

Workforce Race Equality Standard (WRES) Report 2020-2021 for:

NHS Cheshire CCG

September 2021

Produced by the Equality and Inclusion Team, MLCSU

1.0 Introduction

This report describes the CCG's approach to and performance against the Workforce Race Equality Standard (WRES) in 2021.

WRES was mandated by the NHS from April 2015 and was included within the NHS Standard Contract from 2015-16. WRES baseline data has been provided and published on a yearly basis by the NHS since July 2015.

The main purpose of the WRES is to help local and national NHS organisations review their data across nine WRES indicators and to produce an action plan to improve workplace experiences of Black, Asian and Minority Ethnic (BAME) staff. The WRES places an obligation on NHS organisations to improve BAME representation at board and senior level.

The WRES is applicable to providers and commissioners alike.

The CCG has two roles in relation to the WRES – as a commissioner of NHS services **and** as an employer. In both roles, its work is shaped by key statutory requirements and policy drivers including those arising from:

- The NHS Constitution
- The Equality Act and Public Sector Equality Duty
- The NHS Standard Contract
- The NHS Oversight Framework (this has replaced the CCG Improvement and Assessment Framework).

The NHS Standard Contract and NHS Oversight Framework both require CCGs to give assurance to the NHS England and Improvement (NHSE/I) WRES Team that their providers are implementing and using the WRES.

The CCG has monitoring arrangements in place to provide the above assurance through contract monitoring work, equality audits and performance reporting.

2.0 The Nine WRES Indicators

Workforce indicators

For each of these four workforce indicators, compare the data for White and BAME staff

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| 1. | Percentage of staff in each of the Agenda for Change (AfC) Bands 1-9 and Very Senior Managers (VSM) (including executive board members) compared with the percentage of staff in the overall workforce.
Note: Organisations should undertake this calculation separately for non-clinical and clinical staff. |
| 2. | Relative likelihood of staff being appointed from shortlisting across all posts. |
| 3. | Relative likelihood of BAME staff entering the formal disciplinary process compared to that of white staff.
Note: This indicator will be based on data from a two-year rolling average of the current and previous year. |
| 4. | Relative likelihood of staff accessing non-mandatory training and Continuing Professional Development (CPD). |

National NHS Staff Survey indicators (or equivalent)

For each of the four staff survey indicators, compare the outcomes of the responses for White and BAME staff.

5.	Key Finding (KF) 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.
6.	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7.	KF 21. Percentage believing that the CCG provides equal opportunities for career progression or promotion
8.	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.

Board representation indicator

For this indicator, compare the difference for White and BAME staff.

9.	Percentage difference between the organisation's Board voting membership and its overall workforce disaggregated: <ul style="list-style-type: none">• By voting membership of the Board• By executive membership of the Board Note: This is an amended version of the previous definition of Indicator 9.
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2.1 Definitions of ethnicity – people covered by the WRES:

Within the WRES, BAME refers to Black, Asian and Minority Ethnic groups. WRES publications often cite the term “BME” which refers to Black and Minority Ethnic groups.

Data regarding BAME within the WRES relates to staff in the following groups which are categorised by the Office of National Statistics and cited within the [WRES technical guidance](#)¹:

White includes:

- A – White – British
- B – White – Irish
- C – Any other white background

BAME includes:

- 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

¹ <https://www.england.nhs.uk/wp-content/uploads/2017/03/wres-technical-guidance-2019-v2.pdf>

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

2.2 Implementation of the WRES, CCGs should:

- Collect data on the workforce and submit through the Strategic Data Collection Service between 6 July and 31 August 2021. MLCSU will submit this on behalf of the CCG
- Carry out data analysis
- Produce an annual report on WRES – about data protection
- Publish their WRES report and action plan.

The CCG's reporting information and data has been collated from its staff Electronic Staff Records (ESR) and internal data sets.

Due to some low number data sets being potentially identifiable to certain staff, and in accordance with the WRES technical guidance, the CCG has taken the decision not to publish its WRES data sets publicly. The CCG will publish its WRES Action Plan on the CCG website by the end of October 2021. The CCG has taken advice on reporting very small numbers on sensitive staffing issues, such as disciplinaries, and redacted any sensitive information.

The CCG has sought assurance from the NHSE/I WRES team that any data submissions for each CCG will not be published individually by NHSE/I but will be combined with other CCG data to give an overview of CCG workforce data at England level.

WRES technical guidance is available which notes that certain "white groups" such as Gypsies, Travellers and Eastern European staff may be a significant minority group within an organisation and experience discrimination. Where this is the case, organisations should explore tackling such discrimination using workforce data, surveys and employing the principles of the WRES.

2.3 Comparative data

This report will not compare the CCG's current data with last year's. As 2020-21 was the first year of the CCG's existence, it is not possible to make a meaningful comparison with 2019-20 and the four CCGs that preceded the current organisation. Therefore, the 2020-21 WRES report will be the first for NHS Cheshire CCG. With the dissolution of CCGs and the establishment of Integrated Care Boards from 1st April 2022 it is as yet unclear on how WRES will be reported. However, if a WRES report is still required for each predecessor CCG then in next year's report (2021-22) it will be possible to compare data to the previous year.

3.0 Our WRES data sets

The following tables show WRES reporting from the last two reporting periods for each of the indicators. The following data has been collated from the WRES submission templates for NHS Cheshire CCG - which are in Excel format.

