 0.0                   |
| White     | 78                | 52              | 18                   | 66.7                      | 23.1                  |
| Unknown   | R                 | 0               | 0                    | UTC                       | 0.0                   |

#### All Radiographers

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 734               | 150             | 32                   | 20.4                      | 4.4                   |
| Black     | 580               | 145             | 15                   | 25.0                      | 2.6                   |
| Mixed     | 65                | 8               | R                    | 12.3                      | UTC                   |
| Other     | 80                | 25              | 7                    | 31.3                      | 8.8                   |
| White     | 245               | 157             | 59                   | 64.1                      | 24.1                  |
| Unknown   | 12                | 6               | R                    | 50.0                      | UTC                   |

**All SAS Roles**

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 103               | 23              | 5                    | 22.3                      | 4.9                   |
| Black     | 14                | R               | R                    | UTC                       | UTC                   |
| Mixed     | 31                | 8               | R                    | 25.8                      | UTC                   |
| Other     | 29                | R               | 0                    | UTC                       | 0.0                   |
| White     | 68                | 30              | 15                   | 44.1                      | 22.1                  |
| Unknown   | 5                 | R               | 0                    | UTC                       | 0.0                   |

**All Medical Consultant Roles**

| Ethnicity | No. of Applicants | No. Shortlisted | No. Offered Position | % Likelihood of shortlist | % Likelihood of Offer |
|-----------|-------------------|-----------------|----------------------|---------------------------|-----------------------|
| Asian     | 87                | 42              | 19                   | 48.3                      | 21.8                  |
| Black     | 8                 | R               | R                    | UTC                       | UTC                   |
| Mixed     | 12                | R               | R                    | UTC                       | UTC                   |
| Other     | 27                | 9               | R                    | 33.3                      | UTC                   |
| White     | 119               | 73              | 25                   | 61.3                      | 21.0                  |
| Unknown   | R                 | R               | R                    | UTC                       | UTC                   |

**All Band 5 Bank Registered Nurse recruitment - Data Not Provided**

UCLH stated that they do not employ or recruit Bank Staff. Bank staff are supplied to the Trust by Bank Partners. Therefore they do not hold this information.

**Overseas Nurse Recruitment**

Did not provide

## Whittington Health NHS Trust

### All AfC Roles at bands 1 – 8b

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 1,977                | 1,205                            | 63                          | 61.0                      | 3.2                   |
| Black     | 2,898                | 1,796                            | 92                          | 62.0                      | 3.2                   |
| Mixed     | 410                  | 220                              | 16                          | 53.7                      | 3.9                   |
| Other     | 464                  | 271                              | 24                          | 58.4                      | 5.2                   |
| White     | 2,419                | 1,075                            | 117                         | 44.4                      | 4.8                   |
| Unknown   | 103                  | 34                               | R                           | 33.0                      | UTC                   |

### All AfC Roles at 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 14                   | 9                                | R                           | 64.3                      | UTC                   |
| Black     | 9                    | R                                | R                           | UTC                       | UTC                   |
| Mixed     | 3                    | R                                | 0                           | UTC                       | 0.0                   |
| Other     | R                    | R                                | R                           | UTC                       | UTC                   |
| White     | 33                   | 13                               | 6                           | 39.4                      | 18.2                  |
| Unknown   | 10                   | R                                | 0                           | UTC                       | 0.0                   |

### All Registered Nursing Roles at Band 5

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 81                   | 30                               | 14                          | 37.0                      | 17.3                  |
| Black     | 449                  | 285                              | 23                          | 63.5                      | 5.1                   |
| Mixed     | 31                   | 12                               | R                           | 38.7                      | UTC                   |
| Other     | 39                   | 23                               | R                           | 59.0                      | UTC                   |
| White     | 125                  | 44                               | 14                          | 35.2                      | 11.2                  |
| Unknown   | 15                   | R                                | 0                           | UTC                       | 0.0                   |

### All Registered Nursing Roles at Band 8c and above

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | R                    | R                                | 0                           | UTC                       | 0.0                   |
| Black     | R                    | R                                | 0                           | UTC                       | 0.0                   |
| Mixed     | 0                    |                                  |                             |                           |                       |
| Other     | R                    | R                                | 0                           | UTC                       | 0.0                   |
| White     | 8                    | R                                | 0                           | UTC                       | 0.0                   |
| Unknown   | 0                    |                                  |                             |                           |                       |

#### All Registered Midwives at Band 5

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 6                    | 0                                | 0                           | 0.0                       | 0.0                   |
| Black     | 27                   | R                                | R                           | UTC                       | UTC                   |
| Mixed     | R                    | R                                | 0                           | UTC                       | UTC                   |
| Other     | R                    | R                                | R                           | UTC                       | UTC                   |
| White     | 27                   | 11                               | 6                           | 40.7                      | 22.2                  |
| Unknown   | 0                    |                                  |                             |                           |                       |

