

## Bury CCG WRES Data for year ending 31 March 2018

No	Indicators (For each of these four workforce indicators, <u>compare the data for White and BME staff</u> )	31 March 2018	31 March 2017	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
1	<p>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.</p>	17.7%	18.1%	<p>Bury has a population profile that is ethnically diverse within both settled and emerging communities. Bury has a BME population of around 10% [Census 2011].</p> <p>At 31st March 2018 Bury CCG has 17.7% BME staff, which is over representative of the local population. However our data shows a decrease of 0.4% BME staff since 2017.</p> <p>Total for Bury CCG (including Clinical Leads)</p> <p>BME 2018: 17.7% 2017: 18.1% 2016: 20.0%            White 2018: 76.1% 2017: 76.2% 2016: 75.6%            Unknown 2018: 6.2% 2017: 5.7% 2016: 4.4%</p> <p>2018            Non-AfC:            BME: 28.6%; White: 57.1%; Unknown: 14.3%</p> <p>Non Clinical Staff:            • Band 2 BME: 33.3%; White: 66.7%; Unknown: 0.0%            • Band 3 BME: 14.3%; White: 85.7%; Unknown: 0.0%            • Band 4 BME: 0.0%; White: 100.0%; Unknown: 0.0%            • Band 5 BME: 33.3%; White: 55.6%;</p>	<p>% of BME representation in the CCG workforce is higher than BME population in Bury. CCG will continue to work with HR services GMSS to ensure that recruitment processes are updated in line with national legislation and NHS standards.</p> <p>Potential actions include:</p> <ul style="list-style-type: none"> <li>- Review BME representation in higher pay bands.</li> </ul>

				<p>Unknown: 11.1%  • Band 6 BME: 14.3%; White: 85.7%;  Unknown: 0.0%  • Band 7 BME: 20.0%; White: 80.0%;  Unknown: 0.0%  • Band 8a BME: 9.1%; White: 81.8%;  Unknown: 9.1%  • Band 8b BME: 0.0% White: 100.0%;  Unknown: 0.0%  • Band 8c BME: 0.0%; WHITE: 100.0%;  UNKNOWN: 0.0%  • Band 8d BME: 0.0%; WHITE: 100%;  UNKNOWN: 0.0%</p> <p>Clinical Staff:  • Band 6 BME: 0.0%; White: 100.0%;  Unknown: 0.0%  • Band 7 BME: 0.0%; White: 100.0%;  Unknown: 0.0%</p> <p>2017  Non-AfC:  BME: 29.4%; White: 55.9%; Unknown:  14.7%</p> <p>Non Clinical Staff:  • Band 3 BME: 7.7%; white: 93.3%;  Unknown: 0.0%  • Band 4 BME: 20.0%; White: 60.0%;  Unknown: 20.0%  • Band 5 BME: 50.0%; White: 50.0%;  Unknown: 0.0%  • Band 6 BME: 11.1%; White: 88.9%;  Unknown: 0.0%  • Band 7 BME: 20.0%; White: 80.0%;  Unknown: 0.0%  • Band 8a BME: 12.5%; White: 87.5%;  Unknown: 0.0%  • Band 8b BME: 0.0% White: 100.0%;  Unknown: 10.0%  • Band 8c BME: 0.0%; White: 100.0%;  Unknown: 0.0%  • Band 8d BME: 0.0%; White: 100%;  Unknown: 0.0%</p>
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				<ul style="list-style-type: none"> <li>• Band 9 BME: 0.0%; White: 100%; Unknown: 0.0%</li> </ul> <p>Clinical Staff:</p> <ul style="list-style-type: none"> <li>• Band 6 BME: 0.0%; White: 100.0%; Unknown: 0.0%</li> <li>• Band 7 BME: 0.0%; White: 100.0%; Unknown: 0.0%</li> </ul> <p>CCG Board 2018:</p> <p>BME: CEO/Board 0.0%; Chair &amp; Non Execs 33.3%; Clinical Leads 12.5%; Grand Total 10.0%</p> <p>White: CEO/Board 100.0%; Chair &amp; Non Execs 33.3%; Clinical Leads 87.5%; Grand Total 80.0%</p> <p>Unknown: CEO/Board 0.0%; Chair &amp; Non Execs 33.3%; Clinical Leads 0.0%; Grand Total 10.0%</p>													
2	<b>Relative likelihood of staff being appointed from shortlisting across all posts.</b>	0.97	Relative likelihood of White staff being appointed from shortlisting compared to BME is therefore 1.03 times greater.	<table border="0"> <tr> <td>BURY CCG</td> <td>White</td> <td>BME</td> </tr> <tr> <td>No of shortlisted applicants</td> <td>128</td> <td>31</td> </tr> <tr> <td>No appointed from shortlisting</td> <td>8</td> <td>2</td> </tr> <tr> <td>Ratio shortlisting/appointment</td> <td>0.06</td> <td>0.06</td> </tr> </table> <p>A figure below "1" would indicate that white candidates are less likely than BME candidates to be appointed from shortlisting. This means that relative likelihood of White staff being appointed from shortlisting compared to BME staff is almost the same.</p>	BURY CCG	White	BME	No of shortlisted applicants	128	31	No appointed from shortlisting	8	2	Ratio shortlisting/appointment	0.06	0.06	<p>The CCG will continue to collect and monitor data to assess progress in this area.</p> <p>Potential actions include:</p> <ul style="list-style-type: none"> <li>- Annual review of workforce data trends in relation to recruitment.</li> <li>- Ongoing work with GMSS to increase the knowledge and experience around best practice in recruitment &amp; selection.</li> </ul>
BURY CCG	White	BME															
No of shortlisted applicants	128	31															
No appointed from shortlisting	8	2															
Ratio shortlisting/appointment	0.06	0.06															
3	<b>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.</b>	The CCG has no disciplinarys recorded in 2017/2018	The CCG has no disciplinarys recorded in 2017		<p>The CCG's HR Provider 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.</p> <p>Key Skills for Managers training will be offered to all managers on an ongoing basis to continue to ensure employees are treated fairly.</p>												

