

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:

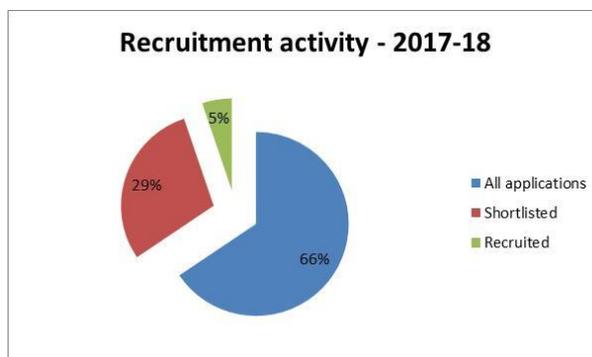
Buckinghamshire Healthcare NHS Trust employs 6,105 individuals as at 31 March 2018 across a range of professions including medical staff, nursing staff, allied health professionals and administrative staff.

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.

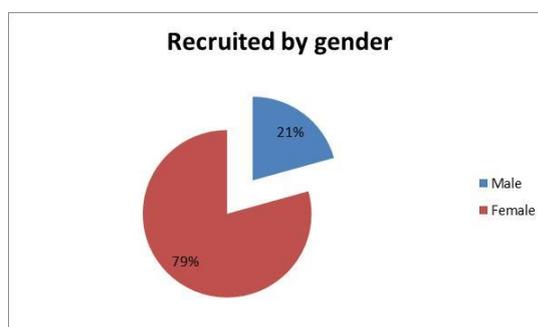
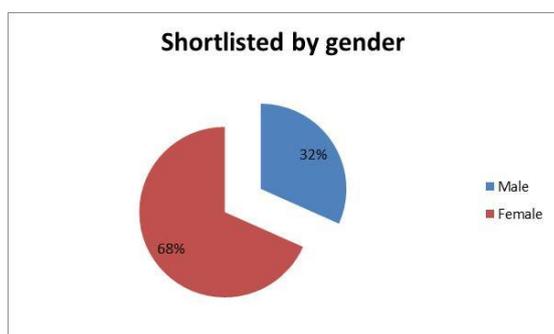
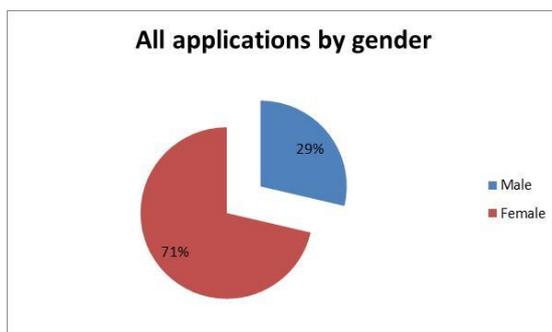
Introduction

This report relates to recruitment between 1 April 2017 and 31 March 2018 and reflective of the data as captured on Trac (online recruitment system). During this period, a total number of 13,359 applications were received by the Trust; 5,968 individuals shortlisted and 1,057 individuals appointed. This report relates to all staff.



Recruitment by Gender

9,494 women and 3,814 men – 73% and 27% respectively – applied for posts in the Trust. The proportion of men applicants increased by 2% in comparison to the previous financial year. As in 2016-17, the data shows that the proportion of men slightly increases at shortlisting stage (to 32% this year) and then drops at appointment stage. The proportion of men appointed this year was 21%, a decrease from the proportion in 2016-17 of 1%.



