

Cambridge University Hospitals NHS Foundation Trust: profile of applicant success rates between 1 April 2021 and 31 March 2022

Introduction

This report outlines the profile applicant success rates to Cambridge University Hospitals NHS Foundation Trust (CUH), as part of the Trust's obligations under the Public Sector Equality Duty and the Equality Act 2010.

Data in this report has been obtained from TRAC, the Trust's recruitment system, and its accuracy and completeness is therefore dependent on the personal characteristic information that individuals have chosen to share at application stage.

In total, 16,997 individuals applied to the Trust (2,794 medical and 14,203 non-medical), with 1,760 successfully appointed (136 medical and 1,624 non-medical). This includes all staff recruited to Cambridge University Hospitals, and does not include bank or agency staff, those on honorary contracts or staff employed by the Addenbrooke's Charitable Trust.

The graphs of applicant success rates show four categories of applicant:

- 1) those who were appointed (having gone through the whole recruitment process) – depicted in the top purple layer
- 2) Those who attended an interview but were unsuccessful – depicted in the second green layer
- 3) Those who were shortlisted but did not attend the interview – depicted in the third red layer
- 4) Those who applied but were not shortlisted – depicted in the bottom blue layer. It should be noted that this report does not distinguish between those that met the essential criteria but were not shortlisted, and those that did not meet the essential criteria.

The following sections detail the profile of applicant success rates by six of the protected characteristics within the Equality Act 2010: age, disability, ethnicity, gender, religious belief and sexual orientation.

Age

Chart 1: Profile of applicants 1 April 2021 - 31 March 2022 by age group

Profile of applicants 2021-22 by age group

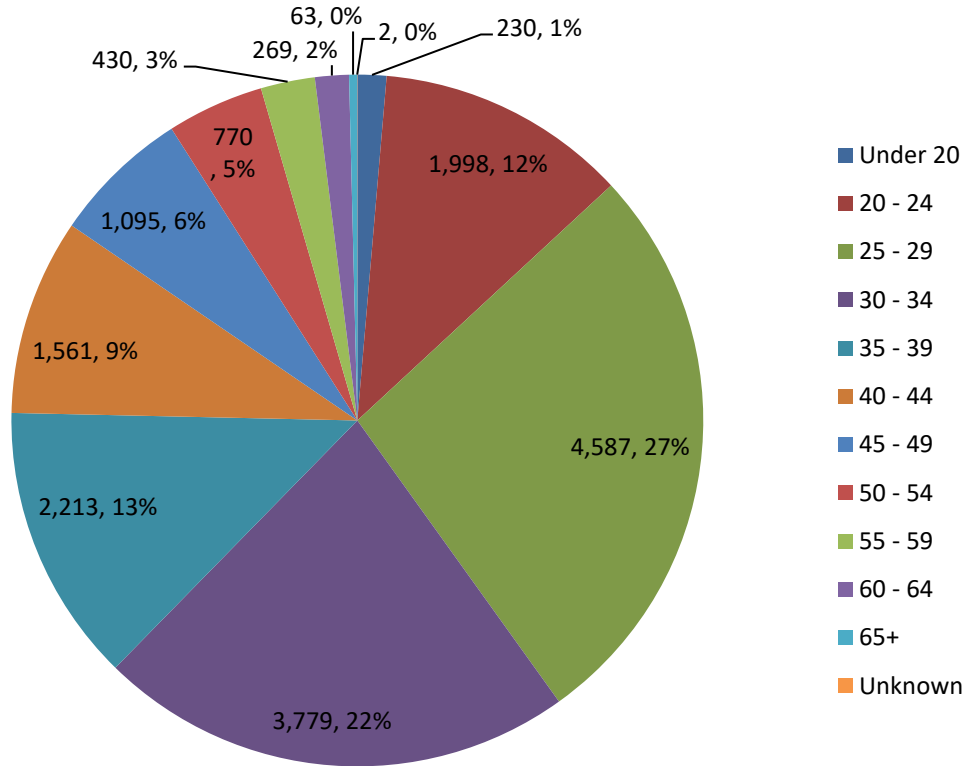
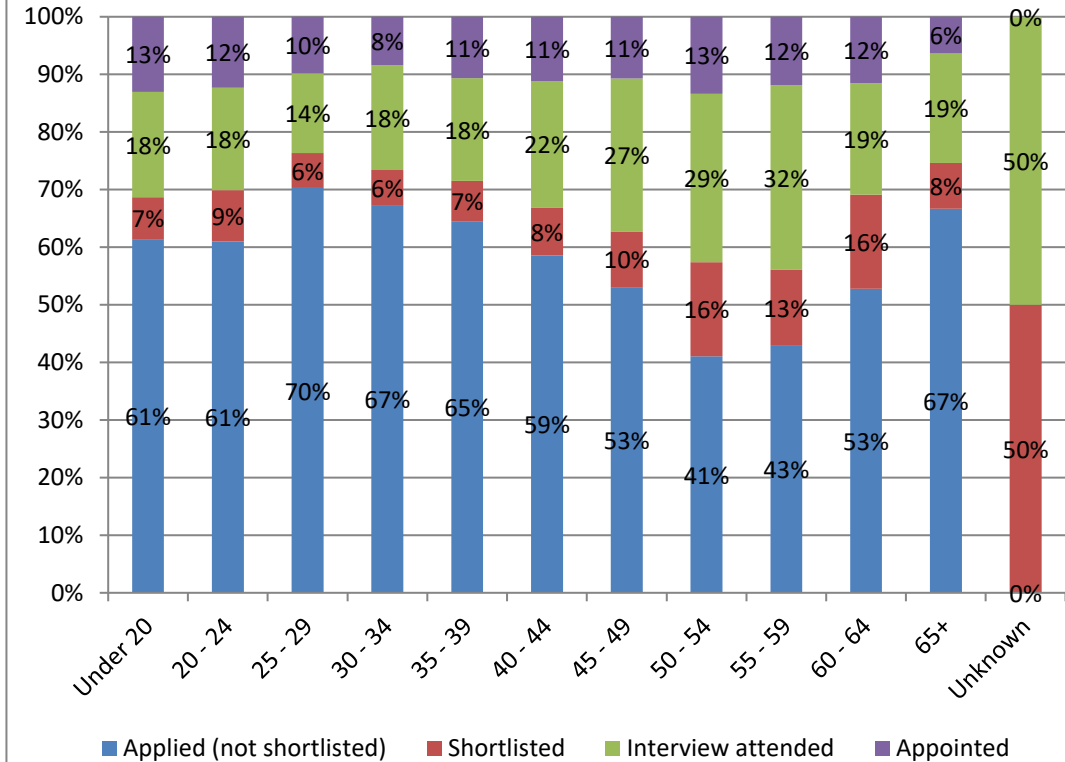


Chart 2: Applicant success rates 1 April 2021 - 31 March 2022 by age group

Applicant success rates 2021-22 by age group



The largest group of applicants were those in the 25-29 age group (4,587, 27%), followed by 30-34 (3,779, 22.2%). These were also the groups that were least likely to be appointed as a proportion of those who applied, with the exception of those aged 65+.

