

**NHS DORSET CLINICAL COMMISSIONING GROUP  
GOVERNING BODY MEETING  
WORKFORCE RACE EQUALITY STANDARD REPORT**

<b>Date of the meeting</b>	18/09/2019
<b>Author</b>	M Attridge, Senior Workforce Lead
<b>Sponsoring Board member</b>	E Spencer, Registered Nurse Member
<b>Purpose of Report</b>	To provide an update to the Governing Body on the Workforce Race Equality Standard findings for NHS Dorset Clinical Commissioning Group for 2018/2019.
<b>Recommendation</b>	The Governing Body is asked to <b>note</b> the report.
<b>Stakeholder Engagement</b>	All staff have the opportunity to feedback on the organisation's approach to equality and diversity via the annual NHS staff survey. The draft report has also been shared with the Equality and Diversity Steering Group.
<b>Previous GB / Committee/s, Dates</b>	N/A

**Monitoring and Assurance Summary**

<b>This report links to the following Strategic Objectives</b>	<ul style="list-style-type: none"> <li>• Prevention at Scale</li> <li>• Integrated Community and Primary Care Services</li> <li>• One Acute Network</li> <li>• Digitally Enabled Dorset</li> <li>• Leading and Working Differently</li> </ul>		
	<b>Yes</b> [e.g. ✓]	<b>Any action required?</b>	
		<b>Yes</b> Detail in report	<b>No</b>
All three Domains of Quality (Safety, Quality, Patient Experience)	✓		✓
Board Assurance Framework Risk Register	✓		✓
Budgetary Impact	✓		✓
Legal/Regulatory	✓		✓
People/Staff	✓		✓
Financial/Value for Money/Sustainability	✓		✓
Information Management & Technology	✓		✓
Equality Impact Assessment	✓		✓
Freedom of Information	✓		✓
<b>I confirm that I have considered the implications of this report on each of the matters above, as indicated</b>	✓		

Initials: MA

## 1. Introduction

- 1.1 The Workforce Race Equality Standard (WRES) was made available to the NHS from April 2015 and was included in the NHS standard contract from 2015/16. All NHS Trusts produce and publish their WRES baseline data reports annually in August.
- 1.2 The main purpose of the WRES is to ensure local and national NHS organisations review their data against the nine WRES indicators. This in turn informs the development of local action plans to close any gap in workplace experience between White and Black, Asian and Minority Ethnic (BAME) staff and, where indicated, to improve BME representation in the organisation.
- 1.3 Clinical Commissioning Groups are not required by the NHS standard contract to fully apply the WRES to themselves as some CCG workforces may be too small for the WRES indicators to either work properly or to comply with the Data Protection Act.
- 1.4 NHSE asks that all commissioners of NHS services, including CCGs, have “due regard” to using the WRES in helping to improve workplace experiences and representation at all levels for their own BME staff.
- 1.5 This year NHSE has produced a template intended to support NHS trusts and CCGs in collecting their 2019 NHS Workforce Race Equality Standard data for submission through Digital Strategic Data Collection Service (SDCS). The template was completed by the CCG in August 2019.
- 1.6 Due to the change in reporting format we no longer have the Workforce Race Equality Standard Report.
- 1.7 NHS England recommends CCGs to implement as many of the WRES indicators as appropriate, whilst giving fair consideration to the principles of the WRES within their day-to-day activities.
- 1.8 The Equality and Diversity Group of the CCG took the decision to continue with the WRES tool for internal information and will summarise the data on our website.
- 1.9 The purpose of this report is to provide members with an overview of the key findings of Dorset CCG’s WRES report for 2018/19 along with any recommended actions.

## 2. Report Findings

- 2.1 The key findings are as follows:
  - 1.82% of 385 of staff are classed as BAME on the Electronic Staff Record (ESR) system (97.66% of staff report their ethnicity which is recorded on ESR);
  - this has increased from 1.70% in 2017/18;

- there are three BAME members of staff in leadership roles in the organisation (bands 7- VSM). This is an increase from one in both 2016/17 and 2017/18;
- 1.76% of staff in leadership roles within the CCG are BAME which is broadly in line with BAME representation across the CCG;
- the percentage of BAME Governing body members has decreased slightly this year with 6.25% BAME. Previous years were 2.11% in 2015/16, 5.26% in 2016/17 and 6.67% in 2017/18;
- between 2017/18 and 2018/19, there was a 56.9% increase in BAME applicants to the organisation;
- In raw numbers, applications from BAME applicants rose from 204 to 320;
- The percentage of BME applicants shortlisted in 2017/18 was 22.06%. This increased to 23.75% in 2018/19;
- In summary, the CCG received more applications from BAME applicants and shortlisted a higher percentage of those applications. In 2018/19 the CCG shortlisted 76 BAME applications against 45 in 2017/18.

### **3. Recommended Actions**

3.1 From the 2018/19 findings, a number of recommended actions are proposed which build on the work the organisation already undertakes. The actions are as follows:

- We have mandated the completion of unconscious bias training for all involved in recruitment. All shortlisting information and interview arrangement processes are communicated to managers with links to the unconscious bias training;
- continue to specifically welcome applications from under-represented groups and analyse NHS job applications for senior posts to understand the percentage of BAME applicants versus the number of appointments to senior roles;
- work to introduce values based recruitment and reinforce unconscious bias training within the CCG;
- Workforce will contact all staff to ensure they are aware that they can update all protected characteristics. During 2018/19 Employee Self Service was introduced to the CCG which allows employee to update their own protected characteristics;
- work with ICS partners through the Our Dorset Workforce Team on collective approaches and initiatives to increase diversity in NHS workforces;
- connect more with organisations to promote vacancies; for example, we currently link with the Dorset Race Equality Council (DREC) to advertise roles;

- ensure that ethnic diversity is built into the People and Culture Programme which was formed in response to concerns within the organisation regarding bullying and harassment.

## **4. Conclusion and Next Steps**

- 4.1 Actions will be developed for 2019/20 to address any gaps identified through the WRES which will be incorporated into the overarching E&D action plan. This action plan will be led and overseen by the Equality and Diversity Group with staff across the organisation accountable for its delivery, in addition to the specific actions identified for the Workforce Team.
- 4.2 The organisation continues to be committed to ensuring a fair and safe workforce environment for all staff and we will continue to encourage greater dialogue on this issue across the Governing Body, the leadership team and BAME staff around the indicators.

**Author's name and Title: Micki Attridge, Senior Workforce Lead**

**Date : 7 August 2019**

**Telephone Number : 01202 541533**

<b>APPENDICES</b>	
<b>Appendix 1</b>	<b>Workforce Race Equality Standards 2018-19 template</b>