

**NHS Islington Clinical Commissioning Group (CCG) Governing Body position statement on progress relating to the NHS Workforce Race Equality Standard (WRES) and statement of commitment.**

**1. Background**

- 1.1 The NHS Equality and Diversity Council announced on July 31, 2014 that it had agreed action to ensure employees from black and ethnic minority (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.
- 1.2 The move follows recent reports which have highlighted disparities in the number of BME people in senior leadership positions across the NHS, as well as lower levels of wellbeing amongst the BME population.
- 1.3 It is within this context that NHS England took the decision to introduce a National Workforce Race Equality standard as a clause in the 2015/16 contract, alongside the mandating of the refreshed Equality Delivery System (EDS2).
- 1.4 Recent research on race equality in the NHS workforce makes challenging reading for boards both in CCGs and provider organisations. Evidence shows that employees from black and minority ethnic backgrounds are less likely to be appointed once shortlisted, less likely to be selected for training and development programmes, more likely to experience harassment, bullying and abuse, and more likely to be disciplined and dismissed.
- 1.5 Black and minority ethnic staff are significantly underrepresented in senior management positions and at board level. Research in London found that the likelihood of white non-medical staff being senior or very senior managers is three times higher than it is for equivalent black and minority ethnic non-medical staff. And in 2012, just 1 per cent of NHS chief executives came from a BME background, compared to 16 per cent BME representation in the NHS workforce.
- 1.6 Most worryingly, despite a multitude of race equality initiatives and examples of provider good practice since the 2004 Race Equality Action Plan, many of the key indicators are either static or actually getting worse.
- 1.7 In London, where 43 per cent of staff are from BME backgrounds, the proportion of BME chief executives and chairs has decreased from 5.3 to 2.5 per cent and two fifths of London boards have no BME members at all.

- 1.8 Leadership of the Workforce Race Equality Standard is achieved through the CCG's Board level sponsorship and support of this work and is acknowledged as essential in driving the changes forward. Successful equality, diversity work, including work to implement the Standard and the aligned EDS2, requires specialist advice and support; which we obtains from NEL CSU it is also recognised in the WRES that leadership must come from Board level.

## **2. The Governing Body Obligations**

- 2.1 As the Governing Body of the CCG we recognise our obligation under the Public Sector Equality Duty placed by the Equality Act 2010. We also recognise the duty placed on us by the WRES since it was mandated on the 1, April 2015.
- 2.2 The Governing Body understand the principles and the value of the WRES and ensure high level reporting of findings is embedded across all directorates.
- 2.3 The Governing Body will nominate a board level lead to championing the WRES at all levels- ensuring the CCG is embedding any learning into our practices for measurable year on year improvements.
- 2.4 The Governing Body will record an annual update of WRES actions and the progress.
- 2.5 Data will be gathered across the nine metrics of the WRES at July 2015 and then in every April from 2016. The report will be published on our website.
- 2.6 The Governing Body will analyse these annual data findings and consider any significant gaps to develop equality objectives and action plans to improve equality performance.
- 2.7 The CCG will work collaboratively with NEL CSU's HR Business Partners, Workforce Team, Equality and Diversity Team and Organisational Development Team to learn from the data findings to demonstrate progress against any indicators of workforce equality, including a specific indicator to address any low level of BME board level representation.

## **3. Conclusion**

- 3.1 The CCG is committed to addressing workforce race equality. We are using both the WRES and Equality Delivery System (EDS2) to develop and implement our workforce equality objectives.
- 3.2 We will report our progress on workforce race equality through the Patient and Public Participation Committee and the Governing Body.