Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation

Doncaster Clinical Commissioning Group

Date of report: month/year

September 2016

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

Sarah Atkins Whatley, Chief of Corporate Services

Name and contact details of lead manager compiling this report

Lisa Devanney lisa.devanney@doncasterccg.nhs.uk

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)

Sarah Atkins Whatley 14.10.16

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

As the CCG has a relatively small workforce we are unable to publish figures relating to disciplinary action or bullying and harassment, similarly the results from the NHS staff survey cannot be broken down by ethnicity due to low numbers.

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

n/a

2. Total numbers of staff

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

188

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

7.98%

3. Self reporting

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

94.68%

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

Annual data capture exercise plus facility to use the employee self service element of the electronic staff record to update personal details.

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

As above.

4. Workforce data

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

September 2015 to September 2016

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.	Non Clinical: Band 2 3.19% (3.19% White) Band 3 16.49% (15.58% White 0.91% BME) Band 4 9.57%	Non Clinical: Band 2 0.91% (0.91% White) Band 3 5.6% (4.67% White 0.93% BME) Band 4 14.01%	Both sets of data have a percentage of staff who did not wish to disclose their ethnicity	
2	Relative likelihood of staff being appointed from shortlisting across all posts.	121 new starters including TUPE transferred staff, 7.4% were from BME groups	21 new starters, 14% from BME groups		
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.	Redacted	Redacted		
4	Relative likelihood of staff accessing non-mandatory training and CPD.	All applications from all groups approved	All applications from all groups approved		

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	Redacted	
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White BME	White BME	Redacted	
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White BME	White BME	Redacted	
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	Redacted	
	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.			Redacted	

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?

n/a

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.

n/a

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