



Workforce Race Equality Report 2024



FOREWORD

The Workforce Race Equality Standard (WRES) report details the workforce data as of 31st March 2024. The data within this report will be provided to NHSE on request.

The WRES report will be signed off by the Chief Executive as the Executive Boards representative and a brief submitted to the Executive Board within the CEO update. It will be published on the organisation's website under the FREDIE section.



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1. Introduction

The report has been developed to inform the board of the data held on the workforce in respect of the Workforce Race Equality Standard (WRES) as at 31/03/2024.

The WRES reporting compares the data for white against BME and follows the ethnic categories as set out in the Office of National Statistics 2001, the statistics refers to white as, White British, White Irish, and Any other White background. It does not recognise white minority ethnicities such as Eastern Europeans independently although it does consider Asian ethnicities when referring to BME.

2. Background Context

The Workforce Race Equality Standard was introduced to NHS organisations in April 2015 following an announcement by the NHS Equality and Diversity Council announcing that it had agreed to ensure employees from black and minority backgrounds have equal access to career opportunity and receive fair treatment in the workplace.

CHCP reported the data to NHSE year on year up until January 2021, following this in July 2021 all Independent Health Care Providers were informed that data collection for 2021/22 was being postponed, there has not been any update on this since and currently we are not being asked to submit our data. However as the NHS contract requires that organisations report on WRES, CHCP continue to run the data and present it in this report which is uploaded to our website.

3. Data Analysis

The data set reported is on 31st March 2024 and has been drawn from ESR, Colleague Survey and HR Employee Relations logs and the full data set can be accessed by contacting chcp.equalitydiversityandinclusion@nhs.net

3.1 Workforce

At the date of reporting, the total headcount of the substantive workforce was 2152 which includes:

- White 2012 – an increase of 27 since the previous year reporting
- BME 81 - an increase of 9 since the previous reporting year
- Unknown 59 - decrease of 8 since the previous year,

According to the data referred to for the purpose of this report, the percentage of the workforce declaring their ethnicity as BME continues to rise slowly and as at the 31st March 2024 reported as 3.76%

The reporting breaks the workforce down into Clinical, Non-Clinical and Medical and for clinical and non-clinical these are grouped into categories of Support (up to band 4), Middle



(band 5 – 7), Senior (8a – 8c) and VSM (8d and above). Medical groups include Consultants Non-consultant career grade, trainee and other.

The table below shows number of headcounts, based on substantive staff for each group over a period of three years 2022, 2023 and 2024.

Non-Clinical	White			BME			Unknown (not declared)		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Support	472	442	448	5	6	14	28	14	14
Middle	78	115	122	3	3	3	26	3	3
Senior	51	14	12	0	0	0	8	1	2
VSM	1	3	1	0	0	0	0	0	0
Clinical	White			BME			Unknown		
Support	562	569	557	10	16	18	32	15	11
Middle	845	794	835	28	33	31	39	27	21
Senior	68	13	1	3	1	1	2	0	0
VSM	4	4	2	0	1	0	1	0	0
Medical	White			BME			Unknown		
Consultants	4	4	4	5	6	6	1	0	0
Non-Consultant career grade	6	5	8	2	1	2	0	0	2
Trainee grade	0	1	3	0	0	0	2	1	0
Other	17	21	19	3	5	6	7	7	6
Total	2108	1985	2012	59	72	81	146	67	59

3.2 Recruitment

The recruitment figures quoted are taken from the Electronic Staff Records which records applicants and new starters, the figures given are for the period 01/04/2023 to 31/03/2024 and shows the number of applications shortlisted versus the number of applications appointed:

	Shortlisted	Appointed
		Headcount/percentage
• White	585	251 (42.9%)
• BME	77	38 (49.3%)
• Unknown	33	28 (84.8%)

The findings show that the relative likelihood of white applicants being appointed from shortlisting compared to BME applicants is 0.87%



3.3 Colleague Survey

The results for this section of the report are based on CHCP’s own colleague survey and not the national staff survey which the WRES reporting template refers to. The data reported below has been taken from the dashboard provided by SMSR.

Question	White %	BAME %
Percentage of staff experiencing bullying, harassment, or abuse within the last 12 months	4	2
Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion	79	62
In the last 12 months have you personally experienced discrimination at work from Manager/team leader/colleague	2	0

3.4 Employee Relations Activity

When reporting on Employee Relations Activity, the standard focuses on headcount of staff being subject to the formal disciplinary process, the findings show:

- White 6
- BME 0
- Unknown 2

3.5 Non - Mandatory Training

When considering the number of staff accessing number of non-mandatory training, the findings show:

- White 1868 (92.8%)
- BME 63 (77.7%)
- Unknown 53 (89.8%)

4. Conclusion

This data within this report refers to substantive staff only.

When considering recruitment, we can see a positive result in that we are slowly increasing our BME workforce 49.3% of the BME applicants that were shortlisted for posts being appointed, this is an increase from the previous year of 13%.

When comparing the data in this report regarding colleague survey results, it is positive to see that the percentage of BME staff agreeing that the organisation provides equal opportunity for career progression or promotion has increased by 17%.



CHCP has a staff network group 'Race Diversity' with members meeting quarterly. The aim of the group is to improve not only their own workplace experiences but others that identify from minority groups. The members will play a key role in developing an action plan against the WRES outcomes which will continue to support the organisation to develop and improve in areas needed.

A recommendation from the previous years report was to carry out effective data monitoring from recruitment to exit by demographics on a quarterly basis. This activity commences at quarter 4, 2024, therefore there are no trends captured for this year.

5. Recommendations

The following recommendations are suggested:

- Continue to carry out data monitoring from recruitment to exit by demographics quarterly looking for common themes and or issues.
- Continue to communicate and encourage staff to update their demographics within ESR.
- The Race Diversity Group explore the findings within this report and develop an action plan with progress being reported to the FREDIE steering group.

On behalf of the FREDIE steering group, I agree that this report is complete and that there is a process in place whereby the steering group will monitor the action plan developed from the recommendations. The findings will be fed into the Executive board via the CEO update and uploaded to the organisation's website.

Name: Andrew Burnell

Signature: 

Title: Chief Executive Officer

Date: 17th January 2025