

Corporate Gaslighting

Race, Recruitment and Denial in the NHS

2021-22

Individual Trust Data Tables¹

October 2021 – Reviewed September 2026

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¹ Some data blocks are omitted due to either lack of response or trusts being unable to provide

Barking, Havering and Redbridge University Hospital NHS Trust

All Agenda for Change Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	5,747	1,117	163	19.44	2.84
Black	4,223	1053	220	24.93	5.21
Mixed	628	130	31	20.70	4.94
Other	686	174	34	25.36	4.96
White	6,269	1,499	389	23.91	6.21
Unknown	328	108	41	32.93	12.50
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 from Application
Asian	99	18	5	18.18	5.05
Black	67	11	1	16.42	1.49
Mixed	15	5	0	33.33	0.00
Other	6	1	0	16.67	0.00
White	165	67	20	40.61	12.12
Unknown	18	5	0	27.78	0.00
All Band 5 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	94	36	9	38.30	9.57
Black	320	138	41	43.13	12.81
Mixed	23	10	2	43.48	8.70
Other	29	16	2	55.17	6.90
White	148	68	22	45.95	14.86
Unknown	10	9	5	90.00	50.00
All Band 6 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	130	58	11	44.62	8.46
Black	204	104	18	50.98	8.82
Mixed	19	9	3	47.37	15.79
Other	31	20	9	64.52	29.03
White	180	124	43	68.89	23.89
Unknown	12	7	4	58.33	33.33

All Band 7 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	96	41	3	42.71	3.13
Black	134	64	17	47.76	12.69
Mixed	12	4	1	33.33	8.33
Other	26	14	4	53.85	15.38
White	165	104	29	63.03	17.58
Unknown	10	5	2	50.00	20.00
All Band 8a and Above Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	28	19	3	67.86	10.71
Black	55	23	5	41.82	9.09
Mixed	13	9	2	69.23	15.38
Other	12	7	3	58.33	25.00
White	85	47	17	55.29	20.00
Unknown	4	3	0	75.00	0.00
All Medical					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	3,828	2,778	99	72.57	2.59
Black	1,714	1,645	56	95.97	3.27
Mixed	632	577	26	91.30	4.11
Other	23	20	3	86.96	13.04
White	529	518	518	97.92	97.92
Unknown	115	72	43	62.61	37.39
All Locum Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	61	60	11	98.36	18.03
Black	14	5	4	35.71	28.57
Mixed	3	3	2	100.00	66.67
Other	0	0	0	0.00	
White	38	38	30	100.00	78.95
Unknown	29	23	4	79.31	13.79

All Permanentanent Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	58	49	16	84.48	27.59
Black	22	13	3	59.09	13.64
Mixed	8	7	2	87.50	25.00
Other	1	1	1	100.00	100.00
White	17	17	17	100.00	100.00
Unknown	8	8	2	100.00	25.00

Barts Health NHS Trust

All Agenda for Change Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	41,364	6,651	817	16.08	1.98
Black	22,320	4,357	486	19.52	2.18
Mixed	5,303	774	116	14.60	2.19
Other	7,657	986	130	12.88	1.70
White	18,970	5,406	1,073	28.50	5.66
Unknown	3,452	832	258	24.10	7.47
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 from Application
Asian	357	52	3	14.57	0.84
Black	200	35	5	17.50	2.50
Mixed	45	8	2	17.78	4.44
Other	35	5	0	14.29	0.00
White	582	148	23	25.43	3.95
Unknown	97	20	4	20.62	4.12
All Band 5 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	1,602	651	113	40.64	7.05
Black	3732	1259	160	33.74	4.29
Mixed	297	125	21	42.09	7.07
Other	475	153	28	32.21	5.89
White	1,515	872	158	57.56	10.43
Unknown	173	111	42	64.16	24.28
All Band 6 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	648	312	94	48.15	14.51
Black	764	343	66	44.90	8.64
Mixed	88	51	9	57.95	10.23
Other	138	80	28	57.97	20.29
White	645	386	114	59.84	17.67
Unknown	82	33	11	40.24	13.41

All Band 7 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	364	146	21	40.11	5.77
Black	412	181	33	43.93	8.01
Mixed	56	22	4	39.29	7.14
Other	75	29	5	38.67	6.67
White	518	283	72	54.63	13.90
Unknown	50	24	10	48.00	20.00
All Band 8a and Above Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	121	46	10	38.02	8.26
Black	100	47	10	47.00	10.00
Mixed	22	10	3	45.45	13.64
Other	25	14	1	56.00	4.00
White	163	64	15	39.26	9.20
Unknown	13	6	2	46.15	15.38
All Medical					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	15,341	1,069	140	6.97	0.91
Black	4,213	197	16	4.68	0.38
Mixed	2,718	215	36	7.91	1.32
Other	4,984	337	27	6.76	0.54
White	3,910	1,002	228	25.63	5.83
Unknown	992	149	45	15.02	4.54
All Locum Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	58	21	5	36.21	8.62
Black	9	7	0	77.78	0.00
Mixed	10	1	0	10.00	0.00
Other	29	9	0	31.03	0.00
White	72	40	7	55.56	9.72
Unknown	6	2	1	33.33	16.67

All Permanent Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	241	100	27	41.49	11.20
Black	28	15	3	53.57	10.71
Mixed	32	17	10	53.13	31.25
Other	61	21	8	34.43	13.11
White	270	161	62	59.63	22.96
Unknown	47	22	12	46.81	25.53

