

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?

Some of our data has improved as a result of a staff census undertaken last year this is particularly demonstrated in the disability related data.

By looking at our demographic profile we are able to compare our recruitment figures from applicants with protected characteristics. If figures show any disproportionality then action can be taken to identify and address any possible inequalities or patterns of discrimination.

Any other comments / actions

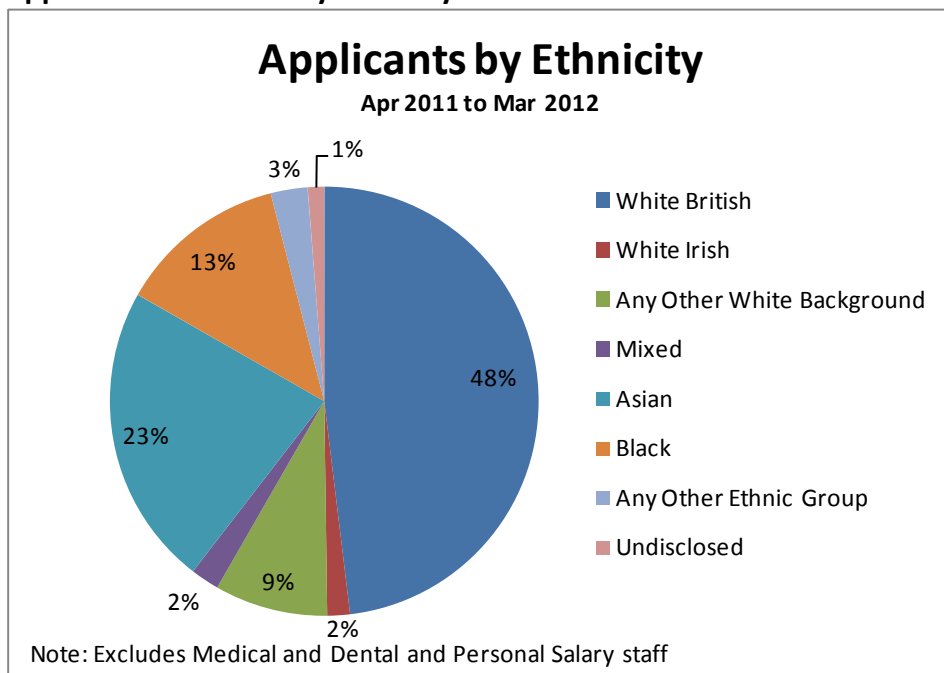
N/A

Recruitment

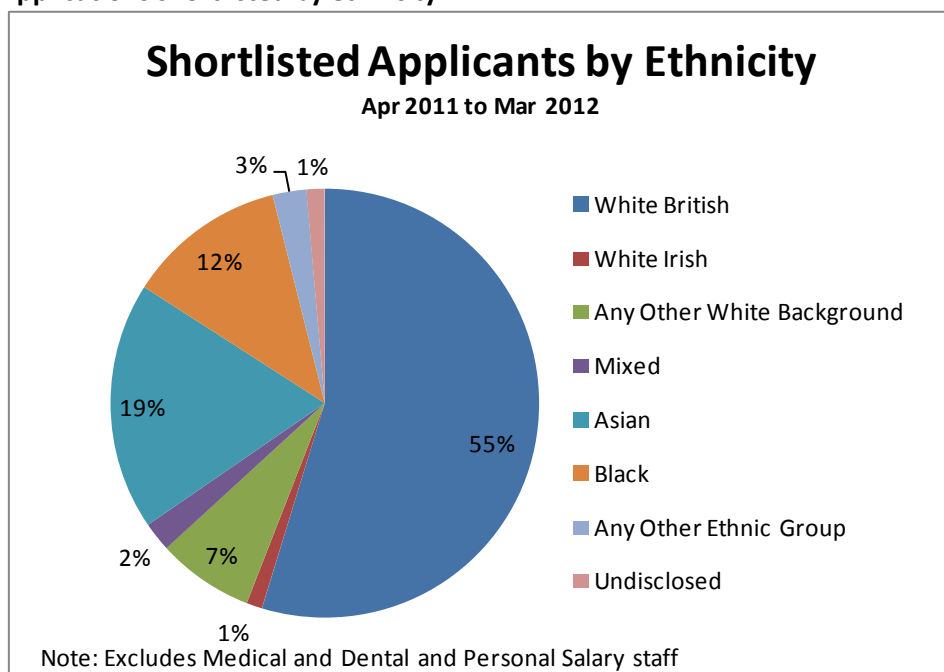
The Trust seeks to attract and appoint the best candidates for employment through a fair recruitment and selection process.

The figures below relate to recruitment from 1st April 2011 to 31st March 2012. In this period a total number of 17,879 applications were received in the Trust. During this same period, a total of 648 new starters joined the Trust.

