

Date: 15/05/2015

FREEDOM OF INFORMATION ACT 2000 - Ref: FOI/012183

With reference to your FOI request that was received in connection with 'Staffing - Ethnic Category', please see response below.

Please can you provide the following data for the period 2010-2015 (or as far back as possible in the range) by these broad ethnic groups: The number and percentage of staff by broad ethnic category for the following:

**Each Agenda for Change pay band
Each Doctors and Dentists bands
Very Senior Managers**

Please see the Trust website Freedom of Information request disclosure log under the following link:

<http://dudleygroup.nhs.uk/about-us/freedom-of-information/disclosure-log/> for previous responses to very similar requests.

Please search for FOI 011497 (response over 5 pages) and 011671 (over 4 pages) for information on Ethnic origins of staff.

See also the Trust's Annual Reports containing the Trust's workforce statistics under the following link:
<http://dudleygroup.nhs.uk/about-us/publications/annual-report/>

The 2014/15 Annual Report will be published under the same link around September 2015.

Please note that not all staff are on an Agenda for Change pay scale.

The following data on the recruitment process in your trust outlining the numbers and percentage people by broad ethnic category for the following:

**Number of applicants
Numbers of shortlisted candidates
Numbers selected to take up jobs**

Please find the Equality & Diversity (E&D) analysis for each financial year since 2010/11 under the following link on the Trust website:

<http://dudleygroup.nhs.uk/about-us/equality-and-diversity/>

The next E&D review is due to be published in September 2015