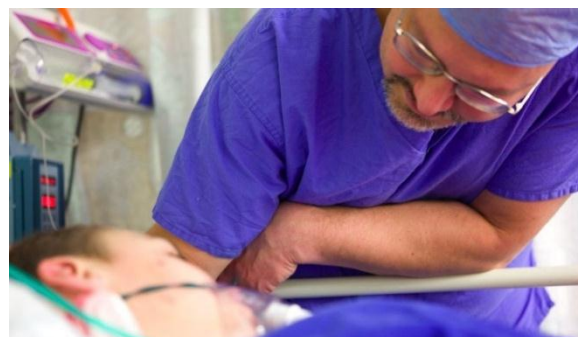


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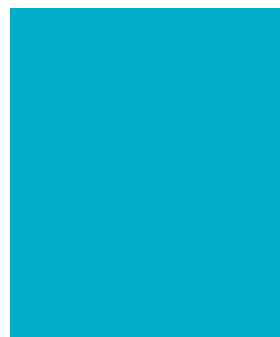
# Clinical Commissioning Group Workforce Equality and Diversity Profile

- Including Governing Body members and GP leads

NHS England



November 2013



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- Purpose:** This document summarises the analysis of Clinical Commissioning Groups (CCGs) Equality & Diversity data for all employees, Governing Body Members and GP Leads where possible. This data was collected by NHS England in July 2013.
- Audience:** NHS England Management, CCGs and Professional Bodies
- Notes:** Please refer to the notes and coverage information at the end of this presentation- these provide indication as to the robustness of the analysis that follows.
- Sensitivity:** All values of five or less are not shown in any analysis or chart.

# 2 - Data Coverage

## Overall Coverage

We received a total response rate from the CCGs of **88%** (186/211 CCGs):

Total Surveys recieved:	Number of Returns	Percentage:
South	43	86%
North	58	85%
Midlands and East	61	100%
London	24	75%
<b>Total</b>	<b>186</b>	<b>88%</b>

**25 CCGs** did not respond to the survey.

**7 CCGs** were omitted from analysis due to incorrect completion of the collection.

# 2 - Data Coverage

## Characteristic Coverage

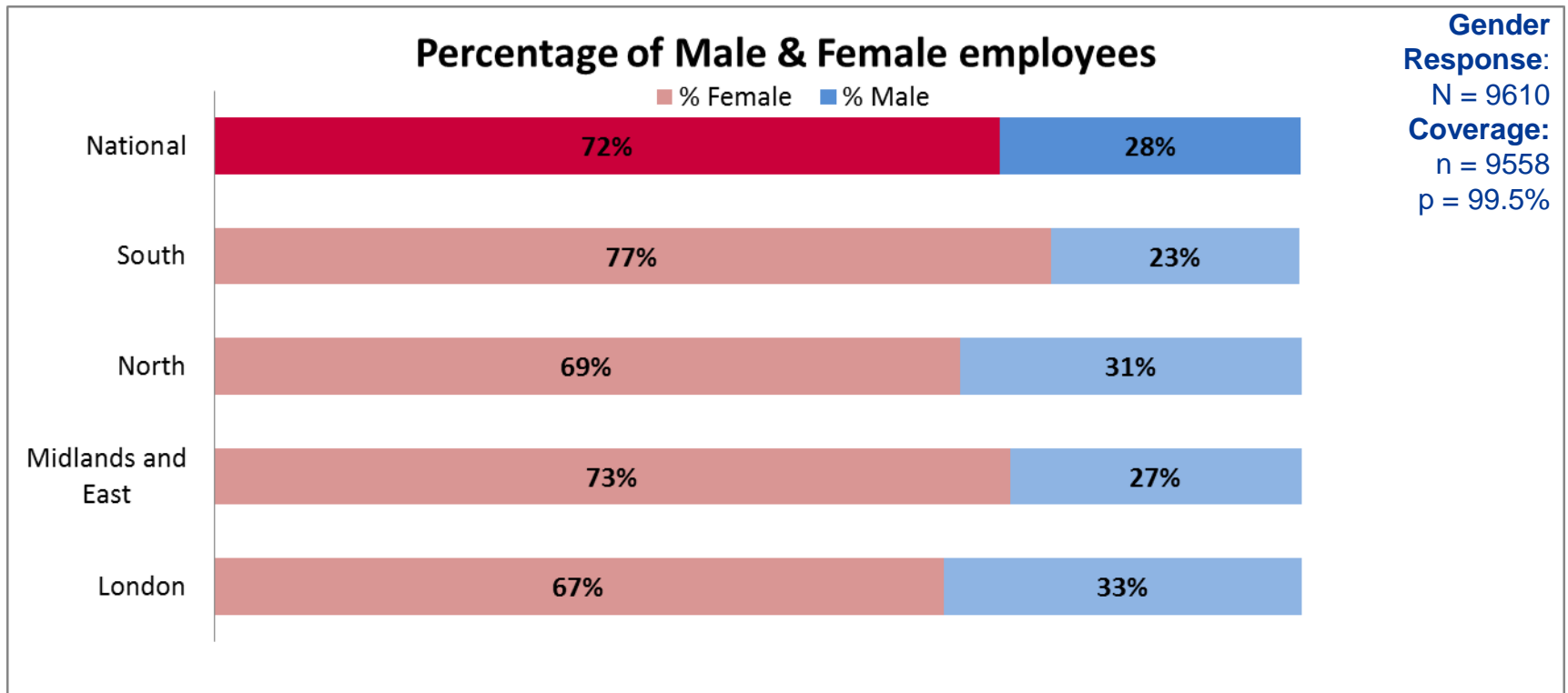
- Below is a table to display the coverage of Ethnicity, Disability and Religion or Belief.
- The **disclosed and undisclosed responses (%)** is the percentage of responses disclosed and undisclosed of all responses.
- The **disclosed responses (%)** is the percentage of responses disclosed of all responses.
- For **Disability** and **Religion or Belief** the coverage is low and should be used with caution.
- **Gender** and **Age** have not been included on this slide because their coverage is very good.

