

APPENDIX 1

EQUALITY INFORMATION REPORT, JANUARY 2016

Diversity Profile: Workforce and Governing Body Members

For further information please email: equality@nelcsu.nhs.uk or phone our Equality and Diversity Team on 020 3688 1121

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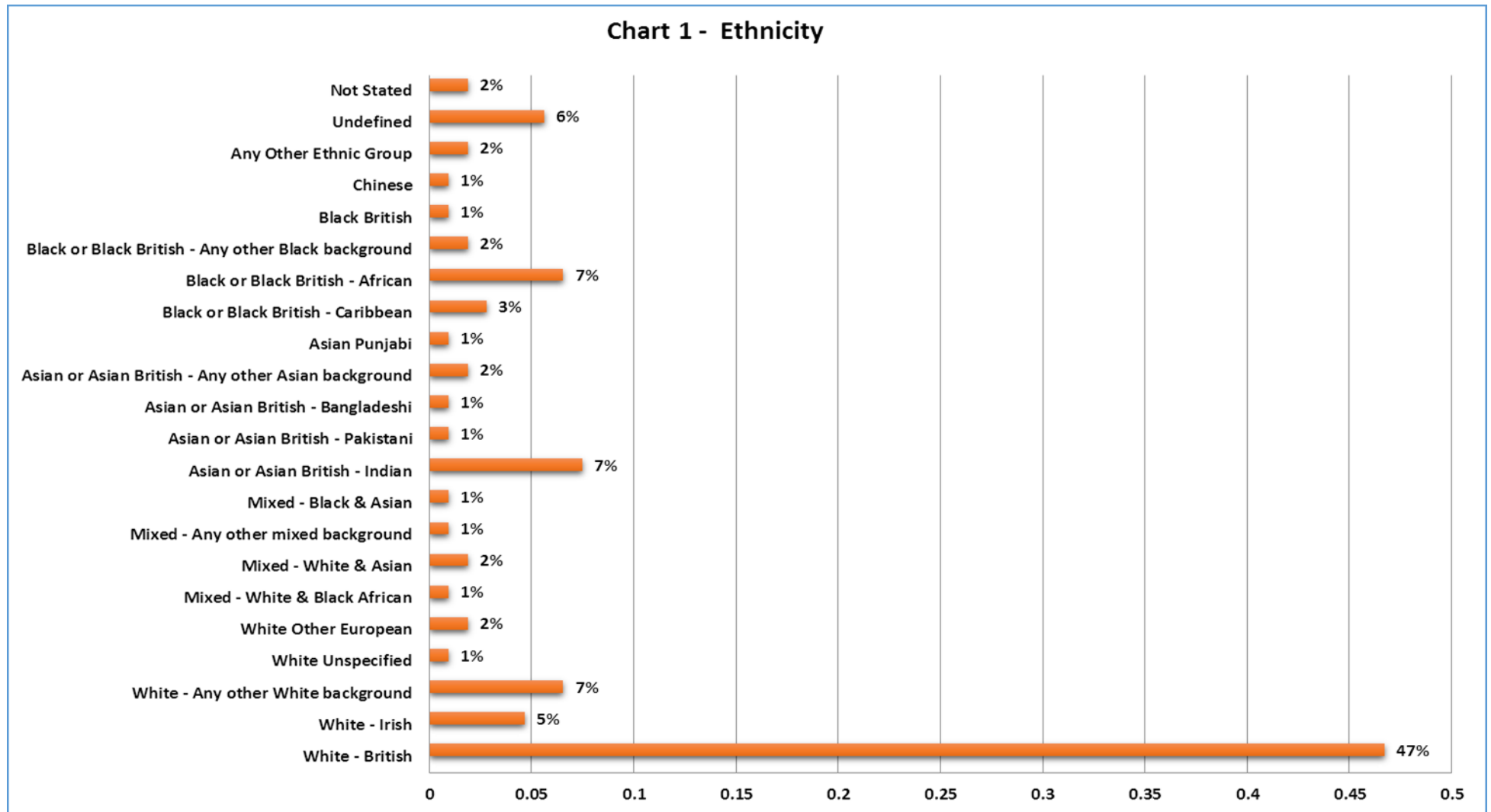
1. Diversity Profile: Workforce as of October 2015

