

Workforce Race Equality Standard (WRES) Report 2021 for:

**NHS Warrington CCG
NHS Halton CCG**

August 2021

Produced by Equality and Inclusion Team, MLCSU

1.0 Introduction

This report describes our approach and performance for the Workforce Race Equality Standard (WRES) in 2021.

WRES was mandated by the NHS from April 2015 and was included within the NHS Standard Contract from 2015-16. WRES baseline data has been provided and published on a yearly basis by the NHS since July 2015.

The main purpose of the WRES is to help local and national NHS organisations to review their data across nine WRES indicators and to produce an action plan to improve workplace experiences of Black and Asian and Ethnic Minority Ethnic (BAME) staff. The WRES places an obligation on NHS organisations to improve BAME representation at Board and Senior level.

The WRES is a tool designed for both NHS organisations including Providers and Commissioners.

We as Clinical Commissioning Groups (CCGs) have two roles in relation to the WRES – as commissioners of NHS services **and** as employers. In both roles, our work is shaped by key statutory requirements and policy drivers including those arising from:

- The NHS Constitution
- The Equality Act and The Public Sector Equality Duty
- The NHS Standard Contract
- The NHS Oversight Framework (this has replaced the CCG Improvement and Assessment Framework)

In addition to the NHS Standard Contract, The NHS Oversight Framework also requires CCGs to give assurance to the NHS England and Improvement WRES Team that their providers are implementing and using the WRES.

The CCGs have monitoring arrangements in place to provide the above assurance, through contract monitoring work, equality audits and performance reporting.

1.0 The Nine WRES Indicators

Workforce indicators

For each of these four workforce indicators, compare the data for White and BAME staff

1. 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
Note: Organisations should undertake this calculation separately for non-clinical and for clinical staff.
2. Relative likelihood of staff being appointed from shortlisting across all posts.
3. Relative likelihood of BAME staff entering the formal disciplinary process compared to that of white staff.
Note: This indicator will be based on data from a two-year rolling average of the current year and the previous year.
4. Relative likelihood of staff accessing non-mandatory training and CPD.

National NHS Staff Survey indicators (or equivalent)

For each of the four staff survey indicators, compare the outcomes of the responses for White and BAME staff.

5. KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.
6. KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7. KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion
8. 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.

Board representation indicator

For this indicator, compare the difference for White and BAME staff.

9. Percentage difference between the organisations' Board voting membership and its overall workforce disaggregated:
 - By voting membership of the Board
 - By executive membership of the Board
 Note: This is an amended version of the previous definition of Indicator 9

2.1 Definitions of ethnicity – people covered by the WRES:

Within the WRES, BAME refers to Black, Asian and Minority Ethnic groups. WRES publications often cite the term 'BME' which refers to Black and Minority Ethnic groups.

Data regarding BAME within the WRES relates to staff in the following groups which are categorised by the Office of National Statistics and cited within the [WRES technical guidance](#):

White includes:

- A – White –British
- B – White –Irish
- C – Any other white background

BAME includes:

- 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

2.2 Implementation of the WRES, CCGs should:

- Collect data on the workforce and submit through Strategic Data Collection Service between 6 July and 31st August. MLCSU team will submit this on behalf of CCG for both CCGs
- Carry out data analysis
- Produce an annual report on WRES – with regard to data protection
- Publish their WRES report and action plan by 31st October 2021.

Our reporting information and data has been collated from our staff Electronic Staff Records (ESR) and internal data sets.

Due to some low number data sets being potentially identifiable to certain staff, and in accordance with the WRES technical guidance, we have taken the decision not to publicly publish our WRES data sets. We will publish our WRES action plan on the CCG website. We have taken advice over reporting very small numbers on sensitive staffing issues such as disciplinaries and redacted any sensitive information as appropriate.

We have sought assurance from NHSEI WRES team that any data submissions for each CCG will not be individually published by NHSEI but will be used in combining with other CCG data to give an overview view of CCG workforce data at England level.

WRES technical guidance is available which notes that certain ‘white groups’ such as Gypsies and Travellers and Eastern European staff may be a significant minority group with an organisation and experience discrimination. Where this is the case, organisations should explore tackling such discrimination using workforce data, surveys and employing the principles of the WRES to take action.