Chelsea and Westminster Hospital NHS Foundation Trust

All Agenda for Change Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	4,892	651	64	13.31	1.31
Black	4,588	652	69	14.21	1.50
Mixed	1,139	159	22	13.96	1.93
Other	898	162	18	18.04	2.00
White	5,831	1,260	219	21.61	3.76
Unknown	823	268	160	32.56	19.44
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 from Application
Asian	89	11	0	12.36	0.00
Black	45	13	0	28.89	0.00
Mixed	15	4	0	26.67	0.00
Other	12	0	0	0.00	0.00
White	117	32	6	27.35	5.13
Unknown	40	6	1	15.00	2.50
All Band 5 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	112	27	7	24.11	6.25
Black	238	56	12	23.53	5.04
Mixed	28	9	3	32.14	10.71
Other	37	12	0	32.43	0.00
White	302	149	29	49.34	9.60
Unknown	89	82	72	92.13	80.90
All Band 6 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	99	42	5	42.42	5.05
Black	122	44	5	36.07	4.10
Mixed	16	7	0	43.75	0.00
Other	27	6	1	22.22	3.70
White	194	97	16	50.00	8.25
Unknown	12	4	1	33.33	8.33

All Band 7 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	77	32	1	41.56	1.30
Black	55	19	2	34.55	3.64
Mixed	21	7	0	33.33	0.00
Other	24	9	0	37.50	0.00
White	121	64	13	52.89	10.74
Unknown	10	3	0	30.00	0.00
All Band 8a and Above Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	41	17	1	41.46	2.44
Black	28	11	1	39.29	3.57
Mixed	9	3	0	33.33	0.00
Other	13	6	1	46.15	7.69
White	69	34	4	49.28	5.80
Unknown	3	2	1	66.67	33.33
All Medical					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	4,655	325	50	6.98	1.07
Black	1,485	54	8	3.64	0.54
Mixed	980	81	9	8.27	0.92
Other	1,625	141	23	8.68	1.42
White	1,482	413	88	27.87	5.94
Unknown	1,050	813	179	77.43	17.05
All Locum Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	18	4	2	22.22	11.11
Black	2	2	1	100.00	50.00
Mixed	3	0	0	0.00	0.00
Other	7	0	0	0.00	0.00
White	13	5	1	38.46	7.69
Unknown	3	1	0	33.33	0.00

All Permanentanent Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	84	14	5	16.67	5.95
Black	8	3	2	37.50	25.00
Mixed	21	14	1	66.67	4.76
Other	37	13	4	35.14	10.81
White	68	25	19	36.76	27.94
Unknown	6	3	0	50.00	0.00

Croydon Health Services NHS Trust

Please note that Croydon refused to provide the data where there were “low numbers of candidates” and, after requesting an Internal Review, gave only the likelihood figure for these data points. These figures are in red.

All Agenda for Change Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	3,411	664	81	19.47	2.37
Black	4,461	1,225	200	27.46	4.48
Mixed	699	186	19	26.61	2.72
Other	535	127	17	23.74	3.18
White	3,802	977	209	25.70	5.50
Unknown	433	93	15	21.48	3.46
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 from Application
Asian	218	48	6	22.02	2.75
Black	277	80	14	28.88	5.05
Mixed				31.30	4.20
Other	32	8	0	25.00	0.00
White	298	92	24	30.87	8.05
Unknown	40	9	0	22.50	0.00
All Band 5 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	133	42	14	31.58	10.53
Black	556	175	35	31.47	6.29
Mixed				35.30	3.90
Other				17.00	2.40
White	110	64	13	58.18	11.82
Unknown				38.50	3.80

All Band 6 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	132	56	13	42.42	9.85
Black	164	89	23	54.27	14.02
Mixed			0	19.00	0.00
Other				40.00	8.00
White	146	89	34	60.96	23.29
Unknown				50.00	20.00
All Band 7 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	76	31	7	40.79	9.21
Black	191	91	15	47.64	7.85
Mixed				36.00	12.00
Other				36.80	5.30
White	127	87	21	68.50	16.54
Unknown				37.50	12.50
All Band 8a and Above Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian				37.00	3.70
Black	92	43	8	46.74	8.70
Mixed				71.40	7.10
Other			0	40.00	0.00
White	72	32	6	44.44	8.33
Unknown			0	66.70	0.00
All Medical					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	3,222	79	11	2.45	0.34
Black	1,313			1.00	0.20
Mixed	606			2.90	0.40
Other	912			1.80	0.30
White	561	84	31	14.97	5.53
Unknown	171			4.60	1.70

Epsom & St Helier University Hospitals NHS Trust

All Agenda for Change Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	3,577	922	131	25.78	3.66
Black	3,466	888	132	25.62	3.81
Mixed	627	165	30	26.32	4.78
Other	673	179	31	26.60	4.61
White	6,450	1,930	443	29.92	6.87
Unknown	419	136	45	32.46	10.74
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 from Application
Asian	40	13	2	32.50	5.00
Black	46	13	2	28.26	4.35
Mixed	5	1	0	20.00	0.00
Other	3	0	0	0.00	0.00
White	144	48	13	33.33	9.03
Unknown	11	4	3	36.36	27.27
All Band 5 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	129	68	14	52.71	10.85
Black	548	164	32	29.93	5.84
Mixed	42	12	5	28.57	11.90
Other	79	22	4	27.85	5.06
White	254	161	51	63.39	20.08
Unknown	14	8	5	57.14	35.71
All Band 6 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	137	77	29	56.20	21.17
Black	191	84	23	43.98	12.04
Mixed	25	8	2	32.00	8.00
Other	28	12	4	42.86	14.29
White	253	135	45	53.36	17.79
Unknown	15	10	6	66.67	40.00

All Band 7 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	94	50	10	53.19	10.64
Black	93	44	13	47.31	13.98
Mixed	9	4	1	44.44	11.11
Other	13	11	5	84.62	38.46
White	172	111	45	64.53	26.16
Unknown	5	2	0	40.00	0.00
All Band 8a and Above Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	31	11	0	35.48	0.00
Black	64	40	11	62.50	17.19
Mixed	10	4	1	40.00	10.00
Other	5	2	0	40.00	0.00
White	143	73	22	51.05	15.38
Unknown	3	3	2	100.00	66.67
All Medical					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	1,775	206	33	11.61	1.86
Black	492	37	9	7.52	1.83
Mixed	420	38	7	9.05	1.67
Other	131	52	6	39.69	4.58
White	489	144	31	29.45	6.34
Unknown	133	26	5	19.55	3.76
Locum Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	18	6	2	33.33	11.11
Black	0	0	0	0.00	0.00
Mixed	4	0	0	0.00	0.00
Other	5	2	0	40.00	0.00
White	10	6	1	60.00	10.00
Unknown	1	0	0	0.00	0.00

