



Tower Hamlets
Clinical Commissioning Group

NHS Workforce Race Equality Standard (WRES) 2018-19

Contents

ABOUT WORKFORCE RACE EQUALITY STANDARDS (WRES)	3
FOREWORD	4
WORKFORCE RACE EQUALITY INDICATORS	5
WRES REPORT 2018-19	6
ACTION PLAN	13

About Workforce Race Equality Standards (WRES)

In 2014, NHS England and the NHS Equality and Diversity Council agreed action to ensure employees from Black and Minority Ethnic (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace. It was agreed that a Workforce Race Equality Standard (WRES) should be developed, and in April 2015 it was made available to the NHS. All NHS organisations including CCGs, Trusts and CSUs as well as national organisations are encouraged to implement the WRES in an open and transparent way.

“We know that care is far more likely to meet the needs of all the patients we’re here to serve when NHS leadership is drawn from diverse communities across the country, and when all our frontline staff are themselves free from discrimination. These new mandatory standards will help NHS organisations to achieve these important goals.”

Simon Stevens, Chief Executive NHS England

Workforce Race Equality Indicators

	<p>Workforce indicators For each of these four workforce Indicators, <u>compare the data for white and BME staff</u></p>
1.	<p>Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce disaggregated by:</p> <ul style="list-style-type: none"> • Non-Clinical staff • Clinical staff - of which <ul style="list-style-type: none"> - Non-Medical staff - Medical and Dental staff <p>Note: Definitions for these categories are based on Electronic Staff Record occupation codes with the exception of Medical and Dental staff, which are based upon grade codes.</p>
2.	<p>Relative likelihood of staff being appointed from shortlisting across all posts</p> <p>Note: This refers to both external and internal posts</p>
3.	<p>Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation</p> <p>Note: This indicator will be based on data from a two year rolling average of the current year and the previous year.</p>
4.	<p>Relative likelihood of staff accessing non-mandatory training and CPD</p>
	<p>National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, <u>compare the outcomes of the responses for white and BME staff</u></p>
5.	<p>KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months</p>
6.	<p>KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months</p>
7.	<p>KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion</p>
8.	<p>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</p>
	<p>Board representation indicator For this indicator, <u>compare the difference for white and BME staff</u></p>
9.	<p>Percentage difference between the organisations' Board membership and its overall workforce disaggregated:</p> <ul style="list-style-type: none"> • By voting membership of the Board • By executive membership of the Board <p>Note: this is an amended version of the previous definition of Indicator 9</p>

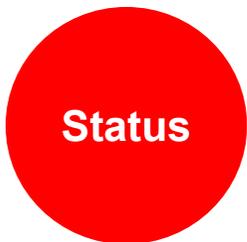
Local NHS Healthcare Providers and Compliance

Providers	WRES Report 2018 – 19 published as at September 2019	Link / Attachment	Level of Compliance
North East London Foundation Trust	<p>Yes</p> <p>Workforce Race Equality Report (2018) provides a summary of how we are doing against nine workforce indicators.</p> <p>WRES ACTION PLAN 2018 - Progress report against this year's submission</p>	<p>https://www.elft.nhs.uk/uploads/files/1/WRES%20Action%20Plan%202018.pdf</p>	
<p>Bart Health NHS Trust (includes providers)</p> <p>Royal London Hospital</p> <p>Whipps Cross Hospital</p> <p>Newham Hospital</p> <p>Mile End Hospital</p>	<p>Yes</p> <p>Last Report Publication: WRES Action Plan 2018/19</p> <p>Barts CQC Report</p>	<p>Inclusion matters - Barts Health NHS Trust</p> <p>https://www.cqc.org.uk/provider/R1H/reports</p>	

All NHS Trust Leaders are required to sign up to a strategy designed to support local NHS trusts in their implementation of the Workforce Race Equality Standard (WRES) and to meet the aspirations of increasing black and minority ethnic (BME) representation at senior levels across the NHS. This strategy will support local NHS Trusts to develop and refine their existing WRES Action Plans.

This strategic approach will help NHS trusts to meet the workforce race equality commitments set out in the [NHS Long Term Plan](#) the [Interim NHS People Plan](#) as outlined in the national WRES [Model Employer strategy](#).

