



Leicester City CCG
West Leicestershire CCG
East Leicestershire and Rutland CCG

Workforce Race Equality Standard (WRES) 2020/21

Name of Organisation Leicester, Leicestershire and Rutland Clinical Commissioning Groups (comprising Leicester City CCG, West Leicestershire CCG and East Leicestershire and Rutland CCG)	Date of Report: 23 August 2021
Name and Title of Board Lead for the Workforce Race Equality Standard Alice McGee, Executive Director of People and Innovation	
Name and Contact Details of Lead Manager Compiling this Report Nigel Skea, Assistant Director of People	
Name of Commissioners this report has been sent to (complete as applicable) N/A	
Name and contact details of co-ordinating commissioner this report has been sent to (complete as applicable) N/A	
Unique URL link on which this report and associated action plan will be found https://eastleicestershireandrutlandccg.nhs.uk/about-us/equality-diversity-and-human-rights/ https://www.leicestercityccg.nhs.uk/about-us/equality-and-diversity/equality-and-inclusion-publications/ https://www.westleicestershireccg.nhs.uk/ https://www.westleicestershireccg.nhs.uk/your-ccg/equality-diversity-and-inclusion?highlight=WyJlcXVhbGl0eSJD	
This report has been signed off on behalf of the Governing Body on 12 October 2021 by Alice McGee, Executive Director of People and Innovation	

Report on the WRES indicators

1. Background narrative

Data from the Electronic Staff Records (ESR) has been provided by the Human Resources team at Midlands and Lancashire Commissioning Support Unit, ranging from 01/04/20-31/03/21.

a. Any issue of completeness of data

Indicator 4 - The CCGs do not hold centralised records for reporting the uptake of non-mandatory training and CPD.

b. Any matters relating to reliability of comparisons with previous years

There is no data for indicators 5 - 8 (NHS Staff Survey Indicators) for 2019/20 as this requirement was suspended that year.

2. Total number of staff

a. Employed (meaning on the CCGs payroll and therefore includes office holders and lay members) with this organisation at the date of the report (31/03/21)

305

b. Proportion of BAME staff employed with this organisation at the date of the report

32.8%

3. Self-Reporting

a. The proportion of total staff who have self-reported their ethnicity

92.8%

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

As part of the recruitment process, information regarding an applicant's ethnicity is captured on TRAC (the CCGs electronic recruitment platform) and for successful candidates the data is uploaded to ESR. For staff in post, staff members can update their ethnicity via the ESR self-service facility.

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

The CCGs will continue to collect information relating to ethnic background at recruitment. We will encourage staff to update their ethnicity via the self-service portal on ESR and review our data to address gaps.

4. Workforce Data

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

Workforce establishment data provided as of 31 March 2021 and covers the period 1 April 2020 to 31 March 2021.
Recruitment data is also for the period covering 1 April 2020 to 31 March 2021.

5. Workforce Race Equality Indicators

Please note that only high-level summary points should be provided in the text boxes below – the detail should be contained in accompanying WRES Action Plans

Indicator	Data for reporting year	Data for previous year	Narrative – the indicator 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	
For each of these four workforce indicators, compare the data for White and BAME staff					
1	<p>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.</p>	<p><u>LLR CCG workforce</u> White: 60.0% BAME: 32.8% Unknown: 7.2%</p> <p><u>AfC Bands 1 – 6</u> White: 56.7% BAME: 38.9% Unknown: 4.4%</p> <p><u>Bands 7 – 8C</u> White: 62.8% BAME: 28.2% Unknown: 8.97%</p> <p><u>Bands 8D - VSM</u> White: 57.6% BAME: 35.6% Unknown: 6.8%</p>	<p><u>LLR CCG workforce</u> White: 66.6% BAME: 29.4% Unknown: 4.1%</p> <p><u>AfC Bands 1 – 6</u> White: 67.0% BAME: 29.8% Unknown: 3.2%</p> <p><u>Bands 7 – 8C</u> White: 68.5% BAME: 27.3% Unknown: 4.2%</p> <p><u>Bands 8D - VSM</u> White: 61.0% BAME: 33.9% Unknown: 5.1%</p>	<p>Due to relatively small numbers of staff, AfC Band data has been grouped to avoid identifying individual staff members: Bands 1-6, Bands 7-8C, Bands 8/9/VSM.</p>	<p>EDS 2 Goal 3 - A represented and supported workforce.</p> <p>The CCG will continue to review the composition of its workforce.</p>
2	<p>Relative likelihood of staff being appointed from shortlisting across all posts.</p>	<p>White: 32.37% BAME: 25.64% Unknown: 25.00%</p>	<p>White: 28.81% BAME: 18.75% Unknown: 66.67%</p>	<p>EDS 2 Goal 3 - A represented and supported workforce.</p>	

