

Corporate Gaslighting 2022-2025 – Summary Table

CORRECTED COPY — September 2026

Data periods: unless shown below, all data is for 1 April 2021 to 31 March 2022. Croydon: June 2024 to June 2025. Epsom & St Helier, Kingston and St George’s: November 2023 to November 2024. Royal Free: 2024-25.

	Barking, Havering & Redbridge	Barts	Chelsea & Westminster	Croydon	Epsom & St Helier	GSTT	Hillingdon	Homerton	Imperial ¹	Kings	Kingston	Lewisham & Greenwich	London NW	North Middlesex	Royal Free	St Georges	UCLH	Whittington	Number of useable data points	Cross-London Acute Trust Average of Likelihood Percentages
All AfC Roles at bands 1 – 8b																				
Asian	6.7	4.4	4.2	1.3	1.8	4.4	3.9	2.3	DNP	0.9	2.2	7.5	2.9	4.2	13.5	0.9	4.2	3.2	17	4.0
Black	6.7	2.6	2.3	2.8	0.9	4.4	1.4	2.7	DNP	1.4	0.9	4.1	1.8	4.1	10.2	0.5	3.9	3.2	17	3.2
Mixed	6.4	4.8	1.8	3.8	1.7	6.6	2.3	3.3	DNP	2.7	2.7	6.6	2.0	5.7	12.9	1.5	5.4	3.9	17	4.4
Other	3.2	5.2	4.7	3.5	2.9	3.6	2.6	0.5	DNP	1.5	3.2	3.5	2.4	3.6	14.4	1.5	7.4	5.2	17	4.1
White	13.0	10.9	9.2	6.6	6.5	10.1	9.1	5.0	DNP	3.1	8.2	12.1	3.9	5.4	19.5	1.0	9.5	4.8	17	8.1
Unknown	38.4	15.3	29.2	4.8	4.5	3.5	10.1	1.5	DNP	1.3	9.7	16.0	7.8	12.2	20.0	4.5	2.6	UTC	16	11.3
All AfC Roles at 8c and above																				
Asian	2.9	2.8	4.3	3.9	0.0	2.4	4.5	0.0	DNP	0.0	1.4	0.0	3.0	1.4	8.4	1.5	3.6	UTC	16	2.5
Black	12.2	3.4	4.8	1.0	0.0	2.6	3.3	0.0	DNP	0.0	0.0	3.0	0.0	6.3	5.8	0.0	UTC	UTC	15	2.8
Mixed	10.0	2.7	6.9	13.0	0.0	UTC	11.1	0.0	DNP	1.0	0.0	7.1	0.0	0.0	7.1	0.0	UTC	0.0	15	3.9
Other	0.0	3.0	0.0	0.0	33.3	UTC	10.0	0.0	DNP	0.0	0.0	0.0	0.0	33.3	14.3	0.0	0.0	UTC	15	6.3
White	16.6	8.4	6.5	3.6	6.9	8.3	9.6	2.1	DNP	4.5	3.9	6.4	4.0	1.1	24.2	1.9	8.2	18.2	17	7.9
Unknown	66.7	12.8	100.0	0.0	0.0	UTC	0.0	0.0	DNP	0.0	15.8	0.0	0.0	18.8	32.0	9.7	0.0	0.0	16	16.0