Disability

Chart 3: Profile of applicants 1 April 2021 – 31 March 2022 by recorded disability

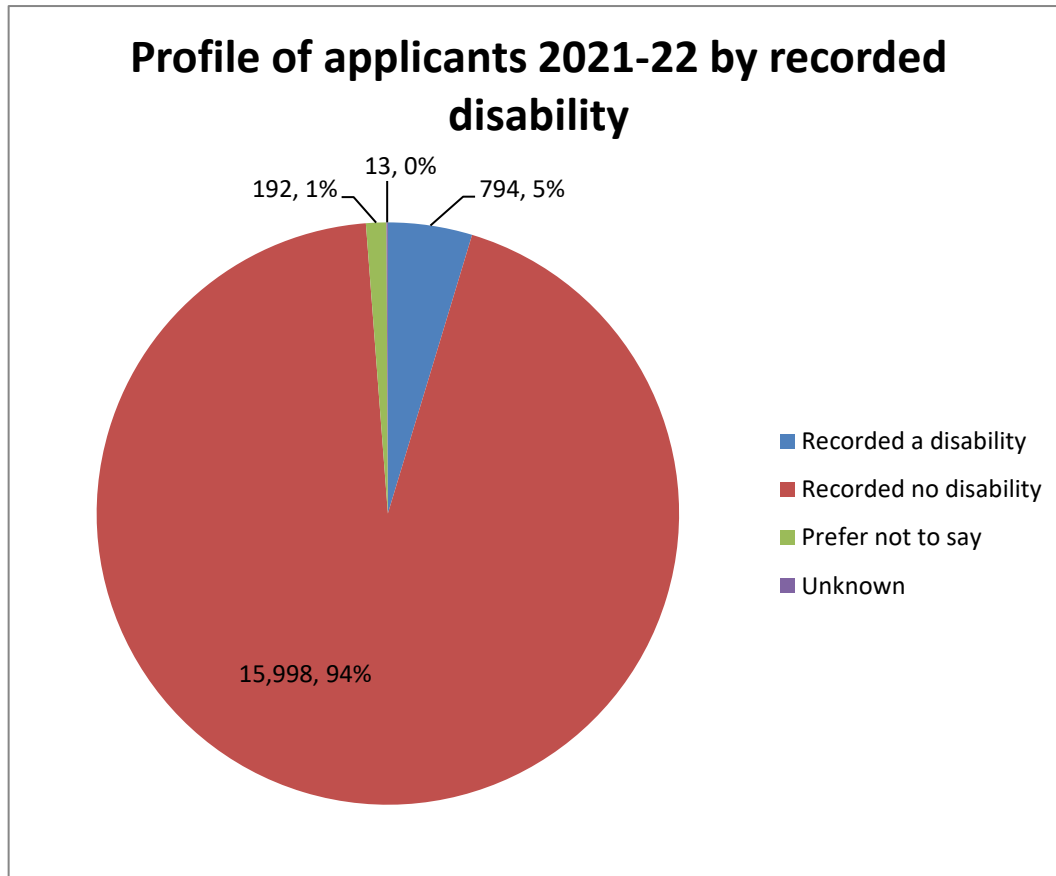
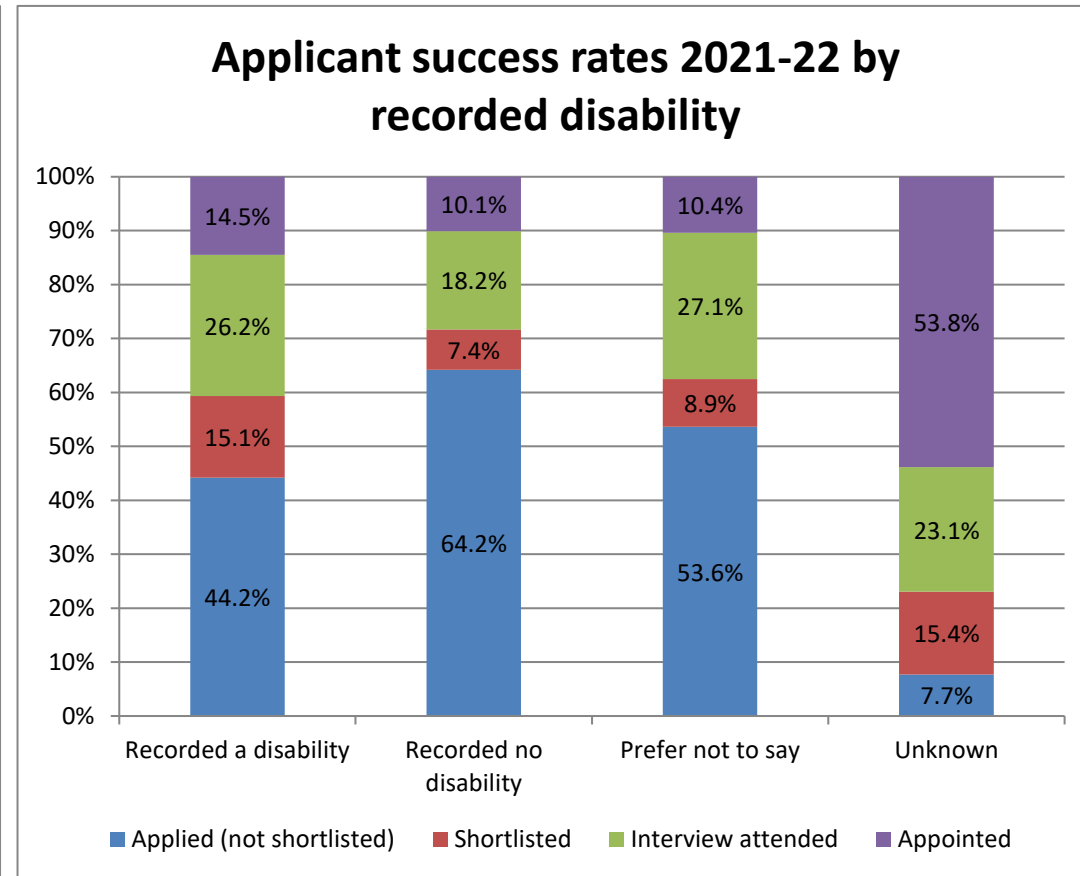


Chart 4: Applicant success rates 1 April 2021 - 31 March 2022 by recorded disability



4.7% of applicants recorded that they have a disability at the point of application, with just 1.1% choosing not to share this information, an improvement from 1.3% last year. The appointment rate for candidates with a disability is 14.5%, above that of 10.1% for those without a disability, although there is a significant drop off from shortlist to appointment for those with a disability (55.8% to 14.5%, a drop of 41.3%) compared to those without a disability (35.8% to 10.1%, a drop of 25.7%). This may be due in part to the guaranteed interview scheme, which guarantees an interview to anyone sharing that they have a disability if they meet the essential criteria.

