

20230320 FOI ref 722-2223

Dear Data Protection and Security Manager

I am writing to request some recruitment data from the Trust under the terms of the Freedom of Information Act 2000.

I am interested in the gender breakdown of applicants and appointees to locum and substantive consultant positions over the last five financial years (inclusive of the current 2022-23 year) within surgical specialties, to fill out the table below:

Specialty	Number of posts advertised	Male applicants (%)	Female applicants (%)	Appointments made	Male appointees (%)	Female appointees (%)	No candidate appointed (%)
Cardiothoracic	2	75	25	2	50	50	n/a
ENT	1	100	0	1	100	0	n/a
General surgery	6	95.24	4.76	4	34	0	66
Neurosurgery	3	88.88	11.12	3	66.6	33.4	n/a
Oral and maxillofacial surgery (OMFS)	0	n/a	n/a	n/a	n/a	n/a	n/a
Plastic	4	42.85	57.15	3	50	25	25
Trauma & orthopaedics	10	89.47	10.53	9	60	30	10
Urology	2	100	0	2	100	0	n/a
Vascular	0	n/a	n/a	n/a	n/a	n/a	n/a

Notes:

- I'm expecting some low numbers for several of the specialties and I'm aware from previous disclosures that you prefer not to disclose low numbers for GDPR purposes, which is why I'd be happy with percentages.
- I do not require a year-by-year breakdown – totals will suffice.
- I've grouped the specialties as per the NHS Digital surgical specialty datasets.

- I have decided against requesting data on non-binary applicants or applicants who chose not to disclose their gender on their application, again to avoid low numbers skewing the dataset. With this in mind, no explanation is required if percentages across a row do not total 100%.

An emailed PDF response will be sufficient. Please let me know if the Act requires a postal disclosure and I will provide a correspondence address.

Kind regards

Yours faithfully

FOI REF 122-223