Permanentanent Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	88	44	13	50.00	14.77
Black	7	3	2	42.86	28.57
Mixed	17	5	1	29.41	5.88
Other	27	7	2	25.93	7.41
White	69	39	20	56.52	28.99
Unknown	3	2	0	66.67	0.00

Guy's & St Thomas' NHS Foundation Trust

All Agenda for Change Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	21,501	3,462	450	16.10	2.09
Black	22,045	4,359	753	19.77	3.42
Mixed	3,803	759	148	19.96	3.89
Other	3,603	823	155	22.84	4.30
White	26,562	6,697	1,536	25.21	5.78
Unknown	2,490	768	318	30.84	12.77
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 from Application
Asian	659	99	17	15.02	2.58
Black	412	98	28	23.79	6.80
Mixed	99	25	10	25.25	10.10
Other	93	18	4	19.35	4.30
White	1,269	367	70	28.92	5.52
Unknown	133	31	16	23.31	12.03
All Band 5 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	473	215	39	45.45	8.25
Black	781	290	54	37.13	6.91
Mixed	97	54	10	55.67	10.31
Other	274	121	28	44.16	10.22
White	808	453	111	56.06	13.74
Unknown	67	40	4	59.70	5.97
All Band 6 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	412	181	45	43.93	10.92
Black	740	312	65	42.16	8.78
Mixed	103	47	11	45.63	10.68
Other	175	90	18	51.43	10.29
White	970	630	224	64.95	23.09
Unknown	36	19	2	52.78	5.56

All Band 7 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	378	107	15	28.31	3.97
Black	436	183	32	41.97	7.34
Mixed	80	32	2	40.00	2.50
Other	176	65	6	36.93	3.41
White	847	462	109	54.55	12.87
Unknown	28	7	1	25.00	3.57
All Band 8a and Above Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	91	32	4	35.16	4.40
Black	102	41	8	40.20	7.84
Mixed	16	5	0	31.25	0.00
Other	35	13	2	37.14	5.71
White	236	130	33	55.08	13.98
Unknown	6	4	0	66.67	0.00
All Medical					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	2,538	222	52	8.75	2.05
Black	573	32	8	5.58	1.40
Mixed	533	38	8	7.13	1.50
Other	850	84	20	9.88	2.35
White	849	249	94	29.33	11.07
Unknown	148	23	4	15.54	2.70
All Locum Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	19	6	1	31.58	5.26
Black	4	2	0	50.00	0.00
Mixed	8	3	2	37.50	25.00
Other	11	4	1	36.36	9.09
White	17	8	0	47.06	0.00
Unknown	4	1	0	25.00	0.00

All Permanentanent Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	116	54	21	46.55	18.10
Black	18	5	3	27.78	16.67
Mixed	25	7	3	28.00	12.00
Other	58	27	11	46.55	18.97
White	191	110	31	57.59	16.23
Unknown	20	9	1	45.00	5.00

Hillingdon Hospitals NHS Foundation Trust

All AfC Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	4,186	928	175	22.17	4.18
Black	1,887	449	95	23.79	5.03
Mixed	510	120	34	23.53	6.67
Other	367	94	24	25.61	6.54
White	3,322	982	339	29.56	10.20
Unknown	325	102	39	31.38	12.00
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 from Application
Asian	20	3	2	15.00	10.00
Black	13	1	0	7.69	0.00
Mixed	2	0	0	0.00	0.00
Other	2	0	0	0.00	0.00
White	36	8	4	22.22	11.11
Unknown	5	0	0	0.00	0.00
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 from Application
Asian	217	117	14	53.92	6.45
Black	781	104	9	13.32	1.15
Mixed	56	14	3	25.00	5.36
Other	98	9	0	9.18	0.00
White	120	88	16	73.33	13.33
Unknown	17	10	4	58.82	23.53
All Registered Nursing Roles at Band 6					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	72	42	8	58.33	11.11
Black	41	32	8	78.05	19.51
Mixed	2	2	1	100.00	50.00
Other	8	7	2	87.50	25.00
White	51	41	24	80.39	47.06
Unknown	5	3	1	60.00	20.00

All Registered Nursing Roles at Band 7					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	49	24	5	48.98	10.20
Black	26	16	3	61.54	11.54
Mixed	1	1	0	100.00	0.00
Other	11	3	2	27.27	18.18
White	37	26	12	70.27	32.43
Unknown	9	4	1	44.44	11.11
All Registered Nursing Roles at Band 8a and above					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	21	6	0	28.57	0.00
Black	12	1	0	8.33	0.00
Mixed	4	2	1	50.00	25.00
Other	3	1	0	33.33	0.00
White	28	19	10	67.86	35.71
Unknown	1	1	1	100.00	100.00
All Medical Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	1,986	76	27	3.83	1.36
Black	612	11	2	1.80	0.33
Mixed	208	2	1	0.96	0.48
Other	514	18	6	3.50	1.17
White	327	39	12	11.93	3.67
Unknown	105	14	8	13.33	7.62
All Locum Medical Consultant Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	1	1	1	100.00	100.00
Black	1	0	0	0.00	0.00
Mixed	0	0	0	0.00	0.00
Other	1	0	0	0.00	0.00
White	1	1	1	100.00	100.00
Unknown	1	0	0	0.00	0.00

All Permanent Medical Consultant Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	44	20	9	45.45	20.45
Black	6	2	0	33.33	0.00
Mixed	2	0	0	0.00	0.00
Other	19	5	1	26.32	5.26
White	23	8	3	34.78	13.04
Unknown	9	2	1	22.22	11.11

