

Cannock Chase Clinical Commissioning Group
East Staffordshire Clinical Commissioning Group
North Staffordshire Clinical Commissioning Group
South East Staffordshire and Seisdon Peninsula Clinical Commissioning Group
Stafford and Surrounds Clinical Commissioning Group
Stoke-on-Trent Clinical Commissioning Group

Combined Staffordshire and Stoke on Trent CCG Workforce Race Equality Standard (WRES) Summary Report 2019/20

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WRES and CCGs Responsibilities

The 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 and mandated 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.

This is Staffordshire and Stoke on Trent Clinical Commissioning Groups (CCGs) third year of producing a combined Workforce Race Equality Standard (WRES) report. The main findings from this year's data will be compared against previous year's figures and this report will be shared with the CCG's

This year's WRES publishing requirements are to report against 5 of the 9 WRES workforce indicators (due to Covid-19). which compare differences between White and Black Asian Minority Ethnic (BAME) staff in relation to; representation at all levels across the organisations, equality of opportunity in terms of recruitment, likelihood of being recruited from shortlisting, career progression and training, variations in disciplinary procedures and experiences of bullying and harassment.

Note: Because NHS CCGs workforce are small in comparison to for example NHS Trusts, consideration should be given to how percentages can substantially change when working with relatively small staff numbers. Also, where it is relevant consideration should be given to the diversity within BAME staff relative to the diverse communities in which we serve.

Broad Demographic Profile of Staffordshire and Stoke on Trent by Race

According to the 2011 Census Around 6% of people (54,700) across Staffordshire are from a Black, Asian Minority Ethnic background (BAME). This varies from 2.5% in the Staffordshire Moorlands to 13.8% (15,700) in East Staffordshire.

Stoke on Trent BAME population is estimated to be 13.6% of its total population (33,800). Staffordshire and Stoke on Trent combined average BAME population is equal to 9.8%

6% of people across Staffordshire are from a BAME background. This varies across the locality for example, 2.5% of the population in Staffordshire Moorlands are from a BAME background, compared to 13.8% in East Staffordshire and 13.6% in Stoke-on-Trent.

When we look at the CCGs at a Regional level, the CCGs can report a healthy and broadly representative workforce.

Covid-19

The impact of the Covid-19 crisis in the UK has replicated, highlighted and re-enforced existing race/health inequalities. A recently produced reports by Public Health England on disparities in the risk and outcomes of Covid-19 shows that death rates from Covid-19 have been highest among ethnic minority groups.

The CCG's have taken the following mitigating action to support our BAME staff. The below action is taken from The CCG's "0"0 Equality Action Plan.

2020 Equality Action Plan Action Number 5

Support to BAME Workforce. Recognise and minimise the additional risks to staff from the BAME community.

Targeted risk assessment to staff self-identified from BAME community – complete.
BAME virtual support

2020 Equality Action Plan No.5 Support to BAME Workforce. Recognise and minimise the additional risks to staff from the BAME community
Targeted risk assessment to staff self-identified from the BAME community. Complete
BAME virtual support group with the option of links to support groups in Provider organisations. In progress
Mutual aid to provider front line BAME staff by providing deployment opportunities. Complete
Developing support for Freedom to Speak up in Primary Care. In progress

In response to many published documents highlighting health inequalities and disparities in equality of opportunity between BAME and White Staff, NHS England/Improvement have developed the following comprehensive strategies:

[We are the NHS: People Plan 2020/21 – action for us all](#) - The plan reflects the challenges that have arisen due to COVID-19 and provides a shared purpose and catalyst for change. The plan highlights that COVID-19 has shone a light on existing inequalities that impact upon BAME communities and colleagues.

Further information has been provided on the [Model Employer Strategy](#) that may help to shape:

- The development of local/organisational People Plans
- WRES action planning
- Equality and Inclusion Strategies
- Recruitment and HR policies and procedures
- Governance arrangements for improving equality performance
- Greater awareness of race equality work within the NHS

Organisations are expected to discuss WRES implementation at board meetings, and to develop and agree the following with the national WRES team:

- their target for BAME representation across leadership and the broader workforce, as outlined in the NHS Long Term Plan.
- a robust WRES action plan to deliver on the aspirations set out in this NHS Workforce Race Equality Standard (WRES) leadership Model Employer Strategy.
- how the organisation will work with the national WRES team to track progress.