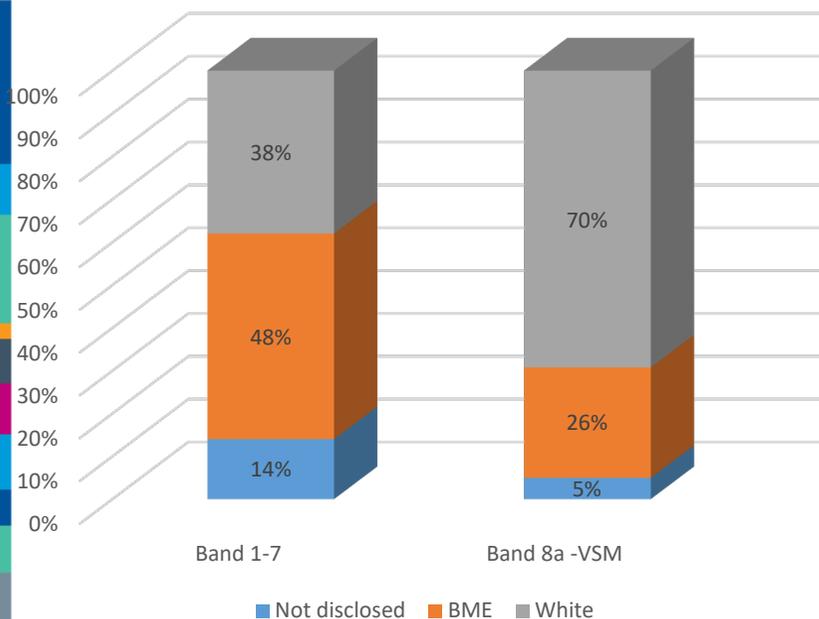
Indicator 1: Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce disaggregated by: Non-Clinical Staff/Clinical staff



Source: Electronic Staff Record (ESR) as at 31 March 2019

	NHS Tower Hamlets CCG - Staff Numbers			
	2017-18		2018-19	
White	53	42%	49	40%
BME	32	26%	42	34%
Not disclosed	40	32%	32	26%
Total	125		123	

NHS Tower Hamlets CCG - Workforce by Band (2018-19)



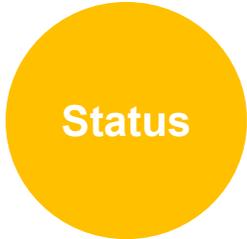
What is the data telling us?

BME representation has increased by 8% over the last year across the whole of the workforce and the level of non-disclosure has decreased slightly. When the data is analysed by pay band, there is a significant lower proportion of BME staff at the senior levels.

What are we planning to do in the year ahead?

- Investigate NHSE & I 'Model Employer' Strategy – looking to set targets for BME representation across the Leadership Team and wider workforce
- Set directorate / Board level representation goals ensuring focus on diversity in senior recruitment processes
- Undertake ESR Data Cleanse / Validation to ensure verification of figures submitted for future NHSE Annual WRES return

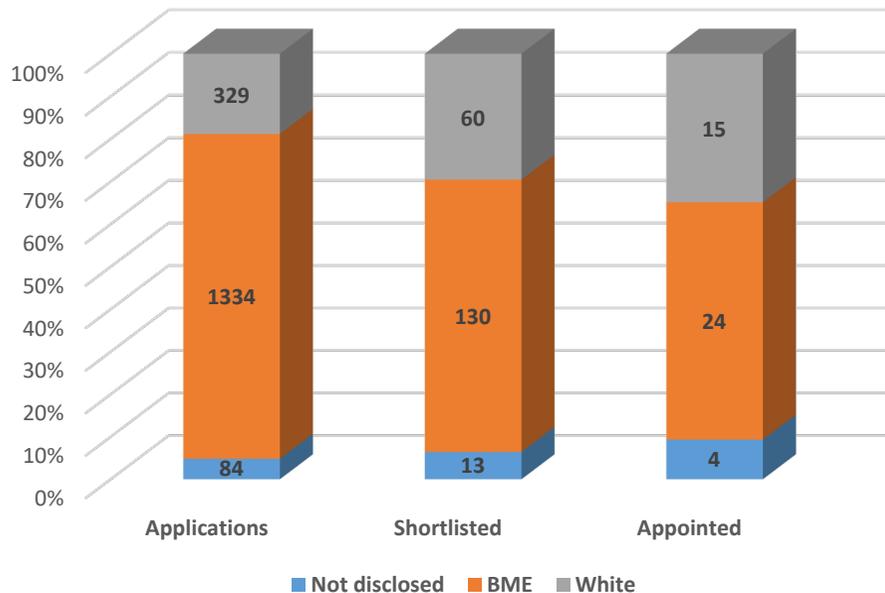
Indicator 2: Relative likelihood of staff being appointed from shortlisting across all posts



Source: Recruitment activity 1 April 2018 to 31 March 2019

BME	Tower Hamlets CCG	England
Indicator 2: Appointed	2018-19	2018
	1.35	1.6

Recruitment - NHS Tower Hamlets, 2018-19



What is the data telling us?

For Tower Hamlets CCG White candidates are more likely to be shortlisted for roles than BME candidates. Once shortlisted White candidates are also more likely to be appointed as BME candidates.

What are we planning to do in the year ahead?