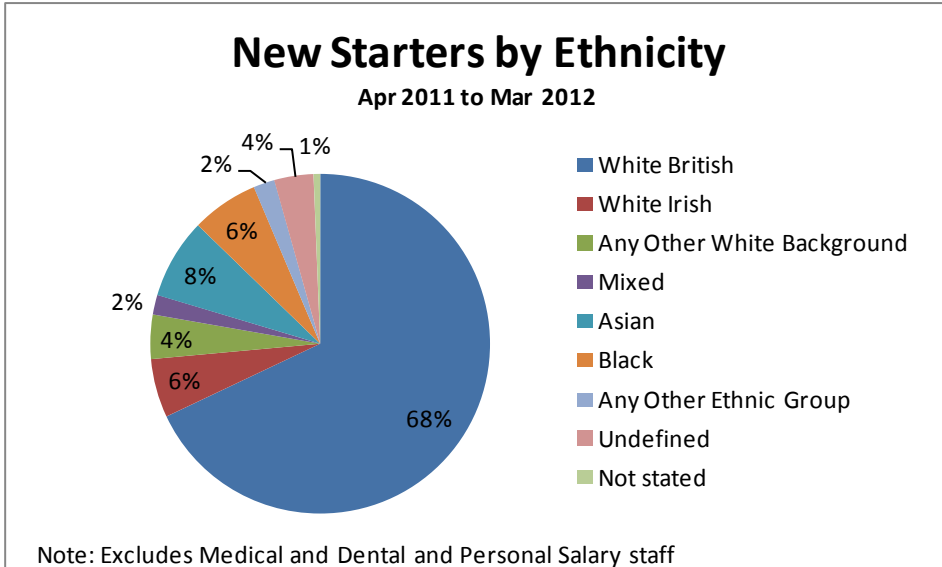
Applications received by ethnicity



Applications shortlisted by ethnicity



New starters by ethnicity

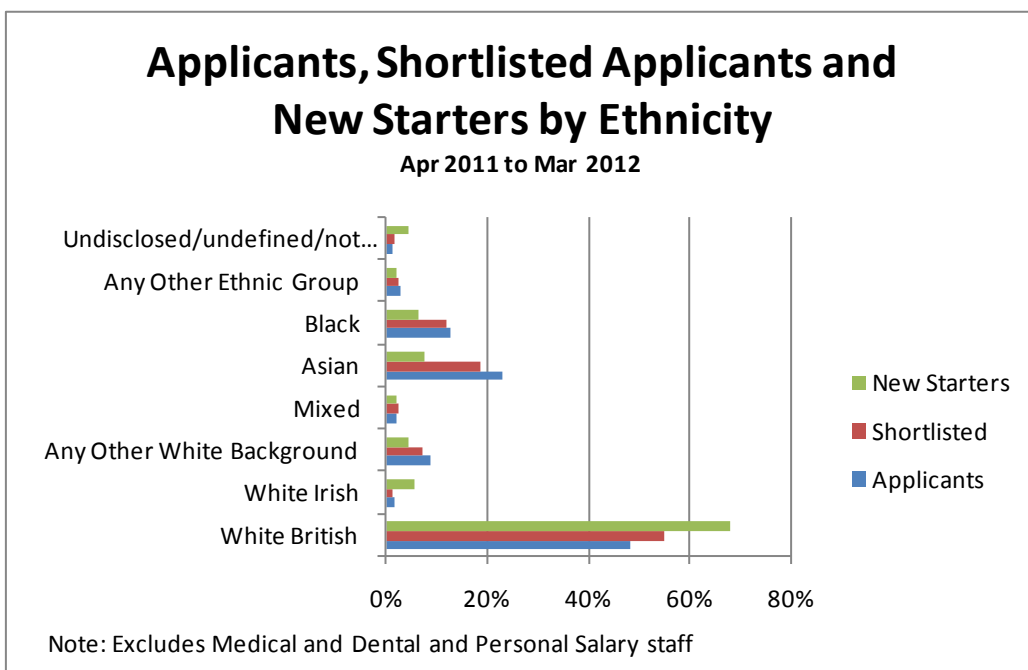


In comparing the data to last year the data remains fairly consistent however, we have seen a decrease of 10% in the number of White British new starters with exactly the same percentage of White British applicants. There is a lower number at the shortlisted stage. The graph demonstrates that combined across the remaining groups there is an approximate 11% increase to 33%. Last year, the same groups combined equated to 22%. In terms of further broadening our diversity this is positive.

The number of those declaring themselves as Black or Asian is slightly disproportionate from the application to new starter stage, however, those of a mixed background, whilst very few in number are directly represented through from application to new starter stage.

Recruitment process by ethnicity

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



In December 2011, in order to meet specific needs within the Trust with regard to Qualified Nurses, the Trust embarked on a program of recruitment focussing outside the UK. This resulted in the appointment of 22 qualified nurses from Ireland, and 69 Nurses from Portugal, the majority of these nurses declared themselves to be of a white background. This program was managed by an external organisation, and applicants did not apply through NHS jobs, and therefore do not appear in the numbers for the earlier stages of the selection process, only appearing in the numbers at the appointment stage.