#### All Registered Midwives at Band 6

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 6                    | 0                                | 0                           | 0.0                       | 0.0                   |
| Black     | 30                   | R                                | R                           | UTC                       | UTC                   |
| Mixed     | R                    | R                                | 0                           | UTC                       | UTC                   |
| Other     | R                    | R                                | 0                           | UTC                       | UTC                   |
| White     | 24                   | 9                                | 6                           | 37.5                      | 25.0                  |
| Unknown   | 0                    |                                  |                             |                           |                       |

#### All Allied Health Professionals

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 587                  | 385                              | 16                          | 65.6                      | 2.7                   |
| Black     | 734                  | 499                              | 10                          | 68.0                      | 1.4                   |
| Mixed     | 137                  | 79                               | R                           | 57.7                      | UTC                   |
| Other     | 131                  | 84                               | R                           | 64.1                      | UTC                   |
| White     | 1,069                | 501                              | 47                          | 46.9                      | 4.4                   |
| Unknown   | 13                   | R                                | 0                           | UTC                       | 0.0                   |

#### All Occupational Therapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 93                   | 51                               | R                           | 54.8                      | UTC                   |
| Black     | 65                   | 31                               | R                           | 47.7                      | UTC                   |
| Mixed     | 17                   | 7                                | R                           | 41.2                      | UTC                   |
| Other     | 18                   | 10                               | R                           | 55.6                      | UTC                   |
| White     | 151                  | 49                               | 13                          | 32.5                      | 8.6                   |
| Unknown   | 0                    |                                  |                             |                           |                       |

#### All Physiotherapists

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 167                  | 93                               | R                           | 55.7                      | UTC                   |
| Black     | 217                  | 161                              | R                           | 74.2                      | UTC                   |
| Mixed     | 31                   | 17                               | 0                           | 54.8                      | 0.0                   |
| Other     | 26                   | 19                               | R                           | 73.1                      | UTC                   |
| White     | 196                  | 76                               | 14                          | 38.8                      | 7.1                   |
| Unknown   | R                    | 0                                | 0                           | 0.0                       | 0.0                   |

#### All Dieticians

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 19                   | 7                                | R                           | 36.8                      | UTC                   |
| Black     | 14                   | R                                | 0                           | UTC                       | 0.0                   |
| Mixed     | R                    | R                                | 0                           | UTC                       | 0.0                   |
| Other     | R                    | R                                | 0                           | UTC                       | 0.0                   |
| White     | 48                   | 20                               | R                           | 41.7                      | UTC                   |
| Unknown   | 0                    |                                  |                             |                           |                       |

#### All Radiographers

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 138                  | 110                              | R                           | 79.7                      | UTC                   |
| Black     | 248                  | 186                              | R                           | 75.0                      | UTC                   |
| Mixed     | 24                   | 15                               | R                           | 62.5                      | UTC                   |
| Other     | 19                   | 12                               | R                           | 63.2                      | UTC                   |
| White     | 41                   | 6                                | R                           | 14.6                      | UTC                   |
| Unknown   | R                    | 0                                | 0                           | 0.0                       | 0.0                   |

#### All SAS Roles

Did not provide

#### All Medical Consultant Roles

| Ethnicity | Number of Applicants | Number Shortlisted for Interview | Number Offered the Position | % Likelihood of Shortlist | % Likelihood of Offer |
|-----------|----------------------|----------------------------------|-----------------------------|---------------------------|-----------------------|
| Asian     | 21                   | 7                                | R                           | 33.3                      | UTC                   |
| Black     | R                    | R                                | 0                           | 0.0                       | 0.0                   |
| Mixed     | R                    | R                                | 0                           | 0.0                       | 0.0                   |
| Other     | 9                    | R                                | 0                           | 0.0                       | 0.0                   |
| White     | 35                   | 9                                | R                           | 25.7                      | UTC                   |
| Unknown   | 8                    | R                                | 0                           | 0.0                       | 0.0                   |

#### All Band 5 Bank Registered Nurse recruitment

Did not provide - data held by  
Bank Partners

# Overseas Nurse Recruitment

| Number of Nurses Recruited in 21-22 | Funding allocated to the trust for this purpose by NHSEI | Trust expenditure (excluding NHSE funding) on overseas nurse recruitment. | Total   | Cost Per Recruit |
|-------------------------------------|----------------------------------------------------------|---------------------------------------------------------------------------|---------|------------------|
| 69                                  | 337,812                                                  | 338,076                                                                   | 675,957 | 9,796            |