

Agenda Item: 13.0

<p><i>Governing Body held in public</i></p>	<p><i>Report</i></p> <p>Date of Meeting: 19 September 2109</p>
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Report Title	NHS Bedfordshire CCG Workforce Race Equality Standard Report (WRES)		
Report Author	Presented By	Responsible Director	
David King Equality and Human Rights Manager	Mike Thompson Chief Operating Officer	Mike Thompson Chief Operating Officer	
Purpose for presenting report			
Action Required:	The GB are asked to review the report and proposed actions and approve the publication of the template.		
Approval Route:			
Further Assurance:			
Which Strategic Objectives does this report provide evidence for?			Please Tick √
We will commission high quality, safe and sustainable models of care that deliver effective clinical outcomes and patient experience using evidence based decisions and best practice			
We will ensure that there is a financially sustainable and affordable healthcare system in Bedfordshire.			
We will lead, engage and operate as an effective place based and STP wide system partner to achieve greater integration of care delivery.			
We will support local people and stakeholders to have an influence on services we commission to ensure our decisions are informed and shaped by local views and insights.			
We will operate and manage our Governing Body to the highest standards of accountability and transparency.			√
Implications/Assessments	Yes	No	N/A
Have any financial implications been signed off by the Chief Finance Officer?			√
Have any quality implications been signed off by the Director of Nursing & Quality?			√
Have any privacy implications been signed off by the Head of Information Governance?			√
Have any conflicts of interest implications been signed off by the Corporate Office?			√
Have any public engagement implications been signed off by the Head of Communications & Engagement?			√
Has an Equality Impact Assessment been carried out?			√
Key Risks	The CCG is required by NHS England to comply with the NHS Workforce Race Equality Standard. Failure to do so would result in a risk to the CCG around compliance.		

Executive Summary

Key points:

- The report demonstrates that the CCG is fully meeting its responsibilities with regard to the WRES.
- Ethnicity is known for 94.9% of staff – a strong position especially in view of the CCG's size 197 staff
- 13.2% of CCG staff (with a known ethnicity) identify as BME in comparison with a BME / BAME population of circa 11.2% identified in the 2011 census. Showing a CCG that is well reflective of the population it serves.
- It is worth noting that in 201/19, BME / BAME people were overrepresented amongst all board members, and amongst voting board members, when compared to their level of representation in the workforce overall. (an area where many Trusts have further work to do), they were underrepresented amongst executive board members compared to their level of representation in the workforce overall, but it should be noted the CCG staff base is marginally more diverse than the local population.

A more detailed WRES action plan will be developed to support continued work, with an exploration of the 3 issues identified in report

It is recommended that the CCG form a working group to explore the issues identified by the WRES report, formed of representation from Governance, Human Resources, Equality and Organisational Development.

The CCG must publish the included report on the CCG's website before 30th September 2019.

Background.

The WRES has been in place since 2014 for NHS Trusts and since 2017 for NHS Commissioners. It was created in response to evidence of inequality of experience and opportunity between White and BME / BAME staff within the NHS. Further details and background can be found by accessing the WRES homepage shown below.

<https://www.england.nhs.uk/about/equality/equality-hub/equality-standard/>

The Report and points of interest

The WRES technical guidance document and all other WRES resources are available via the link above. Previous publications can be found on the CCG's Equality page.

It should be noted that the CCG requires those organisations providing services on its behalf to comply fully with the WRES – this is managed through the CCG contract management approach and the specific equality contractual requirements.

The 2019 WRES report has been compiled and is included with this paper and will be published on the CCG's website once agreed.

The report makes positive reading, illustrating that the CCG is performing well with regard to the WRES.

- The report showcases a CCG that is meeting its responsibilities, has good data and is reflective of the population it serves.
- Ethnicity is known for 94.9% of staff – a strong position especially in view of the CCG's size 197 staff
- 13.2% of CCG staff identify as BME. Showing a CCG that is well reflective of the population it serves.
- It is worth noting that in 201/19, BME / BAME people were overrepresented amongst all board members, and also amongst voting board members, when compared to their level of representation in the workforce overall. (an area where many Trusts have further work to do), they were underrepresented amongst executive board members compared to their level of representation in the workforce overall but it should be noted the CCG staff base is marginally more diverse than the local population.
- Appointees, in the current reporting period: 29.0% of 155 White people shortlisted were appointed and 16.7% of 66 BME people shortlisted were appointed. Thus, White people were 1.74 times as likely as BME people to be appointed from shortlisting. Unlike the previous reporting year, this difference narrowly missed statistical significance; but this was due to the smaller number of BME people shortlisted rather than a meaningful improvement in the percentage of BME people appointed. This gap in shortlisting is common within the NHS and has been subject to national research with no definitive solution identified.
- For the Current reporting year: 14.3% of White staff (14/98) and 7.7% of BME staff (1/13) who took part in the staff survey reported experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months; due to the small number of BME staff who took part in the survey, this did not represent a statistically significant difference. Both totals fall within the parameters that would be considered standard for a CCG and does not indicate a significant issue.
- For Current reporting year: 24.5% of White staff (24/98) and 30.8% of BME staff (4/13) who took part in the staff survey reported experiencing harassment, bullying or abuse from other staff in the last 12 months; due to the small number of BME staff who took part in the survey, this did not represent a statistically significant difference. These percentages are somewhat higher than average for a CCG and will be explored to understand the reasons behind them. It is worth noting that the numbers who responded are small in comparison with overall CCG staff numbers so a further action will be to work to increase the numbers of staff who respond next year.

- For the current reporting year: 6.1% of White staff (6/98) and 23.1% of BME staff (3/13) who took part in the staff survey reported experiencing discrimination from other staff in the last 12 months; due to the small number of BME staff who took part in the survey, this did not represent a statistically significant difference. In the Previous reporting year: 3.6% of White staff (4/110) who took part in the staff survey reported experiencing discrimination from other staff in the last 12 months. However, the number of BME staff who experienced discrimination from other staff in the last 12 months was suppressed at source due to small numbers. Again, while the headline numbers are higher than average this may have been impacted by the low levels of response, nonetheless the CCG will explore the underlying reasons for these concerns.

The CCG has, for the first time submitted its raw WRES data to NHS England this year by the end of August 2019 as required.

Next Steps

- The CCG will need to publish the WRES report.
- The CCG will need to explore further the underlying reasons for the issues identified. This will be done through a WRES working group.

This report has been produced by David King, the CCG's Equality Inclusion and Human Rights Manager.