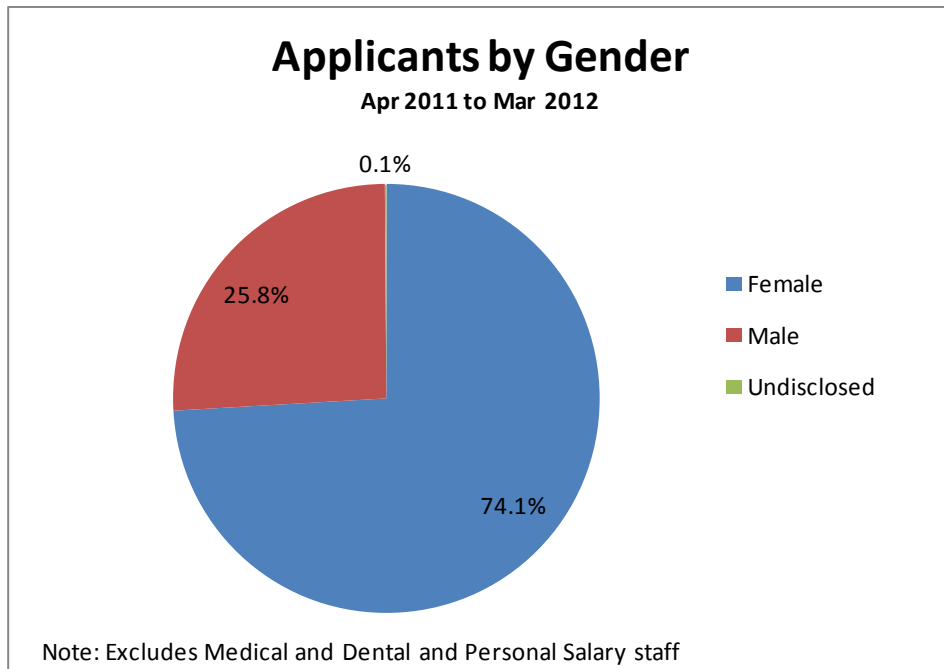
This program supplemented the Trusts on-going UK Nurse recruitment activity which could not meet the demand at the time.

Recruitment by gender

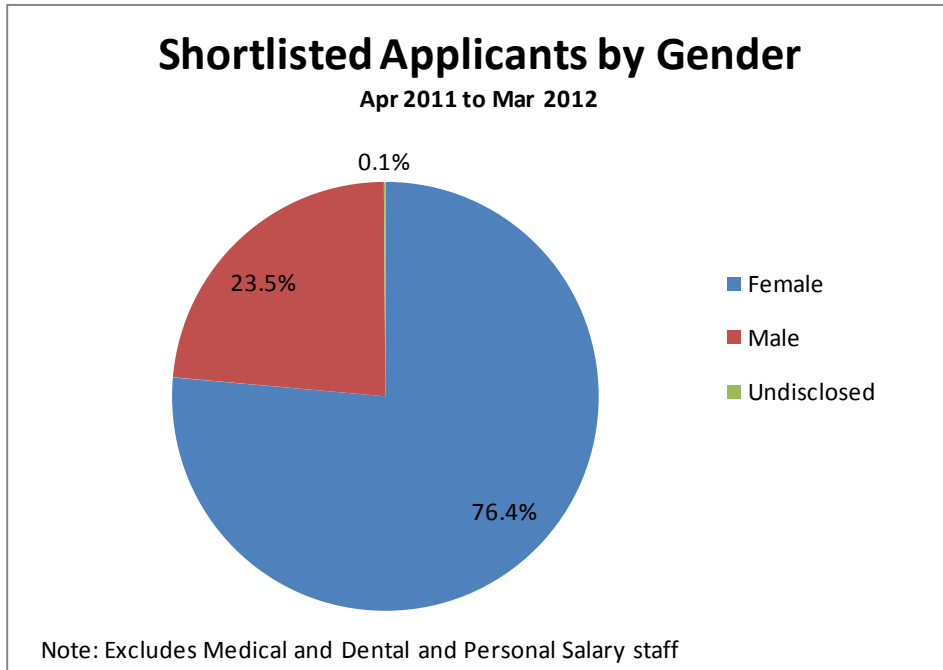
The following sequence of charts illustrate that more women than men apply for roles in the Trust. This is consistent nationally with recruitment in the NHS. The percentage of male applicants is similar to the proportion at the shortlisting stage, but decreases at the new starter stage. This information should not be interpreted in isolation and should be reviewed with the gender and other related workforce profile information.

Applications by gender

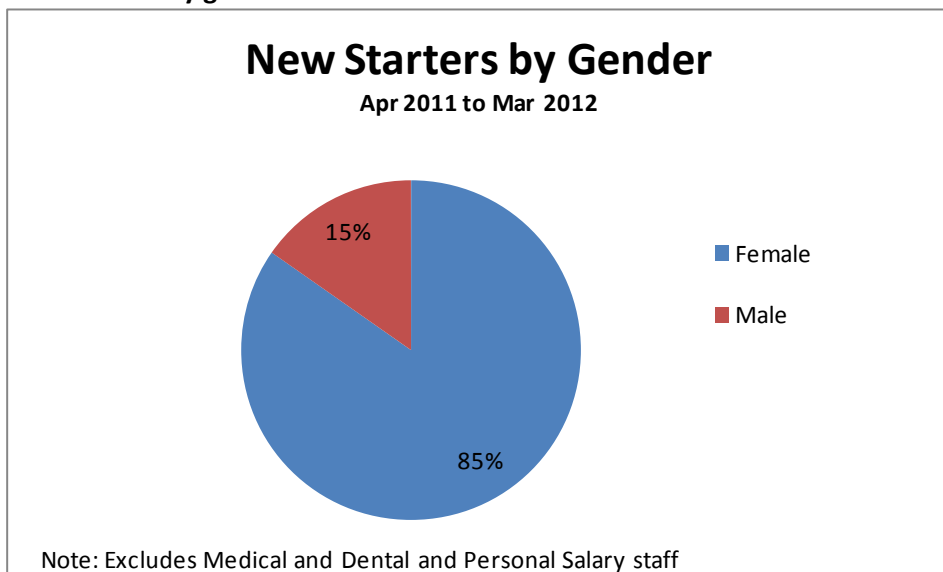
The data is showing there has been very little change in the data on gender. Figures for last year were almost the same. This data shows that more females than males apply and this is very consistent across the NHS this is a very consistent picture both locally and in the wider picture.



