

Meeting the General equality Duty

Title: **Recruitment**

Which of the three aims is this information relevant to?

Eliminate unlawful discrimination, harassment, 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:

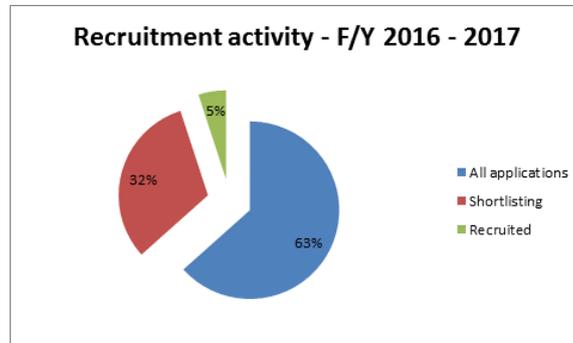
Buckinghamshire Healthcare NHS Trust employs 5,995 individuals as at 31 March 2017 across a range of professions including medical staff, nursing staff, allied health professionals and administrative staff.

We want 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.

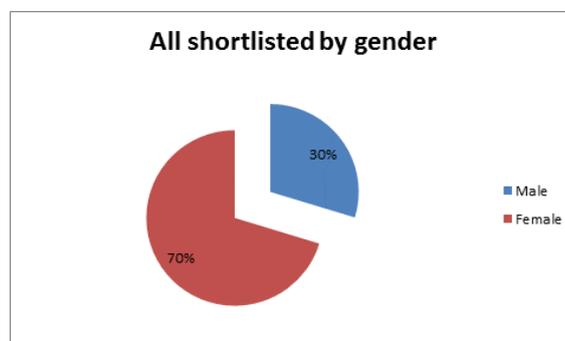
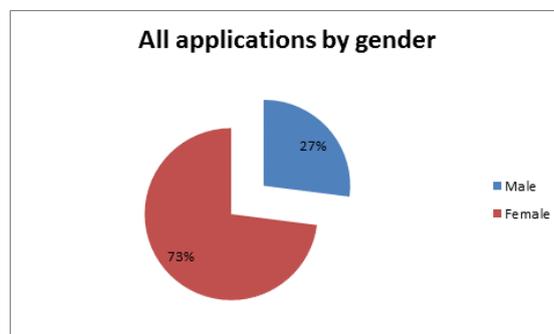
Introduction

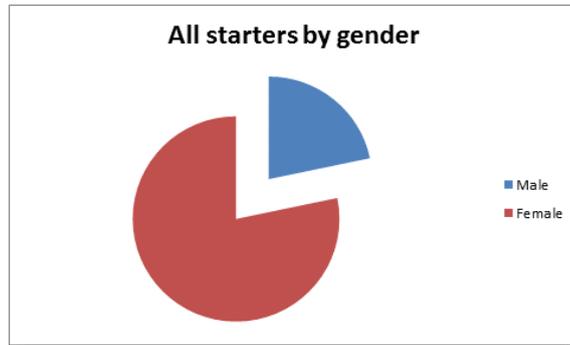
This report relates to recruitment between 1 April 2016 and 31 March 2017 and reflective of the data as captured on Trac (online recruitment system). During this period, a total number of 13,072 applications were received by the Trust; 6,527 individuals shortlisted and 1,031 individuals appointed. This report relates to all staff.



Recruitment by Gender

9,516 women and 3,524 men – 73% and 27% respectively – applied for posts in the Trust. The proportion of men applicants increased by 4% in comparison to the previous financial year. As in 2015-16, the data shows that the proportion of men slightly increases at shortlisting stage (to 30% this year) and then drops at appointment stage. The proportion of men appointed this year was 22%, an increase from the proportion in 2015-16 of 15%.



