



1 Name of organisation

City Health Care Partnership CIC

2 Date of report

March/2018

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

Carol Waudby, Chief Operating Officer

4 Name and contact details of lead manager compiling this report

Miriam Sykes
Senior HR Advisor
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tel: 01482 976815

5 Names of commissioners this report has been sent to

Complete as applicable:

Hull CCG
East Riding CCG
Vale of York
NHS England
Wigan Borough CCG

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

Hull CCG – Ross Palmer, Head of Contract Management
ER CCG – Becky Welburn, Senior Contracts Manager
Vale of York – Mark Hayes
NHS England (Health Justice) – Danny Alba, Health and Justice Commissioning Manager
NHS England (APMS) – Chris Clarke
Wigan Borough CCG – Trish Anderson

Complete as applicable.:

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

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

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

Name: Carol Waudby

Date: 21st December 2018

Background narrative

9 Any issues of completeness of data

Issues were faced when completing the data, particularly around questions 21 to 25 this is mainly due to the colleague survey we use being different to that of the NHS. Despite attempting on a number of occasions to get support with this standard, we still struggle to get anyone from NHS England to engage with us.

10 Any matters relating to reliability of comparisons with previous years

In previous years we have used data from ESR, this has been with a lot of analysis and manipulation, this year we have used the WRES Business Intelligence report which has proved to be much smoother in pulling the data through, however there are discrepancies in the comparisons. This may be due to the different ways of reporting.

Self-reporting

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

2043

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

2.05%

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

92.85%

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

The figure remains consistent with less than 10% of the workforce failing to report their ethnicity. There have been no identified measures put in place to increase this.

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

Non currently given that this is not a field that can be amended by individuals

Workforce data

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

01/04/2017 - 31/03/2018

Workforce Race Equality Indicators

17 Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.

Data for reporting year:

Total headcount including BME, white or not stated then showing percentage of BME

Clinical

Band 2, headcount 130 = 0.8%BME Band 3, headcount 151 = 0.7%BME

Band 4, headcount 146 = 0.7%BME Band 5, headcount 405 = 1.5%

Band 6, headcount 295 = 2.0%BME Band 8a, headcount 36 = 5.6%

Medical & Dental

Medical & Dental Consultant, headcount 12 = 30.8%BME

Medical & Dental Non-Consultant Career Grade, headcount 13 = 33.3%BME

GPOH, headcount 13 = 30.8%BME MWGP, headcount 7 = 42.9%BME

WZZB, headcount 7 = 25.0% BME

Non Clinical

Band 2, headcount 180 = 1.1%BME Band 3, headcount 187 = 1.6%BME

Band 4, headcount 99 = 2.0%BME Band 5, headcount 45 = 2.2%BME

Band 6, headcount 33 = 3.0%BME WZZC, headcount 37 = 2.7%BME

Data for previous year:

Clinical White 48.2% BME 0.67%

Non Clinical White 39.68 BME 0.44

Medical & Dental White 1.42% BME 0.59%

VSM White 1.19% BME 0.07%

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

The data provided in this year's report has been pulled from ESR using the pre-set BI report. The data shows similarities in the workforce against between clinical and non-clinical for bands 8a and above however it does identify there being no BME workers within VSM roles. This is probably to do with that the organisation has independent pay scales at this level for non-clinical roles which shows as WZZC

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

The indicator links to a corporate objective 'be an employer of choice'

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

Data for reporting year:

	Shortlisted	Ratio	Hired
BME	0.59		0.41
White	0.54		0.46
Z Not Stated/Not Given	0.57		0.43

Data for previous year:

	Shortlisted	Appointed
White	1013	493 = 25.77%
BME	518	17 = 3.28

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

Data for reporting year:

This reporting year saw 49 disciplinary cases with 47 of these being from white ethnicity giving a very low percentage across the organisation of 0.097% of the BME workforce being subject to a disciplinary

Data for previous 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%

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:

	Headcount	Enrolled	Ratio
BME	43	42	0.98
White	1909	1878	0.98
Z NULL	65		
Z Not Stated/Not Given	143	140	0.98

Data for previous year:

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

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

Data for this year's report has been lifted direct from the WRES BI report in ESR

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

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:

evidence not presented

BME:

8% out of the 3% reported

White:

no data was available for this group last year as the colleague survey didn't break it down by ethnicity.

BME:

As above

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

Across the whole of the organisation there was 3% that stated they had experienced discrimination, out of this group of staff 8% reported as BME.

The results of the colleague survey doesn't capture the information required to complete all the fields

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

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

White:

Data not available

BME:

Data not available

White:

Not available

BME:

Not available

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

The results of the colleague survey doesn't capture the information required to complete all the fields

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

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:

Not available

BME:

Not available

White:

not available

BME:

not available

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

Respondents with a disability and BME respondents (both 6%) were the most likely to have said that they had been discriminated against by a manager, team leader or other colleague.

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

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

White:

date not provided

BME:

data not provided

White:

data not available

BME:

data not available

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

The results of the colleague survey doesn't capture the information required to complete all the fields

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

Workforce Race Equality Indicators

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

White:

100%

BME:

0%

White:

100%

BME:

0%

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

The percentage of BME within the workforce is low at 2% therefore the figures shown do not offer any surprises.

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

We are currently supporting senior managers through development which may show an increase in board members of the next few years.

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

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

The percentage of the workforce from a BME background is just 2%. There has been no opportunities to recruit to the board therefore this figure remains consistent with the previous year.

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 work streams agreed at board level, such as EDS2. You are asked to provide a link to your WRES action plan in the space below.

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

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.:

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