

## Clinical Commissioning Group

### Employment Monitoring Data 2016/17

The Public Sector Duty under the Equality Act 2010 requires organisations to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

The annual workforce data in relation to Race, Disability, Gender and Age is published in order to comply with the requirements contained within the specific duties of the general public sector equality duty, and in order to consider future equalities priorities for the organisation. Where available, data relating to other protected characteristic groups is also provided. Improving the coverage of the organisation's workforce equality data is an area of focus for the organisation.

Best practice recommends that we monitor employees, promotion and training as well as applicants for jobs. In addition, organisations with more than 150 employees are recommended to monitor information including:

- Grievances
- Dismissals
- Ending employment with the authority
- Return-to-work rates after maternity leave
- Length of service
- Pay gap information

Although NHS Tameside and Glossop employ less than 150 employees where the information is available this has been reported.

The following tables outline this information for the time period 1 April 2016 to 31 March 2017. Producing this information also allows us to monitor trends over time.

**NB – The data used to produce these tables relates to all staff employed directly by the Clinical Commissioning Group. The data excludes any individuals engaged on a sessional rate basis e.g. the Governing Body.**

## 1. WORKFORCE

### 1a. Workforce by ethnic origin as at 31 March 2017

Directorate	White	BME	Unknown / Not disclosed
Commissioning	31.46%	3.37%	0.00%
Corporate	16.85%	1.12%	1.12%
Finance	14.61%	1.12%	0.00%
Nursing and Quality	30.34%	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>93.26%</b>	<b>5.62%</b>	<b>1.12%</b>

### 1b. Workforce by gender as at 31 March 2017

Directorate	Female	Male
Commissioning	28.09%	6.74%
Corporate	13.48%	5.62%
Finance	10.11%	5.62%
Nursing and Quality	29.21%	1.12%
<b>NHS Tameside and Glossop CCG</b>	<b>80.90%</b>	<b>19.10%</b>

### 1c. Workforce by age as at 31 March 2017

Directorate	Under 20	20 - 30	30 - 40	40 - 50	50 - 60	60 - 65	65 and over
Commissioning	0.00%	2.25%	7.87%	11.24%	11.24%	2.25%	0.00%
Corporate	0.00%	1.12%	5.62%	7.87%	4.49%	0.00%	0.00%
Finance	0.00%	0.00%	4.49%	7.87%	3.37%	0.00%	0.00%
Nursing and Quality	0.00%	0.00%	3.37%	13.48%	11.24%	2.25%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>0.00%</b>	<b>3.37%</b>	<b>21.35%</b>	<b>40.45%</b>	<b>30.34%</b>	<b>4.49%</b>	<b>0.00%</b>

### 1d. Workforce by disability as at 31 March 2017

Directorate	Disabled	Not disabled	Unknown/ Not disclosed
Commissioning	2.25%	28.09%	4.49%
Corporate	1.12%	16.85%	1.12%
Finance	1.12%	14.61%	0.00%
Nursing and Quality	1.12%	26.97%	2.25%
<b>NHS Tameside and Glossop CCG</b>	<b>5.62%</b>	<b>86.52%</b>	<b>7.87%</b>

1e. Workforce by marital status as at 31 March 2017

Directorate	Civil Partnership	Divorced	Legally Separated	Married	Single	Unknown / not disclosed	Widowed
Commissioning	1.12%	4.49%	0.00%	19.10%	8.99%	1.12%	0.00%
Corporate	0.00%	1.12%	0.00%	13.48%	3.37%	1.12%	0.00%
Finance	0.00%	0.00%	0.00%	11.24%	4.49%	0.00%	0.00%
Nursing and Quality	2.25%	4.49%	1.12%	16.85%	4.49%	0.00%	1.12%
<b>NHS Tameside and Glossop CCG</b>	<b>3.37%</b>	<b>10.11%</b>	<b>1.12%</b>	<b>60.67%</b>	<b>21.35%</b>	<b>2.25%</b>	<b>1.12%</b>

