

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

Date of the meeting	16/09/2020
Author	M Attridge - Head of Workforce
Sponsoring Board member	V Avlonitis – Governing Body Registered Nurse Member
Purpose of Report	To provide an update to the Governing Body on the Workforce Race Equality Standard findings for NHS Dorset Clinical Commissioning Group for 2019/20.
Recommendation	The Governing Body is asked to note the report.
Stakeholder Engagement	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. Actions have also been discussed at the BLM Listening Group and People and Culture BLM Working Group.
Previous GB / Committee/s, Dates	N/A

Monitoring and Assurance Summary

This report links to the following Strategic Objectives	<ul style="list-style-type: none"> • Prevention at Scale • Integrated Community and Primary Care Services • One Acute Network • Digitally Enabled Dorset • Leading and Working Differently 		
	Yes [e.g. ✓]	Any action required?	
		Yes Detail in report	No
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	✓		✓

9.9

I confirm that I have considered the implications of this report on each of the matters above, as indicated	✓
--	---

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 This year NHS Digital has produced a template intended to support NHS trusts and CCGs in collecting their 2020 NHS Workforce Race Equality Standard data for submission through Digital Strategic Data Collection Service (SDCS). The template was completed by the CCG in August 2020.
- 1.4 Due to the change in reporting format we no longer have the Workforce Race Equality Standard Report.
- 1.5 The purpose of this report is to provide members with an overview of the key findings of Dorset CCG's WRES report for 2019/20 along with any recommended actions.

2. Report Findings

- 2.1 The first thing to note is that all data is from 31 March 2020.
- 2.2 The key findings are as follows:
 - 2.51% of 399 of staff are classed as BAME on the Electronic Staff Record (ESR) system (97.49% of staff report their ethnicity which is recorded on ESR);
 - this has increased from 1.82% in 2018/19 and 1.70% in 2017/18;
 - there are three BAME members of staff in leadership roles in the organisation (bands 7- VSM). This is in line with 2018/19 and remains an increase from one in both 2016/17 and 2017/18;
 - 1.66% of staff in leadership roles within the CCG are BAME which is now below the BAME representation across the CCG;
 - the percentage of BAME Governing body members has decreased slightly this year with 5.6% BAME. This figure was 6.25% in 2018/19. However, it should be noted that the Governing Body has also reduced in numbers;
 - between 2018/19 and 2019/20, there was a 17.8% increase in BAME applicants to the organisation;
 - In raw numbers, applications from BAME applicants rose from 320 to 373;
 - The percentage of BAME applicants shortlisted in 2019/20 was 13.67%.

3. Actions

- 3.1 2020 saw major national and international events which challenged the treatment of employees from minority communities. The CCG committed to a number of actions following the murder of George Floyd and the Black Lives Matter protests. The disproportionate impact of Covid-19 on those from minority communities has also been a call to action set out in the NHS People Plan. These included:

Strategy

- Our Equality, Diversity and Inclusion strategy has been reviewed and refreshed. Our updated strategy acknowledges the valuable contribution of our staff, providers, voluntary sector organisations and community groups and the achievements we have made to date. It also sets out our ambitions and priorities for the next four years;

Listening, engaging and involving staff

- The CCG has created of a staff listening group to listen to experiences of employees from minority communities, their feelings and reactions to world and national events and to listen to their experiences of racism;
- We have created of a Working Group under our People and Culture Programme to give staff an opportunity to lead change within the CCG. The actions identified by this group will be challenged into the ED&I strategy and action plan. We will continue to 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;
- Staff within the CCG have created of a reading group for staff to read and discuss relevant literature in a safe environment;
- We published a personal message from the CCG Chief Officer in his blog (the most read internal communication tool in the CCG) on the Black Lives Matter protests;
- A CCG colleague wrote a blog for staff, as a guest blogger, to share their experiences of growing up and working in the UK as a person of mixed race and how systemic racism can have an effect on people of colour not just in everyday life but on their health;
- We made a corporate statement to staff on the Black Lives Matter protests and have delivered additional sessions of CCG internal unconscious bias training;
- We completed an internal survey on staff understanding of Freedom to Speak Up processes in response to a national letter linking Freedom to Speak Up and inclusive workplaces;

Reporting

- We have made a commitment to introduce Ethnicity Pay Gap reporting alongside Gender Pay Gap reporting from March 2021;

Recruitment

- In line with a requirement in the NHS People Plan we will, by October 2020, in partnership with staff representatives, overhaul recruitment and promotion practices to work towards ensuring that our staffing reflects the diversity of the community, and regional and national labour markets. This will include creating accountability for outcomes, agreeing diversity targets, and addressing bias in systems and processes;
- The planned changes to recruitment and promotion practices will be supported by training and leadership about why this is a priority for our people;
- We will connect more with organisations to promote vacancies and to advertise roles.

In Partnership

- We have an agreement with Dorset Healthcare for CCG staff from minority communities to join the Dorset Healthcare BAME network;
- The CCG also continues to maintain a partnership with Dorset Race Equality Council (DREC) which continues to enable the CCG to provide information and opportunity for involvement to such a wide range of diverse communities. The value of this relationship has been highlighted across the COVID-19 pandemic; circulation of our weekly COVID-19 information bulletin and increasing our meetings with the DREC. They will also be providing specific training to Governing Body members to support them in their role.

4. Conclusion and Next Steps

- 4.1 The organisation is 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.
- 4.2 The ED&I strategy and 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.

Author's name and Title: Micki Attridge, Head of Workforce

Date : 26 August 2020

Telephone Number : 01202 541533