	Ethnicity		Disability		Religion or Belief	
	Disclosed Responses (%)	Disclosed and Undisclosed Responses (%)	Disclosed Responses (%)	Disclosed and Undisclosed Responses (%)	Disclosed Responses (%)	Disclosed and Undisclosed Responses (%)
National	79.7%	89.0%	40.8%	63.0%	36.4%	65.5%

# 3 – Gender

## All CCG Employees

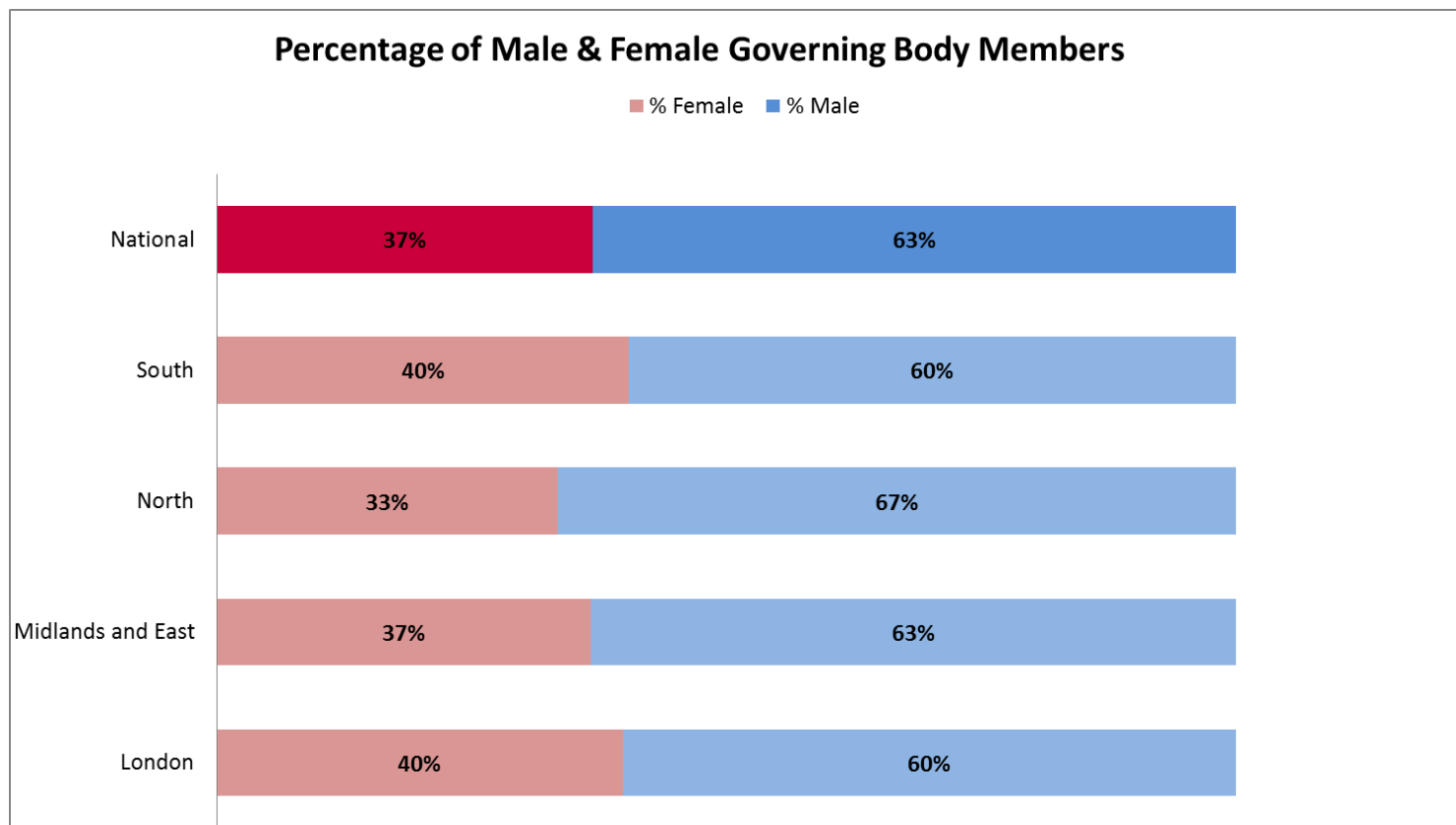
- Overall, the CCG workforce is mostly female for each region and nationally.
- The South region has the lowest percentage of male employees, whilst the London region has the highest percentage of male employees.
- **Note:** 'undisclosed' responses have been omitted from this chart due to small numbers.



# 3 – Gender

## Governing Body Members

- For the Governing Body, in contrast to the whole CCG workforce, there are more male than female members.
- The South region has the greatest percentage of female Governing Body members, whilst the North region has the lowest percentage of female Governing Body members.
- **Note:** 'Undisclosed' responses have been omitted from this chart due to small numbers.

