

Workforce Equality Standard Reporting for 2019/2020

1. Introduction

The Workforce Equality Standard Report provides an update on two equality indicators:

- 1.1 Workforce Race Equality Standard (WRES), the full standard comprises nine indicators mandated by NHS England. In the light of the Coronavirus pandemic however NHSE reduced the number of 2019/20 indicators required to five. CCGs are required to submit their annual WRES data to NHS England via the SCDS system for incorporation into an anonymised report. This report was submitted on 5th August 2020. It is expected that CCG Governing Body members have oversight of the WRES submission and the associated action plan.
- 1.2 Workforce Disability Equality Standard (WDES) –comprising 10 indicators. Reporting of the WDES came into force on 1 April 2019 for NHS Trusts and Foundation Trusts. From 2021 (date to be confirmed by NHSE) the CCG will be required to make a formal submission of data. In preparation for the first submission, members of the Equality and Inclusion working group will be reviewing the current data and incorporating, as necessary actions into the E&I action plan during the final quarter of 2020/21. Progress will be presented to the Governing Body in due course.

2 Background

2.1 The purpose of the Workforce Race Equality Scheme (WRES) is to:

- Help local and national NHS organisations (and other organisations providing NHS services) to review their data against the relevant indicators.
- Produce action plans to close the gaps in workplace experience between relevant groups of staff, and
- Improve BAME representation and gender balance at the Board level of the organisation.

2.2 The five indicators for 2019/20 are intended to highlight and reflect:

- The overall representation of black or minority ethnic (BAME) staff in the CCG, across the pay structure.
- The relative likelihood of BAME candidates being shortlisted and appointed.
- BAME staff entering the formal disciplinary process.
- Uptake of non-mandatory training, and
- Board representation.

2.3 As a NHS organisation the CCG is required to:

- Collect data on their workforce - this includes both workforce data and staff survey data with analysis of data for each of the relevant metrics.
- Carry out data analyses.
- Produce an annual report and action plan – the report should show the results of the staff survey and workforce data for internal analyses and indicate the steps being taken to improve performance against the relevant indicators.
- Publish the annual report and action plan - CCGs will need to give consideration to how such data is published and what conclusions are drawn.

3.0 Information

- 3.1 Appendix 1 contains the 2020 Workforce Race Equality Standard data submitted on 5th August 2020 to NHS England as of 31st March 2020. The WRES submission is required to be submitted on an annual basis inline with the timescales advised by NHSE. The spreadsheet was populated by the CCG BI function based on data provided by HR Humber.
- 3.2 Information is taken from both the Electronic Staff Record (ESR) and the Staff Survey. It is important to note that the numbers may differ as not all staff are willing to disclose details through ESR.
- 3.3 The number of staff reporting as BAME or Disabled on ESR in some instances would be so small (5 or less) that the CCG believes it would be possible to identify individuals as a result of publication, therefore this information would be redacted prior to wider circulation.
- 3.4 The data validation sheet confirms that all fields have been completed.

WRES Findings

- 3.5 According to ESR 8.86% of the workforce is BAME as at 31 March 2020. This is higher than the overall BAME population for North Lincolnshire (7.2%) (ONS Census 2011).
- 3.6 Based on the 2019/20 data White applicants have a 16.84% relative likelihood of being appointed from shortlisting compared to 0% for BAME applicants. Those with an unknown / null ethnicity have a 100% of appointment from shortlisting. This a large variation from the 2018/19 data which showed White applicants have a 5.6% likelihood of appointment from shortlisting compared to 11.1% for BAME applicants. This variation is based on one BAME applicant being appointed in 2018/19 compared to Nil in 2019/20.
- 3.7 BAME staff are no more likely to enter formal disciplinary processes than White staff. There were no formal disciplinary cases in 2019/20. In 2018/19 the relative likelihood of white staff entering a formal disciplinary was 1.52% compared to 0% for BAME staff.
- 3.8 It was reported that BAME staff are equally as likely to enter non-mandatory training and CPD as White staff as the CCG does not record the data.
- 3.9 In 2019/20 it was reported that 27.3% of Board Members are from a BAME ethnicity compared with 45.5% from a white ethnicity. 27.3% were reported as unknown / null. This is a variation from 2018/19 where 60% of Board Members were recorded with a white ethnicity compare to 40% BAME. This may be explained with the overall number of non-voting Board members reducing during the two reporting periods all of whom reported having a White ethnicity.
- 3.10 The CCG recognises the need to recruit and retain a workforce that more closely represents the population of North Lincolnshire. This, along with a number of other actions aimed to reduce the gap in differences of representation and treatment, is reflected in the CCGs E&D action plan which will be presented to Governing Body as part of the annual equalities and inclusion review.