

Dear Sir/Madam

Thank you for your Freedom of Information request concerning ethnicity.

The Trust can provide the following information:

Q 1-7- Please see below-

How many nurses do you employ? (please give whole-time equivalent figure).

Please provide the ethnic breakdown of all staff employed by your organisation (provide the information in percentages).

Please provide the ethnic breakdown for registered nursing staff (provide the information in percentages).

How many band 7 nurses from black and minority ethnic backgrounds did you employ in the following years (please use whole-time equivalent figures). If you cannot provide figures for confidentiality reasons please provide percentages:

2013

2012

2011

How many band 7 nurses from white backgrounds did you employ in the following years (using whole-time equivalent figures). If you cannot provide figures for confidentiality reasons please provide percentages:

2013

2012

2011

How many nurses from black and minority ethnic backgrounds did you employ in band 8a, band 8b and band 8c in the following years, giving a separate figure for each band (please use whole-time equivalent figures). If you cannot provide figures for confidentiality reasons please provide percentages:

2013

2012

2011

How many nurses from white backgrounds did you employ did you employ in band 8a, band 8b and band 8c in the in the following years (using whole-time equivalent figures) If you cannot provide figures for confidentiality reasons please provide percentages:

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2013
2012
2011

Nursing WTE

Band	WTE
Band 5	426.47
Band 6	310.36
Band 7	305.84
Band 8	64.85
Total	1107.53

All Staff in Post Ethnicity

Ethnicity	%
A White - British	34.20%
B White - Irish	3.01%
C White - Any other White background	9.32%
D Mixed - White & Black Caribbean	0.77%
E Mixed - White & Black African	0.52%
F Mixed - White & Asian	0.38%
G Mixed - Any other mixed background	1.01%
H Asian or Asian British - Indian	6.55%
J Asian or Asian British - Pakistani	1.64%
K Asian or Asian British - Bangladeshi	1.84%
L Asian or Asian British - Any other Asian background	4.36%
M Black or Black British - Caribbean	7.02%
N Black or Black British - African	14.99%
P Black or Black British - Any other Black background	8.28%
R Chinese	0.69%
S Any Other Ethnic Group	3.04%
Z Not Stated	2.38%

Nursing Ethnicity

Ethnicity	%
A White - British	26.11%
B White - Irish	2.50%

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C White - Any other White background	6.26%
D Mixed - White & Black Caribbean	0.42%
E Mixed - White & Black African	0.75%
G Mixed - Any other mixed background	0.58%
H Asian or Asian British - Indian	4.09%
J Asian or Asian British - Pakistani	0.33%
K Asian or Asian British - Bangladeshi	0.67%
L Asian or Asian British - Any other Asian background	5.92%
M Black or Black British - Caribbean	8.17%
N Black or Black British - African	29.19%
P Black or Black British - Any other Black background	9.59%
R Chinese	0.50%
S Any Other Ethnic Group	2.67%
Z Not Stated	2.25%

Band 7 Nurses BME

Year	WTE
2013	174.46
2012	157.69
2011	162.05

Band 7 Nurses White

Year	WTE
2013	125.03
2012	110.66
2011	104.52

Band 8 Nurses BME

Year	WTE
2013	28.45
2012	34.4

Band 8 Nurses White

Year	WTE
2013	33.4
2012	31.6

1. How many disciplinary cases were there for nursing staff in your organisation in the following years:
 2013-x 17 cases
 2012-x 1case

2. What percentage of those involved nurses from black and minority ethnic backgrounds?

2013-76% from BME background
 2012- 100% from BME background

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3. How many referrals did your organisation make to the Nursing and Midwifery Council in:

2013-1

2012-0

4. Of those, how many were for nurses from black and minority ethnic backgrounds?

2013-1

2012-0

5. Do you have any programmes/schemes to develop the careers of black and minority ethnic staff. We are particularly keen to hear about any schemes for nursing staff as we like to feature best practice case studies on career progression opportunities for nurses

There are not any specific courses because all of our development programmes are open to all staff irrelevant of their ethnicity

If you have any queries about this response please contact the information governance manager at foi@homerton.nhs.uk , in the first instance. If, following that, you still have any concerns, you may contact the Information Commissioner either by letter, FOI/EIR Complaints resolution, Wycliffe House, Water Lane, Wilmslow, Cheshire SM9 5AF, or by email www.informationcommissioner.gov.uk to take them further.

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Yours sincerely

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