

Data Tables

Revised 09/2026

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. Five trusts supplied data for a later period and this is shown under the trust name below: Croydon (June 2024 to June 2025); Epsom & St Helier, Kingston and St George's (November 2023 to November 2024); Royal Free (2024-25). 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

Data Anomalies

SAS Roles

Individual trusts appeared to have different definitions of “SAS”, despite this being a grading category within Trac. Four trusts in particular reported much higher numbers:

Trust	SAS applicants	Medical Consultant applicants	SAS ÷ Consultants
Barts	16,882	614	27.5
Kings	12,244	641	19.1
Hillingdon	5,332	108	49.4
Guy's & St Thomas'	3,611	616	5.9
all eleven other trusts	7 to 452	107 to 439	0.1 to 2.3

More candidates offered than shortlisted

The following shortlisting to appointment anomalies are noted in the data tables. These are likely to be as a result of recruitment campaigns happening outside the Trac recruitment system (eg through agency recruitment (including overseas) where candidates are added to the system at Offer stage.

Trust	Category	Ethnicity	Applicants	Shortlisted	Offered
Epsom & St Helier	All SAS Roles	Other	1	0	1
Homerton	Midwives Band 6	Mixed	11	1	5
Homerton	Midwives Band 6	White	63	11	22
Homerton	Midwives Band 6	Unknown	8	2	3
London North West	Radiographers	Unknown	21	3	5
London North West	Medical Consultants	Mixed	22	2	7
London North West	Medical Consultants	Unknown	14	3	5
London North West	Band 5 Bank RN	Unknown	1	0	1
North Middlesex	AfC 8c and above	Unknown	16	1	3
North Middlesex	Registered Nurses Band 5	Asian	92	4	7
North Middlesex	Registered Nurses Band 5	Unknown	21	3	13
North Middlesex	Midwives Band 6	Mixed	10	1	3
North Middlesex	Midwives Band 6	White	26	4	9
North Middlesex	Dietitians	Mixed	4	1	2
North Middlesex	All SAS Roles	Asian	17	5	7
North Middlesex	All SAS Roles	Other	1	0	1
North Middlesex	All SAS Roles	White	7	1	3

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 Dietitians

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 Dietitians

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

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer
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

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer
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

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer
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

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer
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 Dietitians

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	1,627,000	12,052

Croydon Health Services NHS Trust

data period June 2024 to June 2025

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

Ethnicity	No. of Applicants	No. Shortlisted	No. Offered Position	% Likelihood of Shortlist	% Likelihood of Offer
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

Ethnicity	No. of Applicants	No. Shortlisted	No. Offered Position	% Likelihood of Shortlist	% Likelihood of Offer
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

Ethnicity	No. of Applicants	No. Shortlisted	No. Offered Position	% Likelihood of Shortlist	% Likelihood of Offer
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

Ethnicity	No. of Applicants	No. Shortlisted	No. Offered Position	% Likelihood of Shortlist	% Likelihood of Offer
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 Dietitians

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

data period November 2023 to November 2024

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 Dietitians

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 ¹	0.0	100.0
White	0				
Unknown	0				

All Medical Consultant Roles

Ethnicity	No. of Applicants	No. Shortlisted	No. Offered Position	% likelihood of shortlist	% likelihood of offer
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

Ethnicity	No. of Applicants	No. Shortlisted	No. Offered Position	% likelihood of shortlist	% likelihood of offer
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

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
253	488,000	1,949,000	2,437,000	9,632.4

¹ Inconsistent data provided by the trust. No explanation given.

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	R	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 Dietitians

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

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

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 Band 5 Registered Nursing

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 ²	9.1	45.5
Other	15	5	2	33.3	13.3
White	63	11	22 ³	17.5	34.9
Unknown	8	2	3 ⁴	25.0	37.5

All Allied Health Professionals⁵

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 Dietitians

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

² Inconsistent data provided by the trust. No explanation given.

³ Inconsistent data provided by the trust. No explanation given.

⁴ Inconsistent data provided by the trust. No explanation given.

⁵ Numbers for All AHPs are substantially lower than for one group within this category (Occupational Therapists). This was queried with the trust who replied: "We have also rechecked our answers in reference to point 3 and can confirm our numbers we provided are correct."

All Medical Consultant Roles

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

Despite repeated contact with Imperial and a Decision Notice from the ICO on 2 November 2022 (ref IC-196040-T1J2) requiring the trust to provide the data within 35 days nothing was received from Imperial other than the overseas nurse recruitment information below.

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 ⁶	% 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

⁶ The number offered in this category is significantly lower than the subsets of data below. In their response, the trust stated that: "The data presented is representative only of episodes that are processed through the Trac system. King's recruits candidates through a wide variety of sources which are not managed fully through the Trac system."