3.1 Table showing summary workforce data – relating to indicator 1 and 9:

Relating to indicators:

- 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.
- Percentage difference between the organisations' Board voting membership and its overall workforce disaggregated: By voting membership of the Board and executive membership of the Board.

Note: This is an amended version of the previous definition of Indicator 9.

These indicators link to Goals 3 and 4 of the Equality Delivery System.

NHS Cheshire CCG	2020	2021
No. of staff employed within the organisation - headcount	N/A	334
Proportion of BAME staff %	N/A	2.7%
Proportion of BAME staff in VSM %	N/A	0%
Total Board Members headcount	N/A	0 out of 13
Proportion of BAME Executive Board members headcount and %	N/A	0 out of 2 white 0%
Proportion of staff self-reporting their ethnicity %	N/A	98%

About this data:

We cannot compare the workforce data.

Context – local BAME population:

According to the Office of National Statistics, the local BAME population of Cheshire is 5.9%². This data is collected from the last available 2011 Census data.

The proportion of BAME staff in the CCG workforce is 2.7% (as of 31st March 2021). Caution should be taken with this data set due to the relatively small number of BAME staff.

VSM:

Staff from BAME backgrounds make up 0% of VSMs.

² <https://www.midlandsandlancashirecsu.nhs.uk/download/Cheshire-CCGs-demographic-profiling.pdf>

Board Members:

There are no BAME individuals on the CCG Governing Body.

Proportion of BAME Executive Board members:

The number of Executive Board members is relatively small at a total of two people. BAME representation at Executive Board level is 0. BAME representation for executive Board members is lower than both local population and BAME overall staff representation.

Self-reporting of ethnicity:

The self-reporting of ethnicity on staff records is high with overall reporting at 98%.

3.2 Table showing Recruitment data relating to indicator 2:

Related indicators:

- The relative likelihood of staff being appointed from shortlisting across all posts.

These indicators link to Goals 3 and 4 for the Equality Delivery System.

NHS Cheshire CCG	2020	2021
Number of shortlisted applicants (headcount)	N/A	163
BAME shortlisted applicants – headcount and %	N/A	23 14%
Number appointed from shortlisting	N/A	44
BAME appointed from shortlisting – headcount and % from total appointed	N/A	Redacted as personally-identifiable data
Relative likelihood of appointment from shortlisting for: a) White staff b) BAME staff c) Unknown	N/A	30.37% 5.56% 20.00%

The above data shows:

The number of BAME people shortlisted is relatively small and the appointed number from BAME is only 1 person from a total of 44 in 2021. This affects the confidence levels in the likelihood data of appointments across white, BAME and unknown backgrounds.

3.3. Table showing Disciplinary data relating to indicator 3:

Related indicators:

- Relative likelihood of BAME staff entering the formal disciplinary process compared to that of white staff

These indicators link to Goals 3 and 4 for the Equality Delivery System.

NHS Cheshire CCG	2020	2021
Number of staff entering into formal disciplinary process	N/A	0
Number of staff from BAME entering into formal disciplinary process	N/A	0
Likelihood of staff entering the formal disciplinary process as a %	N/A	0
Relative likelihood of BAME staff entering the formal disciplinary process compared to white staff as a %	N/A	N/A

3.4 Table showing non-mandatory training / development data:

NHS Cheshire CCG	2020	2021
Number of staff accessing non-mandatory training for BAME	N/A	Not calculated
Likelihood of staff accessing non-mandatory training and CPD for BAME	N/A	Not calculated
Relative likelihood of white staff accessing non mandatory training and CPD compared to BAME staff	N/A	Not calculated

This data set has not been reported within WRES as it is not currently captured on ESR or within internal recording. The lack of data does not mean that staff do not access non-mandatory training and development. Current information on this should be available within individual appraisal discussions and supervision meetings.

3.5 Staff Survey – experience

Related indicators:

- Key Focus (KF) 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.
- KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
- KF 21. Percentage believing that the CCG provides equal opportunities for career progression or promotion
- In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues.

These indicators link to Goal 3 of the EDS.

There is no requirement to report on this indicator relating to staff survey work during the reporting period. However the CCG did take part in the NHS Staff Survey during this reporting period and our results can be viewed at:

<https://www.nhsstaffsurveys.com/results/local-results/>

The CCG has a range of reporting mechanisms and procedures in place for any incidents of harassment, bullying or abuse.

4.0 WRES Action Plan

CCGs are required to produce an Action Plan based on the WRES findings. This will be published on the CCG's website at <https://www.cheshireccg.nhs.uk/about/equality-and-inclusion/>. This will outline the steps to be taken by the CCG to improve inclusion and ensure that support is in place to meet the needs of all staff, including BAME staff, who are at higher risk of experiencing discrimination at work.

The CCG's WRES Action Plan will also be consistent with the recommendations of the following published reports - [NHS Peoples Plan 2020-21 Action for us all](#) and [WRES Strategy report – A Model Employer](#). The Action Plan will also reference the EDS goals.

The CCG's Action Plan and progress will be reviewed throughout the remainder of the year. The Executive Team will oversee monitoring in consultation with Governing Body members with responsibility for reducing inequalities.

Progress will also be reported and published within:

- 2021-22 CCG Equality and Inclusion Annual Report
- 2022 WRES report.

As it becomes clearer as to how and where the WRES responsibilities will be transitioned to as part of the Integrated Care Board establishment, the CCG will look to ensure that any actions are captured as part of the new Cheshire and Merseyside arrangements.