

Freedom of Information Request

Ref: 25-315

8 May 2025

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

Is it the case you the ubhw trust that you are NHS 'discriminates' against white job applicants in shortlists.

Could you tell me what percentage of your staff within the Trust are promoted on efficacy rather than experience and what percentage of white people lose out because of their skin colour.

Our annual equality report is available on our external facing [UHBW NHS - Diversity, Equity and Inclusion](#) webpage. This includes our annual report on the National NHS Workforce Race Equality Standard (WRES).

WRES Indicator 2 The relative likelihood of white applicants being appointed from shortlisting compared to BME applicants: The difference between the proportion of Minority Ethnic Colleagues being appointed from shortlisting compared to White colleagues is increasing. The relative likelihood of white candidates being appointed from shortlisting compared to Ethnically Minoritised candidates has increased from 2022 to 2023, from white colleagues being 1.62 times more likely to be appointed in 2022 to being 1.92 times more likely to be appointed in 2023. This increase has been caused by proportionately less Ethnically Minoritised colleagues being appointed from shortlisting (dropping from 25.0% of colleagues to 20.3% of colleagues). We are working to address this inequality through our pro-equity action plan on the following link: [pro-equity action plan uhbw external.pdf](#).

As an equal opportunities employer actively working towards a diverse workforce we aim to recruit and retain a workforce which represents the rich diversity of the local population at all levels and are committed to designing our services around the needs of individual patients and those around them. Anonymous information will be used from your application to ensure we're meeting our pledge.

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:

Data Protection Officer
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

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

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