All Registered Nursing Roles at Band 5																				
Asian	15.2	8.2	17.4	0.5	1.8	13.6	11.7	4.0	DNP	4.8	2.5	16.8	12.2	7.6	38.6	1.1	13.0	17.3	17	11.0
Black	3.9	1.2	0.8	3.2	0.3	7.7	0.5	1.7	DNP	0.5	1.1	2.2	1.1	3.2	9.4	0.2	7.3	5.1	17	2.9
Mixed	3.6	1.3	1.5	1.8	0.2	12.0	0.0	3.3	DNP	0.3	3.3	1.9	1.3	2.4	15.0	0.8	18.2	UTC	16	4.2
Other	0.0	1.9	3.7	2.0	1.8	7.8	0.6	1.9	DNP	2.0	3.2	1.9	2.7	3.9	8.5	1.4	12.2	UTC	16	3.5
White	14.1	10.5	15.8	12.3	9.5	24.4	10.1	6.3	DNP	4.4	10.5	10.7	9.0	17.3	26.9	4.3	18.4	11.2	17	12.7
Unknown	62.5	24.4	87.0	8.0	0.0	UTC	4.0	2.4	DNP	3.9	17.1	14.7	3.7	61.9	57.8	2.5	0.0	0.0	16	21.9
All Registered Nursing Roles at Band 8c & above																				
Asian	0.0	UTP	0.0	4.8	0.0	0.0	0.0	0.0	DNP	0.0	NR	0.0	6.3	0.0	25.0	0.0	UTC	0.0	14	2.6
Black	80.0	UTP	20.0	0.0	0.0	13.9	25.0	60.0	DNP	0.0	NR	20.0	0.0	15.8	11.1	0.0	UTC	0.0	14	17.6
Mixed	25.0	UTP	0.0	25.0	0.0	0.0	0.0	NA	DNP	0.0	NR	0.0	0.0	0.0	0.0	0.0	UTC	NA	12	4.2
Other	0.0	UTP	0.0	0.0	NA	UTC	0.0	0.0	DNP	0.0	NR	NA	0.0	NA	50.0	0.0	NA	0.0	10	5.0
White	25.0	UTP	NA	0.0	9.5	12.0	23.1	33.3	DNP	7.8	NR	11.1	6.5	0.0	30.0	1.3	UTC	0.0	13	12.3
Unknown	100.0	UTP	0.0	0.0	0.0	UTC	NA	0.0	DNP	0.0	NR	NA	NA	0.0	0.0	16.7	UTC	NA	9	13.0
All Registered Midwives at Band 5																				
Asian	100.0	UTP	50.0	0.0	2.9	UTC	NR	10.4	DNP	NR	0.6	UTP	4.2	NR	NR	0.0	0.0	0.0	10	16.8
Black	45.5	UTP	16.7	7.3	0.3	8.6	NR	10.6	DNP	NR	0.0	UTP	2.2	NR	NR	0.0	8.0	UTC	10	9.9
Mixed	NA	UTP	0.0	20.0	7.1	UTC	NR	7.4	DNP	NR	33.3	UTP	0.0	NR	NR	0.0	0.0	UTC	8	8.5
Other	NA	UTP	33.3	0.0	0.0	0.0	NR	7.7	DNP	NR	NA	UTP	3.7	NR	NR	0.0	UTC	UTC	7	6.4
White	0.0	UTP	40.0	56.3	14.5	6.3	NR	27.4	DNP	NR	19.0	UTP	10.8	NR	NR	0.0	17.6	22.2	11	19.5
Unknown	NA	UTP	27.6	0.0	0.0	NA	NR	0.0	DNP	NR	0.0	UTP	0.0	NR	NR	0.0	NA	NA	7	3.9

