

# **Corporate Gaslighting**

## **Race, Recruitment and Denial in the NHS**

*An independent study of the likelihood of job-offer from application  
by ethnicity, across the 18 NHS Acute Trusts in London*

Sheila Cunliffe FCIPD  
Director & Principal Consultant  
Citou Consulting  
September 2021

***“Gaslighting: A colloquialism for a specific type of manipulation where the manipulator is successful in having the target (a person or a group of people) question their own reality, memory or perceptions.”***

## Contents

1. Background .....	5
What action has the NHS taken to further its commitment on Racism .....	5
BAME and White, or Asian, Black, Mixed, Other and White? .....	5
2. Method .....	6
Scope of the Research .....	6
Interpretation Context .....	6
3. Findings.....	7
Agenda for Change Results.....	9
Registered Nursing Results.....	10
Medical Results.....	12
4. Conclusion .....	14
5. What Next? .....	14
6. Final Words.....	15
Appendix 1.....	16
Fol Request – April 2021, London Acute Trusts.....	16
Appendix 2.....	17
Summary Data Tables .....	17
Recruitment of all Agenda for Change Staff .....	17
Recruitment of Band 5 Registered Nursing Staff .....	18
Recruitment of All Medical staff .....	19
Appendix 3.....	20
Results by Individual Trust.....	20
Barking, Redbridge, and Havering.....	20
Barts Health .....	21
Chelsea & Westminster .....	22
Croydon .....	23
Epsom & St Helier .....	24
Guy’s and St Thomas’ .....	25
Hillingdon.....	26
Homerton .....	27
Imperial.....	28
Kings .....	29
Kingston.....	30
Lewisham & Greenwich.....	31
London North West.....	32
North Middlesex .....	33

Royal Free .....	34
St Georges.....	35
UCLH.....	36
Whittington.....	37

## 1. Background

It is seven years since Roger Kline's 2014 seminal work *'The "snowy white peaks" of the NHS: a survey of discrimination in governance and leadership and the potential impact on patient care in London and England'*<sup>1</sup> was published. With heightened awareness of racism in the UK through the Black Lives Matter movement, the outcry in response to the Commission on Race and Ethnic Disparities Report 2021<sup>2</sup> and the championing of anti-racism through such actions as Taking The Knee, what improvement has the NHS seen when it comes to race?

The purpose of this report is to examine whether race continues to play a part in recruitment in the 18 NHS Acute Trusts in London and to provide a benchmark set of data for future studies.

### What action has the NHS taken to further its commitment on Racism

In July 2020 The Kings Fund published its report *'Workforce Race Inequalities and Inclusion in NHS Providers'*<sup>3</sup> part of which provides a useful summary of NHS work in this area since 2013, a shortened version of which is set out below as useful background:

*In the "NHS, there have been a number of policy initiatives to raise awareness of inequalities of experience, and to share good practice to reduce these inequalities. For example, the Equality Delivery System 2 (EDS2) was launched in 2013 to help local NHS organisations review and improve their performance in terms of people with characteristics protected by the Equality Act 2010...*

*Also since 2013, NHS England has set up the NHS Equality and Diversity Council (EDC) ... The purpose of the council is to 'drive whole system equality improvement'. The most recent high-profile policy initiative for driving race equality is the Workforce Race Equality Standard (WRES). The WRES, introduced in 2015, mandates the collection of key indicators that cover different aspects of equality, diversity and inclusion in the NHS ... The WRES has given the issue of workforce race inequalities a national focus and visibility and allows for greater scrutiny of how the NHS is performing on race equality over time ...*

*The WRES has drawn attention to the race equality agenda in a way that the NHS is used to thinking about organisational performance and may therefore be a helpful catalyst for action ... Over time there has been a degree of improvement in some of the WRES indicators ... However, significant cultural challenges remain in ensuring ethnic minority staff have equal access to career development opportunities and increasing the diversity of people employed in the most senior bands in the NHS."*

### BAME and White, or Asian, Black, Mixed, Other and White?

To date, the WRES indicators have shown the differentials between BAME and White staff. However, previous work I have undertaken has demonstrated that there can be substantial outcome differences between Asian, Black, Mixed, and Other ethnicities to the point where use of a BAME category can completely fail to reflect a significant disparity within this group. The data for this report was, therefore, collected separately for Asian, Black, Mixed, Other and White ethnicities. Most of the report uses these separate groups with the exception of the table on page 7 and the tables in Appendix 2 which give overall BAME & White figures for each Trust in order to provide a comparison with the same figure each Trust submitted for the most recent (2020) WRES report.

---

<sup>1</sup> [https://www.mdx.ac.uk/\\_data/assets/pdf\\_file/0015/50190/The-snowy-white-peaks-of-the-NHS.pdf.pdf](https://www.mdx.ac.uk/_data/assets/pdf_file/0015/50190/The-snowy-white-peaks-of-the-NHS.pdf.pdf)

<sup>2</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/974507/20210331\\_CRED\\_Report\\_FINAL\\_Web\\_Accessible.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974507/20210331_CRED_Report_FINAL_Web_Accessible.pdf)

<sup>3</sup> <https://www.kingsfund.org.uk/sites/default/files/2020-07/workforce-race-inequalities-inclusion-nhs-providers-july2020.pdf>

## 2. Method

### Scope of the Research

This quantitative study was made via a Freedom of Information request to each Trust which requested data for the period 1 April 2020 to 31 March 2021 (see Appendix 1). The research was conducted between April and July 2021

The figures quoted are % likelihood of offer from application, excluding staff who are not recruited through the standard application process (ie are recruited through Agencies, via Deaneries, during in-country Overseas Recruitment Campaigns, etc). Nursing figures include Registered Nursing vacancies only.

Croydon NHS Trust refused to provide the data in an unredacted format and supplied redacted data after the data analysis was complete (16 weeks after the initial request). For this reason, figures from Croydon are not included in the average cross-London results but are set out in the individual Trust data tables (see Appendix 3) and are included in the summary tables presented in the main body of the report and in Appendix 2.

### Interpretation Context

In reading this report it is important to consider what, from a data perspective, constitutes an unacceptable level of differential in the likelihood of success from application to offer. The acceptable level of difference would normally be referred to as a 'Margin of Error'. In this case, particularly in relation to Nursing and Medical appointments I have chosen to assume that there is no underlying difference between candidates which would lead to applicants of one ethnicity being more likely to be appointed than applicants of another. In Nursing and Medical all candidates would need to be registered with their professional body in order to apply ('Killer Questions' in the recruitment system should stop candidates applying if they do not have Registration or are expecting it imminently). The NMC and GMC both carry out a fitness to practice assessment before allowing registration which should provide a relatively level playing field in terms of applicant skills and qualifications.<sup>4</sup>

On this basis, the percentage of applications resulting in an offer should be the same for each ethnic group. However, there is always some difference and therefore it is important to establish an acceptable Margin of Error either side of this Standard Score. I include a recommendation regarding the need to determine the precise acceptable Margin of Error for this type of data analysis in Section 5.

For the purposes of reading this report and setting a context for the figures it contains I suggest that viewing the Average Ratio of White to BAME, or White to Asian, Black, Mixed or Other on the basis of 1 : 0.8 -1.2 ratio would be reasonable. If there is no racism in recruitment the figures in the Ratio columns should be in the range of 0.8 to 1.2. The further outside this range a figure is, the more this is an indication of racism in the process.

Figures which fall outside the range 1 : 0.8 – 1.2 are marked in red on the tables in Section 3 and Appendix 2.

---

<sup>4</sup> This does not mean there are no other impediments which may affect some ethnicities more than others, such as being in a position to apply for and be offered a place at University, but these considerations are outside the scope of this research.

### 3. Findings

The importance of reporting separately on Asian, Black, Mixed, and Other likelihood of offer can be seen in the individual ethnicity results in each section of this report and in Appendix 2 which demonstrate that outcomes can vary considerably between BAME groups. The below table setting out the data by BAME and White applications is produced in order to provide a comparison between the data collected through this research for each Trust and their most recent (2020) WRES data. A detailed breakdown by professional group is given in the next section. The breakdown by individual Trust is set out in Appendix 3.

Trust	Trust data provided to WRES for 2020 report. Ratio of White to BAME success <sup>5</sup>	White to BAME success for all AfC recruitment	White to BAME success for all B5 Reg Nurse recruitment	White to BAME success for all Medical recruitment	Average ratio of White to BAME for all 3 data sets
North Middlesex	1.58	0.80	0.80	1.63	1.08
London NW	1.51	1.32	0.72	2.41	1.48
Epsom & St Helier	2.52	1.77	1.17	3.25	2.06
Royal Free	1.35	1.81	1.90	4.54	2.75
Kings	1.64	1.94	1.66	5.12	2.91
Hillingdon	1.45	2.16	3.38	3.38	2.97
Imperial	1.41	2.19	2.62	4.19	3.00
Guy's & St Thomas'	1.45	1.96	1.70	5.65	3.10
UCLH	1.57	2.16	2.34	5.54	3.35
Chelsea and Westminster	1.40	2.50	1.81	5.77	3.36
Lewisham & Greenwich <sup>6</sup>	1.68	1.80	1.40	7.38	3.53
Whittington	1.55	1.82	1.82	7.71	3.78
Homerton	1.73	1.57	1.64	8.32	3.84
Kingston <sup>7</sup>	1.31	1.35	1.04	9.56	3.98
Barts	1.63	2.80	1.98	7.26	4.01
St Georges	1.47	2.26	3.78	10.67	5.57
Croydon <sup>8</sup>	1.31	1.58	2.04 <sup>9</sup>	17.81 <sup>10</sup>	7.14
Barking	1.58	1.56	1.28	32.98 <sup>11</sup>	11.94

Figure 1: Summary of Relative Likelihood Ratio average of White to BAME success rate, sorted by total average across 3 data groups

<sup>5</sup> ie how many times more likely is a white candidate to be appointed compared with a BAME candidate

<sup>6</sup> Figure of 0.00 = No BAME candidates offered.