1f. Workforce by Sexual Orientation as at 31 March 2017

Directorate	Bisexual	Gay	Heterosexual	Unknown / Not disclosed
Commissioning	1.12%	1.12%	28.09%	4.49%
Corporate	0.00%	1.12%	13.48%	4.49%
Finance	0.00%	0.00%	13.48%	2.25%
Nursing and Quality	0.00%	0.00%	24.72%	5.62%
<b>NHS Tameside and Glossop CCG</b>	<b>1.12%</b>	<b>2.25%</b>	<b>79.78%</b>	<b>16.85%</b>

1g. Workforce by Religious Belief as at 31 March 2017

Directorate	Buddhism	Christian	Islam	Not disclosed / Other / Atheism
Commissioning	0.00%	17.98%	2.25%	14.61%
Corporate	0.00%	13.48%	1.12%	4.49%
Finance	0.00%	12.36%	1.12%	2.25%
Nursing and Quality	1.12%	16.85%	0.00%	12.36%
<b>NHS Tameside and Glossop CCG</b>	<b>1.12%</b>	<b>60.67%</b>	<b>4.49%</b>	<b>33.71%</b>

## 2. RECRUITMENT

### 2a. Recruitment as at 31<sup>st</sup> March 2017 by ethnic origin

Category	White	BME	Undisclosed/Prefer not to state
Applied	79.9%	17.9%	2.2%
Appointed	100.00%	0.00%	0.00%

### 2b. Recruitment as at 31<sup>st</sup> March 2017 by gender

Category	Female	Male	Undisclosed/Prefer not to state
Applied	76.0%	22.9%	1.1%
Appointed	77.78%	22.22%	0.00%

### 2c. Recruitment as at 31<sup>st</sup> March 2017 by age

Category	Under 20	20 - under 30	30 - under 40	40 - under 50	50 - under 60	60 - under 65	65 and over
Applied	0.00%	33.50%	19.00%	21.80%	22.90%	2.80%	0.00%
Appointed	0.00%	0.00%	33.33%	11.11%	44.44%	11.12%	0.00%

### 2d. Recruitment as at 31<sup>st</sup> March 2017 by disability

Category	Yes	No	Undisclosed/Prefer not to state
Applied	8.9%	89.4%	1.7%
Appointed	22.20%	77.80%	0.00%

### 2e. Recruitment as at 31<sup>st</sup> March 2017 by marital status

Category	Civil Partnership	Divorced	Legally Separated	Married	Single	Unknown / not disclosed	Widowed
Applied	3.4%	10.1%	0.6%	35.8%	46.4%	2.8%	1.1%
Appointed	11.1%	22.2%	0.00%	55.6%	11.1%	0.00%	0.00%

### 2f. Recruitment as at 31<sup>st</sup> March 2017 by sexual orientation

Category	Gay	Heterosexual	Bisexual	Undisclosed
Applied	3.4%%	91.60%	0.00%	5.00%
Appointed	0.00%	100.00%	0.00%	0.00%

2g. Recruitment as at 31<sup>st</sup> March 2017 by Religious Belief

<b>Category</b>	<b>Buddhism</b>	<b>Christian</b>	<b>Islam</b>	<b>Not disclosed / Other / Atheism</b>
Applied	1.1%	46.9%	7.8%	44.10%
Appointed	0.00%	77.80%	0.00%	22.2%

### 3. PROMOTION

#### 3a. Promotion during 2016/2017 by ethnic origin

Category	White	BME	Undisclosed/Prefer not to state
% of those promoted	100.00%	0.00%	0.00%

#### 3b. Promotion during 2016/2017 by gender

Category	Female	Male
% of those promoted	75.00%	25.00%

#### 3c. Promotion during 2016/2017 by age

Category	Under 20	20 – under 30	30 – under 40	40 – under 50	50 – under 60	60 – under 65	65 and over
% of those promoted	0.00%	0.00%	25.00%	50.00%	25.00%	0.00%	0.00%

