

USING ESR TO HARVEST WORKFORCE DIVERSITY DATA

20 October 2020

WEBINAR CO-CHAIRS



Paul Deemer

Head of Diversity
and Inclusion
NHS Employers



Alice Sorby

Employment
Relations Advisor
Royal College of
Midwives

HOUSEKEEPING

- This webinar will last 90 minutes (10.30-12pm).
- Please submit your questions throughout the webinar via the questions box.
- Approximately 30 mins for questions / discussion at the end.



WEBINAR SCHEDULE

Title	Led by	Approx. Time
Housekeeping, aims and introduction	Co-chairs: Paul Deemer, Head of Diversity and Inclusion, NHS Employers and Alice Sorby, Employment Relations Advisor, Royal College of Midwives and Co-chair of the EDIG	10.30-10.35 (5 mins)
How are the Diversity data items and values in ESR determined?	Kieron Walsh, NHS ESR Senior Development Advisor – Workforce Information & Quality, ESR	10.35-10.45 (10 mins)
NHS Electronic Staff Record (ESR) and workforce diversity data	Harjit Bansal, Head of Equality, Diversity & Inclusion, North East London Foundation Trust	10.45-10.55 (10 mins)
ESR and sexual orientation monitoring	Dr Michael Brady, LGBT Advisor, NHS England and Improvement	10.55-11.05 (10 mins)
Linking ESR/NHS Jobs and diversity data	Sharon Battersby, Stakeholder Engagement Lead and Adrian Laffey, NHS Jobs Performance Analyst– NHS Jobs Workforce Services, NHS Business Services Authority	11.05-11.15 (10 mins)
Partnership working, ESR and diversity data	Alice Sorby, Employment Relations Advisor - Royal College of Midwives. Co-chair of the EDIG	11.15-11.25 10 mins
Questions, discussion and close	Paul Deemer, Head of Diversity and Inclusion, NHS Employers	11.25-12.00 35 mins

WEBINAR AIMS

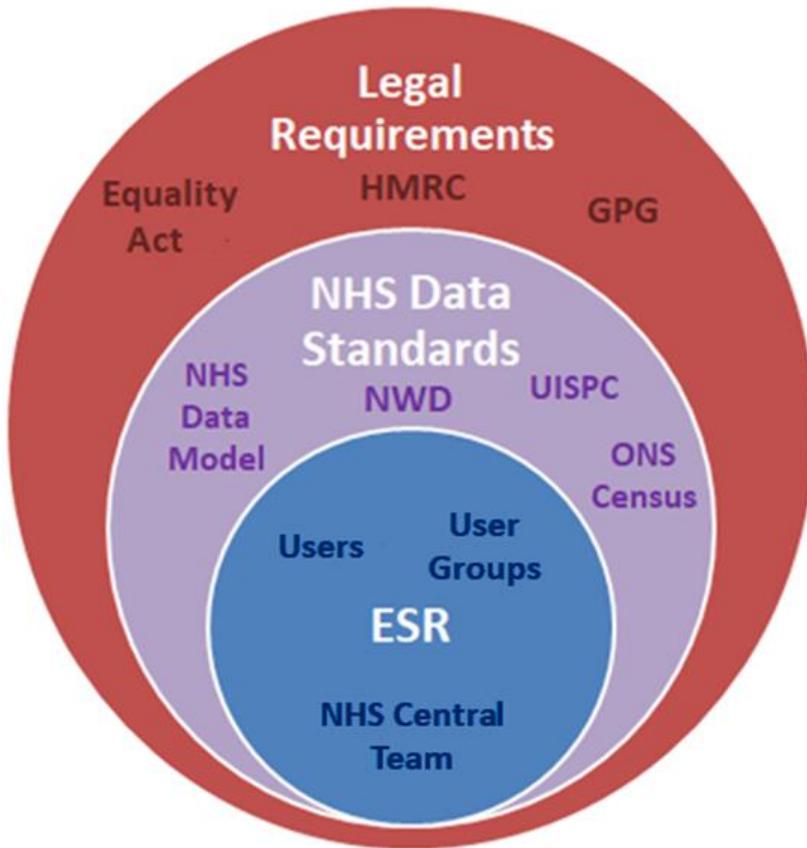
- Highlight the work of the NHS Equality Diversity Inclusion Group (EDIG) and ESR.
- Support the use of ESR and diversity data collection to monitor representation and staff experience.
- Identify how to use ESR and diversity data to pinpoint equality and diversity issues within the organisation and evidence progress.
- Highlight the interaction of ESR and NHS jobs and workforce diversity.
- Share practical examples of using ESR and diversity data to support workforce diversity standards and practice.



