

Response ID ANON-DH32-FND4-W

Submitted to **Workforce Race Equality Standard (WRES) reporting template - 2017**
Submitted on **2017-10-19 09:07:14**

Introduction

1 Name of organisation:

City Health Care Partnership CIC

2 Date of report

Month/Year:

October 2017

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

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

Yvonne Elliott, Deputy Chief Executive

4 Name and contact details of lead manager compiling this report

Name and contact details of lead manager compiling this report:

Miriam Sykes, Senior HR Advisor

email: Miriam.sykes@nhs.net

Tel: 01482 976815

5 Names of commissioners this report has been sent to

Complete as applicable::

Hull CCG

East Riding CCG

Vale of York

Wigan Borough CCG

NHS England

Workforce Race Equality Standard reporting template

6 Name and contact details of co-ordinating commissioner this report has been sent to

Complete as applicable.:

Hull CCG – Ross Palmer, Head of Contract Management

ER CCG – Becky Welbourn, Senior Contracts Manager

Vale of York – Mark Hayes

NHS England (Health and Justice) – Danny Alba, Health & Justice Commissioning Manager

NHS England (Vaccinations) – Mark Patience

NHS England (APMS) – Chris Clarke

Wigan Borough CCG – Trish Anderson

7 Unique URL link on which this report and associated Action Plan will be found

Unique URL link on which this Report and associated Action Plan will be found:

<http://www.chcpcic.org.uk/pages/equality-diversity>



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8 This report has been signed off by on behalf of the board on

Name:

Yvonne Elliott, Deputy Chief Executive

Date: 19th October 2017

Background narrative

9 Any issues of completeness of data

As an independent organisation we do not follow the same standards of NHS in regard to the staff survey and although we altered the staff survey somewhat for this year, there are still some gaps that we will need to work on for future reporting. In addition, predominantly we used Agenda for Change pay scales however for some more senior roles we have independent pay scales. These are not necessarily VSM rates therefore experienced difficulties in breaking down the data.

10 Any matters relating to reliability of comparisons with previous years

Self-reporting

11 Total number of staff employed within this organisation at the date of the report:

1338

12 Proportion of BME staff employed within this organisation at the date of the report?

1.79%

13 The proportion of total staff who have self-reported their ethnicity?

92.38%

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

The percentage of self-reporting has remained pretty stable since the last reporting period, any new employees are encouraged within their application to record all monitoring fields. Less than 10% fail to report their ethnicity

15 Are any steps planned during the current reporting period to improve the level of self-reporting by ethnicity?

There is a percentage of staff that have worked for the organisation for a number of years where historically this data wasn't captured on ESR and as this isn't a field that can be amended within self-service we are reliant on staff asking the HR team to update the information.

The only way to capture this would be to contact the individuals which doesn't appear to be a fair and equitable approach.

Workforce data

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

01/04/2016 - 31/03/2017

Workforce Race Equality Indicators

17 Percentage of staff in each salary range of £10k compared with the percentage of staff in the overall workforce. Very Senior Managers (VSM) salaries generally begin at £100k



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(including executive Board members). Organisations should undertake this calculation separately for non-clinical and for clinical staff.

Data for reporting year:

We have collected this data based on both agenda for change paycales 1 - 9 and VSM

White BME

Clinical 48.2% 0.67%

Non Clinical 39.68% 0.44%

Medical and Dental 1.42% 0.59%

VSM 1.19% 0.07%

Data for previous year:

White BME

Clinical 32.75% 0.38%

Non Clinical 55% 0.52%

VSM and medical were not reported on last year

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:

The figures coincide with those of the demographics of the community we provide services to. This indicator links to the organisational objective to be an employer of choice

18 Relative likelihood of staff being appointed from shortlisting across all posts.

Data for reporting year:

Shortlisted

white shortlisted = 1913

BME = 518

Appointed

white = 493 = 25.77%

BME = 17 = 3.28%

Data for previous year:

shortlisted = 56

appointed = 11 = 19.63%

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:

Links to EDS2 Goal 3.1 - Recruitment and selection process follows the NHS recruitment and approved standards. Corporate objective link - Be an employer of choice and forms part of the equality strategy action plan, action 6.3

19 Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This



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indicator will be based on data from a two year rolling average of the current year and the previous year.

Data for reporting year:

32 disciplinary case in this reporting year

30 = white = 93.75% percentage from whole of the organisation = 2.24%

2 = BME = 6.25% percentage from the whole of the organisation = 0.14%

Data for previous year:

Data from the previous year showed that over a two year period 0.30% of BME staff had been subject to a disciplinary process whereby 4.08% white staff had been subject.

