Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation

Coventry & Rugby GP Alliance

Date of report: month/year

June 2017

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

Dr Jerry Horn

Name and contact details of lead manager compiling this report

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Names of commissioners this report has been sent to (complete as applicable)

Coventry & Rugby CCG

Name and contact details of co-ordinating commissioner this report has been sent to (complete as applicable)

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

http://www.coventryrugbygpalliance.nhs.uk/

This report has been signed off by on behalf of the Board on (insert name and date)

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

Data is compiled from all recruitment sources, external and internal. External data is obtained from information reported via NHS.Jobs standard application form. Internal data largely omits reporting opportunities as recruitment is driven by interest from local GP practices and clinicians who are not processed using formal recruitment practices.

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

2. Total numbers of staff

a. Employed within this organisation at the date of the report

163

b. Proportion of BME staff employed within this organisation at the date of the report

Core staff: 15% Self Employed/Zero Hours staff: unknown

3. Self reporting

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

Core Staff: 100%

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

No

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

Recruitment process of Self Employed/Zero Hours staff under review

4. Workforce data

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

01/04/2017 - 31/03/2018

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 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
	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. Organisations should undertake this calculation separately for non-clinical and for clinical staff.	ALL CORE B2 - 1 ((5%) B3 - 1 (5%) B4 - 1 (5%) B5 - 1 (5%) B6 - 5 (25%) B7 - 2 (10%) B8a - 1 (5%)	None	Data covers on core staff on substantive or fixed term contracts and excludes personnel who are self employed or on zero hours contracts. This omits potentially valuable data. The recruitment process for staff in these groups is under review.	Data capture opportunities for non substantive contracts under review.
2	Relative likelihood of staff being appointed from shortlisting across all posts.	All staff have equal opportunities across all posts	None		
3	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.	0	None	There have been no disciplinary action against any staff in any group in the reporting year	
4	Relative likelihood of staff accessing non-mandatory training and CPD.	0	None	Non mandatory training opportunities can be accessed by all staff on request, as part of objectives agreed at appraisal or as agreed as integral to job/job progression	

Report on the WRES indicators, continued

	Indicator	Data for reporting year	Data for previous year	Narrative – 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
	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	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White BME	White BME	Staff survey not completed in this year	Staff survey to be introduced 2018-19
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White BME	White BME	Staff survey not completed in this year	Staff survey to be introduced 2018-19
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White BME	White BME	Staff survey not completed in this year	Staff survey to be introduced 2018-19
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	White BME	White BME	Staff survey not completed in this year	Staff survey to be introduced 2018-19
	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.	2.45	none		

Note 1. All provider organisations to whom the NHS Standard Contract applies are required to conduct the NHS Staff Survey. Those organisations that do not undertake the NHS Staff Survey are recommended to do so, or to undertake an equivalent.

Note 2. Please refer to the WRES Technical Guidance for clarification on the precise means for implementing each indicator.

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

No

7. 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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