

Freedom of Information Request

Ref: UHB 20-236

28 July 2020

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

We can confirm that we do hold the information you are requesting.

1. Please breakdown the number of medical staff working in your hospitals by ethnicity and gender for the past five financial years (2015/16-2019/20)

UH Bristol – Medical & Dental Staffing (headcount) by Gender and Ethnicity

Notes

- Figures are at a point in time (taken at the end of each year).
- Headcount is for all substantive staff (i.e. those on permanent and fixed-term contracts).
- Excludes staff on Bank Only contracts

All Substantive		15/16	16/17	17/18	18/19	19/20
Staff Group	Gender	Headcount	Headcount	Headcount	Headcount	Headcount
Medical and Dental	Female	612	680	735	739	781
	Male	570	567	558	583	613
Medical and Dental Total		1182	1247	1293	1322	1394

		15/16	16/17	17/18	18/19	19/20
Staff Group	Ethnicity	Headcount	Headcount	Headcount	Headcount	Headcount
Medical and Dental	A White - British	776	846	865	847	862
	B White - Irish	21	25	18	19	24

	C White - Any other White background	100	117	117	127	126
	D Mixed - White & Black Caribbean	<5	<5	<5	<5	<5
	E Mixed - White & Black African	5	6	6	7	8
	F Mixed - White & Asian	8	14	12	16	14
	G Mixed - Any other mixed background	11	13	11	15	12
	H Asian or Asian British - Indian	98	90	86	80	92
	J Asian or Asian British - Pakistani	21	17	13	17	16
	K Asian or Asian British - Bangladeshi	<5	<5	<5	<5	5
	L Asian or Asian British - Any other Asian background	20	19	29	33	42
	M Black or Black British - Caribbean	<5	<5	<5	6	5
	N Black or Black British - African	8	9	15	13	24
	P Black or Black British - Any other Black background	<5	<5	<5	<5	<5
	R Chinese	11	14	14	17	13
	S Any Other Ethnic Group	22	28	26	26	24
	Z Not Stated	70	38	72	92	122
Total		1182	1247	1293	1322	1394

		15/16	16/17	17/18	18/19	19/20
Gender	Ethnicity	Headcount	Headcount	Headcount	Headcount	Headcount
Female	A White - British	417	481	517	497	514
	B White - Irish	10	11	9	9	14
	C White - Any other White background	51	63	69	74	70
	D Mixed - White & Black Caribbean	0	<5	<5	<5	<5
	E Mixed - White & Black African	0	<5	<5	<5	<5
	F Mixed - White & Asian	<5	8	5	7	<5

G Mixed - Any other mixed background	<5	5	<5	6	<5
H Asian or Asian British - Indian	42	42	38	33	41
J Asian or Asian British - Pakistani	9	7	5	9	5
K Asian or Asian British - Bangladeshi	<5	<5	<5	<5	<5
L Asian or Asian British - Any other Asian background	11	11	17	23	25
M Black or Black British - Caribbean	<5	<5	<5	<5	<5
N Black or Black British - African	<5	5	8	7	12
P Black or Black British - Any other Black background	<5	<5	<5	<5	<5
R Chinese	5	6	6	7	6
S Any Other Ethnic Group	11	13	15	14	13
Z Not Stated	40	19	37	45	66

Male	A White - British	359	365	348	350	348
	B White - Irish	11	14	9	10	10
	C White - Any other White background	49	54	48	53	56
	D Mixed - White & Black Caribbean	<5	<5	<5	<5	<5
	E Mixed - White & Black African	5	<5	5	5	7
	F Mixed - White & Asian	<5	6	7	9	10
	G Mixed - Any other mixed background	7	8	8	9	9
	H Asian or Asian British - Indian	56	48	48	47	51
	J Asian or Asian British - Pakistani	12	10	8	8	11
	K Asian or Asian British - Bangladeshi	<5	<5	<5	<5	<5

Medical and Dental	A White - British	15	13	16	19	27
	B White - Irish	0	0	0	0	0
	C White - Any other White background	<5	<5	<5	<5	<5
	D Mixed - White & Black Caribbean	0	0	0	0	0
	E Mixed - White & Black African	0	0	<5	0	0
	F Mixed - White & Asian	0	0	0	0	<5
	G Mixed - Any other mixed background	0	0	0	0	0
	H Asian or Asian British - Indian	<5	<5	<5	<5	<5
	J Asian or Asian British - Pakistani	0	0	0	0	0
	K Asian or Asian British - Bangladeshi	0	0	0	0	0
	L Asian or Asian British - Any other Asian background	0	<5	0	<5	<5
	M Black or Black British - Caribbean	0	0	0	<5	0
	N Black or Black British - African	0	0	0	0	<5
	P Black or Black British - Any other Black background	0	0	0	0	0
	R Chinese	<5	<5	0	0	<5
	S Any Other Ethnic Group	0	<5	0	0	<5
	Z Not Stated	0	0	0	<5	<5
Total	20	20	21	26	42	

15/16 16/17 17/18 18/19 19/20

Gender	Ethnicity	Headcount	Headcount	Headcount	Headcount	Headcount
Female	A White - British	11	9	9	12	17
	B White - Irish	0	0	0	0	0
	C White - Any other White background	<5	<5	<5	<5	<5

D Mixed - White & Black Caribbean	0	0	0	0	0
E Mixed - White & Black African	0	0	0	0	0
F Mixed - White & Asian	0	0	0	0	<5
G Mixed - Any other mixed background	0	0	0	0	0
H Asian or Asian British - Indian	<5	0	0	<5	<5
J Asian or Asian British - Pakistani	0	0	0	0	0
K Asian or Asian British - Bangladeshi	0	0	0	0	0
L Asian or Asian British - Any other Asian background	0	<5	<5	<5	<5
M Black or Black British - Caribbean	0	0	0	<5	0
N Black or Black British - African	0	0	0	0	<5
P Black or Black British - Any other Black background	0	0	0	0	0
R Chinese	<5	<5	0	0	0
S Any Other Ethnic Group	0	<5	0	0	<5
Z Not Stated	0	0	0	<5	0

Male	A White - British	<5	<5	7	7	10
	B White - Irish	0	0	0	0	0
	C White - Any other White background	<5	0	0	0	<5
	D Mixed - White & Black Caribbean	0	0	0	0	0
	E Mixed - White & Black African	0	0	<5	0	0
	F Mixed - White & Asian	0	0	0	0	<5
	G Mixed - Any other mixed background	0	0	0	0	0
	H Asian or Asian British - Indian	<5	<5	<5	<5	0

J Asian or Asian British - Pakistani	0	0	0	0	0
K Asian or Asian British - Bangladeshi	0	0	0	0	0
L Asian or Asian British - Any other Asian background	0	0	0	0	<5
M Black or Black British - Caribbean	0	0	0	0	0
N Black or Black British - African	0	0	0	0	0
P Black or Black British - Any other Black background	0	0	0	0	0
R Chinese	0	0	0	0	<5
S Any Other Ethnic Group	0	0	0	0	0
Z Not Stated	0	0	0	0	<5
Grand Total	20	20	21	26	45

Please note where the figures are less than 5, this has been denoted by '<5'. Where numbers are low we have considered that there is the potential for the individuals to be identified from the information provided, when considered with other information that may also be in the public domain. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the Data Protection Act, namely Principle 1, therefore find that the Section 40(2) exemption contained within the Freedom of information Act 2000 is engaged. Section 40 is the exemption for personal information.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Director of Corporate Governance
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

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To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

**Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust**