Workforce Race Equality Standard

REPORTING TEMPLATE

NHS
St Helens
Clinical Commissioning Group

Name of CCG Organisation	Reporting Period		
St Helens CCG	**Year**	**2017**	**March**

Name and Title of Governing Body lead for the Workforce Race Equality Standard (WRES)

Geoffrey Appleton, St Helens CCG Chair

Name and contact details of M& L CSU employee's compiling this report

Gillian Roberts Human Resources Business Partner and Andy Woods Senior Governance Manager (Merseyside Shared service)

Name and contact details of co-ordinating CCG manager

Angela Delea (Associate Director Corporate Governance)

Name and contact details of CCG employee's this report has been sent to

N/A

Unique URL link on which this report will be found (added after submisison)

N/A

This report has been signed off by the signatory below on behalf of the CCG Governing Body

Angela Delea

REPORT on the WRES Indicators

1.0 Background Narrative

a. Any Issues with the completeness of the data being presented

The workforce and Human Resources data presented within this report is from the standard NHS Human Resources system, the 'Electronic Staff Record' and the personal filing and note taking procedures used by a variety of Human Resources staff.   From the inception of the CCG in April 2013 both ESR and the Human Resources service has been managed on behalf of the CCG by the CSU 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 NHS Jobs or through an ESR paper application form which is manually input.

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

Both the ESR system and the Human Resources service have been managed on behalf of the CCG since April 2013 using s standard set of processes and procedures to ensure that the results achieved are both consistent and accurate.   Therefore the ESR data and Human Resources information being used within this document is directly comparable with both previous and future years.

2.0 Total Numbers of Staff

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

82

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

1.22%

REPORT on the WRES Indicators, continued

3.0 Self Reporting

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

100%

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

N/A

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

N/A

4.0 Workforce Data

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

Staff in Post at 31.03.2017.
Recruitment between 01.04.2016 and 31.03.2017

REPORT on the WRES Indicators, continued

5.0 Workforce Race Equality Undicators

b. What period does the organisation's data refer to Staff in Post at 31.03.2017. Recruitment between 01.04.2016 and 31.03.2017

	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, the Standard compares the metrics for white and BME staff.				

1	Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce	7.14%	BME Staff 6.45% Overall 4.35%	Data analysis must be approached with some caution because in the CCG the numbers of staff employed is small	HR committee have developed an Equality Workforce report which is a key action on the CCG Equality Objective Plan
2	Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.	BME staff 0.00% White staff 13.54%	BME Staff 0% Overall 20%	Data analysis must be approached with some caution because in the CCG the numbers of staff employed is small	HR committee have developed an Equality Workforce report which is a key action on the CCG Equality Objective Plan
3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation* *Note: this indicator will be based on data from a two year rolling average of the current year and the previous year.	Not calculable	No data	Not calculable - as the number of BME staff entering a formal disciplinary process is 0 against a figure of the number of white staff entering a formal disciplinary process which is also 0.	HR committee have developed a Equality Workforce report which is a key actiojn on the CCG Equality Objective Plan
4	Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff	Not available	Not available	Information on non-mandatory training not recorded in ESR as not calculable as denominator is zero No BME appointees in 2016-17	HR committee have developed a Equality Workforce report which is a key actiojn on the CCG Equality Objective Plan

5.0 Workforce Race Equality Indicators

c. What period does the organisation's data refer to Staff in Post at 31.03.2017. Recruitment between 01.04.2016 and 31.03.2017

	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 staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff.				
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Not applicable	Not applicable	Since last years WRES the CCG has now utilised the national NHS survey on review of sections 16 and 17 (equality related questions on the survey), no concerns can be identified in relation to Race as sample size is too small.	CCG has now introduced national NHS Survey.
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	concerns cannot be identified in relation to Race as sample size is too small (0%)	Not available		
7	Percentage believing that the CCG provides equal opportunities for career progression or promotion	concerns cannot be identified in relation to Race as sample size is too small.(0%)	Not available		
8	In the last 12 months have you personally experienced discrimination at work from any of the following? b) Management/team leader or other colleagues	concerns cannot be identified in relation to Race as 0% response	Not available		
	Does the Governing Body meet the requirement on membership in 9?				
9	Governing Bodies are expected to be broadly representative of the population they serve	**Pop 3.4% GB Pay 16.67%**	Not available	Not all GB members were recorded in ESR in previous year so comparable data not availableavailable	

6. Are there any other factors or data which should be taken into ocnsideration in assessing progress.   Please bear in mind any such information, or action taken and planned may be subject to scrutiny by the the Co-ordinating CCG Manager or by regulators when inspecting against the "well led domain".

The CCG has identified factors relating to capturing self-reporting data where improvements could be made in encouraging and promoting self-declaration amongst staff - this will form part of the action plan for Workforce Race Equality Standard progress going forward.

St Helens CCG from last years WRES now utilise the natioanl NHS Staff Survey – on review of sections 16 and 17 on the survey no concerns can be identified in rrelation to Race.

The need for Monitoring system for non-mandatory training will be explored

7. If the organisation has a more detailed Plan agreed by its Board for addressing these and related issues you are asked to attach it or provide a link to it. Such a plan would normally elaborate on the steps summarised in section 5 above setting out the next steps with milestones for expected progress against the metrics. It may also identify the links with other work streams agreed at Board level such as EDS2.

Include equality workforce plan

St Helens Workforce
Equality Plan.docx