Kieron Walsh

NHS ESR Senior Development Advisor
– Workforce Information & Quality
NHS Business Services Authority

How are the diversity data items and values in ESR determined?



➤ Legal requirements

Equality Act (incl. protected characteristics), HMRC (incl. NI No), Gender Pay Gap, etc.

➤ NHS Data Standards

National Workforce Dataset (NWD) - NHS Digital assisted by Workforce Information Review Group (WIRG).

NWD takes account of:

- NHS Data Model - applies to Patient datasets but is considered by NWD.
- ONS Census – Next 2021
- Unified Information Standard by reference to protected characteristics (UISPC) recommendations – pending.

➤ ESR

Users, user groups and NHS ESR central team

What Diversity data items are in ESR?

The Equality Act's Nine Protected Characteristics:

ESR = NWD	Age (Derived from DoB)	Sex (M/F only)	Sexual Orientation
ESR > NWD	Disability Sub-categories	Pregnancy and Maternity Assg Change Reason	Race (Ethnicity, Nationality) Ethnic sub-categories
× NWD ✓ ESR	Marriage and Civil Partnership	Religion or Belief (Religion only)	
× NWD × ESR	Gender Reassignment		

Related Data Items:

× NWD ✓ ESR	Carer (Working Carer competencies)	Title (incl. Mx)
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National Workforce Dataset (NWD):
<https://digital.nhs.uk/data-and-information/data-collections-and-data-sets/data-sets/national-workforce-data-set-nwd-and-nhs-occupation-codes>

1. The binary Sex options (M/F) in ESR reflect the legal requirements of HMRC, GPG reporting, etc.
2. The question of non-binary gender was considered in the UISPC review.
3. All of the current values in NWD/ESR may be subject to change after the UISPC outcomes are known.

What is the UISPC?

Unified **I**nformation **S**tandard by reference to **P**rotected **C**haracteristics.

NHS England led a review including widespread engagement with stakeholders, and commissioning of a literature and evidence review by a UK university.

“The UISPC scoping project was intended to clearly articulate whether key evidence supported or did not support gathering equality data by reference to each of the nine main protected characteristics.”

Main recommendation is for a data standard applying to the whole NHS in England for both patient and workforce data collections:

- ❖ Recommendations are now with DHSC for consideration.
- ❖ One or more ‘Standards’ could be agreed – ‘Big Bang’ or ‘Phased’ implementation? (COVID. Resources.)
- ❖ Any Standard will be reflected in NWD and hence in ESR. (NHS Wales also adopt NWD and use ESR.)
- ❖ No timeframe yet known for DHSC decision-making process, nor for implementation.

- ❖ National and regional communication about any changes to ESR resulting from UISPC will be cascaded via the ESR Hub: <https://my.esr.nhs.uk> and via our regional teams.
- ❖ Any issues not governed by the Standard can then be addressed by NWD or ESR Users/Central Team.



Harjit Bansal

Head of Equality, Diversity & Inclusion
North East London Foundation Trust

CHALLENGES

- Lack of awareness of what reports you can pull out – not been used effectively and efficiently.
- A system is only as good as the information that is fed into it.



KEY BENEFITS

- Data helps you understand the diversity of your workforce.
- Questions the organisation on why it is – which is good practice/or not representative of the community you serve.
- It is easily accessible via ESR BI
- Pull out WRES, WDES and gender pay gap reports more regularly.
- Explore trends.
- Supports your workforce strategy
- Supports you to make the right decisions.
- USE IT...





