

# Meeting the general equality duty

## Title: recruitment

### Which of the three aims is this information relevant to?

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

Advance equality of opportunity between people who share a protected characteristic and those who do not.

Foster good relations between people who share a protected characteristic and those who do not.

### How does this information help us to show we are paying due regard to advancing equality?

By looking at our demographic profile we would be able to compare our recruitment figures from applicants with protected characteristics to those that do not. If any of our figures seem disproportionate then action can be taken to identify and address any possible inequalities or patterns of discrimination.

### Any other comments / actions

For ethnicity in recruitment, our information demonstrates that there is fair representation at the application, shortlist and new starter stages.

## Recruitment

The Trust seeks to attract and appoint the best candidates for employment through a fair recruitment and selection process.

The Trust believes that everyone should be given a fair chance in securing employment and this is reflected in the way that we recruit and would seek to challenge unlawful discrimination.

In a survey undertaken in January 2012 and open to all staff, the number of respondents was over 200, responses were anonymous and responses were on a voluntary basis. **90 per cent** stated they either agree or strongly agree with the following statement:

'Recruitment and selection processes are fair, inclusive and transparent, so that the workforce becomes as diverse as it can be within all occupations and grades'.

We intend to publish our recruitment figures annually in order to review how protected characteristic groups fare within our processes. This will help us identify any negative patterns or trends which may be detected for particular groups of people. We can then decide what appropriate action is needed to rectify any possible inequalities.

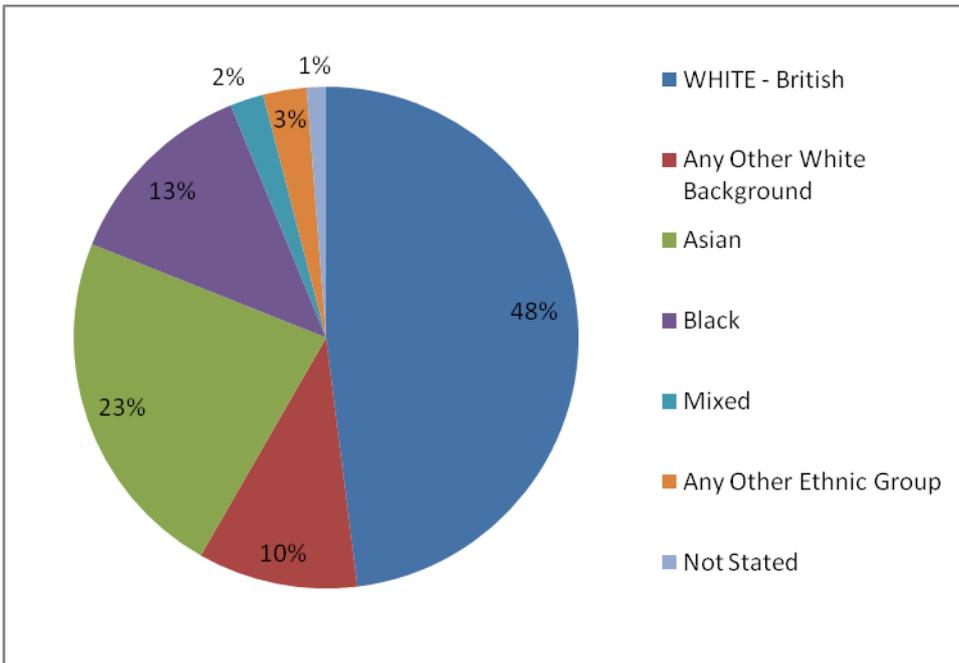
The figures below are from January 2011 to December 2011.

In this period a total number of 17,819 applications were received in the Trust.

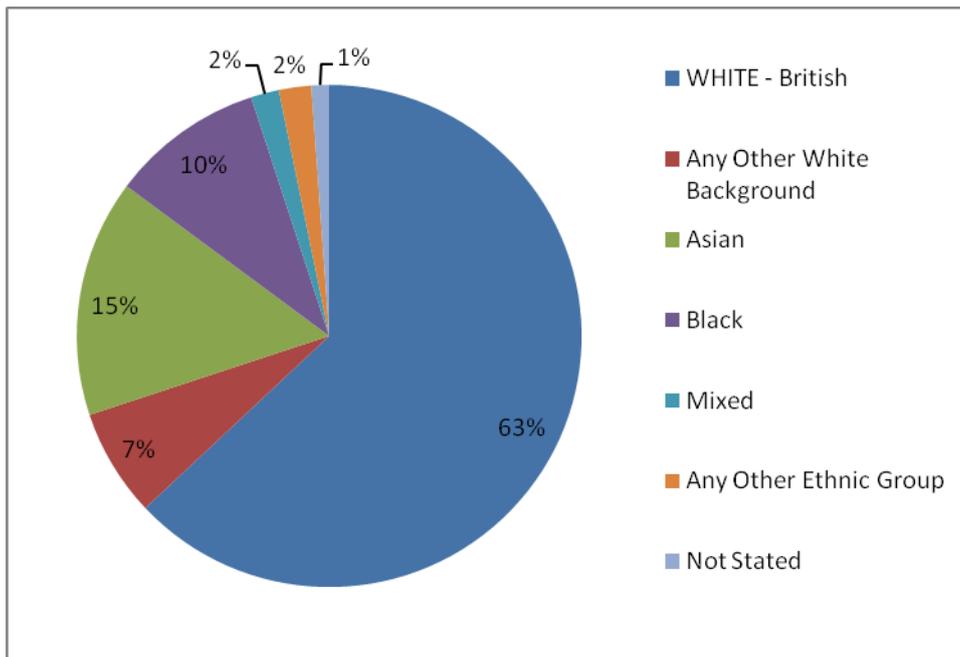
Of these 17,819 applications and during this same period, a total of 486 appointments were made.