<sup>7</sup> Figures below 1.00 = BAME candidates more likely to be offered. Figure of 0.00 = No BAME candidates offered.

<sup>8</sup> Croydon returned their data too late to be included in the overall data analysis. Their individual scores are included for additional information.

<sup>9</sup> Croydon redacted some of their data. This affected the B5 Nursing score which is produced using a total of all BAME likelihood of offer average percentages / 4. All other calculations use total BAME application numbers and offer numbers.

<sup>10</sup> Croydon redacted some of their data. This affected the All Medical score which is produced using a total of all BAME likelihood of offer average percentages / 4. All other calculations use total BAME application numbers and offer numbers.

<sup>11</sup> Please see the note in Appendix 2 regarding the Barking, Havering and Redbridge Medical data

An example of how the use of an amalgamated BAME category can disguise significant difference in each part of that group is London North West, who appear to be performing well in the table at Figure 1. However, the detailed breakdown in Appendix 3 shows that this figure disguises very different success rates for Band 5 Nursing recruitment of 25.98% for Asian candidates, 6.74% for Black candidates and 11.13% for White candidates. At Kings the overall White to BAME ratio for Band 5 Nursing offers is 1.66 but contained within the BAME group are very different success rates of 10.11% of Asian applications being offered compared with 3.36% of Black applications.

With the possible exception of North Middlesex, no Acute Trust in London came close to an acceptable margin of error difference for Medical appointments. At Kingston the likelihood of offer if you were Black and applying for a Medical role was 0% as no candidates in this group, which totalled 418 applications, were offered. At UCLH for all Medical, 2.71% of Asian, 1.50% of Black, 3.85% of Mixed and 2.23% of Other applications were successful compared with 14.32% of White applications.

The data in this Report shows, over and over again, that not only are BAME candidates less likely to be offered the role, but that within the BAME group each individual ethnicity – Asian, Black, Mixed, Other – is often subject to a very different % likelihood of success.

The following section looks in more detail at each of the three professional groups within the data:

- Agenda for Change Staff
- Registered Nursing Staff
- Medical Staff



Agenda for Change Results

	<b>% Likelihood of Offer from Application - Average of London Acute Trusts<sup>12</sup></b>	<b>Offer Ratios - Greater likelihood of White candidates being offered. &lt;0.8 &amp; &gt;1.2 are in red</b>
<b>All Agenda for Change Roles</b>		
Asian	3.33	1.91 <sup>13</sup>
Black	3.42	1.86
Mixed	3.86	1.64
Other	4.80	1.32
White	6.35	1.00
<b>All AfC roles at 8c and Above</b>		
Asian	2.93	2.56
Black	4.84	1.55
Mixed	2.81	2.66
Other	0.49	15.33
White	7.49	1.00

Figure 2: Summary Table – Cross-London Average % likelihood of appointment AfC Staff

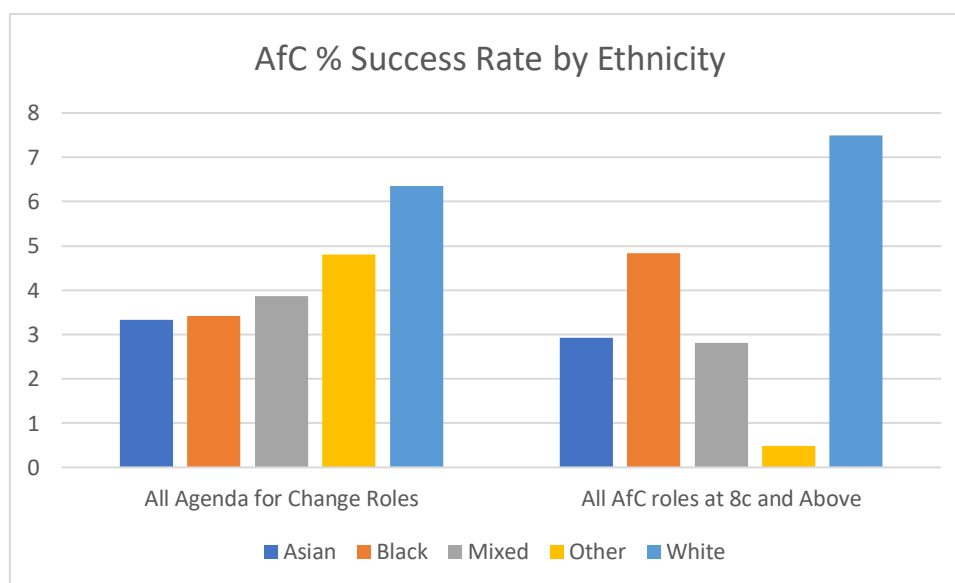


Figure 3: Graphical representation of data set out in Figure 2

For both All and 8c+ AfC recruitment the % offer rate is well outside the Margin of Error rate I propose earlier in this paper. Some Trusts have large disparities between individual ethnicities within the BAME group in percentage of applicants offered at 8c+, examples are Barking, Imperial and Kings.

The Ratio and the range of scores for the individual BAME groups is set out in the table in Appendix 2 which will provide a quick guide to which Individual Trust scores in Appendix 3 will be of particular interest to the reader.

<sup>12</sup> Croydon both redacted their data and submitted some weeks after the cross-London data analysis was completed and are not included in the cross-London average figure. Their information is given in Appendix 3.

<sup>13</sup> ie White candidates 1.92 times more likely to be offered from application than Asian candidates

