

Cannock Chase Clinical Commissioning Group
East Staffordshire Clinical Commissioning Group
North Staffordshire Clinical Commissioning Group
South East Staffordshire and Seisdon Peninsula
Clinical Commissioning Group
Stafford and Surrounds Clinical Commissioning Group
Stoke-on-Trent Clinical Commissioning Group

Combined Staff Workforce Diversity Review 2018

Content	Pages
Executive Summary	
Summary of Key Findings and Actions	
Staffordshire Demographic Profile	
Staffordshire CCGs Workforce disaggregated by protected characteristics	
Training and Development	
Management	

Executive Summary

2018 will be the first year that the Staffordshire and Stoke on Trent CCGs have produced and published a combined workforce diversity report. This report will serve as a baseline for monitoring future workforce diversity reports, as well as identifying any key areas for consideration or discussion by the CCGs equality/staff scrutiny panels, our partners, providers and stakeholder groups.

The principle equality legislation in term of Workforce Equality is the 2010 Equality Acts Public Sector Equality Duty and its 3 Aims

- Eliminate any form of illegal discrimination
- Advance equality of opportunity
- Foster good relations

Further details relating to the 2010 Equality Act can found here; [Equality and Human Rights Commission Equality Act Guidance Page](#)

An analysis of the data will help to assess or identify any disparity between levels of representation within the CCGs measured against regional demographics. Where any such disparities exist, the CCGs will work to ensure effective measures are in place. Relevant and proportionate measure will address gaps in data, adverse staff experience in the workplace (based on a protected characteristic), or any other issues resulting from under representation.

The broad data shows that overall Staffordshire CCGs combined workforce is positively representative across most characteristics, however, there are variations which will require discussion and possible action. This will be achieved with consideration to the local demographic variations across Staffordshire and Stoke on Trent

CCGs are often made up of relatively small staff teams, this can be problematic when assuring against any personal data breaches, also, with small numbers how percentages can substantially alter the demographics of a workforce.

To be able to produce staff data the CCGs have replaced staff numbers with percentages as to make it difficult to identify any individual staff member with a specific protected characteristic.

The tables and information provided within this report (unless otherwise stated) derive from the CCGS 2018 Local Staffordshire and Stoke on Trent Staff Electronic System Records (ESR)

Staffordshire CCGs Divisional Profile

Staffordshire and Stoke on Trent CCGs are currently positioned within one of three Divisional Areas:

- North – North Staffordshire and Stoke on Trent CCGs
- South East – East Staffordshire - Seisdon Peninsula and East Staffordshire CCGs
- South – Cannock Chase and Stafford and Surrounds CCGs

Further discussions will take place throughout 2019 to identify ways to deliver on our statutory/mandatory obligations and how we report on the diversity of the Staffordshire and Stoke on Trent CCGs workforce in the future while considering and understanding these demographic differences.

Summary of Key Findings and Actions

Protected Characteristic	Narrative	Action Required
Age – Under 25 25-34 Age Group	The combined CCG average for these age groups are below the England NHS average. The England average data is based on all NHS staff. A better understanding could be achieved if we can establish position is consistent across all CCGs is needed to the data in a meaningful way. There is for example a significant difference in the structural dynamic of a CCG when compared to a NHS Trusts.	Work with the Commissioning Support Unit to establish the possibility of a data set based on CCGs as opposed to all the NHS staff as a whole./19
Disability Data Gap	Understanding the reasons why staff who do not disclose their disability may assist in establishing if disability is proportionately reflected in the workforce. This protected characteristic is marked red due to the impact on the working population of Staffordshire 12.44% and as a prompt to the introduction of the Workforce Disability Equality Standard in 2019	Agenda item to Staff Engagement (SEG) Group for discussion, consideration and any subsequent action.
Gender - Re-assignment Data Gap	Due Regard to the Equality Acts Public Sector Equality Duty through the Brown and Bracking principles require that CCGs are anticipatory in their approach. This means ensuring, CCGs are ready to support a new or existing member of staff before during and post transition.	Review the CCGs combined equality and diversity policy. Compare with comparator CCGs.
Marriage & Civil Partnership	No identifiable issues as of 31/07/2018	No action required for 2018/19 unless interventions are required
Pregnancy and Maternity	No identifiable issues as of 31/07/2018	No action required for 2018/19 unless interventions are required
Race	The broad data measuring experience and representation between Black and White staff, shows that overall Staffordshire CCGs combined workforce is positively representative across several pay grades, however, there are variations in BAME representation at board voter and board executive level when compared to the CCGs BAME workforce.	Collate data and feedback from Staffordshire and Stoke-on-Trent STP Stepping Up BAME Leadership programme
Religion and Belief	Consideration and/or clarification to reasonable adjustment measures in place in relation to areas for prayer.	Review the CCGs combined equality and diversity and the flexible working policy.
Sex	There is a positive representation of women in the NHS. Deeper dive to confirm “at all levels” and while historically the female to male ratio is rarely discussed as an issue, consideration may be given to this 70% Female 30% Male ratio.	No action required for 2018/19 unless interventions are required
Sexual Orientation Data Gaps	There is a trend towards non-disclosure regards Staff disclosing their sexual orientation. Understanding why may help in providing future actions	Add to Staff Engagement (SEG) Group for discussion,