The following graphs demonstrate that in terms of ethnicity in recruitment, there is a fair representation of black and minority ethnic groups at both application, shortlist and new starter stages.

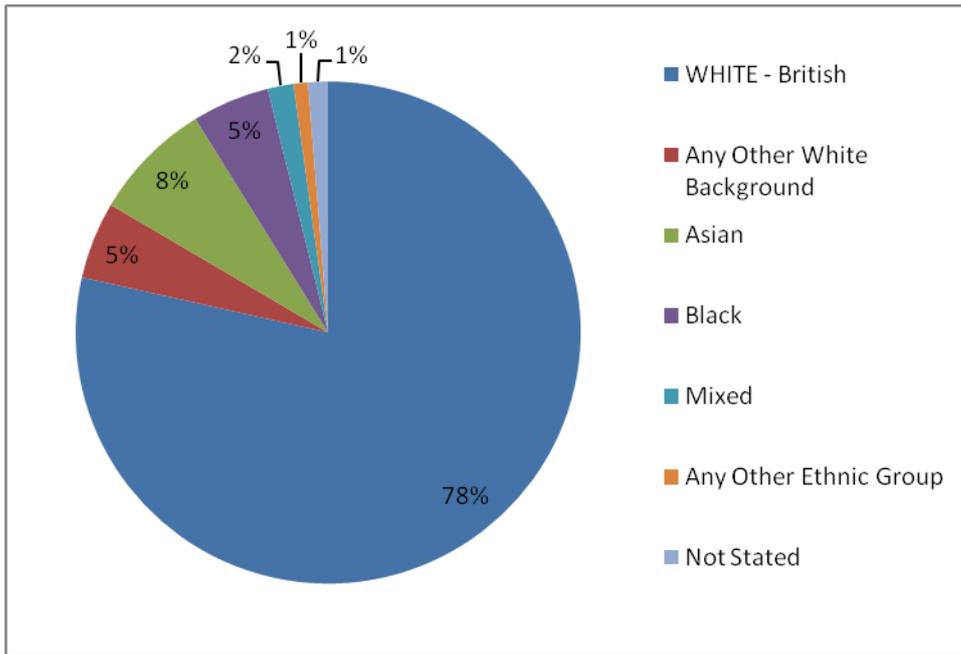
### Applications received by ethnicity



### Applications shortlisted by ethnicity

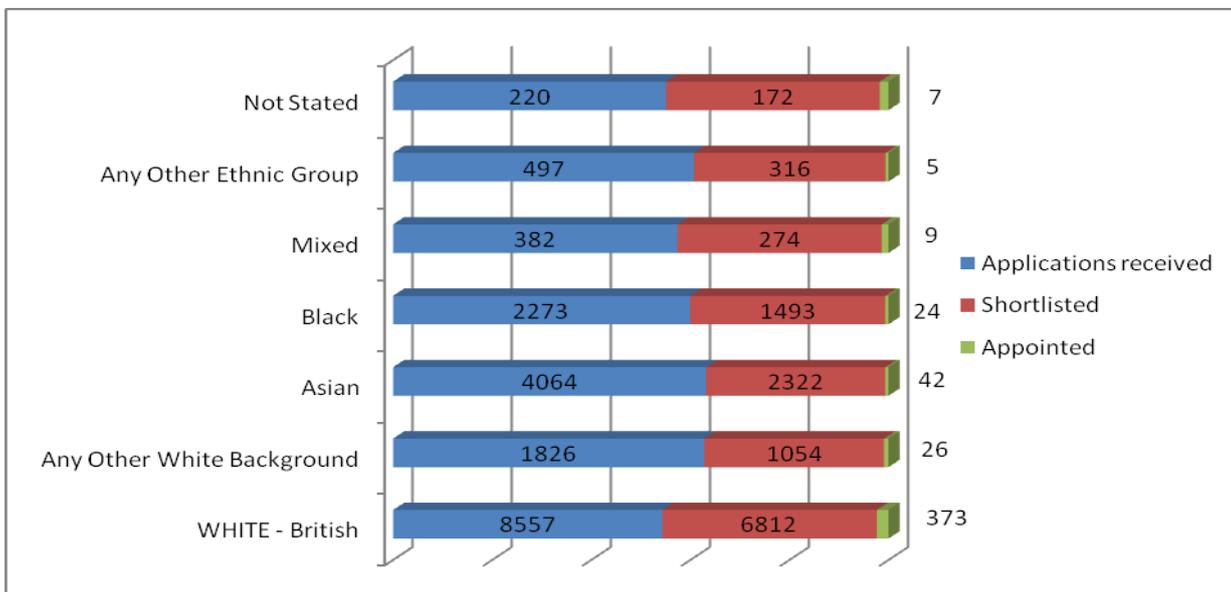


## New starters by ethnicity



## Recruitment figures by detailed ethnic groups Jan 2011 – Dec 2011

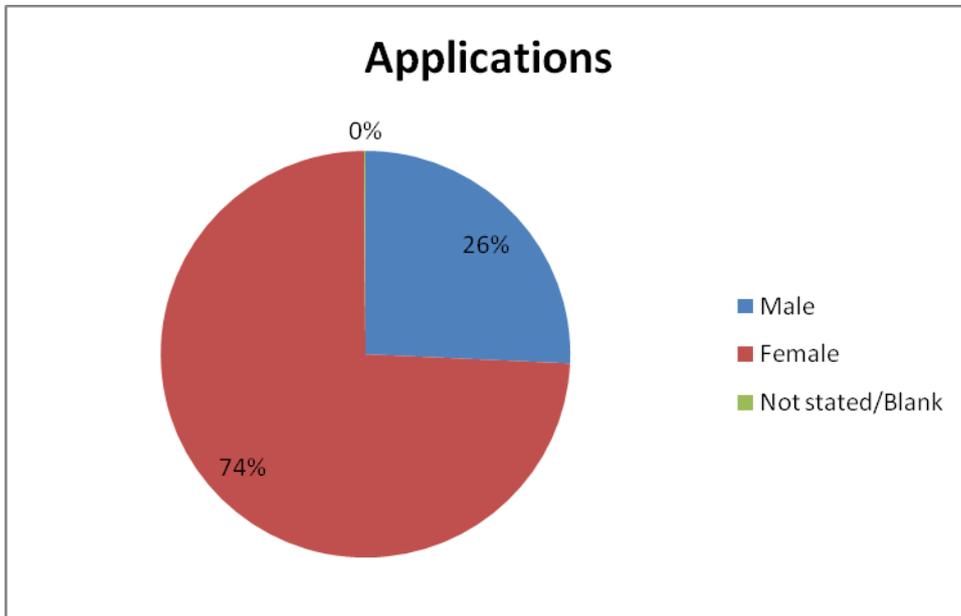
The chart below illustrates fair representation of all groups through all stages of our recruitment process.



