

Corporate Gaslighting – Race, Recruitment and Denial in the NHS – 2020-2021 Data Summary Table

% Likelihood of Offer from Application, by category and ethnicity

“NR” = not reported for that trust/category.

Ethnicity	Barking, Havering & Redbridge	Barts	Chelsea & Westminster	Croydon	Epsom & St Helier	GSTT	Hillingdon	Homerton	Imperial	Kings	Kingston	Lewisham & Greenwich	London NW	North Middlesex	Royal Free	St Georges	UCLH	Whittington	Number of useable data points	Cross-London Acute Trust Average of % Likelihood of Offer
All Agenda for Change Roles (Bands 1–8b)																				
Asian	2.8	2.0	1.3	2.4	3.7	2.1	4.2	7.0	1.8	2.5	3.7	2.6	5.7	1.5	7.7	2.7	3.5	2.0	18	3.3
Black	5.2	2.2	1.5	4.5	3.8	3.4	5.0	5.3	1.7	1.8	2.9	3.3	4.3	2.2	6.9	2.5	3.2	2.8	18	3.5
Mixed	4.9	2.2	1.9	2.7	4.8	3.9	6.7	6.7	1.7	2.3	3.5	3.9	4.2	1.5	7.8	3.2	3.6	2.8	18	3.8
Other	5.0	1.7	2.0	3.2	4.6	4.3	6.5	3.7	2.2	3.2	12.6	5.8	8.2	2.4	9.6	3.5	2.9	3.5	18	4.7
White	6.2	5.7	3.8	5.5	6.9	5.8	10.2	9.3	3.9	4.2	5.9	5.9	7.0	1.5	13.6	6.2	7.3	4.6	18	6.3
Unknown	12.5	7.5	19.4	3.5	10.7	12.8	12.0	7.3	3.7	6.8	5.7	1.2	NR	8.7	7.9	8.9	4.2	9.7	17	8.4
All AfC Roles at 8c and Above																				
Asian	5.0	0.8	0.0	2.8	5.0	2.6	10.0	8.3	0.0	0.4	3.1	5.3	1.5	0.0	4.0	0.0	0.0	3.0	18	2.9
Black	1.5	2.5	0.0	5.0	4.3	6.8	0.0	2.8	1.9	1.2	13.3	2.0	6.8	0.0	4.0	2.1	25.0	8.1	18	4.8
Mixed	0.0	4.4	0.0	4.2	0.0	10.1	0.0	0.0	6.7	0.0	0.0	0.0	8.0	0.0	4.0	0.0	9.1	5.5	18	2.9
Other	0.0	0.0	0.0	0.0	0.0	4.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	18	0.5
White	12.1	4.0	5.1	8.1	9.0	5.5	11.1	0.0	8.1	6.1	5.3	5.5	10.1	0.7	17.4	6.0	12.2	9.8	18	7.5
Unknown	0.0	4.1	2.5	0.0	27.3	12.0	0.0	11.1	15.4	4.3	33.3	30.0	NR	0.0	5.6	NR	20.0	13.8	16	11.2
All Band 5 Registered Nursing																				
Asian	9.6	7.0	6.3	10.5	10.8	8.3	6.5	21.7	4.2	10.1	27.4	7.1	26.0	5.6	17.4	8.0	11.7	4.1	18	11.2
Black	12.8	4.3	5.0	6.3	5.8	6.9	1.1	11.9	2.7	3.4	5.5	4.7	6.7	5.9	7.2	4.8	4.2	7.4	18	5.9
Mixed	8.7	7.1	10.7	3.9	11.9	10.3	5.4	26.9	2.4	8.0	11.1	1.6	19.1	0.0	20.4	10.3	8.1	7.1	18	9.6
Other	6.9	5.9	0.0	2.4	5.1	10.2	0.0	3.6	2.8	7.3	42.0	10.9	20.0	5.6	9.1	3.0	5.4	3.9	18	8.0
White	14.9	10.4	9.6	11.8	20.1	13.7	13.3	21.8	7.9	9.8	26.9	7.6	11.1	4.5	19.1	21.1	15.2	8.4	18	13.8
Unknown	50.0	24.3	80.9	3.8	35.7	6.0	23.5	18.8	3.5	26.0	33.3	29.9	NR	2.5	14.8	42.5	15.8	11.1	17	24.8
All Band 6 Registered Nursing																				