The plan is also referenced within a [letter from Simon Stevens](#) – NHS Chief Executive Officer which sets out the latest ‘Phase 3’ priorities for 2020/21 in response to COVID-19.

The plan also notes that Human Resources and Organisational Development Teams are critical to the NHS and will need to play a **major role** in the implementation of this plan.

The Staffordshire and Stoke on Trent CCGs will adopt the above strategies, principles and aspirations with a commitment and clear understanding to why these changes are needed.

Summary of key WRES 2020 data.

WRES Indicator 1 As of 31.03.20 were 309 staff in post across all 6 Staffordshire and Stoke on Trent CCGs this is a decrease of 59 staff compared to 368 figures as at 31.03.2019. Though there has been a reduction in Staff, BAME representation increased by 0.7% to 11% compared to last year’s figure of 10.3%

WRES Indicator 2 In 2018-2019 White staff were twice as likely to be appointed from shortlisting compared to BAME Staff across all posts.

For 2019-20 White staff were six and a half times more likely to be appointed from shortlisting compared to BAME staff across all posts.

WRES Indicators 3 There has been no formal disciplinary action taken in relation to Staffordshire and Stoke on Trent CCG BAME Staff for years 2019 and 2020

Data for White staff entering formal disciplinary action is not currently recorded. This is currently being reviewed by the CCGs.

Indicators 4 Staffordshire and Stoke on Trent CCGs do not currently record or hold this data. This is currently being reviewed by the CCGs

WRES Indicators 5,6,7,8 Due to Covid-19 reporting information against indicators 5-8 are not required this year

WRES Indicator 9 BAME Executive Board Members and Non-Voting Board Members are not proportionally represented when compared to the CCG’s combined workforce or the Staffordshire and Stoke on Trent BAME population as a whole

CCGs Board Voting membership are positively represented as a proportion of and CCGs overall BAME workforce over the last two years.

WRES Indicators 1 to 8

WRES Indicator 1 BAME workforce across all pay bands compared to White staff

Note: Figures presented in the tables are expressed as percentage to help safeguard staff autonomy.

As of 31.03.20 were 309 staff in post across all 6 Staffordshire and Stoke on Trent CCGs this is a decrease compared to the previous year's figures. Though there has been a reduction in Staff, BAME representation is currently at 11.0% an increase compared to last year's figure of 10.3%.

WRES Indicator 1 Staff representation expressed as percentage by race category across all staff grades for 2020

Pay Bands	App	1	2	3	4	5	6	7	8A	8B	8C	8D	9	VSM
White %	0	0	100	100	95.8	97	100	95.2	78.6	96.3	94.7	75	100	74.6
BAME %	0	0	0	0	0	3	0	2.4	21.4	3.7	5.3	25	0	25.4
Unknown %	0	0	0	0	4.2	0	0	2.4	0	0	0	0	0	0

WRES Indicator 1 Staff representation expressed as percentages by broad race category across all staff grades for 2019

Pay Bands	App	1	2	3	4	5	6	7	8A	8B	8C	8D	9	VSM
White %	0	0	100	100	96.3	97	96.9	95.2	76.4	92.6	90.5	87.5	100	75.9
BAME %	0	0	0	0	0	3	3.1	2.4	23.6	7.4	9.5	12.5	0	24.1
Unknown %	0	0	0	0	3.7	0	0	2.4	0	0	0	0	0	0

WRES Indicator 2 – Relative likelihood of staff being appointed from shortlisting across all posts

2019			
Number of shortlisted applicants	White 196	Black 29	Unknown 14
Number appointed from shortlisting	White 44	Black 1	Unknown 12
Relative likelihood of appointment from shortlisting	White 22.5%	3.5%	Unknown 85.7%
Relative likelihood of White staff being appointed from shortlisting compared to BAME staff	Ratio 6.51		

2020			
Number of shortlisted applicants	White 221	Black 74	Unknown 11
Number appointed from shortlisting	White 52	Black 8	Unknown 2
Relative likelihood of appointment from shortlisting	White 23.8%	10.5%	Unknown 18.7%
Relative likelihood of White staff being appointed from shortlisting compared to BAME staff	Ratio 2.18		

Action Taken – Though the ratio has significantly decreased from previous figures, 6.51 to 2.18, to mitigate the disparity between the relative likelihood of BAME and White staff being appointed from shortlisting across all posts the 2020 Equality Action Plan includes an action point to:

No.6	2020 Equality Action Plan	Responsible Person/Directorate	Timeline	Status
	Review internal recruitment process against best practice. Check with local providers for good practice initiatives Update – Head of HR/OD is currently working with system partners to establish best practice and review current recruitment processes	Head of HR/OD	Sept 2020	In progress

There has also been a verbal and visible response from the CCG's executive leadership through the weekly Team briefs, this includes a focus around uncontentious bias.