3.0 Our WRES data sets

The following tables show WRES reporting from the last 2 reporting periods for each of the indicators. The following data has been collated from the WRES submission templates for Warrington and Halton respectively - which are in excel format.

3.1 Table showing summary workforce data – relating to indicator 1 and 9:

Relating to indicators:

- Percentage of staff in each of the AfC Bands 1-9 and Very Senior Manager (VSM) (including executive Board members) compared with the percentage of staff in the overall workforce
- Percentage difference between the organisations’ Board voting membership and its overall workforce disaggregated: By voting membership of the Board and executive membership of the Board

Note: This is an amended version of the previous definition of Indicator 9

These indicators link to Goals 3 and 4 for the Equality Delivery System.

NHS Warrington CCG	2020	2021
No. of staff employed within the organisation - headcount	100	116 ↑
Proportion of BAME staff %	8%	10.3% ↑
Proportion of BAME staff in VSM %	32%	32% ↔
Total Board Members headcount and %	4 from 12 33.3%	4 from 14 33.3% ↔
Proportion of BAME Executive Board members headcount and %	0 from 3 0%	0 from 3 0% ↔
Proportion of staff self-reporting their ethnicity %	98%	96% ↓

NHS Halton CCG	2020	2021
No. of staff employed within the organisation	75	78↑
Proportion of BAME staff %	4%	5% ↑
Proportion of BAME staff in VSM %	12.5%	6.6% ↓
Total Board Members headcount and %	0 from 12 0%	1 from 16 7.7% ↑
Proportion of BAME executive Board members headcount and %	0% 0 from 4	0% 0 from 4 ↔
Proportion of staff self-reporting their ethnicity %	96%	96% ↔

Both CCGs	2020	2021
No. of staff employed within the organisations	175	194 ↑
Proportion of BAME staff	6.2%	7.2 ↑
Proportion of BAME staff in VSM	22.3% (9 BAME from 37 VSM)	22.5% ↑ (9 BAME from 40 VSM)
Total Board Members headcount and %	4 from 24 16.6%	5 from 30 16.6% ↔
Proportion of BAME executive Board members headcount and %	0% 0 from 7	0% 0 from 7 ↔
Proportion of staff self-reporting their ethnicity	96%	96% ↔

About this data:

The data sets shows relatively static staff data across the CCGs. Caution should be taken with the analysis of this data due to relatively low numbers which can affect the percentage calculated.

Context – local BAME population:

According to the Office of National Statistics, the local BAME population of Warrington is 4.1% and Halton is 3.6%. The England BAME population is 14%.

Staffing numbers:

The overall staffing number across both CCGs has increased from 175 to 194 with both CCG's experiencing an increase in staff with Warrington CCG's increasing by 16, and Halton CCGs numbers increasing by 3.

The proportion of BAME staff across both CCGs has slightly increased from 6.2% to 7.2%. Caution should be taken with this data set due to the relatively small number of

BAME staff. The increase accounts for 1 person. In regard to individual CCG reporting, BAME proportion has increased slightly in both with both similar to comparator local BAME populations.

Very Senior Managers (VSM):

The proportion of BAME staff in VSM across both CCGs has stayed fairly stagnant at 22.5%. Caution should be taken with these data sets due to relatively low numbers of VSM staff. There are differences between the two CCGs of which Warrington CCG having 10.3% of VSM being from BAME backgrounds and Halton CCG reporting 7.2% of VSM being from BAME backgrounds. BAME representation for VSM is above both local population and BAME overall staff representation.

Board Members:

Across the overall CCG data, the number of Board members has remained fairly static with an increase of one new member since 2019 reporting, totalling 24 in 2020. Of these, the proportion of BAME is currently 16.6% which decreased by 1 BAME member from the previous year.

In terms of data for the two CCGs, there are some significant differences. Between the reporting periods, Halton has decreased its BAME numbers at Board level by 2 people, this means that its portion of BAME members has decreased from 14.3% to 0%. Warrington Board BAME members has increased by one person meaning that its proportion has increased from 27.3% to 33.3%. Caution to be applied to the analysis of these data sets due to very small numbers. BAME representation for Board members is above both local population and BAME overall staff representation.

Proportion of BAME executive Board members:

Across the overall CCG data, the number of executive Board members is relatively small – with a total of 7 people. For this period and previous reporting period, the BAME proportion remains at 0. BAME representation for executive Board members is lower than both local population and BAME overall staff representation.

