

Percentage Likelihood of Offer from Application by Trust (1/4/20 - 31/3/21)

	Barking, Havering & Redbridge ****	Barts Health	Chelsea & Westminster	Croydon* **	Epsom & St Helier	Guy's & St Thomas'	Hillingdon	Homerton	Imperial	Kings	Kingston	Lewisham & Greenwich	London North West	North Middlesex **	Royal Free	St George's	UCLH **	Whittington	Average % Likelihood of Offer from Application *****	Offer Ratio ***
<b>All Agenda for Change Roles</b>																				
Asian	2.84	1.98	1.31	2.37	3.66	2.09	4.18	6.97	1.77	2.48	3.68	2.58	5.71	1.48	7.66	2.71	3.53	2.00	3.33	1.91
Black	5.21	2.18	1.50	4.48	3.81	3.42	5.03	5.33	1.74	1.79	2.91	3.33	4.26	2.18	6.89	2.49	3.22	2.78	3.42	1.86
Mixed	4.94	2.19	1.93	2.72	4.78	3.89	6.67	6.73	1.68	2.33	3.55	3.88	4.17	1.53	7.78	3.20	3.64	2.76	3.86	1.64
Other	4.96	1.70	2.00	3.18	4.61	4.30	6.54	3.73	2.17	3.21	12.57	5.75	8.22	2.41	9.55	3.51	2.87	3.47	4.80	1.32
White	6.21	5.66	3.76	5.50	6.87	5.78	10.20	9.35	3.90	4.20	5.92	5.91	7.05	1.47	13.61	6.15	7.28	4.63	6.35	1.00
<b>All AFC roles at 8c and Above</b>																				
Asian	5.05	0.84	0.00	2.75	5.00	2.58	10.00	8.33	0.00	0.36	3.13	5.26	1.53	0.66	4.05	0.00	0.00	3.01	2.93	2.56
Black	1.49	2.50	0.00	5.05	4.35	6.80	0.00	2.78	1.85	1.16	13.33	1.96	6.78	0.00	4.00	2.15	25.00	8.11	4.84	1.55
Mixed	0.00	4.44	0.00	4.20	0.00	10.10	0.00	0.00	6.67	0.00	0.00	0.00	8.00	0.00	4.00	0.00	9.09	5.49	2.81	2.66
Other	0.00	0.00	0.00	0.00	0.00	4.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00	0.49	15.33
White	12.12	3.95	5.13	8.05	9.03	5.52	11.11	0.00	8.07	6.14	5.26	5.51	10.14	0.00	17.42	5.95	12.17	9.75	7.49	1.00
<b>All Band 5 Registered Nursing</b>																				
Asian	9.57	7.05	6.25	10.53	10.85	8.25	6.45	21.74	4.19	10.11	27.42	7.09	25.98	5.56	17.38	7.95	11.65	4.08	11.27	1.23
Black	12.81	4.29	5.04	6.29	5.84	6.91	1.15	11.90	2.69	3.36	5.45	4.65	6.74	5.88	7.17	4.76	4.19	7.41	5.90	2.35
Mixed	8.70	7.07	10.71	3.90	11.90	10.31	5.36	26.92	2.36	7.98	11.11	1.59	19.12	0.00	20.35	10.29	8.11	7.14	9.94	1.39
Other	6.90	5.89	0.00	2.40	5.06	10.22	0.00	3.57	2.75	7.35	41.98	10.89	20.00	5.56	9.13	3.03	5.43	3.85	8.33	1.66
White	14.86	10.43	9.60	11.82	20.08	13.74	13.33	21.77	7.92	9.83	26.92	7.64	11.13	4.55	19.14	21.11	15.24	8.41	13.87	1.00
<b>All Band 6 Registered Nursing</b>																				
Asian	8.46	14.51	5.05	9.85	21.17	10.92	11.11	21.05	6.12	11.18	17.86	12.00	13.92	0.00	17.59	10.18	14.63	14.00	12.34	1.73
Black	8.82	8.64	4.10	14.02	12.04	8.78	19.51	13.14	7.34	8.21	3.70	10.40	14.52	1.72	16.07	13.16	10.70	17.04	10.46	2.04
Mixed	15.79	10.23	0.00	0.00	8.00	10.68	50.00	17.39	9.52	3.88	25.00	5.88	10.67	0.00	19.77	7.69	13.33	5.88	12.58	1.70
Other	29.03	20.29	3.70	8.00	14.29	10.29	25.00	15.38	6.98	13.89	27.12	46.15	24.62	7.69	19.39	19.51	11.54	9.09	17.88	1.20
White	23.89	17.67	8.25	23.29	17.79	23.09	47.06	23.65	15.42	22.11	20.27	25.00	20.20	5.00	29.48	25.21	21.24	18.10	21.38	1.00
<b>All Band 7 Registered Nursing</b>																				
Asian	3.13	5.77	1.30	9.21	10.64	3.97	10.20	17.39	2.35	8.44	9.09	4.94	11.09	4.08	16.76	11.49	10.29	5.13	8.00	2.45
Black	12.69	8.01	3.64	7.85	13.98	7.34	11.54	15.09	5.04	7.29	4.00	12.50	12.75	0.00	15.08	6.74	13.95	7.14	9.22	2.13