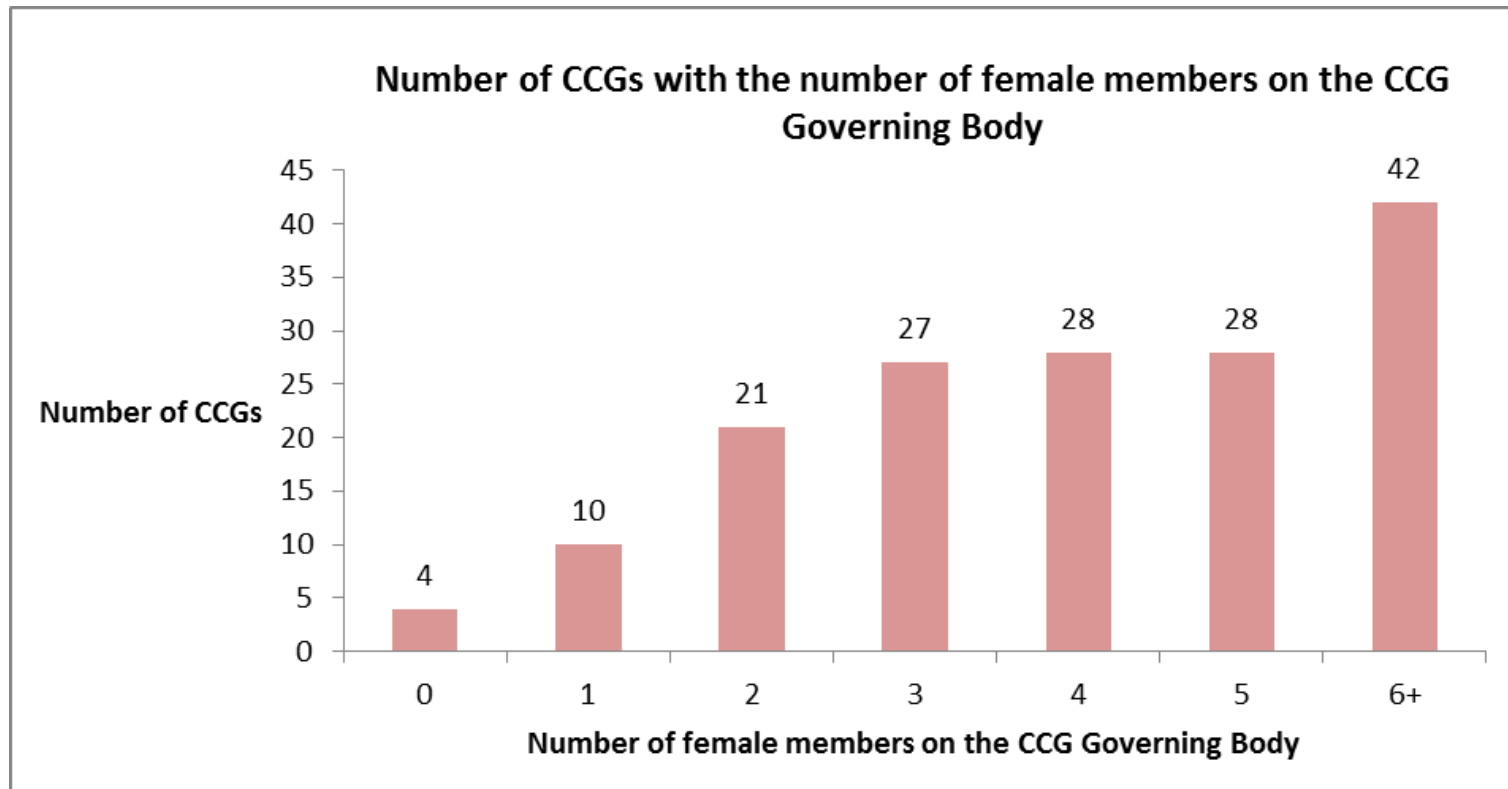


**Gender Response:**  
N = 2052  
**Coverage:**  
n = 1887  
p = 92.0%

# 3 – Gender

## Female – Governing Body Members

- CCGs that submitted 0 for both male and female were omitted from this analysis.
- 160 CCGs were eligible for this analysis.
- This data refers to headcount.
- For the 160 CCGs, there is an average of 12.5 members on the CCG Governing Body (including undisclosed and unknown).



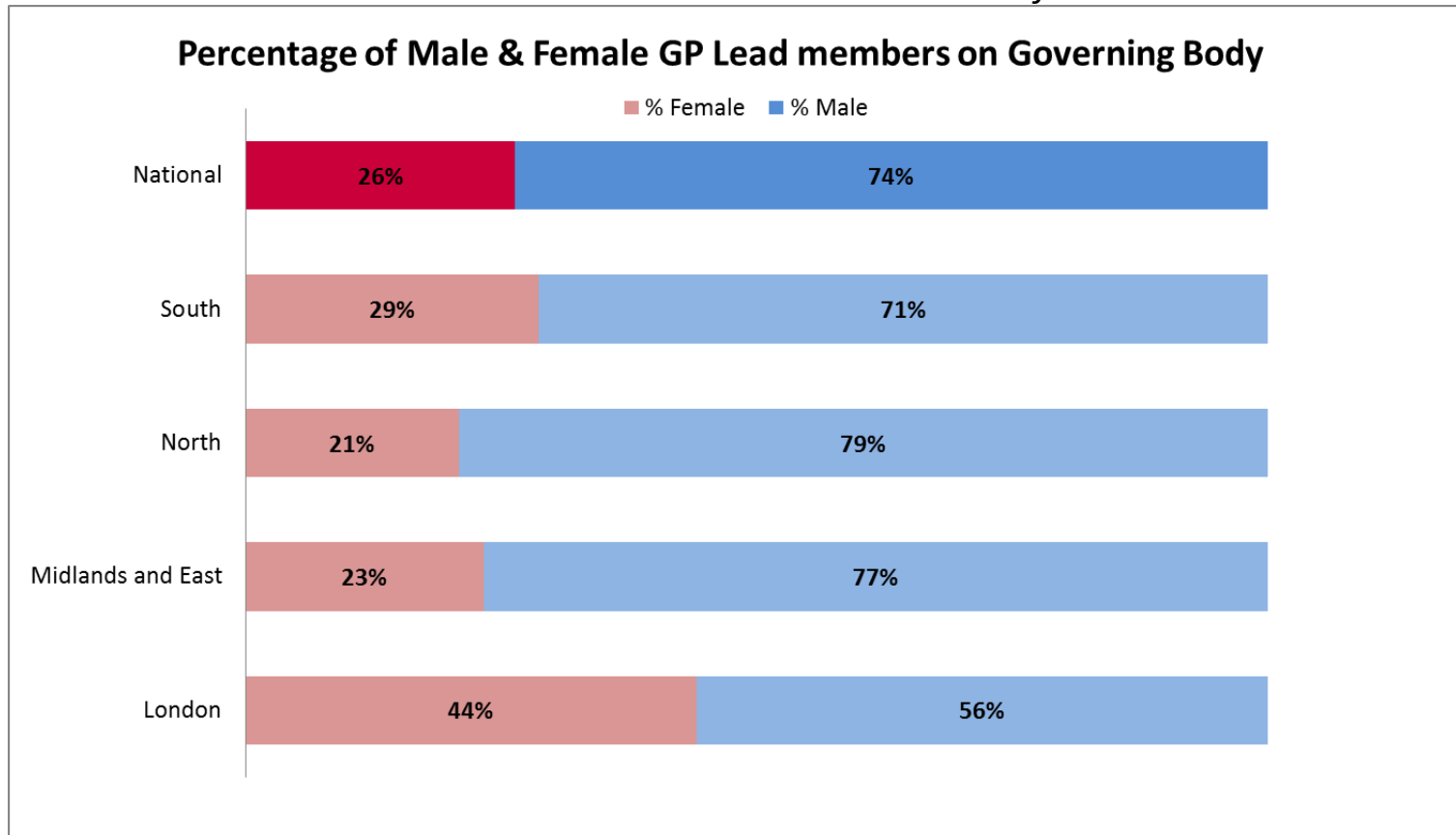


# 3 – Gender

## GP Leads

- In contrast to the whole CCG workforce, for the GP Leads there are more male members than females.
- The North region has the greatest percentage of male GP Lead members, whilst the London region has the lowest percentage of male GP Lead members.
- **Note:** 'undisclosed' responses have been omitted from this chart due to small numbers.
- **Note:** One CCG has been omitted due to incorrect collection of this data.

