

## **NHS Rotherham CCG Workforce Report 2016/17**

Under the Equality Act 2010 it is essential that the CCG collects and reports on current, relevant workforce information. To do this it is updated on a regular basis to ensure that current policies, practices and support mechanisms remain relevant to the needs and requirements of the workforce.

It is recognised that the CCG is a small organisation employing 114 staff and the Duty to report allows for some modification on the information provided against the Protected Characteristics to ensure an individual staff member cannot be identified. Therefore we have provided a summary report.

### **Staff group type**

The CCG is a commissioning organisation and does not provide direct patient care. In the 2015 staff survey the majority of staff, 79%, have stated that they are employed within the Corporate, General Management, Admin & Business Support areas. 15% of staff have a clinical qualification in the pharmacy, medical or nursing professions. The rest did not specify.

### **Hours**

59% of workers are Full Time, 41% Part Time.

### **Demographic characteristics of the workforce**

The ethnicity of the workforce is collected at recruitment and recorded on the HR database, ESR. The information is validated and updated periodically. Anonymous ethnicity information is also collected annually through the staff survey.

### **Ethnicity**

The data on ESR shows 89% of workers are White British, 7% have stated “other” and 4% have not stated.

In the 2015 Staff Survey, which had a 100% completion rate, 96% of staff identified themselves as White and 4% as Black and minority ethnic.

A data cleansing exercise will be carried out in 2016/17 to check the information in the database. Applicants for jobs are encouraged to complete their demographic characteristics but it is recognised they may not wish to do this at the recruitment stage.

### **Age**

In the 2015 staff survey, the majority of staff, 47% fall within the 41-50 years old age bracket. 8% are aged between 16 and 30, 22% between 31 and 40 and 23% 51 and over.

**Gender**

In the 2015 staff survey, 80% of workers are female, 20% male.

**Disability**

4% of workers have a declared disability and 8% have “not declared” whether or not they are disabled.

In the 2015 Staff Survey 18% of staff identified themselves as disabled, 82% not disabled.

The CCG is signed up to the disability two ticks standard and works actively to provide adjustments to applicants, in the workplace and to working arrangements to support staff who have a disability.

**Religion and belief**

71% have declared Christianity as their religion, 4% atheist, 1% Sikhism, 1% Hinduism, 1% Islam, and 4% Other. 18% did not wish to disclose their religion or belief.

**Sexual orientation**

83% have declared heterosexual, 1% undefined and 16% did not wish to disclose their sexual orientation.

**Gender reassignment**

No information is available

**Pregnancy and maternity**

We have 3 members of staff currently on maternity leave.

**Marriage and civil partnership**

No information is available

**Conclusion**

The equality data currently recorded by Rotherham CCG will be cross referenced with the up to date information provided by the NHS Staff Survey in March 2016. A data cleansing exercise will be undertaken during 2016/17. The staff survey outcomes/action plan will be reviewed against the equality action plan to check if any further work is required.