

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 CCG Staff Workforce Diversity Profile
Review 2019**

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Executive Summary

2019 will be the second year that the Staffordshire and Stoke on Trent CCGs have produced and published a combined workforce diversity report. This report will serve to monitor all future CCGs workforce diversity reports, as well as identifying key areas for consideration and discussion by the CCGs equality/staff scrutiny panels e.g. SEG and CEEE, our partners, providers and stakeholder groups.

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

1. Eliminate any form of illegal discrimination
2. Advance equality of opportunity
3. 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/local demographics. Where any such disparities exist, the CCGs will work to ensure effective measures are in place. Relevant and proportionate measure along with reasonable 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, consideration and possible action. This will be achieved with consideration to the local demographic variations across Staffordshire and Stoke on Trent

Summary of Key Findings and Possible Actions

Protected Characteristic	Narrative	Considerations and possible actions for discussion
Age – Under 25 25-34 Age Group	In 2018 staff under 25 years of age totalled 2.2% of the workforce. In 2019 this rose to 3.1%. The number of staff in 2018 between the age range of 25-34 totalled 13.7%. This figure fell to 12.7% in 2019	<ul style="list-style-type: none">• Consider any initiatives from HR/OD or SEG around apprenticeships, work experience, shadowing and/or mentoring programmes• Improve links with local Colleges and/or Universities etc.• Consider the diversity within interview panels• Positive Action Initiatives e.g Young Lay Member.
Disability Data Gap	In 2018 the Disability disclosure rate for all 6 CCG workforce was 10.3%. In 2019 the figure has dropped to 8%. A decrease of 1.7%	<ul style="list-style-type: none">• Staff survey and data cleanse question/s designed to establish any potential barriers to discloser.• CCGs/SEG to work with newly formed North Midlands Equality Leads Group to identify good practice/initiatives.
Gender - Re-assignment Data Gap	See Sexual Orientation – Due to possible low numbers gender Re-	No immediate actions required or suggestions for 2019/20 unless interventions are required as a result of issues being raised or incident/s adversely

	assignment is included within Sexual Orientation	impacting on the CCG's obligations to meet their Equality Act Public Sector Equality Duties
Marriage & Civil Partnership	No identifiable issues as of 31/07/2019 figures similar to the previous year. The CCGs employ a higher level of married staff compared to local area figure of approx. 50%	No immediate actions required or suggestions for 2019/20 unless interventions are required as a result of issues being raised or incidents adversely impacting on the CCG's obligations to meet their Equality Act Public Sector Equality Duties
Pregnancy and Maternity	Information/data on this protected characteristic is currently not collected.	No immediate actions required or suggestions for 2019/20 unless interventions are required as a result of issues being raised or incidents adversely impacting on the CCG's obligations to meet their Equality Act Public Sector Equality Duties
Race	Across broad ethnic profile, Staffordshire CCGs combined workforce is positively representative. However, there are variations in BAME representation at board voter and board executive level	<ul style="list-style-type: none"> • CCG's/SEG to work with the newly formed North Midlands Equality Leads Group around the BAME Stepping Up Programme- Next steps. • Continue to report WRES results into SEG • Consider the diversity within interview panels • Positive Action Initiatives e.g. BAME Lay Member from an under-represented ethnic group
Religion and Belief	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 though this figure fell in 2019 to 36.1%	<ul style="list-style-type: none"> • Consideration and/or clarification to reasonable adjustment measures in place in relation to areas for prayer. • Staff survey and data cleanse question/s designed to establish any potential barriers to discloser.
Sex	There is a positive representation of women in the NHS. Female representation increased by 1.7% and Male representation decreased by 1.7%	<ul style="list-style-type: none"> • Consider publishing the CCGs first combined Gender Pay Gap Report. Publishing report is required annually at the end of March.
Sexual Orientation *(LGBT) Data Gaps	Staff who were asked but did not state their Sexual orientation fell from 35% in 2018 to 31.5% in 2019	<ul style="list-style-type: none"> • Staff survey and data cleanse question/s designed to establish any potential barriers to discloser.
Part time – Full Time	The number of full-time staff working in the CCG's increased by 14% while part time staff reduced from 49.8% to 35.8%	No immediate actions required or suggestions for 2019/20 unless interventions are required as a result of issues being raised or incidents adversely impacting on the CCG's obligations to meet their Equality Act Public Sector Equality Duties

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 on Trent CCG Workforce by Age						
Year	Under 25	25 - 34	35 - 44	45 - 54	55 - 64	65+
2018	2.2%	13.7%	26.8%	31.5%	23.1%	2.9%
2019	3.1%	12.7%	29.9%	30.9%	20.7%	2.9%

The workforce dynamics of a Clinical Commissioning Group (CCGs) differs when compared with NHS Provider Trusts. 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 collated data of comparator CCGs by Age groups under 25 and 25-34 yrs. While there was variation in the figures, they were overall comparable Staffordshire and Stoke on Trent CCGs workforce. See Table 2 below