WRES Metric 3 – Relative likelihood of staff entering the formal disciplinary process, as measured by entry into formal disciplinary investigation.

There has been no formal disciplinary action taken in relation to Staffordshire and Stoke on Trent CCG BAME Staff for years 2019 and 2020

Data for White staff entering formal disciplinary action is not currently recorded. This is currently being reviewed by the CCGs.

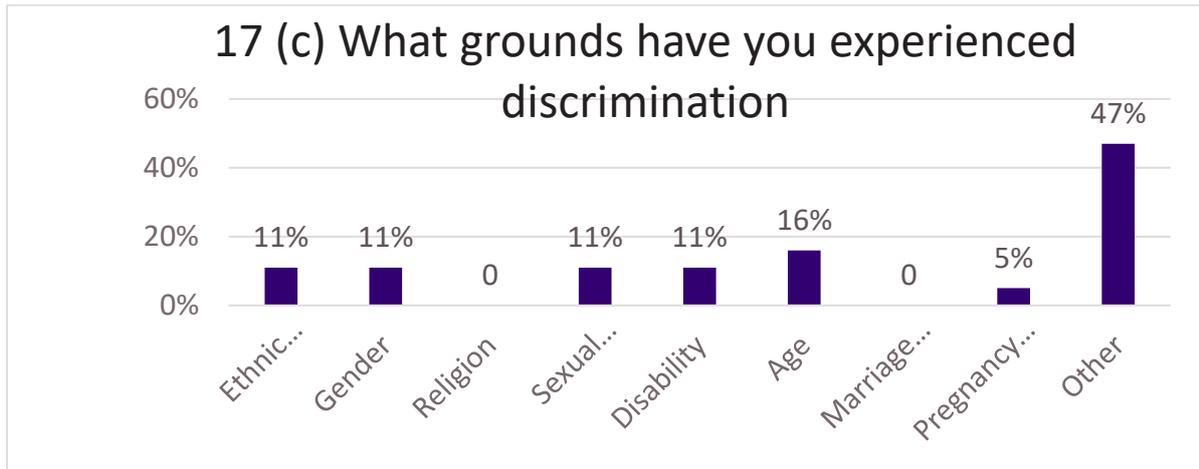
WRES Metric 4 - Relative likelihood of staff accessing non-mandatory training and CPD National NHS Staff Survey indicators (or equivalent). For each of the four staff surveys indicators, compare the outcomes of the responses for White and BAME staff.

Staffordshire and Stoke on Trent CCGs do not currently collect this data. This is currently being reviewed by the CCGs.

WRES Metric 5-8 taken from the National NHS Staff Survey

This year NHS organisations were not required to publish data against these Indicators.

Progress has been made by the CCGs in relation to Indicators 5-8. For example, the table below provides results from the CCG staff survey, staff were asked (question 17c) “if within the last 12 months have you personally experienced discrimination at work based on a protected characteristic.” Of the total staff who responded to this question (19) 11% identified as having experienced discrimination on the grounds of their ethnicity.



Several action points in the CCGs 2020 Equality Action Plan include activities to achieve parity between broad ethnic groups and to address experiences of discrimination:

2020 Staffordshire and Stoke on Trent Equality Action Plan	Responsible Person/Directorate	Timeline	Status	
Action Point 5. Staff Engagement Group (SEG) should be representative of all of our workforce	JC/CL	Sept 2020	If none of the SEG reps from the Directorates are from a BAME background an additional rep from the BAME support group will be invited.	In process – BAME Support group Set up Aug 2020

2020 Staffordshire and Stoke on Trent Equality Action Plan	Responsible Person/Direc torate	Timeline	Status	
<p>Action Point 8. Incorporate “Equality” agenda item section into each Staff away day. SEG or CEEE to select topic. E.g. training, appropriate behaviour in the workplace and awareness raising consolidate definition to bullying.</p> <p>Update</p> <p>September 2020 – Shared workforce diversity profile with staff</p> <p>November – 2020 – Bullying and Harassment in the Workplace</p>	SEG/JC/CL	August 2020	<p>09/07/20 First draft sent to Comms. Sessions to feature input from SEG and external speakers</p> <p>Agreement in principle</p> <p>JC/CL to develop proposal for inclusion quarterly (Sept, Dec, March) Proposal sent to Comms</p>	In progress

