Ethnicity - Data from ESR - 1st January 2010 to 1st January 2015

Ethnic Group	1st January 2010		1st January 2011		1st January 2012		1st January 2013		1st January 2014		1st January 2015	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Black	2	0.2	4	0.3	6	0.5	6	0.4	5	0.3	6	0.4
Asian	11	0.9	10	0.8	13	1.0	11	0.8	11	0.7	10	0.7
White	509	42.7	574	47.4	708	54.8	813	60.2	891	60.7	942	63.5
Other	12	1.0	11	0.9	12	0.9	15	1.1	17	1.2	15	1.0
Unspecified/Not Stated	658	55.2	613	50.6	552	42.8	505	37.4	543	37.0	511	34.4
Total	**1,192**	**100**	**1,212**	**100**	**1,291**	**100**	**1,350**	**100**	**1,467**	**100**	**1,484**	**100**

Recruitment Information - Data from NHS Jobs - 1st March 2014 to 28th February 2015

Ethnicity	Applications	% Applications	Shortlisted	% Shortlisted	Appointed	% Appointed
Black	425	6.20%	57	3.80%	0	0.00%
Asian	633	9.20%	82	5.60%	1	2.00%
White	5535	80.80%	1281	87.40%	48	97.90%
Other	156	2.20%	27	1.90%	0	0.00%
Undisclosed	102	1.50%	19	1.30%	0	0.00%
Total	**6851**	**100%**	**1466**	**100%**	**49**	**100%**

Ethnicity by Pay Band - 1st January 2010

	Black		Asian		White		Other		Unspecified/Not Stated	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Associate Specialist	0	0	0	0	3	100%	0	0	0	0
Band 1	0	0	0	0	3	100%	0	0	0	0
Band 2	0	0	1	0.8%	68	54.4%	1	0.8%	55	44%
Band 3	0	0	0	0	90	57.7%	2	1.3%	64	41%
Band 4	0	0	0	0	51	50.5%	0	0	50	49.5%
Band 5	0	0	3	2.3%	42	32.8%	1	0.8%	82	64.1%
Band 6	0	0	1	0.4%	93	40.1%	5	2.2%	133	57.3%
Band 7	0	0	0	0	53	30.5%	0	0	121	70%
Band 8a	0	0	0	0	14	19.7%	0	0	57	80.3%
Band 8b	0	0	0	0	12	36.4%	0	0	21	63.6%
Band 8c	0	0	0	0	10	55.6%	0	0	8	44.4%
Band 8d	0	0	0	0	5	29.4%	0	0	12	70.6%
Band 9	0	0	0	0	2	14.3%	0	0	12	85.7%
Consultant	1	1.3%	3	3.9%	48	62.3%	1	1.3%	24	31.2%
Non AfC	0	0	0	0	5	35.7%	0	0	9	64.3%
Salaried Dentist	0	0	1	10.0%	3	30.0%	0	0	6	60.0%
Specialist Registrar	0	0	2	15.4%	7	53.8%	2	15.4%	2	15.4%
Specialty Doctor	1	100.0%	0	0	0	0	0	0	0	0
Specialty Registrar	0	0	0	0	0	0	0	0	2	100.0%