					The CCG will continue to monitor and review the number of White and BME shortlisted and appointed applicants on an annual basis.
3.	Relatively likelihood of staff entering the formal disciplinary process, as measured by entry into formal disciplinary investigation. This indicator will be based on data from a two-year rolling average of the current year and the previous year.	No formal disciplinary cases involving BAME employees in the reporting year.	No formal disciplinary cases involving BAME employees in the reporting year.		EDS 2 Goal 3 - A represented and supported workforce. No formal disciplinary cases involving BAME employees in the reporting year and therefore the relative likelihood cannot be calculated.
4	Relative likelihood of staff accessing non-mandatory training and CPD.	The CCGs do not hold a central record of non-mandatory training and CPD undertaken by staff.	The CCGs do not hold a centralised record of non-mandated training and CPD undertaken by staff.		EDS 2 Goal 3 – A represented and supported workforce. Action will be taken to ensure that information on access to non-mandatory training and CPD is captured and recorded. See WRES Action Plan.
National NHS Staff Survey Indicators (or equivalent) For each of the four staff survey indicators, compare the outcomes of the responses for White and BME staff.					
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.	White: 3.9% BAME: 3.8%	N/A	Data taken from LLR CCGs' National NHS Staff Survey report 2020 – this report does not include data relating to 'unknown' ethnicity.	EDS 2 Goal 3 - A represented and supported workforce. See WRES Action Plan
6.	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.	White: 18.6% BAME: 26.4%	N/A	Data taken from LLR CCGs' National NHS Staff Survey report 2020 – this report does not include data relating to 'unknown' ethnicity.	EDS 2 Goal 3 - A represented and supported workforce. See WRES Action Plan
7	Percentage believing that the organisation provides equal	White: 90.7% BAME: 75.7%	N/A	Data taken from LLR CCGs' National NHS Staff Survey report 2020	EDS 2 Goal 3 - A represented and supported workforce.

	opportunities for career progression or promotion.			– this report does not include data relating to ‘unknown’ ethnicity.	See WRES Action Plan
8	In the last 12 months have you personally experienced discrimination at work from any of the following? <i>Manager/team leader or other colleagues</i>	White: 6.9% BAME: 10.7%	N/A	Data taken from LLR CCGs’ National NHS Staff Survey report 2020 – this report does not include data relating to ‘unknown’ ethnicity.	EDS 2 Goal 3 - A represented and supported workforce.
Board representation indicator For this indicator, compare the difference for White and BME staff.					
9	Percentage difference between the organisations’ Board voting membership and its overall workforce	LLR CCGs BAME workforce: 32.8% LLR CCGs Board BAME membership: 43.2% Board BAME voting membership: 43.2% Board BAME Executive membership: 0% Difference (Total BAME Board voting membership – overall BAME workforce): 10.5%	LLR CCGs BAME workforce: 29.4% LLR CCGs Board BAME membership: 40.0% Board BAME voting membership: 40.0% Board BAME Executive membership: 0% Difference (Total BAME Board voting membership – overall BAME workforce): 10.6%		The CCG will continue to monitor the composition of the workforce with a particular focus on ensuring diverse representation continues at Board level. See WRES Action Plan
6. Are there any other factors or data which should be taken into consideration in assessing progress? No.					
7. Organisations should product 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’re asked to attach the WRES Action Plan or provide a link to it.					

Nine WRES Indicators

Workforce indicators	
For each of these four workforce indicators, compare the data for White and BME 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 BME 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) NOT INCLUDED 2019/20	
For each of the four staff survey indicators, compare the outcomes of the responses for White and BME 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 BME staff.	
9	Percentage difference between the organisations' Board voting membership and its overall workforce. Note: Only voting members of the Board should be included when considering this indicator.