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	1,402	210	15	15.0	1.1
Black	1,601	229	10	14.3	0.6
Mixed	245	66	5	26.9	2.0
Other	267	74	12	27.7	4.5
White	1,018	559	73	73.0	7.2
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	1	31.5	1.9
Black	109	45	3	41.3	2.8
Mixed	20	9	3	45.0	15.0
Other	20	7	1	35.0	5.0
White	150	117	15	78.0	10.0
Unknown	5	4	0	80.0	0.0

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 Dietitians

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

Did not provide

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
306	1,050,000	835,830	1,885,830	6162.8

Kingston and Richmond NHS Foundation Trust

data period November 2023 to November 2024

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	14.1	2.2
Black	8,716	989	81	11.3	0.9
Mixed	1,028	185	28	18.0	2.7
Other	1,076	232	34	21.6	3.2
White	3,601	1,497	297	41.6	8.2
Unknown	321	123	31	38.3	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	13.5	1.4
Black	64	4	0	6.3	0.0
Mixed	13	1	0	7.7	0.0
Other	14	2	0	14.3	0.0
White	129	34	5	26.4	3.9
Unknown	19	12	3	63.2	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
Unknown	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	13.4	0.6
Black	25	4	0	16.0	0.0
Mixed	3	2	1	66.7	33.3
Other	0				
White	84	68	16	81.0	19.0
Unknown	3	3	0	100.0	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	19.5	4.9
Black	3	0	0	0.0	0.0
Mixed	2	2	1	100.0	50.0
Other	0				
White	23	21	7	91.3	30.4
Unknown	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	7.5	0.7
Black	86	25	1	29.1	1.2
Mixed	7	2	0	28.6	0.0
Other	0				
White	1,693	389	79	23.0	4.7
Unknown	6	6	0	100.0	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	10.0	1.4
Black	19	7	0	36.8	0.0
Mixed	0				
Other	0				
White	268	95	18	35.4	6.7
Unknown	3	3	0	100.0	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	4.9	0.6
Black	52	10	1	19.2	1.9
Mixed	2	1	0	50.0	0.0
Other	0				
White	1,097	208	38	19.0	3.5
Unknown	1	1	0	100.0	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	14.9	1.5
Black	3	2	0	66.7	0.0
Mixed	0				
Other	0				
White	83	19	6	22.9	7.2
Unknown	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	6.5	0.6
Black	4	1	0	25.0	0.0
Mixed	4	1	0	25.0	0.0
Other	0				
White	128	20	4	15.6	3.1
Unknown	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	11.1	0.9
Black	65	7	0	10.8	0.0
Mixed	38	5	0	13.2	0.0
Other	79	7	2	8.9	2.5
White	41	13	4	31.7	9.8
Unknown	12	3	1	25.0	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	30.8	4.6
Black	13	5	1	38.5	7.7
Mixed	14	9	4	64.3	28.6
Other	27	8	1	29.6	3.7
White	64	30	11	46.9	17.2
Unknown	13	5	3	38.5	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	100.0	100.0
Black	0				
Mixed	0				
Other	0				
White	0				
Unknown	76	42	12	55.3	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	1,497,460	25,381

London North West University 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	12,057	2,919	344	24.21	2.85
Black	9,203	1,210	163	13.15	1.77
Mixed	1,184	183	24	15.46	2.03
Other	1,565	306	37	19.55	2.36
White	3,925	1,075	152	27.39	3.87
x Unknown	593	154	46	25.97	7.76

All AfC 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	197	46	6	23.35	3.05
Black	101	23	0	22.77	0.00
Mixed	36	4	0	11.11	0.00
Other	25	7	0	28.00	0.00
White	201	61	8	30.35	3.98
Unknown	19	8	0	42.11	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
Asian	704	253	86	35.94	12.22
Black	3,712	161	41	4.34	1.10
Mixed	229	17	3	7.42	1.31
Other	403	40	11	9.93	2.73
White	234	110	21	47.01	8.97
Unknown	27	7	1	25.93	3.70

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	16	5	1	31.25	6.25
Black	21	10	0	47.62	0.00
Mixed	6	1	0	16.67	0.00
Other	3	2	0	66.67	0.00
White	46	20	3	43.48	6.52
Unknown	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	24	7	1	29.17	4.17
Black	232	20	5	8.62	2.16
Mixed	8	1	0	12.50	0.00
Other	27	4	1	14.81	3.70
White	37	20	4	54.05	10.81
Unknown	4	2	0	50.00	0.00

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	11	1	0	9.09	0.00
Black	94	11	0	11.70	0.00
Mixed	11	0	0	0.00	0.00
Other	11	0	0	0.00	0.00
White	22	12	1	54.55	4.55
Unknown	2	1	0	50.00	0.00

