

## Workforce Race Equality Standard (WRES)

<b>Name of Organisation</b> NHS East Lancashire CCG	<b>Date of Report</b> October 2020
<b>Name and Title of Board Lead for the Workforce Race Equality Standard</b> Kathryn Lord - Interim Director of Quality and Chief Nurse	
<b>Name and Contact Details of Lead Manager Compiling this Report</b> Travis Peters, Equality and Inclusion Business Partner, NHS Midlands and Lancashire Commissioning Support Unit	
<b>Name of Commissioners this report has been sent to (complete as applicable)</b> NHS East Lancashire CCG is the commissioner	
<b>Name and contact details of co-ordinating commissioner this report has been sent to (complete as applicable)</b> NHS East Lancashire CCG is the commissioner	
<b>Unique URL link on which this report and associated action plan will be found</b> <a href="https://eastlancscg.nhs.uk/about-us/equality-and-inclusion">https://eastlancscg.nhs.uk/about-us/equality-and-inclusion</a>	
<b>This report has been signed off by on behalf of the Board on (insert name and date)</b> Pennine Lancashire Quality Committee, October 2020	
<b>Report on the WRES indicators</b>	
<b>1. Background narrative</b>	
<b>a. Any issue of completeness of data</b>  There have been no changes to the WRES indicators, their definitions, or the way they are calculated. However, However, due to the COVID-19, NHSE/I recognised that it may not have been possible or appropriate to undertake the National NHS Staff Survey during this time. As such, organisations are not required to report on Indicators 5, 6, 7 and 8 in WRES reporting for 2020.	

The workforce data presented within this report is from the standard NHS Human Resources system, the 'Electronic Staff Record' (ESR) and the personal filing and note taking procedures used by Human Resources staff. The ESR and the Human Resources service has been managed on behalf of the CCG by NHS Midlands and Lancashire Commissioning Support Unit's Human Resources Team using a standard set of processes and procedures. All of the records within ESR are self-declared either through an application form via Trac Jobs or via staff member self-reporting via updating their personal information on the ESR system.

WRES data for Indicator 4 (relative likelihood of staff accessing non-mandatory training and CPD) is not available as this data is not currently collected about staff.

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

Since April 2013, the ESR system and the HR service have been managed on behalf of the CCG using a standard set of processes and procedures to ensure that the results achieved are consistent and reliable. As such, the ESR and HR data used within this document is directly comparable with previous and future years' data.

**2. Total number of staff**

**a. Employed with this organisation at the date of the report**

131

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

10.7%

**3. Self-Reporting**

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

90.1% (this is an increase on the previous year's figure of 88.7%)

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

To help increase the number of staff self-reporting their ethnicity, the Equality and Inclusion Team produced a step by step guidance document and Frequently Asked Questions document on how to update monitoring information on ESR was shared across the organisation. The document was shared with staff via the CCG's Staff Bulletin in early 2020.

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

Ongoing awareness is promoted within CCG and HR processes to ensure that people understand why self-reporting equality monitoring information is requested.

Virtual equality and inclusion training is available to staff. This training includes content on WRES and equality monitoring. Staff will be reminded of the self-reporting function on ESR and will be encouraged to update their personal information on a regular basis.

**4. Workforce Data**

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

The data for the reporting year relates to staff in post as of 31/03/2020 and recruitment activity between 01/04/2019 and 31/03/2020.

Data for the previous year relates to staff in post as of 31/03/2019 and recruitment activity 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 indicator 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	
<b>For each of these four workforce indicators, compare the data for White and BME staff</b>					
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.	White: 79.4% BME: 10.7% Not specified: 9.9% VSM White: 68.4%	White: 74.5% BME: 14.2% Not specified: 11.3% VSM White: 57.14%	The overall proportion of BME staff has decreased from 14.2% to 10.7%  Due to the low number of staff employed at NHS East Lancashire CCG, we cannot publish the data for each AfC Bands 1 to 9 as it may be personally identifiable.	EDS Goal 3: A representative and supported workforce.  The CCG will continue to monitor this indicator through Equality Monitoring.

		VSM BME: 26.3%	VSM BME: 31.43%	NHS East Lancashire CCG can confirm that a full workforce data set has been submitted to the NHS England WRES team.	
2	Relative likelihood of staff being appointed from shortlisting across all posts.	White: 28.57%  BME: 11.11%  Not specified: 66.67%	White: 26.79%  BME: 17.65%  Not specified: 0%	For the reporting year, White candidates were <b>2.57</b> times more likely to be appointed from shortlisting compared to BAME candidates	EDS Goal 3: A representative and supported workforce.  The CCG will continue to monitor this indicator through Equality Monitoring.
3.	Relatively likelihood of staff entering the formal disciplinary process, as measured by entry into formal disciplinary investigation. This indicator will be based on data from a two-year rolling average of the current year and the previous year.	White: 0%  BME: 0%  Not specified: 0%	White: 0%  BME: 0%  Not specified: 0%	No formal disciplinary procedures have taken place during the two-year rolling period.	EDS Goal 3: A representative and supported workforce.  The CCG will continue to monitor this indicator through Equality Monitoring.
4	Relative likelihood of staff accessing non-mandatory training and CPD.	The CCG does not routinely collect this data.	The CCG does not routinely collect this data.	NHS East Lancashire CCG encourages the learning and development of all employees to ensure that they have the knowledge and skills to perform in their current role and are developing their knowledge and skills to perform in future potential roles. Learning and development needs are identified at individual 1-2-1 meetings and appraisals.	EDS Goal 3 - A representative and supported workforce  EDS Goal 3.3: Training and development opportunities are taken up and positively evaluated by all staff.

<b>National NHS Staff Survey Indicators (or equivalent)</b> For each of the four staff survey indicators, compare the outcomes of the responses for White and BME staff.		<b>Not applicable in 2020</b>			
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.				
6.	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.				
7	Percentage believing that the organisation provides equal opportunities for career progression or promotion.				
8	In the last 12 months have you personally experienced discrimination at work from any of the following? <i>Manager/team leader or other colleagues</i>				
<b>Board representation indicator</b> For this indicator, compare the difference for White and BME staff.					
9	Percentage difference between the organisations' Board voting membership and its overall workforce	Difference between White Board voting membership	Difference between White Board voting membership	2011 Census Data indicates a combined BME population for the NHS East Lancashire CCG area at 11.9%.	EDS Goal 4: Inclusive Leadership.  The CCG will continue to monitor this indicator through the WRES and the NHS People Plan.

		and overall White workforce: -2.5%	and overall White workforce: +17.8%		
		Difference between BME voting membership and overall workforce: +4.7%	Difference between BME voting membership and overall workforce: -6.5%		

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

The CCG has analysed all WRES data for the reporting period. However, the data in each indicator should be considered with caution as a small change in the numbers of staff can create a disproportionate variance in the percentages due to the CCG's small workforce.

**7. Organisations should product 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. Your asked to attach the WRES Action Plan or provide a link to it.**

The recent publication of the NHS People Plan places a heavy focus on improving BAME workforce representation, career progression and staff welfare. As such, this year's WRES Action Plan links closely with actions and recommendations included in the People Plan, such as the requirement to publish progress against Model Employer Goals. An additional Action Plan relating to Model Employer Goals and Targets has been included as part of the WRES Action Plan. MLCSU's Equality and Inclusion Team will work closely with Human Resources Team and CCG colleagues to ensure accountability and progress against the WRES Action Plan can be more effectively measured and monitored in light of the NHS People Plan.