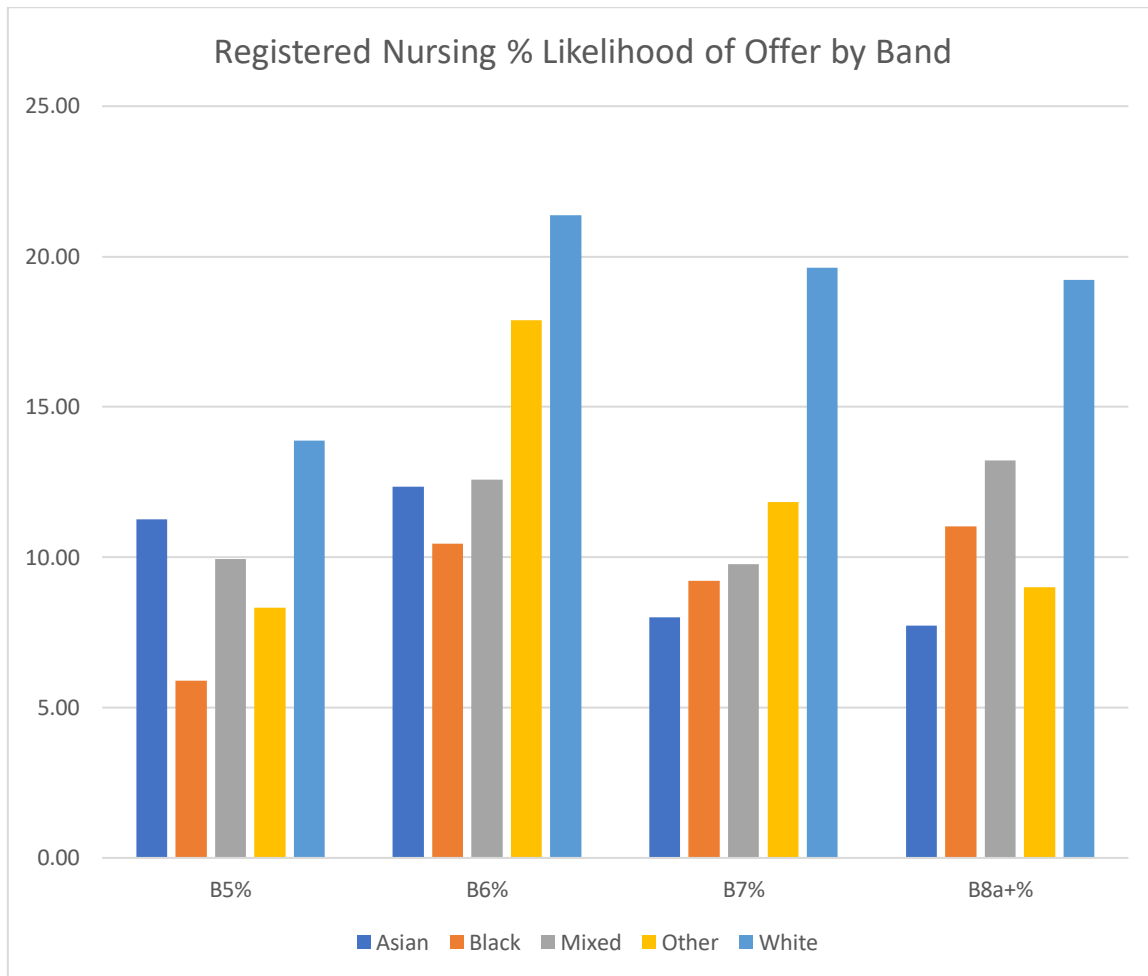
## Registered Nursing Results

	% Likelihood of Offer from Application - Average of London Acute Trusts <sup>14</sup>	Offer Ratios - Greater likelihood of White candidates being offered. <0.8 & >1.2 are in red
<b>All Band 5 Registered Nursing</b>		
Asian	11.27	1.23 <sup>15</sup>
Black	5.90	2.35
Mixed	9.94	1.39
Other	8.33	1.66
White	13.87	1.00
<b>All Band 6 Registered Nursing</b>		
Asian	12.34	1.73
Black	10.46	2.04
Mixed	12.58	1.70
Other	17.88	1.20
White	21.38	1.00
<b>All Band 7 Registered Nursing</b>		
Asian	8.00	2.45
Black	9.22	2.13
Mixed	9.77	2.01
Other	11.84	1.66
White	19.63	1.00
<b>All Band 8a and Above Registered Nursing</b>		
Asian	7.72	2.49
Black	11.02	1.75
Mixed	13.21	1.46
Other	9.01	2.13
White	19.23	1.00

Figure 4: Summary Table – Cross London Average % likelihood of appointment Registered Nursing Staff

<sup>14</sup> Croydon both redacted their data and submitted some weeks after the cross-London data analysis was completed and are not included in the cross-London average figure. Their information is given in Appendix 3.

<sup>15</sup> ie White candidates 1.22 times more likely to be offered from *application* than Asian candidates



*Figure 5: Graphical Representation of the Data Set Out in Figure 4*

Although the above provides the London Averages for % likelihood of Offer from application, the results for each individual Trust vary significantly. For Band 5 RN, in addition to London North West and Kings who are mentioned above, Epsom & St Helier, Hillingdon, Kingston, St Georges and UCLH all show significant disparities.

The Ratio and the range of scores for the individual BAME groups is set out in the table in Appendix 2 which will provide a quick guide to which Individual Trust scores in Appendix 3 will be of particular interest to the reader.

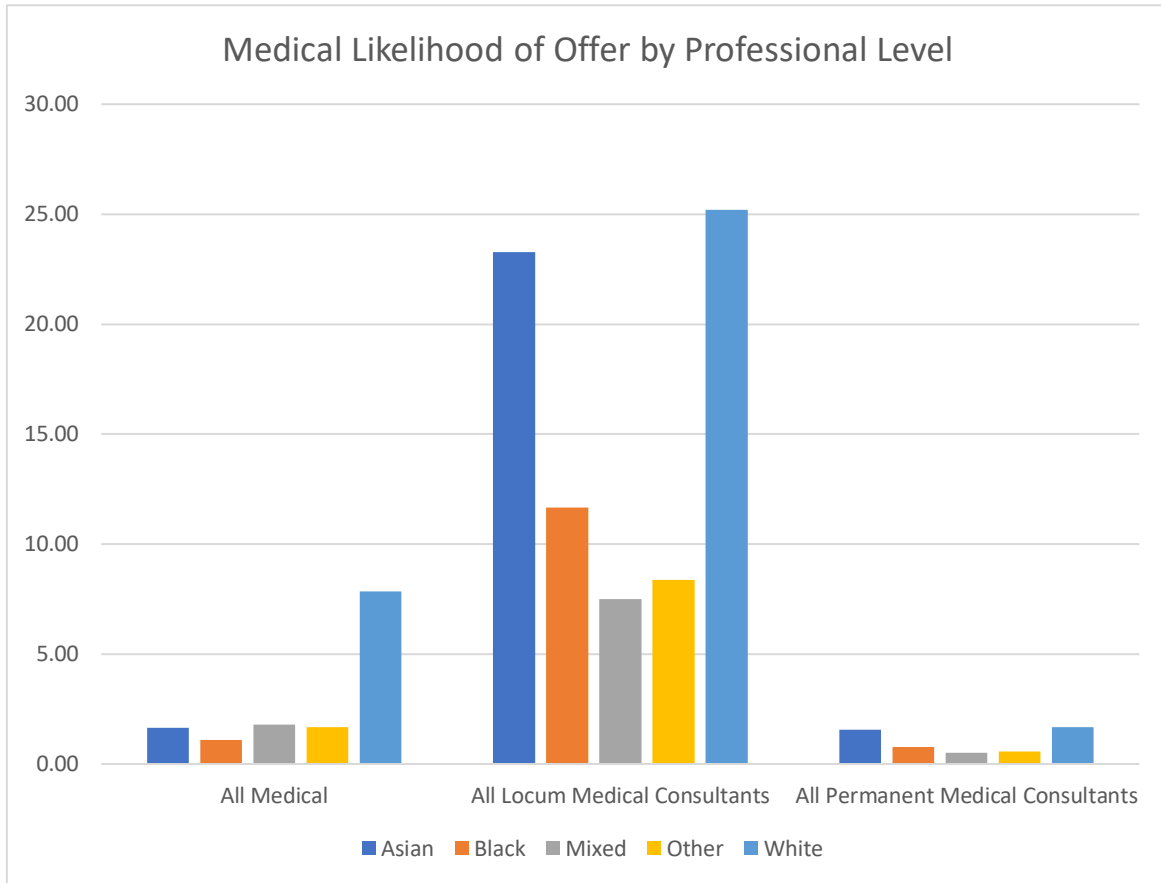
## Medical Results

	<b>% Likelihood of Offer from Application - Average of London Acute Trusts<sup>1617</sup></b>	<b>Offer Ratios - Greater likelihood of White candidates being offered. &lt;0.8 &amp; &gt;1.2 are in red</b>
<b>All Medical</b>		
Asian	1.66	4.73
Black	1.09	7.19
Mixed	1.78	4.40
Other	1.67	4.69
White	7.84	1.00
<b>All Locum Medical Consultants</b>		
Asian	23.28	1.08
Black	11.67	2.16
Mixed	7.51	3.36
Other	8.38	2.78
White	25.19	1.00
<b>All Permanent Medical Consultants</b>		
Asian	14.03	1.57
Black	13.56	1.62
Mixed	10.90	2.02
Other	8.65	2.55
White	22.03	1.00

Figure 6: Summary Table – Cross London Average % likelihood of appointment Medical Staff

<sup>16</sup> Croydon both redacted their data and submitted some weeks after the cross-London data analysis was completed and are not included in the cross-London average figure. Their information is given in Appendix 3.

<sup>17</sup> Barking, Havering & Redbridge figures are not included in the cross-London averages. Their information is given in Appendix 3.



*Figure 7: Graphical Representation of the data set out in Figure 6*

Although the above provides the London Averages for % likelihood of Offer from application, the results for each individual Trust vary significantly. For All Medical, in addition to UCLH and Kingston who are mentioned above, Guy's and St Thomas', St George's and Imperial show significant disparities.

The Ratio and the range of scores for the individual BAME groups is set out in the table in Appendix 2 which will provide a quick guide to which Individual Trust scores in Appendix 3 will be of particular interest to the reader.

#### 4. Conclusion

The data in this report clearly demonstrates that across all 18 Acute Trusts in London and across all professional groups sampled there is a clear ethnicity differential in likelihood of job offer from application. This differential is much greater than any reasonable Margin of Error would allow for.

This is most acute in Medical appointments with a greater differential across All Medical appointments than there is at higher-level Locum and Permanent Consultant recruitment. The raw numbers are not reported here, but, as an example, I have set out below the numbers for All Medical recruitment from one large Acute Trust which show a very clear differential, not only in likelihood of Offer but also in likelihood of Shortlist:

	Applications	Shortlisted	Offered
Asian	4459	451	183
Black	1029	80	28
Mixed	858	106	36
Other	1365	153	60
White	1307	438	236

#### 5. What Next?

The aim of this research is to shine a light on the current situation regarding racism in the 18 Acute NHS Trusts in London. The interventions needed to improve the picture will vary from Trust to Trust and it is outside the scope of this work to propose what those individual interventions should be.<sup>18</sup>

However, there is a significant role here for NHSEI and it would be remiss of me if I did not comment on this and draw some obvious conclusions regarding interventions which NHSEI could make in order to move this work forward at a more rapid pace and with a higher profile than has been evident for the last 7 years.

In my experience, one of the key things that prevents progress in this area is that Trust leadership (including Boards) do not set clear expectations/targets which can be measured and evaluate progress against them. This is somewhat mystifying in organisations where our whole service delivery model is based on research driven treatment and where data collection is vital to identify priorities, evaluate the effectiveness of what we are doing, and commission appropriate future work/treatment. Instead we seem to do the same things which haven't worked for decades over and over again with no real change eventuating.

One key issue is Equality Impact Assessments. These are common when HR policies and procedures are being developed. However, it became apparent during the data collection phase for this piece of research that most HR functions are not undertaking any data-led evaluation in order to monitor whether the implementation of recruitment policy and procedure results in inequality. With proactive evaluation, stark issues of ethnic differentials regarding offer likelihood would be identified and could be addressed. Ultimately, whether a policy or procedure is robust from an EIA perspective can only be determined by building data-led evaluation into the implementation and ongoing delivery review of that policy and procedure.