Self-reporting of ethnicity:

The self-reporting of ethnicity on staff records is consistently high across both CCGs with overall reporting at 96%.

3.2 Table showing Recruitment data relating to indicator 2:

Related indicators:

- The relative likelihood of staff being appointed from shortlisting across all posts

These indicators link to Goals 3 and 4 for the Equality Delivery System.

NHS Warrington CCG	2020	2021
Number of short-listed applicants (headcount)	36	94 ↑
BAME short listed applicants – headcount and %	4 11.1%	18 19.1% ↑
Number appointed from shortlisting	10	25 ↑
BAME appointed from shortlisting – headcount and % from total appointed	1 10%	1↓ 4%
Relative likelihood of likelihood of appointment from shortlisting for:		
a) White staff	23.33%	26.47%
b) BAME staff	25.00%	5.56%
c) Unknown	100%	75%

NHS Halton CCG	2020	2021
Number of short-listed applicants (headcount)	24	36 ↑
BAME short listed applicants – headcount and %	5 20.8%	4 11.1% ↓
Number appointed from shortlisting	6	9 ↑
BAME appointed from shortlisting – headcount and % from total appointed	0 0%	0 0%
Relative likelihood of likelihood of appointment from shortlisting for:		
a) White staff	31.58%	29.03%
b) BAME staff	0%	0%
c) Unknown	0%	0%

Both CCGs	2020	2021
Number of short-listed applicants (headcount)	60	133 ↑
BAME short listed applicants – headcount and %	6 10%	5 3.7%↑
Number appointed from shortlisting	16	34 ↑
BAME appointed from shortlisting – headcount and % from total appointed	1 6.25%	1 2.9% ↓
Relative likelihood of likelihood of appointment from shortlisting for:		
a) White staff	26.5%	27.75%
b) BAME staff	11.1%	2.78%
c) Unknown	100%	37.5%

The above data shows:

The number of appointments has increased overall across the CCGs in the past reporting periods from 60 decreased to 133. Due to this low number, caution should be applied to analysis of this data set.

The number of BAME people shortlisted is relatively small and the appointed number from BAME is only 1 person from a total of 34 in 2021. This affects the confidence levels in the likelihood data of appointments across white, BAME and unknown backgrounds.

3.3. Table showing Disciplinary data relating to indicator 3:

Related indicators:

- Relative likelihood of BAME staff entering the formal disciplinary process compared to that of white staff

These indicators link to Goals 3 and 4 for the Equality Delivery System.

Both CCGs	2020	2021
Number of staff entering into formal disciplinary process	redacted	redacted
Number of staff from BAME entering into formal disciplinary process	redacted	redacted
Likelihood of staff entering the formal disciplinary process as a %	redacted	redacted
Relatively likelihood of BAME staff entering the formal disciplinary process compared to white staff as a %	N/A	N/A

The above data shows:

This data set has been redacted within this report due to possible identifiable data.

3.4 Table showing non mandatory training / development data:

Both CCGs	2020	2021
Number of staff accessing non mandatory training for BAME	Not calculated	Not calculated
Likelihood of staff accessing non-mandatory training and CPD for BAME	Not calculated	Not calculated
Relatively likelihood of White staff accessing non mandatory training and CPD compared to BAME staff	Not calculated	Not calculated

The above data shows:

This data set has not been reported within WRES as this is not currently captured on ESR or within internal recording. The lack of data doesn't mean that staff don't access non mandatory training and development. Current information on this should be available within individual appraisal discussions and supervision meetings.

3.5 Staff Survey – experience

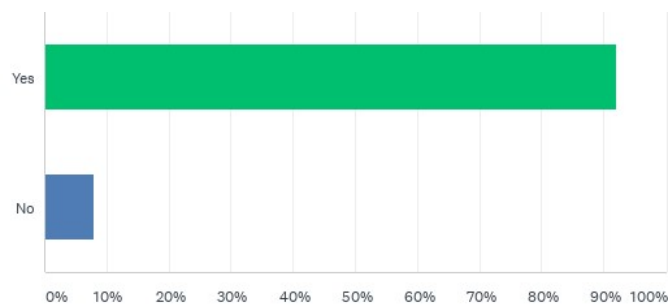
Related indicators:

- KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.
- KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
- KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion
- In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues.