¹ Only overseas nurse recruitment data was provided

	Barking, Havering & Redbridge	Barts	Chelsea & Westminster	Croydon	Epsom & St Helier	GSTT	Hillingdon	Homerton	Imperial ²	Kings	Kingston	Lewisham & Greenwich	London NW	North Middlesex	Royal Free	St Georges	UCLH	Whittington	Number of useable data points	Cross-London Acute Trust Average of Likelihood Percentages
All Registered Midwives at Band 6																				
Asian	11.8	UTP	5.6	0.0	1.9	UTC	50.0	24.2	DNP	7.2	4.9	UTP	0.0	11.1	50.0	0.0	0.0	0.0	14	11.9
Black	12.9	UTP	2.8	5.1	0.0	22.2	13.7	16.5	DNP	14.2	0.0	UTP	0.0	17.9	43.8	1.9	20.5	UTC	14	12.3
Mixed	50.0	UTP	0.0	16.7	6.7	UTC	0.0	45.5	DNP	4.9	50.0	UTP	0.0	30.0	62.5	0.0	UTC	UTC	12	22.2
Other	0.0	UTP	5.9	10.0	0.0	0.0	0.0	13.3	DNP	5.8	NA	UTP	0.0	28.6	75.0	0.0	UTC	UTC	12	11.5
White	30.8	UTP	20.8	50.0	12.3	32.8	20.0	34.9	DNP	11.2	30.4	UTP	4.5	34.6	70.9	3.3	20.5	25.0	15	26.8
Unknown	NA	UTP	25.0	0.0	0.0	UTC	33.3	37.5	DNP	12.1	NA	UTP	0.0	NA	37.5	0.0	0.0	UTC	10	14.5
All Allied Health Professionals																				
Asian	9.3	3.9	1.9	1.3	1.0	3.8	2.8	2.3	DNP	0.6	0.7	4.2	3.4	4.6	10.5	0.5	5.7	2.7	17	3.5
Black	5.1	2.0	2.1	3.3	0.7	2.7	1.2	15.8	DNP	1.1	1.2	4.1	2.1	2.8	6.8	0.4	2.3	1.4	17	3.2
Mixed	2.0	7.1	1.5	5.6	1.5	7.2	0.0	4.7	DNP	7.2	0.0	11.1	3.2	10.2	12.9	1.4	7.2	UTC	16	5.2
Other	0.0	7.5	5.0	5.3	2.8	5.4	4.9	13.2	DNP	4.5	NA	4.8	4.7	5.4	14.6	1.4	7.6	UTC	15	5.8
White	25.6	17.6	11.8	9.3	10.2	13.2	15.1	4.4	DNP	2.0	4.7	23.1	5.6	8.9	24.9	4.5	24.8	4.4	17	12.4
Unknown	44.4	16.2	8.3	3.3	17.2	UTC	8.7	0.0	DNP	0.0	0.0	2.4	14.8	0.0	18.3	6.3	UTC	0.0	15	9.3
All Occupational Therapists																				
Asian	25.0	UTP	8.3	0.9	2.2	UTC	15.6	2.0	DNP	20.4	1.4	3.1	3.7	18.2	12.5	2.2	0.0	UTC	14	8.3
Black	20.8	UTP	16.7	4.4	2.2	3.0	9.5	1.9	DNP	27.5	0.0	12.0	5.2	10.7	20.0	1.7	UTC	UTC	14	9.7
Mixed	0.0	UTP	0.0	10.0	20.0	10.6	0.0	2.8	DNP	35.0	NA	15.8	4.1	NA	23.1	5.3	UTC	UTC	12	10.6
Other	0.0	UTP	0.0	7.1	11.1	UTC	25.0	2.4	DNP	25.0	NA	NA	2.6	0.0	40.0	0.0	0.0	UTC	12	9.4