Homerton Healthcare NHS Foundation Trust

All Agenda for Change Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	2,022	709	141	35.06	6.97
Black	2,328	626	124	26.89	5.33
Mixed	401	114	27	28.43	6.73
Other	375	92	14	24.53	3.73
White	2,448	855	229	34.93	9.35
Unknown	259	68	19	26.25	7.34
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 from Application
Asian	24	3	2	12.50	8.33
Black	36	12	1	33.33	2.78
Mixed	3	0	0	0.00	0.00
Other	5	3	0	60.00	0.00
White	82	18	0	21.95	0.00
Unknown	9	1	1	11.11	11.11
All Band 5 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	46	26	10	56.52	21.74
Black	336	144	40	42.86	11.90
Mixed	26	15	7	57.69	26.92
Other	28	9	1	32.14	3.57
White	124	85	27	68.55	21.77
Unknown	16	7	3	43.75	18.75
All Band 6 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	76	37	16	48.68	21.05
Black	175	91	23	52.00	13.14
Mixed	23	14	4	60.87	17.39
Other	13	8	2	61.54	15.38
White	148	102	35	68.92	23.65
Unknown	17	5	0	29.41	0.00

All Band 7 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	23	18	4	78.26	17.39
Black	53	31	8	58.49	15.09
Mixed	4	3	1	75.00	25.00
Other	2	0	0	0.00	0.00
White	38	28	13	73.68	34.21
Unknown	2	2	0	100.00	0.00
All Band 8a and Above Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	16	7	2	43.75	12.50
Black	57	25	5	43.86	8.77
Mixed	3	1	1	33.33	33.33
Other	5	2	0	40.00	0.00
White	57	24	5	42.11	8.77
Unknown	4	1	0	25.00	0.00
All Medical					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	2,009	96	19	4.78	0.95
Black	540	16	3	2.96	0.56
Mixed	410	17	4	4.15	0.98
Other	620	29	4	4.68	0.65
White	473	87	33	18.39	6.98
Unknown	133	29	24	21.80	18.05
All Locum Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	22	10	5	45.45	22.73
Black	3	1	0	33.33	0.00
Mixed	2	0	0	0.00	0.00
Other	5	1	1	20.00	20.00
White	7	2	1	28.57	14.29
Unknown	2	0	0	0.00	0.00

All Permanentanent Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	47	14	4	29.79	8.51
Black	6	1	1	16.67	16.67
Mixed	10	1	1	10.00	10.00
Other	7	3	1	42.86	14.29
White	37	15	10	40.54	27.03
Unknown	7	2	1	28.57	14.29

Imperial College Healthcare NHS Trust

All Agenda for Change Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	12844	2105	227	16.39	1.77
Black	13046	2174	227	16.66	1.74
Mixed	2507	423	42	16.87	1.68
Other	2215	392	48	17.70	2.17
White	13164	2942	513	22.35	3.90
Unknown	1610	544	59	33.79	3.66
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 from Application
Asian	82	13	0	15.85	0.00
Black	54	6	1	11.11	1.85
Mixed	15	1	1	6.67	6.67
Other	8	0	0	0.00	0.00
White	161	45	13	27.95	8.07
Unknown	13	4	2	30.77	15.38
All Band 5 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	645	307	27	47.60	4.19
Black	1675	434	45	25.91	2.69
Mixed	127	55	3	43.31	2.36
Other	327	125	9	38.23	2.75
White	846	515	67	60.87	7.92
Unknown	260	233	9	89.62	3.46
All Band 6 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	245	135	15	55.10	6.12
Black	286	155	21	54.20	7.34
Mixed	42	21	4	50.00	9.52
Other	86	45	6	52.33	6.98
White	415	263	64	63.37	15.42
Unknown	111	99	4	89.19	3.60

All Band 7 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	213	70	5	32.86	2.35
Black	139	75	7	53.96	5.04
Mixed	33	17	2	51.52	6.06
Other	70	35	7	50.00	10.00
White	275	152	37	55.27	13.45
Unknown	23	9	2	39.13	8.70
All Band 8a and Above Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	83	29	1	34.94	1.20
Black	52	24	3	46.15	5.77
Mixed	8	2	0	25.00	0.00
Other	17	10	1	58.82	5.88
White	101	58	12	57.43	11.88
Unknown	9	5	1	55.56	11.11
All Medical					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	5999	511	73	8.52	1.22
Black	1403	111	18	7.91	1.28
Mixed	1216	103	24	8.47	1.97
Other	2263	209	26	9.24	1.15
White	2175	617	118	28.37	5.43
Unknown	368	78	20	21.20	5.43
	13424	1629	279		
All Locum Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	21	12	2	57.14	9.52
Black	2	2	1	100.00	50.00
Mixed	4	1	0	25.00	0.00
Other	5	3	0	60.00	0.00
White	26	12	4	46.15	15.38
Unknown	3	1	0	33.33	0.00

All Permanentanent Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	133	54	13	40.60	9.77
Black	12	6	1	50.00	8.33
Mixed	21	13	7	61.90	33.33
Other	40	19	3	47.50	7.50
White	153	90	26	58.82	16.99
Unknown	13	3	1	23.08	7.69

Kings College Hospital NHS Foundation Trust

All Agenda for Change Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	18,352	3,166	455	17.25	2.48
Black	24,579	4,531	440	18.43	1.79
Mixed	3,823	579	89	15.15	2.33
Other	2,897	551	93	19.02	3.21
White	23,775	4,919	998	20.69	4.20
Unknown	2,860	744	196	26.01	6.85
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 from Application
Asian	277	129	1	46.57	0.36
Black	172	82	2	47.67	1.16
Mixed	31	8	0	25.81	0.00
Other	23	9	0	39.13	0.00
White	440	208	27	47.27	6.14
Unknown	70	38	3	54.29	4.29
All Band 5 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	1,316	646	133	49.09	10.11
Black	2,497	1,070	84	42.85	3.36
Mixed	188	74	15	39.36	7.98
Other	340	136	25	40.00	7.35
White	905	519	89	57.35	9.83
Unknown	273	222	71	81.32	26.01
All Band 6 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	930	415	104	44.62	11.18
Black	694	328	57	47.26	8.21
Mixed	103	36	4	34.95	3.88
Other	144	59	20	40.97	13.89
White	579	368	128	63.56	22.11
Unknown	69	45	16	65.22	23.19