Dr Michael Brady

LGBT Advisor
NHS England and NHS Improvement

SEXUAL ORIENTATION AND GENDER IDENTITY MONITORING

Sexual orientation and gender reassignment are two of the nine protected characteristics (Equality Act 2010)

We have a legal duty to pay due regard to the needs of lesbian, gay, bisexual and trans (LGBT) people and to **demonstrate that people are not discriminated against based upon their sexual orientation or gender identity** (PSED, Section 149, Equality Act 2010)

National Information Standard for sexual orientation monitoring was released by NHS Digital (2017) with the aim to better meet the needs of LGB people through improved data collection - all health and social care organisations.

No national standard for the collection of data on 'gender reassignment' – see UISPC work.

WHAT WE KNOW

From the NHS Staff Survey

- Lesbian, gay and bisexual staff report worse experience across **9 of 10** domains on the staff survey
- Lesbian, gay and bisexual staff report *twice* as much bullying, harassment and discrimination when compared to heterosexual colleagues

From the Stonewall 'Unhealthy attitudes' survey

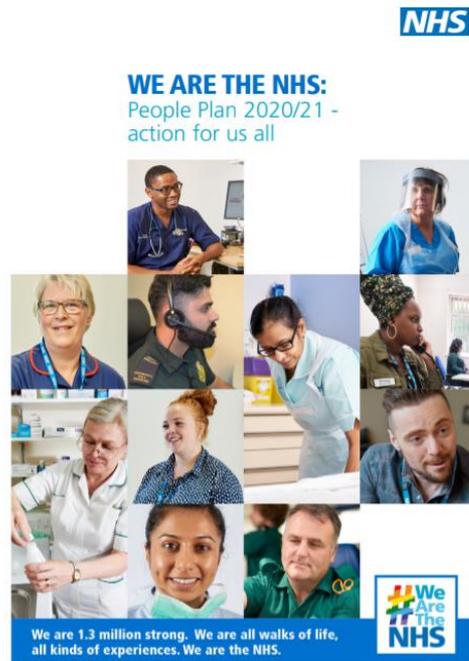
- **A quarter (26 per cent)** of lesbian, gay and bisexual staff say they have personally experienced bullying or poor treatment from colleagues in the last five years

WHAT WE KNOW

Failing to ask about gender identity excludes trans and non-binary colleagues from the very start and does nothing to welcome them to or communicate we are an inclusive place to work.



THE NHS AS AN INCLUSIVE PLACE TO WORK



Belonging in the NHS:

“.....it has never been more urgent for our leaders to take action and create an organisational culture where everyone feels they belong”

“We must understand, encourage and celebrate diversity in all its forms. Discrimination, violence and bullying have no place.”

“If we do not role model this culture, then how can our patients expect to be treated equitably, and as individuals?”

The challenge is how best we deliver this.....

Inclusive sexual orientation and gender identity monitoring is the start....

IN SUMMARY

- Despite many examples of good practice, the NHS is not a truly inclusive place to work for LGBT staff.
- We must move faster and further towards routine collection of data on sexual orientation and gender identity in our workforce.
- Work like the UISPC is important but will take time – time that we can't afford to wait.
- Both NHSE/I (centrally) and individual organisations (locally) have responsibilities to make this happen.
- Collected data is only the first step.
- Analysing it and acting on it, alongside other information such as the Staff Survey, must follow to make the best use of the data.
- Asking the questions and then telling our staff what we're doing to address the issues would be a significant step towards addressing LGBT inequalities.



Sharon Battersby

Stakeholder
Engagement Lead
NHS Business
Services Authority



Adrian Laffey

NHS Jobs
Performance Analyst
NHS Business
Services Authority

NHS Jobs: equality and diversity monitoring

NHS Jobs Sharon

BETA Your [feedback](#) will help us to improve this service.

The next system release is scheduled for 8th October 2020. [Read more about why...](#)

[Go back](#)

Reception Care Navigator application

Equality and diversity monitoring

There are 9 protected characteristics set out by the Equality Act 2010. It is our duty as an employer to monitor who has protected characteristics through our recruitment, to ensure we employ a diverse and inclusive workforce.

We'll therefore ask you 9 questions about:

- age
- any ongoing health issues
- ethnicity
- gender and gender reassignment
- marital status
- pregnancy, birth and any maternity or paternity leave for either
- religion
- sexual orientation

You can select 'prefer not to say' if you do not want to answer any of them.