2020 Staffordshire and Stoke on Trent Equality Action Plan	Responsible Person/Direc torate	Timeline	Status	
<p>Action Point 10. Incorporate Equality and inclusion awareness section into the induction. To include bullying and accessible information and services.</p> <p>20 of 23 staff starting employment between 1st April – 14th September 2020 have received equality induction training.</p> <ul style="list-style-type: none"> • Friday 9th October 1-2 pm • Friday 16th October 1-2 pm • Thursday 22nd 9.30 – 10.30 am 	CL	August 2020	<p>09/07/2020 All new started to have 1:1 induction with Equality Lead</p> <p>CL working with system partners to develop shared approach</p>	In progress

WRES Indicator 9 – Percentage difference between the organisations’ Board voting membership and its overall workforce Note: Only voting

WRES Indicator 9 - % difference between the organisations' Board voting membership	2019			2020		
	White	BAME	Ethnicity Unknown	White	BAME	Ethnicity Unknown
Total Board "Voting" Members - % by Ethnicity	79.90%	16.90%	3.40%	75.00%	25.00%	0.00%
Overall Workforce - % by Ethnicity	87.80%	10.30%	1.90%	88.30%	11.00%	1.90%
% difference between the CCGs Board voting membership and its overall workforce.	(-7.90%)	6.60%		(-13.30%)	14.00%	

Additional Ethnicity Data relating to Board Membership

Additional Board Membership data	2018-19			2019-2020		
	White	BAME	Ethnicity Unknown/Null	White	BAME	Ethnicity Unknown/Null
Executive Board Members - % by Ethnicity	84.6%	5.8%	9.6%	100%	0%	0%
Non- Voting Board Members - % by Ethnicity	72.4%	0%	27.6%	100%	0%	0%

This table above identifies the percentage differences between the organisations board voting compared to the workforce by BAME and White. The figures show a healthy representation of clinical BAME Staff at Board voter level for both the previous and current reporting periods. 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.

As mentioned in the report earlier, the CCGs acknowledge the lack of non-clinical BAME execs and lay members is a real and ongoing concern and that positive action measures will be needed. This is reflected in the CCGs 2020 Equality Action Plan.

Action Taken -

2020 Staffordshire and Stoke on Trent Equality Action Plan	Responsible Person/Directorate	Timeline	Status
<p>Action Point 12</p> <p>Open shadowing opportunities within the CCG's considering Age (young people), Disability and Race.</p> <p>Update: 09/07/2020 Proposal to be developed to present to August CEEE Approach will need to be digital and involve Comms team.</p>	SEG/CL/JC	TBA	In progress

2020 Staffordshire and Stoke on Trent Equality Action Plan	Responsible Person/Directorate	Timeline	Status
<p>Action Point 13</p> <p>Positive action initiative to recruit Lay Member. Considering Race, Disability and Age.</p> <ul style="list-style-type: none"> • Proposal put to August CEEE • Identify potential organisations that will promote opportunities to people representing Protected Characteristic Groups • Develop Comms Package • Set up shadowing opportunities 	CL/JC	September 2020	In progress

Staffordshire and Stoke on Trent CCG Virtual BAME Staff Support Group

In response to many issues raised of the adverse impact Covid-19 has had on BAME staff group and communities, CCG staff who have declared their ethnicity as BAME on their CCG staff record have been invited to join the CCGs' first virtual support group for BAME workforce.

The first informal meeting was chaired and facilitated by Dr Waheed Abassi, Clinical Director, on Wednesday 5 August at 11.00am

This support group runs via Teams, is voluntary to join, and is a way of sharing experiences and connecting with other BAME colleagues. Kam Gill.

North Midlands Equality Diversity Inclusion (EDI) Leads Network

A system wide discussion around working together around a shared equality diversity and inclusion agenda has begun with the CCG's BAME Staff support group expressing a keen interest to be involved in an opportunity to initiate this collaboration by producing a single Black History Month programme to support Race equality but also in coming together as a system.

The North Midland EDI Leads Network chair will co-ordinate with the chairs of other relevant partner networks and provide the admin support. A draft agenda will begin to involve a wider discussion on EDI.

Report Produced by MLCSU Equality and Inclusion Business Partner.