

EQUALITY REPORT

Equality and Diversity Report for NHS Castle Point and Rochford CCG

October 2014

Introduction

The report analyses the workforce at NHS Castle Point and Rochford CCG against the six protected characteristics of equality act. CCG has no legal duty to publish their workforce data as total number of staff are less than 150 however it has chosen to review the workforce profile annually as part of good practice. The report generated by NEL CSU on behalf of CCG will help monitor workforce diversity and to set specific goals and objectives for the future. NEL CSU is working closely with CCG to improve the quality of their workforce data. The information given below is based on the current workforce of the CCG as of 31st October 2014.

Overview

78% of total workforce are White British. BME represents 11% of total staff. Approximately 81% of staff are female. 26% of staff has declared of not having a disability. There are some large proportion of undefined groups within disability, religious belief and sexual orientation category. This information can be captured either by undertaking a data validation exercise or launch of employee self service which will assist in improving the data quality.

Chart 1 - Ethnicity

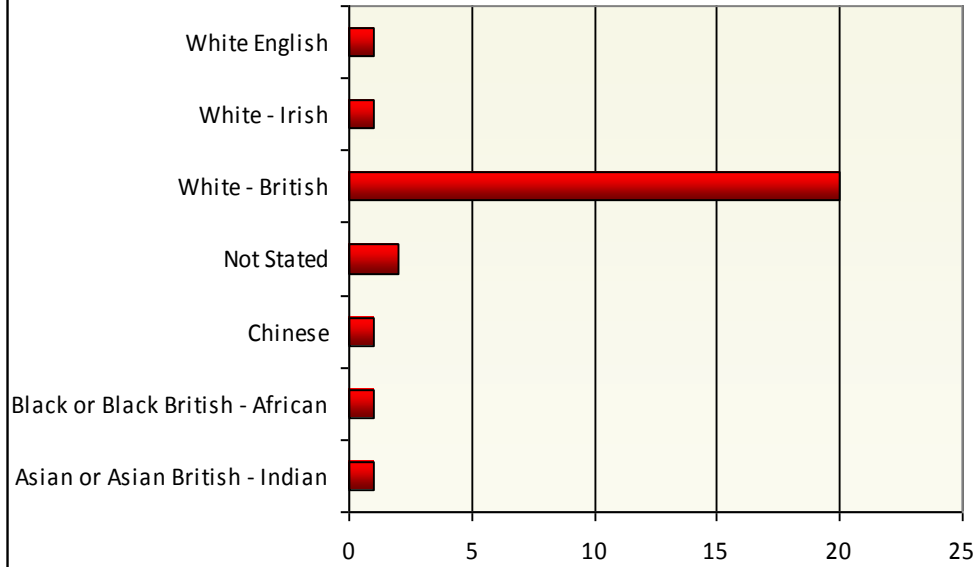


Chart 2 - Gender

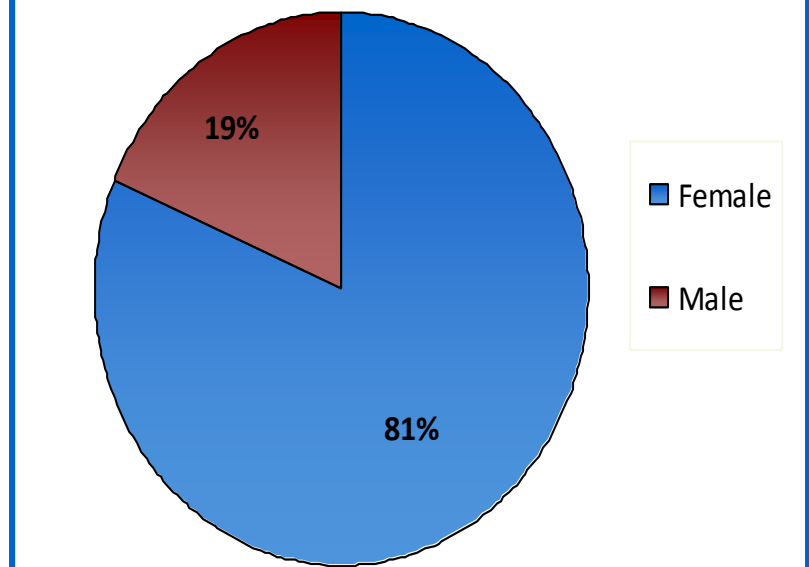


Chart 3 - Age

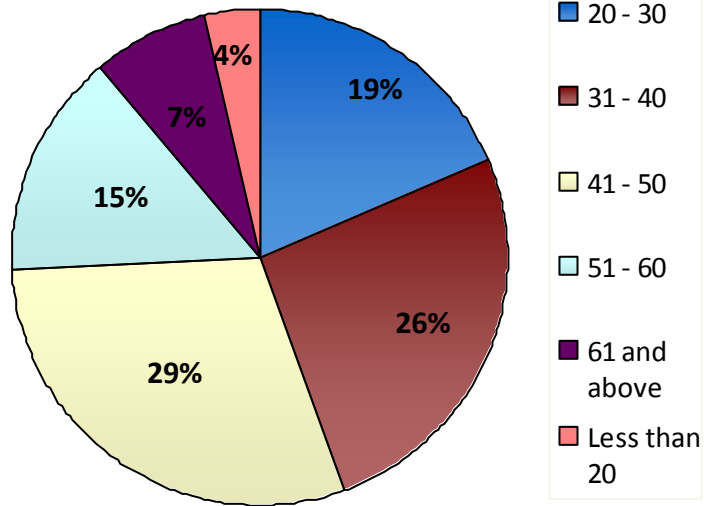
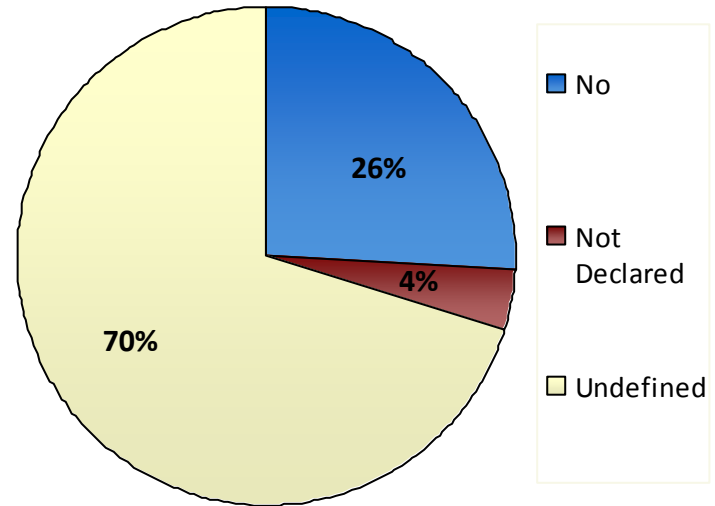
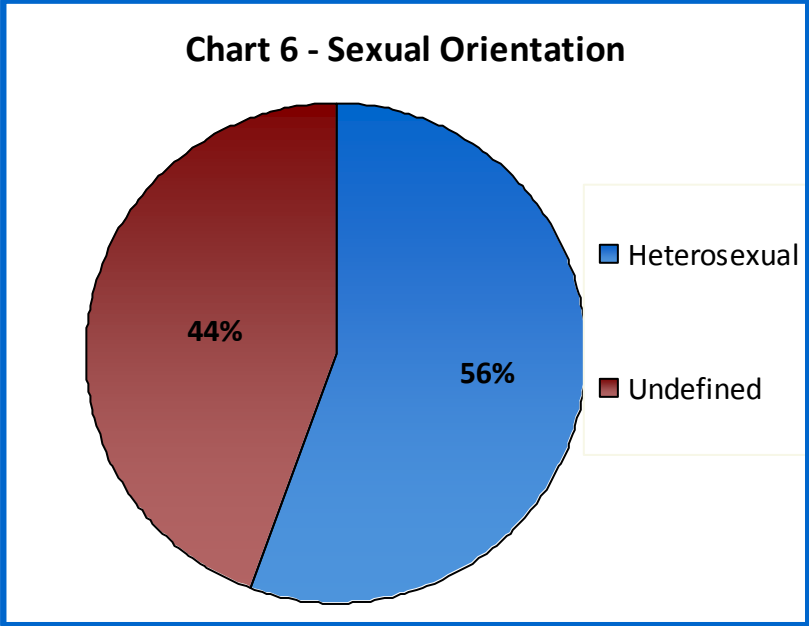
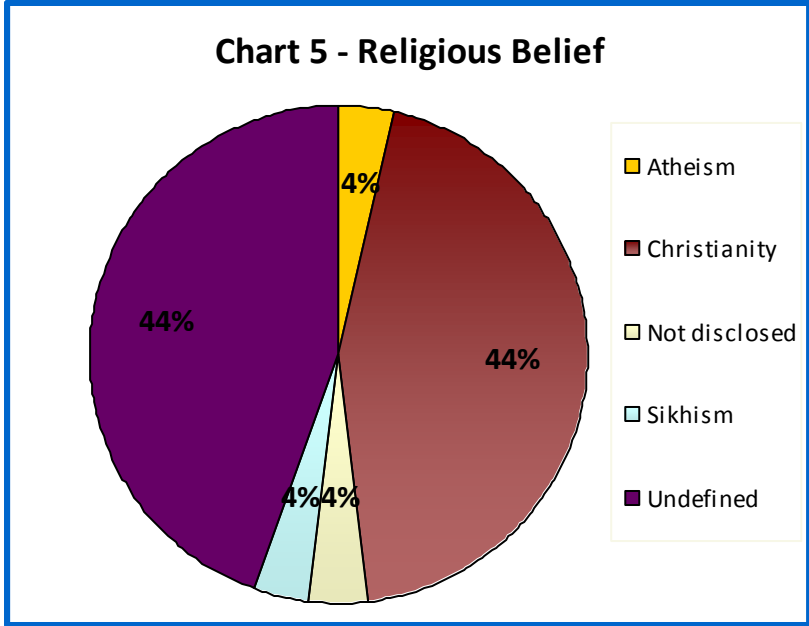


Chart 4 - Disability





Leavers

There have been only 2 leavers within substantive staff category in the period of 1st April 2013 to 31st March 2014 and therefore the equality profile has not been disclosed.