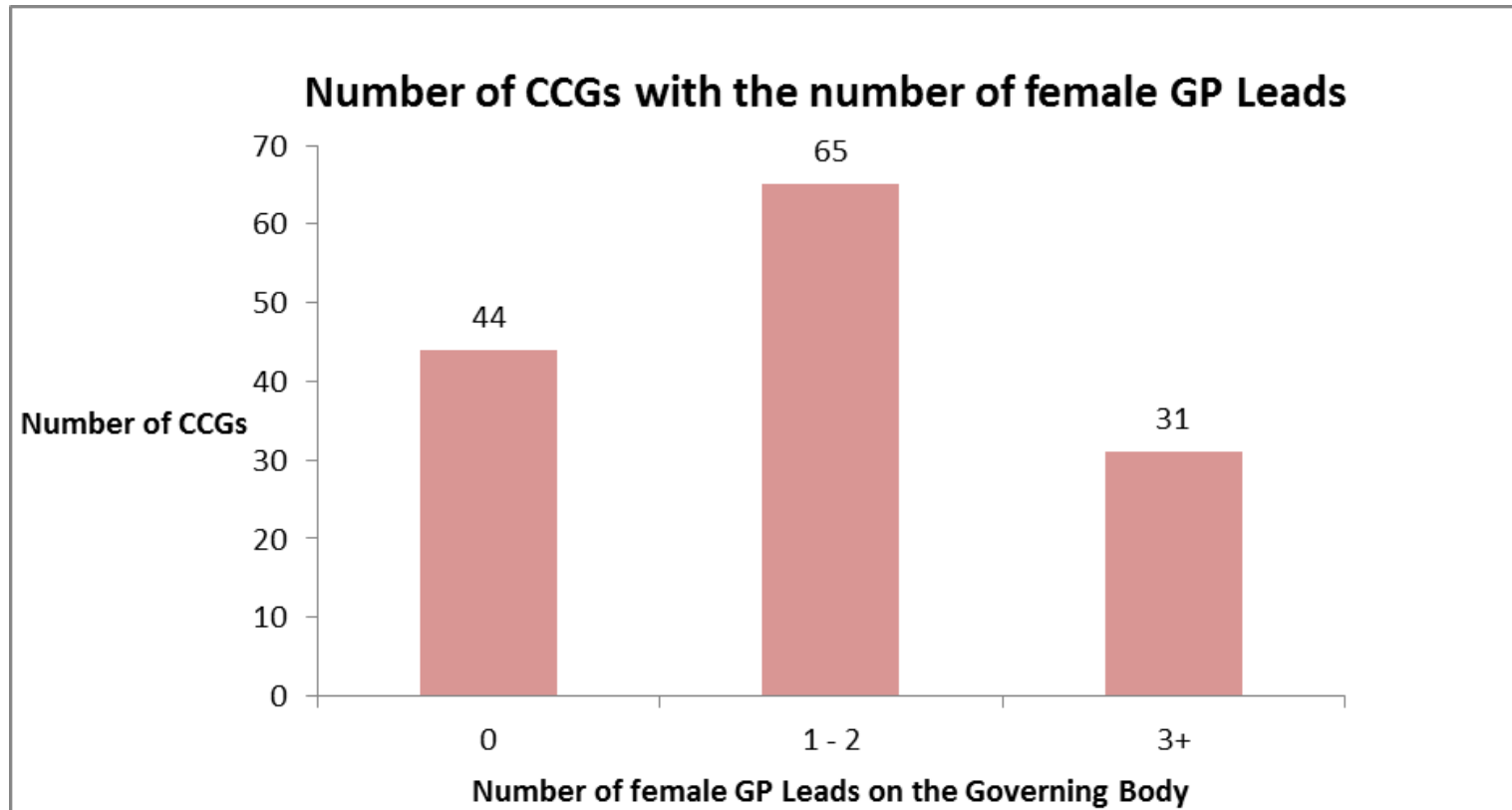
Gender Response:  
N = 915  
Coverage:  
n = 831  
p = 90.8%



