

<b>Report to:</b>	NHS Hull Clinical Commissioning Group Board
<b>Date of Meeting:</b>	25 September 2020
<b>Title of Report:</b>	Workforce Race Equality Standard Report 2020
<b>Presented by:</b>	Mike Napier, Associate Director of Corporate Affairs
<b>Author:</b>	Amanda Heenan, Equality & Diversity Specialist Advisor

**STATUS OF THE REPORT:**

To approve	<input type="checkbox"/>	To endorse	<input checked="" type="checkbox"/>
To ratify	<input type="checkbox"/>	To discuss	<input type="checkbox"/>
To consider	<input type="checkbox"/>	For information	<input type="checkbox"/>
To note	<input type="checkbox"/>		

**PURPOSE OF REPORT:**

To provide an update on the CCGs Workforce Race Equality Standard (WRES) 2020 submission in line with NHS England requirements.

**RECOMMENDATIONS:**

- a Endorse the CCG Workforce Race Equality Standard (WRES) Report.
- b Note the CCG's WRES findings.

**REPORT EXEMPT FROM PUBLIC DISCLOSURE** No  Yes

If yes, detail grounds for exemption    Albeit, elements of staff data included in appendices are exempt from disclosure under data protection requirements.

**CCG STRATEGIC OBJECTIVE**

*Objective 8 – Delivery of Statutory Duties*

*Short summary as to how the report links to the CCG's strategic objectives*

The subject material included in the report cuts across a number of the CCG's strategic objectives but particularly its duties under the Equality Act 2010 and its statutory duty to consult.

**IMPLICATIONS:** *(summary of key implications, including risks, associated with the paper),*

Finance	There are no adverse implications associated with the paper.
HR	The paper's findings help in the planning and recruitment of a diverse workforce, representative of the population we serve.
Quality	The paper's recommendations support the ongoing engagement of diverse interested parties and groups, which in turn supports the commissioning of high quality services.
Safety	There are no adverse safety implications associated with the paper.

**ENGAGEMENT:** *(Explain what engagement has taken place e.g. Partners, patients and the public prior to presenting the paper and the outcome of this)*

The paper will be subject to review and development by the CCG's equality & diversity group and references plans for wider external engagement across the themes identified in the report.

**LEGAL ISSUES:** *(Summarise key legal issues / legislation relevant to the report)*

The Workforce Race Equality Standard is mandated by NHSE and applies to all NHS organisations. CCGs have two roles in relation to these indicators – as commissioners of NHS services and as employers. In both roles the CCG's work is shaped by key statutory requirements and policy drivers including those arising from:

- The NHS Constitution;
- The Equality Act 2010 and the public sector Equality Duty;
- The NHS standard contract and associated documents;
- The CCG Improvement and Assessment Framework.

**EQUALITY AND DIVERSITY ISSUES:** (summary of impact, if any, of CCG's duty to promote equality and diversity based on Equality Impact Analysis (EIA). **All** reports relating to new services, changes to existing services or CCG strategies / policies **must** have a valid EIA and will not be received by the Committee if this is not appended to the report)

	<b>Tick relevant box</b>
An Equality Impact Analysis/Assessment is not required for this report.	X
An Equality Impact Analysis/Assessment has been completed and approved by the lead Director for Equality and Diversity. As a result of performing the analysis/assessment there are no actions arising from the analysis/assessment.	
An Equality Impact Analysis/Assessment has been completed and there are actions arising from the analysis/assessment and these are included in section xx in the enclosed report.	

**THE NHS CONSTITUTION:** (How the report supports the NHS Constitution)

Principle 3 of the NHS Constitution:

The NHS aspires to the highest standards of excellence and professionalism in the provision of high-quality care that is safe, effective and focused on patient experience; in the planning and delivery of the clinical and other services it provides; in the people it employs and the education, training and development they receive; in the leadership and management of its organisations; and through its commitment to innovation and to the promotion and conduct of research to improve the current and future health and care of the population.

## Workforce Race Equality Standard (WRES) Report September 2020

### 1. INTRODUCTION

- 1.1. The Equality Report provides an update to Members on the CCG's progress with regards to the Workforce Race Equality Standard (WRES) as defined by NHS England.
- 1.2. The standard forms part of the CCG's Equality & Diversity Action Plan, which includes objectives that reflect the duties of the CCG as both an employer and as the commissioner of healthcare services for the population of Hull.

### 2. BACKGROUND

- 2.1 The main purpose of the NHS Workforce Race Equality Standard (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.

#### Assessment

- 2.2 As an 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.
  - 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, and
  - Publish the annual report and action plan - CCGs will need to give consideration to how such data is published and what conclusions are drawn.
- 2.3 The full WRES comprises nine indicators and is mandated by NHS England (NHSE). In the light of the Coronavirus pandemic however NHSE reduced the number of 2019/20 indicators required to five. The indicators 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.

2.4 The indicators highlight any differences between the experience and treatment of BAME staff and candidates in the CCG, with a view to closing those gaps through the development and implementation of action plans focused upon continuous improvement over time.

### 3. INFORMATION

3.1 From 2019 onwards, CCGs are expected to submit their annual WRES data to NHS England by the end of August, however, this deadline was subsequently revised by NHSE for 2020 to the end of July. The CCG duly met this submission deadline.

3.2 Data is drawn from both the Electronic Staff Record (ESR) and the Staff Survey. It is important to note therefore that the numbers given reflect those staff that were 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.

#### Workforce Race Equality Standard (WRES)

3.4 There are five WRES indicators for 2019/20. They focus on workforce data and BAAME representation on Boards. The WRES highlights any differences between the experience and treatment of white staff and BAME staff in the CCG with a view to closing those gaps through the development and implementation of action plans focused upon continuous improvement over time.

3.5 The WRES defines BAME based on ethnic categories defined Office of National Statistics (ONS) and used in the 2011 Census. BAME excludes A, B, C and Z in the table below. The category C 'Any other white background' contains minority groups including white European.

A – White -British
B – White -Irish
C – Any other white background
D – Mixed White and Black Caribbean
E – Mixed White and Black African
F – Mixed White and Asian
G – Any other mixed background
H – Asian or Asian British -Indian
J – Asian or Asian British -Pakistani
K – Asian or Asian British - Bangladeshi
L – Any other Asian background
M – Black or Black British -Caribbean
N – Black or Black British -African
P – Any other Black background
R – Chinese
S – Any other ethnic group

3.6 The summary findings for the CCG are as follows:

- According to ESR data, fewer than 5% of the CCG's workforce is identified as BAME. The BAME population of Hull (as defined above) is 6%. Specific numbers are not listed as they are so small as to potentially enable the identification of individuals.
- According to CCG 2019/20 recruitment information, white candidates (when expressed as a ratio of applications to shortlisting) have a higher chance of being appointed when compared to BAME (16.7% and 12.5% respectively). The relative likelihood of white staff being appointed from shortlisting when compared with BAME is 1.33. That said, caution must be used in interpretation of this data as the very low numbers reported in some categories would challenge statistical validity.
- 7% of the declared CCG Board profile is BAME.

3.7 The CCG recognises the need to recruit and retain a workforce that more closely represents the population of Hull. 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.

#### **4. RECOMMENDATIONS**

4.1 It is recommended that Members:

- i) Endorse the CCG Workforce Race Equality Standard (WRES) Report.
- ii) Note the CCG's WRES findings.