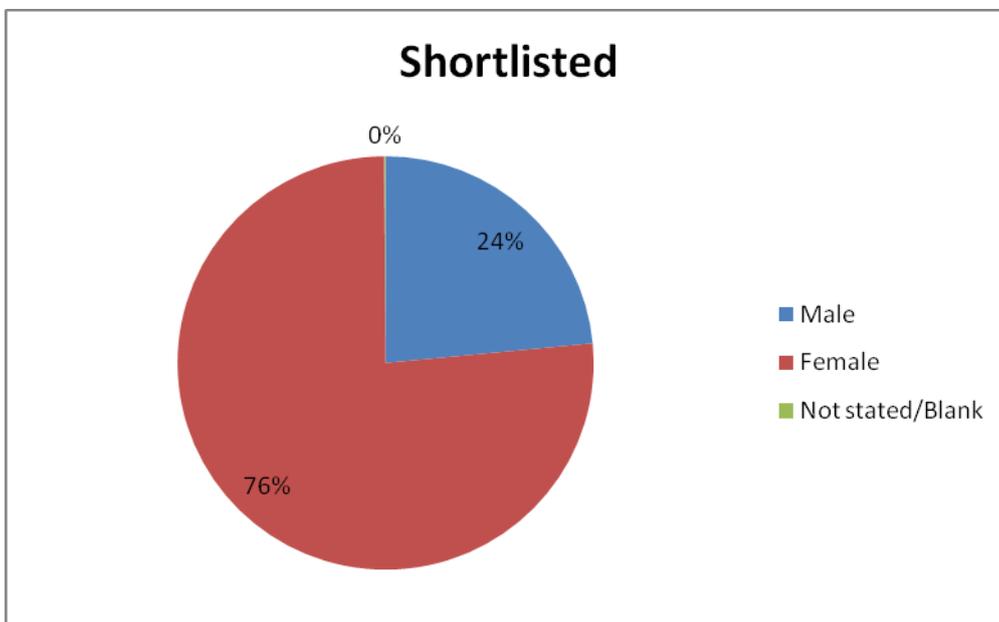
## Recruitment by gender Jan 2011 – Dec 2011

The following sequence of charts illustrate that more women than men apply for roles in the NHS. This is consistent nationally with recruitment in the NHS. In relation to the amount of applications by men and women, it seems proportionate at shortlist stage, however this does decrease at new starter stage. This information should not be interpreted in isolation and should be reviewed with the gender and other related workforce profile information.