		consideration and any subsequent action.
Part time – Full Time	No identifiable issues as of 31/07/2018. As an observation there is little difference between the number of full time and part-time Staff	No action required for 2018/19 unless interventions are required

Demographics of Staffordshire and Stoke on Trent and CCGs Workforce

Staffordshire has a population of around 862,600 and covers an area of around 1,010 square miles. It is made up from a mixture of towns and villages, covered by nine local government organisations: Staffordshire County Council and eight district councils (Cannock Chase, East Staffordshire, Lichfield, Newcastle-under-Lyme, South Staffordshire, Stafford, Staffordshire Moorlands and Tamworth).

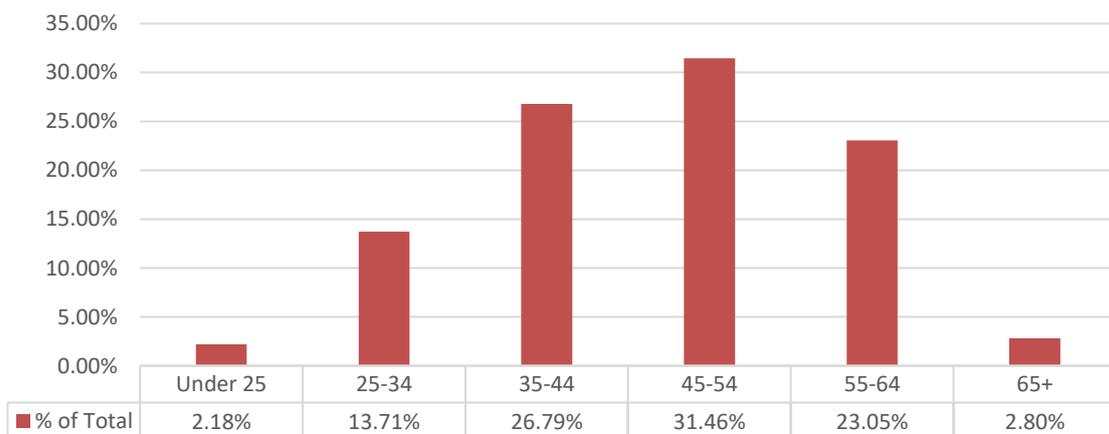
Stoke-on-Trent on the other hand has a population of around 251,600 and covers a small area of around 36 square miles. Around 14% of the Stoke-on-Trent population come from a non-White British ethnic group, which is lower than the England average of 20%. Pakistani communities are the largest minority group making up almost 4% of the City’s population

Profile by Age

Overall Staffordshire and Stoke-on-Trent has a relatively high concentration of people in the older age groups. The mid-year population estimates for 2015 show that almost 40% of Staffordshire and Stoke-on-Trent’s population were aged 50 or over, compared to only 36% for England. The number of people aged 65 and over in Staffordshire and Stoke-on-Trent is also higher than the England figure (20% compared with 18%).

Table 1

Staffordshire and Stoke onTrent CCGs
Workforce by Age



The workforce dynamics of a Clinical Commissioning Groups (CCGs) differ when compared to for example a NHS Trust. There are proportionately higher numbers of senior non-clinical positions. This may be one reason while there are lower numbers of staff in the 25-34 and lower age range.

In 2019 we will consider staff levels within the under 25 and 25-34 yrs. age ranges with comparator CCGs to establish any variation or if this is representative of CCGs age profiles.