Ethnic Origin

Chart 5: Profile of applicants 1 April 2021 - 31 March 2022 by ethnic origin

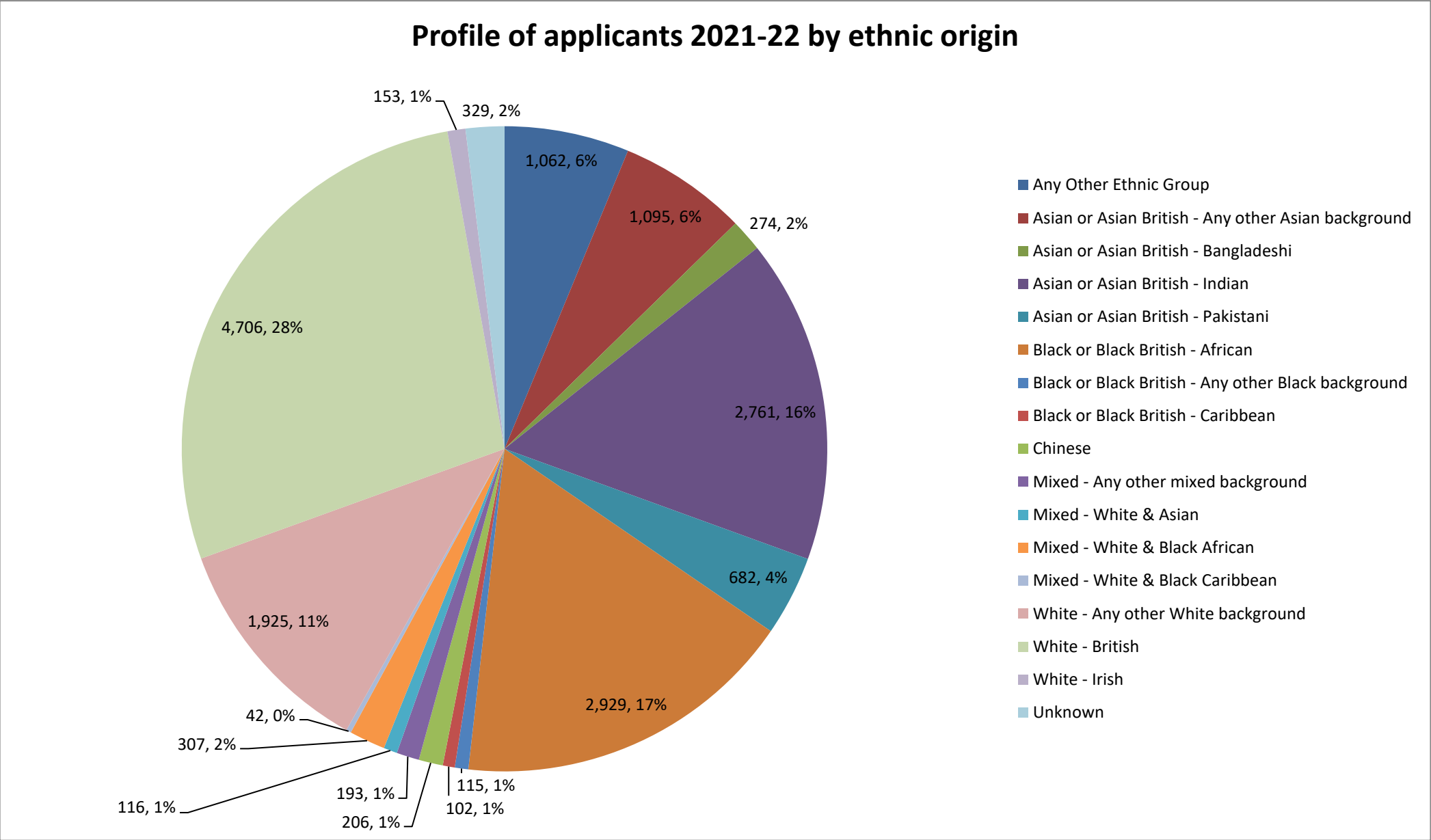


Chart 6: Profile of applicants 1 April 2021 - 31 March 2022 by ethnic origin (White and BME)