All Band 7 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	403	155	34	38.46	8.44
Black	247	121	18	48.99	7.29
Mixed	44	23	10	52.27	22.73
Other	77	26	9	33.77	11.69
White	448	270	93	60.27	20.76
Unknown	58	27	5	46.55	8.62
All Band 8a and Above Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	67	28	3	41.79	4.48
Black	110	48	8	43.64	7.27
Mixed	17	3	1	17.65	5.88
Other	16	7	2	43.75	12.50
White	228	131	36	57.46	15.79
Unknown	20	10	2	50.00	10.00
All Medical					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	10,834	946	132	8.73	1.22
Black	2,716	178	31	6.55	1.14
Mixed	2,027	155	20	7.65	0.99
Other	3,254	273	24	8.39	0.74
White	2,809	663	158	23.60	5.62
Unknown	2,027	613	487	30.24	24.03
All Locum Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	24	11	5	45.83	20.83
Black	1	1	0	100.00	0.00
Mixed	6	3	2	50.00	33.33
Other	9	3	0	33.33	0.00
White	39	21	7	53.85	17.95
Unknown	4	2	0	50.00	0.00

All Permanentanent Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	244	103	31	42.21	12.70
Black	27	15	7	55.56	25.93
Mixed	27	10	1	37.04	3.70
Other	60	11	1	18.33	1.67
White	201	109	48	54.23	23.88
Unknown	19	14	9	73.68	47.37

Kingston and Richmond NHS Foundation Trust

All Agenda for Change Roles

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	2,340	500	86	21.37	3.68
Black	1,681	341	49	20.29	2.91
Mixed	479	97	17	20.25	3.55
Other	557	191	70	34.29	12.57
White	3,532	984	209	27.86	5.92
Unknown	227	54	13	23.79	5.73

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 from Application
Asian	32	6	1	18.75	3.13
Black	15	4	2	26.67	13.33
Mixed	2	0	0	0.00	0.00
Other	5	0	0	0.00	0.00
White	38	13	2	34.21	5.26
Unknown	3	2	1	66.67	33.33

All Band 5 Registered Nursing

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	62	39	17	62.90	27.42
Black	55	17	3	30.91	5.45
Mixed	18	9	2	50.00	11.11
Other	81	53	34	65.43	41.98
White	130	95	35	73.08	26.92
Unknown	6	2	2	33.33	33.33

All Band 6 Registered Nursing

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	56	35	10	62.50	17.86
Black	27	10	1	37.04	3.70
Mixed	8	5	2	62.50	25.00
Other	59	44	16	74.58	27.12
White	74	51	15	68.92	20.27
Unknown	5	2	1	40.00	20.00

All Band 7 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	55	25	5	45.45	9.09
Black	25	13	1	52.00	4.00
Mixed	11	5	2	45.45	18.18
Other	20	8	3	40.00	15.00
White	99	63	19	63.64	19.19
Unknown	6	2	0	33.33	0.00
All Band 8a and Above Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	13	4	0	30.77	0.00
Black	6	3	1	50.00	16.67
Mixed	1	1	0	100.00	0.00
Other	2	2	1	100.00	50.00
White	21	14	5	66.67	23.81
Unknown	1	0	0	0.00	0.00
All Medical					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	1,327	188	27	14.17	2.03
Black	418	65	0	15.55	0.00
Mixed	256	51	9	19.92	3.52
Other	424	60	4	14.15	0.94
White	317	82	50	25.87	15.77
Unknown	52	4	0	7.69	0.00
All Locum Medical Consultants ²					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	113	42	17	37.17	15.04
Black	15	10	0	66.67	0.00
Mixed	11	2	0	18.18	0.00
Other	29	10	2	34.48	6.90
White	95	66	20	69.47	21.05
Unknown	7	2	1	28.57	14.29

² A query regarding the identical figures being provided for both permanent and locum consultants was raised with Kingston. No explanation was provided

All Permanent Medical Consultants ³					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	113	42	17	37.17	15.04
Black	16	11	0	68.75	0.00
Mixed	23	11	0	47.83	0.00
Other	29	10	2	34.48	6.90
White	95	66	20	69.47	21.05
Unknown	7	2	1	28.57	14.29

³ A query regarding the identical figures being provided for both permanent and locum consultants was raised with Kingston. No explanation was provided

Lewisham & Greenwich NHS Trust

All Agenda for Change Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	3,610	657	93	18.20	2.58
Black	5,890	1,395	196	23.68	3.33
Mixed	773	163	30	21.09	3.88
Other	765	176	44	23.01	5.75
White	5,648	1,436	334	25.42	5.91
Unknown	493	177	6	35.90	1.22
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 from Application
Asian	57	18	3	31.58	5.26
Black	51	11	1	21.57	1.96
Mixed	13	2	0	15.38	0.00
Other	12	2	0	16.67	0.00
White	127	23	7	18.11	5.51
Unknown	10	4	3	40.00	30.00
All Band 5 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	254	90	18	35.43	7.09
Black	903	318	42	35.22	4.65
Mixed	63	15	1	23.81	1.59
Other	101	37	11	36.63	10.89
White	301	126	23	41.86	7.64
Unknown	77	56	23	72.73	29.87
All Band 6 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	75	41	9	54.67	12.00
Black	202	85	21	42.08	10.40
Mixed	17	10	1	58.82	5.88
Other	39	23	18	58.97	46.15
White	116	80	29	68.97	25.00
Unknown	6	3	2	50.00	33.33

