

Combined CCGs 2018/19 Workforce Race Equality Standard Report and Action Plan.

[Background](#)

The [Workforce Race Equality Standard](#) (WRES) comprises of 9 workforce indicators which compare differences between White and BAME staff in relation to; representation within the workforce at all levels, equality of opportunity, career progression and training, variations in disciplinary procedures and experiences of bullying and harassment. To view the 9 WRES indicators see Appendix 1.

Last year was the CCGs first combined 2018 WRES report. This report produced a set of baseline figures to measure future CCG performance.

Staffordshire and Stoke on Trent Clinical Commissioning Groups (CCGs) have two roles in relation to the WRES – as commissioners of NHS services and as employers. In both roles their work is shaped by key statutory requirements and policy drivers including those arising from:

- The Equality Act 2010 and the Public Sector Equality Duty;
- The NHS Standard Contract and associated documents;
- The CCG Improvement and Assessment Framework.

The WRES is linked to the Staffordshire and Stoke on Trent CCG's Corporate Equality Objective 3. (Tasks 2 and 3) and the NHS Equality Delivery System - Goal 3 – A representative and supported workforce, Outcomes 3.1, 3.3, and 3.6.

Consideration should always be given to how percentages can substantially change when working with relatively small staff numbers.

NHS England (NHSE) have requested that all CCGs provide data directly to its WRES Team. This is in addition to the WRES Template and report the CCGs publish on their respective equality webpages.

This year, in addition to publishing the WRES template and report onto each CCG's website, NHSE have requested that CCGs produce individual CCG data in numerical form and upload it to the Strategic Collection Service. The numerical data requested by NHSE will only be viewed and assessed by the NHSE (WRES TEAM).

[Summary](#)

Within Staffordshire and Stoke on Trent CCG workforce, the broad ethnic groups, Black, Asian and Minority Ethnic (BAME) are well represented across several senior pay bands specifically; Band levels 8 A, B, C, D and Very Senior Manager (VSM) positions which includes clinical staff. Pay bands 7 and below, are not so well represented.

There are opportunities to develop and encourage BAME Staff representation at the most senior levels including Lay Member or Executive Director Levels.

BAME Board voting Members (which includes clinical leads) are proportionately over-represented when compared to the overall BAME workforce. The Equality and Inclusion Team will work closely with the Staff Engagement Group (SEG) to agree and implement any agreed actions.

Key WRES Data and Information

Broad Demographic Profile of Staffordshire and Stoke on Trent by Race	
341 staff in post at 31.03.2019 compared to last year figure of 371 staff in post as at 31.03. 2018	<p>Across Staffordshire, 6% of the population are from a Black, Asian or Minority Ethnic background (BAME). Significant variations across the patch e.g.:</p> <p>2.5% of the population in Staffordshire Moorlands, identify as BAME. Similar figures for Cannock and Stafford.</p> <p>13.8% BAME population in East Staffordshire,</p> <p>13.6% of residents across Stoke-on-Trent who identify as BAME.</p> <p>Source: 2011 Census</p>
The average percentage of BAME Staff across all Staffordshire and Stoke on Trent CCGs is 11.73% compared to a Staffordshire wide population of 6%.	
White applicants are 5.4% more likely to be appointed from shortlisting across all posts compared to BAME applicants 2018 figure was 4.4%	
Low BAME representation at Pay Bands 6 and below. This is similar to the 2017/18 figures.	
The proportion of total staff across all six CCG's who reported their ethnicity is a very healthy 98.2%.	
Significant movement in percentage for BAME staff at Pay Band 7 in 2017/18 of 22.2% to a 2018/19 figure of 2.4%	
BAME staff significantly represented at band 8 level; (8A 23.7%), (8B 7.4%), (8C 9.5%), (8D 12.5%) and at Very Senior Manager level 24.1%.	
Percentage difference between the organisation's BAME Board voting membership and its overall BAME workforce is 11% compared to (-13.8%) for White Board voting Members and the overall White workforce.	

Table 1 Combined CCG Staff by Band Level and Broad Ethnicity (WRES Indicator 1)

Pay Band as at 31.03.2019	BAME	Unknown / Not Stated	White
Band 2	0.0%	0.0%	100.0%
Band 3	0.0%	0.0%	100.0%
Band 4	0.0%	3.7%	96.3%
Band 5	3.0%	0.0%	97.0%
Band 6	3.1%	0.0%	96.9%
Band 7	2.4%	2.4%	95.2%
Band 8 - Range A	23.7%	0.0%	76.4%
Band 8 - Range B	7.4%	0.0%	92.6%
Band 8 - Range C	9.5%	0.0%	90.5%
Band 8 - Range D	12.5%	0.0%	87.5%
Band 9	0.0%	0.0%	100.0%
Gov Body (off payroll)	0.0%	100.0%	0.0%
Very Senior Managers (VSM)	24.1%	0.0%	75.9%
Average across all Pay Bands– as at 31.03.2019	11.7%	1.8%	86.5%

Average across all Pay Bands – as at 31.03.2018	15.3%	2.1%	82.6%
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Table 1 above shows that BAME staff are significantly represented across several senior pay bands, including Band 8 (A, B, C & D), with nearly 25% of Very Senior Managers (VSM) from a BAME heritage. BAME staff represented at level Band 7 and below are not so well represented.