ED&I Strategies, and Anti-Racism Strategies (for Trusts at that level of thinking), contain worthy statements and rarely have hard commitments which can be measured, evaluated, and, critically, form part of both individual and team performance appraisal for senior staff, ultimately feeding into the CQC inspection rating of 'Well Led'.

---

<sup>18</sup> For some suggestions see [www.citou.com/research-and-resources](http://www.citou.com/research-and-resources)

The setting of these clear, measurable, expectations doesn't have to be complicated, and I would suggest two simple measures which could be adopted by NHSEI for application across all Trusts:

1. Workforce to Reflect the Local Community.

*A commitment that the staff composition of the Trust should reflect the community it primarily serves.<sup>19</sup>*

2. Equal Expectation

*Data showing 'Likelihood' (eg of job offer, formal disciplinary, higher PDR score, long term sickness) should only show a small Margin of Error difference between protected characteristic groups.<sup>20</sup> It is my belief that NHSEI need to urgently commission a piece of work to set the boundaries of acceptable margin of error which Trusts can use to set targets and measure performance.*

The Trust outcomes against these measures, and any active initiatives in place to mitigate figures which are not in target, could then lead to an EDI rating in line with CQC score category definitions and feed into the formal Well Led assessment, potentially resulting in direct intervention and monitoring from NHSEI<sup>21</sup> where the result is 'Inadequate'.

In addition, there is the issue of the level of resources available in the NHSEI WRES team. The importance of this team's work and the level of skill and experience it needs in order to make a difference do not appear to currently be reflected in the size and composition of the team. If NHSEI are truly committed to making a difference when it comes to racism, this issue needs to be addressed urgently.

## 6. Final Words

The title of this paper is 'Corporate Gaslighting. Race, Recruitment and Denial in the NHS', a title I thought of at the start of my research and which I wasn't sure would be appropriate by the end of it. Sadly, the results I see in this data lead me to believe that the title is an honest reflection of the situation across the 18 Acute Trusts in London.

If we truly want an inclusive NHS where all can thrive and give of their best it is now time to roll up our sleeves, look racism straight in the eye and tackle it head-on.

*"Race and racism is a reality that so many of us grow up learning to just deal with. But if we ever hope to move past it, it can't just be on people of color to deal with it. It's up to all of us – Black, White, everyone – no matter how well-meaning we think we might be, to do the honest, uncomfortable work of rooting it out."*

*Michelle Obama*

---

<sup>19</sup> For example, Guy's & St Thomas' NHS Foundation Trust primarily serves the London boroughs of Southwark and Lambeth. Looking at the most recent available Census data (2011), the ethnic split of these two boroughs combined is Asian 8.15%, Black 26.4%, Mixed 6.9%, Other 2.85%, White 55.7%. The expectation would be that these percentages would be reflected in the composition of the workforce at the Trust. There would need to be a long-term approach to this measure and a way of setting appropriate targets given that (eg) the percentage of Black students at Medical School is small compared with the percentage of Black people in the general population.

<sup>20</sup> Precise figure to be defined by NHSEI.

<sup>21</sup> Via a form of ED&I Special Measures with intervention from external experts in the field.

FoI Request – April 2021, London Acute Trusts

Numbers of Job Applications, Applications Shortlisted for Interview, and Applications Offered a position, by ethnicity and for the following groups of staff, for the period 1 April 2020 to 31 March 2021 (or, if not available, the most recent 12-month period – in which case please state which period the data is for):

- All AfC Roles
- All AfC Roles at 8c and above
- All Registered Nursing Roles at Band 5
- All Registered Nursing Roles at Band 6
- All Registered Nursing Roles at Band 7
- All Registered Nursing Roles at Band 8a and above

- All Medical Roles
- All Locum Medical Consultant Roles
- All Permanent Medical Consultant Roles

Please supply the numbers of candidates (not the %) for the following Ethnicity Descriptors:

- Asian (including Chinese)
- Black
- Mixed (including Arab)
- Other
- White
- Unknown

The above categories mirror the 2021 Census categories, please refer to the attached document setting out these category descriptors if further guidance is needed.

The format of the data should be as follows:

<b>Ethnicity</b>	<b>Number of Applications</b>	<b>Number Shortlisted for Interview</b>	<b>Number Offered the Position</b>
Asian			
Black			
Mixed			
Other			
White			
Unknown			



## Summary Data Tables

Recruitment of all Agenda for Change Staff

Trust	Relative likelihood of White staff being appointed (application to offer <sup>22</sup> ) compared to BME staff. Sorted by outcome, lowest to highest		
	Trust data reported to WRES for 2020 report <sup>23</sup>	Race & Recruitment Research ratio of White to BAME success for all AfC recruitment <sup>24</sup>	Race and Recruitment Range of scores by individual BAME ethnicity (Asian, Black, Mixed, Other)
North Middlesex <sup>25</sup>	1.58	0.80	0.61 - 1.00
London NW <sup>26</sup>	1.51	1.32	0.86 - 1.69
Kingston <sup>27</sup>	1.31	1.35	0.47 - 2.03
Barking	1.58	1.56	1.19 – 2.19
Homerton	1.73	1.57	1.34 – 2.51
Croydon <sup>28</sup>	1.31	1.58	1.23 – 2.31
Epsom & St Helier	2.52	1.77	1.44 – 1.88
Lewisham & Greenwich <sup>29</sup>	1.68	1.80	0.47 - 2.03
Royal Free	1.35	1.81	1.42 – 1.98
Whittington	1.55	1.82	1.33 – 2.31
Kings	1.64	1.94	1.31 – 2.34
Guy's & St Thomas'	1.45	1.96	1.34 – 2.76
Hillingdon	1.45	2.16	1.53 – 2.44
UCLH	1.57	2.16	2.00 – 2.54
Imperial	1.41	2.19	1.80 – 2.33
St Georges	1.47	2.26	1.75 – 2.46
Chelsea and Westminster	1.40	2.50	1.87 – 2.87
Barts	1.63	2.80	2.59 – 3.33

<sup>22</sup> Calculation is 100/Number Applied\*Number Offered

<sup>23</sup> ie how much more times more likely is a white candidate to be appointed compared with a BAME candidate

<sup>24</sup> ie how many times more likely is a white candidate to be appointed compared with a BAME candidate

<sup>25</sup> Figures below 1.00 = BAME candidates more likely to be offered

<sup>26</sup> Figures below 1.00 = BAME candidates more likely to be offered

<sup>27</sup> Figures below 1.00 = BAME candidates more likely to be offered.

<sup>28</sup> Croydon returned their data too late to be included in the overall data analysis. Their individual scores are included for additional information (see Appendix 3).

<sup>29</sup> Figures below 1.00 = BAME candidates more likely to be offered

## Recruitment of Band 5 Registered Nursing Staff

Trust	Relative likelihood of White staff being appointed (application to offer <sup>30</sup> ) compared to BME staff. Sorted by outcome, lowest to highest.		
	Trust data reported to WRES for 2020 report <sup>31</sup>	Race & Recruitment Research ratio of White to BAME success for Band 5 RN recruitment <sup>32 33</sup>	Race and Recruitment Range of scores by individual BAME ethnicity (Asian, Black, Mixed, Other) <sup>34</sup>
London NW	1.51	0.72	0.43 – 1.65
North Middlesex	1.58	0.80 <sup>35</sup>	0.77 – 0.00
Kingston <sup>36</sup>	1.31	1.04	0.64 – 4.94
Epsom & St Helier	2.52	1.17	0.84 – 2.82
Barking	1.58	1.28	1.16 – 2.16
Lewisham & Greenwich	1.68	1.40	0.70 – 4.81
Homerton	1.73	1.64	0.81 – 6.10
Croydon <sup>37</sup>	1.31	1.66	1.12 – 4.92
Kings	1.64	1.66	0.97 – 2.92
Guy's & St Thomas'	1.45	1.70	1.33 – 1.99
Chelsea and Westminster	1.40	1.81	0.90 - 0.00
Whittington	1.55	1.82	1.33 – 2.31
Royal Free	1.35	1.90	0.94 – 2.67
Barts	1.63	1.98	1.47 – 2.43
UCLH	1.57	2.34	1.31 – 3.63
Imperial	1.41	2.62	1.89 – 3.35
Hillingdon	1.45	3.38	2.7 – 11.23
St Georges	1.47	3.78	2.05 – 6.97

<sup>30</sup> Calculation is 100/Number Applied\*Number Offered

<sup>31</sup> ie how much more times more likely is a white candidate to be appointed compared with a BAME candidate

<sup>32</sup> ie how many times more likely is a white candidate to be appointed compared with a BAME candidate

<sup>33</sup> Figures below 1.00 = BAME candidates more likely to be offered

<sup>34</sup> Figures below 1.00 = BAME candidates more likely to be offered

<sup>35</sup> North Middlesex made 10 offers to Band 5 Nurse applications in the period researched.

<sup>36</sup> 0.00 = No BAME candidates offered.

<sup>37</sup> Croydon returned their data too late to be included in the overall data analysis. Their individual scores are included for additional information.