All Band 7 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	81	31	4	38.27	4.94
Black	200	116	25	58.00	12.50
Mixed	27	12	4	44.44	14.81
Other	30	16	4	53.33	13.33
White	180	113	42	62.78	23.33
Unknown	10	4	1	40.00	10.00
All Band 8a and Above Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	10	2	1	20.00	10.00
Black	30	16	3	53.33	10.00
Mixed	4	1	0	25.00	0.00
Other	3	0	0	0.00	0.00
White	30	18	8	60.00	26.67
Unknown	0	0	0		
All Medical					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	2,643	128	11	4.84	0.42
Black	789	54	12	6.84	1.52
Mixed	503	39	3	7.75	0.60
Other	829	47	3	5.67	0.36
White	579	139	26	24.01	4.49
Unknown	188	85	55	45.21	29.26
All Locum Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	6	3	2	50.00	33.33
Black	0	0	0		
Mixed	0	0	0		
Other	0	0	0		
White	6	5	5	83.33	83.33
Unknown	0	0	0		

All Permanentanent Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	62	27	24	43.55	38.71
Black	9	3	3	33.33	33.33
Mixed	8	3	3	37.50	37.50
Other	14	2	1	14.29	7.14
White	55	26	22	47.27	40.00
Unknown	7	1	1	14.29	14.29

London North West University Healthcare NHS Trust

All Agenda for Change Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	14,176	3147	809	22.20	5.71
Black	6,943	1442	296	20.77	4.26
Mixed	1,487	261	62	17.55	4.17
Other	1,460	373	120	25.55	8.22
White	7,075	1915	499	27.07	7.05
Not Disclosed	975	197	36	20.21	3.69
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 from Application
Asian	131	16	2	12.21	1.53
Black	59	12	4	20.34	6.78
Mixed	25	3	2	12.00	8.00
Other	22	4	0	18.18	0.00
White	138	37	14	26.81	10.14
Not Disclosed	24	3	1	12.50	4.17
All Band 5 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	689	448	179	65.02	25.98
Black	950	244	64	25.68	6.74
Mixed	68	29	13	42.65	19.12
Other	185	67	37	36.22	20.00
White	611	286	68	46.81	11.13
Not Disclosed	45	17	4	37.78	8.89
All Band 6 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	1020	447	142	43.82	13.92
Black	241	123	35	51.04	14.52
Mixed	46	16	5	34.78	10.87
Other	65	40	16	61.54	24.62
White	198	120	40	60.61	20.20
Not Disclosed	31	14	2	45.16	6.45

All Band 7 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	442	191	49	43.21	11.09
Black	204	106	26	51.96	12.75
Mixed	21	7	2	33.33	9.52
Other	61	31	12	50.82	19.67
White	234	141	39	60.26	16.67
Not Disclosed	19	6	1	31.58	5.26
All Band 8a and Above Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	91	42	11	46.15	12.09
Black	59	32	11	54.24	18.64
Mixed	13	9	5	69.23	38.46
Other	15	7	2	46.67	13.33
White	66	37	13	56.06	19.70
Not Disclosed	3	1	0	33.33	0.00
All Medical					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	5,722	510	163	8.91	2.85
Black	1,629	95	28	5.83	1.72
Mixed	980	67	14	6.84	1.43
Other	1,612	136	41	8.44	2.54
White	1,158	194	69	16.75	5.96
Not Disclosed	284	38	13	13.38	4.58
All Locum Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	65	30	9	46.15	13.85
Black	6	2	0	33.33	0.00
Mixed	7	2	1	28.57	14.29
Other	18	6	2	33.33	11.11
White	48	21	11	43.75	22.92
Not Disclosed	7	3	1	42.86	14.29

All Permanent Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	83	36	13	43.37	15.66
Black	11	2	2	18.18	18.18
Mixed	12	2	1	16.67	8.33
Other	18	7	3	38.89	16.67
White	55	29	13	52.73	23.64
Not Disclosed	5	1	0	20.00	0.00

North Middlesex University Hospital NHS Trust

All Agenda For Change Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	3590	2719	53	75.74	1.48
Black	3626	2444	79	67.40	2.18
Mixed	719	533	11	74.13	1.53
Other	665	450	16	67.67	2.41
White	3400	2523	50	74.21	1.47
Unknown	665	352	58	52.93	8.72
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 from Application
Asian	164	129	0	78.66	0.00
Black	120	82	0	68.33	0.00
Mixed	33	24	0	72.73	0.00
Other	23	17	0	73.91	0.00
White	304	202	2	66.45	0.66
Unknown	34	27	0	79.41	0.00
All Band 5 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	18	8	1	44.44	5.56
Black	102	62	6	60.78	5.88
Mixed	3	1	0	33.33	0.00
Other	18	9	1	50.00	5.56
White	22	10	1	45.45	4.55
Unknown	40	1	1	2.50	2.50
All Band 6 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	47	19	0	40.43	0.00
Black	116	36	2	31.03	1.72
Mixed	16	7	0	43.75	0.00
Other	13	4	1	30.77	7.69
White	60	14	3	23.33	5.00
Unknown	23	2	1	8.70	4.35

All Band 7 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	49	20	2	40.82	4.08
Black	101	47	0	46.53	0.00
Mixed	6	2	0	33.33	0.00
Other	13	5	0	38.46	0.00
White	63	13	3	20.63	4.76
Unknown	25	4	1	16.00	4.00
All Medical					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	1,411	925	30	65.56	2.13
Black	421	262	8	62.23	1.90
Mixed	208	134	7	64.42	3.37
Other	426	287	11	67.37	2.58
White	379	208	14	54.88	3.69
Unknown	308	74	28	24.03	9.09
All Locum Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	3	0	0	0.00	0.00
Black	0	0	0	0.00	0.00
Mixed	0	0	0	0.00	0.00
Other	2	2	0	100.00	0.00
White	2	1	1	50.00	50.00
Unknown	0	0	0	0.00	0.00
All Permanent Consultant					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	68	34	4	50.00	5.88
Black	12	3	0	25.00	0.00
Mixed	12	4	2	33.33	16.67
Other	23	15	0	65.22	0.00
White	70	25	3	35.71	4.29
Unknown	10	0	2 ⁴	0.00	20.00

⁴ Offer number higher than shortlisted number, no explanation given.