Asian	8.5	14.5	5.0	9.8	21.2	10.9	11.1	21.1	6.1	11.2	17.9	12.0	13.9	0.0	17.6	10.2	14.6	14.0	18	12.2
Black	8.8	8.6	4.1	14.0	12.0	8.8	19.5	13.1	7.3	8.2	3.7	10.4	14.5	1.7	16.1	13.2	10.7	17.0	18	10.7
Mixed	15.8	10.2	0.0	0.0	8.0	10.7	50.0	17.4	9.5	3.9	25.0	5.9	10.9	0.0	19.8	7.7	13.3	5.9	18	11.9
Other	29.0	20.3	3.7	8.0	14.3	10.3	25.0	15.4	7.0	13.9	27.1	46.1	24.6	7.7	19.4	19.5	11.5	9.1	18	17.3
White	23.9	17.7	8.3	23.3	17.8	23.1	47.1	23.6	15.4	22.1	20.3	25.0	20.2	5.0	29.5	25.2	21.2	18.1	18	21.5
Unknown	33.3	13.4	8.3	20.0	40.0	5.6	20.0	0.0	3.6	23.2	20.0	33.3	NR	4.3	13.9	23.3	18.8	10.0	17	17.1
All Band 7 Registered Nursing																				
Asian	3.1	5.8	1.3	9.2	10.6	4.0	10.2	17.4	2.4	8.4	9.1	4.9	11.1	4.1	16.8	11.5	10.3	5.1	18	8.1
Black	12.7	8.0	3.6	7.8	14.0	7.3	11.5	15.1	5.0	7.3	4.0	12.5	12.8	0.0	15.1	6.7	13.9	7.1	18	9.2
Mixed	8.3	7.1	0.0	12.0	11.1	2.5	0.0	25.0	6.1	22.7	18.2	14.8	9.5	0.0	15.2	13.3	5.0	7.1	18	9.9
Other	15.4	6.7	0.0	5.3	38.5	3.4	18.2	0.0	10.0	11.7	15.0	13.3	19.7	0.0	25.8	6.3	5.0	12.5	18	11.5
White	17.6	13.9	10.7	16.5	26.2	12.9	32.4	34.2	13.4	20.8	19.2	23.3	16.7	4.8	35.2	21.5	16.3	14.6	18	19.4
Unknown	20.0	20.0	0.0	12.5	0.0	3.6	11.1	0.0	8.7	8.6	0.0	10.0	NR	4.0	7.7	0.0	10.0	16.7	17	7.8
All Band 8a and Above Registered Nursing																				
Asian	10.7	8.3	2.4	3.7	0.0	4.4	0.0	12.5	1.2	4.5	0.0	10.0	12.1	NR	21.1	8.7	25.0	2.6	17	7.5
Black	9.1	10.0	3.6	8.7	17.2	7.8	0.0	8.8	5.8	7.3	16.7	10.0	18.6	NR	15.2	9.7	29.4	7.1	17	10.9
Mixed	15.4	13.6	0.0	7.1	10.0	0.0	25.0	33.3	0.0	5.9	0.0	0.0	38.5	NR	36.4	0.0	33.3	0.0	17	12.8
Other	25.0	4.0	7.7	0.0	0.0	5.7	0.0	0.0	5.9	12.5	50.0	0.0	13.3	NR	0.0	0.0	20.0	0.0	17	8.5
White	20.0	9.2	5.8	8.3	15.4	14.0	35.7	8.8	11.9	15.8	23.8	26.7	19.7	NR	34.3	21.4	28.8	16.4	17	18.6
Unknown	0.0	15.4	33.3	0.0	66.7	0.0	100.0	0.0	11.1	10.0	0.0	NR	NR	NR	0.0	0.0	0.0	0.0	15	15.8
All Medical																				
Asian	2.6	0.9	1.1	0.3	1.9	2.0	1.4	0.9	1.2	1.2	2.0	0.4	2.9	2.1	4.1	0.5	2.7	1.2	18	1.6
Black	3.3	0.4	0.5	0.2	1.8	1.4	0.3	0.6	1.3	1.1	0.0	1.5	1.7	1.9	2.7	0.4	1.5	0.2	18	1.2
Mixed	4.1	1.3	0.9	0.4	1.7	1.5	0.5	1.0	2.0	1.0	3.5	0.6	1.4	3.4	4.2	1.3	3.9	0.4	18	1.8
Other	13.0	0.5	1.4	0.3	4.6	2.4	1.2	0.7	1.1	0.7	0.9	0.4	2.5	2.6	4.4	0.2	2.2	0.9	18	2.2
White	97.9	5.8	5.9	5.5	6.3	11.1	3.7	7.0	5.4	5.6	15.8	4.5	6.0	3.7	18.1	5.4	14.3	6.8	18	12.7
Unknown	37.4	4.5	17.1	1.7	3.8	2.7	7.6	18.1	5.4	24.0	0.0	29.3	NR	9.1	5.3	0.0	3.4	8.8	17	10.5