Recruitment of All Medical staff

Trust	Relative likelihood of White staff being appointed (application to offer <sup>38</sup> ) compared to BME staff. Sorted by outcome, lowest to highest.		
	Trust data provided to WRES for 2020 report <sup>39</sup>	Race & Recruitment Research ratio of White to BAME success for all Medical recruitment <sup>40</sup>	Race and Recruitment Range of scores by individual BAME ethnicity (Asian, Black, Mixed, Other) <sup>41</sup>
North Middlesex	1.58	1.63	1.10 – 1.94
London NW	1.51	2.41	2.09 – 4.17
Epsom & St Helier	2.52	3.25	1.38 – 3.80
Hillingdon	1.45	3.38	2.7 – 11.23
Imperial	1.41	4.19	2.75 – 4.72
Royal Free	1.35	4.54	4.11 – 6.64
Kings	1.64	5.12	4.62 – 7.63
UCLH	1.57	5.54	3.71 – 9.54
Guy's & St Thomas'	1.45	5.65	4.71 – 7.93
Chelsea and Westminster	1.40	5.77	4.20 - 11.02
Barts	1.63	7.26	4.40 - 15.35
Lewisham & Greenwich	1.68	7.38	0.94 - 0.00
Whittington	1.55	7.71	5.77 - 30.58
Homerton	1.73	8.32	7.15 - 12.56
Kingston <sup>42</sup>	1.31	9.56	15.72 - 0.00
St Georges	1.47	10.67	4.20 - 25.59
Croydon <sup>43</sup>	1.31	17.81 <sup>44</sup>	13.81 - 27.63
Barking <sup>45</sup>	1.58	32.98	7.51 - 37.86

<sup>38</sup> Calculation is 100/Number Applied\*Number Offered

<sup>39</sup> ie how many times more likely is a white candidate to be appointed compared with a BAME candidate

<sup>40</sup> ie how many times more likely is a white candidate to be appointed compared with a BAME candidate

<sup>41</sup> Where a 0.00 figure is used this means that at least one BAME category had no successful applications

<sup>42</sup> Figures below 1.00 = BAME candidates more likely to be offered. Figure of 0.00 = No BAME candidates offered.

<sup>43</sup> Croydon returned their data too late to be included in the overall data analysis. Their individual scores are included for additional information.

<sup>44</sup> Croydon redacted some of their data. This affected the All Medical score which is produced using a total of all BAME likelihood of offer average percentages / 4. All other calculations use total BAME application numbers and offer numbers.

<sup>45</sup> See note in Appendix 3

Results by Individual Trust<sup>46</sup>

Barking, Redbridge, and Havering

In preparing for publication of this report, BR&H told a journalist who contacted them for comment on their figures that the Medical data they supplied to me via my FOI request was incorrect. At the point of finalising this document for publication BR&H have not contacted me to inform me of this or given me any revised data. BR&H Medical data has been excluded from the cross-London averages stated in the main body of this report. The data they supplied in May in response to my FOI request is set out below.

	% Likelihood of shortlist	% Likelihood of Offer		% Likelihood of shortlist	% Likelihood of Offer
<b>All Agenda for Change Roles</b>			<b>All Band 5 Registered Nursing</b>		
Asian	19.44	2.84	Asian	38.30	9.57
Black	24.93	5.21	Black	43.13	12.81
Mixed	20.70	4.94	Mixed	43.48	8.70
Other	25.36	4.96	Other	55.17	6.90
White	23.91	6.21	White	45.95	14.86
<b>All AfC roles at 8c and Above</b>			<b>All Band 6 Registered Nursing</b>		
Asian	18.18	5.05	Asian	44.62	8.46
Black	16.42	1.49	Black	50.98	8.82
Mixed	33.33	0.00	Mixed	47.37	15.79
Other	16.67	0.00	Other	64.52	29.03
White	40.61	12.12	White	68.89	23.89
<b>All Medical</b>			<b>All Band 7 Registered Nursing</b>		
Asian	72.57	2.59	Asian	42.71	3.13
Black	95.97	3.27	Black	47.76	12.69
Mixed	91.30	4.11	Mixed	33.33	8.33
Other	86.96	13.04	Other	53.85	15.38
White	97.92	97.92	White	63.03	17.58
<b>All Locum Medical Consultants</b>			<b>All Band 8a and Above Registered Nursing</b>		
Asian	98.36	18.03	Asian	67.86	10.71
Black	35.71	28.57	Black	41.82	9.09
Mixed	100.00	66.67	Mixed	69.23	15.38
Other	0.00	0.00	Other	58.33	25.00
White	100.00	78.95	White	55.29	20.00
<b>All Permanent Medical Consultants</b>					
Asian	84.48	27.59			
Black	59.09	13.64			
Mixed	87.50	25.00			
Other	100.00	100.00			
White	100.00	100.00			

<sup>46</sup> Data shows % likelihood of shortlist from application and % likelihood of offer from application

	% Likelihood of shortlist	% Likelihood of Offer			% Likelihood of shortlist	% Likelihood of Offer
<b>All Agenda for Change Roles</b>				<b>All Band 5 Registered Nursing</b>		
Asian	16.08	1.98		Asian	40.64	7.05
Black	19.52	2.18		Black	33.74	4.29
Mixed	14.60	2.19		Mixed	42.09	7.07
Other	12.88	1.70		Other	32.21	5.89
White	28.50	5.66		White	57.56	10.43
<b>All AfC roles at 8c and Above</b>				<b>All Band 6 Registered Nursing</b>		
Asian	14.57	0.84		Asian	48.15	14.51
Black	17.50	2.50		Black	44.90	8.64
Mixed	17.78	4.44		Mixed	57.95	10.23
Other	14.29	0.00		Other	57.97	20.29
White	25.43	3.95		White	59.84	17.67
<b>All Medical</b>				<b>All Band 7 Registered Nursing</b>		
Asian	6.97	0.91		Asian	40.11	5.77
Black	4.68	0.38		Black	43.93	8.01
Mixed	7.91	1.32		Mixed	39.29	7.14
Other	6.76	0.54		Other	38.67	6.67
White	25.63	5.83		White	54.63	13.90
<b>All Locum Medical Consultants</b>				<b>All Band 8a and Above Registered Nursing</b>		
Asian	36.21	8.62		Asian	38.02	8.26
Black	77.78	0.00		Black	47.00	10.00
Mixed	10.00	0.00		Mixed	45.45	13.64
Other	31.03	0.00		Other	56.00	4.00
White	55.56	9.72		White	39.26	9.20
<b>All Permanent Medical Consultants</b>						
Asian	41.49	11.20				
Black	53.57	10.71				
Mixed	53.13	31.25				
Other	34.43	13.11				
White	59.63	22.96				

	% Likelihood of shortlist	% Likelihood of Offer		% Likelihood of shortlist	% Likelihood of Offer
<b>All Agenda for Change Roles</b>			<b>All Band 5 Registered Nursing</b>		
Asian	13.31	1.31	Asian	24.11	6.25
Black	14.21	1.50	Black	23.53	5.04
Mixed	13.96	1.93	Mixed	32.14	10.71
Other	18.04	2.00	Other	32.43	0.00
White	21.61	3.76	White	49.34	9.60
<b>All AfC roles at 8c and Above</b>			<b>All Band 6 Registered Nursing</b>		
Asian	12.36	0.00	Asian	42.42	5.05
Black	28.89	0.00	Black	36.07	4.10
Mixed	26.67	0.00	Mixed	43.75	0.00
Other	0.00	0.00	Other	22.22	3.70
White	27.35	5.13	White	50.00	8.25
<b>All Medical</b>			<b>All Band 7 Registered Nursing</b>		
Asian	6.98	1.07	Asian	41.56	1.30
Black	3.64	0.54	Black	34.55	3.64
Mixed	8.27	0.92	Mixed	33.33	0.00
Other	8.68	1.42	Other	37.50	0.00
White	27.87	5.94	White	52.89	10.74
<b>All Locum Medical Consultants</b>			<b>All Band 8a and Above Registered Nursing</b>		
Asian	22.22	11.11	Asian	41.46	2.44
Black	100.00	50.00	Black	39.29	3.57
Mixed	0.00	0.00	Mixed	33.33	0.00
Other	0.00	0.00	Other	46.15	7.69
White	38.46	7.69	White	49.28	5.80
<b>All Permanent Medical Consultants</b>					
Asian	16.67	5.95			
Black	37.50	25.00			
Mixed	66.67	4.76			
Other	35.14	10.81			
White	36.76	27.94			

## Croydon

Croydon initially refused to release the data unredacted. They eventually released the data as % outcomes rather than numbers on 30 July which was too late for inclusion in the data analysis and All London Averages used in this report. Their response is provided here as an additional reference point. The data they supplied is for 1 June 2020 to 31 May 2021.