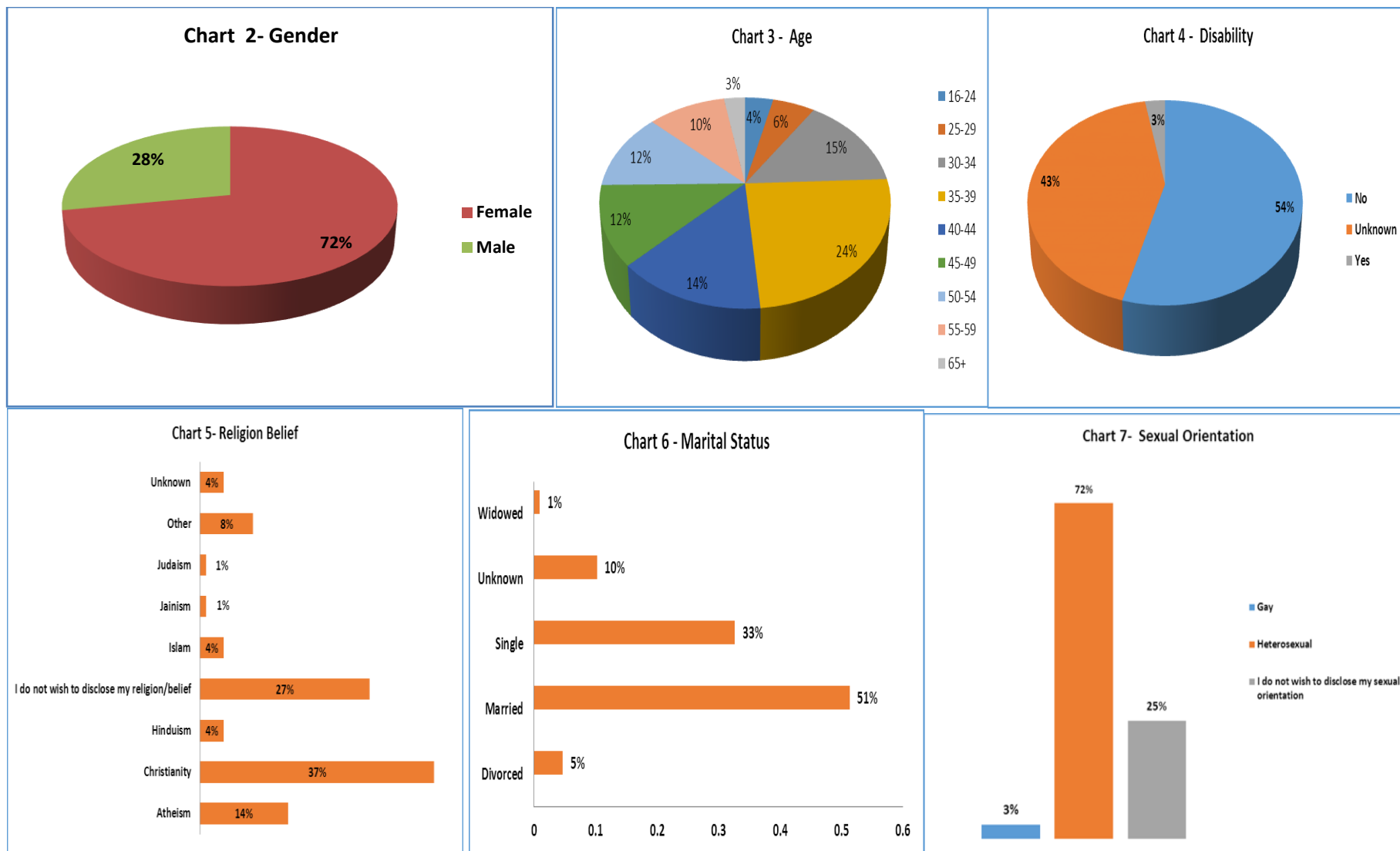
Under the Equality Act 2010 it is essential that the CCG collects and reports on its current relevant workforce information. We therefore update our workforce information on a regular basis to ensure that current policies, practices and support mechanisms remain relevant to the needs and requirements of the workforce. It is recognised that Camden CCG is a small organisation employing 107 staff and the duty to report allows for some modification of the information provided against the Protected Characteristics to ensure an individual staff member cannot be identified. We have exercised caution in providing this information.

The charts below are based on the current workforce of the CCG as of October 2015.

Overall	NHS Camden CCG employs 107 permanent staff from diverse backgrounds. This has increased from 90 in 2014.
Race	White - British remained the largest cohort representing 47% (50)- an increase of 3% since last year. Indian has increased from 3% to 7% and 8% staff have either did not define their ethnicity or not stated.
Gender	Camden CCG staff are predominantly females at 72% (77). This has increased by 4% since last year. Males have decreased by 4% compare to last year figures of 32%.
Disability	43% (46) of staff chose not to declare their disability this has decreased by 9% from last year which reflected 52%. That said, 3% have stated that they have a disability.
Age	There has been a slight decrease in the age bands between 30 -40 since 2014 (from 45% to 39%).
Religion/belief	Christianity remains the largest religion of 37% where those who chose not to disclose decreased by 9% on the last year's figures of 28%.
Sexual Orientation	72% of the workforces are heterosexual. 3% identifies themselves as gay.
Marriage and Civil Partnership	Married people represent 51% followed by Single people (33%). 10% chose not to disclose their marital status.