# 3 – Gender

## Female GP Leads

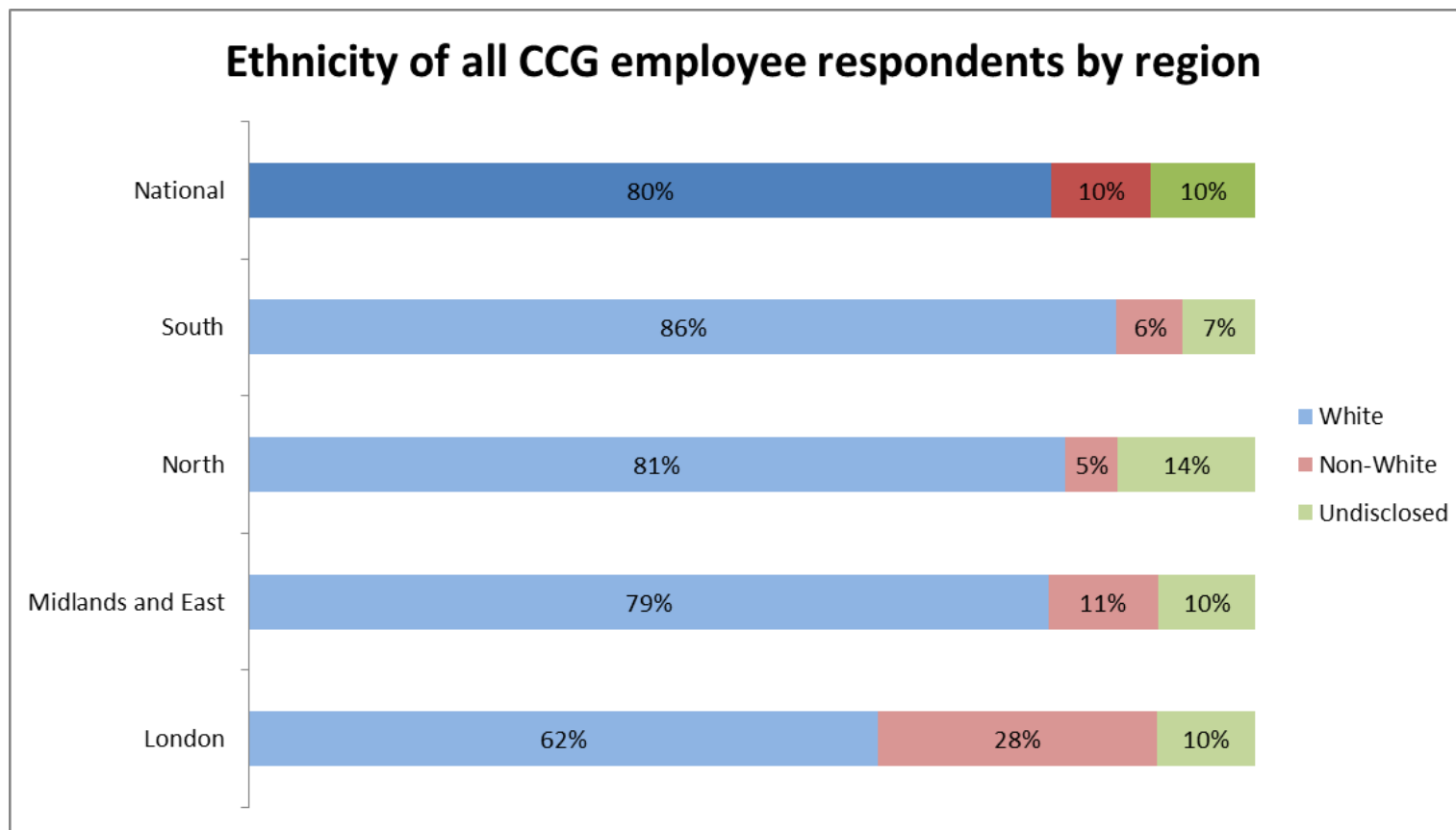
- CCGs that submitted 0 for male and female were omitted from this analysis.
- 140 CCGs were eligible for this analysis.
- This data refers to headcount.
- 46% of the 140 CCGs have 1 or 2 female GP Leads on the Governing Body.



# 4 – Ethnicity

## All CCG Employees

- Overall, the CCG workforce is mostly white for each region and nationally.
- The London region has the highest percentage of non-White employees, whilst the North region has the lowest percentage of non-White employees.
- The 2011 ONS census reports 85% of the working age population is white. Accounting for undisclosed, the percentage of the national CCG workforce that is white is between 80% and 90% .