- Consider Positive Action initiatives which support improvement of conversion from shortlisting to appointment of BME candidates
- Ensure all interview panels have had Recruitment and Selection and Unconscious Bias training

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 a two year rolling average of the current year and previous year)



Status

Source: Disciplinary action data held by Human Resources 1 April 2018 to 31 March 2019

What is the data telling us?

There are no formal disciplinary cases recorded

What have we done over the last year?

Continue to monitor this indicator by ethnicity to identify any trends over time.

What are we planning to do in the year ahead?

Continue to monitor this indicator by ethnicity to identify any trends over time.

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

Status

What is the data telling us?

Information for non-mandatory and CPD training is not currently collected.

What have we done over the last year?

The CCG does not currently collect this information.

What are we planning to do in the year ahead?

- Raise the issue of the data collection for this metric through a joint approach with Newham and Waltham Forest CCGs.

Indicators 5-6: National NHS Staff Survey Indicators

Source: Responses to NHS Staff Survey 2018 - <http://www.nhsstaffsurveyresults.com/local-workforce-equality-standards-wres/>

Status

Summary of 2018 -19 Staff Survey outcomes (WRES Indicators 5-6)	NHS Southwark CCG		Average for CCGs
	2017	2018	
5 – KF25 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Of the total who responded those who said 'Yes': White: 5% BME: 0%	Of the total who responded those who said 'Yes': White: 7% BME: 0%	White: 9% BME: 10%
6 – KF26 Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	Of the total who responded those who said 'Yes': White: 15% BME: 25%	Of the total who responded those who said 'Yes': White: 16% BME : 26%	White: 19% BME: 30%

What is the data telling us?

There has been a small increase in the percentage of White staff stating that they have experienced harassment, bullying or abuse from patients, relatives or the public, however still below the national average for CCGs. There is also a small increase in BME staff stating they have experienced harassment, bullying or abuse from staff, which is also below the national average for CCGs.

The data suggests the need to continue work to focus on the causes of negative behaviours and tackling any underlying issues.

What are we planning to do in the year ahead?

- Participate in National NHS Staff Survey to facilitate benchmarking
- Recruit and promote Staff Forum and involvement more widely
- Ensure that Staff Survey Outcomes Action Plan aligns with WRES Strategy ambitions [A Fair Experience for All: Closing the ethnicity gap in rates of disciplinary action across the NHS workforce](#)
- CCG to consider training portfolio/suite relating to e.g. Dignity & Respect including: Unconscious Bias, Eliminating Bullying & Harassment and the importance of Equality Monitoring

Indicators 7-8: National NHS Staff Survey Indicators

Source: Responses to NHS Staff Survey 2018 - <http://www.nhsstaffsurveyresults.com/local-workforce-equality-standards-wres/>

Status

Summary of 2018 -19 Staff Survey outcomes (WRES Indicators 7-8)	NHS Southwark CCG		Average for CCGs
	2017	2018	
7 – KF21 percentage believing that the CCG provides equal opportunities for career progression or promotion	Of the total who responded those who said 'Yes': White: 100% BME: 67%	Of the total who responded those who said 'Yes': White: 100% BME: 65%	White: 88% BME: 59%
8 – Q17 IN the last 12 months have you personally experienced discrimination at work from any of the following: Manager, Team Leader, Other Colleagues	Of the total who responded those who said 'Yes': White: 0% BME: 12%	Of the total who responded those who said 'Yes': White: 2% BME : 13%	White: 5% BME: 14%

What is the data telling us?

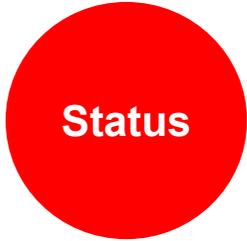
There has been a small decrease in percentage of staff from BME backgrounds believing that the CCG provides equal opportunities for career progression, although response rates from both White and BME staff are better than the national average for CCGs.
The feeling of personal experience of discrimination has increased slightly for both White and BME staff, while still below the national average for CCGs.

What are we planning to do in the year ahead?

- Continue to participate in National NHS Staff Survey to facilitate benchmarking
- Explore Managers Development Programmes through the HR/OD People Plan to ensure that all and new managers are aware of expected behaviours and values
- Continue to develop and implement review of the impact of CCGs' Values and Behaviours framework
- Develop and promote a culture of fairness and inclusion across all roles