#### 3d. Promotion during 2016/2017 by disability

Category	Disabled	Not disabled
% of those promoted	0.00%	100.00%

#### 3e. Promotion during 2016/2017 by marital status

Category	Civil Partnership	Divorced	Legally Separated	Married	Single	Unknown / not disclosed	Widowed
% of those promoted	0.00%	0.00%	0.00%	75.00%	25.00%	0.00%	0.00%

#### 3f. Promotion during 2016/2017 by Sexual Orientation

Category	Gay	Heterosexual	Lesbian	Bisexual	Undisclosed
% of those promoted	0.00%	75.00%	0.00%	0.00%	25.00%

#### 3g. Promotion during 2016/2017 by Religious Belief

Category	Buddhism	Christian	Islam	Not disclosed / Other / Atheism
% of those promoted	0.00%	75.00%	0.00%	25.00%

#### 4. CORPORATE TRAINING

4a. Mandatory training delivered during 2016/2017 by ethnic origin

Category	White	BME	Unknown
% of those trained	88.15%	10.53%	1.32%

4b. Mandatory training delivered during 2016/2017 by gender

Category	Female	Male
% of those trained	82.89%	17.11%

4c. Mandatory training delivered during 2016/2017 by age

Category	Under 20	20 - Under 30	30 - Under 40	40 - Under 50	50 - Under 60	60 - Under 65	65 and over
% of those trained	0.00%	9.21%	23.24%	35.97%	30.70%	0.88%	0.00%

4d. Mandatory training delivered during 2016/2017 by disability

Category	Disabled	Not Disabled	Unknown/Undisclosed
% of those trained	5.70%	45.18%	49.12%

4e. Mandatory training delivered during 2016/2017 by Sexual Orientation

Category	Gay	Heterosexual	Bisexual	Unknown / Not Disclosed
% of those dismissed	2.64%	85.96%	0.00%	11.40%

4f. Mandatory training delivered during 2016/2017 by Religious Belief

Category	Christian	Buddhism	Islam	Not disclosed / Other / Atheism
% of those trained	62.28%	0.44%	8.33%	28.95%

## **5. DISMISSALS**

**There are no recorded instances of dismissals during the data period 2016/2017 as at 31 March 2017.**

## **6. GRIEVANCES CONCLUDED**

**There were no recorded instances of grievances during the data period 2016/2017 as at 31 March 2017.**

## 7. EMPLOYEES RETURNING TO WORK AFTER MATERNITY LEAVE

7a. Employees returning to work after maternity leave during 2016/2017

<b>Directorate</b>	<b>Applications Received (No.)</b>	<b>Resumed Duties (No.)</b>	<b>Left CCG (No.)</b>	<b>Still on leave at time of report (No.)</b>
Transformation	0	0	0	0
Nursing and Quality	0	0	0	0
Finance	0	0	0	0
Corporate	*	*	*	*
<b>NHS Tameside and Glossop CCG</b>	*	*	*	*

## 8. EMPLOYEES LEAVING THE CCG

### 8a. Employees leaving the CCG during 2016/2017 by ethnicity

Leaver Reason	BME	White
Deceased	0.00%	0.00%
Dismissed	0.00%	0.00%
Early retirement	0.00%	0.00%
Expiry of fixed term contract	13.33%	20.00%
Flexible Retirement	0.00%	6.67%
Ill-health retirement	0.00%	0.00%
Retirement	0.00%	0.00%
TUPE transfer	0.00%	0.00%
Settlement Agreement	0.00%	0.00%
Voluntary Resignation	6.67%	53.33%
Redundancy	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>20.00%</b>	<b>80.00%</b>