Camden CCG Workforce – October 2015





2. Diversity Profile: Recruitment from October 2014- September 2015

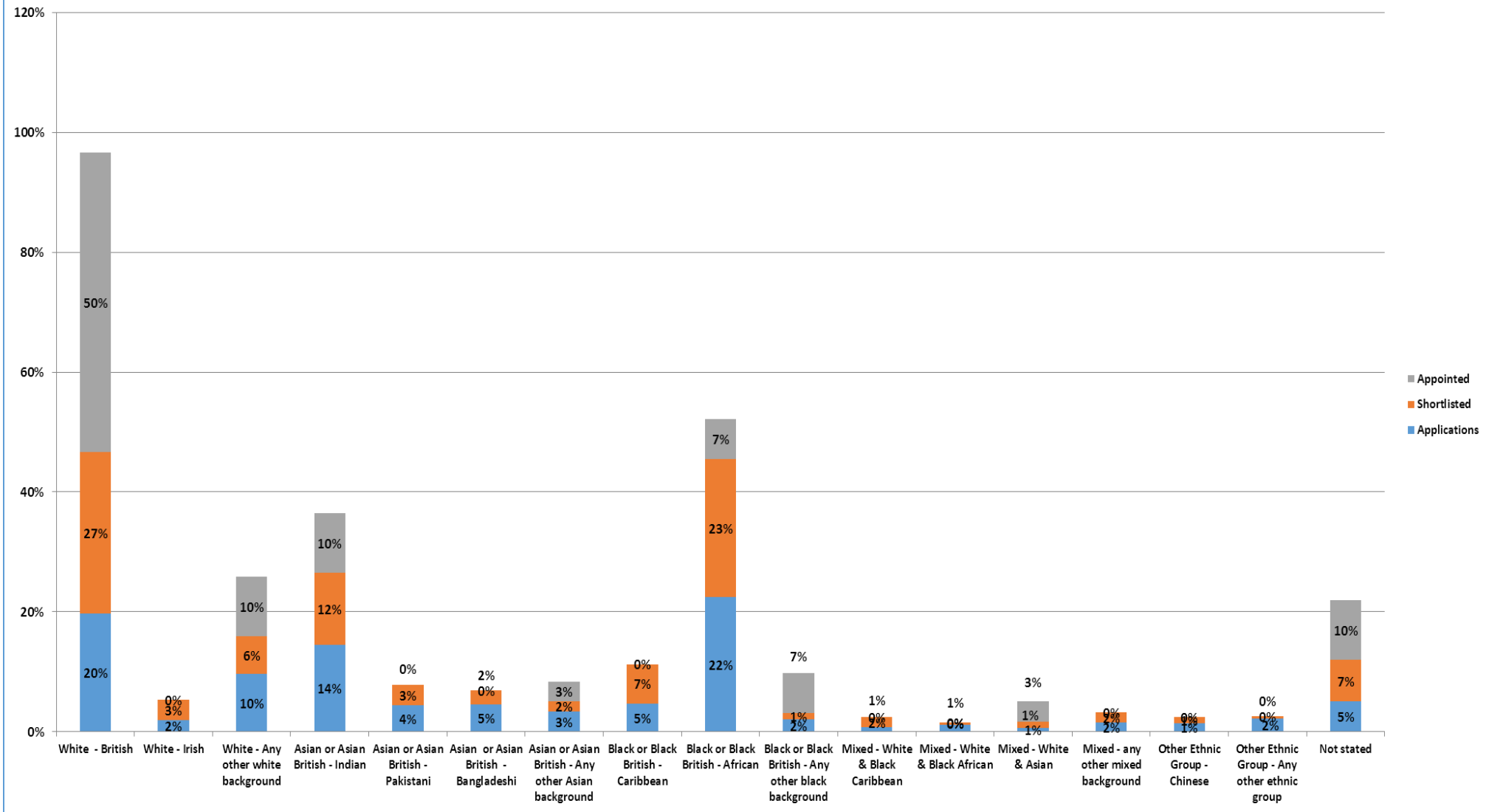
The CCG follows the NHS Recruitment and Selection Policy and the terms and conditions set out in Agenda for Change. We monitor diversity data of all applicants who apply for jobs, and those who are shortlisted and appointed. However, we do not monitor equality information of temporary or agency staff. The following data therefore is not necessarily indicative of any trend in the recruitment but merely reflects the data of protected groups from October 2014-September 2015. We ensure:

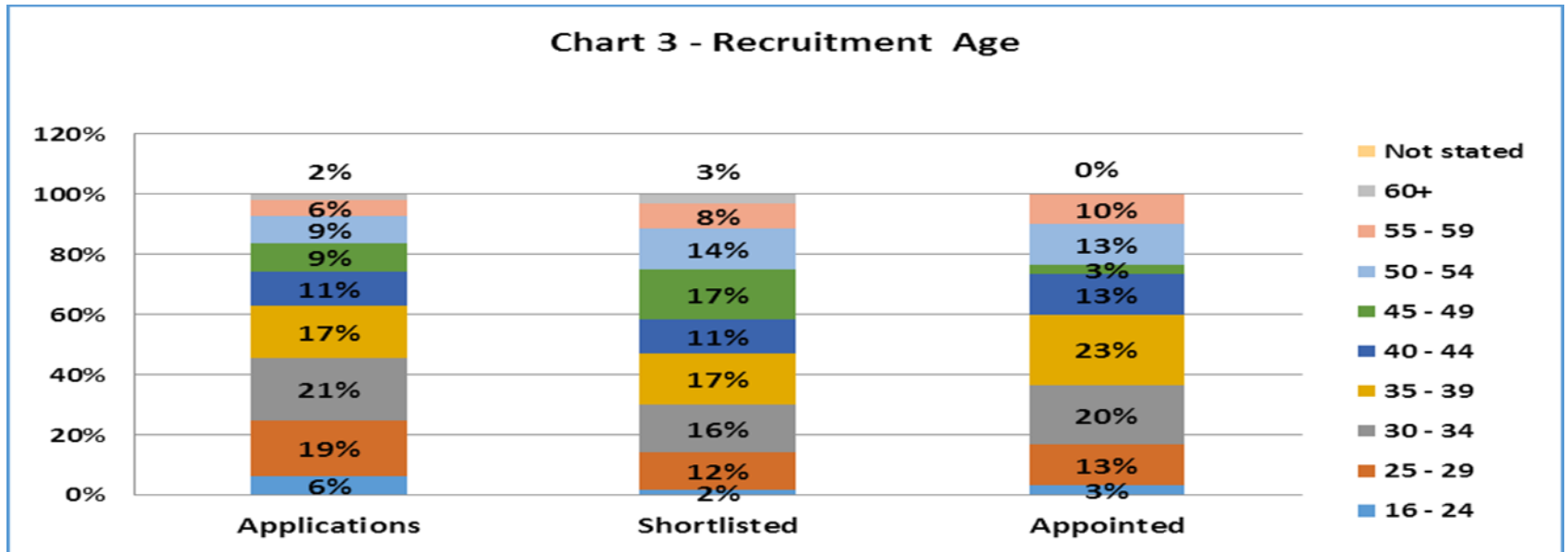
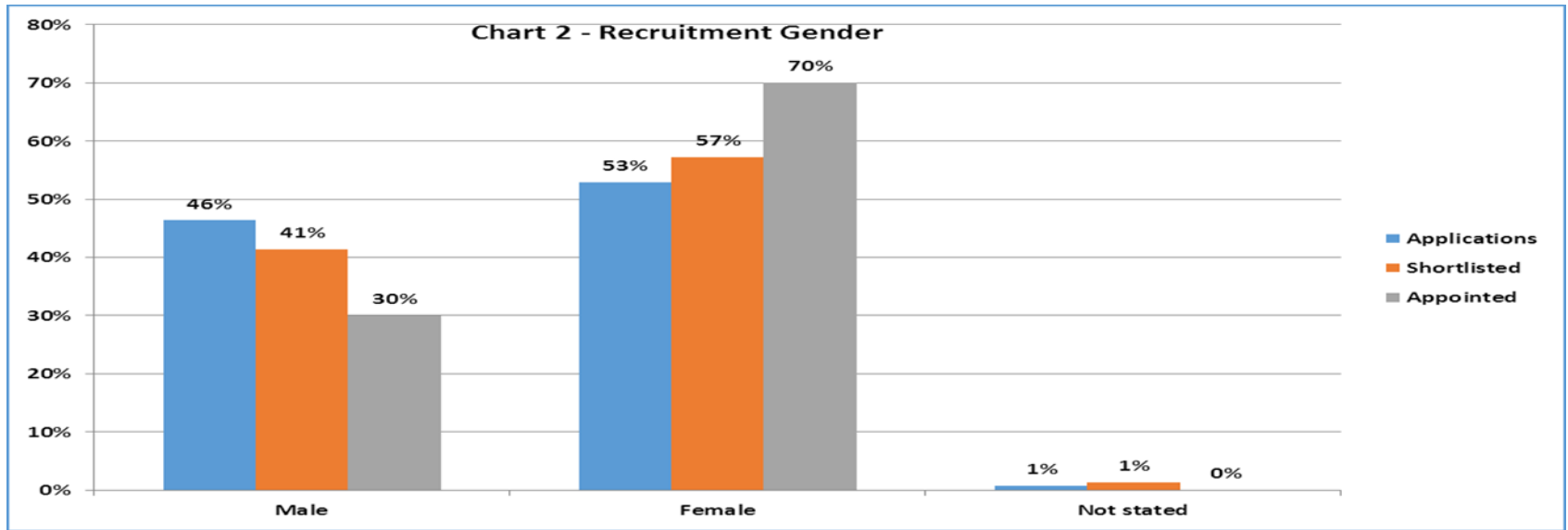
- We monitor the diversity data of all applicants
- Our panels are required to be trained so they are aware of our equality commitments
- We follow the best practice e.g. Two Ticks symbol (positive about disabled people).