These indicators link to Goals 3 for the Equality Delivery System.

Q5: Do you feel confident to report any incidents of discrimination, harassment or victimisation in relation to yourself or witnessing incidents to others?

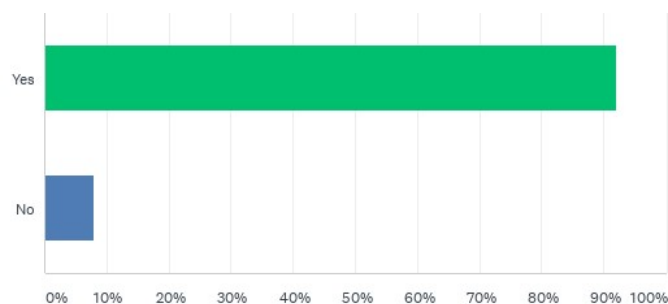
Answered: 89 Skipped: 0



Powered by SurveyMonkey

Q7: Do you feel you know enough about discrimination, harassment or victimisation?

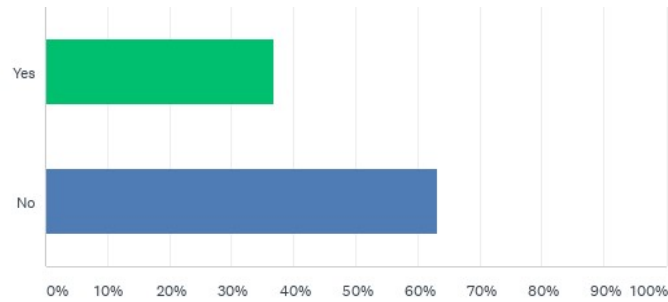
Answered: 89 Skipped: 0



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Q8: Do you feel that the CCGs could do more to promote an environment that is free from discrimination, harassment or victimisation ?

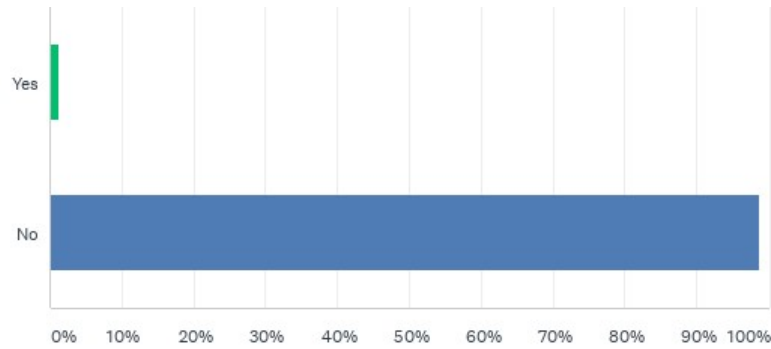
Answered: 87 Skipped: 2



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Q9: Whilst at work, have you experienced any incidents of discrimination, harassment or victimisation in the past 12 months?

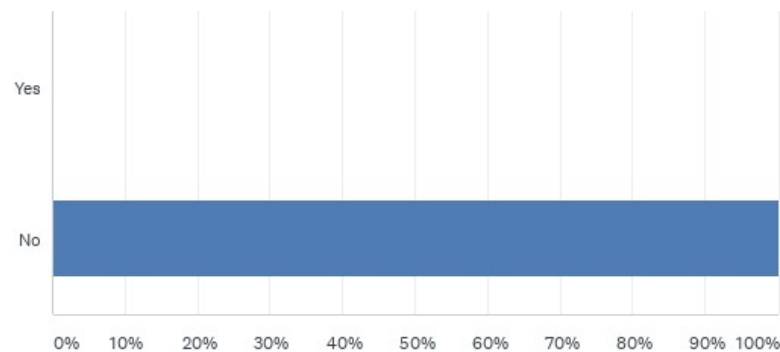
Answered: 86 Skipped: 3



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Q10: If you answered yes to the previous question, was this reported using current reporting process?