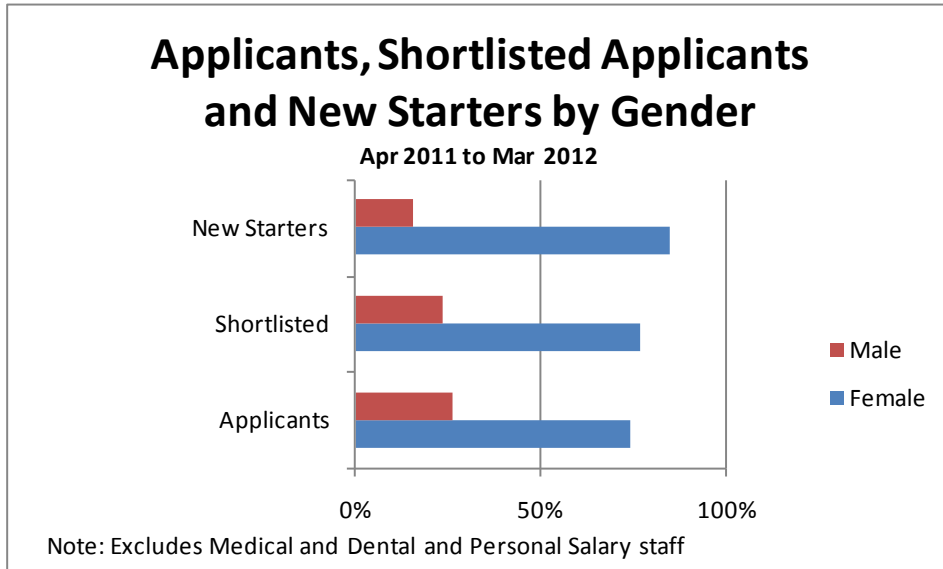
Shortlisted by gender



New starters by gender



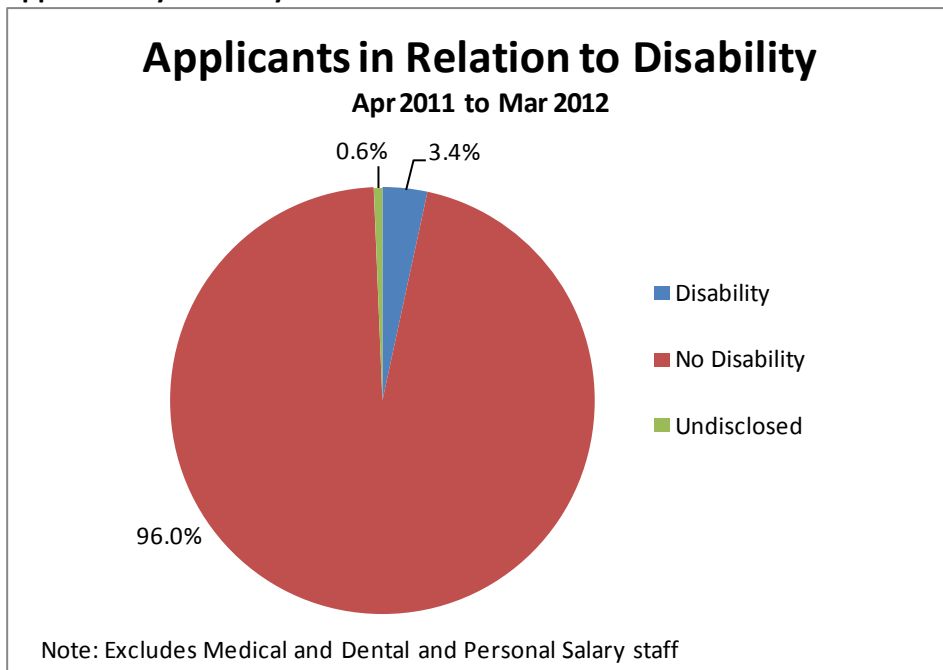
Recruitment process by gender



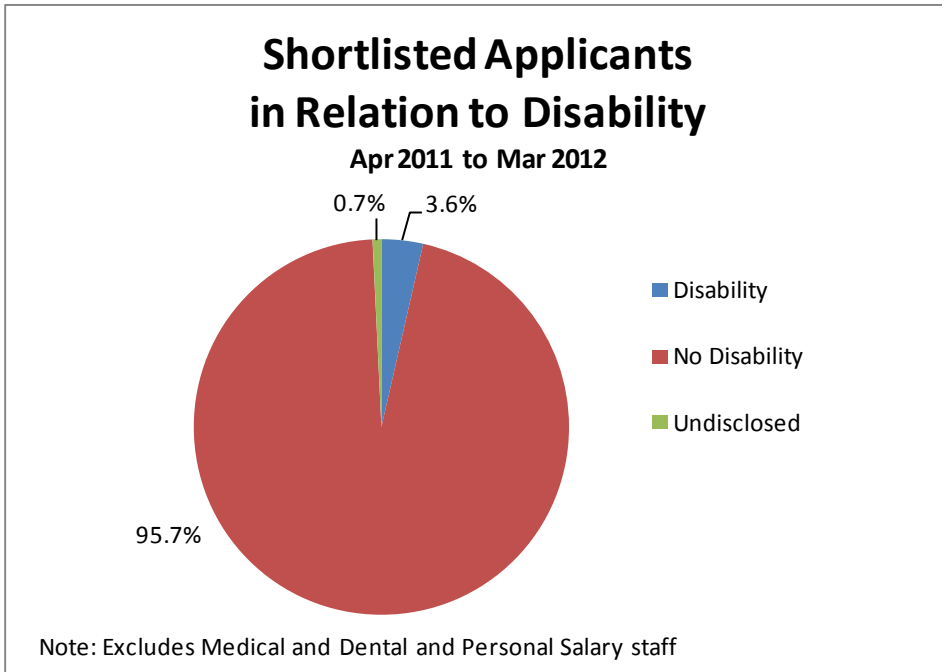
Recruitment by disability

Based on the figures shown below, there is fair representation of shortlisted candidates and new starters from applicants that have a disability. This appears proportionate. 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, the equality delivery system, the Equality Act (2010), employment law and good practice in recruitment. Figures for each stage in comparison to last year remain consistent.