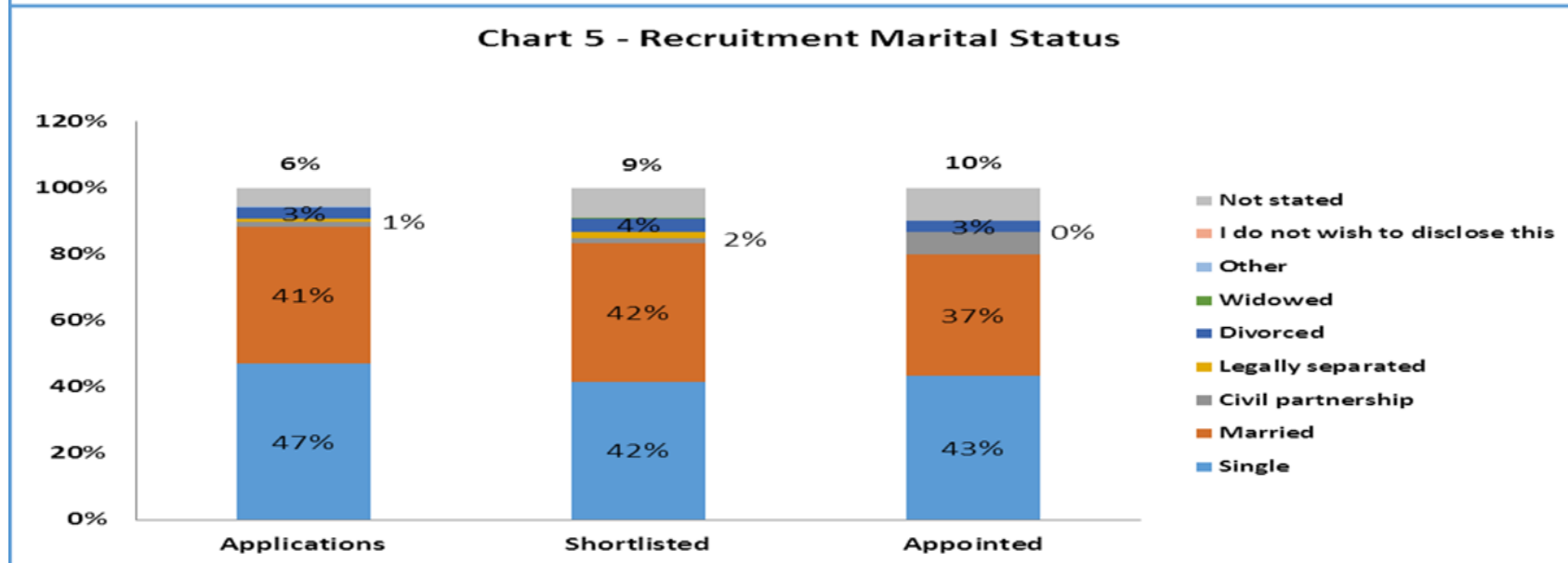
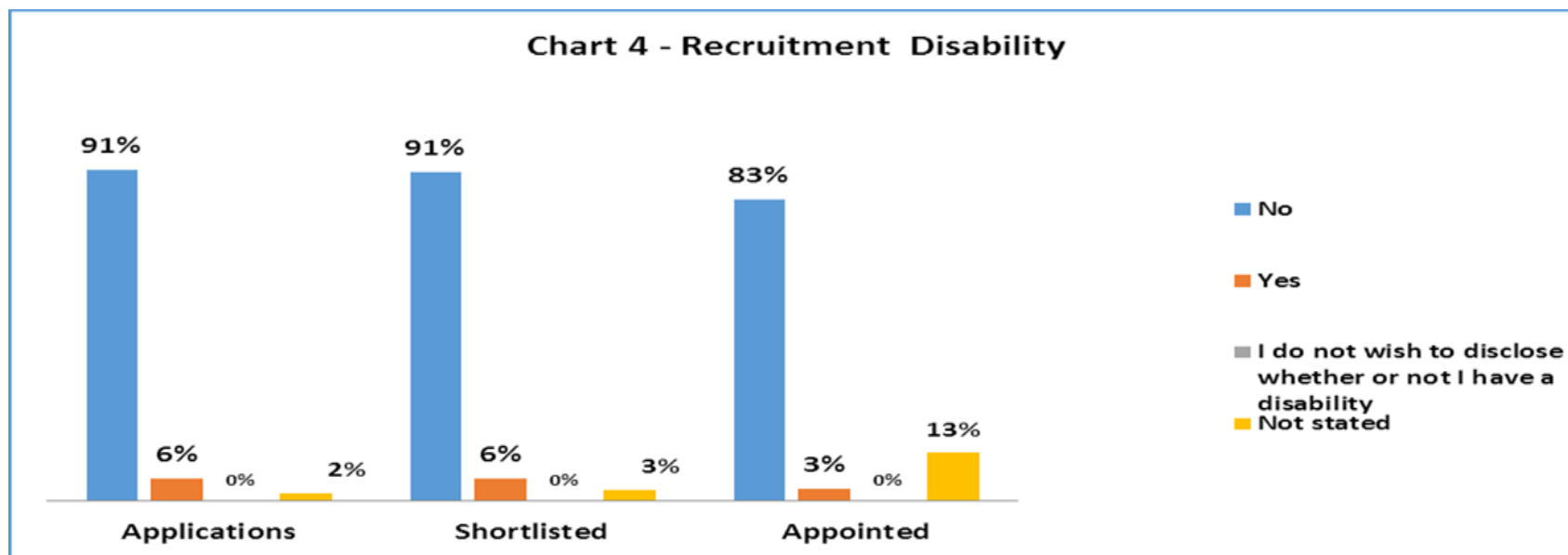
Key highlights