4	<b>Relative likelihood of staff accessing non-mandatory training and CPD.</b>	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff = (0.069/0.0384) 1.81 times greater.	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff = (0.275/0.105) 2.61 times greater.	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff = (0.069/0.0384) 1.81 times greater. Over the last 12 months, this figure has improved from 2.61 in 2017.  However it is useful to note that this data reflects a partial picture of non-mandatory training, which is captured on the GMSS Learning Management System and does not capture non mandatory training sourced by internally by the CCG.	The CCG will review its current non mandatory training processes (those captured via GMSS Learning Management System and internal processes) to gain a better understanding and to ensure employees are treated fairly.  The CCG will continue to collect and monitor data to ensure continuous improvement.
5.	<b>KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.</b>	White:  BME:	White:  BME:	Bury CCG has not previously participated in the NHS National Staff Survey	The CCG at present does not have comparative data to assess staff satisfaction levels for the second section of the standard (indicators 5-8). It is the intention of the CCG to undertake its own staff survey in the next few months to add qualitative feedback to the quantitative workforce measures.
6	<b>KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.</b>	White:  BME:	White:  BME:	Bury CCG has not previously participated in the NHS National Staff Survey	The CCG at present does not have comparative data to assess staff satisfaction levels for the second section of the standard (indicators 5-8). It is the intention of the CCG to undertake its own staff survey in the next few months to add qualitative feedback to the quantitative workforce measures.
7.	<b>KF 21. Percentage believing that the CCG provides equal opportunities for career progression and promotion.</b>	White:  BME:	White:  BME:	Bury CCG has not previously participated in the NHS National Staff Survey	The CCG at present does not have comparative data to assess staff satisfaction levels for the second section of the standard (indicators 5-8). It is the intention of the CCG to undertake its own staff survey in the next few months to add qualitative feedback to the quantitative workforce measures.
8.	<b>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.</b>	White:  BME:	White:  BME:	Bury CCG has not previously participated in the NHS National Staff Survey	The CCG at present does not have comparative data to assess staff satisfaction levels for the second section of the standard (indicators 5-8). It is the intention of the CCG to undertake its own staff survey in the next few months to add qualitative feedback to the quantitative workforce measures.
	<b>Board representation indicator</b>				