Royal Free London NHS Foundation Trust

All Agenda for Change Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	7,740	2235	593	28.88	7.66
Black	7,869	2215	542	28.15	6.89
Mixed	2,275	582	177	25.58	7.78
Other	1,706	519	163	30.42	9.55
White	9,480	3505	1290	36.97	13.61
Unknown	890	257	70	28.88	7.87
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 from Application
Asian	74	17	3	22.97	4.05
Black	50	12	2	24.00	4.00
Mixed	25	3	1	12.00	4.00
Other	15	3	0	20.00	0.00
White	132	47	23	35.61	17.42
Unknown	18	5	1	27.78	5.56
All Band 5 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	512	288	89	56.25	17.38
Black	1,814	500	130	27.56	7.17
Mixed	172	87	35	50.58	20.35
Other	252	77	23	30.56	9.13
White	810	505	155	62.35	19.14
Unknown	54	33	8	61.11	14.81
					12.17
All Band 6 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	415	207	73	49.88	17.59
Black	361	191	58	52.91	16.07
Mixed	86	42	17	48.84	19.77
Other	98	55	19	56.12	19.39
White	485	309	143	63.71	29.48
Unknown	43	23	6	53.49	13.95

All Band 7 Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	179	96	30	53.63	16.76
Black	126	68	19	53.97	15.08
Mixed	33	14	5	42.42	15.15
Other	66	35	17	53.03	25.76
White	273	187	96	68.50	35.16
Unknown	13	6	1	46.15	7.69
All Band 8a and above Registered Nursing					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	38	19	8	50.00	21.05
Black	46	26	7	56.52	15.22
Mixed	11	5	4	45.45	36.36
Other	13	5	0	38.46	0.00
White	99	65	34	65.66	34.34
Unknown	2		0	0.00	0.00
All Medical					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	4,459	451	183	10.11	4.10
Black	1,029	80	28	7.77	2.72
Mixed	858	106	36	12.35	4.20
Other	1,365	153	60	11.21	4.40
White	1,307	438	236	33.51	18.06
Unknown	245	33	13	13.47	5.31
All Locum Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	70	35	16	50.00	22.86
Black	4	1	1	25.00	25.00
Mixed	10	6	4	60.00	40.00
Other	35	13	10	37.14	28.57
White	107	56	38	52.34	35.51
Unknown	8	1		12.50	0.00

All Permanentanent Medical Consultants					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	76	47	19	61.84	25.00
Black	3	0	0	0.00	0.00
Mixed	11	5	0	45.45	0.00
Other	25	11	5	44.00	20.00
White	81	55	36	67.90	44.44
Unknown	10	4	1	40.00	10.00

St George's University Hospital NHS Foundation Trust

All AfC Roles					
Ethnicity	Number o%f Applicants	Number Shortlisted for Interview	Number Offered	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	9,175	1,958	249	21.34	2.71
Black	9,824	2,216	245	22.56	2.49
Mixed	1,752	403	56	23.00	3.20
Other	1,680	390	59	23.21	3.51
White	11,486	3,578	706	31.15	6.15
Unknown	1,412	420	126	29.75	8.92
All AfC Roles at 8c and above					
Ethnicity	Number o%f Applicants	Number Shortlisted for Interview	Number Offered	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	157	15	0	9.55	0.00
Black	93	14	2	15.05	2.15
Mixed	14	0	0	0.00	0.00
Other	23	2	0	8.70	0.00
White	269	69	16	25.65	5.95
Unknown	48	7	<5	14.58	
All Registered Nursing Roles at Band 5					
Ethnicity	Number o%f Applicants	Number Shortlisted for Interview	Number Offered	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	264	124	21	46.97	7.95
Black	841	225	40	26.75	4.76
Mixed	68	22	7	32.35	10.29
Other	99	25	3	25.25	3.03
White	450	328	95	72.89	21.11
Unknown	40	27	17	67.50	42.50
	1762	751	183		10.39
All Registered Nursing Roles at Band 6					
Ethnicity	Number o%f Applicants	Number Shortlisted for Interview	Number Offered	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	226	98	23	43.36	10.18
Black	190	100	25	52.63	13.16
Mixed	39	21	3	53.85	7.69
Other	41	27	8	65.85	19.51
White	365	236	92	64.66	25.21
Unknown	30	14	7	46.67	23.33

All Registered Nursing Roles at Band 7					
Ethnicity	Number o%f Applicants	Number Shortlisted for Interview	Number Offered	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	87	38	10	43.68	11.49
Black	89	34	6	38.20	6.74
Mixed	15	8	2	53.33	13.33
Other	16	9	1	56.25	6.25
White	158	85	34	53.80	21.52
Unknown	12	7	<5	58.33	0.00
All Registered Nursing Roles at Band 8a and above					
Ethnicity	Number o%f Applicants	Number Shortlisted for Interview	Number Offered	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	23	10	2	43.48	8.70
Black	31	10	3	32.26	9.68
Mixed	5	3	0	60.00	0.00
Other	3	0	0	0.00	0.00
White	70	43	15	61.43	21.43
Unknown	5	<5	0		0.00
All Medical Roles					
Ethnicity	Number o%f Applicants	Number Shortlisted for Interview	Number Offered	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	1,674	145	8	8.66	0.48
Black	492	26	2	5.28	0.41
Mixed	309	18	4	5.83	1.29
Other	471	38	1	8.07	0.21
White	405	143	22	35.31	5.43
Unknown	110	24		21.82	0.00
All Locum Medical Consultant Roles					
Ethnicity	Number o%f Applicants	Number Shortlisted for Interview	Number Offered	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	2	0	0	0.00	0.00
Black	0	0	0	0.00	0.00
Mixed	1	0	0	0.00	0.00
Other	2	1	0	50.00	0.00
White	7	3	0	42.86	0.00
Unknown	<5	0	0		