Profile by Disability

A person has a disability if they have a physical, sensory or mental health impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

There are currently 31,322 people who have disclosed and identified themselves as disabled and employed in the NHS, which represents 2.6 per cent of the workforce

Table 2

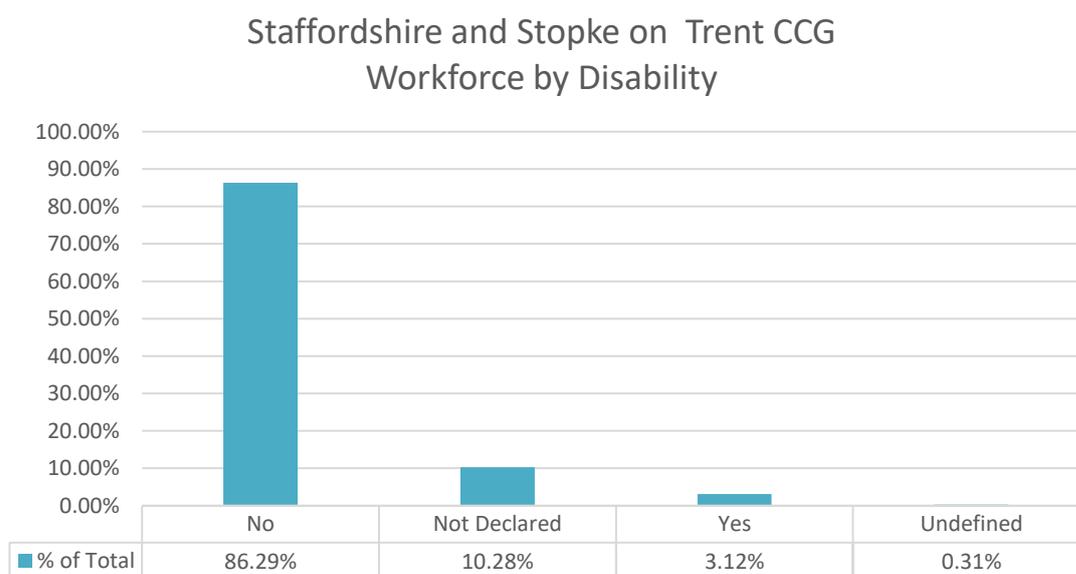


Table 2 shows an historical and recurring theme. Staff appear to be reluctant to disclose information with their employers in relation to long term physical, sensory, mental and/or learning conditions that adversely impact on their ability to carrying out day to day activities. One of several reasons is that staff feel by disclosing their disability, it may have a detrimental impact on future promotion, their current job, or how they may be perceived by their peers.

The [Workforce Disability Equality Standard](#) was developed to enable NHS Trusts and Foundation Trusts to better understand the experiences of their disabled staff. It will support positive change for existing employees and enable a more inclusive environment for disabled people working in the NHS. The roles that CCGs are expected to play in rolling out, supporting the WDES and/or implementing the WDES as employing bodies will be agreed as part of the new IAF. Discussions about the 2019/20 IAF and the WDES will take place in 2019.

Profile by Gender Re-assignment

In the UK, it is estimated that one in 4,000 people are receiving medical help for gender dysphoria. This equates to around 280 people in Staffordshire and Stoke-on-Trent. However, there may be many more people who have yet to seek support. On average, men are diagnosed with gender dysphoria, five times more often than women.

Due to small staff numbers the CCGs do not currently provide data on this characteristic, however, in demonstrating due regard to the 3 aims of the PSED the CCGs should ensure

parity is given through the employment recruitment process and subsequent employee journey via HR/OD policies.