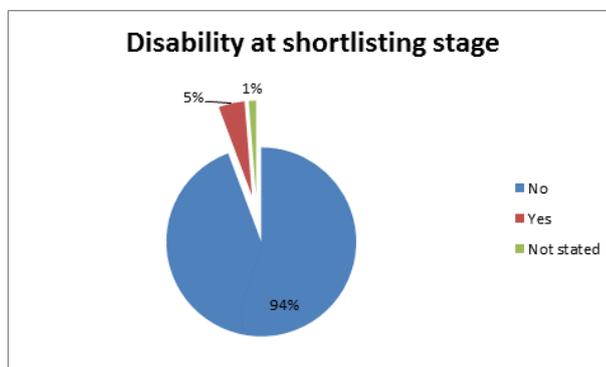
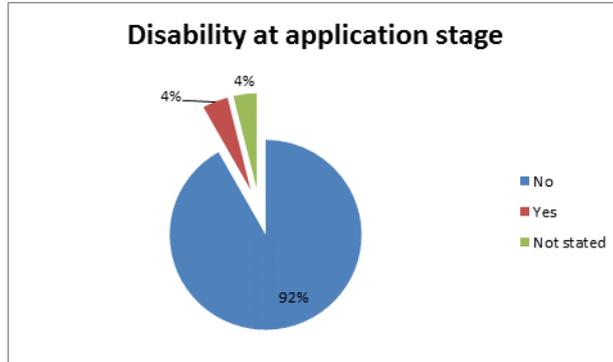


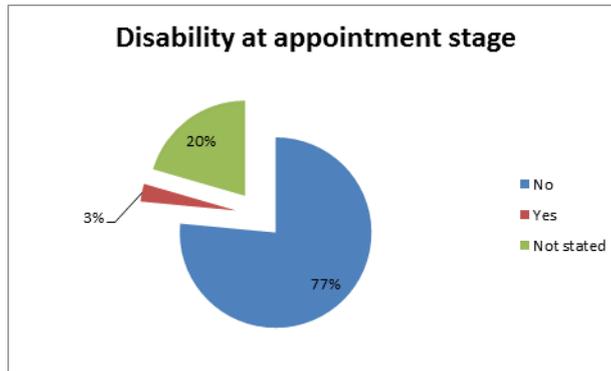
Recruitment by Disability

We continue to look at ways to develop our candidate attraction strategy and supporting work streams are underway that are linked with values based recruitment.

During f/y 2016-17, 4% of applicants declared a disability, a reduction of 1% from f/y 2015-16; the proportion shortlisted who declared a disability was 5% but the proportion appointed was 3%; this compares to a figure of 4% in 2015-16. As at 31 March 2017, 2% of the Trust’s overall workforce declared a disability.

Initial analysis shows that at appointment stage there is a substantial number in the “Not stated” category – this is due to overseas nurse recruitment campaigns, the recruitment process followed for student nurses that have been on work placements at the Trust, and the process in place for Doctors assigned to the deanery. These recruitment activities are processed offline and uploaded to Trac at appointment stage.





Recruitment by Ethnic background

22% of the Trust’s staff declare themselves as BME as at 31 March 2017. This compares with 14% of the Buckinghamshire population as identified by Buckinghamshire County Council.

Analysis of the ethnicity of applicants at each stage is shown below, with 40% of applicants declaring themselves to be BME. There is an increase to 46% at short-listing stage. However, this reduced significantly to 21% of successful applicants being of BME background, a decrease of 1% from 2015-16.

Similarly to the disabled results, the proportion of those categorised as “Not stated” increases at appointment stage.

During the year, the Trust undertook a number of activities to highlight and celebrate the diversity of our workforce including the Trust’s first one-day equality conference “Personal, Fair and Diverse services” in June. Case studies were promoted through social media and the Trust’s website. Values based recruitment has been introduced during the year, following the development of the Trust’s CARE (Collaborate, Aspire, Respect, Enable) values. In addition, an increase in internal recruitment communications and our “itchy feet” programme where we support the current workforce in finding their next career opportunity has supported a range of staff from diverse backgrounds.

