

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 quality?

By looking at our demographic profile we are able to analyse our recruitment figures, in particular considering applications from individuals with protected characteristics. If figures show any disproportionality, then action can be taken to identify and then address any possible inequalities or patterns of discrimination.

Any other comments / actions:

Buckinghamshire Healthcare NHS Trust employs 5,921 individuals (5,034fte) as at 31st March 2016 across a range of professions including medical staff, nursing staff, allied health professionals and administrative staff.

We want to recruit the best people to work for our organisation and we will achieve this by:

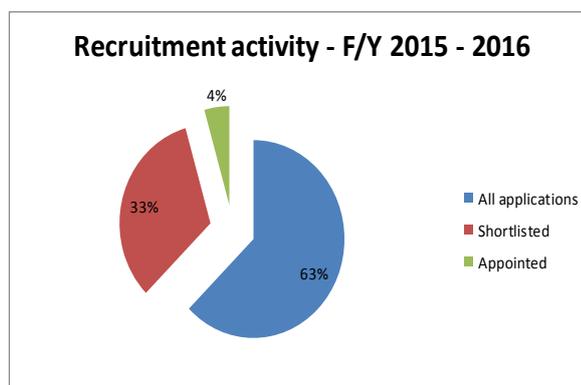
- Recruiting & retaining the best possible talent
- Promoting diversity, equality of access and opportunity
- Promoting the Trust as an employer
- Ensuring the best people with the right skills are available to meet the needs of patients and the organisation through intelligent workforce planning.

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every time

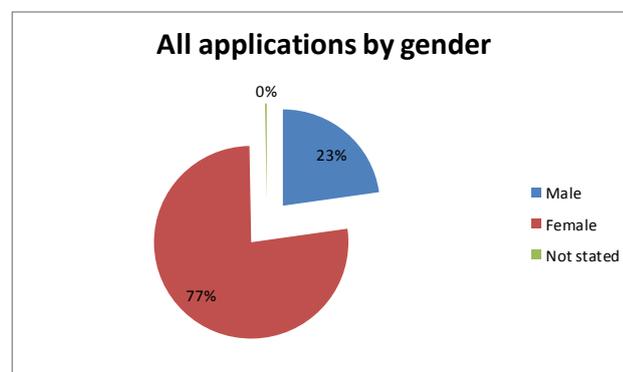
Introduction

- This report relates to recruitment between 1 April 2015 and 31 March 2016. During this period, a total number of 15,823 applications were received by the Trust; 8,345 individuals shortlisted and 1,122 individuals appointed. This report relates to all staff except junior doctors, who are employed regionally through the Oxford Deanery.
- It is worth noting, that we recruited 45 clinical staff (the majority of whom were nurses) from the EU last year, through a partner agency. We also recruited 25 graduates from students on placement with the Trust. This report does not include data about these individuals as the recruitment processes differ from other appointments made.



Recruitment by Gender

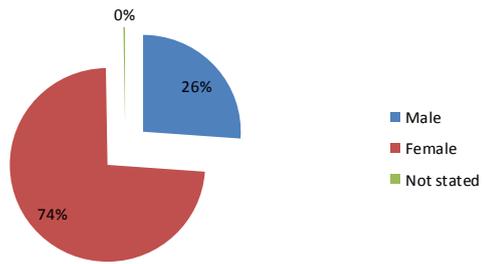
- 12,178 women and 3,600 men – 77% and 23% respectively – applied for posts in the Trust. The proportion of men slightly increases at shortlisting stage to 26%, but drops to 15% at appointment stage. This compares to a gender split of staff in post of 18% male and 82% female.



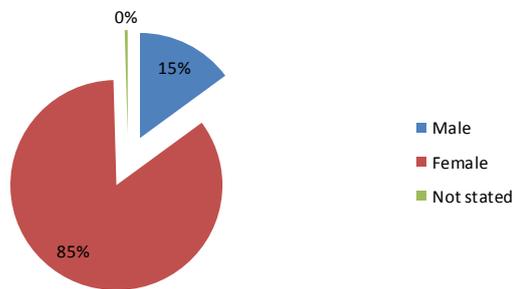
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All short-listed by gender