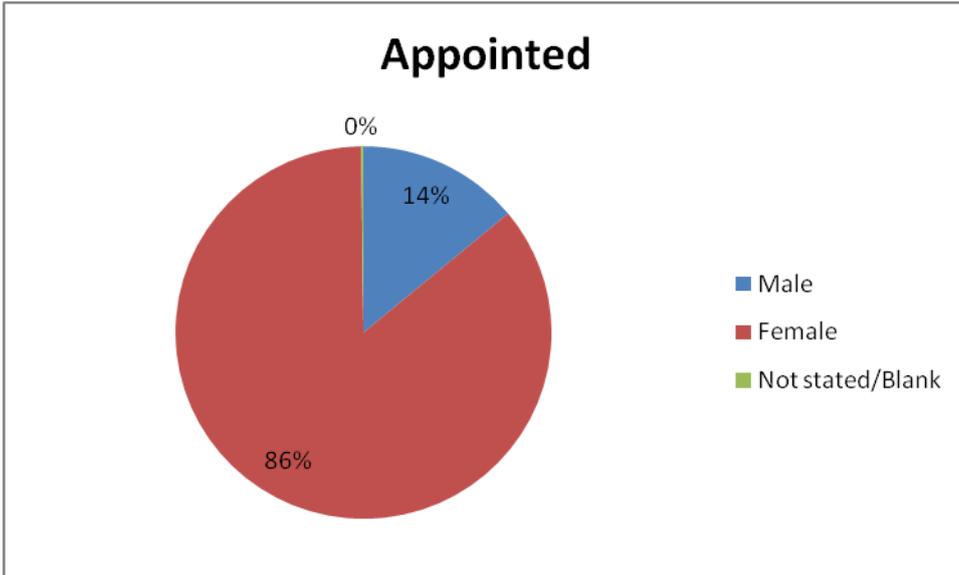
### Applications by gender



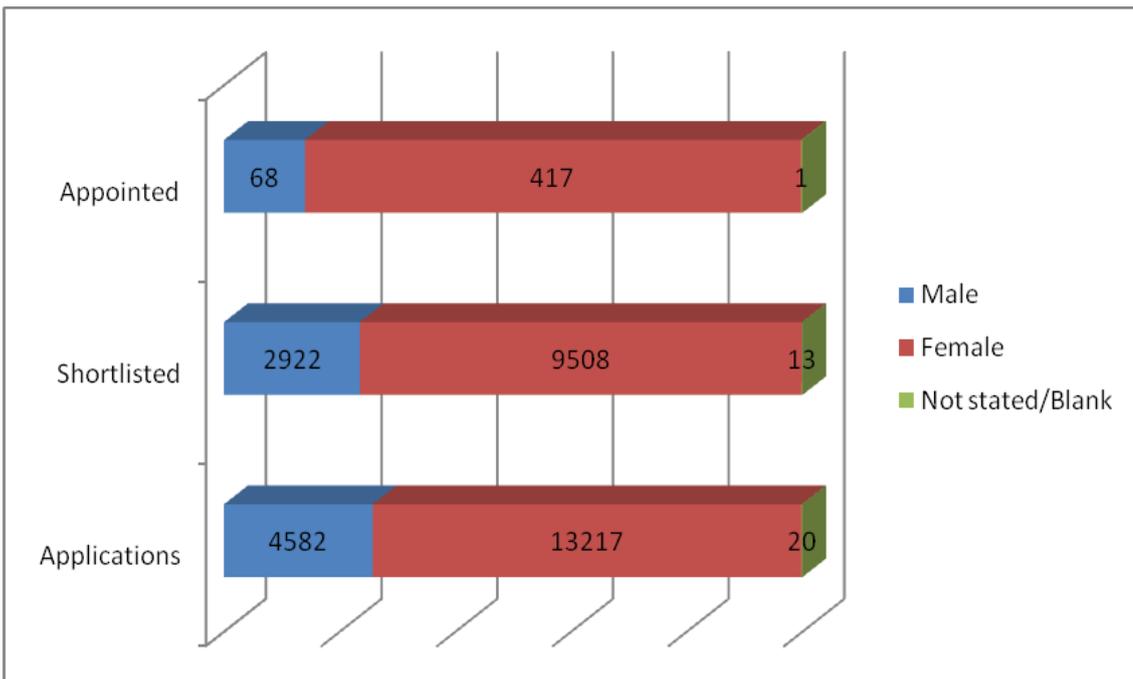
### Shortlisted by gender



### New starters by gender



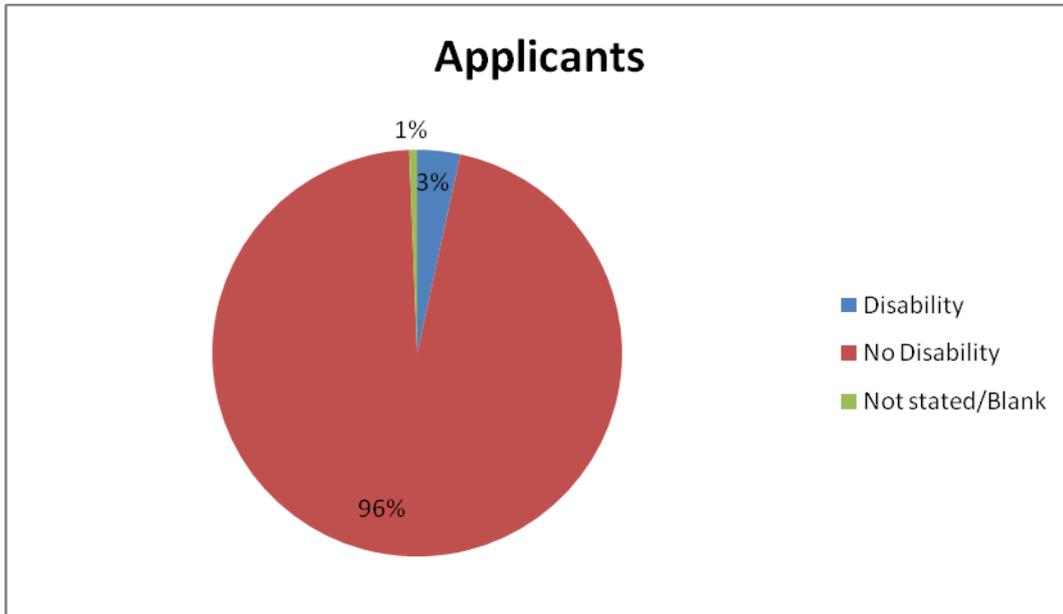
### Overall recruitment by gender Jan 2011 – Dec 2011



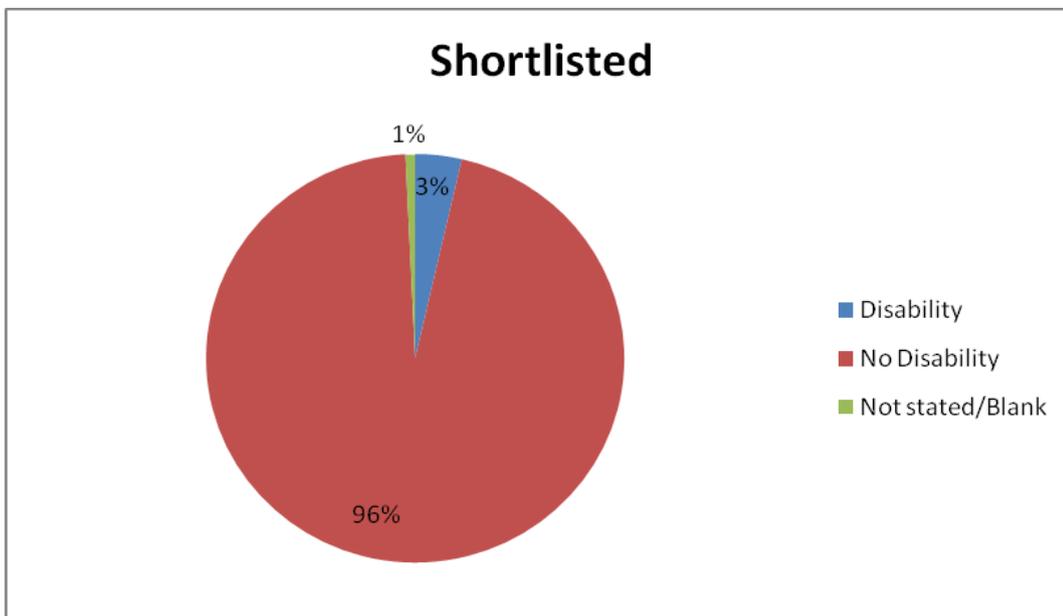
## Recruitment by disability Jan 2011 – Dec 2011

Based on the figures shown below, there is fair representation of shortlisted candidates from applicants that have a disability. The graph demonstrates 13 of those shortlisted were successfully appointed. This appears proportionate to the number of applications as displayed in the pie charts. However, work is ongoing to attract more applicants with a disability in line with our commitment under the 'Positive about Disabled People' two tick symbol. We are committed to delivering positive progress in our work to maintain the two tick symbol.