	% Likelihood of shortlist	% Likelihood of Offer		% Likelihood of shortlist	% Likelihood of Offer
<b>All Agenda for Change Roles</b>			<b>All Band 5 Registered Nursing</b>		
Asian	19.47	2.37	Asian	31.58	10.53
Black	27.46	4.48	Black	31.47	6.29
Mixed	26.61	2.72	Mixed	35.30	3.90
Other	23.74	3.18	Other	17.00	2.40
White	25.70	5.50	White	58.18	11.82
<b>All AfC roles at 8c and Above</b>			<b>All Band 6 Registered Nursing</b>		
Asian	22.02	2.75	Asian	42.42	9.85
Black	28.88	5.05	Black	54.27	14.02
Mixed	31.30	4.20	Mixed	19.00	0.00
Other	25.00	0.00	Other	40.00	8.00
White	30.87	8.05	White	60.96	23.29
<b>All Medical</b>			<b>All Band 7 Registered Nursing</b>		
Asian	2.45	0.34	Asian	40.79	9.21
Black	1.00	0.20	Black	47.64	7.85
Mixed	2.90	0.40	Mixed	36.00	12.00
Other	1.80	0.30	Other	36.80	5.30
White	14.97	5.53	White	68.50	16.54
<b>All Locum Medical Consultants</b>			<b>All Band 8a and Above Registered Nursing</b>		
No data provided			Asian	37.00	3.70
<b>All Permanent Medical Consultants</b>			Black	46.74	8.70
No data provided			Mixed	71.40	7.10
			Other	40.00	0.00
			White	44.44	8.33

	% Likelihood of shortlist	% Likelihood of Offer		% Likelihood of shortlist	% Likelihood of Offer
<b>All Agenda for Change Roles</b>			<b>All Band 5 Registered Nursing</b>		
Asian	25.78	3.66	Asian	52.71	10.85
Black	25.62	3.81	Black	29.93	5.84
Mixed	26.32	4.78	Mixed	28.57	11.90
Other	26.60	4.61	Other	27.85	5.06
White	29.92	6.87	White	63.39	20.08
<b>All AfC roles at 8c and Above</b>			<b>All Band 6 Registered Nursing</b>		
Asian	32.50	5.00	Asian	56.20	21.17
Black	28.26	4.35	Black	43.98	12.04
Mixed	20.00	0.00	Mixed	32.00	8.00
Other	0.00	0.00	Other	42.86	14.29
White	33.33	9.03	White	53.36	17.79
<b>All Medical</b>			<b>All Band 7 Registered Nursing</b>		
Asian	11.61	1.86	Asian	53.19	10.64
Black	7.52	1.83	Black	47.31	13.98
Mixed	9.05	1.67	Mixed	44.44	11.11
Other	39.69	4.58	Other	84.62	38.46
White	29.45	6.34	White	64.53	26.16
<b>All Locum Medical Consultants</b>			<b>All Band 8a and Above Registered Nursing</b>		
Asian	33.33	11.11	Asian	35.48	0.00
Black	0.00	0.00	Black	62.50	17.19
Mixed	0.00	0.00	Mixed	40.00	10.00
Other	40.00	0.00	Other	40.00	0.00
White	60.00	10.00	White	51.05	15.38
<b>All Permanent Medical Consultants</b>					
Asian	50.00	14.77			
Black	42.86	28.57			
Mixed	29.41	5.88			
Other	25.93	7.41			
White	56.52	28.99			



	% Likelihood of shortlist	% Likelihood of Offer			% Likelihood of shortlist	% Likelihood of Offer
<b>All Agenda for Change Roles</b>				<b>All Band 5 Registered Nursing</b>		
Asian	16.10	2.09		Asian	45.45	8.25
Black	19.77	3.42		Black	37.13	6.91
Mixed	19.96	3.89		Mixed	55.67	10.31
Other	22.84	4.30		Other	44.16	10.22
White	25.21	5.78		White	56.06	13.74
<b>All AfC roles at 8c and Above</b>				<b>All Band 6 Registered Nursing</b>		
Asian	15.02	2.58		Asian	43.93	10.92
Black	23.79	6.80		Black	42.16	8.78
Mixed	25.25	10.10		Mixed	45.63	10.68
Other	19.35	4.30		Other	51.43	10.29
White	28.92	5.52		White	64.95	23.09
<b>All Medical</b>				<b>All Band 7 Registered Nursing</b>		
Asian	8.75	2.05		Asian	28.31	3.97
Black	5.58	1.40		Black	41.97	7.34
Mixed	7.13	1.50		Mixed	40.00	2.50
Other	9.88	2.35		Other	36.93	3.41
White	29.33	11.07		White	54.55	12.87
<b>All Locum Medical Consultants</b>				<b>All Band 8a and Above Registered Nursing</b>		
Asian	31.58	5.26		Asian	35.16	4.40
Black	50.00	0.00		Black	40.20	7.84
Mixed	37.50	25.00		Mixed	31.25	0.00
Other	36.36	9.09		Other	37.14	5.71
White	47.06	0.00		White	55.08	13.98
<b>All Permanent Medical Consultants</b>						
Asian	46.55	18.10				
Black	27.78	16.67				
Mixed	28.00	12.00				
Other	46.55	18.97				
White	57.59	16.23				

Hillingdon

	% Likelihood of shortlist	% Likelihood of Offer		% Likelihood of shortlist	% Likelihood of Offer
<b>All AfC Roles</b>			<b>All Registered Nursing Roles at Band 5</b>		
Asian	22.17	4.18	Asian	53.92	6.45
Black	23.79	5.03	Black	13.32	1.15
Mixed	23.53	6.67	Mixed	25.00	5.36
Other	25.61	6.54	Other	9.18	0.00
White	29.56	10.20	White	73.33	13.33
<b>All AfC Roles at 8c and above</b>			<b>All Registered Nursing Roles at Band 6</b>		
Asian	15.00	10.00	Asian	58.33	11.11
Black	7.69	0.00	Black	78.05	19.51
Mixed	0.00	0.00	Mixed	100.00	50.00
Other	0.00	0.00	Other	87.50	25.00
White	22.22	11.11	White	80.39	47.06
<b>All Medical Roles</b>			<b>All Registered Nursing Roles at Band 7</b>		
Asian	3.83	1.36	Asian	48.98	10.20
Black	1.80	0.33	Black	61.54	11.54
Mixed	0.96	0.48	Mixed	100.00	0.00
Other	3.50	1.17	Other	27.27	18.18
White	11.93	3.67	White	70.27	32.43
<b>All Locum Medical Consultant Roles</b>			<b>All Registered Nursing Roles at Band 8a and above</b>		
Asian	100.00	100.00	Asian	28.57	0.00
Black	0.00	0.00	Black	8.33	0.00
Mixed	0.00	0.00	Mixed	50.00	25.00
Other	0.00	0.00	Other	33.33	0.00
White	100.00	100.00	White	67.86	35.71
<b>All Permanent Medical Consultant Roles</b>					
Asian	45.45	20.45			
Black	33.33	0.00			
Mixed	0.00	0.00			
Other	26.32	5.26			
White	34.78	13.04			

Homerton

	% Likelihood of shortlist	% Likelihood of Offer <sup>47</sup>			% Likelihood of shortlist	% Likelihood of Offer <sup>48</sup>
<b>All Agenda for Change Roles</b>				<b>All Band 5 Registered Nursing</b>		
Asian	35.06	6.97		Asian	56.52	21.74
Black	26.89	5.33		Black	42.86	11.90
Mixed	28.43	6.73		Mixed	57.69	26.92
Other	24.53	3.73		Other	32.14	3.57
White	34.93	9.35		White	68.55	21.77
<b>All AfC roles at 8c and Above</b>				<b>All Band 6 Registered Nursing</b>		
Asian	12.50	8.33		Asian	48.68	21.05
Black	33.33	2.78		Black	52.00	13.14
Mixed	0.00	0.00		Mixed	60.87	17.39
Other	60.00	0.00		Other	61.54	15.38
White	21.95	0.00		White	68.92	23.65
<b>All Medical</b>				<b>All Band 7 Registered Nursing</b>		
Asian	4.78	0.95		Asian	78.26	17.39
Black	2.96	0.56		Black	58.49	15.09
Mixed	4.15	0.98		Mixed	75.00	25.00
Other	4.68	0.65		Other	0.00	0.00
White	18.39	6.98		White	73.68	34.21
<b>All Locum Medical Consultants</b>				<b>All Band 8a and Above Registered Nursing</b>		
Asian	45.45	22.73		Asian	43.75	12.50
Black	33.33	0.00		Black	43.86	8.77
Mixed	0.00	0.00		Mixed	33.33	33.33
Other	20.00	20.00		Other	40.00	0.00
White	28.57	14.29		White	42.11	8.77
<b>All Permanent Medical Consultants</b>						
Asian	29.79	8.51				
Black	16.67	16.67				
Mixed	10.00	10.00				
Other	42.86	14.29				
White	40.54	27.03				

<sup>47</sup> Homerton provided 'Appointed' data rather than 'Offered' data as requested