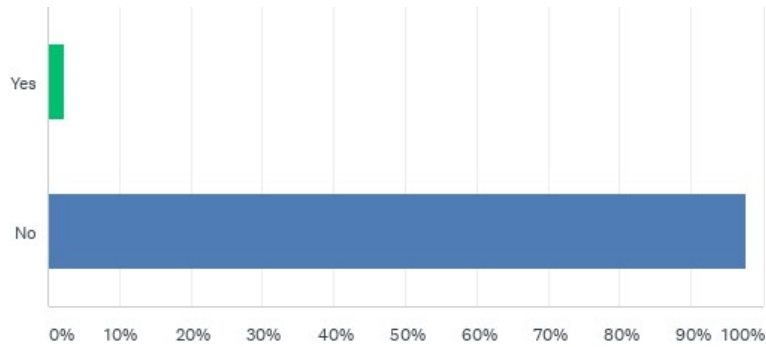
Answered: 5 Skipped: 84



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Q11: Have you witnessed other staff being subjected to discrimination, harassment or victimisation in the past 12 months?

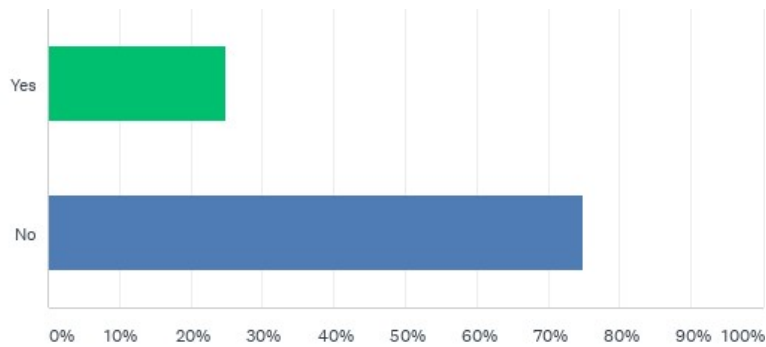
Answered: 87 Skipped: 2



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Q12: If you answered yes to Q11, was this reported using current reporting process?

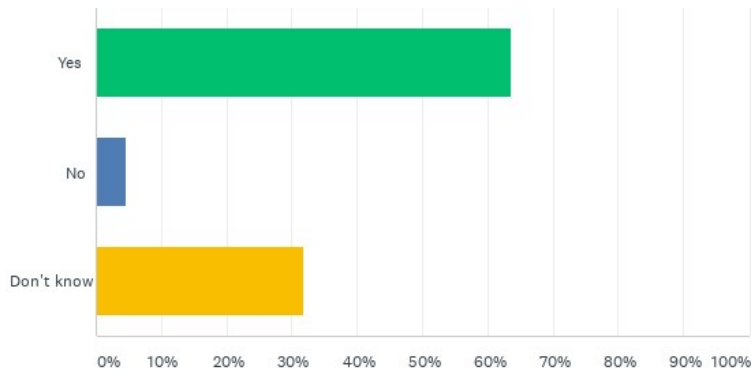
Answered: 4 Skipped: 85



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Q13: Do the CCGs act fairly with regard to career progression/ promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?

Answered: 85 Skipped: 4



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The CCGs have a range of reporting and procedures in place for staff reporting incidents of harassment, bullying or abuse.

4.0 WRES Action Plan

CCGs are required to produce an action plan based on the WRES findings. We will produce a joint CCG WRES action plan which will be published on the CCGs website. This will outline the steps to be taken by the CCGs to improve inclusion and ensure that support is in place to meet the needs of all staff including BAME staff that are at higher risk of experiencing discrimination at work.

The action plan also brings together a range of actions relating to the NHS Peoples Plan – published in July 2020 and the Model Employer Our WRES action plan will also incorporate the recently published reports - [NHS Peoples Plan 2020-21 Action for us all](#) and [WRES Strategy report – A Model Employer](#). Our action plan will also make reference to the links to [Equality Delivery System \(EDS\) goals](#).

EDS is an equality performance and evaluation tool to help improve equality performance across 4 goals –

1. Better health outcomes
2. Improve patient access and experience
3. A represented and supported workforce
4. Inclusive leadership

WRES relates directly to all goals but specifically directly to goal 3 and 4.

Our action plan and progress will be regularly reviewed throughout the year with oversight from our governance processes. This is documented separately to this report.

The Integrated Management Team will have overall oversight for monitoring with Governing Body Board member (Andrew Davies) who has responsibility for reducing inequalities to have responsibility at Board Level.

Progress will be reported and published within:

- 2021/22 Equality and Inclusion Annual Report
- 2022 WRES report

Report produced by the MLCSU Equality and Inclusion Team
16/8/2021

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