

NHS Sheffield Clinical Commissioning Group Workforce Summary

Under the Equality Act 2010, it is essential that the CCG collects and reports on current, relevant workforce information. 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 just over 300 staff and the duty to report allows for some modification on the information provided against the Protected Characteristics to ensure an individual employee is unable to be identified.

A summary report is provided below;

Staff Group Type

The organisation employs 322 staff of which the majority of staff (197) are categorised as administrative and clerical.

Hours

37% of workers are employed on a part time basis with the remainder employed full time.

Equality Monitoring

Equality monitoring information is collected at recruitment and recorded on the Electronic Staff Record (ESR) System – the HR database. The information is validated and updated annually and anonymous equality information is also collected annually through the national staff survey.

Ethnicity

87% of workers are White British and 3% have preferred to “not state” from the classified categories their ethnic group.

Age

The breakdown of staff is 10% are under 30 years of age, 25% are within the 31-40 age bracket, 31% are within the 41-50 years age bracket with 34% of staff over 50 years old.

Gender



81% of workers are female and 19% male.

Disability

5% of workers have a declared disability. The CCG works actively to provide adjustments to the workplace and working arrangements to support staff who have a disability and has been accredited with the Two Ticks Symbol.

Religion and Belief

49% have declared Christianity as their religion, 22% Atheism, 8% other religions with 21% whom do not wish to disclose their religion or belief and 0% not stated.

Sexual Orientation

85% have declared heterosexual as their sexual orientation, 2% other, and 13% did not wish to disclose their sexual orientation.

Gender Reassignment

No information is available

Pregnancy and Maternity

We have 7 employees currently on maternity leave.

Marriage and Civil Partnership

64% of employees are married and 23% are single.

Conclusion

The equality data currently recorded by NHS Sheffield Clinical Commissioning Group will be cross referenced with the up to date information provided by the national NHS Staff Survey in April 2018 and a further data cleansing exercise may be undertaken during 2018/19. The staff survey action plan will be reviewed against the equality action plan to ascertain any further recommendations.

