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15<sup>th</sup> April 2015

Email:

Dear

I am writing in response to your enquiry under the Freedom of Information Act 2000 (FOIA) reference FOI/15/03/15.

You requested the following information:

I am interested in broadly grouped data for “Black”, “Asian” and “White” based on broad groupings of the categories used in the Electronic Staff Records (ESR). An example of how this can be done can be seen in this table from the HSCIC - <http://www.hscic.gov.uk/catalogue/PUB13951/nhs-work-stat-oct-2013-equal-div.xls> Please also include figures for “Total Headcount” of staff and any other ethnic groups under “Other” for completeness.

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 attached spreadsheet which shows the headcount, the number and percentage of staff for each Agenda for change pay band broken down into ethnic groups.

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

- Numbers of applicants
- Numbers of shortlisted candidates
- Numbers selected to take up jobs

Please see the following information which is based on the last full 12 months and is sourced from NHS Jobs, our candidate application portal.

Please see the table below which shows the requested information.

|              | Applied | %     | Shortlisted | %     | Appointed | %     |
|--------------|---------|-------|-------------|-------|-----------|-------|
| <b>Black</b> | 215     | 4.46  | 88          | 1.82  | 3         | 0.06  |
| <b>Asian</b> | 239     | 4.96  | 73          | 1.51  | 1         | 0.02  |
| <b>White</b> | 4173    | 86.52 | 2426        | 50.30 | 541       | 11.22 |

There are other ethnic groups which do not automatically fall within the three mentioned above that have not been factored into the total number of 4823 candidates who have applied over the last 12 months. Please also be aware that some candidates do not wish to disclose their ethnicity.

I hope you find this information helpful.

If, for whatever reason you are unhappy with our response, you are entitled to pursue any dissatisfaction through South East Coast Ambulance NHS Foundation Trust's (SECamb) Internal Review Procedure at:

South East Coast Ambulance Service NHS Foundation Trust  
40-42 Friars Walk  
Lewes  
East Sussex  
BN7 2XW  
Email: [complaints@secamb.nhs.uk](mailto:complaints@secamb.nhs.uk)

Should you remain unhappy with the outcome of any such internal review, you may request a decision from the Information Commissioner at:

The Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

If I can be of further assistance to you, please do not hesitate to contact me, quoting the above reference number.

Yours sincerely

Freedom of Information Coordinator  
South East Coast Ambulance Service NHS Foundation Trust

