



Appendix 2: Equality Report

Introduction

Ensuring equality for all: Working towards an NHS that is personal, fair and diverse
Equality is about making sure people are treated fairly and given fair chances. It's not about treating everyone the same way, but recognising that their needs are met in different ways.

The Governing Body is formally committed to the NHS Equality Delivery System (EDS), and has been kept updated on this work. A review of the CCG's Equality and Diversity Strategy will be undertaken early in 2016/17 to reflect the new requirements of the NHS Equality Delivery System (EDS 2). A number of steps have already been taken to ensure that the CCG fulfils its public sector equality duty:

- Information about the composition of the CCG's workforce has been published on the dedicated equality and diversity section of the CCG website;
- Within the Equality and Diversity Strategy, the CCG has published its interim EDS goals;
- Equality and Diversity (including a refresh of the EDS goals) was discussed with the CCG's Commissioning Reference Group (CRG). The CRG, comprising representatives from all sections of the Thurrock community, will be a key vehicle for agreeing priorities with the community and assessing progress;
- Equality and Diversity Policy in place;
- Lay Member (Patient and Public Involvement) appointed as Board-level lead for Equality and Diversity;
- Equality impact assessments are undertaken on all CCG policies, QIPP plans and commissioning cases.

Thurrock CCG staff profiles

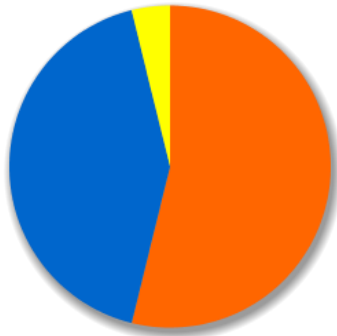
There are a total of 54 staff working at Thurrock CCG, of those 48 are on payroll and 6 are contractors. We have 48 FTE staff.

Disability

There are no staff registered as disabled in 2016/17



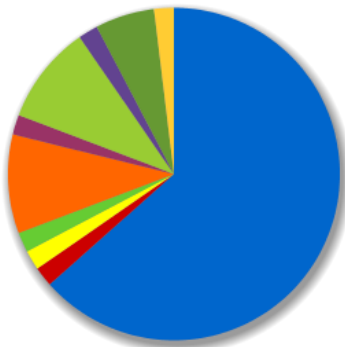
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- No
- Not Declared
- Unspecified

Measure

Ethnicity



- A White - British
- B White - Irish
- C White - Any other White background
- CA White English
- H Asian or Asian British - Indian
- J Asian or Asian British - Pakistani
- N Black or Black British - African
- PC Black Nigerian
- Unspecified
- Z Not Stated