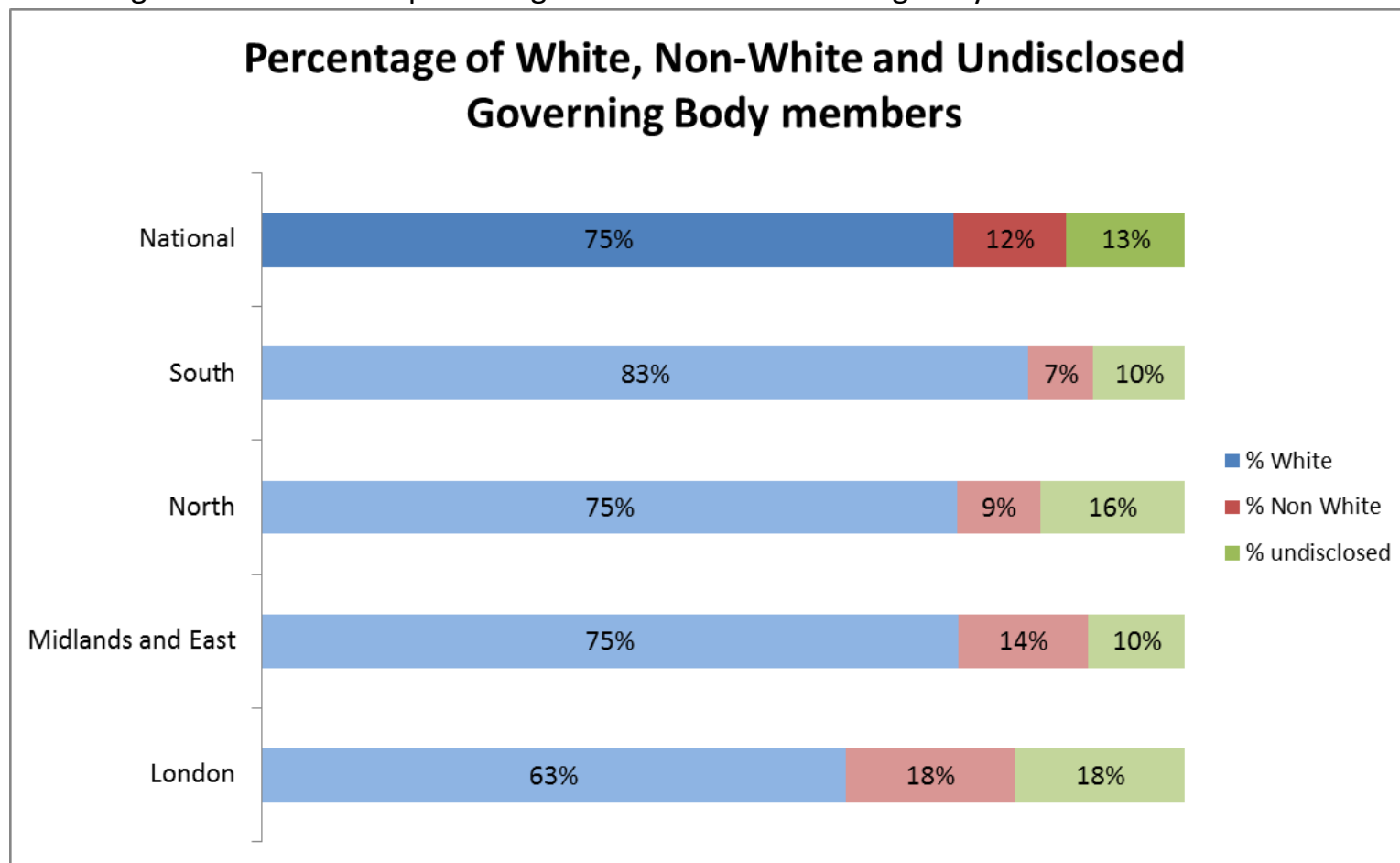


**Ethnicity Response:**  
N = 9769  
**Coverage:**  
n = 8690  
p = 89.0%

# 4 – Ethnicity

## Governing Body Members

- For the Governing Body, similar to the whole CCG workforce, there are more white members than non-White.
- The London region has the greatest percentage of non-White Governing Body members, whilst the South region has the lowest percentage of non-White Governing Body members.

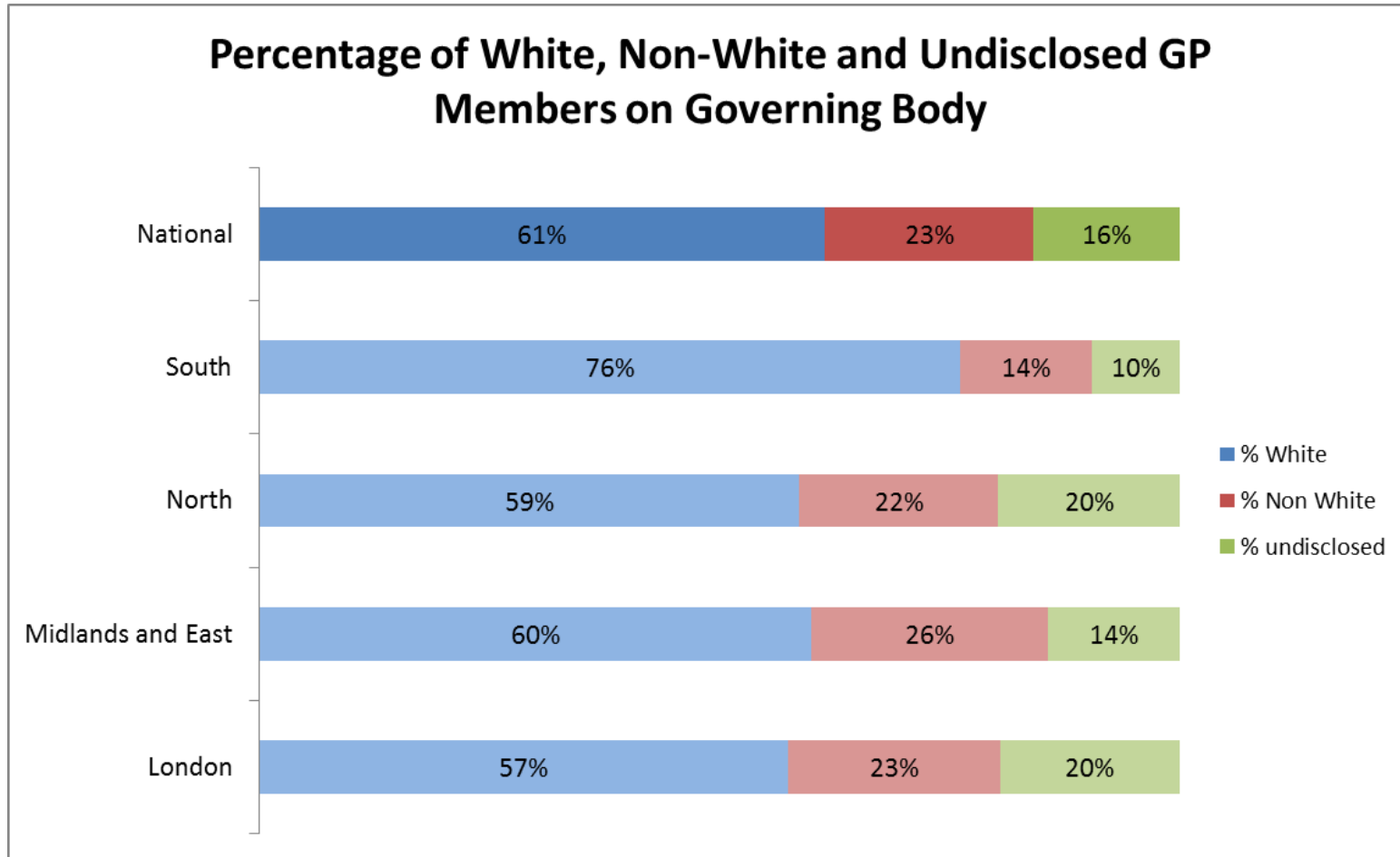


**Ethnicity Response:**  
N = 1986  
**Coverage:**  
n = 1470  
p = 74.0%

# 4 – Ethnicity

## GP Leads

- **Note:** there is an exceptionally low coverage/response rate to this question (29.9%).
- For the GP Leads, similar to the whole CCG workforce, there are more white members than non-White.
- The Midlands and East region has the greatest percentage of non-White GP lead members, whilst the South region has the lowest percentage of non-White GP members.

