

Freedom of Information Request

1. For each of the last 5 years (broken by year, please provide a breakdown of the different ethnicities of the workforce of the trust, broken down by their different roles such as:

a. Nursing & Midwifery

b. Admin and Clerical

c. Professional & Technical Social Services (excl. domiciliary care)

d. Support Services

e. Medical & Dental

f. Ambulance

g. Estates Services

By 'different ethnicities' I mean the ethnicity that each member of the Health and Social Care Workforce define themselves as - for example, White, Chinese, Irish Traveller, Indian, Pakistani, Bangladeshi, Black Caribbean, Black African, Black Other, Mixed ethnic group (or those who choose not to list their ethnicity)

**It should be noted that the provision of equality information by staff is voluntary. All staff are encouraged to provide/record their equality information at recruitment stage and to update it during the course of their employment. Disclosure rates vary across the equality groups and should be taken into consideration when interpreting the data.*

To ensure confidentiality, categories have been amalgamated where numbers are less than ten and exact numbers are not provided where categories consist of one individual (even when amalgamated).

Table 1: Admin & Clerical

Admin & Clerical Ethnicity Statistics										
Year	2017		2018		2019		2020		2021	
Categories	No.	%	No.	%	No.	%	No.	%	No.	%
Black Caribbean	7	0.38%	8	0.43%	8	0.41%	9	0.45%	8	0.39%
Black African										
Black Other										
Chinese										
Filipino										
Indian										
Irish Traveller										
Pakistani										
Mixed Ethnic Group										
Other										
White	1681	91.36%	1680	90.47%	1696	87.29%	1645	81.96%	1601	78.91%
Not Assigned	152	8.26%	169	9.10%	239	12.30%	354	17.64%	420	20.70%
Total	T: 1840		T:1857		T:1943		T:2007		T: 2029	

Table 2: Estates

Estates Ethnicity Statistics										
Year	2017		2018		2019		2020		2021	
Categories	No.	%	No.	%	No.	%	No.	%	No.	%
Black Caribbean	The Northern Health and Social Care Trust ("the Trust") cannot provide this information due to the small numbers involved i.e. less than 5, as this could be potentially matched up with other information to allow individuals to be identified. The Trust therefore considers this information exempt under Section 40(2)(3) of the Freedom of Information Act.									
Black African										
Black Other										
Chinese										
Filipino										
Indian										
Irish Traveller										
Pakistani										
Mixed Ethnic Group										
Other										
White	117	93.60%	115	92.74%	117	84.78%	117	79.05%	113	72.44%
Not Assigned	7	5.60%	8	6.45%	20	14.49%	30	20.27%	42	26.92%
Total	T:125		T: 124		T:138		T: 148		T:156	

Table 3: Support Services

Support Services Ethnicity Statistics										
Year	2017		2018		2019		2020		2021	
Categories	No.	%	No.	%	No.	%	No.	%	No.	%
Black Caribbean	16	1.39%	16	1.42%	18	1.51%	20	1.65%	19	1.57%
Black African										
Black Other										
Chinese										
Filipino										
Indian										
Irish Traveller										
Pakistani										
Mixed Ethnic Group										
Other										
White	974	84.55%	941	83.50%	953	80.02%	913	75.52%	854	70.52%
Not Assigned	162	14.06%	169	15.00%	219	18.39%	276	22.83%	337	27.83%
Total	T: 1152		T:1127		T:1191		T: 1209		T:1211	

Table 4: Nursing & Midwifery

Nursing & Midwifery Ethnicity Statistics										
Year	2017		2018		2019		2020		2021	
Categories	No.	%	No.	%	No.	%	No.	%	No.	%
Black Caribbean	8	0.18%	8	0.18%	7	0.15%	7	0.14%	6	0.12%
Black African										
Black Other										
Chinese										
Filipino	26	0.61%	28	0.63%	22	0.48%	20	0.42%	22	0.43%
Indian	102	2.38%	102	2.31%	102	2.23%	101	2.11%	103	2.03%
Irish Traveller	8	0.18	8	0.18	8	0.18	7	0.14	6	0.12
Pakistani										
Mixed Ethnic Group										
Other	24	0.56%	29	0.66%	28	0.61%	27%	0.56%	27	0.53%
White	3590	83.68%	3541	80.24%	3372	73.79%	3264%	68.07%	3128	61.74%
Not Assigned	532	12.40%	697	15.79%	1031	22.56%	1369%	28.55%	1774	35.02%
Total	T:4290		T: 4413		T:4570		T: 4795		T:5066	

Table 5: Social Care

Social Care Ethnicity Statistics										
Year	2017		2018		2019		2020		2021	
Categories	No.	%	No.	%	No.	%	No.	%	No.	%
Black Caribbean	20	0.52%	18	0.68%	19	0.54%	23	0.76%	22	2.20%
Black African										
Black Other										
Chinese										
Filipino										
Indian										
Irish Traveller										
Pakistani										
Mixed Ethnic Group										
Other										
White	2341	81.51%	2340	80.50%	2314	78.41%	2196	73.01%	2073	67.97%
Not Assigned	511	17.79%	547	18.82%	618	20.94%	789	26.23%	955	31.31%
Total	T:2872		T:2907		T:2951		T:3008		T:3050	

Table 6: Professional & Technical

Professional & Technical Ethnicity Statistics										
Year	2017		2018		2019		2020		2021	
Categories	No.	%	No.	%	No.	%	No.	%	No.	%
Black Caribbean	13	0.80%	9	0.54%	15	0.84%	15	0.80%	14	0.70%
Black African										
Black Other										
Chinese										
Filipino										
Indian										
Irish Traveller										
Pakistani										
Mixed Ethnic Group										
Other										
White	1413	87.55%	1416	83.89%	1415	79.27%	1397	74.19%	1324	67.31%
Not Assigned	188	11.65%	260	15.40%	355	19.89%	471	25.01%	629	31.78%
Total	T:1614		T: 1688		T:1785		T: 1883		T:1967	

Table 7: Medical & Dental

Medical & Dental Ethnicity Statistics										
Year	2017		2018		2019		2020		2021	
Categories	No.	%	No.	%	No.	%	No.	%	No.	%
Black Caribbean	6	0.79%	6	0.78%	8	1.06%	8	0.98%	9	1.08%
Black African										
Black Other										
Chinese										
Filipino										
Indian	18	2.37%	16	2.07%	16	2.11%	16	1.95%	16	1.93%
Irish Traveller	16	2.12%	17	2.20%	15	1.98%	13	1.58%	12	1.44%
Pakistani										
Mixed Ethnic Group										
Other	332	43.80%	333	43.02%	298	39.26%	292	35.61%	276	33.21%
White										
Not Assigned	386	50.92%	402	51.94%	422	55.60%	491	59.88%	518	62.33%
Total	T:758		T:774		T:759		T:820		T:831	