Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation

Wigan Borough Clinical Commissioning Group

Date of report: month/year

July 2016

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

Julie Southworth Director Quality and Safety

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

N/A

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

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

Julie Southworth

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

WBCCG have only small numbers of staff due to this some issues of confidentiality have been raised in reporting the data, for ESR and staff survey data. For this reason a number of responses are primarily commentary. WBCCG has completed ongoing staff surveys since April 2014, however, these have been internally designed surveys which are not aligned to the NHS National Staff Survey questions. WBCCG is therefore not able to provide data regarding indicator 3 of the Race Equality Scheme this year. WBCCG will look to participate in the NHS National Staff Survey going forward.

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

No

2. Total numbers of staff

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

159

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

10.1% BME 2.5% not stated

3. Self reporting

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

97.5%

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

We have encouraged staff to use ESR self service to complete. WBCCG have issued Equality and Diversity Questionnaires to staff in the last 12 months.

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

Ensure new starters complete and encourage current staff

4. Workforce data

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

May15 to July 16

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.	7.5%	8.5%	There has been a slight reduction in the percentage of BME staff at senior bands. The variance is due to a small number of staff who have left the organiisation.	WBCCG will be focused on EDS2 Goal 4 (Inclusive Leadership) in 2016/17, but will review EDS2 Goal 3 (A Representative and Supported Workforce) with HR. These actions will address a number of matters related to workforce. Adverts for senior roles will include a line to state that BME employees are under represented and the WBCCG encourages applications from BME
2	Relative likelihood of staff being appointed from shortlisting across all posts.	16.7%	11.8%	Figures have increased due to continued work.	WBCCG will continue to collect and monitor data to assess progress in this area as due to the small number sample , its not clear if this data is representative or only specific to this reporting year. WBCCG will continue to encourage recruiting managers to attend Key Skills for Manager Training which includes modules on recruitment.
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.			WBCCG has had no disciplinary with the specified timescale.	WBCCG HR team continues to record details of all formal employee relations cases and confidentially capture equality data attributed to those individuals for annual reporting purposes to the CCG. Key Skills for Managers training is offered to all managers on an ongoing basis to continue to ensure employees are treated fairly.
4	Relative likelihood of staff accessing non-mandatory training and CPD.	0.1%	0.1%	Take up of training is well received and is above 98% staff who are non compliant are not BME	Encourage and continue to monitor compliance.

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	WBCCG has not yet participated in the NHS National Staff Survey	WBCCG will look to use the annual NHS National Staff Survey from 2016/17 onwards along with other in house surveys.
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White 0.6 BME 0	White 0 BME 0	WBCCG has not yet participated in the NHS National Staff Survey however this data is from HR reports and WBCCG staff survey.	WBCCG will look to use the annual NHS National Staff Survey from 2016/17 onwards along with other in house surveys.
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White BME	White BME	WBCCG has not yet participated in the NHS National Staff Survey however WBCCG staff survey provided Good positive response however unable to breakdown in to ethnicity due to numbers.	WBCCG will look to use the annual NHS National Staff Survey from 2016/17 onwards along with other in house surveys.
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 0 BME 0	White 0 BME 0	WBCCG has not yet participated in the NHS National Staff Survey however WBCCG staff survey provided Good positive response however unable to breakdown in to ethnicity due to numbers.	WBCCG will look to use the annual NHS National Staff Survey from 2016/17 onwards along with other in house surveys.
	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.	3.1%	3.8%	Census 2011 data indicates	WBCCG will continue to monitor this data to ensure that Board members reflect the Wigan Borough. All new post to carry adverts for senior roles will include a line to state that BME employees are under represented and the

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?

WBCCG will be reveiwing EDS2 Goal 3 (A Representative and Supported Workforce) this year. This will improve data, analysis and action planning in the areas that will address issues highlighted by WRES as well as EDS2. WBCCG is already committed to running Equality and Diversity Awareness Sessions for all staff in addition to mandatory training and Key Skills for Managers. WBCCG has published its workforce analysis and can be viewed within the 2016 PSED.

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.

We are currently developing our detailed WRES action plan. We will attach it when completed.

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