All Allied Health Professionals

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer
Asian	1,426	244	49	17.11	3.44
Black	1,547	200	33	12.93	2.13
Mixed	248	44	8	17.74	3.23
Other	235	49	11	20.85	4.68
White	623	206	35	33.07	5.62
Unknown	61	11	9	18.03	14.75

All Occupational Therapists

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer
Asian	244	63	9	25.82	3.69
Black	174	43	9	24.71	5.17
Mixed	49	15	2	30.61	4.08
Other	38	14	1	36.84	2.63
White	151	51	8	33.77	5.30
Unknown	13	3	3	23.08	23.08

All Physiotherapists

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer
Asian	475	95	9	20.00	1.89
Black	552	76	4	13.77	0.72
Mixed	64	11	2	17.19	3.13
Other	89	16	5	17.98	5.62
White	212	76	17	35.85	8.02
Unknown	15	2	0	13.33	0.00

All Dietitians

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer
Asian	29	9	1	31.03	3.45
Black	15	5	0	33.33	0.00
Mixed	7	5	1	71.43	14.29
Other	16	8	0	50.00	0.00
White	45	18	3	40.00	6.67
Unknown	3	2	0	66.67	0.00

All Radiographers

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer
Asian	635	70	19	11.02	2.99
Black	770	79	19	10.26	2.47
Mixed	108	11	2	10.19	1.85
Other	90	15	5	16.67	5.56
White	107	28	4	26.17	3.74
Unknown	21	3	5	14.29	23.81

All SAS Roles

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer
Asian	110	22	9	20.00	8.18
Black	27	2	2	7.41	7.41
Mixed	16	1	1	6.25	6.25
Other	35	4	3	11.43	8.57
White	10	3	1	30.00	10.00
Unknown	9	1	0	11.11	0.00

All Medical Consultant Roles

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer
Asian	167	39	17	23.35	10.18
Black	11	4	1	36.36	9.09
Mixed	22	2	7	9.09	31.82
Other	41	6	2	14.63	4.88
White	93	18	11	19.35	11.83
Unknown	14	3	5	21.43	35.71

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	4	1	33.33	8.33
Black	18	6	1	33.33	5.56
Mixed	1	0	0	0.00	0.00
Other	6	2	1	33.33	16.67
White	10	3	2	30.00	20.00
Unknown	1	0	1	0.00	100.00

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
189	280,703	1,050,251	1,330,954	7,042

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 ⁷	6.3	18.8

All Band 5 Registered Nurse recruitment

Ethnicity	Number of Applicants	Number Shortlisted for Interview	Number Offered the Position	% Likelihood of Shortlist	% Likelihood of Offer
Asian	92	4	7 ⁸	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 ⁹	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

⁷ Inconsistent data provided by the trust. No explanation given.

⁸ Inconsistent data provided by the trust. No explanation given

Inconsistent data provided by the trust. No explanation given⁹

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	10.0	30.0
Other	7	2	2	28.6	28.6
White	26	4	9 ¹¹	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 Dietitians

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 ¹²	25.0	50.0
Other	6	3	1	50.0	16.7
White	53	16	5	30.2	9.4
Unknown	0				

¹⁰ Inconsistent data provided by the trust. No explanation given

¹¹ Inconsistent data provided by the trust. No explanation given

¹² Inconsistent data provided by the trust. No explanation given

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 ¹³	29.4	41.2
Black	4	2	2	50.0	50.0
Mixed	1	1	1	100.0	100.0
Other	1	0	1 ¹⁴	0.0	100.0
White	7	1	3 ¹⁵	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

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
57	0	490,200	490,200	8,600

¹³Inconsistent data provided by the trust. No explanation given

¹⁴Inconsistent data provided by the trust. No explanation given

¹⁵Inconsistent data provided by the trust. No explanation given

Royal Free London NHS Foundation Trust

data period 2024-25

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 Dietitians

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

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

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 nurse recruited
318	61,394	2,471,027	2,532,421	7,964

St George's University Hospital NHS Foundation Trust

data period November 2023 to November 2024

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
Unknown	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
Unknown	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
Unknown	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
Unknown	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
Unknown	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
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	1,982	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
Unknown	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
Unknown	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
Unknown	36	7	1	19.4	2.8

All Dietitians

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
Unknown	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
Unknown	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
Unknown	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
Unknown	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
Unknown	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

Ethnicity	No. of Applicants	No. Shortlisted	No. Offered Position	% Likelihood of shortlist	% Likelihood of Offer
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

Ethnicity	No. of Applicants	No. Shortlisted	No. Offered Position	% Likelihood of shortlist	% Likelihood of Offer
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

Ethnicity	No. of Applicants	No. Shortlisted	No. Offered Position	% Likelihood of shortlist	% Likelihood of Offer
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

Ethnicity	No. of Applicants	No. Shortlisted	No. Offered Position	% Likelihood of shortlist	% Likelihood of Offer
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 Dietitians

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 Dietitians

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	675,888	9,795