### 8b. Employees leaving the CCG during 2016/2017 by gender

Leaver Reason	Female	Male
Deceased	0.00%	0.00%
Dismissed	0.00%	0.00%
Early retirement	0.00%	0.00%
Expiry of fixed term contract	20.00%	13.33%
Flexible Retirement	6.67%	0.00%
Ill-health retirement	0.00%	0.00%
Retirement	0.00%	0.00%
TUPE transfer	0.00%	0.00%
Settlement Agreement	0.00%	0.00%
Voluntary Resignation	46.67%	13.33%
Redundancy	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>73.33%</b>	<b>26.67%</b>

### 8c. Employees leaving the CCG during 2016/2017 by age

Leaver Reason	Under 20	20 - Under 30	30 - Under 40	40 - Under 50	50 - Under 60	60 - Under 65	65 and over
Deceased	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Dismissed	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Early retirement	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Expiry of fixed term contract	0.00%	13.33%	0.00%	13.33%	6.67%	0.00%	0.00%
Flexible Retirement	0.00%	0.00%	0.00%	0.00%	6.67%	0.00%	0.00%
Ill-health retirement	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Retirement	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

TUPE transfer	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Settlement Agreement	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Voluntary Resignation	0.00%	6.67%	26.67%	20.00%	6.67%	0.00%	0.00%
Redundancy	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>0.00%</b>	<b>20.00%</b>	<b>26.67%</b>	<b>33.33%</b>	<b>20.00%</b>	<b>0.00%</b>	<b>0.00%</b>

8d. Employees leaving the CCG during 2016/2017 by disability

Leaver Reason	Not Disabled	Disabled
Deceased	0.00%	0.00%
Dismissed	0.00%	0.00%
Early retirement	0.00%	0.00%
Expiry of fixed term contract	26.67%	6.67%
Flexible Retirement	0.00%	6.67%
Ill-health retirement	0.00%	0.00%
Retirement	0.00%	0.00%
TUPE transfer	0.00%	0.00%
Settlement Agreement	0.00%	0.00%
Voluntary Resignation	60.00%	0.00%
Redundancy	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>86.67%</b>	<b>13.33%</b>

8e. Employees leaving the CCG during 2016/2017 by marital status

Leaver Reason	Civil Partnership	Divorced	Legally Separated	Married	Single	Unknown / not disclosed	Widowed
Deceased	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Dismissed	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Early retirement	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Expiry of fixed term contract	0.00%	0.00%	0.00%	13.33%	13.33%	6.67%	0.00%
Flexible Retirement	0.00%	0.00%	0.00%	6.67%	0.00%	0.00%	0.00%
Ill-health retirement	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Retirement	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TUPE transfer	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Settlement Agreement	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Voluntary Resignation	0.00%	0.00%	0.00%	40.00%	6.67%	13.33%	0.00%
Redundancy	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>60.00%</b>	<b>20.00%</b>	<b>20.00%</b>	<b>0.00%</b>

8f. Employees leaving the CCG during 2016/2017 by Sexual Orientation

Leaver Reason	Gay	Heterosexual	Bisexual	Undisclosed
Deceased	0.00%	0.00%	0.00%	0.00%
Dismissed	0.00%	0.00%	0.00%	0.00%
Early retirement	0.00%	0.00%	0.00%	0.00%
Expiry of fixed term contract	0.00%	26.67%	0.00%	6.67%
Flexible Retirement	0.00%	6.67%	0.00%	0.00%
Ill-health retirement	0.00%	0.00%	0.00%	0.00%
Retirement	0.00%	0.00%	0.00%	0.00%
TUPE transfer	0.00%	0.00%	0.00%	0.00%
Settlement Agreement	0.00%	0.00%	0.00%	0.00%
Voluntary Resignation	6.67%	46.67%	0.00%	6.67%
Redundancy	0.00%	0.00%	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>6.67%</b>	<b>80.00%</b>	<b>0.00%</b>	<b>13.33%</b>

