

# Meeting the General equality Duty

## 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 6087 individuals as at 31 March 2019 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 2018 and 31 March 2019. The data reflects general and medical applicants who are applying to Trust-funded posts. (It excludes doctors in training.)

At applicant, shortlist, and interview stage this is reflective of the data as captured on Trac (online recruitment system). At appointment stage this is reflective of the data as captured on the Electronic Staff Record (ESR).

It should be noted that this year we have changed our approach in reporting the recruitment data in order to better reflect the experience of candidates..

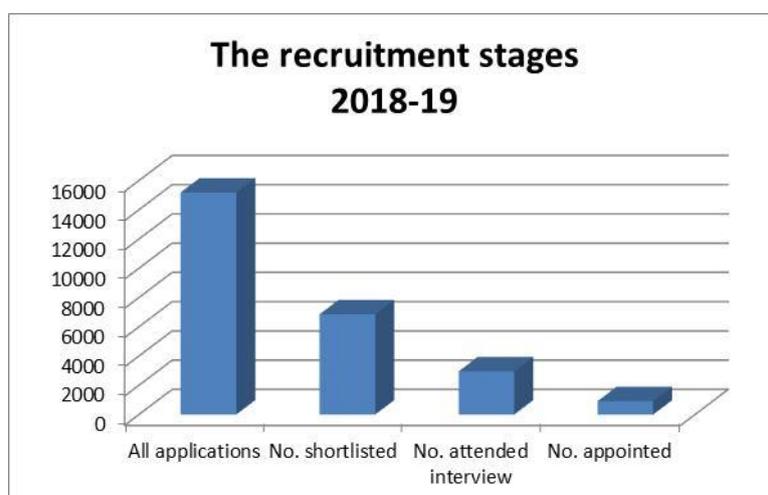
First, to reflect the period between shortlist and appointed, we have included the interview stage. This data demonstrates the number of applicants that attended an interview. Applicants that withdrew prior to interview are not included in the total.

The other change is the data source at appointment stage. The appointment totals provided by Trac include candidates that have been sourced through different routes and are not processed at applicant, shortlist or interview stage. Therefore, for transparency and consistency reasons, we have used ESR for this stage.

Offline appointments that we have excluded from this report include:

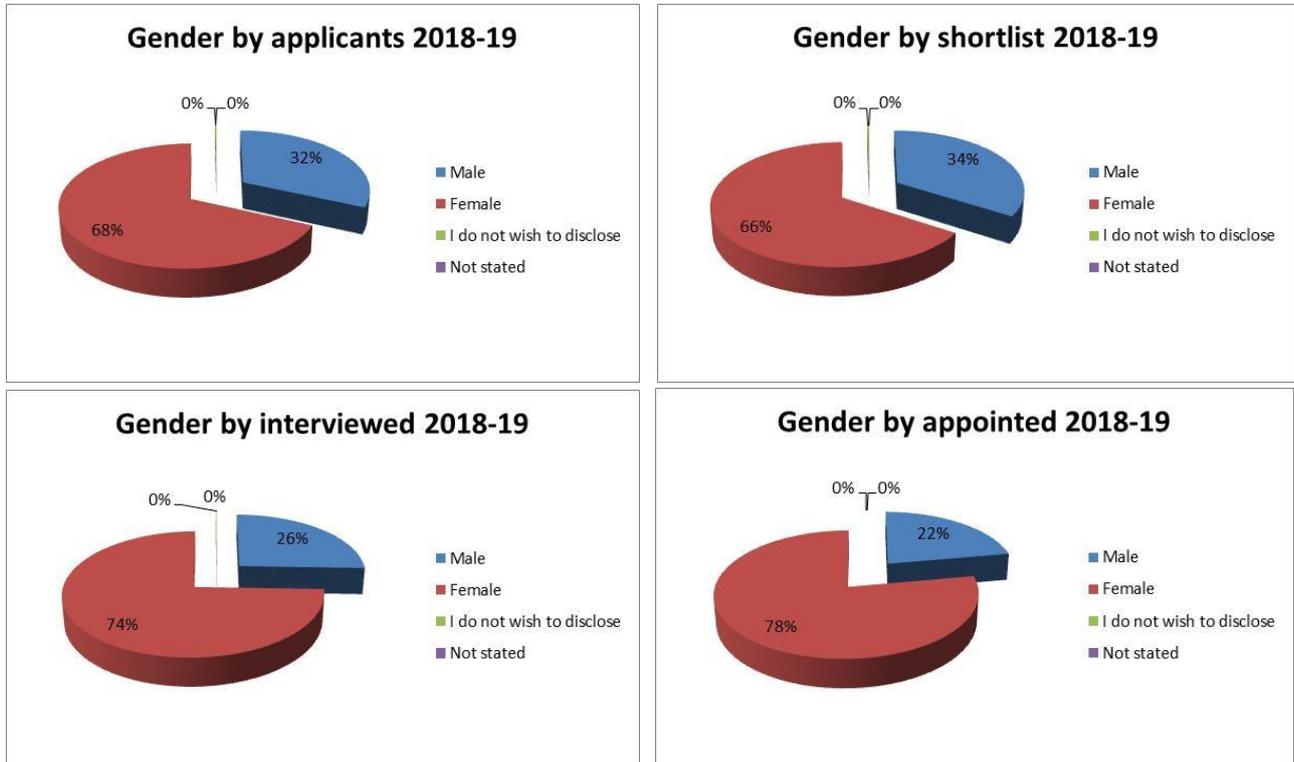
- Junior Doctors who are appointed through the Oxford Deanery and not by the Trust: 213 appointments
- Local University newly qualified nurses who are on training placements at the Trust and interviewed as a discreet cohort: 21
- International appointments, who are interviewed as a discreet cohort: 47