Measure

Gender

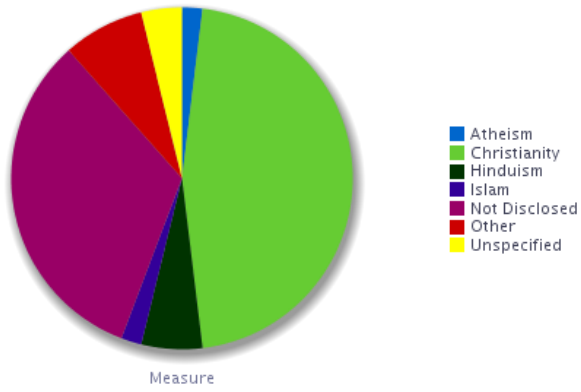


- Female
- Male

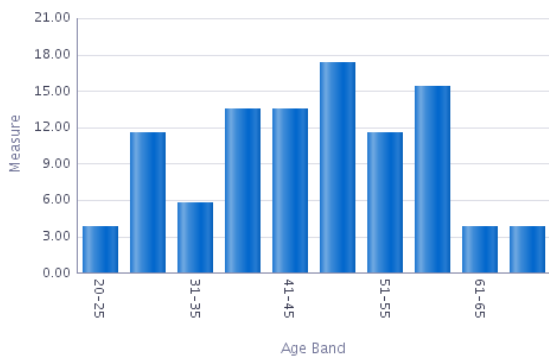
Measure



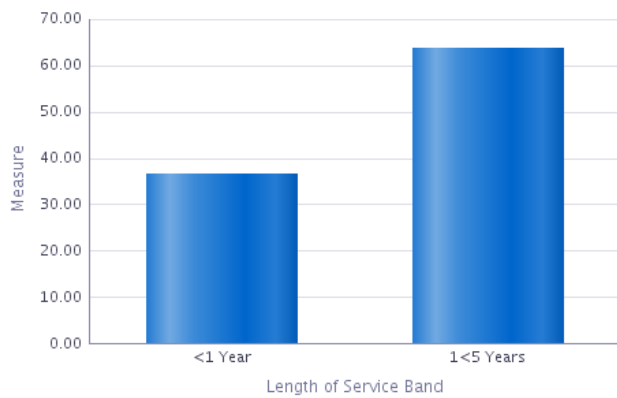
Religion



Age Band

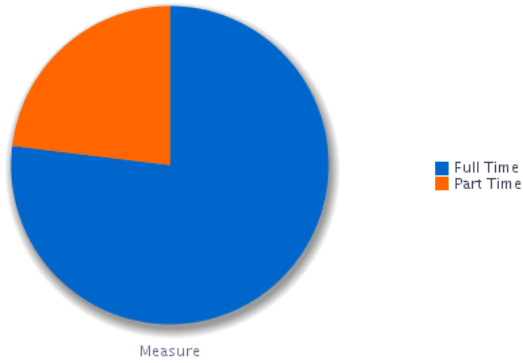


Length in service in current employment

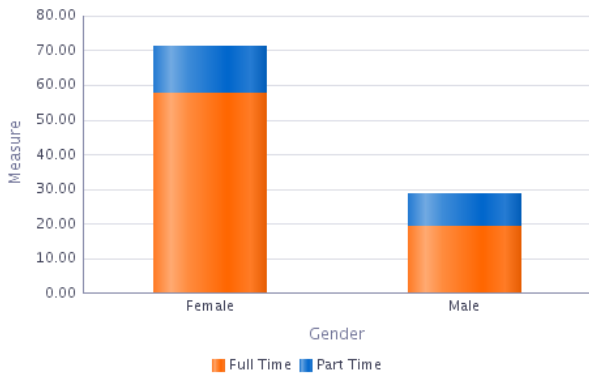




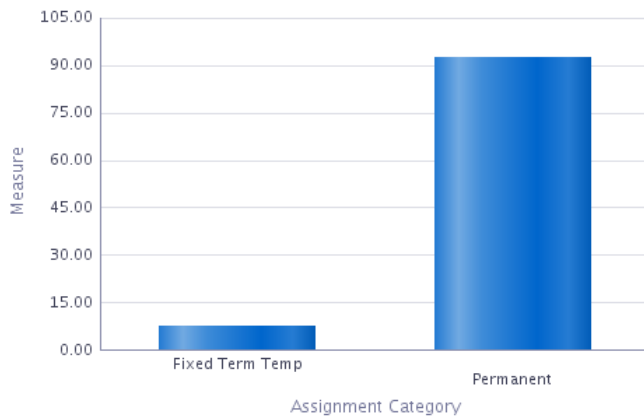
Employee Category



Employee Category/Gender



Assignment Category





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NHS

Thurrock
Clinical Commissioning Group

Pay Band/Gender – FTE Staff

Gender	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9	VSM	Grand Total
Female	3		3	4	7	7	7	1	3	1	1	37
Male		1	1	4			1	2		2	0	11
Grand Total	3	1	4	8	7	7	8	3	3	3	1	48

Absence Data. 01-Apr-2016 to 31-Mar-2017

Absence % (FTE)	Absence Days
0.7%	103