8g. Employees leaving the CCG during 2016/2017 by Religious Belief

Leaver Reason	Christian	Buddhism	Islam	Not disclosed / Other / Atheism Not Disclosed
Deceased	0.00%	0.00%	0.00%	0.00%
Dismissed	0.00%	0.00%	0.00%	0.00%
Early retirement	0.00%	0.00%	0.00%	0.00%
Expiry of fixed term contract	20.00%	0.00%	0.00%	13.33%
Flexible Retirement	6.67%	0.00%	0.00%	0.00%
Ill-health retirement	0.00%	0.00%	0.00%	0.00%
Retirement	0.00%	0.00%	0.00%	0.00%
TUPE transfer	0.00%	0.00%	0.00%	0.00%
Settlement Agreement	0.00%	0.00%	0.00%	0.00%
Voluntary Resignation	33.33%	0.00%	6.67%	20.00%
Redundancy	0.00%	0.00%	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>60.00%</b>	<b>0.00%</b>	<b>6.67%</b>	<b>33.33%</b>

## 9. LENGTH OF SERVICE

### 9a. Length of service as at 31 March 2017 by ethnic origin by continuous NHS Service

Length of service	BME	White	Unknown / not disclosed
Less than 5 years	3.37%	17.98%	1.12%
5 – 10 years	1.12%	14.61%	0.00%
11 – 20 years	1.12%	32.58%	0.00%
21 – 30 years	0.00%	20.22%	0.00%
31 – 40 years	0.00%	7.87%	0.00%
More than 40 years	0.00%	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>5.62%</b>	<b>93.26%</b>	<b>0.00%</b>

### 9b. Length of service as at 31 March 2017 by gender

Length of service	Female	Male
Less than 5 years	17.98%	4.49%
5 – 10 years	7.87%	7.87%
11 – 20 years	28.09%	5.62%
21 – 30 years	19.10%	1.12%
31 – 40 years	7.87%	0.00%
More than 40 years	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>80.90%</b>	<b>19.10%</b>

### 9c. Length of service as at 31 March 2017 by age

Length of service	Under 20	20 - Under 30	30 - Under 40	40 - Under 50	50 - Under 60	60 - Under 65	65 and over
Less than 5 years	0.00%	3.37%	5.62%	6.74%	6.74%	0.00%	0.00%
5 – 10 years	0.00%	0.00%	4.49%	6.74%	3.37%	1.12%	0.00%
11 – 20 years	0.00%	0.00%	11.24%	13.48%	6.74%	2.25%	0.00%
21 – 30 years	0.00%	0.00%	0.00%	12.36%	6.74%	1.12%	0.00%
31 – 40 years	0.00%	0.00%	0.00%	1.12%	6.74%	0.00%	0.00%
More than 40 years	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>0.00%</b>	<b>3.37%</b>	<b>21.35%</b>	<b>40.45%</b>	<b>30.34%</b>	<b>4.49%</b>	<b>0.00%</b>

### 9d. Length of service as at 31 March 2017 by disability

Length of service	Not Disabled	Disabled	Unknown / not disclosed
Less than 5 years	20.22%	1.12%	1.12%
5 – 10 years	13.48%	2.25%	0.00%
11 – 20 years	28.09%	2.25%	3.37%
21 – 30 years	16.85%	0.00%	3.37%
31 – 40 years	7.87%	0.00%	0.00%
More than 40 years	0.00%	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>86.52%</b>	<b>5.62%</b>	<b>7.87%</b>

