

The NHS Workforce Race Equality Standard Indicators are:-

NHS Workforce Race Equality Standard Indicators - Workforce Metrics

1.	Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce.
2.	Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.
3.	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into formal disciplinary investigations.
4.	Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff.
	National NHS Staff Survey Findings
5.	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.
6.	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.
7.	Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion.
8.	In the last 12 months have you personally experienced discrimination at work from any of the following: <ul style="list-style-type: none"> • Manager • Team Leader • Other Colleagues
	Boards Does the Board meet the requirement on the Board Membership as below?
9.	Boards are expected to be broadly representative of the population they serve.

Detailed below are the Ethnic Categories referred to throughout the report:

Ethnic Categories as per Office of National Statistics	
A	White - British
B	White - Irish
C	Any other White background
D	Mixed White and Black Caribbean
E	Mixed White and Black African
F	Mixed White and Asian
G	Any other mixed background
H	Asian or Asian British - Indian
J	Asian or Asian British - Pakistani
K	Asian or Asian British - Bangladeshi
L	Any other Asian background
M	Black or Black British - Caribbean
N	Black or Black British - African
P	Any other Black background
R	Chinese
S	Any other ethnic group
Z	Not Stated

Where comparison information to the 2011 Census for North East Lincolnshire is referred to, this is detailed in the below table.

Ethnic Categories as per Office of National Statistics		North East Lincolnshire Population	
		Number	Percentage
A	White - British	152,240	95.38%
B	White - Irish	414	0.26%
C	Any other White background	2,767	1.73%
D	Mixed White and Black Caribbean	381	0.24%
E	Mixed White and Black African	161	0.10%
F	Mixed White and Asian	369	0.23%
G	Any other mixed background	275	0.17%
H	Asian or Asian British - Indian	513	0.32%
J	Asian or Asian British - Pakistani	195	0.12%
K	Asian or Asian British - Bangladeshi	268	0.17%
L	Any other Asian background	548	0.34%
M	Black or Black British - Caribbean	71	0.04%
N	Black or Black British - African	306	0.19%
P	Any other Black background	34	0.02%
R	Chinese	605	0.38%
S	Any other ethnic group	469	0.29%
Z	Not Stated		0.00%
	Total	159,616	100.00%
A-C Total	97.37%		
D-S Total	2.63%		

Indicator 1

Percentage of BME staff in Bands 8-9, VSM compared with the percentage of BME staff in the overall workforce.

Information as at 06/07/16

Ethnicity	Range 8a + & VSM	Range 1-7
White	21	65
BME	0	1
Total staff	21	66

Number of BME staff in salary range 8 and above	0
Number of White staff in salary range 8 and above	21
Number of undefined/not stated in salary range 8 and above	0
Total number of staff in salary range 8 and above	21
Number of BME staff in overall workforce	1
Total number of staff in overall workforce	87

Indicator 2

Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.

Descriptor	BME	White	I don't want to disclose
Number of shortlisted applicants	3	70	
Number appointed from shortlisting	2	11	

Indicator 3

Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into formal disciplinary investigations.

Detail of staff going through the formal disciplinary process, information between 01/04/15 – 31/03/16

Number of Disciplined staff, by Ethnic Code	Number	Percentage of Total
A B C	0	0
D-S	0	0
Z	0	0

Indicator 4

Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff.

The CCG does not currently analyse non-mandatory training. It is however believed that there is fair access to all non-mandatory training and opportunities are available to all staff and we have received no concerns or complaints about non-mandatory training in relation to race equality.

Indicators 5-8

5 - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

6 - Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.

7 - Percentage believing that trust provides equal opportunities for career progression or promotion.

8 - In the last 12 months have you personally experienced discrimination at work from any of the following: Manager, Team Leader, Other Colleagues

An annual staff survey has been designed to meet the requirements of the CCG and the data can be used for these indicators however the survey does not currently ask employees to state their ethnic origin.

In the last 6 months how many times have you personally experienced harassment, bullying or abuse at work from either a Manager or Team Leader?	Total	%
Never	38	88.4%
One - two times	5	11.6%
Three - five times		
Six - ten times		
More than ten times		
Grand Total	43	100.0%

Indicator 9

Boards are expected to be broadly representative of the population they serve.

We have only been able to consider Governing Body members who are currently on our ESR system. However the large number of undefined responses (see table below) makes it difficult to establish if the Board is representative of the local population.

BME	White	I don't want to disclose
0	5	10

Completion / Reporting for WRES

This is the second year for completing and reporting for WRES. As a CCG this has been challenging due the small number of staff and brings in to question the statistical value of some of the data.

In response to specific challenges in collecting and reporting the WRES data:

- * Gaps and challenges in reporting data in particular when separate sources were required
- * Good practice in addressing any issues and concerns identified for BME staff and in representation at senior leadership level
- * Sharing good practice in monitoring and supporting providers in meeting the WRES.