Ethnicity by Pay Band - 1st January 2011

	Black		Asian		White		Other		Unspecified/Not Stated	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Associate Specialist	0	0	0	0	3	100%	0	0	0	0
Band 1	0	0	0	0	3	100%	0	0	0	0
Band 2	0	0	0	0	67	59.8%	1	0.9%	44	39.3%
Band 3	0	0	1	0.6%	100	60.6%	2	1.2%	62	37.6%
Band 4	0	0	0	0	56	55.4%	0	0	45	44.6%
Band 5	0	0	2	1.5%	59	44.0%	1	0.7%	72	53.7%
Band 6	1	0.4%	1	0.4%	102	42.5%	4	1.7%	132	55.0%
Band 7	0	0	0	0	61	35.5%	0	0	111	64.5%
Band 8a	0	0	0	0	18	24.0%	0	0	57	76.0%
Band 8b	0	0	0	0	13	41.9%	0	0	18	58.1%
Band 8c	0	0	0	0	11	52.4%	0	0	10	47.6%
Band 8d	0	0	0	0	5	31.3%	0	0	11	68.7%
Band 9	0	0	0	0	2	12.5%	0	0	14	87.5%
Consultant	1	1.3%	3	3.8%	55	69.6%	1	1.3%	19	24.1%
Non AfC	0	0	0	0	9	50.0%	0	0	9	50%
Salaried Dentist	0	0	1	10%	3	30.0%	0	0	6	60%
Specialist Registrar	1	7.7%	2	15.4%	6	46.2%	2	15.4%	2	15.4%
Specialty Doctor	1	50%	0	0	1	50%	0	0	0	0
Specialty Registrar	0	0	0	0	0	0	0	0	1	100%

Ethnicity by Pay Band - 1st January 2012

	Black		Asian		White		Other		Unspecified/Not Stated	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Associate Specialist	0	0	0	0	3	100%	0	0	0	0
Band 1	0	0	0	0	3	100%	0	0	0	0
Band 2	0	0	0	0	64	66.7%	1	1%	31	32.3%
Band 3	0	0	1	0.5%	130	66.3%	3	1.5%	62	31.6%
Band 4	1	0.8%	0	0	80	66.7%	0	0	39	32.5%
Band 5	1	0.7%	2	1.3%	87	57.2%	2	1.3%	60	39.5%
Band 6	1	0.4%	2	0.8%	115	48.7%	3	1.3%	115	48.7%
Band 7	0	0	0	0	82	42.2%	0	0	112	57.7%
Band 8a	0	0	1	1.3%	25	32.5%	0	0	51	66.2%
Band 8b	0	0	0	0	17	53.1%	0	0	15	46.9%
Band 8c	0	0	0	0	13	54.2%	0	0	11	45.8%
Band 8d	0	0	0	0	7	46.7%	0	0	8	53.3%
Band 9	0	0	0	0	3	17.6%	0	0	14	82.4%
Consultant	1	1.2%	5	6.1%	57	69.5%	2	2.4%	17	20.7%
Non AfC	0	0	0	0	11	61.1%	0	0	7	38.9%
Salaried Dentist	0	0	0	0	3	33.3%	0	0	6	66.7%
Specialist Registrar	1	7.1%	2	14.3%	7	50.0%	1	7.1%	3	21.4%
Specialty Doctor	1	50%	0	0	1	50%	0	0	0	0
Specialty Registrar	0	0	0	0	0	0	0	0	1	100%

Ethnicity by Pay Band - 1st January 2013

	Black		Asian		White		Other		Unspecified/Not Stated	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Associate Specialist	0	0	0	0	4	100%	0	0	0	0
Band 1	0	0	0	0	3	100%	0	0	0	0
Band 2	0	0	0	0	65	71.4%	1	1.1%	25	27.5%
Band 3	0	0	1	0.5%	140	69.3%	3	1.5%	58	28.7%
Band 4	1	0.7%	0	0	104	72.7%	1	0.7%	37	25.9%
Band 5	1	0.6%	2	1.3%	94	60.6%	4	2.6%	54	34.8%
Band 6	1	0.4%	1	0.4%	131	54.6%	3	1.3%	104	43.3%
Band 7	0	0	1	0.5%	99	49.3%	0	0	101	50.2%
Band 8a	0	0	0	0	36	41.9%	0	0	50	58.1%
Band 8b	0	0	0	0	16	50.0%	0	0	16	50.0%
Band 8c	0	0	0	0	21	70.0%	0	0	9	30.0%
Band 8d	0	0	0	0	8	53.3%	0	0	7	46.7%
Band 9	0	0	0	0	5	26.3%	0	0	14	73.7%
Consultant	1	1.2%	5	6%	59	70.2%	2	2.4%	17	20.2%
Non AfC	0	0	0	0	14	77.8%	0	0	4	22.2%
Salaried Dentist	0	0	0	0	5	45.5%	0	0	6	54.5%
Specialist Registrar	1	7.7%	1	7.7%	8	61.5%	1	7.7%	2	15.4%
Specialty Doctor	1	50%	0	0	1	50%	0	0	0	0
Specialty Registrar	0	0	0	0	0	0	0	0	1	100%