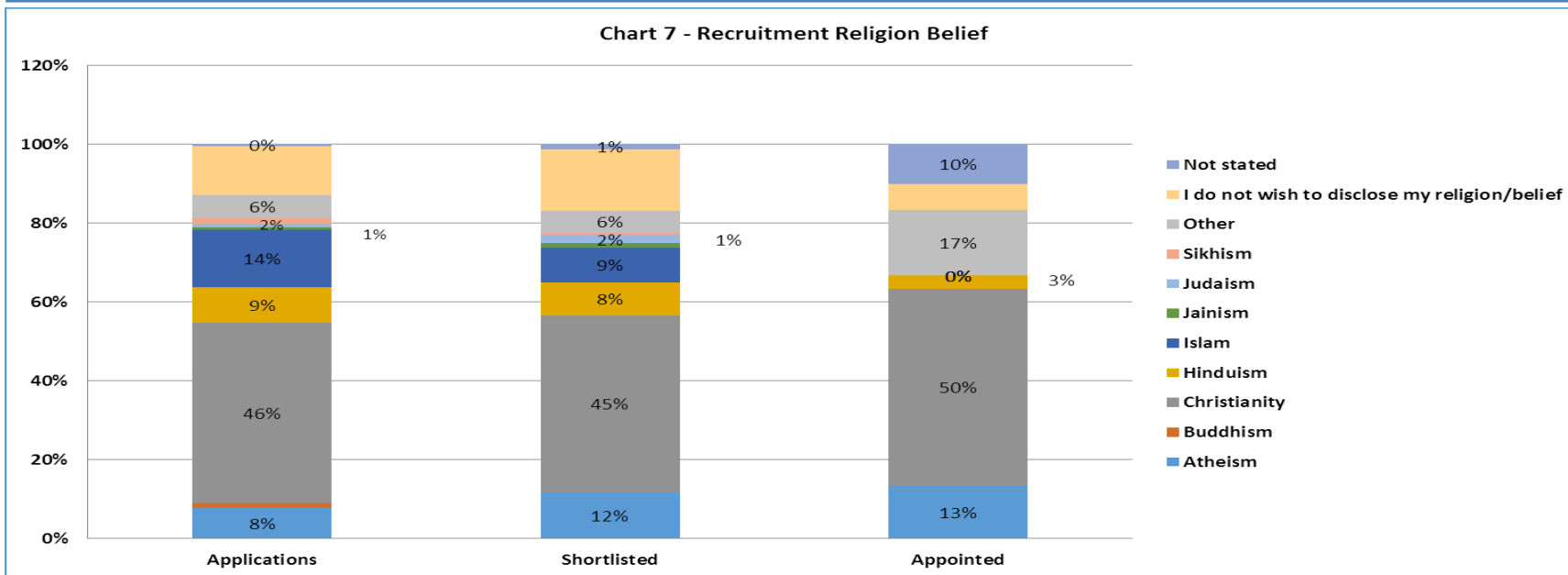
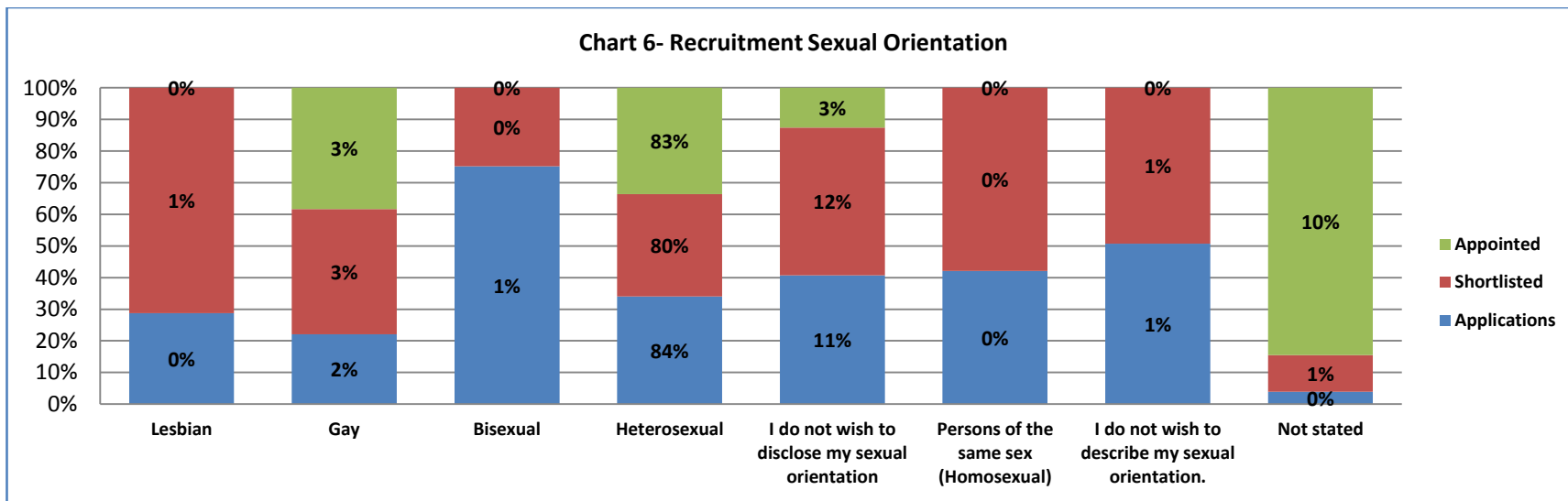
Overall	The CCG recruited 30 staff in 2014/15
Race	Black British -African reflecting 22% (538) was the highest cohort in applications out of which 23% (67) were shortlisted and 7% (2) appointed. White-British were the second highest applicants representing 20% (473), where 50% were appointed. The percentage of Black-Caribbean and any Other Black background has decreased slightly in shortlisted and appointments in 2014/15. In comparison to 2013/14 figures on recruitment there has been a significant increase in the applicants from Asian-Indian/ Bangladeshi, Pakistani and any other Asian background.
Gender	In 2014 overall, female applicants represented more than double the number of male applicants; and they represent 7 times more in appointments. However, in 2014/15 female applicants increased to 53% (1268). The data suggests that both genders are given equal opportunity at interview stage. The gender split for 2015 shows a slight increase in the recruitment of male applicants in comparison to 2013/14.
Disability	In 2014/15 6% (151) applicants have a disability out of this figure 6% (18) was shortlisted and 3% (1) was appointed.
Age	Applicants between the ages of 16-59 made applications. Most notable are the age band 60+ who did not reach the appointment stage.
Sexual Orientation	Hetersexuals were the highest percentage for applications 84%, shortlisting 80% and appointment to post 84%.