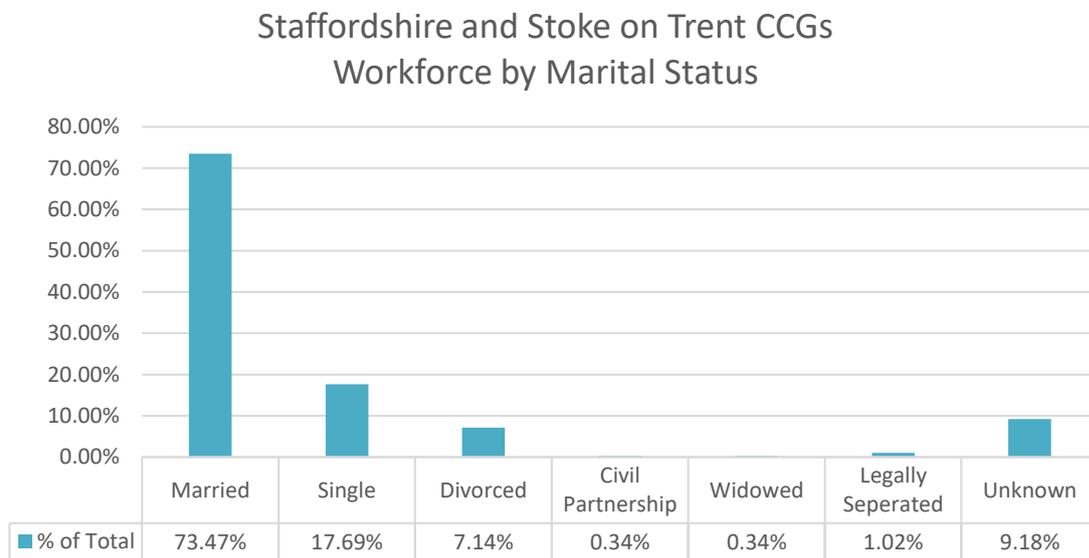
Profile by Marriage and Civil Partnerships

2011 census identified that in Stoke on Trent; 42.6% of people are married, 12.7% cohabit with a member of the opposite sex. 0.8% live with a partner of the same sex, 26.3% are single and have never married or been in registered same sex partnership, 9.5% are separated or divorced.

Profile by Marriage and Civil Partnership

Data from the 2011 Census provide information on marital and civil partnership status at a local level. Around 50% of Staffordshire and Stoke-on-Trent’s population are married or in a registered same-sex civil partnership (Table 5). Of these around 1,300 people were in a registered same-sex civil partnership making up around 0.1% of the population.

Table 3

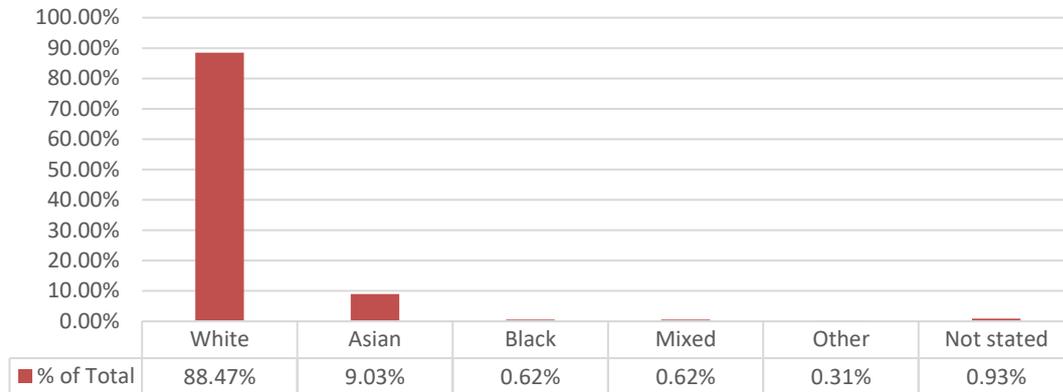


Staff appear comfortable disclosing information around this protected characteristic. Only one of the 3 Staffordshire regions currently listed Civil Partnership along with other relevant strands.

Profile by Race

Table 4

Staffordshire and Stoke on Trent CCGs Workforce by Race



The proportion of the population from Black Asian minority ethnic groups in Staffordshire is approximately 6.4% which is significantly lower than the West Midlands region of 20.8% and the national figure of 20.2%. However, the percentage of Black Asian Minority Ethnic groups (BAME) people varies across Staffordshire for example BAME communities in East Staffordshire represent 13.8% of the local population and in Stoke on Trent 13.6% respectively.

The [Workforce Race Equality Standard](#) is a mandated tool designed specifically to identify and address through action planning against any Race related inequalities in the workplace