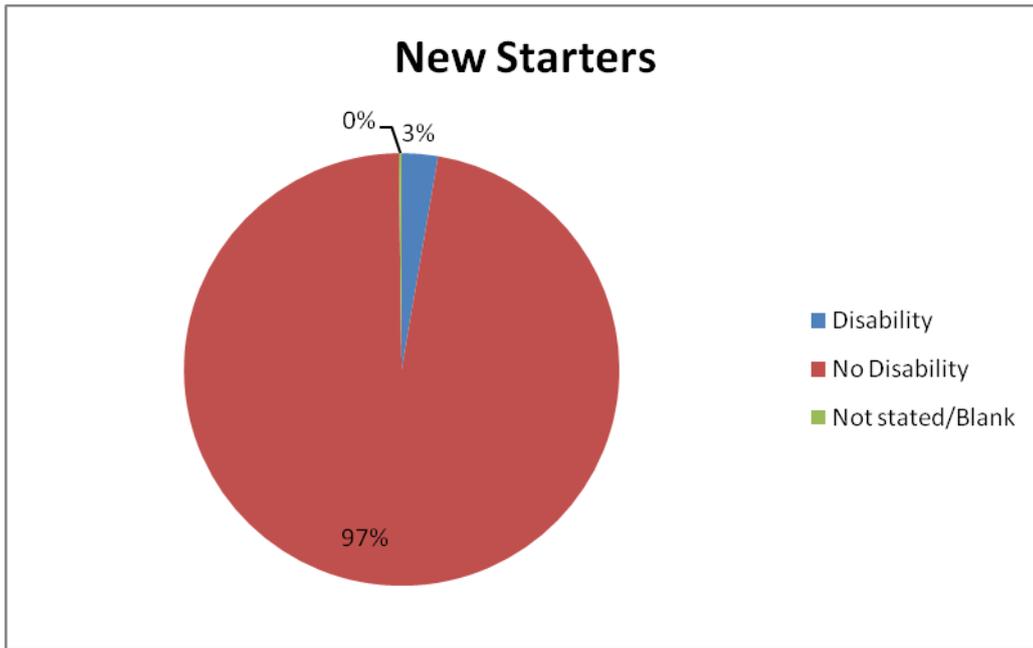
### Applicants by disability



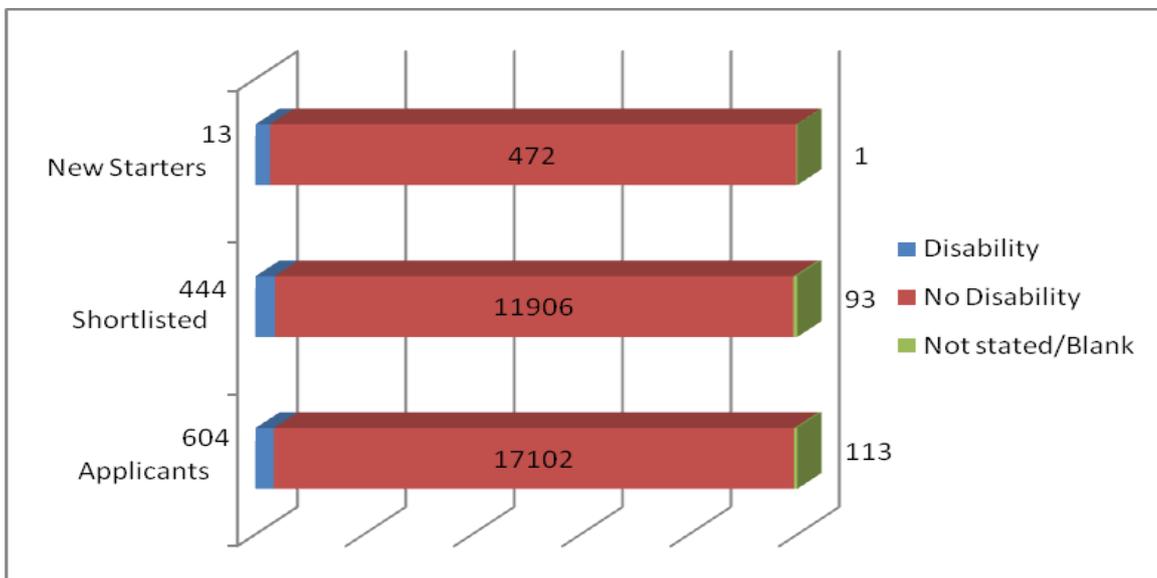
### Shortlists by disability



### New starters by disability



### Overall recruitment chart by disability Jan 2011 – Dec 2011

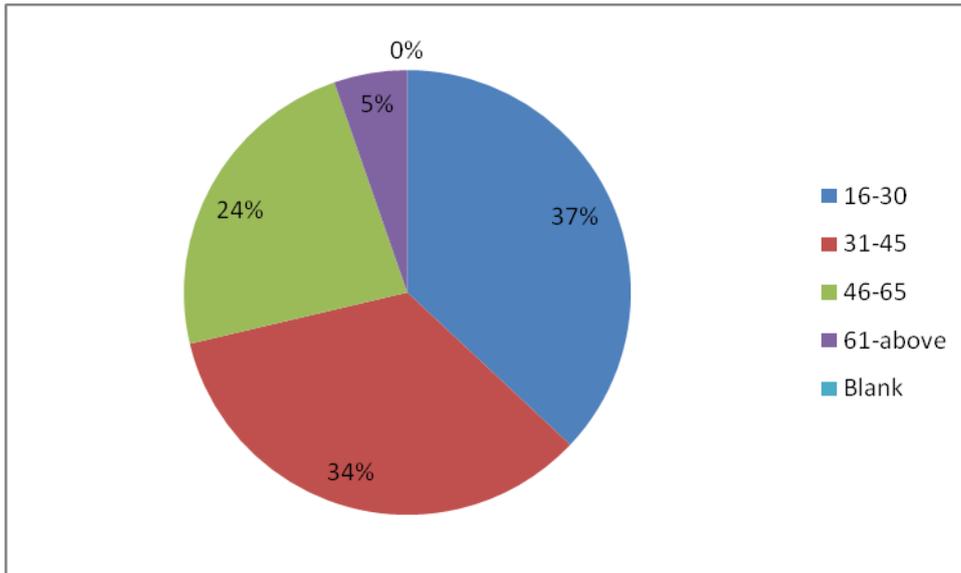


## Leavers

During the period of the year April 2010 – March 2011, 795 members of staff left the Trust.

### Leavers by age group April 2010 – March 2011

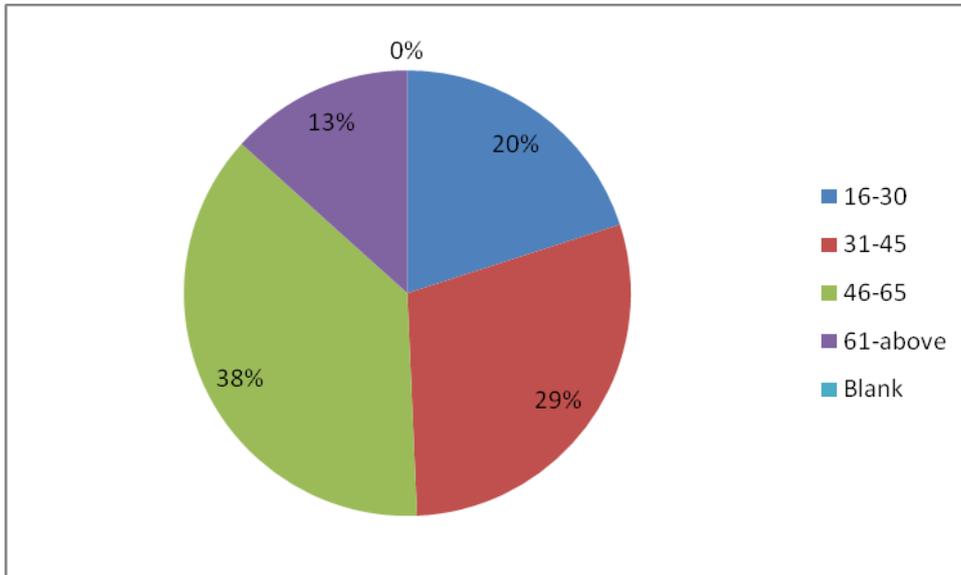
