The NHS Workforce Race Equality Standard Indicators are:-

**NHS Workforce Race Equality Standard Indicators**

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| --- | --- |
|  | **Workforce indicators**  For each of these four workforce indicators, compare the data for White and BME staff |
| 1. | Percentage of staff in each of the A4C 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 |
| 2. | Relative likelihood of staff being appointed from shortlisting across all posts |
| 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 |
| 4. | Relative likelihood of staff accessing non-mandatory training and CPD |
| 5. | Staff Survey: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the  public in last 12 months. |
| 6. | Staff Survey: Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months. |
| 7. | Staff Survey: Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion. |
| 8. | Staff Survey: In the last 12 months have you personally experienced discrimination at work from any of the following?  Manager/team leader or other colleagues |
|  | 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 |

**Where comparison information to the 2011 Census for North East Lincolnshire is referred to, this is detailed in the below table.**

|  |  |  |  |
| --- | --- | --- | --- |
| Ethnic Categories as per Office of National Statistics | | North East Lincolnshire Population | |
| Number | Percentage |
| **A** | White - British | **152,240** | **95.38%** |
| **B** | White - Irish | **414** | **0.26%** |
| **C** | Any other White background | **2,767** | **1.73%** |
| **D** | Mixed White and Black Caribbean | **381** | **0.24%** |
| **E** | Mixed White and Black African | **161** | **0.10%** |
| **F** | Mixed White and Asian | **369** | **0.23%** |
| **G** | Any other mixed background | **275** | **0.17%** |
| **H** | Asian or Asian British - Indian | **513** | **0.32%** |
| **J** | Asian or Asian British - Pakistani | **195** | **0.12%** |
| **K** | Asian or Asian British - Bangladeshi | **268** | **0.17%** |
| **L** | Any other Asian background | **548** | **0.34%** |
| M | Black or Black British - Caribbean | **71** | **0.04%** |
| **N** | Black or Black British - African | **306** | **0.19%** |
| **P** | Any other Black background | **34** | **0.02%** |
| **R** | Chinese | **605** | **0.38%** |
| **S** | Any other ethnic group | **469** | **0.29%** |
| **Z** | Not Stated |  | 0.00% |
|  | **Total** | **159,616** | **100.00%** |
| A-C Total | 97.37% |  |  |
| D-S Total | 2.63% |  |  |

**The workforce data reflects the position of NEL CCG on 31st March 2021**

**The staff survey data from the 2020 staff survey.**

**Total Number of staff employed - 118**

**Percentage of BME staff employed – 0.00% (0)**

**Percentage of staff who have self-reported ethnicity – 43.22% (51)**

|  |  |
| --- | --- |
| **Indicator 1** | Percentage of staff in each of the AfC Band 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 clinical staff. |

CCG workforce data shows the percentage of White staff is 37.50% (42) CCG workforce data shows the percentage of BME staff is 0.00%

|  |
| --- |
| Please include the number of staff and % in the table below |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **White** | **White** | **BME** | **BME** | **Not known** | **Not known** |
|  | Clinical | Non-Clinical | Clinical | Non-Clinical | Clinical | Non-Clinical |
| Band 1-6 | 1 (0.85%) | 30 (25.42%) | 0 (0%) | 0 (0%) | 4 (3.39%) | 24 (20.34%) |
| Band 7-8 | 2 (1.69%) | 16 (13.56%) | 0 (0%) | 0 (0%) | 4 (3.39%) | 15 (12.71%) |
| Band 9 + VSM | 0 (0.00%) | 4 (3.39%) | 0 (0%) | 0 (0%) | 6 (5.08%) | 4 (3.39%) |

\*10 staff in No Category, with no pay details stored

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicator 2** | Relative likelihood of staff being appointed from short listing across all posts  Note: This refers to both external and internal posts  Figures taken from WRES report in ESR | | | |
| **White staff** | | | **BME staff** | |
| Shortlisted | | 12 | Shortlisted | 1 |
| Appointed | | 11 | Appointed | 0 |

|  |  |  |
| --- | --- | --- |
| **Indicator 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 the most recent two-year rolling average) | |
| **White staff** | | **BME staff** |
| 0 | | 0 |

|  |  |
| --- | --- |
| **Indicator 4** | Relative likelihood of staff accessing non- mandatory training and CPD |

Figures taken from WRES report in ESR

|  |  |  |  |
| --- | --- | --- | --- |
| **White staff** | | **BME staff** | |
| Applications | 2 | Applications | 0 |
| Approved | 2 | Approved | 0 |

Indicator 5: Taken from 2020 staff survey raw data. Percentage calculated against CCG headcount and not survey response rate

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicator 5** | Staff Survey**:** Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months. | | | |
| **2020 Staff Survey** | | **BME Overall** | **White Overall** |
| Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months | | N/A | 11.11% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicator 6** | Staff Survey**:** Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months. | | | |
| **2020 Staff Survey** | | **BME Overall** | **White Overall** |
| Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months | | N/A | 6.17% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicator 7** | Staff Survey**:** Percentage believing that trust provides equal opportunities for career progression or promotion. | | | |
| **2020 Staff Survey** | | **BME Overall** | **White Overall** |
| Percentage believing that trust provides equal opportunities for career progression or promotion | | N/A | 71.60% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicator 8** | Staff Survey**:** In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues. | | | |
| **2020 Staff Survey** | | **BME Overall** | **White Overall** |
| In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues | | N/A | 1.23% |

Indicator 9: ESR

|  |  |
| --- | --- |
| **Indicator 9** | Percentage difference between the organisations’ Board voting membership and its overall workforce. |

**Board voting membership – headcount only. Calculation to be undertaken by CCG lead**

|  |  |
| --- | --- |
| **White members** | **BME members** |
| **4** | **3** |

**\*5 not stated**