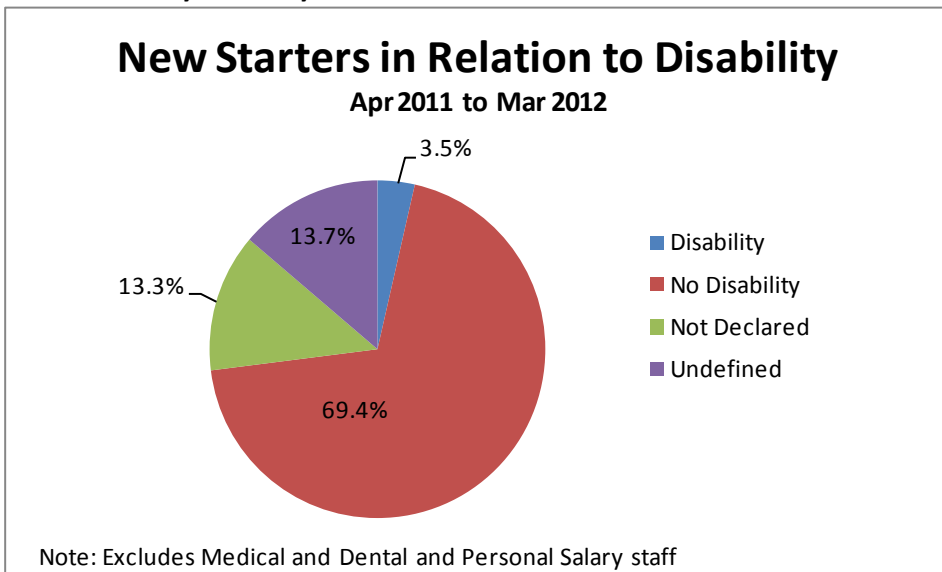
Applicants by disability



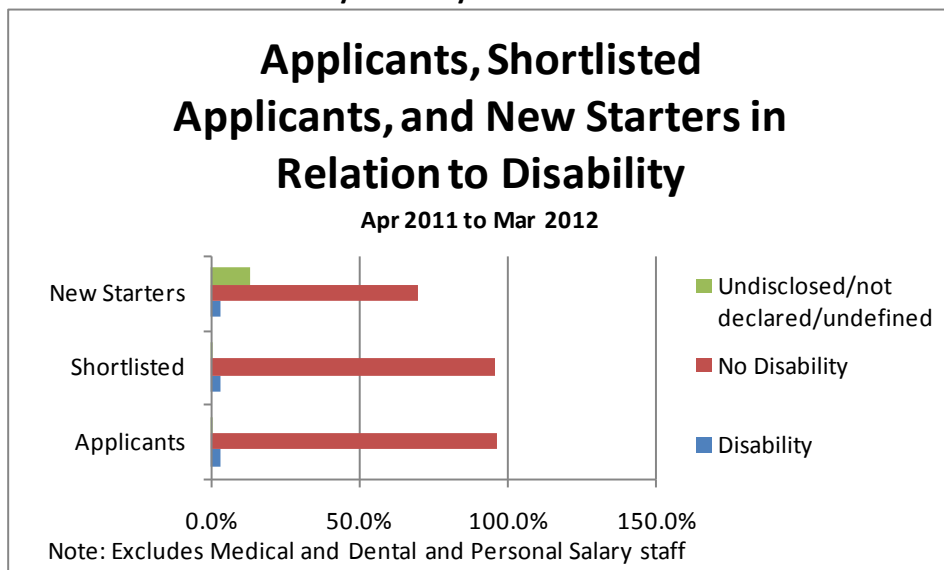
Shortlists by disability



New starters by disability



Overall recruitment chart by disability



Leavers

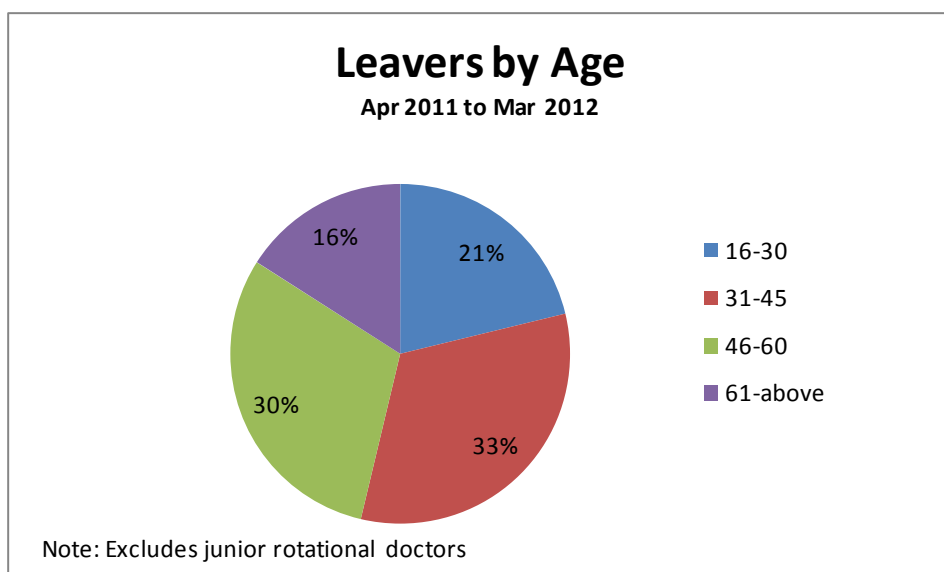
Note graphs below demonstrate 2012 /2011 and 2011/2012 data for comparison

821 members of staff (excluding junior rotational doctors) left the trust between 1st April 2011 and 31st March 2012, compared to 795 for the same period the previous year.

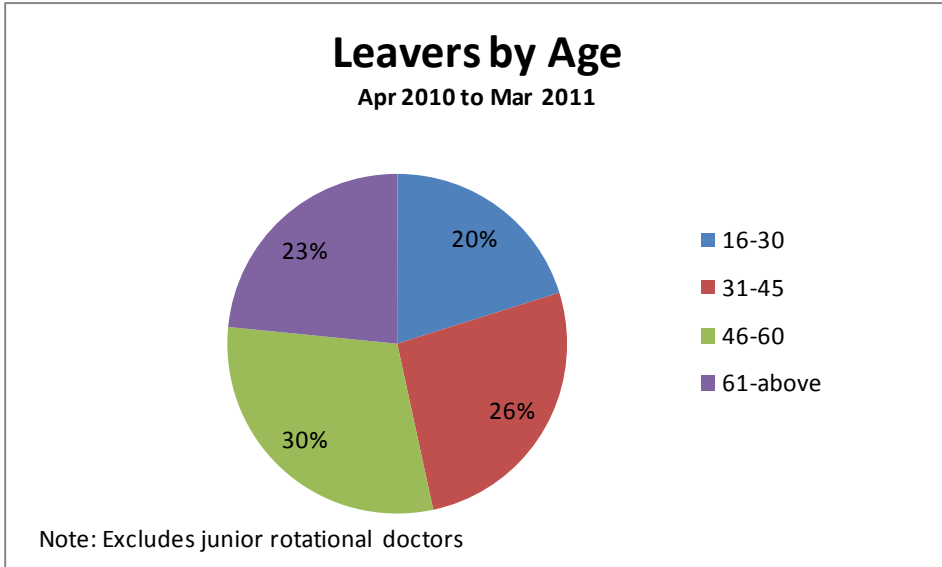