Defining VSM within a CCG context can be complex and can be categorised as either:

- above pay band 9
- senior managers with board level responsibility who report directly to the accountable officer
- off-payroll interim VSM
- VSM/clinicians on CCG payroll providing limited support. E.g contracted by CCG to attend senior management meetings
- senior managers from large arms-length bodies (ALBs) or public authorities.

Regarding the Gov Body (off payroll) the figure was reported as 100% unknown, this is due to no records or details listed on the ESR for this category.

[Table 2 for WRES Indicator 2](#)

CCG	WRES Indicator 2	Year	%	Variation
Combined CCG workforce	Indicator 2 - Relative Likelihood of White staff being appointed from shortlisting across all posts	2018-19	16.2%	4.7%
		2017-18	11.5%	
Combined CCG workforce	Indicator 2 - Relative Likelihood of BAME staff being appointed from shortlisting across all posts	2018-19	10.8%	3.7%
		2017-18	7.1%	

The WRES indicator table above shows similar variations compared to last year's figures with the likelihood of White applicants more likely to be appointed from shortlisting compared to BAME applicants. Again, caution should be given when analysing percentage differences based on relatively small staff numbers and how the change in personnel by even one person can result in a substantial percentage change.

[WRES Indicators 3-8](#) The CCGs do not subscribe to the National Staff Survey and currently do not produce/provide this data.

Staffordshire and Stoke on Trent CCGs do not use the NHS National staff survey and discussions are currently underway to consider how best to implement the WRES workforce indicators 3-8 (or their equivalent) into the Staffordshire and Stoke on Trent internal CCG's local Staff survey.

[Table 9 for WRES Indicator 9](#)

CCGs	WRES Indicator 9	Year	Percentage
Staffordshire and Stoke on Trent CCGs Combined	Indicator 9 - Percentage Difference between the organisation's BAME Board Voting Membership and its overall BAME workforce	2018-19	11.0%
		2017-18	4.1%
Staffordshire and Stoke on Trent CCGs Combined	Indicator 9 - Percentage Difference between the organisation's White Board Voting Membership and its overall White workforce	2018-19	(-13.8%)
		2017-18	(-7.6%)

The table above identifies the percentage differences between the organisations board voting compared to the workforce by BAME and White. What this means is that BAME CCG staff are proportionally over-represented in Board Voting Membership when compared to the remainder of the BAME workforce and conversely, White Board voting membership is proportionally under-represented when compared to the remainder of the White CCG workforce.

Opportunities/Considerations

1. Data for WRES indicators 3-8 are not currently reflected in the Staffordshire and Stoke on Trent local staff survey.
2. Low Levels of BAME staff at Pay Bands 7 and below.
3. Positive Action as a mechanism to address any adverse impacts or variations between BAME and White Staff experiences and representation.

Recommendations

1. Approve Combined 2019/19 WRES report and template for sign off and publication onto CCGs Equality Webpages
2. A combined CCG WRES Action Plan for 2019. Equality and Inclusion Team to work with the Staff Engagement Group

Suggested Workforce Race Equality Standard Action Plan 2018/19	Status
1. Amending internal Staff survey questionnaire to reflect WRES National Indicators 3-8	TBA
2. Consider proportionate actions to address low/no BAME representation at Executive Director and Lay Member Level, Pay Bands 7 and below: <ul style="list-style-type: none"> • Positive Action Initiatives – e.g. Executive Director involvement in new NHS Leadership Academy/STP High Potential Scheme to develop future NHS leaders (working with BAME candidates) • Promote the Staffordshire and Stoke on Trent STP BAME Stepping Up Programme (subject to funding) • BAME Apprenticeships and/or College/University Programme/Partner Initiatives 	TBA

Appendix 1

Workforce Race Equality Standard 9 Indicators

1. Percentage of staff in each of the Agenda for Change (AfC) Bands 1-9 and Very Senior Managers (including executive Board members) compared with the percentages of staff in overall workforce. (Organisations should undertake this calculation separately for nonclinical and for clinical staff.
2. Relative likelihood of staff being appointed from shortlisting across all posts
3. Relative likelihood of staff entering the disciplinary process, as measured by entry into a formal disciplinary investigation Note: This indicator will be based on data from a two-year rolling average of the current year and the previous year
4. Relative likelihood of staff accessing non-mandatory training and CPD National NHS Staff Survey indicators (or equivalent) For each of the four staff indicators (5 to 8), compare the outcomes of the responses for White and BAME Staff.
5. KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients in the last 12 months.
6. KF26. Percentage of staff experiencing harassment, bullying or abuse from Staff in the last 12 months
7. KF 21. Percentage believing that the organisation provides equal opportunities for career progression and promotion
8. Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/Team Leader/Other/ Compare the difference for White and BAME staff
9. Percentage difference between the organisations' Board voting membership and its overall workforce Note: Only voting member of the Board should be included when considering this indicator.

Data for these WRES indicators is not currently collated.