All Permanentanent Medical Consultant Roles					
Ethnicity	Number o%f Applicants	Number Shortlisted for Interview	Number Offered	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	36	21	1	58.33	2.78
Black	4	3	0	75.00	0.00
Mixed	3	1	0	33.33	0.00
Other	7	2	0	28.57	0.00
White	38	21	4	55.26	10.53
Unknown	6	<5	0		0.00

University College London Hospitals NHS Foundation Trust

All AfC Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	11180	1334	395	11.93	3.53
Black	7300	936	235	12.82	3.22
Mixed	1784	204	65	11.43	3.64
Other	2023	164	58	8.11	2.87
White	9365	1460	682	15.59	7.28
Unknown	670	77	28	11.49	4.18
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 from Application
Asian	41	10	0	24.39	0.00
Black	12	3	3	25.00	25.00
Mixed	11	3	1	27.27	9.09
Other	5	1	0	20.00	0.00
White	115	17	14	14.78	12.17
Unknown	10	1	2 ⁵	10.00	20.00
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 from Application
Asian	352	112	41	31.82	11.65
Black	787	93	33	11.82	4.19
Mixed	74	14	6	18.92	8.11
Other	92	12	5	13.04	5.43
White	361	114	55	31.58	15.24
Unknown	19	5	3	26.32	15.79
All Registered Nursing Roles at Band 6					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	369	121	54	32.79	14.63
Black	187	72	20	38.50	10.70
Mixed	30	14	4	46.67	13.33
Other	52	15	6	28.85	11.54
White	339	138	72	40.71	21.24
Unknown	16	3	3	18.75	18.75

⁵ Offer number higher than shortlisted number, no explanation given.

All Registered Nursing Roles at Band 7					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	204	51	21	25.00	10.29
Black	86	27	12	31.40	13.95
Mixed	20	7	1	35.00	5.00
Other	20	2	1	10.00	5.00
White	257	93	42	36.19	16.34
Unknown	10	2	1	20.00	10.00
All Registered Nursing Roles at Band 8a and above					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	32	12	8	37.50	25.00
Black	17	9	5	52.94	29.41
Mixed	9	5	3	55.56	33.33
Other	5	1	1	20.00	20.00
White	59	21	17	35.59	28.81
Unknown	0	0	0	0.00	0.00
All Medical Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	2,730	194	74	7.11	2.71
Black	533	20	8	3.75	1.50
Mixed	441	27	17	6.12	3.85
Other	941	44	21	4.68	2.23
White	887	198	127	22.32	14.32
Unknown	117	13	4	11.11	3.42
All Permanent & Locum Medical Consultant Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	75	15	12	20.00	16.00
Black	8	1	0	12.50	0.00
Mixed	10	2	2	20.00	20.00
Other	18	1	1	5.56	5.56
White	66	29	29	43.94	43.94
Unknown	6	3	3	50.00	50.00

Whittington Health NHS Trust

All Agenda for Change Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	3,398	721	68	21.22	2.00
Black	4,026	1,062	112	26.38	2.78
Mixed	760	195	21	25.66	2.76
Other	777	235	27	30.24	3.47
White	4,556	1,435	211	31.50	4.63
Unknown	361	116	35	32.13	9.70
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 from Application
Asian	133	38	4	28.57	3.01
Black	111	47	9	42.34	8.11
Mixed	91	32	5	35.16	5.49
Other	25	8	1	32.00	4.00
White	236	119	23	50.42	9.75
Unknown	29	11	4	37.93	13.79
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 from Application
Asian	98	38	4	38.78	4.08
Black	135	126	10	93.33	7.41
Mixed	84	49	6	58.33	7.14
Other	52	29	2	55.77	3.85
White	107	72	9	67.29	8.41
Unknown	18	14	2	77.78	11.11
					6.68
All Registered Nursing Roles at Band 6					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	50	35	7	70.00	14.00
Black	135	95	23	70.37	17.04
Mixed	68	40	4	58.82	5.88
Other	55	30	5	54.55	9.09
White	105	75	19	71.43	18.10
Unknown	10	5	1	50.00	10.00

All Registered Nursing Roles at Band 7					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	39	16	2	41.03	5.13
Black	84	38	6	45.24	7.14
Mixed	14	4	1	28.57	7.14
Other	24	8	3	33.33	12.50
White	103	61	15	59.22	14.56
Unknown	6	4	1	66.67	16.67
All Registered Nursing Roles at Band 8a and above					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	38	18	1	47.37	2.63
Black	28	15	2	53.57	7.14
Mixed	9	5	0	55.56	0.00
Other	2	2	0	100.00	0.00
White	55	37	9	67.27	16.36
Unknown	3	0	0	0.00	0.00
All Medical Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	1, 362	98	16	7.20	1.17
Black	451	15	1	3.33	0.22
Mixed	238	20	1	8.40	0.42
Other	451	45	4	9.98	0.89
White	354	118	24	33.33	6.78
Unknown	80	25	7	31.25	8.75
All Locum Medical Consultant Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	12	7	3	58.33	25.00
Black	2	1	1	50.00	50.00
Mixed	1	1	0	100.00	0.00
Other	2	2	1	100.00	50.00
White	10	7	4	70.00	40.00
Unknown	2	1	1	50.00	50.00

All Permanentanent Medical Consultant Roles					
Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer from Application
Asian	51	15	3	29.41	5.88
Black	5	0	1 ⁶	0.00	20.00
Mixed	10	5	0	50.00	0.00
Other	17	4	0	23.53	0.00
White	53	34	5	64.15	9.43
Unknown	4	1	0	25.00	0.00

⁶ Offer number higher than shortlisted number, no explanation given.