Leavers by age group

For April 2011 to March 2012:

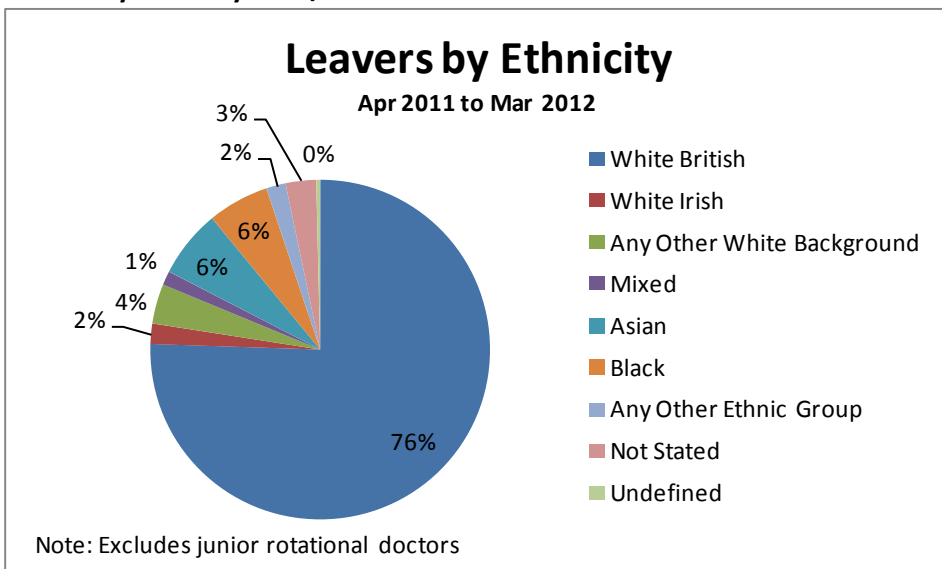
- The largest leavers' age group was 31- 45 years which is showing a 33% increase on last year. This increase reflects the transfer of some employees out of the Trust from speech and language and physiotherapy services under TUPE.
- The percentage of leavers in the 61-above age group was down 16%, from the previous year, reflecting a change in the number of employees reaching retirement age but it's consistent in remaining the smallest age group of leavers