Ethnicity	Barking, Havering & Redbridge	Barts	Chelsea & Westminster	Croydon	Epsom & St Helier	GSTT	Hillingdon	Homerton	Imperial	Kings	Kingston	Lewisham & Greenwich	London NW	North Middlesex	Royal Free	St Georges	UCLH	Whittington	Number of useable data points	Cross-London Acute Trust Average of % Likelihood of Offer
All Locum Medical Consultants																				
Asian	18.0	8.6	11.1	NR	11.1	5.3	100.0	22.7	9.5	20.8	15.0	33.3	13.8	0.0	22.9	0.0	NR	25.0	16	19.8
Black	28.6	0.0	50.0	NR	0.0	0.0	0.0	0.0	50.0	0.0	0.0	NR	0.0	0.0	25.0	0.0	NR	50.0	15	13.6
Mixed	66.7	0.0	0.0	NR	0.0	25.0	0.0	0.0	0.0	33.3	0.0	NR	14.3	0.0	40.0	0.0	NR	0.0	15	11.9
Other	NR	0.0	0.0	NR	0.0	9.1	0.0	20.0	0.0	0.0	6.9	NR	11.1	0.0	28.6	0.0	NR	50.0	14	9.0
White	79.0	9.7	7.7	NR	10.0	0.0	100.0	14.3	15.4	17.9	21.1	83.3	22.9	50.0	35.5	0.0	NR	40.0	16	31.7
Unknown	13.8	16.7	0.0	NR	0.0	0.0	0.0	0.0	0.0	0.0	14.3	NR	NR	0.0	0.0	NR	NR	50.0	13	7.3
All Permanent Medical Consultants																				
Asian	27.6	11.2	6.0	NR	14.8	18.1	20.4	8.5	9.8	12.7	15.0	38.7	15.7	5.9	25.0	2.8	NR	5.9	16	14.9
Black	13.6	10.7	25.0	NR	28.6	16.7	0.0	16.7	8.3	25.9	0.0	33.3	18.2	0.0	0.0	0.0	NR	20.0	16	13.6
Mixed	25.0	31.3	4.8	NR	5.9	12.0	0.0	10.0	33.3	3.7	0.0	37.5	8.3	16.7	0.0	0.0	NR	0.0	16	11.8
Other	100.0	13.1	10.8	NR	7.4	19.0	5.3	14.3	7.5	1.7	6.9	7.1	16.7	0.0	20.0	0.0	NR	0.0	16	14.4
White	100.0	23.0	27.9	NR	29.0	16.2	13.0	27.0	17.0	23.9	21.1	40.0	23.6	4.3	44.4	10.5	NR	9.4	16	26.9
Unknown	25.0	25.5	0.0	NR	0.0	5.0	11.1	14.3	7.7	47.4	14.3	14.3	NR	20.0	10.0	0.0	NR	0.0	15	13.0

Notes

- Croydon did not report Locum or Permanent Medical Consultant data; North Middlesex did not report Band 8a+ Nursing). Both show as “NR” above and are excluded from the count/average for those rows.
- UCLH reports Locum and Permanent Medical Consultants as a single combined category rather than separately, so it shows “NR” in both the “Locum” and “Permanent” rows above. UCLH's combined % Likelihood of Offer figures are: Asian 16.0, Black 0.0, Mixed 20.0, Other 5.56, White 43.94, Unknown 50.0.