

**Workforce Equality and Diversity Report for
NHS Basildon and Brentwood CCG
October 2014**

Introduction

The report analyses the workforce at NHS Basildon and Brentwood CCG against the six protected characteristics defined in the Equality Act 2010. The CCG has no legal duty to publish their workforce data as the total number of staff is less than 150. However the CCG has chosen to review the workforce profile annually as part of good practice. The report generated by NHS North East London Commissioning Support Unit (NELCSU) on behalf of the 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

84% of total workforce is White British. Black and Minority Ethnic (BME) represents 7% of total staff. Approximately 73% of staff are female. 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

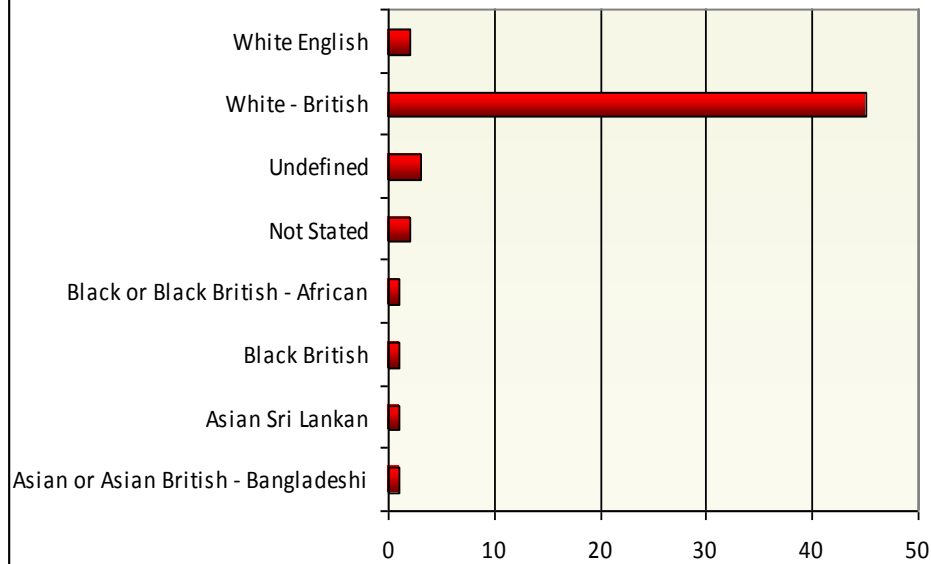
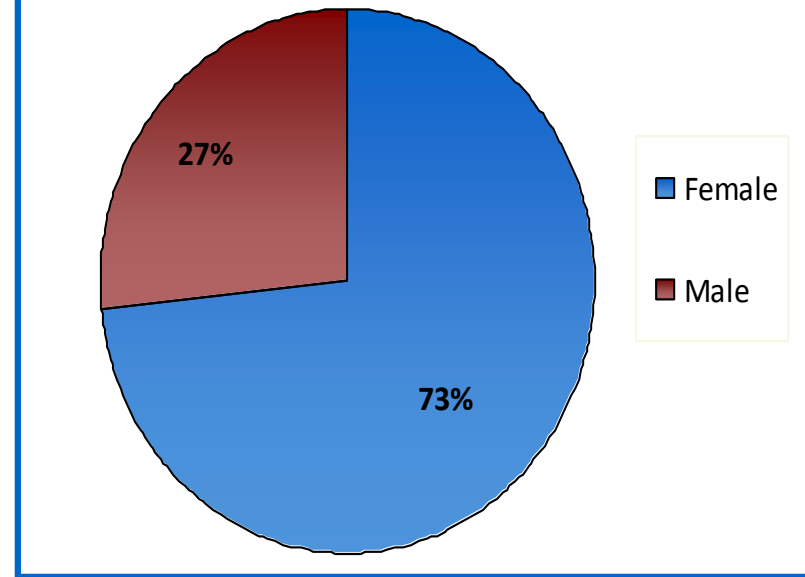
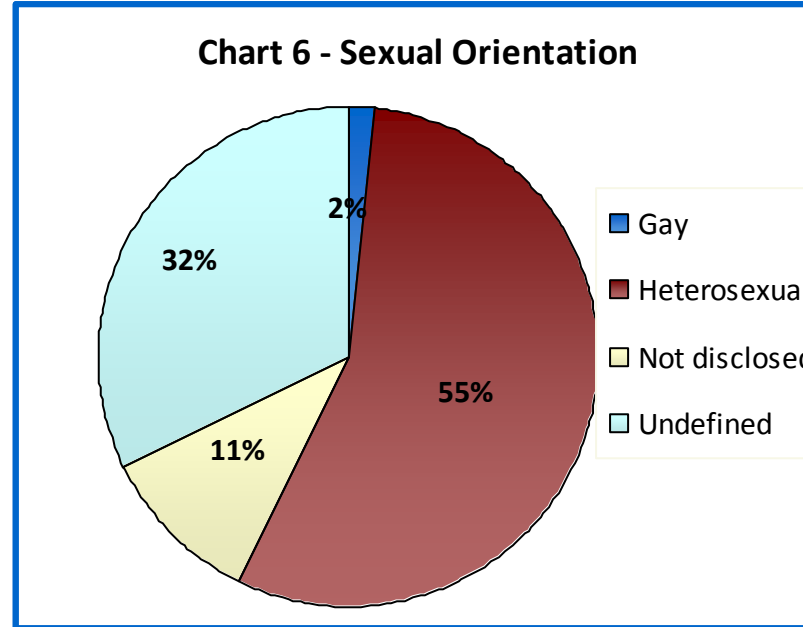
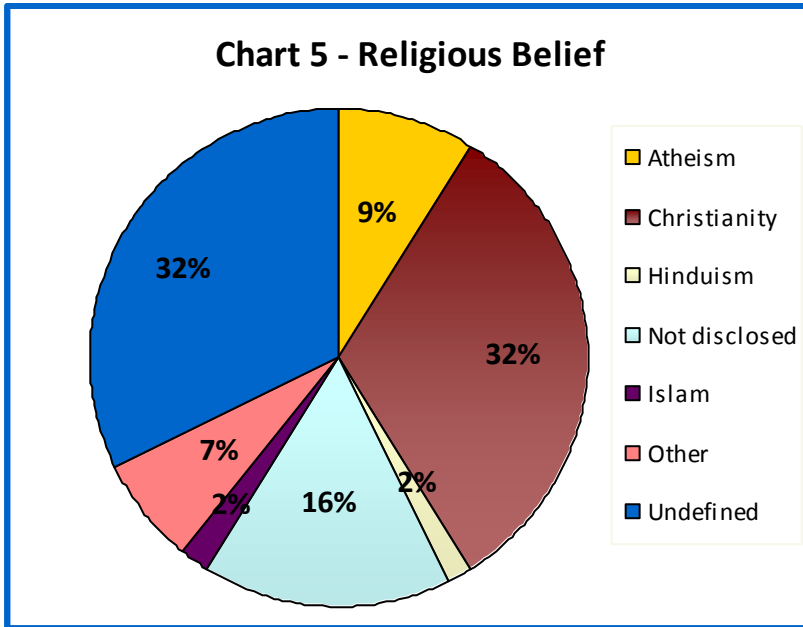
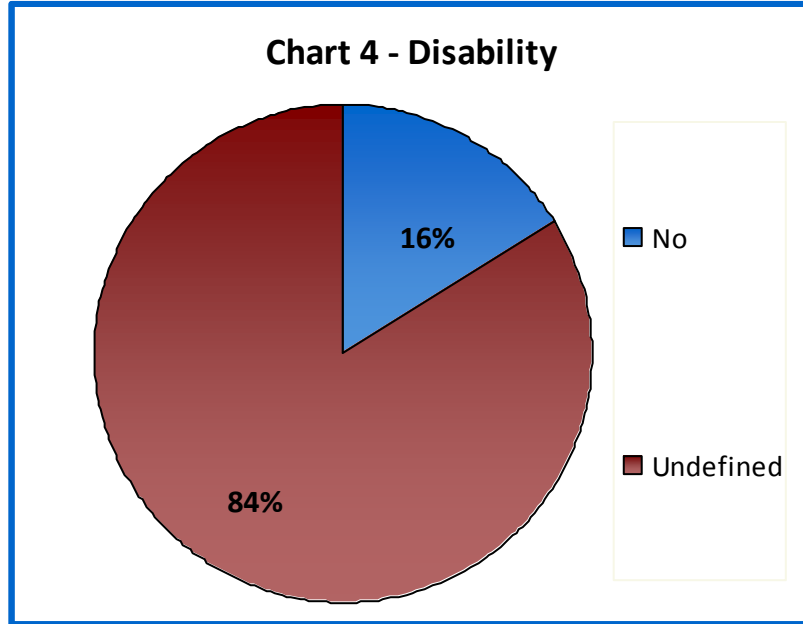
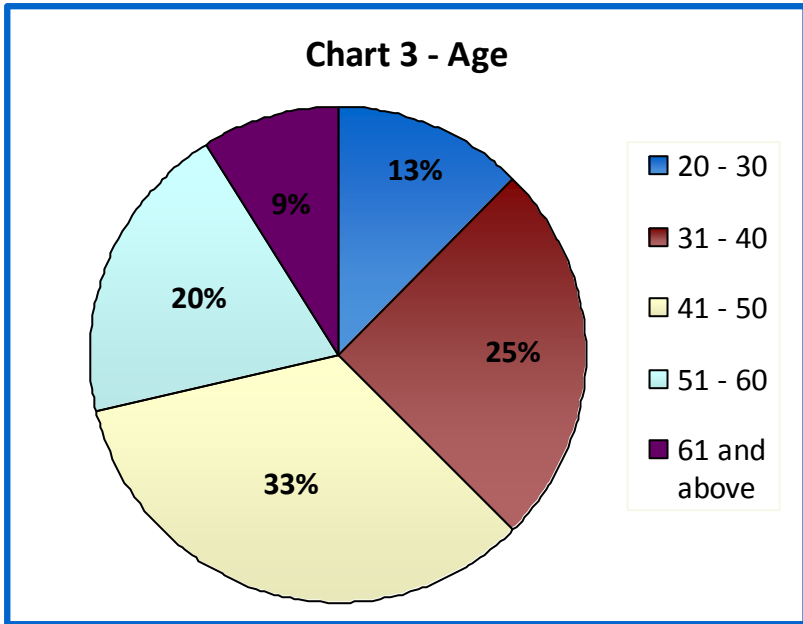


Chart 2 - Gender





Leavers

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

CCG Governing Body (Board)

The CCG Governing Body comprises 16 members, 75% of whom are male and 25% of whom are female.