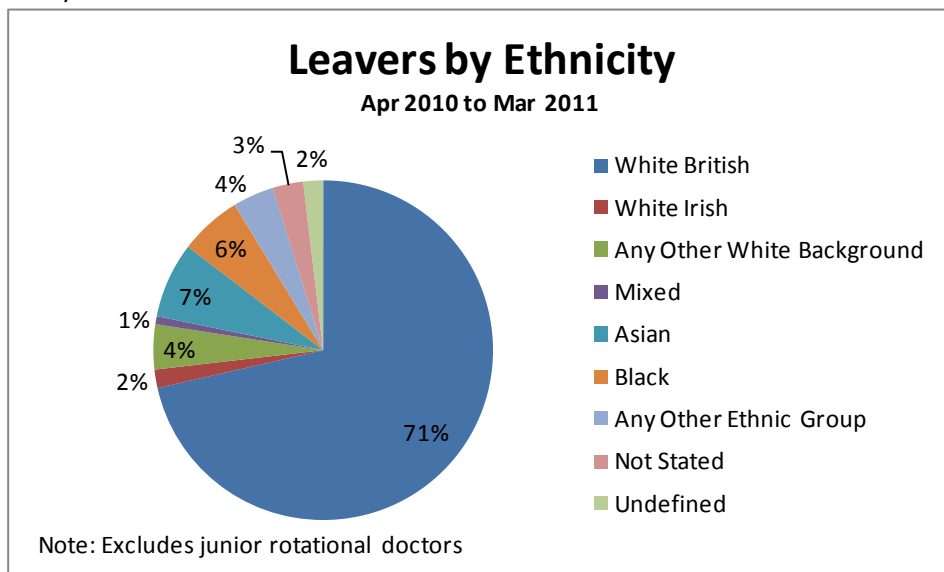
2010/2011



Leavers by ethnicity 2011/2012



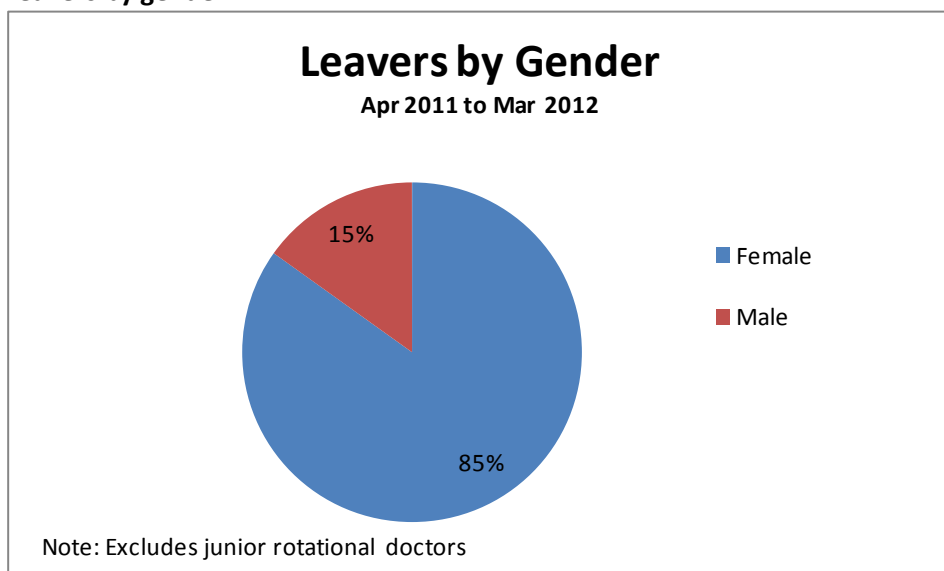
2010/2011



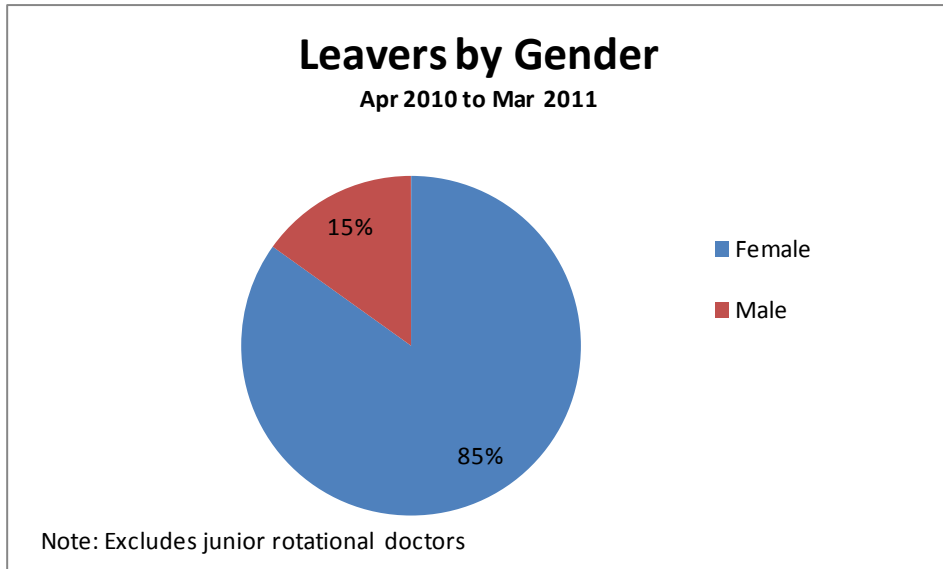
From the overall total of 821 leavers during April 2011 to Mar 2012, the most significant proportion of leavers is from the White British group. At 76% during this period, the figure has increased by 5% from the previous year. However, this group is the largest group in the work profile and so this might be expected.

6% of leavers were from the Asian group during April 2011 to Mar 2012, down slightly from 7% the previous year. The 6% of leavers declaring themselves as black, remains consistent across the two years. The ratio of difference in the workforce profile explains this significant difference between numbers of White British leavers and the next two largest group of leavers. The workforce profile shows white British make up 64% of the workforce, the Asian group accounts for 9% and those declaring themselves as black equates to 5%. The latter may indicate that black staff may be slightly more likely to leave but this is not conclusive and there has been no significant trend or sudden change in the data found.