Chart 1- Recruitment Ethnicity



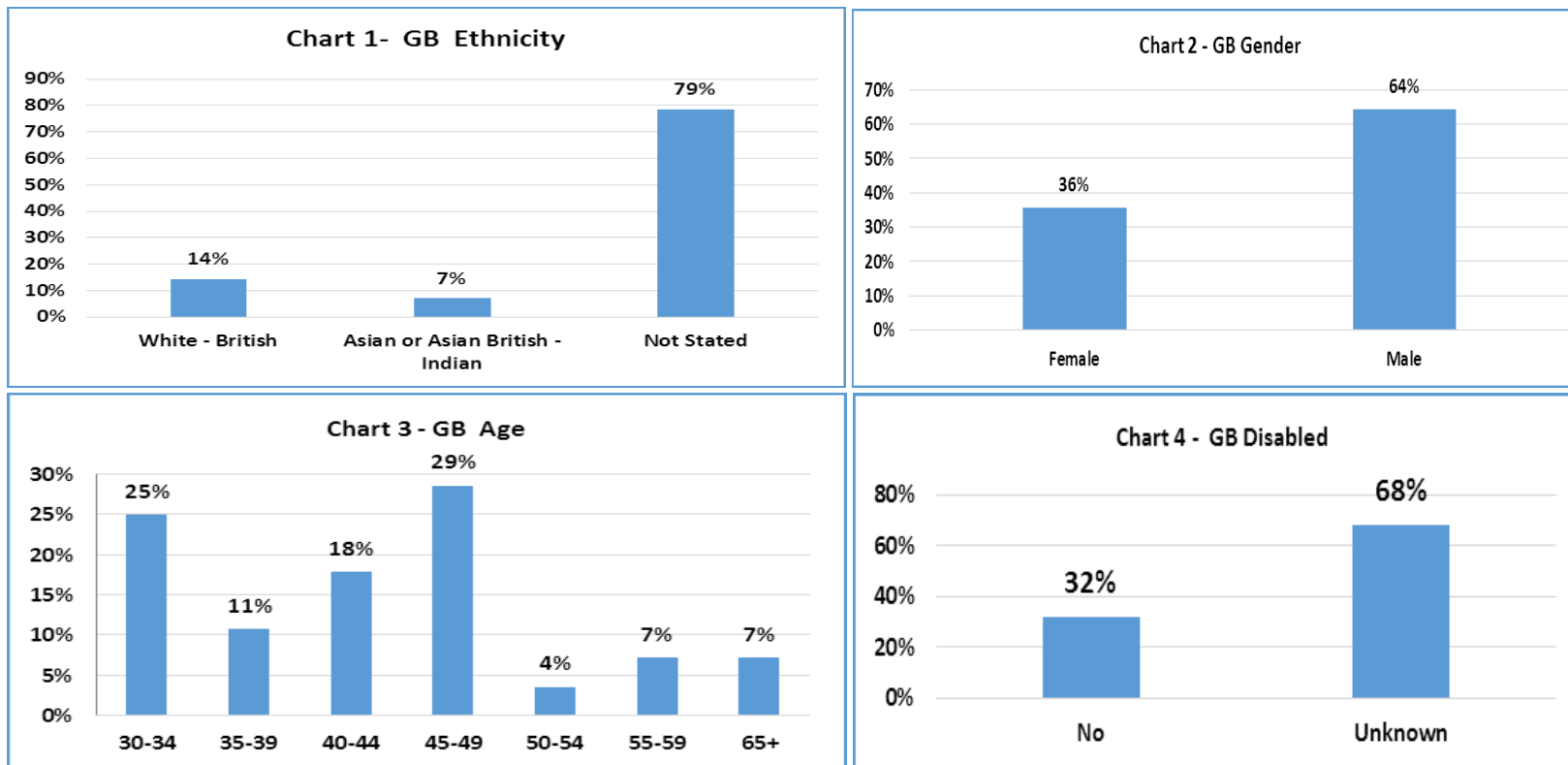


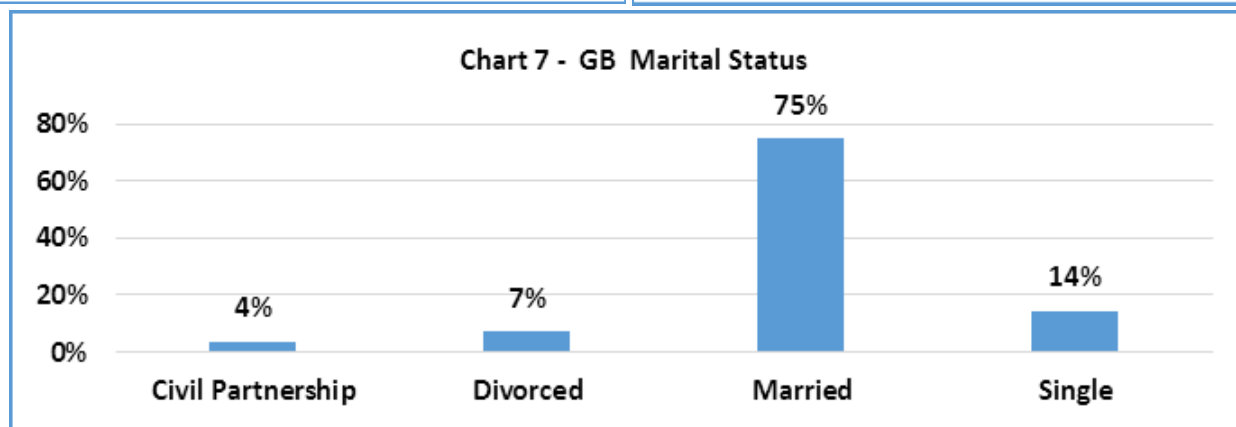
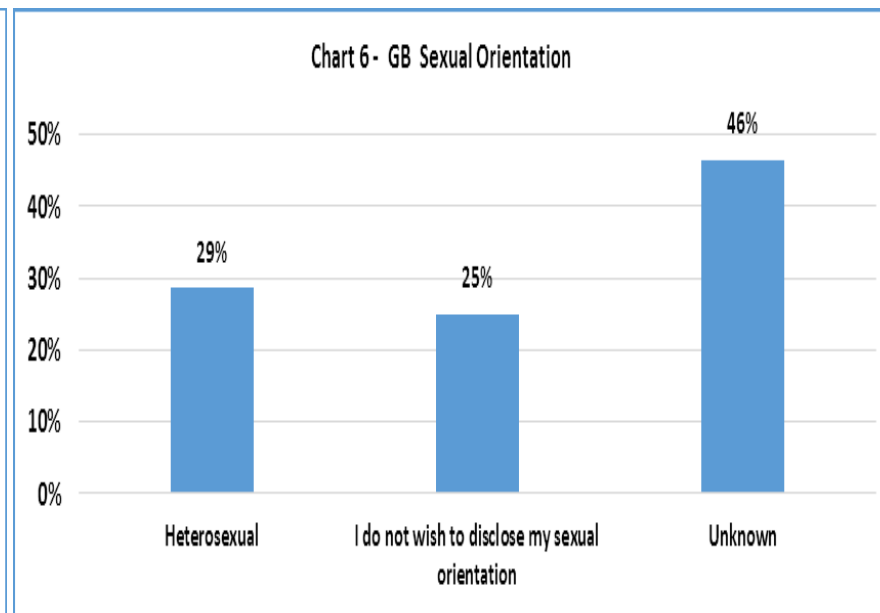
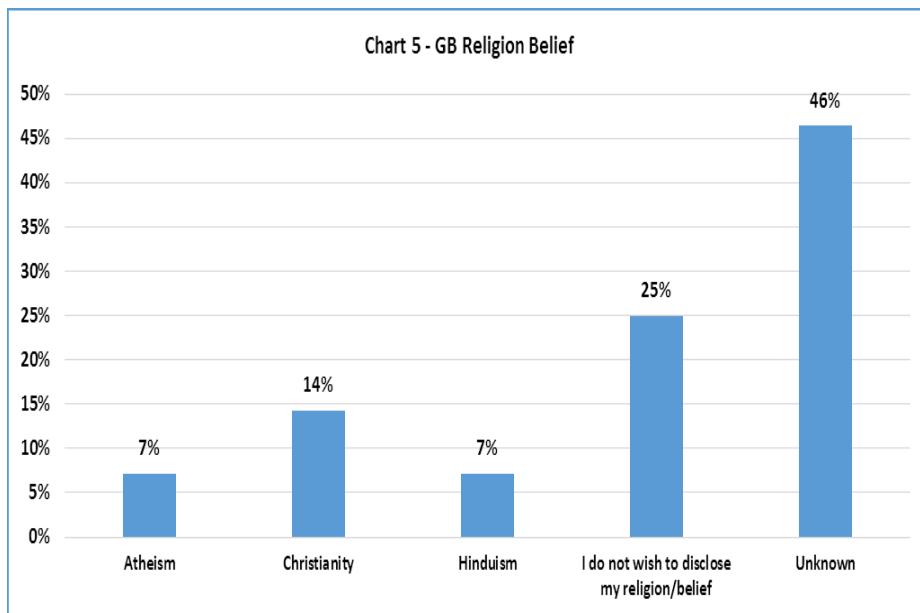




3. Diversity Profile: Governing Body Members as of October 2015

Our **28** Governing Body Members reflect our local community we serve. Besides GPs and other healthcare professionals, the CCG Governing Body also has Lay Members, Executive Directors and Public Health as well as Healthwatch, to provide additional knowledge and expertise to support the work of the CCG.





4 Diversity Profile: Starters and Leavers from October 2014-September 2015

Overall	36 Starters and 17 Leavers in 2014/15
Race	White –British remains the highest group of leavers reflecting 35% in 2015. This has decreased by 12.4% on last year's figure of 47.4%. Of the total staff that left the CCG in 2014/15 60% were BME and 40% were White. 14% of the total Starters were Any Other White.
Gender	There were starters and leavers across all age bands in 2014/15. Based on the 17 leavers more female (71%) left the CCG than male- an increase of 2.6% on last year figure 68.4%. Males have decreased from 31.6% in 2014 to 29%.
Disability	3% of starters were disabled in 2015
Age	
Sexual Orientation	3 % of starters in 2014/15 were gay. There was no Gay in Leavers in 2014/15 which is a decrease from 2014 figures of 5.3% of the total leavers.
Religion/belief	47% of leavers were Christian, slightly mirror the starters reflecting 44%. That said, Christians in Leavers increased in 2014/15 by 25.9% on last year's figures of 21.1%. Similarly Muslim Leavers doubled from 5.3% in 2013/14 to 12% in 2014/15. 19% Starters and 18% Leavers did not state their Religion/Belief.
Marriage and Civil Partnership	3% of starters were from the category civil partnership.

Explanation on the different figures in recruitment and starters:

1. The starters figures may be different to the recruitment figures due to the fact that some starters started in or after October 2014 though they were recruited in before September 2014. This is because of the time it takes to complete the appointment process.
2. Secondly, it's possible that some applicant did not disclose their equality information (e.g religion/belief) during recruitment, but they updated it when they started the job .

Chart 1 - Leavers & Starters Ethnicity