<sup>48</sup> See above

	% Likelihood of shortlist	% Likelihood of Offer <sup>49</sup>		% Likelihood of shortlist	% Likelihood of Offer <sup>50</sup>
<b>All Agenda for Change Roles</b>			<b>All Band 5 Registered Nursing</b>		
Asian	16.39	1.77	Asian	47.60	4.19
Black	16.66	1.74	Black	25.91	2.69
Mixed	16.87	1.68	Mixed	43.31	2.36
Other	17.70	2.17	Other	38.23	2.75
White	22.35	3.90	White	60.87	7.92
<b>All AfC roles at 8c and Above</b>			<b>All Band 6 Registered Nursing</b>		
Asian	15.85	0.00	Asian	55.10	6.12
Black	11.11	1.85	Black	54.20	7.34
Mixed	6.67	6.67	Mixed	50.00	9.52
Other	0.00	0.00	Other	52.33	6.98
White	27.95	8.07	White	63.37	15.42
<b>All Medical</b>			<b>All Band 7 Registered Nursing</b>		
Asian	8.52	1.22	Asian	32.86	2.35
Black	7.91	1.28	Black	53.96	5.04
Mixed	8.47	1.97	Mixed	51.52	6.06
Other	9.24	1.15	Other	50.00	10.00
White	28.37	5.43	White	55.27	13.45
<b>All Locum Medical Consultants</b>			<b>All Band 8a and Above Registered Nursing</b>		
Asian	57.14	9.52	Asian	34.94	1.20
Black	100.00	50.00	Black	46.15	5.77
Mixed	25.00	0.00	Mixed	25.00	0.00
Other	60.00	0.00	Other	58.82	5.88
White	46.15	15.38	White	57.43	11.88
<b>All Permanent Medical Consultants</b>					
Asian	40.60	9.77			
Black	50.00	8.33			
Mixed	61.90	33.33			
Other	47.50	7.50			
White	58.82	16.99			

<sup>49</sup> Kings provided 'Appointed' data rather than 'Offered' data as requested

<sup>50</sup> See above

	% Likelihood of shortlist	% Likelihood of Offer		% Likelihood of shortlist	% Likelihood of Offer
<b>All Agenda for Change Roles</b>			<b>All Band 5 Registered Nursing</b>		
Asian	17.25	2.48	Asian	49.09	10.11
Black	18.43	1.79	Black	42.85	3.36
Mixed	15.15	2.33	Mixed	39.36	7.98
Other	19.02	3.21	Other	40.00	7.35
White	20.69	4.20	White	57.35	9.83
<b>All AfC roles at 8c and Above</b>			<b>All Band 6 Registered Nursing</b>		
Asian	46.57	0.36	Asian	44.62	11.18
Black	47.67	1.16	Black	47.26	8.21
Mixed	25.81	0.00	Mixed	34.95	3.88
Other	39.13	0.00	Other	40.97	13.89
White	47.27	6.14	White	63.56	22.11
<b>All Medical</b>			<b>All Band 7 Registered Nursing</b>		
Asian	8.73	1.22	Asian	38.46	8.44
Black	6.55	1.14	Black	48.99	7.29
Mixed	7.65	0.99	Mixed	52.27	22.73
Other	8.39	0.74	Other	33.77	11.69
White	23.60	5.62	White	60.27	20.76
<b>All Locum Medical Consultants</b>			<b>All Band 8a and Above Registered Nursing</b>		
Asian	45.83	20.83	Asian	41.79	4.48
Black	100.00	0.00	Black	43.64	7.27
Mixed	50.00	33.33	Mixed	17.65	5.88
Other	33.33	0.00	Other	43.75	12.50
White	53.85	17.95	White	57.46	15.79
<b>All Permanent Medical Consultants</b>					
Asian	42.21	12.70			
Black	55.56	25.93			
Mixed	37.04	3.70			
Other	18.33	1.67			
White	54.23	23.88			

	% Likelihood of shortlist	% Likelihood of Offer		% Likelihood of shortlist	% Likelihood of Offer
<b>All Agenda for Change Roles</b>			<b>All Band 5 Registered Nursing</b>		
Asian	21.37	3.68	Asian	62.90	27.42
Black	20.29	2.91	Black	30.91	5.45
Mixed	20.25	3.55	Mixed	50.00	11.11
Other	34.29	12.57	Other	65.43	41.98
White	27.86	5.92	White	73.08	26.92
<b>All AfC roles at 8c and Above</b>			<b>All Band 6 Registered Nursing</b>		
Asian	18.75	3.13	Asian	62.50	17.86
Black	26.67	13.33	Black	37.04	3.70
Mixed	0.00	0.00	Mixed	62.50	25.00
Other	0.00	0.00	Other	74.58	27.12
White	34.21	5.26	White	68.92	20.27
<b>All Medical</b>			<b>All Band 7 Registered Nursing</b>		
Asian	14.17	2.03	Asian	45.45	9.09
Black	15.55	0.00	Black	52.00	4.00
Mixed	19.92	3.52	Mixed	45.45	18.18
Other	14.15	0.94	Other	40.00	15.00
White	25.87	15.77	White	63.64	19.19
<b>All Locum Medical Consultants<sup>51</sup></b>			<b>All Band 8a and Above Registered Nursing</b>		
Asian	37.17	15.04	Asian	30.77	0.00
Black	66.67	0.00	Black	50.00	16.67
Mixed	18.18	0.00	Mixed	100.00	0.00
Other	34.48	6.90	Other	100.00	50.00
White	69.47	21.05	White	66.67	23.81
<b>All Permanent Medical Consultants<sup>52</sup></b>					
Asian	37.17	15.04			
Black	68.75	0.00			
Mixed	47.83	0.00			
Other	34.48	6.90			
White	69.47	21.05			

<sup>51</sup> Similarity between Locum and Permanent Consultant data was queried with Kingston, but no response was received

<sup>52</sup> See above

	% Likelihood of shortlist	% Likelihood of Offer		% Likelihood of shortlist	% Likelihood of Offer
<b>All Agenda for Change Roles</b>			<b>All Band 5 Registered Nursing</b>		
Asian	18.20	2.58	Asian	35.43	7.09
Black	23.68	3.33	Black	35.22	4.65
Mixed	21.09	3.88	Mixed	23.81	1.59
Other	23.01	5.75	Other	36.63	10.89
White	25.42	5.91	White	41.86	7.64
<b>All AfC roles at 8c and Above</b>			<b>All Band 6 Registered Nursing</b>		
Asian	31.58	5.26	Asian	54.67	12.00
Black	21.57	1.96	Black	42.08	10.40
Mixed	15.38	0.00	Mixed	58.82	5.88
Other	16.67	0.00	Other	58.97	46.15
White	18.11	5.51	White	68.97	25.00
<b>All Medical</b>			<b>All Band 7 Registered Nursing</b>		
Asian	4.84	0.42	Asian	38.27	4.94
Black	6.84	1.52	Black	58.00	12.50
Mixed	7.75	0.60	Mixed	44.44	14.81
Other	5.67	0.36	Other	53.33	13.33
White	24.01	4.49	White	62.78	23.33
<b>All Locum Medical Consultants</b>			<b>All Band 8a and Above Registered Nursing</b>		
Asian	50.00	33.33	Asian	20.00	10.00
Black	0.00	0.00	Black	53.33	10.00
Mixed	0.00	0.00	Mixed	25.00	0.00
Other	0.00	0.00	Other	0.00	0.00
White	83.33	83.33	White	60.00	26.67
<b>All Permanent Medical Consultants</b>					
Asian	43.55	38.71			
Black	33.33	33.33			
Mixed	37.50	37.50			
Other	14.29	7.14			
White	47.27	40.00			

London North West

	% Likelihood of shortlist	% Likelihood of Offer		% Likelihood of shortlist	% Likelihood of Offer
<b>All Agenda for Change Roles</b>			<b>All Band 5 Registered Nursing</b>		
Asian	22.20	5.71	Asian	65.02	25.98
Black	20.77	4.26	Black	25.68	6.74
Mixed	17.55	4.17	Mixed	42.65	19.12
Other	25.55	8.22	Other	36.22	20.00
White	27.07	7.05	White	46.81	11.13
<b>All AfC roles at 8c and Above</b>			<b>All Band 6 Registered Nursing</b>		
Asian	12.21	1.53	Asian	43.82	13.92
Black	20.34	6.78	Black	51.04	14.52
Mixed	12.00	8.00	Mixed	34.78	10.87
Other	18.18	0.00	Other	61.54	24.62
White	26.81	10.14	White	60.61	20.20
<b>All Medical</b>			<b>All Band 7 Registered Nursing</b>		
Asian	8.91	2.85	Asian	43.21	11.09
Black	5.83	1.72	Black	51.96	12.75
Mixed	6.84	1.43	Mixed	33.33	9.52
Other	8.44	2.54	Other	50.82	19.67
White	16.75	5.96	White	60.26	16.67
<b>All Locum Medical Consultants</b>			<b>All Band 8a and Above Registered Nursing</b>		
Asian	46.15	13.85	Asian	46.15	12.09
Black	33.33	0.00	Black	54.24	18.64
Mixed	28.57	14.29	Mixed	69.23	38.46
Other	33.33	11.11	Other	46.67	13.33
White	43.75	22.92	White	56.06	19.70
<b>All Permanent Medical Consultants</b>					
Asian	43.37	15.66			
Black	18.18	18.18			
Mixed	16.67	8.33			
Other	38.89	16.67			
White	52.73	23.64			



