Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation	Date of report: month/year	
NHS Wolverhampton CCG	March	2017

Name and title of Board lead for the Workforce Race Equality Standard

Manjeet Garcha - Director of Nursing and Quality

Name and contact details of lead manager compiling this report

Juliet Herbert - Equality and Inclusion Business Partner.

Names of commissioners this report has been sent to (complete as applicable)

N/A

Name and contact details of co-ordinating commissioner this report has been sent to (complete as applicable)

N/A

Unique URL link on which this Report and associated Action Plan will be found

N/A

This report has been signed off by on behalf of the Board on (insert name and date)

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

Ethnicity was not known for 4.3% of the workforce of 92 employees at the end of March 2017 (excluding non-executive directors).

b. Any matters relating to reliability of comparisons with previous years

Where an indicator has been updated since the previous year, data from the previous year have been re-calculated to the latest standard.

2. Total numbers of staff

a. Employed within this organisation at the date of the report

Workforce of 92 employees at the end of March 2017 (excluding non-executive directors). A further 14 non-executive directors were also listed.

b. Proportion of BME staff employed within this organisation at the date of the report

25.0% of the 88 employees of known ethnicity were listed as BME (excluding non-executive directors).

3. Self reporting

a. The proportion of total staff who have self–reported their ethnicity

95.7% of the workforce of 92 employees at the end of March 2017 (excluding non-executive directors) self-reported their ethnicity.

b. Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity

c. Are any steps planned during the current reporting period to improve the level of self reporting by ethnicity

4. Workforce data

a. What period does the organisation's workforce data refer to?

Staff in post at March 2017
Disciplinary proceedings for the financial years 15/16 and 16/17
Recruitment and non-mandatory training during 16/17
NHS Staff Survey indicators from the 2016 staff survey

5. Workforce Race Equality Indicators

Please note that only high level summary points should be provided in the text boxes below – the detail should be contained in accompanying WRES Action Plans.

	Indicator	Data for reporting year	Data for previous year	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
	For each of these four workforce indicators, compare the data for White and BME staff				
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.	Total N refers to those of known ethnicity. OVERALL %BME Workforce: 25.0% BME; (Total N = 88)	Total N refers to those of known ethnicity. OVERALL %BME Workforce: 24.1% BME; (Total N = 79)	There were no statistically significant differences in the representation of BME staff by pay band compared to their level of representation in the workforce overall (excluding non-executive directors). This was the case at the end of March 2017 as well as at the end of March 2016. The figures given here for the end of March 2016	
2	Relative likelihood of staff being appointed from shortlisting across all posts.	1.71	4.51	In 16/17, 14.4% of White people were appointed from shortlisting, compared to 8.4% of BME people - this did not represent a statistically significant difference. Number of appointees overall: 22. In 15/16, 11.9% of White people were appointed from shortlisting, compared to 2.6% of BME	
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.	Please refer to the narrative.	Please refer to the narrative.	There were no disciplinary proceedings in either the 15/16 to 16/17 two year window or the 14/15 to 15/16 two year window.	
4	Relative likelihood of staff accessing non-mandatory training and CPD.	Not available	Not available	Information on the uptake of non-mandatory training was not available.	

Report on the WRES indicators, continued

	Indicator	Data for reporting year	Data for previous year	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
	National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, compare the outcomes of the responses for White and BME staff.				
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White - BME -	White - BME -	Not available	
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White - BME -	White - BME -	Not available	
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White - BME -	White - BME -	Not available	
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	White - BME -	White - BME -	Not available	
	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.	Difference (% BME total board - %BME overall workforce): +5.8%	Not available	In 16/17, BME people were proportionately represented amongst board members compared to their level of representation in the workforce overall (this was true of all board members considered together, as well as for voting	

Note 1. All provider organisations to whom the NHS Standard Contract applies are required to conduct the NHS Staff Survey. Those organisations that do not undertake the NHS Staff Survey are recommended to do so, or to undertake an equivalent.

Note 2. Please refer to the WRES Technical Guidance for clarification on the precise means for implementing each indicator.

6. Are there any other factors or data which should be taken into consideration in assessing progress?

7. Organisations should produce a detailed WRES Action Plan, agreed by its Board. Such a Plan would normally elaborate on the actions summarised in section 5, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2. You are asked to attach the WRES Action Plan or provide a link to it.

Click to lock all form fields and prevent future editing