The smallest percentage of leavers came from the 61 and above age group. This may illustrate that staff in this age group are more settled in their roles/community. Overall the three other age groups do not show significant differences. The chart shows the largest amount of leavers from the 16 – 30 age group, which may be explained by a number of part-time support roles which attract members of a more transient population such as students, young single adults, etc.



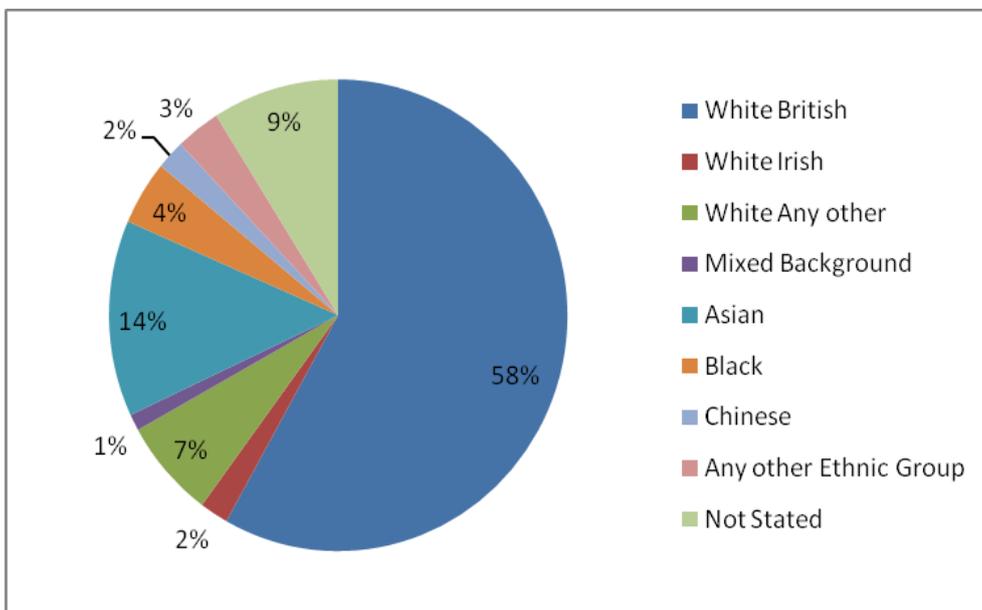
### Leavers by age group April 2011 – December 2011

From April 2011 to Dec 2011, 657 members of staff left the Trust.