	% Likelihood of shortlist	% Likelihood of Offer		% Likelihood of shortlist	% Likelihood of Offer
<b>All Agenda for Change Roles</b>			<b>All Band 5 Registered Nursing<sup>53</sup></b>		
Asian	75.74	1.48	Asian	44.44	5.56
Black	67.40	2.18	Black	60.78	5.88
Mixed	74.13	1.53	Mixed	33.33	0.00
Other	67.67	2.41	Other	50.00	5.56
White	74.21	1.47	White	45.45	4.55
<b>All AfC Roles at 8c and Above</b>			<b>All Band 6 Registered Nursing</b>		
Asian	78.66	0.00	Asian	40.43	0.00
Black	68.33	0.00	Black	31.03	1.72
Mixed	72.73	0.00	Mixed	43.75	0.00
Other	73.91	0.00	Other	30.77	7.69
White	66.45	0.66	White	23.33	5.00
<b>All Medical</b>			<b>All Band 7 Registered Nursing</b>		
Asian	65.56	2.13	Asian	40.82	4.08
Black	62.23	1.90	Black	46.53	0.00
Mixed	64.42	3.37	Mixed	33.33	0.00
Other	67.37	2.58	Other	38.46	0.00
White	54.88	3.69	White	20.63	4.76
<b>All Locum Consultants</b>			<b>All 8a and Above Registered Nursing</b>		
Asian	0.00	0.00	No data provided		
Black	0.00	0.00			
Mixed	0.00	0.00			
Other	100.00	0.00			
White	50.00	50.00			
<b>All Permanent Medical Consultants</b>					
Asian	50.00	5.88			
Black	25.00	0.00			
Mixed	33.33	16.67			
Other	65.22	0.00			
White	35.71	4.29			

<sup>53</sup> North Middlesex recruited 10 Band 5 Nurses in this time period when queried the explanation was that they had mainly concentrated on overseas and Newly Qualified Nurse recruitment which was not through the standard recruitment process.

	% Likelihood of shortlist	% Likelihood of Offer		% Likelihood of shortlist	% Likelihood of Offer
<b>All Agenda for Change Roles</b>			<b>All Band 5 Registered Nursing</b>		
Asian	28.88	7.66	Asian	56.25	17.38
Black	28.15	6.89	Black	27.56	7.17
Mixed	25.58	7.78	Mixed	50.58	20.35
Other	30.42	9.55	Other	30.56	9.13
White	36.97	13.61	White	62.35	19.14
<b>All AfC roles at 8c and Above</b>			<b>All Band 6 Registered Nursing</b>		
Asian	22.97	4.05	Asian	49.88	17.59
Black	24.00	4.00	Black	52.91	16.07
Mixed	12.00	4.00	Mixed	48.84	19.77
Other	20.00	0.00	Other	56.12	19.39
White	35.61	17.42	White	63.71	29.48
<b>All Medical</b>			<b>All Band 7 Registered Nursing</b>		
Asian	10.11	4.10	Asian	53.63	16.76
Black	7.77	2.72	Black	53.97	15.08
Mixed	12.35	4.20	Mixed	42.42	15.15
Other	11.21	4.40	Other	53.03	25.76
White	33.51	18.06	White	68.50	35.16
<b>All Locum Medical Consultants</b>			<b>All Band 8a and above Registered Nursing</b>		
Asian	50.00	22.86	Asian	50.00	21.05
Black	25.00	25.00	Black	56.52	15.22
Mixed	60.00	40.00	Mixed	45.45	36.36
Other	37.14	28.57	Other	38.46	0.00
White	52.34	35.51	White	65.66	34.34
<b>All Permanent Medical Consultants</b>					
Asian	61.84	25.00			
Black	0.00	0.00			
Mixed	45.45	0.00			
Other	44.00	20.00			
White	67.90	44.44			

	% Likelihood of shortlist	% Likelihood of Offer		% Likelihood of shortlist	% Likelihood of Offer
<b>All AfC Roles</b>			<b>All Registered Nursing Roles at Band 5</b>		
Asian	21.34	2.71	Asian	46.97	7.95
Black	22.56	2.49	Black	26.75	4.76
Mixed	23.00	3.20	Mixed	32.35	10.29
Other	23.21	3.51	Other	25.25	3.03
White	31.15	6.15	White	72.89	21.11
<b>All AfC Roles at 8c and above</b>			<b>All Registered Nursing Roles at Band 6</b>		
Asian	9.55	0.00	Asian	43.36	10.18
Black	15.05	2.15	Black	52.63	13.16
Mixed	0.00	0.00	Mixed	53.85	7.69
Other	8.70	0.00	Other	65.85	19.51
White	25.65	5.95	White	64.66	25.21
<b>All Medical Roles</b>			<b>All Registered Nursing Roles at Band 7</b>		
Asian	8.66	0.48	Asian	43.68	11.49
Black	5.28	0.41	Black	38.20	6.74
Mixed	5.83	1.29	Mixed	53.33	13.33
Other	8.07	0.21	Other	56.25	6.25
White	35.31	5.43	White	53.80	21.52
<b>All Locum Medical Consultant Roles</b>			<b>All Registered Nursing Roles at Band 8a and above</b>		
Asian	0.00	0.00	Asian	43.48	8.70
Black	0.00	0.00	Black	32.26	9.68
Mixed	0.00	0.00	Mixed	60.00	0.00
Other	50.00	0.00	Other	0.00	0.00
White	42.86	0.00	White	61.43	21.43
<b>All Permanent Medical Consultant Roles</b>					
Asian	58.33	2.78			
Black	75.00	0.00			
Mixed	33.33	0.00			
Other	28.57	0.00			
White	55.26	10.53			

UCLH provided five months of data only. A request for a full 12 months of data was successful but UCLH then decided they would only provide this data redacted which meant the data could not be analysed<sup>54</sup>. The below table is, therefore, based on the original six months of data for the period April 2020 to August 2020.

	% Likelihood of shortlist	% Likelihood of Offer			% Likelihood of shortlist	% Likelihood of Offer
<b>All AfC Roles</b>				<b>All Registered Nursing Roles at Band 5</b>		
Asian	11.93	3.53		Asian	31.82	11.65
Black	12.82	3.22		Black	11.82	4.19
Mixed	11.43	3.64		Mixed	18.92	8.11
Other	8.11	2.87		Other	13.04	5.43
White	15.59	7.28		White	31.58	15.24
<b>All AfC Roles at 8c and above</b>				<b>All Registered Nursing Roles at Band 6</b>		
Asian	24.39	0.00		Asian	32.79	14.63
Black	25.00	25.00		Black	38.50	10.70
Mixed	27.27	9.09		Mixed	46.67	13.33
Other	20.00	0.00		Other	28.85	11.54
White	14.78	12.17		White	40.71	21.24
<b>All Medical Roles</b>				<b>All Registered Nursing Roles at Band 7</b>		
Asian	7.11	2.71		Asian	25.00	10.29
Black	3.75	1.50		Black	31.40	13.95
Mixed	6.12	3.85		Mixed	35.00	5.00
Other	4.68	2.23		Other	10.00	5.00
White	22.32	14.32		White	36.19	16.34
<b>Merged Permanent &amp; Locum Medical Consultant Roles<sup>55</sup></b>				<b>All Registered Nursing Roles at Band 8a and above</b>		
Asian	20.00	16.00		Asian	37.50	25.00
Black	12.50	0.00		Black	52.94	29.41
Mixed	20.00	20.00		Mixed	55.56	33.33
Other	5.56	5.56		Other	20.00	20.00
White	43.94	43.94		White	35.59	28.81

<sup>54</sup> A subsequent Internal Review of the FOI request concluded that the full data should be released, but the UCLH HR Team refused to do so.

<sup>55</sup> UCLH were unable to split Locum and Permanent Consultant data. As a result, this could not be included in All London Averages and is provided here as additional information.

## Whittington

	% Likelihood of shortlist	% Likelihood of Offer		% Likelihood of shortlist	% Likelihood of Offer
<b>All Agenda for Change Roles</b>			<b>All Band 5 Registered Nursing</b>		
Asian	21.22	2.00	Asian	38.78	4.08
Black	26.38	2.78	Black	93.33	7.41
Mixed	25.66	2.76	Mixed	58.33	7.14
Other	30.24	3.47	Other	55.77	3.85
White	31.50	4.63	White	67.29	8.41
<b>All AfC Roles at 8c and above</b>			<b>All Band 6 Registered Nursing</b>		
Asian	28.57	3.01	Asian	70.00	14.00
Black	42.34	8.11	Black	70.37	17.04
Mixed	35.16	5.49	Mixed	58.82	5.88
Other	32.00	4.00	Other	54.55	9.09
White	50.42	9.75	White	71.43	18.10
<b>All Medical</b>			<b>All Band 7 Registered Nursing</b>		
Asian	7.20	1.17	Asian	41.03	5.13
Black	3.33	0.22	Black	45.24	7.14
Mixed	8.40	0.42	Mixed	28.57	7.14
Other	9.98	0.89	Other	33.33	12.50
White	33.33	6.78	White	59.22	14.56
<b>All Locum Medical Consultants</b>			<b>All Band 8a and above Registered Nursing</b>		
Asian	58.33	25.00	Asian	47.37	2.63
Black	50.00	50.00	Black	53.57	7.14
Mixed	100.00	0.00	Mixed	55.56	0.00
Other	100.00	50.00	Other	100.00	0.00
White	70.00	40.00	White	67.27	16.36
<b>All Permanent Medical Consultants</b>					
Asian	29.41	5.88			
Black	0.00	20.00			
Mixed	50.00	0.00			
Other	23.53	0.00			
White	64.15	9.43			