This year we received 15,189 applications, an increase of 1,830 from the previous year. 6,859 individuals were shortlisted (an increase of 891 from 2017-18), 2,949 attended an interview, and 915 individuals were appointed.



## Recruitment by Gender

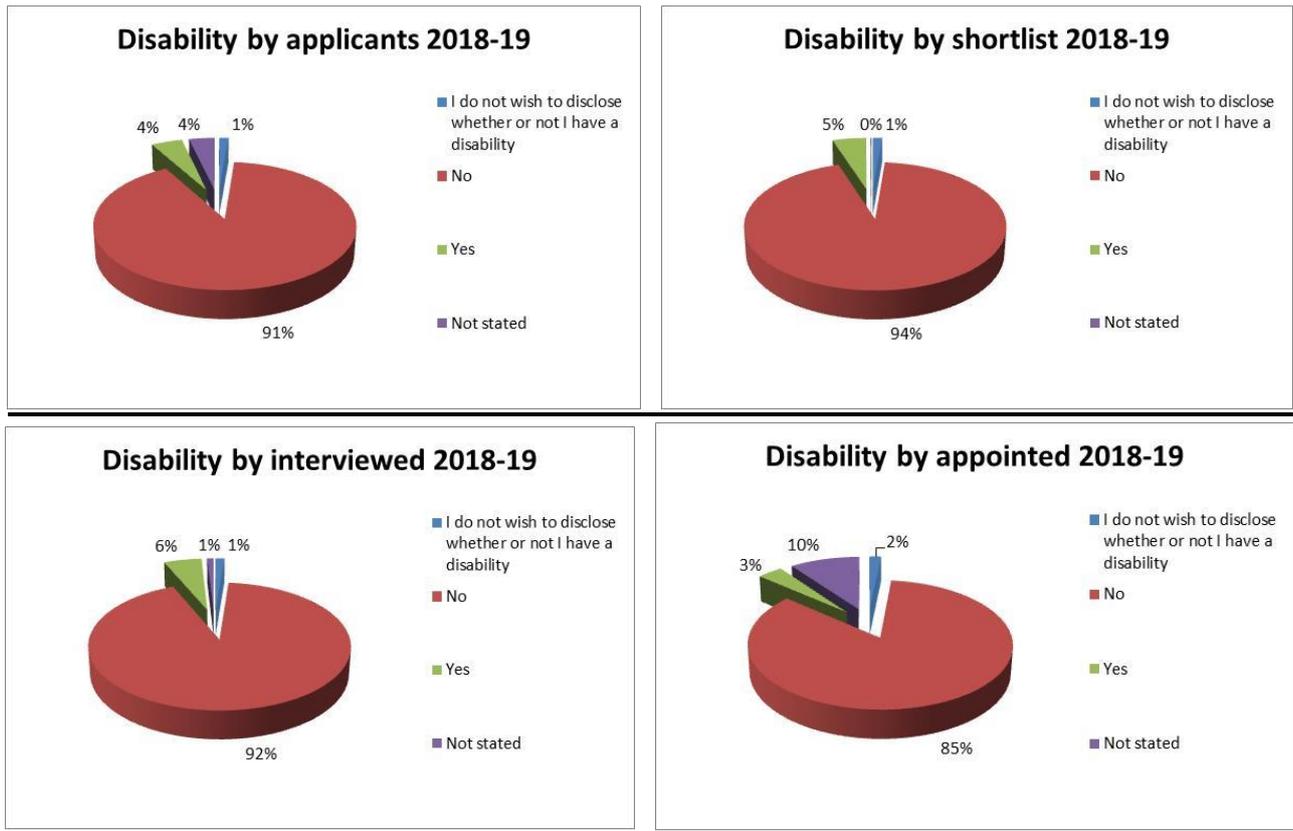
10,334 (68%) applications were submitted by female applicants and 4,826 (32%) were from male applicants. The proportion of male applicants increased by 5% in comparison to the previous financial year. The proportion of men slightly increased at shortlisting stage (to 34% this year) and then dropped at both interview and appointment stage. Compared to 2017-18 the number of men appointed increased by 1% from 21% to 22%.



## Recruitment by Disability

This year we became a Disability Confident (Committed) employer, which means we have committed to ensuring our recruitment practices are inclusive and accessible. Through other initiatives, such as a pilot internship for students with learning disabilities due to commence in September 2019, the Trust continues to work on a candidate attraction strategy tailored for those with disabilities.

4% of the applicants declared a disability; no change from the previous year. The proportion who declared a disability at shortlisting and interview stage increased to 5% and 6% respectively. This then reduces to 3% at appointment stage which mirrors the patterns from the previous year. As at 31 March 2019, 3% of the Trust's overall workforce declared a disability.

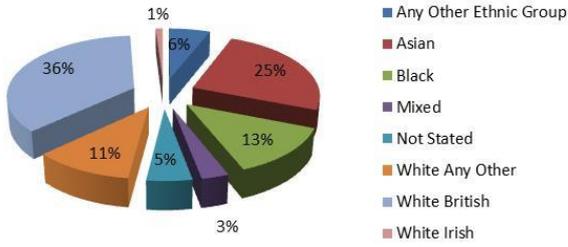


## Recruitment by ethnicity

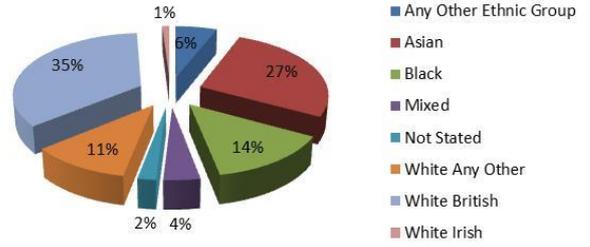
During 2018-19 the Trust established an Equality, Diversity and Inclusion steering board, and from this developed a Black, Asian & Minority Ethnic (BAME) staff network. The aim of this is to support the wider inclusion of BAME staff. In March 2019, recruitment & selection training with the focus on values and unconscious bias in the workplace was rolled out across the Trust. This will support recruiting managers in becoming confident and self-aware of their decision making. 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.

Analysis of applications received based on the ethnicity of applicants at each stage is shown below. 47% of applicants declaring themselves to be from a BAME background (an increase of 2.5% from 2017-18). There was an increase to 51% at short-listing stage (an increase of 4% from 2017-18). However, this reduces to 45% at interview stage and then further reduces to 30% of successful applicants being of BAME background. This is an 8% increase that was declared from the PSED in f/y 2017-18.

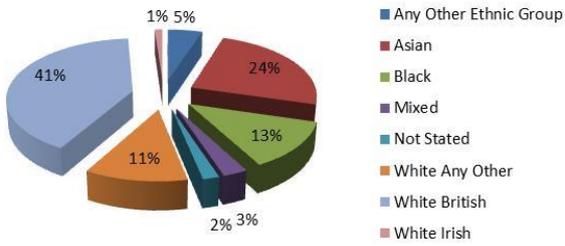
**Ethnicity by applicants 2018-19**



**Ethnicity by shortlist 2018-19**



**Ethnicity by interviewed 2018-19**



**Ethnicity by appointed 2018-19**