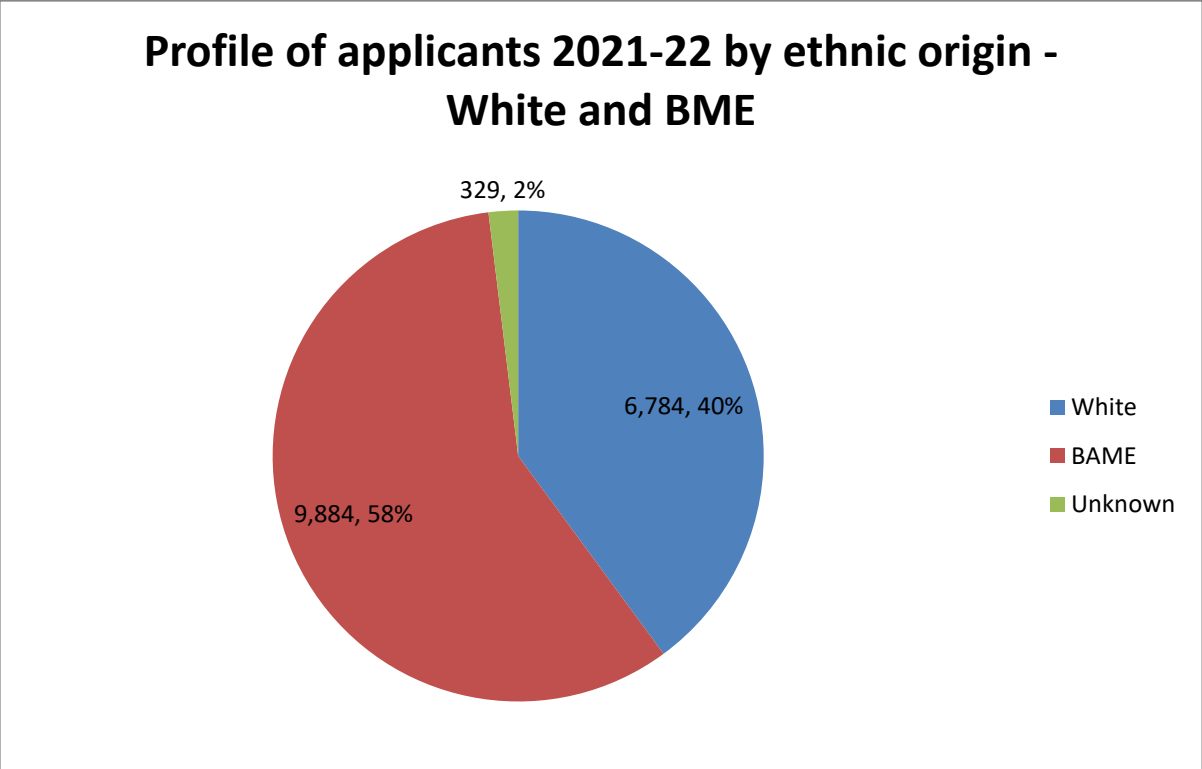


Chart 7: Applicant success rates 1 April 2021 - 31 March 2022 by ethnic origin

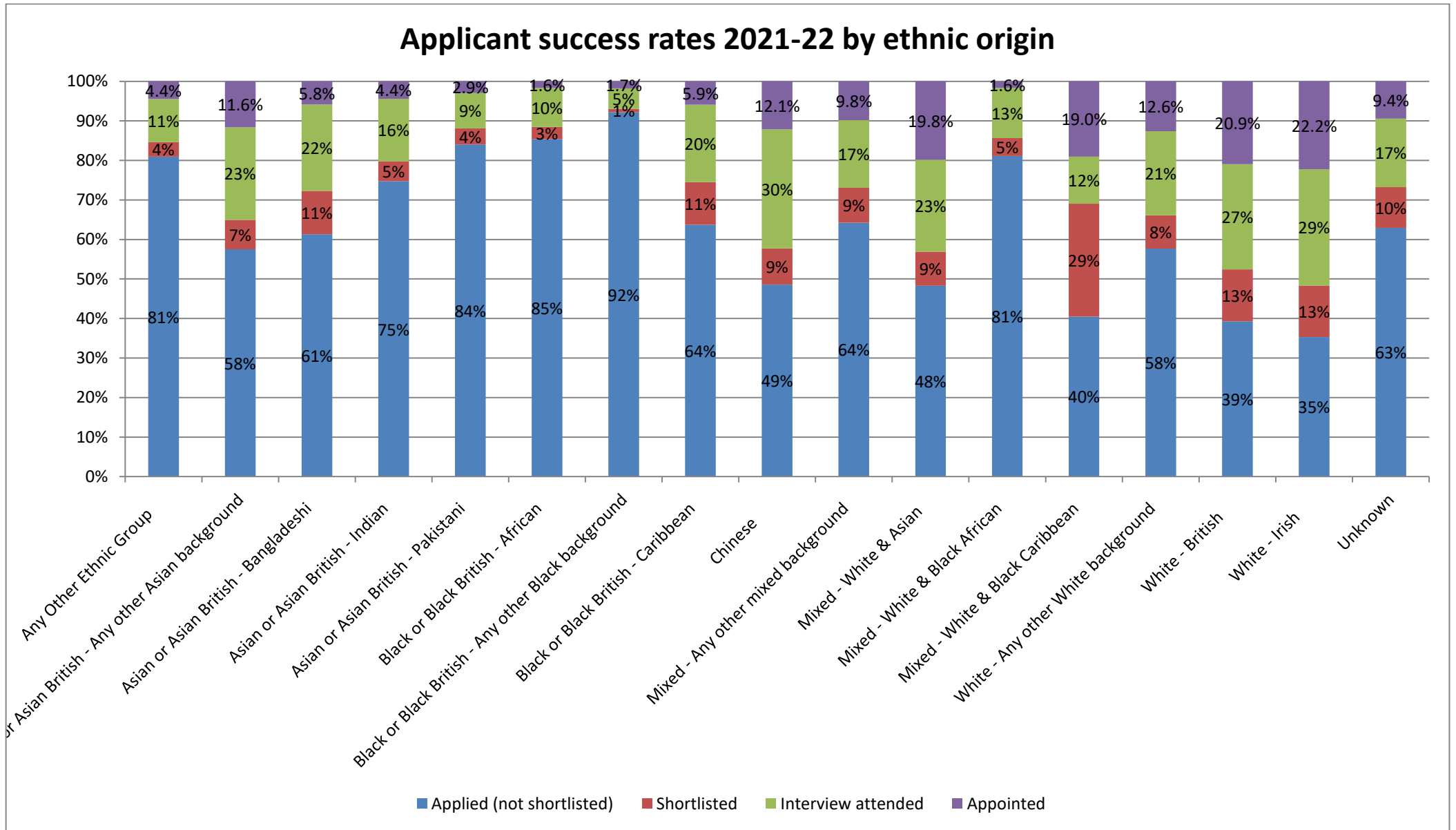
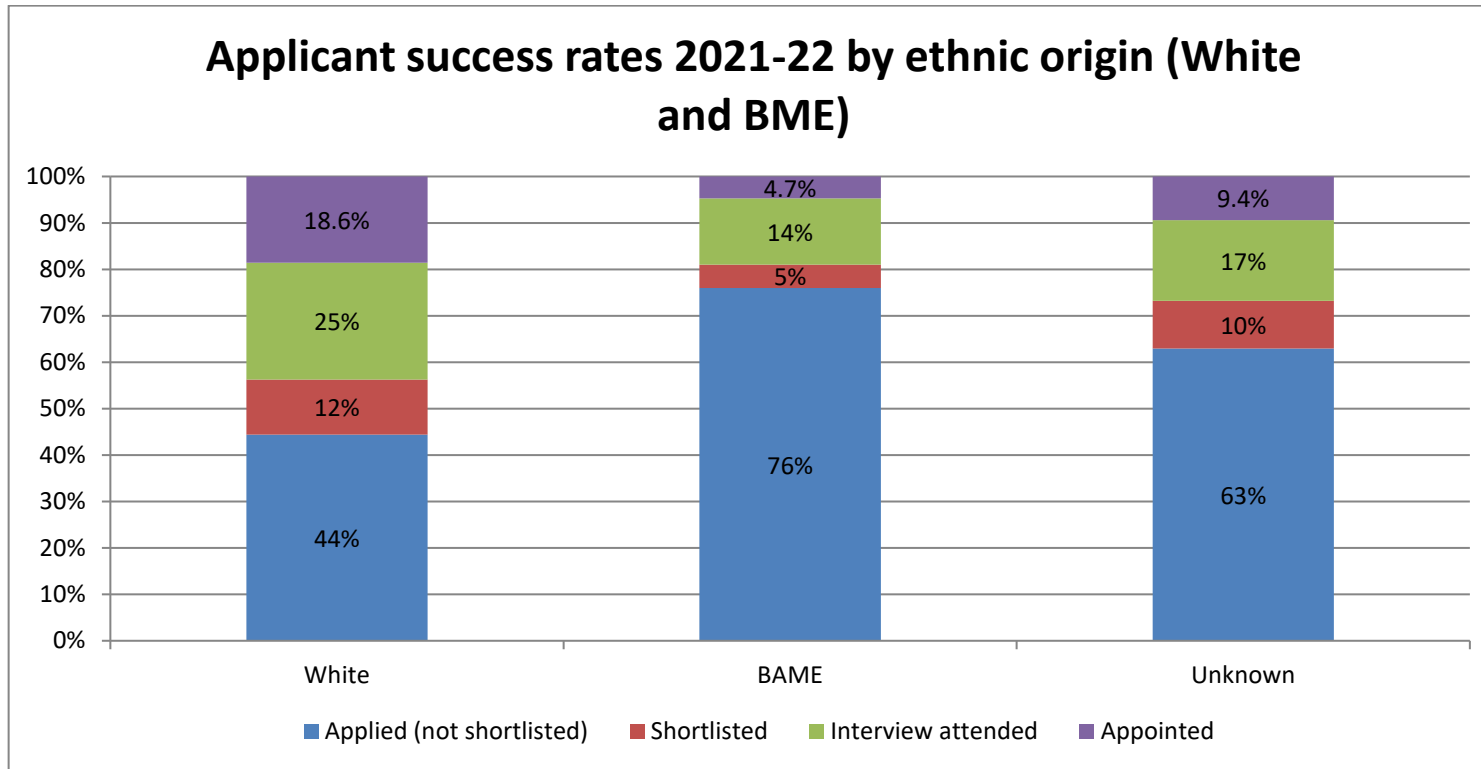