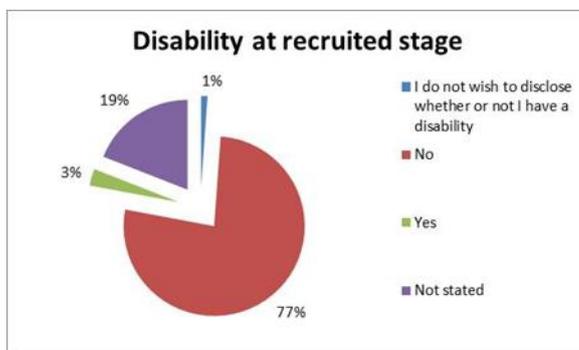
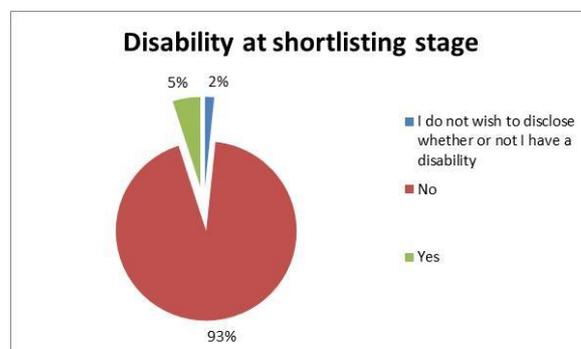
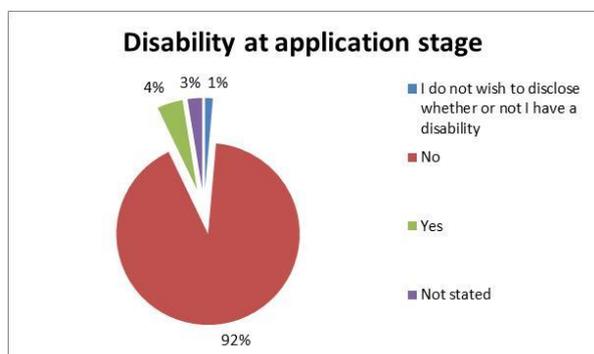
Recruitment by Disability

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 2017-18, 4% of applicants declared a disability, this demonstrates no change from f/y 2016-17; the proportion shortlisted who declared a disability was 5% but the proportion

appointed was 3%. This date reflects the results as seen in 2016-17. As at 31 March 2018, 2% of the Trust’s overall workforce declared a disability.

As with the previous year, the data shows that at appointment stage there is a substantial number in the “Not stated” category – analysis shows this is due to candidates from overseas recruitment processes and junior doctor recruitment who in higher numbers do not wish to disclose whether or not they have a disability.



Recruitment by Ethnic background

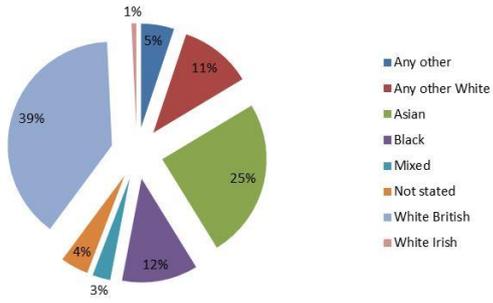
22.7% of the Trust’s staff declare themselves as BME as at 31 March 2018. This is a slight increase compared to 22% of the workforce as at March 2017.

Analysis of the ethnicity of applicants at each stage is shown below, with 44.5% of applicants declaring themselves to be BME – an increase of 4.5% from 2016-17. There is an increase to 47% at short-listing stage. However, this reduced significantly to 22% of successful applicants being of BME background, an increase of 1% from 2016-17.

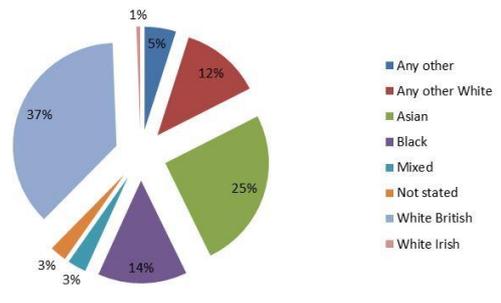
Similarly to the disabled results, the proportion of those categorised as “Not stated” increases at appointment stage.

During the year, the Trust undertook a number of activities to highlight and celebrate the diversity of our workforce including the introduction of the Equality, Diversity & Inclusivity steering group and the creation of a BME network. Case studies were promoted through social media and the Trust’s website. Values based recruitment is used to support the selection of candidates and is linked to the Trust’s CARE (Collaborate, Aspire, Respect, Enable) values. Through internal recruitment communications and our “itchy feet” programme, where we support the current workforce in finding their next career opportunity, we have supported a range of staff from diverse backgrounds.

Ethnicity by applicant



Ethnicity by short-listed



Ethnicity by appointed