Leavers by gender

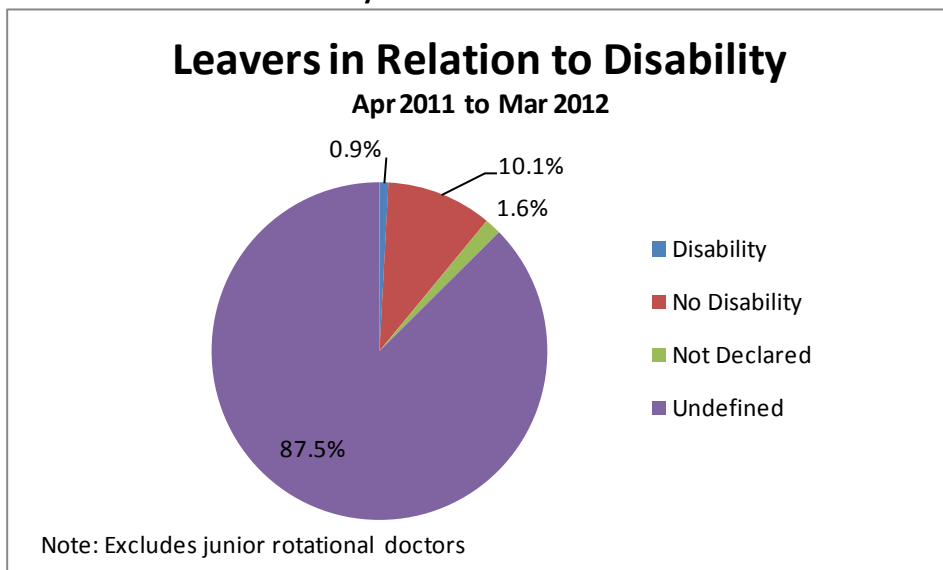


2010 /2011



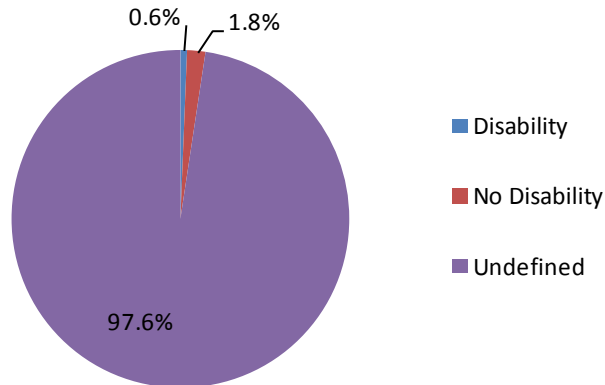
15% of leavers were male and 85% of leavers were female for both April 2011 to March 2011 and the previous year. This reflects the composition of the workforce (staff in post), which is 17% male and 83% female. This is also consistent across both years.

Leavers in relation in disability



Leavers in Relation to Disability

Apr 2010 to Mar 2011



Note: Excludes junior rotational doctors

1.6% of leavers stated that they had a disability compared to 1.8% the previous year.

The percentage of leavers for which there is no disability information has fallen to 87.5% (for 30th April 2011 to 31st March 2012) from 97.6% the previous year, indicating a significant improvement in data completeness following the staff data census in late 2011. The graphs demonstrate the impact of the improved data quality.