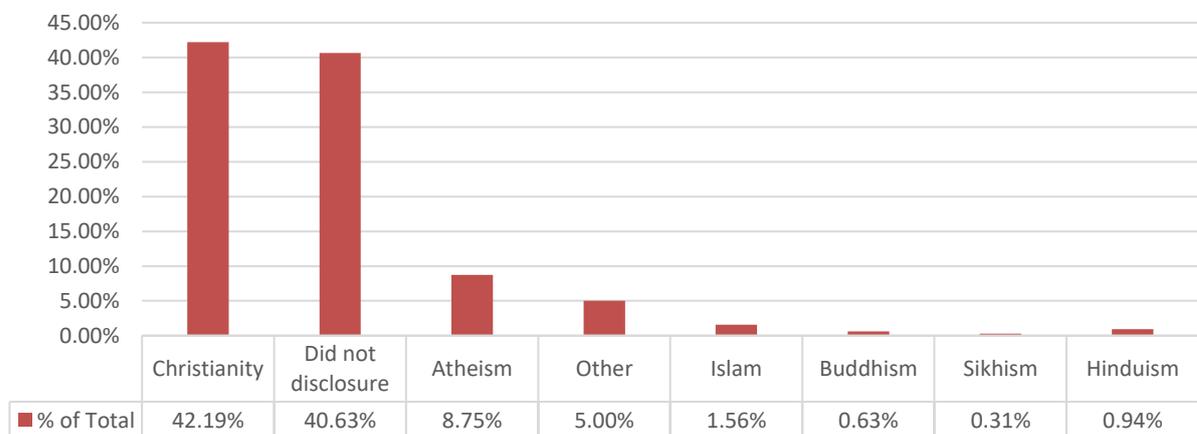
Profile by Religion and Belief

The 2011 Census found Christianity to be the majority religious affiliation in Staffordshire and Stoke-on-Trent.

Over the last decade this proportion has dropped, with significant increases in people stating they had no religious affiliation over the same period 24.9%. Muslims are the next biggest religious group.

Table 5

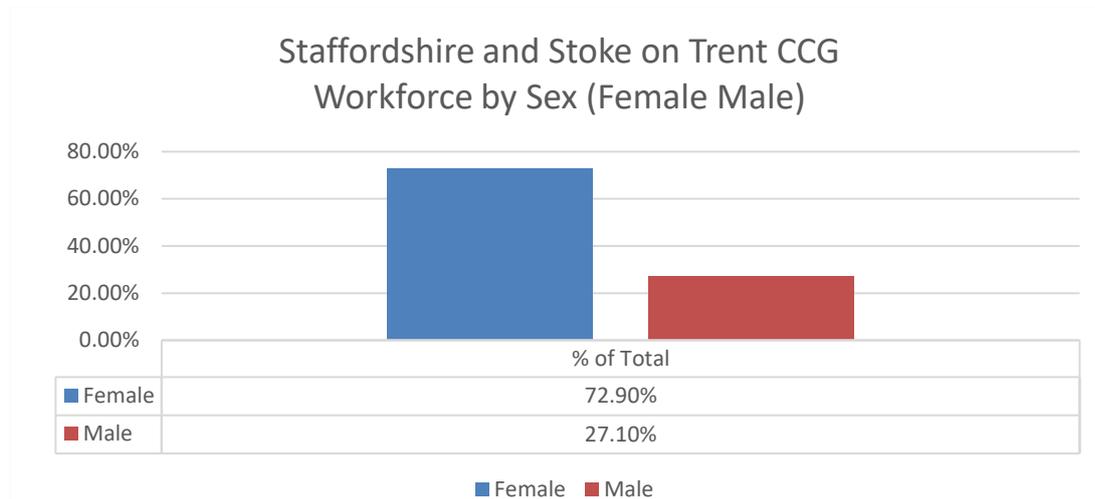
Combined Staffordshire and Stoke on Trent CCG Staff by Religion and Belief



Christianity was the religion that most CCG staff associated with 42.19%. Staffordshire and Stoke on Trent combined CCG staff who did not state or did not wish to disclose their Religion or Beliefs totalled 40.63.% which is significantly high.

Profile by Sex (Male or Female)

Table 6



The NHS is one of the few sectors that is disproportionately occupied by women. However, inequalities can still exist within a working environment examples include gender pay gap and women’s representation at board level. Both North and South CCGS are present similar figures to the national average (England) with East Staffordshire employing more men (38.46%)