Ethnicity by Pay Band - 1st January 2014

	Black		Asian		White		Other		Unspecified/Not Stated	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Associate Specialist	0	0	0	0	4	100%	0	0	0	0
Band 1	0	0	0	0	3	100%	0	0	0	0
Band 2	1	1.1%	0	0	67	71.3%	0	0	26	27.7%
Band 3	0	0	2	0.9%	154	71.0%	4	1.8%	57	26.3%
Band 4	0	0	1	0.7%	117	77.5%	0	0	33	21.9%
Band 5	1	0.6%	0	0	112	64.4%	4	2.3%	57	32.8%
Band 6	1	0.4%	1	0.4%	139	53.9%	4	1.6%	113	43.8%
Band 7	0	0	0	0	112	51.9%	2	0.9%	102	47.2%
Band 8a	0	0	0	0	35	38.5%	0	0	56	61.5%
Band 8b	0	0	0	0	20	43.5%	0	0	26	56.5%
Band 8c	0	0	0	0	20	57.1%	0	0	15	42.9%
Band 8d	0	0	0	0	11	52.4%	0	0	10	47.6%
Band 9	0	0	0	0	7	29.2%	0	0	17	70.8%
Consultant	0	0	6	7.2%	60	72.3%	2	2.4%	15	18.1%
Non AfC	0	0	0	0	14	70.0%	0	0	6	30.0%
Salaried Dentist	0	0	0	0	5	50.0%	0	0	5	50.0%
Specialist Registrar	1	6.3%	1	6.3%	10	62.5%	1	6.3%	3	18.8%
Specialty Doctor	1	50%	0	0	1	50%	0	0	0	0
Specialty Registrar	0	0	0	0	0	0	0	0	2	100%

Ethnicity by Pay Band - 1st January 2015

	Black		Asian		White		Other		Unspecified/Not Stated	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Associate Specialist	0	0	0	0	4	100%	0	0	0	0
Band 1	0	0	0	0	3	100%	0	0	0	0
Band 2	1	1.2%	0	0	61	74.4%	0	0	20	24.4%
Band 3	0	0.0%	0	0	162	73.0%	4	1.8%	56	25.2%
Band 4	0	0.0%	1	0.6%	124	80.5%	1	0.6%	28	18.2%
Band 5	2	1.1%	0	0.0%	122	68.2%	2	1.1%	53	29.6%
Band 6	1	0.4%	2	0.8%	156	59.3%	4	1.5%	100	38.0%
Band 7	1	0.5%	0	0.0%	114	52.5%	2	0.9%	100	46.1%
Band 8a	0	0	0	0.0%	48	44.9%	0	0	59	55.1%
Band 8b	0	0	0	0.0%	22	44.9%	0	0	27	55.1%
Band 8c	0	0	0	0.0%	23	60.5%	0	0	15	39.5%
Band 8d	0	0	0	0.0%	12	54.5%	0	0	10	45.5%
Band 9	0	0	0	0.0%	7	28.0%	0	0	18	72.0%
Consultant	0	0	6	7.6%	55	69.6%	2	2.5%	16	20.3%
Non AfC	0	0	0	0	14	70.0%	0	0	6	30.0%
Salaried Dentist	0	0	0	0	3	100.0%	0	0	0	0.0%
Specialist Registrar	0	0	0	0	11	91.7%	0	0	1	8.3%
Specialty Doctor	1	100%	0	0	0	0	0	0	0	0
Specialty Registrar	0	0	1	25%	1	25%	0	0	2	50%