

NHS Barnsley CCG Workforce Race Equality Standard

NHS Barnsley Clinical Commissioning Group welcomes the introduction of the NHS Workforce Race Equality Standard (WRES) as a useful tool to identify and reduce any disparities in experience and outcomes for NHS employees and job applicants of different ethnicities. This is important work as research evidence shows that improving workforce race equality within the NHS will lead to improved healthcare for everyone and better use of NHS resources.

The Workforce Race Equality Standard requires NHS organisations to demonstrate progress against a number of indicators of workforce equality in relation to race. The Standard will be used by organisations to track progress to identify and help eliminate discrimination in the treatment of Black and Minority Ethnic (BME) employees.

3 NHS Staff Survey indicators

- KF19 (difference between % white staff and % BME staff experiencing harassment, bullying or abuse (HBA) from staff in last 12 months)
 - 84%, had never experienced HBA in last 12 months compared to 83% for CCGs nationally
 - 15% had experienced HBA between 1 and 10 times compared to 16% nationally
 - No breakdown in report between white and BME staff

- KF27 (difference between % white staff and % BME staff believing the trust provides equal opportunities for career progression or promotion)
 - 89% believed CCG acts fairly with regards to career progression which mirrors the figure of 89% nationally
 - 11% believed CCG does not act fairly which again reflects the figure of 11% nationally
 - No breakdown in report between white and BME staff

- KF 28 (difference between % white staff and % BME staff experiencing discrimination at work in last 12 months)
 - 2% had personally experienced discrimination at work compared to 3% nationally
 - 98% had not personally experienced discrimination at work compared to 97% nationally
 - 0% had personally experienced discrimination at work because of their ethnic background compared to 9% nationally

4 Workforce Indicators

- 98% of staff describe their ethnic origin as white British compared to 86% nationally
 - 2% Black/Black British compared to 2% nationally
- Ratio of proportion of BME staff on grades 8C-9 to the ratio of BME staff in all grades
 - 0% BME staff on grades 8c-9
 - 2% BME staff on all grades
- Likelihood of shortlisted BME applicants being appointed compared to white applicants
 - BME Applications – 78 – 15.4%
 - BME applicants shortlisted 7.4%
 - BME Applicants appointed - 0%
- Likelihood of BME staff entering disciplinary process compared to white staff
 - 2% of staff entering disciplinary process were from a white British background
 - 0% of staff entering disciplinary process were from a BME
- Access to non-mandatory training and CPD
 - 78% staff reported having a development review in last 12 months compared to 80% nationally
 - 86% stated appraisal helped agree clear objectives for their work which equates to 86% nationally
 - 74% agreed appraisal identified training, learning or development needs compared to 79%
 - 96% staff received job relevant training in last 12 months compared to 83% nationally
 - 86% staff received E&D training in last 12 months compared to 73% nationally
 - No breakdown provided for BME staff

Additionally, the extent to which Board composition reflects local population would be an additional element.

- 14 members – 10 White British, 4 Asian British

Provider organisations will be expected to ensure they have this data, share it with their staff and commissioners, and then consider and act upon the differences between the white and BME staff experience and survey responses so that year on year the differences are seen to reduce. The smaller the differences between the BME and white workplace experience indicators and survey responses, the more likely it is that discrimination is declining.

Summary

The organisation is committed to:

- Learning from and sharing best practice with other organisations including comparison of data, addressing issues and in representation at a senior leadership level.
- Listening to BME employees about their experiences to help understand the data.
- Addressing gaps and challenges in reporting data due to low workforce numbers.
- Ensuring robust systems for collecting and analysing data.
- Ensuring the Workforce Race Equality Standard is embedded within talent management, succession and development planning.
- Monitoring and supporting provider organisations in meeting the Workforce Race Equality Standard.

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