White	34.1	UTP	26.5	17.9	11.8	19.2	16.7	4.1	DNP	62.7	6.7	19.8	5.3	11.1	36.0	11.4	40.2	8.6	16	20.8
Unknown	NA	UTP	0.0	100.0	0.0	0.0	NA	0.7	DNP	60.0	0.0	0.0	23.1	0.0	0.0	40.0	0.0	NA	13	17.2
All Physiotherapists																				
Asian	12.5	UTP	3.6	0.7	0.4	3.3	4.6	UTP	DNP	1.6	0.6	0.6	1.9	2.0	12.6	0.4	0.0	UTC	14	3.2
Black	4.9	UTP	1.4	2.7	0.4	3.0	0.0	UTP	DNP	0.3	1.9	1.9	0.7	0.8	4.6	0.3	0.0	UTC	14	1.6
Mixed	5.9	UTP	0.0	0.0	1.6	8.2	0.0	UTP	DNP	1.9	0.0	5.9	3.1	10.3	23.1	0.0	UTC	0.0	14	4.3
Other	0.0	UTP	0.0	6.3	1.2	UTC	0.0	UTP	DNP	8.0	NA	3.6	5.6	0.0	16.7	2.2	0.0	UTC	12	3.6
White	25.8	UTP	11.9	18.6	9.7	16.4	28.6	UTP	DNP	6.4	3.5	21.5	8.0	13.2	29.6	3.7	25.6	7.1	15	15.3
Unknown	66.7	UTP	13.6	0.0	5.0	UTC	0.0	UTP	DNP	0.0	0.0	0.0	0.0	0.0	12.5	2.8	0.0	0.0	14	7.2
All Dietitians																				
Asian	30.8	UTP	7.7	0.8	6.4	4.2	5.6	UTP	DNP	8.3	1.5	16.1	3.4	0.0	25.0	0.0	UTC	UTC	13	8.4
Black	0.0	UTP	9.1	0.7	1.2	UTC	6.7	UTP	DNP	10.5	0.0	9.5	0.0	9.1	0.0	0.0	0.0	0.0	14	3.3
Mixed	0.0	UTP	16.7	6.7	0.0	UTC	0.0	UTP	DNP	0.0	NA	0.0	14.3	50.0	25.0	0.0	0.0	0.0	13	8.7
Other	0.0	UTP	0.0	0.0	11.1	UTC	0.0	UTP	DNP	0.0	NA	0.0	0.0	16.7	0.0	3.2	0.0	0.0	13	2.4
White	30.8	UTP	10.9	4.6	12.5	6.7	11.4	UTP	DNP	8.3	7.2	22.9	6.7	9.4	35.4	4.0	23.1	UTC	14	13.8
Unknown	NA	UTP	0.0	0.0	33.3	UTC	NA	UTP	DNP	0.0	NA	0.0	0.0	NA	66.7	20.0	0.0	NA	9	13.3
All Radiographers																				
Asian	4.7	UTP	0.6	2.5	1.5	3.2	0.9	UTP	DNP	0.4	0.6	3.8	3.0	6.1	12.4	0.6	4.4	UTC	14	3.2
Black	4.2	UTP	1.6	5.1	0.9	2.2	1.0	UTP	DNP	0.2	0.0	1.9	2.5	3.1	6.3	0.3	2.6	UTC	14	2.3
Mixed	0.0	UTP	2.1	4.5	0.0	UTC	0.0	UTP	DNP	0.8	0.0	7.1	1.9	2.8	9.3	1.5	UTC	UTC	12	2.5
Other	0.0	UTP	9.3	10.0	2.5	UTC	5.2	UTP	DNP	2.8	NA	5.0	5.6	2.6	15.2	1.5	8.8	UTC	12	5.7
White	6.5	UTP	17.8	7.1	6.1	18.5	4.0	UTP	DNP	14.2	3.1	12.5	3.7	3.4	36.8	7.3	24.1	UTC	14	11.8
Unknown	0.0	UTP	8.3	0.0	40.0	UTC	0.0	UTP	DNP	0.0	NA	0.0	23.8	0.0	50.0	0.0	UTC	0.0	12	10.2