From April 2011, the largest leavers age group is 46 – 65 at 38 per cent rather than the 16 – 30 age group the year before. In this age group there has been a 14 per cent increase from 24 per cent to 38 per cent. This rise is explained by the introduction of a new retirement scheme.



### Leavers by ethnicity April 2010 – March 2011

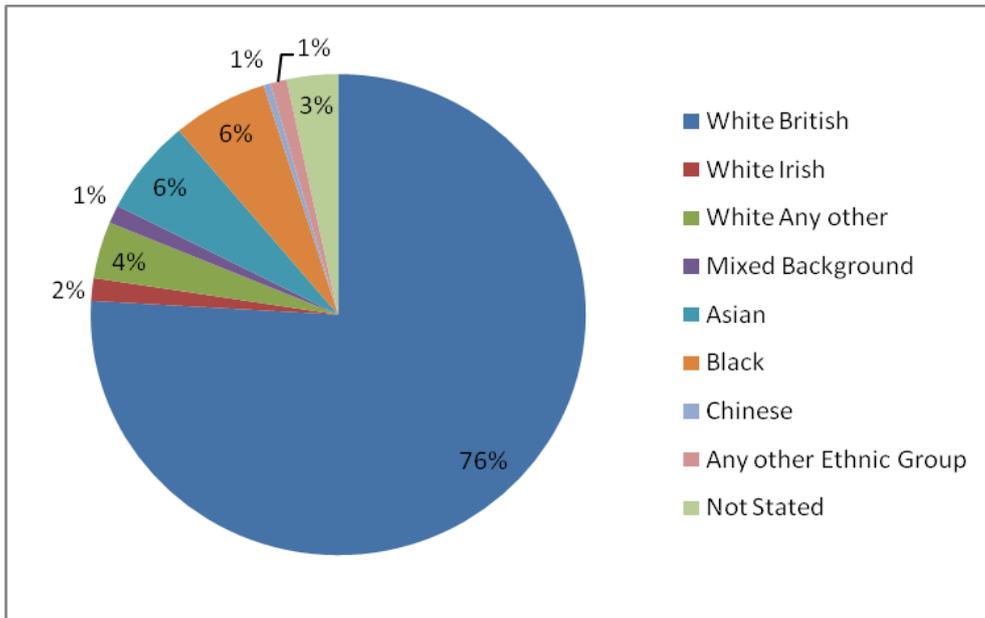


From the overall total of 795 leavers, the most significant proportion of leavers is from the White British group which was 58per cent during this period.

33 per cent or 262 staff leavers were from black and minority ethnic backgrounds with the highest coming from the asian background. This illustrates some disproportionality across the BME staff leaver groups as our BME staff population overall is currently around 20 per cent.

The highest group of leavers within the BME staff category come from the 'Asian' background at 14 per cent but it should be noted this is in the context that Asian staff are the biggest group at 8 per cent of BME staff within the Trust, see the workforce profile information.

**Leavers by Ethnicity April 2011 – Dec 2011**



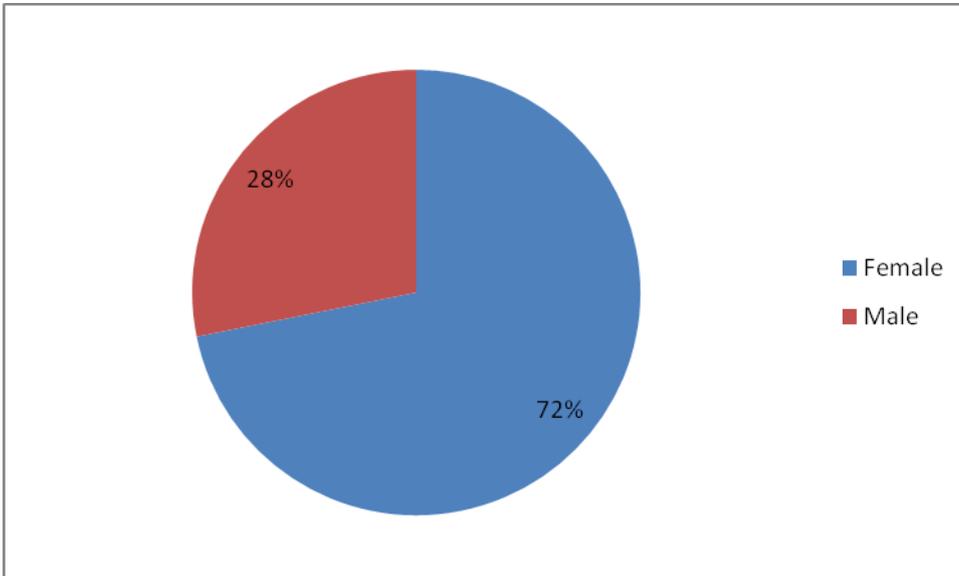
During this period there were 656 leavers, 136 or 21 per cent were from black and minority ethnic backgrounds.

As above the largest number are from the asian group excluding white british and this is aligned with the larger number of appointed asian staff as stated above.

