

The NHS Workforce Race Equality Standard Indicators are:-

NHS Workforce Race Equality Standard Indicators

	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
	National NHS Staff Survey Findings Indicators For each of the four staff survey indicators, compare the outcomes of the responses for White and BME staff
5.	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.
6.	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.
7.	Percentage of staff believing that the Trust 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? 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

Detailed below are the Ethnic Categories referred to throughout the report:

Ethnic Categories as per Office of National Statistics	
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
Z	Not Stated

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 should reflect the position on 31st March 2019

Data has been collected from two different sources – ESR and the staff survey 2018 which has produced some anomalies in the report as below

Indicator 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

CCG workforce data shows the total number of staff employed 101

CCG workforce data shows the percentage of BME staff is 0.00% (0)

CCG workforce who have self reported ethnicity is 46.53% (47)

CCG workforce data shows the percentage of white staff is 46.53% (47)

	White	White	BME	BME
	Clinical	Non-Clinical	Clinical	Non-Clinical
Band 1-6	1 / 0.67%	29 / 33.7%	0 / 0/0%	0 / 0.0%
Band 7-8	0 / 0.0%	15 / 17.4%	0 / 0.0%	0 / 0.0%
Band 9 + VSM	0 / 0.0%	2 / 2.3%	0 / 0.0%	0 / 0.0%

Please provide information where staff have not stated ethnicity for indicator one

Indicator 2

Relative likelihood of staff being appointed from shortlisting across all posts.

Note: this refers to both external and internal posts

Descriptor	White	BME
Number of shortlisted applicants	88	16
Number appointed from shortlisting	8	0

(this information is taken from reports run from NHS jobs)

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 BME staff accessing non-mandatory training and CPD

White staff		BME staff	
Applications	47	Applications	0
Approved	47	Approved	0

Indicator 5

Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

2018 Staff Survey	BME Overall	White Overall
	0%	5 / 8.35%

Indicator 6

Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.

2018 Staff Survey	BME Overall	White Overall
	1/1.67%	11 / 18.37%

Indicator 7

Percentage of staff believing that the CCG provides equal opportunities for career progression or promotion

2018 Staff Survey	BME Overall	White Overall
	1 / 100%%	36 / 60%

Indicator 8

In the last 12 months have you personally experienced discrimination at work from any of the following?

Manager/team leader or other colleagues

2018 Staff Survey	BME Overall	White Overall
	0%	1 / 1.67%

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	Undefined
12	4	8

Completion / Reporting for WRES

This is the fourth year for completing and reporting for WRES. As a CCG this has been challenging due the small number of staff and brings in to question the statistical value of some of the data.

In response to specific challenges in collecting and reporting the WRES data:

- * Gaps and challenges in reporting data in particular when separate sources were required
- * Good practice in addressing any issues and concerns identified for BME staff and in representation at senior leadership level
- * Sharing good practice in monitoring and supporting providers in meeting the WRES.