Chart 8: Applicant success rates 1 April 2021 - 31 March 2022 by ethnic origin (White and BME)



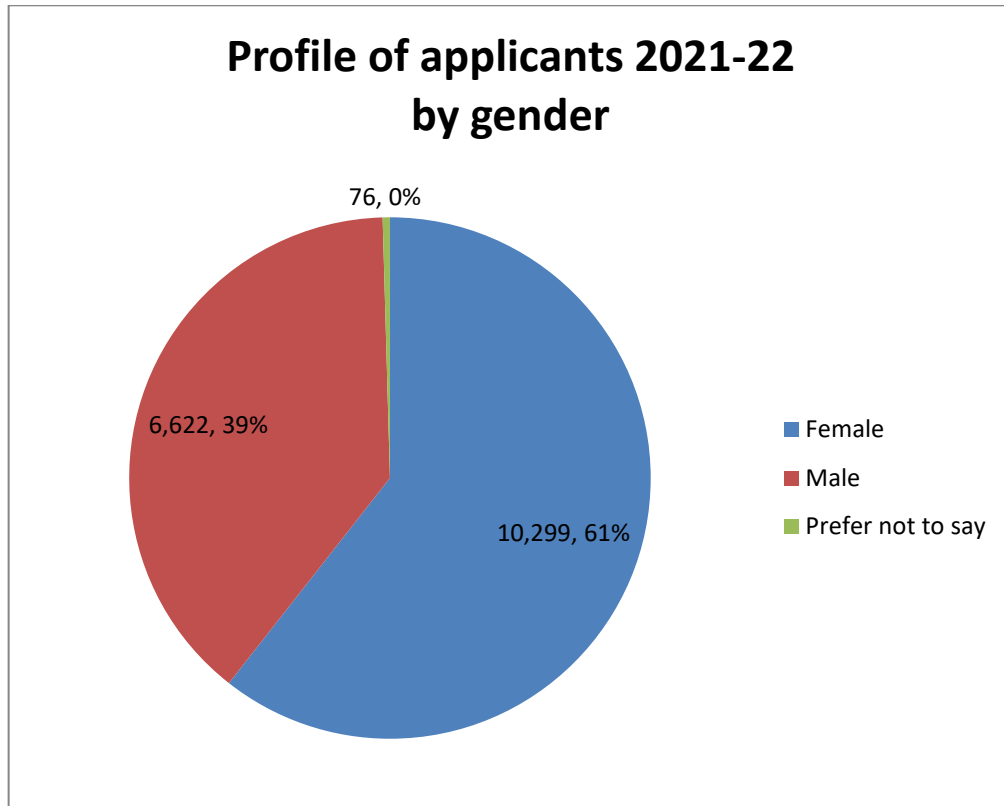
39.9% of applicants to the Trust recorded their ethnic origin as White, and 27.7 % as White British. 58.2% of applicants to the Trust recorded their ethnic origin as Black, Asian or another Ethnic Minority group, with Black or Black British – African and Asian or Asian British – Indian the highest proportions at 17.2% and 16.2% respectively.

Appointment rate for those of White ethnic origin was 18.6%, and 4.7% for those of BAME origin, with White applicants also much more likely to be shortlisted. The highest success rate was for those of White – Irish origin (22.2%), followed by White British (20.9%), Mixed – White and Asian (19.8%) and Mixed – White and Black Caribbean (19%). Those least likely to be appointed were those of Mixed – White and Black African (1.6%), Black or Black British – African (1.6%) and Black or Black British – Any Other Black background (1.7%) ethnic origin.

NB: this is a slightly different measure to the metric included in the WRES, which considers appointment from shortlisting; this data takes into account appointment from all those who have applied. A significant number of international applicants and recruits are included within these figures, with many international applicants not meeting the essential shortlisting criteria.