Mixed	8.33	7.14	0.00	12.00	11.11	2.50	0.00	25.00	6.06	22.73	18.18	14.81	9.52	0.00	15.15	13.33	5.00	7.14	9.77	2.01
Other	15.38	6.67	0.00	5.30	38.46	3.41	18.18	0.00	10.00	11.69	15.00	13.33	19.67	0.00	25.76	6.25	5.00	12.50	11.84	1.66
White	17.58	13.90	10.74	16.54	26.16	12.87	32.43	34.21	13.45	20.76	19.19	23.33	16.67	4.76	35.16	21.52	16.34	14.56	19.63	1.00
<b>All Band 8a and Above Registered Nursing</b>																				
Asian	10.71	8.26	2.44	3.70	0.00	4.40	0.00	12.50	1.20	4.48	0.00	10.00	12.09		21.05	8.70	25.00	2.63	7.72	2.49
Black	9.09	10.00	3.57	8.70	17.19	7.84	0.00	8.77	5.77	7.27	16.67	10.00	18.64		15.22	9.68	29.41	7.14	11.02	1.75
Mixed	15.38	13.64	0.00	7.10	10.00	0.00	25.00	33.33	0.00	5.88	0.00	0.00	38.46		36.36	0.00	33.33	0.00	13.21	1.46
Other	25.00	4.00	7.69	0.00	0.00	5.71	0.00	0.00	5.88	12.50	50.00	0.00	13.33		0.00	0.00	20.00	0.00	9.01	2.13
White	20.00	9.20	5.80	8.33	15.38	13.98	35.71	8.77	11.88	15.79	23.81	26.67	19.70		34.34	21.43	28.81	16.36	19.23	1.00
<b>All Medical</b>																				
Asian		0.91	1.07	0.34	1.86	2.05	1.36	0.95	1.22	1.22	2.03	0.42	2.85	2.13	4.10	0.48	2.71	1.17	1.66	4.73
Black		0.38	0.54	0.20	1.83	1.40	0.33	0.56	1.28	1.14	0.00	1.52	1.72	1.90	2.72	0.41	1.50	0.22	1.09	7.19
Mixed		1.32	0.92	0.40	1.67	1.50	0.48	0.98	1.97	0.99	3.52	0.60	1.43	3.37	4.20	1.29	3.85	0.42	1.78	4.40
Other		0.54	1.42	0.30	4.58	2.35	1.17	0.65	1.15	0.74	0.94	0.36	2.54	2.58	4.40	0.21	2.23	0.89	1.67	4.69
White		5.83	5.94	5.53	6.34	11.07	3.67	6.98	5.43	5.62	15.77	4.49	5.96	3.69	18.06	5.43	14.32	6.78	7.84	1.00
<b>All Locum Medical Consultants</b>																				
Asian		8.62	11.11		11.11	5.26	100.00	22.73	9.52	20.83	15.04	33.33	13.85	50.00	22.86	0.00		25.00	23.28	1.08
Black		0.00	50.00		0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00		50.00	11.67	2.16
Mixed		0.00	0.00		0.00	25.00	0.00	0.00	0.00	33.33	0.00	0.00	14.29	0.00	40.00	0.00		0.00	7.51	3.36
Other		0.00	0.00		0.00	9.09	0.00	20.00	0.00	0.00	6.90	0.00	11.11	0.00	28.57	0.00		50.00	8.38	2.78
White		9.72	7.69		10.00	0.00	100.00	14.29	15.38	17.95	21.05	83.33	22.92	0.00	35.51	0.00		40.00	25.19	1.00
<b>All Permanent Medical Consultants</b>																				
Asian		11.20	5.95		14.77	18.10	20.45	8.51	9.77	12.70	15.04	38.71	15.66	5.88	25.00	2.78		5.88	14.03	1.57
Black		10.71	25.00		28.57	16.67	0.00	16.67	8.33	25.93	0.00	33.33	18.18	0.00	0.00	0.00		20.00	13.56	1.62
Mixed		31.25	4.76		5.88	12.00	0.00	10.00	33.33	3.70	0.00	37.50	8.33	16.67	0.00	0.00		0.00	10.90	2.02
Other		13.11	10.81		7.41	18.97	5.26	14.29	7.50	1.67	6.90	7.14	16.67	0.00	20.00	0.00		0.00	8.65	2.55
White		22.96	27.94		28.99	16.23	13.04	27.03	16.99	23.88	21.05	40.00	23.64	4.29	44.44	10.53		9.43	22.03	1.00

\* Not included in Cross-London figures (data redacted and provided too late for inclusion)

\*\* Some fields blank as data was not provided

\*\*\* How many times more likely is a white candidate to be appointed compared with a BAME candidate. 0.00 = no candidates of that ethnicity offered

\*\*\*\* Medical figures not included in cross-London averages data (see individual sheet in Report Appendix for explanation)

\*\*\*\*\* Average of all Trust percentages