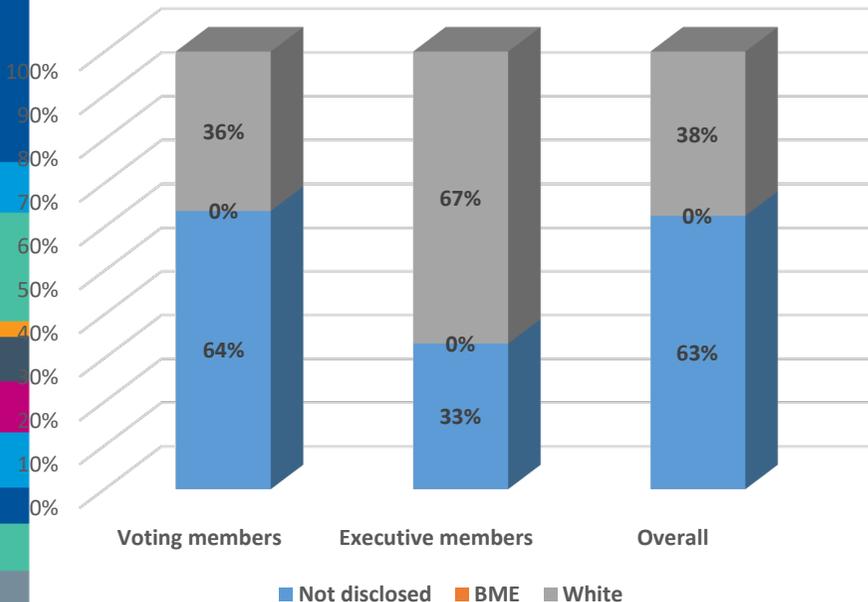
Indicator 9: Percentage difference between (i) the organisations' Board voting membership and its overall workforce and (ii) the organisations' Board executive membership and its overall workforce

Source: Electronic Staff Record (ESR) – 31 March 2019



	CCG Governing Body 2018/19		CCG Staff 2018/19		Difference between GB & Staff
	Number	%	Number	%	%
White	6	38%	49	40%	-2%
BME	0	0%	42	34%	-34%
Not disclosed	10	62%	32	26%	37%
Total	16	100%	123	100%	

Governing Body Ethnicity Breakdown



What is the data telling us?

Tower Hamlets CCG Governing Body does not represent the diversity of its workforce and is under-represented by BME by 34%. Also, the ethnicity breakdown demonstrates a high proportion of White Executive members. Additionally, the high level of recorded "not disclosed" data skews the analysis.

What are we planning to do in the year ahead?

- In order to gain a more accurate understanding of the ethnicity breakdown of the Governing Body, an update of the ESR information held is needed. Which will include supporting information on why the demographic data, such as ethnicity, is important for the CCG to understand.
- Once complete the analysis for Indicator 9 will be repeated and any areas of action will be considered.

Summary Action Plan 2019

Indicator	Status and Priority level	Point for focus	Action	Owner	Planned end Date
1 and 9	High	Senior BME Representation in Bands 8+, VSM, GB	Investigate NHSE & I 'Model Employer' Strategy – looking to set targets for BME representation across the Leadership Team and wider workforce	Satbinder Sanghera Director of Corporate Services	March 2020
			Set directorate / Board level representation goals ensuring focus on diversity in senior recruitment processes		March 2020
			Undertake ESR Data Cleanse / Validation to ensure verification of figures submitted for future NHSE Annual WRES return, including update of GB diversity information held by the CCG		March 2020
			Repeat analysis for indicator 9 once data has been updated		March 2020
2	High	To address the variance in recruitment likelihood between BME and White Staff	Consider Positive Action initiatives which support improvement of conversion from shortlisting to appointment of BME candidates	Satbinder Sanghera Director of Corporate Services	March 2020
			Ensure all interview panels have had Recruitment and Selection and Unconscious Bias training		March 2020
3	Low	To continue to monitor any disciplinary cases	No further action beyond monitoring for any future disciplinary cases	NEL CSU HR Service	March 2020
4	Medium	To assess the impact of non-mandatory training on BME career progression	Raise the issue of the data collection for this metric through a joint approach with Tower Hamlets and Waltham Forest CCGs, to be in place by 2020.	Satbinder Sanghera Director of Corporate Services	March 2020
5 and 6	High	Reducing incidences of bullying and Harassment within Southwark CCG	Participate in National NHS Staff Survey to facilitate benchmarking	Satbinder Sanghera Director of Corporate Services	March 2020
			Recruit and promote Staff Forum and involvement more widely		March 2020
7 and 8	High	Develop and promote culture of inclusion throughout Southwark CCG	Explore Managers Development Programmes through the HR/OD People Plan to ensure that all and new managers are aware of expected behaviours and values		March 2020
			Continue to develop and implement review of the impact of CCGs' Values and Behaviours framework		March 2020
			Develop and promote a culture of fairness and inclusion across all roles	March 2020	

RAG Status Key	
	Significant variance between White and BME staff experience
	Some variance between White and BME staff experience
	No variance between White and BME staff experience

Note: This is a high level plan of centrally coordinated actions aligned to the WRES indicators.