Gender

Chart 9: Profile of applicants 1 April 2021 - 31 March 2022 by gender

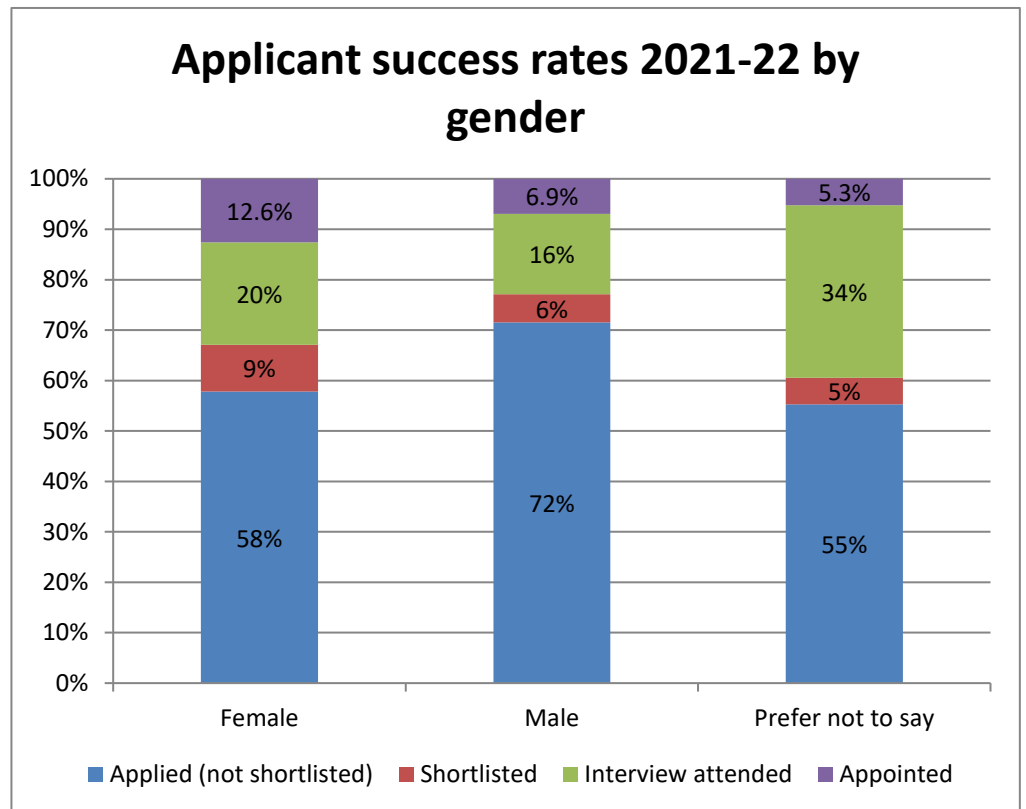


60.6% of the applicants to the Trust were female, and 39% male.

Appointment rates for female applicants were almost twice those for male applicants (12.6% compared to 6.9%).

NB. no additional options are currently provided for candidates to share their gender identity beyond male/female and the option to not disclose for non-medical applicants. The data on medical applicants is extremely limited and we therefore have not shown any data about trans or non-binary applicants.