	For this indicator, <u>compare the difference for White and BME staff</u>				
9	<b>Percentage difference between the organisations' Board voting membership and its overall workforce</b>	<p><b>Excluding Sector Chairs</b> 2.3% less BME members on the Governing Body than across the CCG.</p> <p><b>Including Sector Chairs</b> 5.8% more BME members on the Governing Body than across the CCG.</p>	8.8% less BME members on the Governing Body than across the CCG	<p>Board membership (excluding Sector Chairs) is currently 69.2% White, 15.4% BME and Unknown 15.4%.</p> <p>BME Workforce: 17.7% % BME Voting Members: 15.4% % Difference: - 2.3%</p> <p>Board membership (including Sector Chairs) is currently 58.8% White, 23.5% BME and Unknown 17.7%.</p> <p>BME Workforce: 17.7% % BME Voting Members: 23.5% % Difference: 5.8%</p>	<p>The CCG will continue to review and monitor board representation and that fair processes are in place for the recruitment of board roles.</p> <p>Potential actions include:</p> <ul style="list-style-type: none"> <li>- Further work in the context of board members excluding sector chairs.</li> </ul>

## Appendix 2 : Action Plan 2018/19 Bury CCG Workforce Race Equality Standard (WRES)

Number	WRES Metrics	Action	Timescale	Lead
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.	To further examine staff pay band data to identify trends and actions in relation to BME representation in higher pay bands.	March 2019	Deputy Director of Business Delivery/HR Business Partner/EDHR Business Partner
2.	Relative likelihood of staff being appointed from shortlisting across all posts.	Annual review of recruitment and selection data.  Ongoing work with GMSS to increase the knowledge and experience around best practice in recruitment & selection	Feb 2019  Ongoing	Deputy Director of Business Delivery/HR Business Partner /EDHR Business Partner
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.	HR Provider to continue 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 will be reviewed to ensure it adequately covers equality and offered to all managers on an ongoing basis to continue to ensure employees are treated fairly.	Ongoing  Ongoing	Deputy Director of Business Delivery/HR Business Partner/EDHR Business Partner
4.	Relative likelihood of staff accessing non-mandatory training and CPD.	The CCG will review its current non mandatory training processes (those captured via GMSS Learning Management System and internal processes) to gain a better understanding and to ensure employees are treated fairly.	March 2019	Deputy Director of Business Delivery/OD Manager

		The CCG will continue to collect and monitor data to ensure continuous improvement.		
5.	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	To undertake internal staff survey.	Jan 2019	Deputy Director of Business Delivery/HR Business Partner/OD Manager/EDHR Business Partners
6.	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	To undertake internal staff survey.	Jan 2019	Deputy Director of Business Delivery/HR Business Partner/OD Manager/EDHR Business Partners
7.	KF 21. Percentage believing the Trust (CCG) provides equal opportunities for career progression or promotion.	To undertake internal staff survey.	Jan 2019	Deputy Director of Business Delivery/HR Business Partner/OD Manager/EDHR Business Partners
8.	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? <ul style="list-style-type: none"> <li>• Manager</li> <li>• Team Leader</li> <li>• Other Colleagues</li> </ul>	To undertake internal staff survey.	Jan 2019	Deputy Director of Business Delivery/HR Business Partner/OD Manager/EDHR Business Partners
9.	Percentage difference between the organisations' Board voting membership and its overall workforce	Further work in the context of board members excluding sector chairs.  The CCG will continue to review and monitor board representation and that fair processes are in place for the recruitment of board roles.	Jan 2019	Deputy Director of Business Delivery/HR Business Partner/EDHR Business Partner