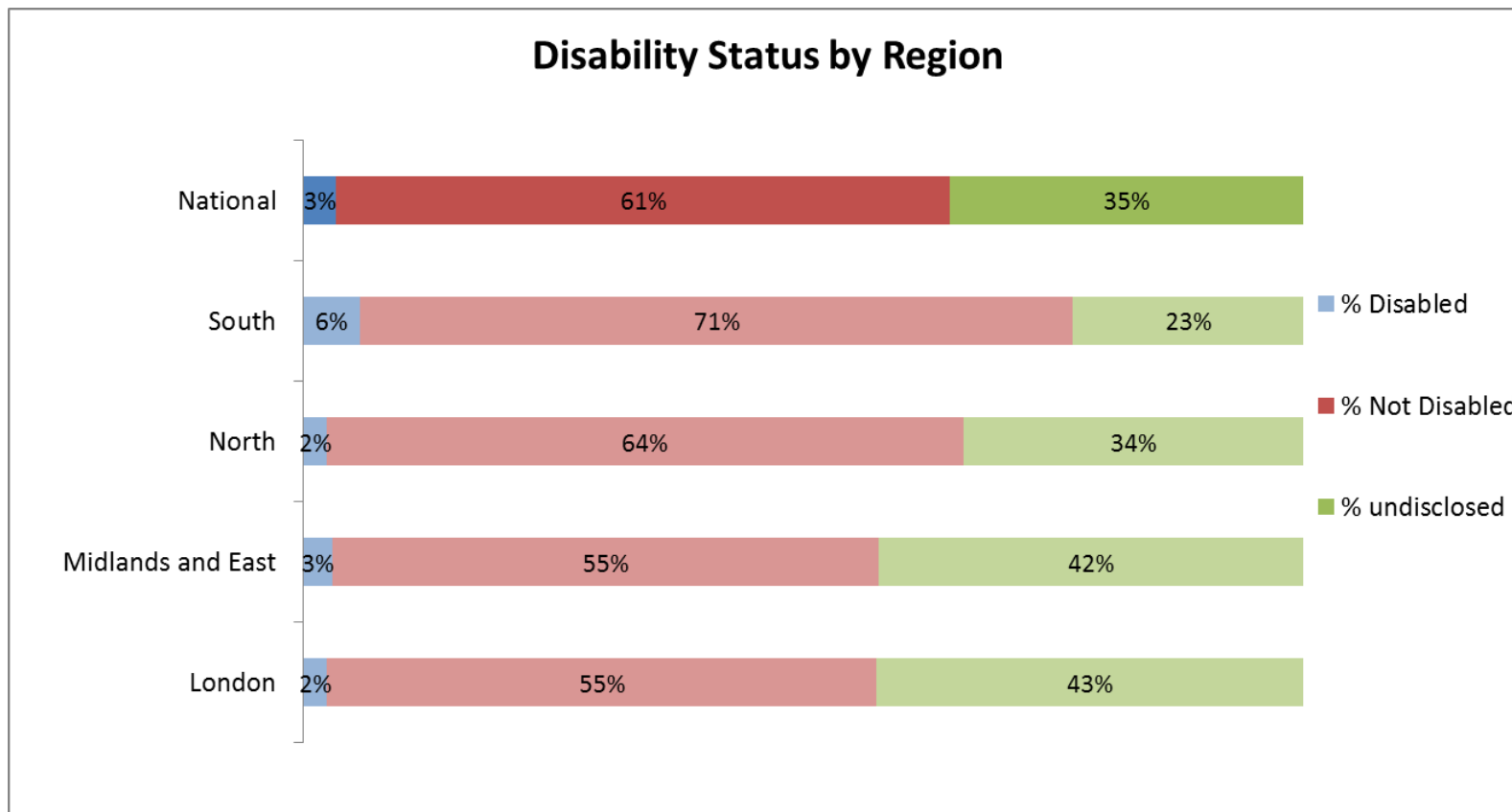


**Ethnicity Response:**  
N = 2066  
**Coverage:**  
n = 618  
p = 29.9%

# 5 – Disability

## All CCG Employees

- Overall, the CCG workforce is mostly non-disabled for each region and nationally.
- However, there is a large percentage of undisclosed information for all regions.