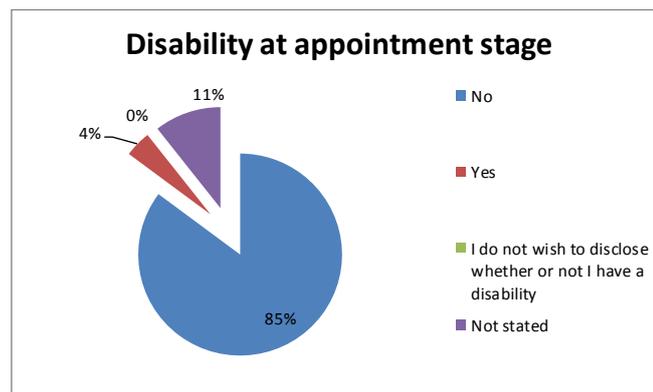
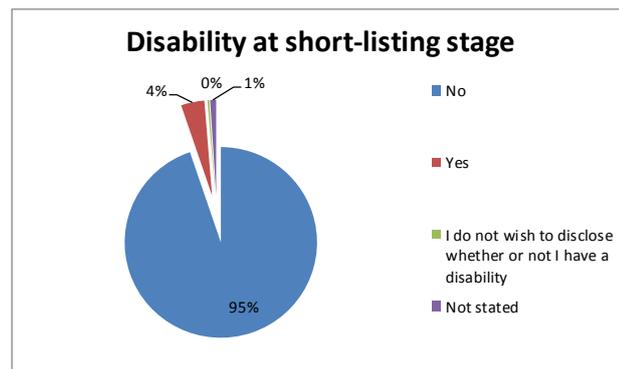
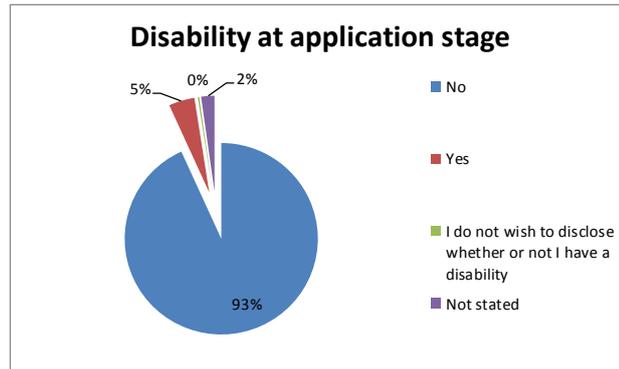
New starters by gender



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Recruitment by Disability

- We continue to look at ways to develop our candidate attraction strategy. Work is ongoing to attract more applicants with a disability.
- During f/y 2015-16, we received a slightly higher number, same proportion of disabled applicants (5%), when compared to the previous financial year (4%). At shortlisting and appointment stage, this figure continues to remain steady at 4%, which is a positive step - as at 31 March 2016, 2% of the Trust's overall workforce declared a disability



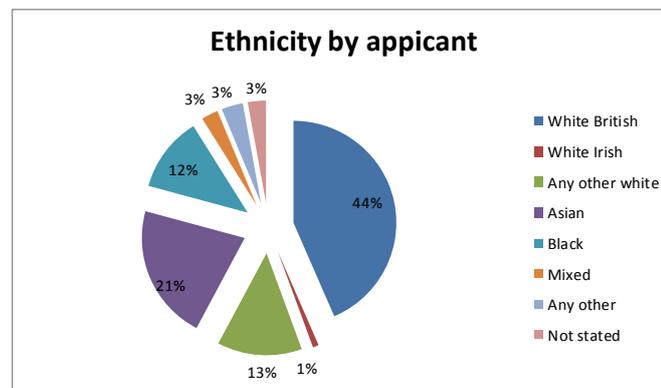
- We have looked into the reasons why a significant proportion of appointments are not declaring a disability and will be working with other Trusts to learn from best practice.

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Recruitment by Ethnicity

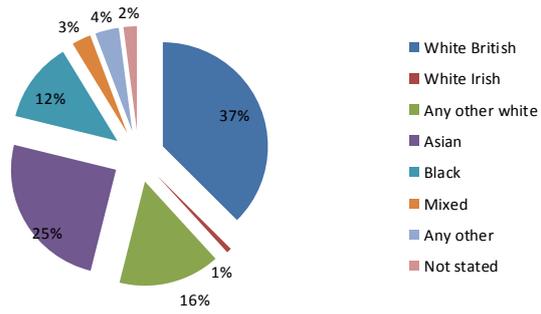
- 21% of the Trust's staff declared themselves as BME as at 31 March 2016. This compares with 14% of the Buckinghamshire population.
- Analysis of the ethnicity of applicants at each stage is shown below. 39% of applicants declared themselves to be BME. 44% of candidates at shortlisting stage declared themselves to be BME. For ethnicity, we have also analysed the breakdown of candidates who attended interview. At this stage in the process, 38% of applicants were of BME background. Of those appointed, 22% of applicants were of BME background. Of particular significance was the proportionate reduction from interview to appointment of applicants of Asian background. We will follow this up as part of our Workforce Race Equality work.
- During the f/y 2015 – 2016, the Trust undertook promotional activity to demonstrate the diversity in its workforce. Case studies were promoted through social media and the Trust's website. We also undertook an on-boarding survey, involved interviewing 10 new starters with a BME background to identify the reasons why they chose the Trust as an employer and what their ambitions are. These individuals will be monitored during their employment with the Trust to identify how they progress their career.
- We also continue to promote equality of opportunity and ensure that our processes are fair and transparent - the Trust provides recruitment workshops for those with recruitment responsibility and one-to-one training with a recruitment / HR professional.



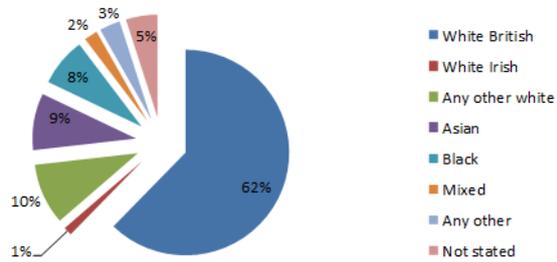
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Ethnicity by short-listed



Ethnicity by appointed



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