

Workforce Race Equality Standard Action Plan 2019-2020

Indicator	Data for reporting year	Narrative – the implications of the data and any additional background explanatory narrative	Action	Date to Complete	Responsible Party
<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</p>	<p>The organisation employs 5 members of BME staff in the following bandings:</p> <p>Band 4 Clinical Staff: 1</p> <p>Band 5 Non-Clinical Staff: 1</p> <p>Band 7 Non-Clinical Staff: 1</p> <p>Band 8b Non-Clinical Staff: 2</p>	<p>There was only one non-white member of staff acting in any Clinical role for the organisation as of 31 March 2019.</p> <p>Within non-clinical staffing groups, a range of bandings is seen.</p> <p>Band 4 Clinical Staff: 1 (50.00% of all Band 4 clinical staff, 2.13% of BME staff in overall workforce)</p> <p>Band 5 Non-Clinical Staff: 1 (5.26% of all Band 5 non-clinical staff, 2.13% of BME staff in overall workforce)</p>	<p>Somerset CCG will continue to ensure that all recruitment opportunities are advertised in a range of locations, to include NHS jobs, social media sites such as Twitter and LinkedIn and trade magazines for specific opportunities.</p> <p>Somerset CCG will also continue to ensure that all promotion opportunities are open to members of staff across the organisation and externally, if relevant.</p>	<p>Ongoing commitment</p>	<p>Marianne King, Associate Director of Human Resources and Organisational Development</p>

<p>staff.</p>		<p>Band 7 Non-Clinical Staff: 1 (7.14% of all Band 7 non-clinical staff, 2.13% of BME staff in overall workforce) Band 8b Non-Clinical Staff: 2 (15.38% of all Band 8b non-clinical staff, 2.13% of BME staff in overall workforce) Staff of all other bands and types, clinical or non-clinical (0%, as compared to 2.13% of BME staff in overall workforce.</p>			
<p>Relative likelihood of staff being appointed from shortlisting across all posts.</p>	<p>White 28.6% BME 11.7% Undisclosed 30.8%</p> <p>2.43 times greater likelihood for white or undisclosed staff.</p>	<p>BME staff are less likely to be appointed following shortlisting of posts.</p> <p>All staff are required to undertake Equality and Diversity training as part of their induction with the organisation and all shortlisting is completed 'blind' of protected characteristics.</p>	<p>Somerset CCG will implement mandatory Equality and Diversity training, to be undertaken every 2 years, for recruiting managers.</p> <p>Currently, the organisation's Equality and Diversity training is conducted at induction but is not a repeated module.</p> <p>The organisation holds in-person Equality and Diversity training, which can be found here: https://www.somersetccg.nhs.uk/EasysiteWeb/getresource.axd?AssetID=7561&type=full&servicetype=Attachment</p> <p>The organisation will encourage attendance for recruiting managers. In 2020, the organisation will</p>	<p>100% of recruiting managers to complete training by June 2020</p>	<p>Marianne King, Associate Director of Human Resources and Organisational Development</p>

			also be producing a specific in-house course on equality and diversity with a focus on employment, under the EDS.		
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% BME staff were processed through a disciplinary process. 0% of white or undisclosed staff were processed through a disciplinary process 0 times more likely	No difference is determined between BME staff and white staff in relation to likelihood to be entered into a formal disciplinary process.	There is no further action recommended on this measure at this date.	N/A	N/A
Relative likelihood of staff accessing non-mandatory training and CPD.	Cannot respond- the organisation does not measure this criterion.	There is no difference in accessing mandatory training for BME staff as compared to white or undisclosed staff. BME staff were also more likely to feel that the training provided met their development	There is no further action recommended on this measure at this date.	N/A	N/A

		needs, with the overall engagement in non-mandatory training for BME staff being 3.2/4, as opposed to an average score for white and undisclosed staff of 2.7/4, as determined by the organisation's bespoke staff survey.			
KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	Cannot respond- this question is not reflected in the bespoke Staff Survey	Cannot respond- this question is not reflected in the bespoke Staff Survey	There is no further action recommended on this measure at this date.	N/A	N/A
KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	Cannot respond- this question is not reflected in the bespoke Staff Survey	Cannot respond- this question is not reflected in the bespoke Staff Survey	There is no further action recommended on this measure at this date.	N/A	N/A
KF 21. Percentage believing that	Cannot respond- this	Cannot respond- this question is not reflected in the bespoke Staff	There is no further action recommended on this measure at this date.	N/A	N/A

trust provides equal opportunities for career progression or promotion.	question is not reflected in the bespoke Staff Survey	Survey			
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	Cannot respond- this question is not reflected in bespoke Staff Survey	Cannot respond- this question is not reflected in the bespoke Staff Survey	There is no further action recommended on this measure at this date.	N/A	N/A
The percentage difference between the organisations' Board voting membership and its overall workforce.	-2.1%	There are currently no BME members of staff who are members of the organisation's Board voting membership.	In the 2011 census, 94.6% of the population registered as white British, and 2.0% of the population registered as belonging to black and ethnic minority (BME) groups. Therefore, whilst there is a negative coefficient, the number of individuals serving on the board is small. Somerset CCG will ensure that all recruitment opportunities are advertised in a range of locations, to include NHS jobs, social media sites such as Twitter and LinkedIn and trade magazines for specific opportunities. Somerset CCG will also ensure that all promotion	Ongoing commitment	Marianne King, Associate Director of Human Resources and Organisational Development



Somerset

Clinical Commissioning Group

		opportunities are open to members of staff across the organisation and externally, if relevant		
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Action plan approved by on behalf of Somerset Clinical Commissioning Group's Governing Body.

Signed:.....

Date:.....