

**Compliance Team – Health Records**

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## FOI REQUEST NUMBER 83 2015

**Request:**

I am writing to request information under the Freedom of Information Act 2000.

I am interested in broadly grouped data for “Black”, “Asian” and “White” based on broad groupings of the categories used in the Electronic Staff Records (ESR). An example of how this can be done can be seen in this table from the HSCIC - <http://www.hscic.gov.uk/catalogue/PUB13951/nhs-work-stat-oct-2013-equal-div.xls> Please also include figures for “Total Headcount” of staff and any other ethnic groups under “Other” for completeness.

Please can you provide the following data for the period 2010-2015 (or as far back as possible in the range) by these broad ethnic groups:

The number and percentage of staff by broad ethnic category for the following:

- Each Agenda for Change pay band
- Each Doctors and Dentists bands
- Very Senior Managers

The following data on the recruitment process in your trust outlining the numbers and percentage people by broad ethnic category for the following:

- Number of applicants
- Numbers of shortlisted candidates
- Numbers selected to take up jobs

I would like to receive the information in excel format if possible.

**Response:**

Thank you for your recent request under the Freedom of Information Act.

Please see the below information and the attached excel spread sheet. (Please request this by contacting the Trust [foi@nsft.nhs.uk](mailto:foi@nsft.nhs.uk))

Description	Applications	%	Shortlisted	%	Appointed	%
WHITE - British	8,516	72.00 %	2894	75.60 %	656	79.40 %
WHITE - Irish	162	1.40%	53	1.40%	9	1.10%

WHITE - Any other white background	1,099	9.30%	217	5.70%	34	4.10%
ASIAN or ASIAN BRITISH - Indian	369	3.10%	74	1.90%	5	0.60%
ASIAN or ASIAN BRITISH - Pakistani	103	0.90%	20	0.50%	2	0.20%
ASIAN or ASIAN BRITISH - Bangladeshi	26	0.20%	3	0.10%	0	0.00%
ASIAN or ASIAN BRITISH - Any other Asian background	148	1.30%	42	1.10%	7	0.80%
MIXED - White & Black Caribbean	60	0.50%	20	0.50%	5	0.60%
MIXED - White & Black African	38	0.30%	8	0.20%	3	0.40%
MIXED - White & Asian	58	0.50%	16	0.40%	0	0.00%
MIXED - any other mixed background	88	0.70%	24	0.60%	6	0.70%
BLACK or BLACK BRITISH - Caribbean	91	0.80%	25	0.70%	5	0.60%
BLACK or BLACK BRITISH - African	595	5.00%	247	6.50%	32	3.90%
BLACK or BLACK BRITISH - Any other black background	36	0.30%	11	0.30%	0	0.00%
OTHER ETHNIC GROUP - Chinese	63	0.50%	7	0.20%	2	0.20%
OTHER ETHNIC GROUP - Any other ethnic group	125	1.10%	45	1.20%	8	1.00%
Undisclosed	256	2.20%	122	3.20%	52	6.30%
<b>Total</b>	<b>11,833</b>	<b>100.0 0%</b>	<b>3828</b>	<b>100.0 0%</b>	<b>826</b>	<b>100.0 0%</b>

The Trust provides a complaints procedure to deal with complaints about the Trust's handling of requests for information. If you feel you need to make a complaint, in the first instance, you should contact a Non-Executive Director via the Chair of the Trust. If you feel you have exhausted our internal complaints procedure, you also have the right and may feel you wish to write to the Information Commissioner who can be contacted on telephone number 01625 545740 or at [www.ico.gov.uk](http://www.ico.gov.uk).