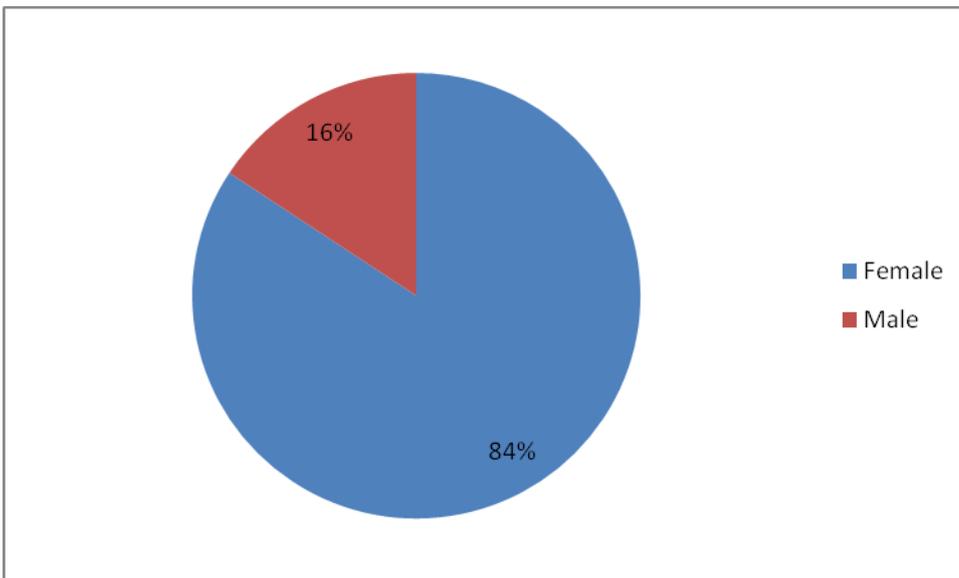
This graph shows the numbers of leavers who are staff from an asian background has decreased by 8 per cent on last years figures for the same period of time, however, this needs to be treated with caution as the figures are not for the full year period. However, this is positive. Likewise it is good to see that all other BME group leavers have decreased for the same period last year apart from staff leavers from the 'black' background group, this group is showing an opposite trend and has increased by 2 per cent since the previous year. This is something we can monitor to check for any trends in future data.

### Leavers by gender April 2010 – March 2011

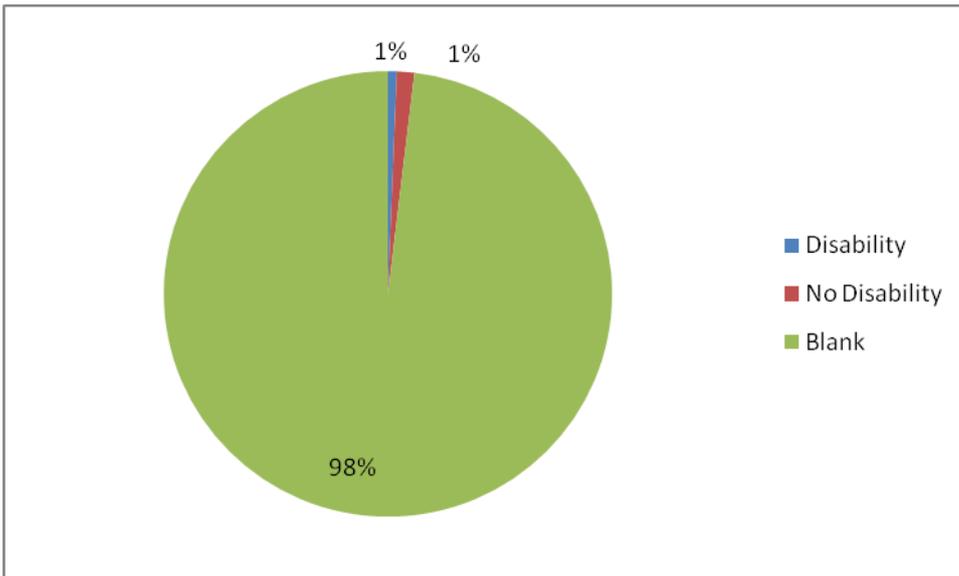
This chart represents 28 per cent of leavers as male and 72 per cent as female for the period of 2010 - 2011. This is against the backdrop of the overall figures for the male workforce being 16 per cent. However, the figures in the second chart demonstrate that for the period of April 2011 – Dec 2011 the number of male leavers has dropped to be representative of the overall male workforce. This is an improved trend but the end of year figures at March 2012 will be needed to confirm final position.



### Leavers by gender April 2011 – Dec 2011

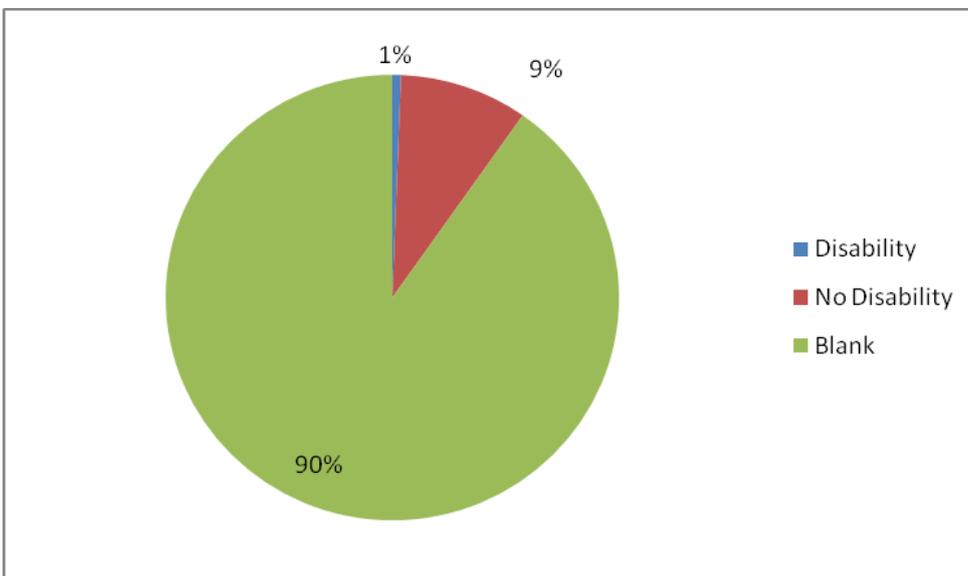


### Leavers in relation in disability April 2010 – March 2011



Only 1 per cent of our leavers stated that they had a disability during this period, however we have undertaken a staff data census to help improve data quality and the new information will update these figures once they are analysed.

### Leavers in relation in disability April 2010 – March 2011



In the above year there is no change in the number of leavers that declared that they have a disability. However this will be much clearer once the new data census figures are released.