9e. Length of service as at 31 March 2017 by marital status

Length of service	Civil Partnership	Divorced	Legally Separated	Married	Single	Unknown / not disclosed	Widowed
Less than 5 years	2.25%	3.37%	0.00%	8.99%	4.49%	2.25%	1.12%
5 – 10 years	0.00%	1.12%	0.00%	8.99%	5.62%	0.00%	0.00%
11 – 20 years	0.00%	2.25%	0.00%	23.60%	7.87%	0.00%	0.00%
21 – 30 years	1.12%	3.37%	0.00%	12.36%	3.37%	0.00%	0.00%
31 – 40 years	0.00%	0.00%	1.12%	6.74%	0.00%	0.00%	0.00%
More than 40 years	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>3.37%</b>	<b>10.11%</b>	<b>1.12%</b>	<b>60.67%</b>	<b>21.35%</b>	<b>2.25%</b>	<b>1.12%</b>

9f. Length of service as at 31 March 2017 by Sexual Orientation

Length of service	Gay	Heterosexual	Bisexual	Undisclosed
Less than 5 years	1.12%	17.98%	1.12%	2.25%
5 – 10 years	0.00%	14.61%	0.00%	1.12%
11 – 20 years	0.00%	21.35%	0.00%	12.36%
21 – 30 years	1.12%	17.98%	0.00%	1.12%
31 – 40 years	0.00%	7.87%	0.00%	0.00%
More than 40 years	0.00%	0.00%	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>2.25%</b>	<b>79.78%</b>	<b>1.12%</b>	<b>16.85%</b>

9g. Length of service as at 31 March 2017 by Religion

Length of service	Christian	Buddhism	Islam	Not disclosed / Other / Atheism Not Disclosed
Less than 5 years	10.11%	0.00%	2.25%	10.11%
5 – 10 years	10.11%	0.00%	1.12%	4.49%
11 – 20 years	16.85%	0.00%	1.12%	15.73%
21 – 30 years	15.73%	1.12%	0.00%	3.37%
31 – 40 years	7.87%	0.00%	0.00%	0.00%
More than 40 years	0.00%	0.00%	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>60.67%</b>	<b>1.12%</b>	<b>4.49%</b>	<b>33.71%</b>

## 10. PAY GAP INFORMATION (FTE)

10a. Pay gap information as at 31 March 2017 by ethnic origin

Salary band (£)	BME	White	Unknown disclosed / Not
0 – 10,000	0.00%	1.10%	0.00%
10,001 – 20,000	0.00%	9.89%	1.10%
20,001 – 30,000	2.20%	16.48%	0.00%
30,001 – 40,000	0.00%	21.98%	0.00%
40,001 – 50,000	2.20%	27.47%	0.00%
Above 50,000	1.10%	16.48%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>5.49%</b>	<b>93.41%</b>	<b>1.10%</b>

10b. Pay gap information as at 31 March 2017 by gender

Salary band (£)	Female	Male
0 – 10,000	1.10%	0.00%
10,001 – 20,000	10.99%	0.00%
20,001 – 30,000	14.29%	4.40%
30,001 – 40,000	19.78%	2.20%
40,001 – 50,000	21.98%	7.69%
Above 50,000	12.09%	5.49%
<b>NHS Tameside and Glossop CCG</b>	<b>80.22%</b>	<b>19.78%</b>

10c. Pay gap information as at 31 March 2017 by age

Salary band (£)	Under 20	20 - Under 30	30 - Under 40	40 - Under 50	50 - Under 60	60 - Under 65	65 and over
0 – 10,000	0.00%	0.00%	0.00%	1.10%	0.00%	0.00%	0.00%
10,001 – 20,000	0.00%	2.20%	2.20%	2.20%	4.40%	0.00%	0.00%
20,001 – 30,000	0.00%	1.10%	2.20%	7.69%	4.40%	3.30%	0.00%
30,001 – 40,000	0.00%	0.00%	5.49%	12.09%	4.40%	0.00%	0.00%
40,001 – 50,000	0.00%	0.00%	8.79%	9.89%	9.89%	1.10%	0.00%
Above 50,000	0.00%	0.00%	2.20%	8.79%	6.59%	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>0.00%</b>	<b>3.30%</b>	<b>20.88%</b>	<b>41.76%</b>	<b>29.67%</b>	<b>4.40%</b>	<b>0.00%</b>