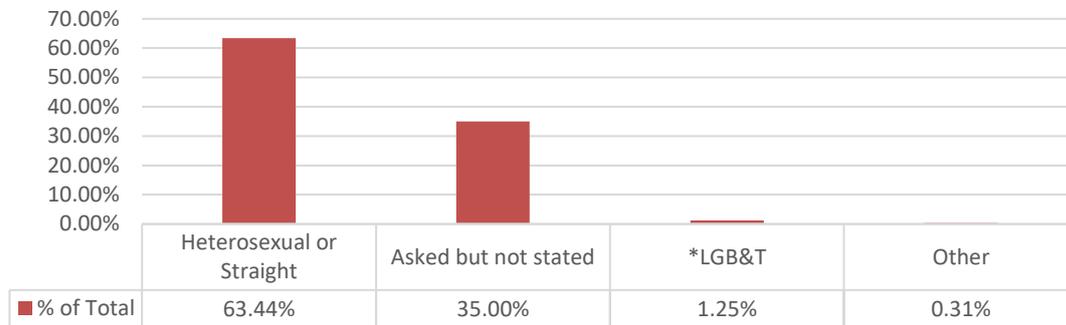
Profile by Sexual Orientation

This another protected characteristic where historically staff have had a tendency not to disclose their sexual orientation for example one Staffordshire CCG region showing 68% of staff not wishing to disclose this information. Further investigation and analysis may better help the CCGs to understand this.

There is no hard data on the number of lesbians, gay men and bisexuals in the UK as no national census has ever asked people to define their sexuality. The official government figure is 5-7% of the population which Stonewall, the lesbian, gay and bisexual charity, feels is a reasonable estimate.

Table 7

Staffordshire and Stoke on Trent CCG Workforce by Sexual Orientation



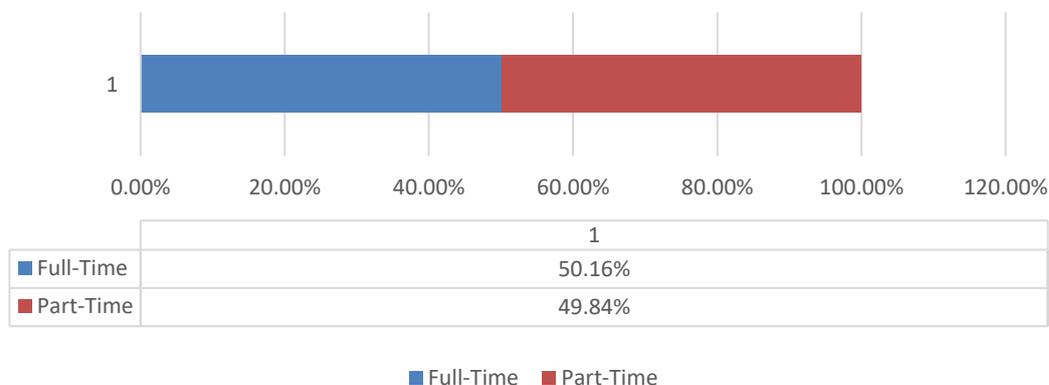
*LGBT – Lesbian, Gay, Bisexual & Transgender

Profile by Full Time and Part-Time Status

Not only does part-time work tend to be under-valued at the organisational level, it can serve to maintain traditional gendered patterns of responsibility for domestic work and childcare.

Table 8

Staffordshire and Stoke on Trent CCGs Workforce by Full time and Part-Time Status



It is essential that all staff are included in workforce audits and development. Part-time staff can be excluded from attending meetings, training or staff events solely based on their part-time status. Consideration should be also given to this characteristic as most part-time staff are usually women.

[Training and Development Activity 2017](#)

Access to training and development is open and available to all staff irrespective of any protected characteristic. This is reflecting in the CCGs Human Resource and Organisational Development.

[Management of Change Process 2018](#)

Equality monitoring, and analysis will provide valuable information and an opportunity to demonstrate due regard of the overall process, and outcomes, in relation to providing assurances that any potential adverse impact on any given protected characteristic will be considered and addressed.

[Staffordshire and Stoke-on-Trent STP Stepping Up BAME Leadership](#)

The programme opened in June 2018 for applications from members of NHS workforce in Staffordshire with Black, Asian and Minority Ethnic (BAME) ethnicity and leadership ambition.

The programme aims to address imbalances in BAME representation in leadership roles at every level and to fast forward Staffordshire and Stoke-on-Trent NHS to true BAME equality and inclusion. The programme is designed for people at Agenda for Change bands 5-7 and equivalent, but people in leadership roles or with leadership aspiration at other bands were also welcomed to apply.

In 2019 we will look at activity levels and to establish feedback from either Staffordshire and Stoke on Trent CCGs or NHS Trust Staff.

Report Produced by Midlands and Lancashire CSU, Equality & Inclusion Team

May 2019