Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation

Staffordshire and Stoke on Trent Combined CCGs

Date of report: month/year

August 2019

Name and title of Board lead for the Workforce Race Equality Standard

Sally Young Director of Corporate Governance, Communications and Engagement

Name and contact details of lead manager compiling this report

Jane Chapman Head of Governance. Email Jane.Chapman@staffordsurroundsccg.nhs.uk / Granville Thelwell Equality and Inclusion Business I

Names of commissioners this report has been sent to (complete as applicable)

Cannock Chase CCG | East Staffordshire CCG | North Staffordshire CCG | South East Staffordshire and Seisdon Peninsula CCG | Stafford and

Name and contact details of co-ordinating commissioner this report has been sent to (complete as applicable)

N/A

Unique URL link on which this Report and associated Action Plan will be found

https://www.northstaffsccg.nhs.uk/your-ccg/equality-inclusion

This report has been signed off by on behalf of the Board on (insert name and date)

Communications, Engagement, Equality, Employment (CEEE) Committee

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

This will be the second year that Staffordshire and Stoke on Trent CCGs will have produced a combined WRES Template/Report with an associated action plan. Future WRES reporting options will be considered against how best to deliver the outcomes as set out in the standard along with providing assurances that providers subject to the WRES are compliant.

b. Any matters relating to reliability of comparisons with previous years

The CCGs do not current provide data in relation to metrics 3-8 the two key reasons being:
• The CCGs are not subscribed to the NHS National Electronic Staff Records
• Due to small numbers individuals identifying or expressing poor experiences in relation to metrics 3-8 may be identified.

2. Total numbers of staff

a. Employed within this organisation at the date of the report

341

b. Proportion of BME staff employed within this organisation at the date of the report

The percentage of BME staff averaged out across the 6 Staffordshire is equal to 11.25% please see supporting WRES Report for more informat

3. Self reporting

a. The proportion of total staff who have self–reported their ethnicity

The percentage of staff reporting their ethnicity across the 6 Staffordshire is equal to a very positive 98. 37%.

b. Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity

Future WRES completion and reporting options will be annually reviewed by the CCGs against how best to deliver on the outcomes of the standard and associated action plan/s, along with providing assurances that providers subject to the WRES are compliant

c. Are any steps planned during the current reporting period to improve the level of self reporting by ethnicity

Future WRES completion and reporting options will be considered against how best deliver the 9 indicators set out in the standard and any associated action plan, along with providing assurances that providers subject to the WRES are compliant

4. Workforce data

a. What period does the organisation's workforce data refer to?

Staff in Post at 31.03.2019- Recruitment between 01.04.2018 and 31.03.2019

5. Workforce Race Equality Indicators

Please note that only high level summary points should be provided in the text boxes below – the detail should be contained in accompanying WRES Action Plans.

	Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	For each of these four workforce indicators, compare the data for White and BME staff				
1	Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.	No apprenticeships / Band 2 - BAME 0.00% - Unknown/Not stated 0.00% - White 100.00% Band 3 - BAME	Apprenticeship - Pay Band 1-4 6 CCGs Av. BAME 0.00% Unknown / Not Stated 16.67% White 83.33% Pay Band 5 -7	Broad Demographic Profile by Race Around 6% of people across Staffordshire are from a Black, Asian Minority Ethnic background (BAME), according to the 2011 Census. This varies from 2.5% in Staffordshire Moorlands to 13.8% in East Staffordshire. 13.6% of people across Stoke-on-Trent are from a BAME background	EDS Goal 3 - A representative and supported workforce Outcome 3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels
2	Relative likelihood of staff being appointed from shortlisting across all posts.	Average across 6 Staffordshire and Stoke on Trent CCGs BAME 10.41% White 16.20% %	BME 0% White 12.5% CC CCG. BME 0% White 5.26% ES CCG BME 0% White 14.29% NS CCCG. BME 0% White	There is a difference of 5.79% in the likelihood of white applicants being appointed from shortlist compared to BAME applicants.	EDS Goal 3 - A representative and supported workforce Outcome 3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels.
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.	No data/No disciplinary action taken	No data/No disciplinary action taken	Unable to calculate due to 0 BME staff and 0 White staff entering a formal process.	EDS Goal 3 - A representative and supported workforce Outcome 3.4 - When at work, staff are free from abuse , harassment , bullying and violence from any source.
4	Relative likelihood of staff accessing non-mandatory training and CPD.	The CCG does not collect this data	The CCG does not collect this data	Staffordshire and Stoke-on-Trent STP Stepping Up BAME Leadership The programme opened in June 2018 for applications from members of NHS workforce in Staffordshire with Black, Asian and Minority Ethnic (BAME) ethnicity and leadership ambition. The programme aims to address imbalances in BAME representation in leadership roles at every	EDS 3 Training and development opportunities are taken up and positively evaluated by all staff 3.4 Outcome

Report on the WRES indicators, continued

	Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, compare the outcomes of the responses for White and BME staff.				
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White BME	White BME	Not applicable. CCGs do not use the national staff survey.	EDS Goal 3 A representative and supported workforce - Outcome 3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source.
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White BME	White BME	Not applicable. CCGs do not use the national staff survey.	EDS Goal 3 A representative and supported workforce - Outcome 3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source.
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White BME	White BME	Not applicable. CCGs do not use the national staff survey.	EDS Goal 3 A representative and supported workforce - Outcome 3.3 Training and development opportunities are taken up and positively evaluated by staff
8	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	White BME	White BME	Not applicable. CCGs do not use the national staff survey.	EDS Goal 3 A representative and supported workforce - Outcome 3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source.
	Board representation indicator For this indicator, compare the difference for White and BME staff.				
9	Percentage difference between the organisations' Board voting membership and its overall workforce.	Average across Staffordshire and Stoke on Trent CCGs	Average across Staffordshire and Stoke on Trent CCGs:		EDS Goal 3 Outcome 3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels

Note 1. All provider organisations to whom the NHS Standard Contract applies are required to conduct the NHS Staff Survey. Those organisations that do not undertake the NHS Staff Survey are recommended to do so, or to undertake an equivalent.

Note 2. Please refer to the WRES Technical Guidance for clarification on the precise means for implementing each indicator.

6. Are there any other factors or data which should be taken into consideration in assessing progress?

An action from the previous year was to feedback on the "Stepping Up" programme, aimed at support BAME staff at band level 5-7 into leadership roles. The programme was well received, and participants were able to share their stories at this well-attended Staffordshire and Stoke BAME Conference 'Stepping Up Alumni' event in June 2019. It was encouraging to find Non- NHS organisation's also enrolling onto the programme.

While last year, there was no uptake of CCG BAME staff, having been encouraged from feedback from last years participants and the programme equality lead, Staffordshire and Stoke on Trent CCGs will be proactive in promoting and encouraging BAME staff to participate in any future programme.

7. Organisations should produce a detailed WRES Action Plan, agreed by its Board. Such a Plan would normally elaborate on the actions summarised in section 5, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2. You are asked to attach the WRES Action Plan or provide a link to it.

The WRES template/report will continue to highlight proposed areas for development, to evidence how the CCG monitors its workforce by Race and how it sets about improving equality of opportunity and work experiences for BAME staff working in the NHS. This template/report will be presented for discussion and consideration to the CCGs Staff Engagement Group (SEG) and any subsequent actions will come out of these discussions. To see further information, considerations and recommendations see the supporting WRES report.

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