² Only overseas nurse recruitment data was provided

	Barking, Havering & Redbridge	Barts	Chelsea & Westminster	Croydon	Epsom & St Helier	GSTT	Hillingdon	Homerton	Imperial ³	Kings	Kingston	Lewisham & Greenwich	London NW	North Middlesex	Royal Free	St Georges	UCLH	Whittington	Number of useable data points	Cross-London Acute Trust Average of Likelihood Percentages
All SAS Roles																				
Asian	5.7	1.6	3.9	DNP	50.0	3.0	1.0	0.0	DNP	0.6	0.9	3.8	8.2	41.2	21.0	2.6	4.9	DNP	15	9.9
Black	0.0	1.0	0.0	DNP	33.3	4.9	0.3	0.0	DNP	0.5	0.0	25.0	7.4	50.0	0.0	0.0	UTC	DNP	14	8.7
Mixed	0.0	1.7	28.6	DNP	100.0	5.3	0.0	0.0	DNP	0.5	0.0	0.0	6.3	100.0	22.2	0.0	UTC	DNP	14	18.9
Other	11.1	1.5	0.0	DNP	100.0	UTC	0.2	0.0	DNP	0.5	2.5	9.1	8.6	100.0	30.0	5.9	0.0	DNP	14	19.2
White	32.0	6.5	12.5	DNP	NA	6.6	2.1	60.0	DNP	1.9	9.8	27.3	10.0	42.9	30.4	15.8	22.1	DNP	14	20.0
Unknown	50.0	2.7	0.0	DNP	NA	UTC	6.5	0.0	DNP	4.3	8.3	0.0	0.0	0.0	40.0	0.0	0.0	DNP	13	8.6
All Medical Consultant Roles																				
Asian	22.3	17.1	15.5	DNP	12.0	27.7	13.0	18.0	DNP	11.4	4.6	16.3	10.2	14.3	41.1	11.3	21.8	UTC	15	17.1
Black	12.5	22.7	9.1	DNP	40.0	32.0	25.0	0.0	DNP	15.0	7.7	17.6	9.1	0.0	27.3	13.6	UTC	0.0	15	15.4
Mixed	0.0	26.3	18.2	DNP	20.0	28.9	0.0	9.1	DNP	5.3	28.6	20.0	31.8	0.0	18.2	14.3	UTC	0.0	15	14.7
Other	13.0	13.0	11.9	DNP	10.0	15.5	0.0	14.7	DNP	10.0	3.7	17.4	4.9	8.3	36.7	5.5	UTC	0.0	15	11.0
White	34.1	36.0	33.3	DNP	0.0	34.3	18.2	26.4	DNP	13.6	17.2	23.5	11.8	4.6	52.2	32.3	21.0	UTC	15	23.9
Unknown	100.0	40.7	17.6	DNP	0.0	UTC	42.9	18.2	DNP	6.7	23.1	38.9	35.7	30.0	14.3	5.9	UTC	0.0	14	26.7
All Band 5 Bank Registered Nurse recruitment																				
Asian	4.0	UTP	25.0	DNP	31.9	DNP	9.1	NA	DNP	DNP	100.0	DNP	8.3	DNP	16.2	47.3	UTP	DNP	9	27.3
Black	0.0	UTP	3.3	DNP	42.4	DNP	1.8	NA	DNP	DNP	NA	DNP	5.6	DNP	11.8	79.7	UTP	DNP	8	18.1
Mixed	0.0	UTP	25.0	DNP	53.8	DNP	0.0	NA	DNP	DNP	NA	DNP	0.0	DNP	20.0	75.0	UTP	DNP	8	21.7
Other	16.7	UTP	0.0	DNP	42.9	DNP	15.4	0.0	DNP	DNP	NA	DNP	16.7	DNP	8.3	84.6	UTP	DNP	9	22.4
White	0.0	UTP	27.3	DNP	83.0	DNP	33.3	0.0	DNP	DNP	NA	DNP	20.0	DNP	54.2	92.2	UTP	DNP	9	34.4
Unknown	NA	UTP	75.0	DNP	75.0	DNP	0.0	0.0	DNP	DNP	15.8	DNP	100.0	DNP	84.2	66.7	UTP	DNP	8	52.1

Overseas Nurse Recruitment	Barking, Havering & Redbridge	Barts	Chelsea & Westminster	Croydon	Epsom & St Helier	GSTT	Hillingdon	Homerton	Imperial	Kings	Kingston	Lewisham & Greenwich	London NW	North Middlesex	Royal Free	St Georges	UCLH	Whittington	Number of useable data points	Cross- London Acute Trust Average
Number of useable data points	260	165	135	DNP	253	DNP	130	NR	130	306	78	59	189	57	318	DNP	DNP	69	13	165
Total Cost (Trust + NHSE Funding)	4,366,616	RTP	1,627,000	DNP	2,437,000	DNP	2,692,040	NR	1,859,377	1,885,830	971,767	1,497,460	1,330,954	490,200	2,532,421	DNP	DNP	675,888	12	1,863,879
Cost Per Recruit	16,795	RTP	12,052	DNP	9,632	DNP	20,708	NR	14,303	6,163	12,459	25,381	7,042	8,600	7,964	DNP	DNP	9,795	12	12,574

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

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

* See Main report

³ Only overseas nurse recruitment data was provided