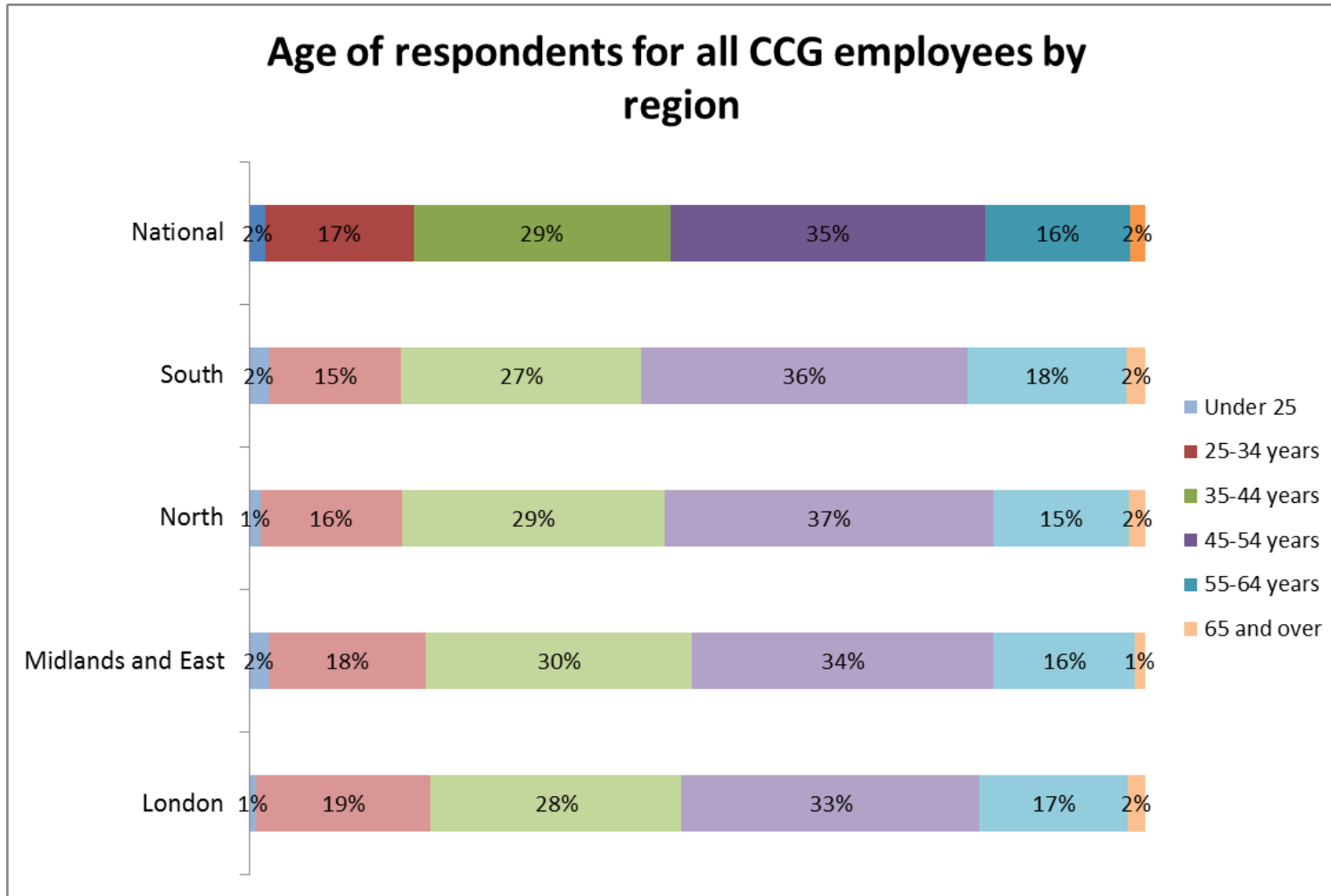


**Disability Response:**  
N = 9778  
**Coverage:**  
n = 6164  
p = 63.0%

# 6 – Age

## All CCG Employees

- Overall, the majority of the CCG workforce is aged between 35 to 54
- The under 25s and over 65s are a small percentage of employees for each region and nationally.
- **Note:** One CCG has been omitted due to inconsistent data response; 'Undisclosed' responses have been omitted from this chart due to small numbers.

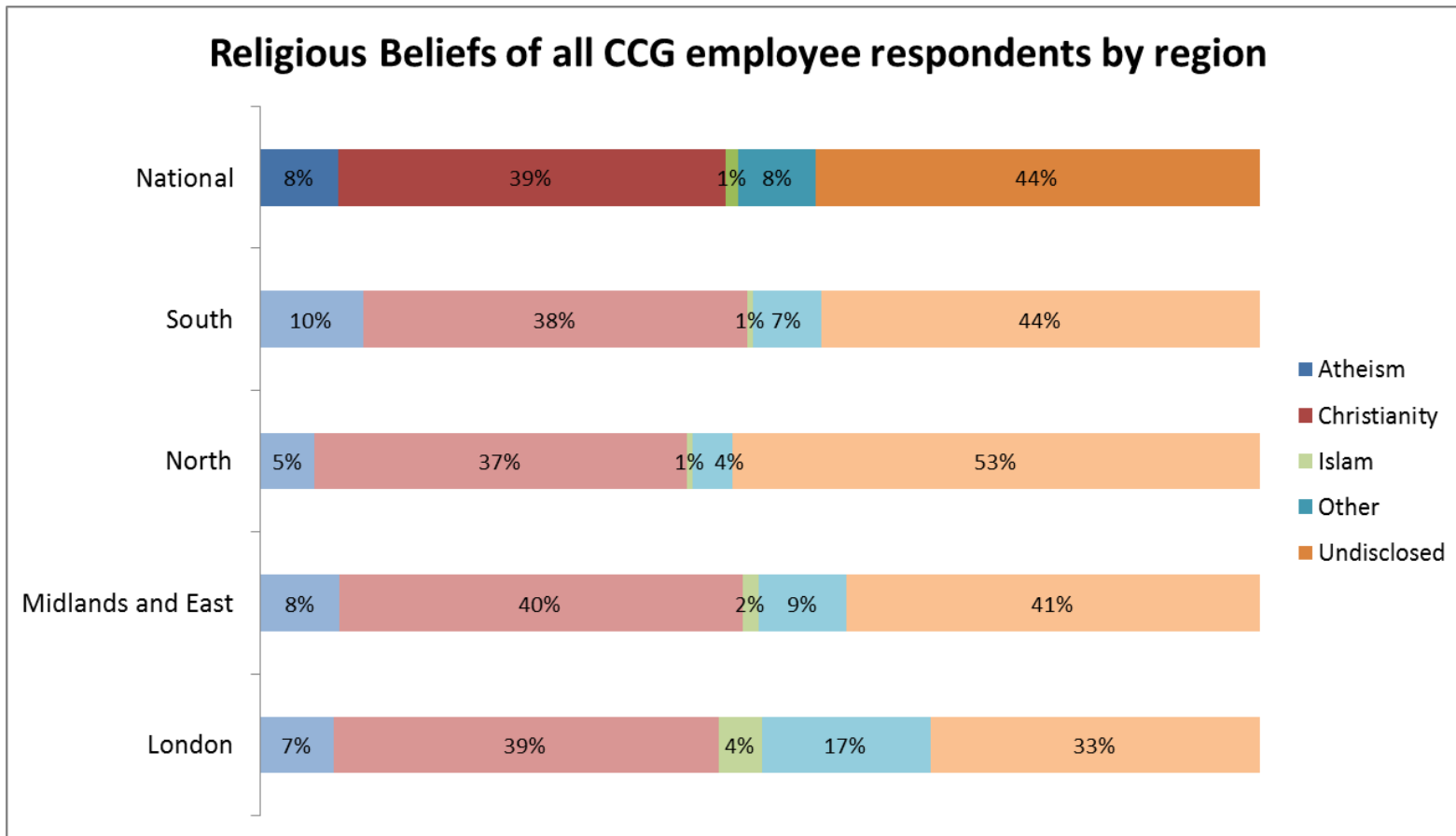


Age  
Response:  
N = 9721  
Coverage:  
n = 9589  
p = 98.6%

# 7 – Religion or Belief

## All CCG Employees

- Overall, the CCG workforce has more Christian employees than any other religion or belief, for each region and nationally.
- The London region has the greatest percentage of Islam and Other religious beliefs.
- There is a large percentage of undisclosed information for all regions
- **Note:** 'Other' includes Buddhism, Hinduism, Jainism, Judaism, Sikhism and Other; these have been grouped due to a small number of responses.



**Religion or Belief Response:**  
N = 9800  
**Coverage:**  
n = 6419  
p = 65.5%



# 8- Coverage and Methodology

- For each variable, a coverage percentage has been given based upon the actual number of responses received.
- This has been calculated in the following way:
- **$p = n/N$**
- **p** = coverage
- **n** = disclosed and undisclosed responses, used in charts and analysis.
- **N** = total responses (including disclosed, undisclosed, and unknown)