Chart 10: Applicant success rates 1 April 2021 - 31 March 2022 by gender



Religious belief

Chart 11: Profile of applicants 1 April 2021 - 31 March 2022 by religious belief

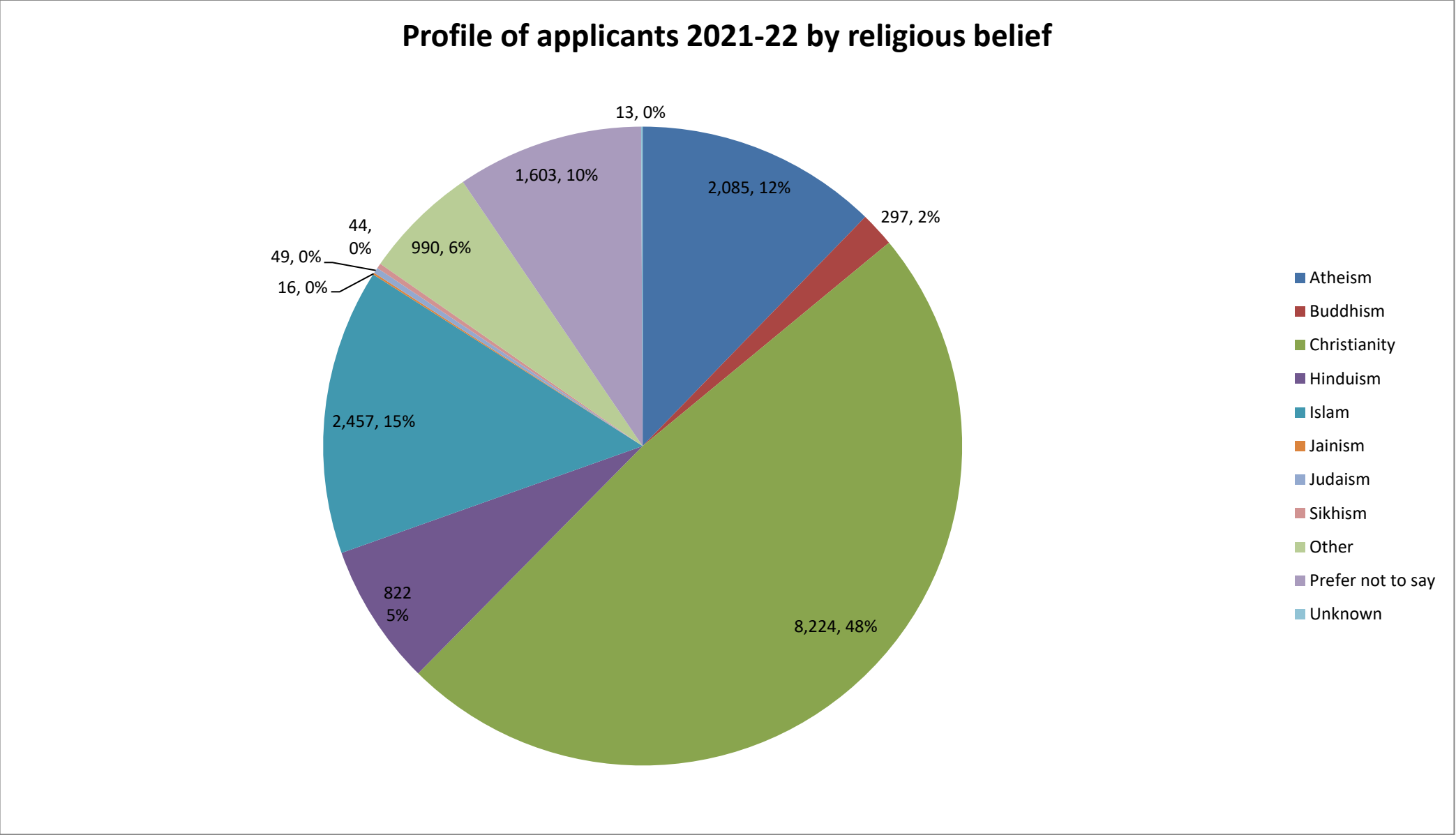
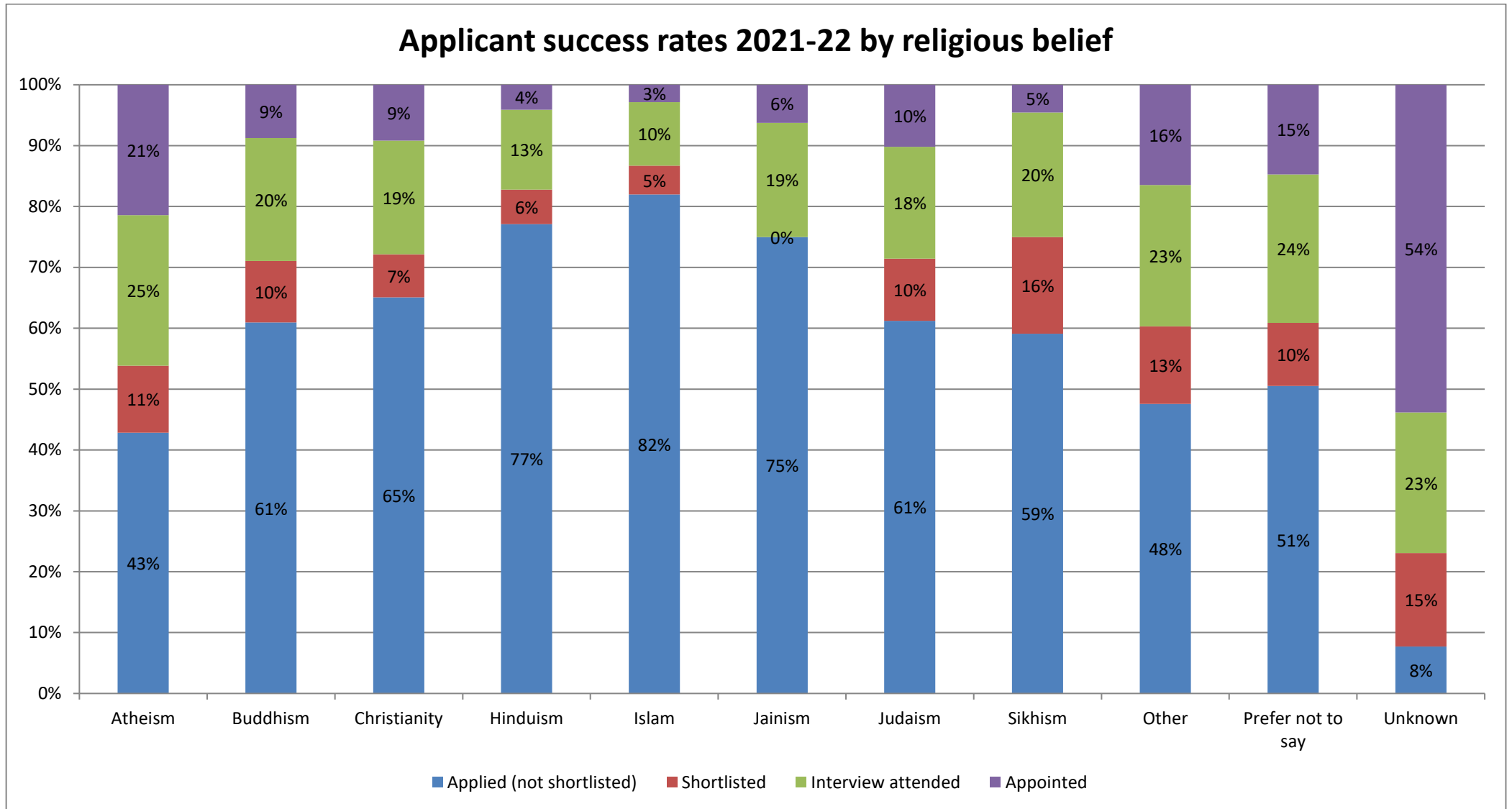