10d. Pay gap information as at 31 March 2017 by disability

Salary band (£)	Not Disabled	Disabled	Unknown / undisclosed
0 – 10,000	1.10%	0.00%	0.00%
10,001 – 20,000	8.79%	1.10%	1.10%
20,001 – 30,000	17.58%	0.00%	1.10%
30,001 – 40,000	18.68%	1.10%	2.20%
40,001 – 50,000	25.27%	2.20%	2.20%
Above 50,000	15.38%	1.10%	1.10%
<b>NHS Tameside and Glossop CCG</b>	<b>86.81%</b>	<b>5.49%</b>	<b>7.69%</b>

10e. Pay gap information as at 31 March 2017 by marital status

Salary band (£)	Civil Partnership	Divorced	Legally Separated	Married	Single	Unknown / not disclosed	Widowed
0 – 10,000	0.00%	0.00%	0.00%	1.10%	0.00%	0.00%	0.00%
10,001 – 20,000	0.00%	1.10%	0.00%	6.59%	1.10%	1.10%	1.10%
20,001 – 30,000	0.00%	0.00%	0.00%	14.29%	4.40%	0.00%	0.00%
30,001 – 40,000	0.00%	2.20%	0.00%	15.38%	3.30%	1.10%	0.00%
40,001 – 50,000	3.30%	3.30%	1.10%	13.19%	8.79%	0.00%	0.00%
Above 50,000	0.00%	3.30%	0.00%	10.99%	3.30%	0.00%	0.00%
<b>NHS Tameside and Glossop CCG</b>	<b>3.30%</b>	<b>9.89%</b>	<b>1.10%</b>	<b>61.54%</b>	<b>20.88%</b>	<b>2.20%</b>	<b>1.10%</b>

10f. Pay gap information as at 31 March 2017 by Sexual Orientation

Salary band (£)	Gay	Heterosexual	Bisexual	Unknown / Undisclosed
0 – 10,000	0.00%	1.10%	0.00%	0.00%
10,001 – 20,000	0.00%	7.69%	0.00%	3.30%
20,001 – 30,000	0.00%	16.48%	0.00%	2.20%
30,001 – 40,000	0.00%	17.58%	1.10%	3.30%
40,001 – 50,000	1.10%	23.08%	0.00%	5.49%
Above 50,000	1.10%	14.29%	0.00%	2.20%
<b>NHS Tameside and Glossop CCG</b>	<b>2.20%</b>	<b>80.22%</b>	<b>1.10%</b>	<b>16.48%</b>

10g. Pay gap information as at 31 March 2017 by Religion

Salary band (£)	Christian	Buddhism	Islam	Not disclosed / Other / Atheism Not Disclosed
0 – 10,000	0.00%	0.00%	0.00%	1.10%
10,001 – 20,000	5.49%	0.00%	0.00%	5.49%
20,001 – 30,000	8.79%	1.10%	2.20%	6.59%
30,001 – 40,000	14.29%	0.00%	0.00%	7.69%
40,001 – 50,000	16.48%	0.00%	1.10%	12.09%
Above 50,000	14.29%	0.00%	1.10%	2.20%
<b>NHS Tameside and Glossop CCG</b>	<b>59.34%</b>	<b>1.10%</b>	<b>4.40%</b>	<b>35.16%</b>

**NHS Tameside & Glossop Clinical Commissioning Group  
WRES Monitoring Data 2016/2017**

The Workforce Race Equality Standard (WRES) was introduced by NHS England in April 2015. This sets out the requirement to demonstrate progress against a number of indicators of workforce equality. Implementation of the WRES is a requirement on both NHS commissioners and NHS provider organisations.