Table 2

Comparator CCGs' by Age	Under 25	25 -34
Staffordshire and Stoke on Trent CCGs	2.2%	13.7%
East Cheshire CCG	6.6%	9.2%
South Cheshire & Vale Royal	1.9%	10.3%
Warrington	2.3%	9.1%
Worcester	5.2%	14.3%

Profile by Disability

A person has a disability if they have a physical, sensory, mental health or learning 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 3

Staffordshire and Stoke on Trent CCG Workforce by Disability				
Year	Declared No	Not declared	Declared Yes	Undefined
2018	86.3%	10.3%	3.1%	0.3%
2019	88.%	8.%	3.7%	0.3%

Table 3 above shows based on last year's figures there has been little movement. There has been a slight decrease of 1.7% in the number of Staff not declaring a Disability.

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 ensure parity is given through the employment recruitment process and subsequent employee journey via HR/OD policies. The CCG's are provided with regular awareness raising articles including in International Transgender Day of Remembrance in November.

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.

Table 4

Staffordshire and Stoke on Trent CCG Workforce by Relationship Status							
	Married	Single	Unknown	Divorced	Legally Separated	Widowed	Civil Partnership
2018	66.8	16.1%	9.%	6.6 %	0.8%	0.2%	0.3%
2019	64.6%	19.8%	7.1%	7.1%	0.9%	0.3%	0.3%

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.

Staff appear reasonably comfortable disclosing information around this protected characteristic.

Profile by Race

Table 5

Staffordshire and Stoke on Trent CCG Workforce by Broad Ethnicity						
	White	Asian	Black	Mixed	Other	Not Stated
2018	88.5%	9%	0.6%	0.6%	0.3%	0.9%
2019	88.9%	8%	0.9%	0.6%	0.3%	0.6%

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 (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

Moving BAME Leadership Programmes forward.

This year 2019 the CCG's have been working with our Key Providers along with NHS England/Improvement and The Equality and Diversity Council (EDC) to discuss how Staffordshire commissioners and Trust equality leads can work together collaboratively over shared objectives and initiatives.

The first formal Bimonthly meeting was in November 2019 and focus around the Terms of reference and a topic for discussion around

- The Scope of the group and its Membership
- A collaborative approach to supporting the alumni of participants from across Staffordshire and Stoke on Trent that completed the Stepping Up programme.
- How Equality is or is not represented at STP level
- How will the key issues and actions be fed into the STP
- Identify a potential sponsor for the group

Staffordshire and Stoke on Trent CCG's have in principle;

- Welcome the opportunity to participate in a mentorship programme in the new year and are:
- Open to the idea of graduates working across NHS Provider/Trusts/FT/Staffordshire and Stoke on Trent CCGs
- Looking at a shadowing programme where graduates can work closely with the CCGs Executive Management Team.

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 6

Staffordshire and Stoke on Trent CCG Workforce by Religion or Belief								
	Christian	Did Not Disclose	Atheism	Other	Islam	Buddhism	Sikhism	Hinduism
2018	42.2%	40.6%	8.8%	5%	1.6%	0.6%	0.3%	0.9%
2019	43.5%	36.1%	9.9%	6.8%	1.5%	0.6%	0.3%	0.9%
								Undefined 0.3%

Christianity is the religion that most CCG staff associate 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 though this figure fell in 2019 to 36.1%

Profile by Sex (Female or Male)

Table 7

Staffordshire and Stoke on Trent CCG Workforce by Sex		
	Female	Male
2018	73%	27%
2019	74.7%	25.3

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.

Profile by Sexual Orientation

This another protected characteristic where historically staff have had a tendency not to disclosure 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 8

Staffordshire and Stoke on Trent CCG Workforce by Sexual Orientation				
	Heterosexual or Straight	Asked but not Stated	*LGB	Other/Undefined

2018	63.4%	35%	1.3%	0.3%
2019	66.7%	31.5%	1.6%	0.3%

*LGB – Lesbian, Gay, Bisexual

Profile 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.

Table 9

Staffordshire and Stoke on Trent CCG Workforce by Full or part Time Status		
	Full Time	Part Time
2018	50.2%	49.8%
2019	64.2%	35.8%

This year (2019) there as been a significant change in the Part/Full time dynamic. The number of full-time staff working in the CCG's increased by 14% while part time staff reduced from 49.8% to 35.8%

Training and Development Activity 2019

All staff are required to carry out mandatory equality training. In addition to this, the equality business partners along with Staff Engagement Group (SEG) member Julie Weaver delivered 3 x Masterclasses, 1 in each of the 3 Staffordshire (including Stoke on Trent) localities. This was actioned by SEG and was delivered in November 2019. The training was developed around a Disability Theme. This Characteristic was chosen specifically, as two of CCGs Combined Equality Objectives are directly linked to disability and relevant to the other two remaining objectives. The training was well received, and a final session has been arranged for December.

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

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