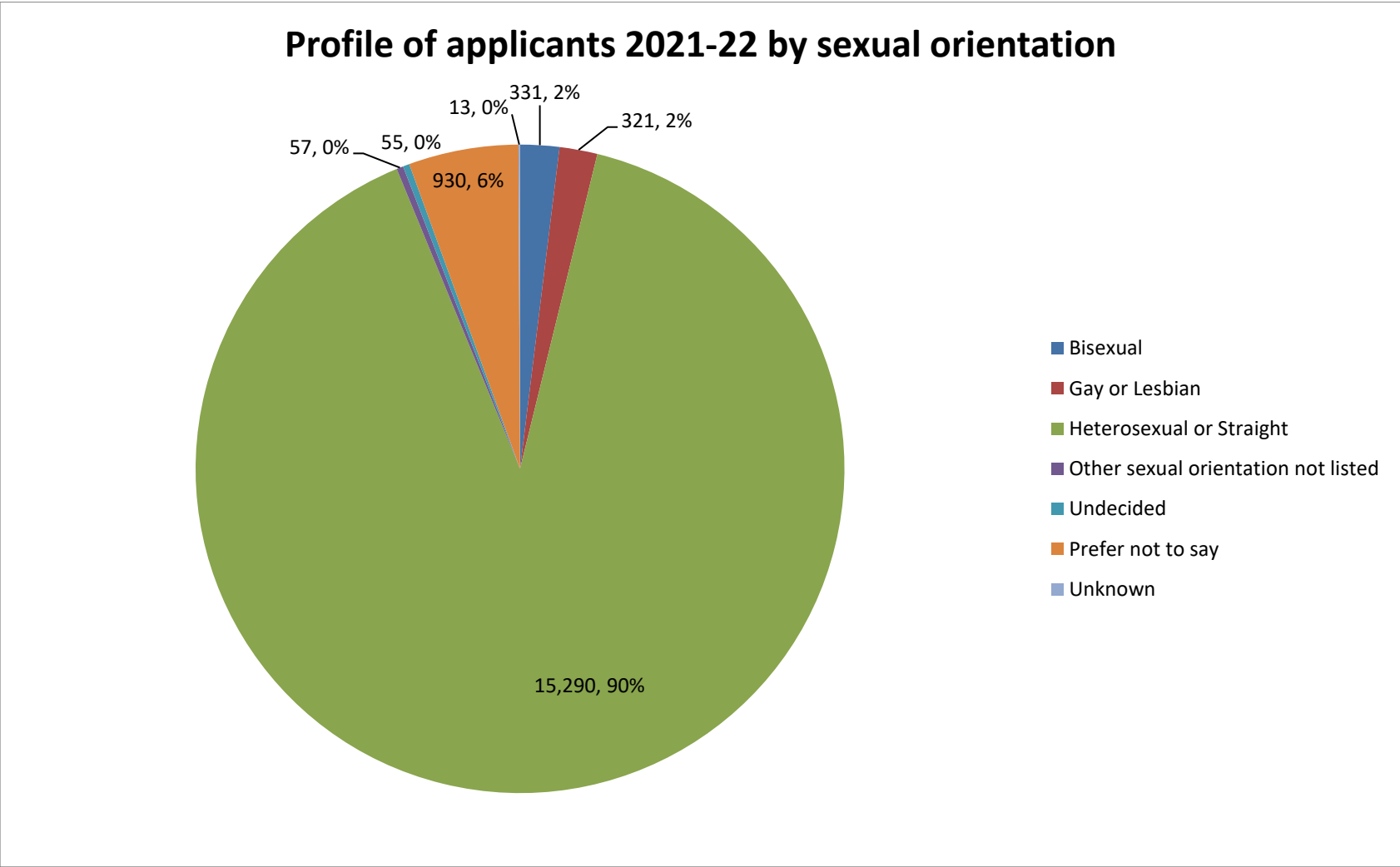
Chart 12: Applicant success rates 1 April 2021 - 31 March 2022 by religious belief



The largest group of applicants were those who stated their religious belief as Christianity (48.4%), followed by Islam (14.5%). Applicant success rates are highest for those who record their religious belief as Atheism (21.4%) and Other (16.5%), with the lowest success rates for those who are Muslim (2.8%) or Hindu (4.1%).

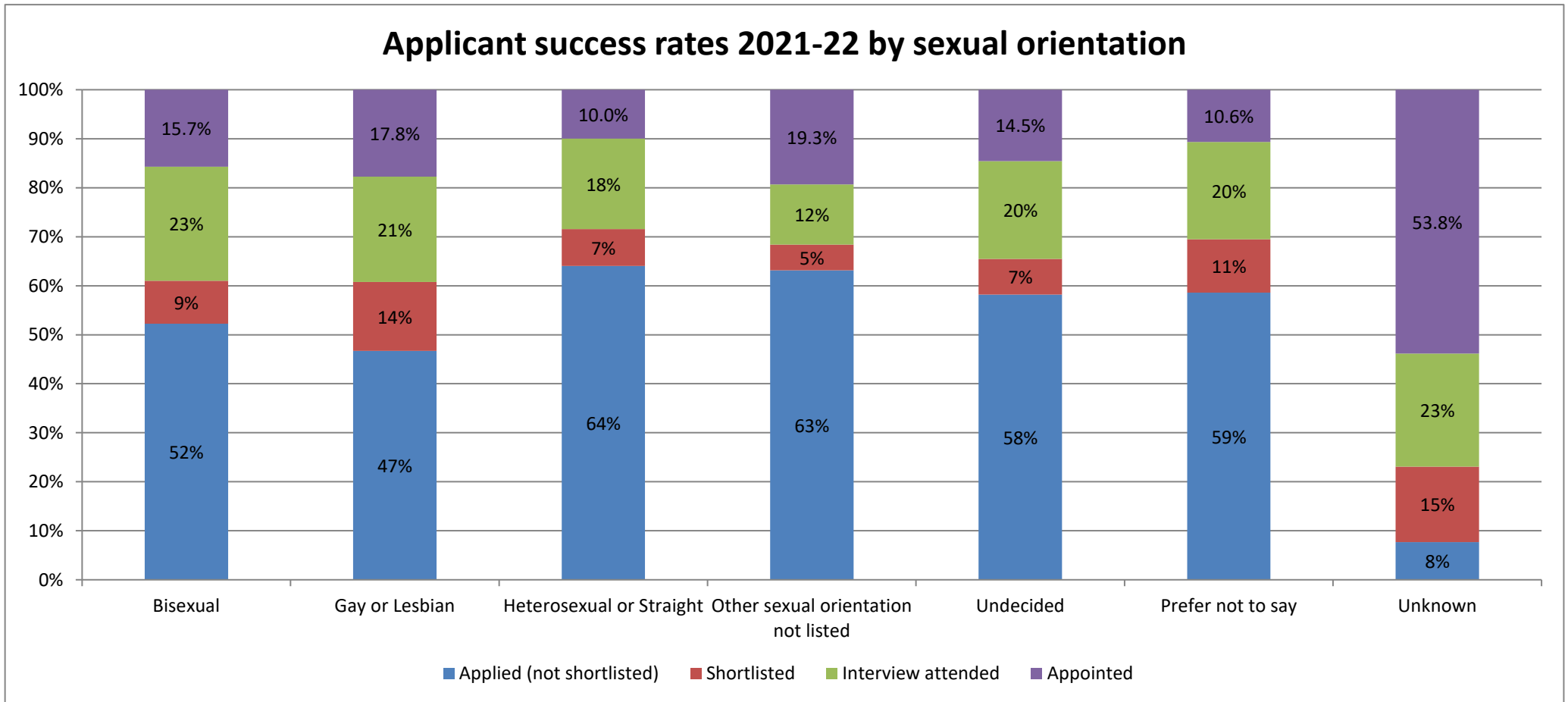
Sexual orientation

Chart 13: Profile of applicants 1 April 2021 - 31 March 2022 by sexual orientation



4.2% of applicants to CUH describe themselves as being bisexual, gay, lesbian or another sexual orientation not listed – i.e. part of the LGB+ community.

Chart 14: Applicant success rates 1 April 2021 - 31 March 2022 by sexual orientation



Those who recorded their sexual orientation as 'heterosexual or straight' were least likely to be shortlisted (35.9%) or appointed (10%). The appointment rates for all other sexual orientations are between 14.5% (undecided) and 19.3% (other sexual orientation not listed).