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:

20 Relative likelihood of staff accessing non-mandatory training and CPD.

Data for reporting year:

Out of 5701 classroom offerings just 81 were attended by BME workforce equating to 1.42%, whilst white workforce attendance showed 86% as attending.

E-learning courses showed 2.16 BME enrolled with white workforce being 86% enrolling

All staff regardless of ethnicity have a Development Review in which there is opportunity to discuss any developments that may be required to enhance them within their role. The figures shown may indicate those of a BME background being discriminated, however given the small number of BME employee's this would probably equal out.

Data for previous year:

Out of 5235 classroom offerings 1.85% BME attended

Out of e-learning offerings 1.45% BME enrolled

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:

Links to EDS2 Goal 3.3 groups are not treated differently.

All staff regardless of ethnicity have a Development Review in which there is opportunity to discuss any developments that may be required to enhance them within their role. The figures shown may indicate those of a BME background being discriminated, however given the small number of BME employee's this would probably equal out.

Links to corporate objective 3 - Employer of choice



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Workforce Race Equality Indicators

21 KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

White:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

BME:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

White:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

BME:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

The implications of the data and any additional background explanatory narrative:

94.4% of the returned survey results were from staff from within white and other white ethnicities with just 1.9% disclosing they were from a BME background 14% of the whole of the workforce reported as being bullied by services users, the detail does not break down into ethnicity.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

To once again review the staff survey to try to align the questions to that of the NHS survey with the aim being to collate the information required.

22 KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.

White:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

BME:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

White:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

BME:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

The implications of the data and any additional background explanatory narrative:

8% of staff across the workforce stated that they had been bullied or harassed by work colleagues, unfortunately this data has not been broken down into ethnicity therefore this cannot be reported.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

To once again review the staff survey to try to align the questions to that of the NHS survey with the aim being to collate the information required.

23 KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.

White:



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Unable to provide this detail due to the staff survey result not asking the necessary questions.

BME:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

White:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

BME:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

The implications of the data and any additional background explanatory narrative:

The data provided from the staff survey looked at the responses across the organisation and did not specify which ethnicity the staff members were. The data did state that just 6% of the workforce did not believe that there was fairness in regard to career progression.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

Review the staff survey to try to align the questions to that of the NHS survey with the aim being to collate the information required.

24 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:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

BME:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

White:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

BME:

Unable to provide this detail due to the staff survey result not asking the necessary questions.

The implications of the data and any additional background explanatory narrative:

5% across the whole of the organisation reported as experiencing discrimination from managers and colleagues, with 13% of those reporting that they had experienced discrimination on the grounds of ethnicity.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

Review the staff survey to try to align the questions to that of the NHS survey with the aim being to collate the information required.

Workforce Race Equality Indicators

25 Percentage difference between the organisations' Board voting membership and its overall workforce.

White:

100% representation are from white ethnicities

BME:



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0% representation

White:

100%

BME:

0%

The implications of the data and any additional background explanatory narrative:

The percentage of the workforce from a BME background is just 1.79%. There has been no opportunities to recruit to the board therefore this figure remains consistent with the previous year.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

When recruiting to the board, consider applications where possible from ethnic backgrounds.

26 Are there any other factors or data which should be taken into consideration in assessing progress?

The organisation advertises posts wider than NHS Jobs with the intention of reaching applicants from hard to reach groups, however due to the demographics of the areas in which we provide a service we do not attract high levels of applicants from these areas.

27 Organisations should produce a detailed WRES action plan, agreed by its board. It is good practice for this action plan to be published on the organisation's website, alongside their WRES data. Such a plan would elaborate on the actions summarised in this report, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other workstreams agreed at board level, such as EDS2. You are asked to provide a link to your WRES action plan in the space below.

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.:

<http://www.chcpcic.org.uk/pages/equality-diversity>



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Workforce Race Equality Standard (WRES) Action Plan

From 01/04/2017 – 31/03/2018

| Development Required | Action to achieve development | How to measure | Date to achieve | Links to EDS2, corporate objectives, Equality Strategy |
|--|--|--|-----------------|--|
| Indicators 21, 22, 23 and 24 all of which measure responses in line with the staff survey. | Align our colleague survey to fit in with the questions asked in the NHS staff survey. | Report on the responses from 2018 colleague survey | 30/04/2018 | <ul style="list-style-type: none"> • EDS2 goal 3.4 A representative and supported workforce. • Corporate Objective 3 – Be an Employer of Choice • Equality Strategy 5.3 |
| Improve on data monitoring for all indicators | Use WRES Business Intelligence report created in ESR | Against responses on 2018 reporting | 30/04/2018 | |