Formally CCGs are not required by the NHS standard contract to fully apply the WRES to themselves as some CCG workforces may be too small for the WRES indicators to either work properly or to comply with the Data Protection Act. However, CCGs should commit to the principles of the WRES and apply as much of it as possible to their own workforce. In doing so CCGs can demonstrate good leadership, identify concerns within their workforces, and set an example for their providers.

NHS Tameside & G CCG has committed to completing as many of the WRES indicators as possible. This ensures we show regard to the principles of WRES and are following good practice. The tables below outline the WRES indicator measures which NHS T & G CCG has available data for. This data is based on the time period 1 April 2016 to 31 March 2017.

**Total Numbers of Staff**

- a. Employed within this organisation at date of report – 89
- b. Proportion of BME staff employed within this organisation as at 31 March 2017 – 5.62%

**Self reporting**

- a. The proportion of total staff who have self-reported their ethnicity – 5.62%

**Workforce Race Equality Indicators**

Percentage of staff in each of the AfC bands 1-9 and VSM (including executive Board Members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff

Overall Staff	White%	BME%	Not Declared%
AFC Band 1	0.00%	0.00%	1.10%
AFC Band 2	0.00%	0.00%	0.00%
AFC Band 3	4.40%	0.00%	0.00%
AFC Band 4	8.79%	0.00%	0.00%
AFC Band 5	5.49%	1.10%	0.00%
AFC Band 6	12.09%	1.10%	0.00%
AFC Band 7	20.88%	0.00%	0.00%
AFC Band 8a	19.78%	2.20%	0.00%
AFC Band 8b	7.69%	1.10%	0.00%
AFC Band 8c	6.59%	0.00%	0.00%
AFC Band 8d	2.20%	0.00%	0.00%
Apprentice	0.00%	0.00%	0.00%
VSM	5.49%	0.00%	0.00%

Non-Clinical Staff	White%	BME%	Not Declared%
AFC Band 1	0.00%	0.00%	1.59%
AFC Band 2	0.00%	0.00%	0.00%
AFC Band 3	0.00%	0.00%	0.00%
AFC Band 4	9.52%	0.00%	0.00%
AFC Band 5	7.94%	1.59%	0.00%
AFC Band 6	15.87%	1.59%	0.00%
AFC Band 7	15.87%	0.00%	0.00%
AFC Band 8a	17.46%	3.17%	0.00%
AFC Band 8b	11.11%	1.59%	0.00%
AFC Band 8c	6.35%	0.00%	0.00%
AFC Band 8d	1.59%	0.00%	0.00%
Apprentice	0.00%	0.00%	0.00%
VSM	4.76%	0.00%	0.00%

Clinical Staff	White%	BME%	Not Declared%
AFC Band 1	0.0%	0.0%	0.0%
AFC Band 2	0.0%	0.0%	0.0%
AFC Band 3	14.29%	0.0%	0.0%
AFC Band 4	7.14%	0.0%	0.0%
AFC Band 5	0.0%	0.0%	0.0%
AFC Band 6	3.57%	0.0%	0.0%
AFC Band 7	32.14%	0.0%	0.0%
AFC Band 8a	25.00%	0.0%	0.0%
AFC Band 8b	0.0%	0.0%	0.0%
AFC Band 8c	7.14%	0.0%	0.0%
AFC Band 8d	3.57%	0.0%	0.0%
Apprentice	0.0%	0.0%	0.0%
VSM	7.14%	0.0%	0.0%

- **Relative likelihood of staff being appointed from shortlisting across all posts**

Category	White	BME	Undisclosed/Prefer not to state
Applied	79.9%	17.9%	2.2%
Appointed	100.00%	0.00%	0.00%

- **Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. this indicator will be based on data from a two year rolling average of the current year and the previous year**

No disciplinary process enacted during 2016/2017.

- **Relative likelihood of staff accessing non-mandatory training and CPD**

Only mandatory training is recorded, data is not currently collated for non-mandatory training and CPD.