The information we collect will be treated confidentially and used for statistical purposes only, not to identify individuals.

NHS Jobs Sharon Battersby Sign out

BETA Your [feedback](#) will help us to improve this service.

The next system release is scheduled for 8th October 2020. [Read more about why...](#)

[Go back](#)

Reception Care Navigator application

Are you:

Male

Female

Prefer not to say

The next system release is scheduled for 8th October 2020. [Read more about why...](#)

[Go back](#)

Reception Care Navigator application

Is your gender the same as that assigned at birth?

Yes

No

Prefer not to say

Save and continue

[Save and come back later](#)

Reception Care Navigator application

Do you have a health condition or disability which has affected your ability to carry out daily activities for 12 months or more?

NHS employers are supportive of applicants with disabilities and have a commitment to employing them.

[Help with this question](#)

Answer yes if you expect a health problem to last 12 months or more

Yes

No

or

Prefer not to say

Reception Care Navigator application

What is your marital status?

Married

Single

Civil Partnership

Legally separated

Divorced

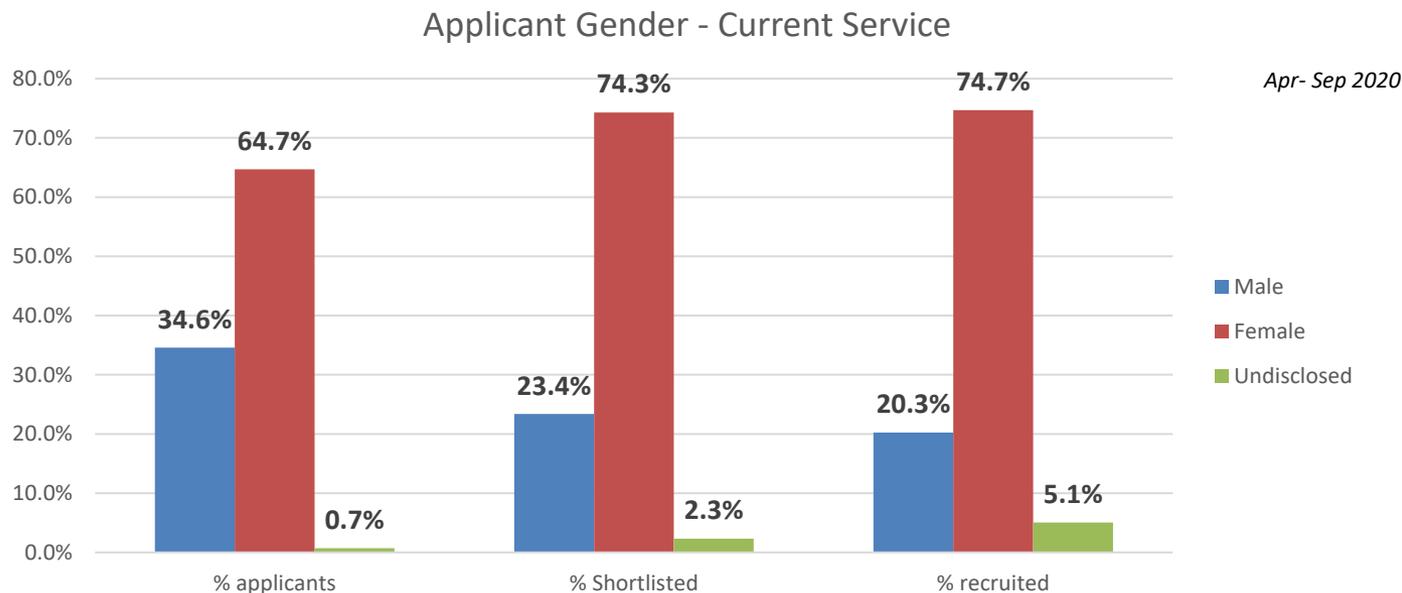
Widowed

Prefer not to say

Save and continue

Equal opportunities progress

- Monitor, identify and investigate any signs of inequality of opportunity.
- Does the gender of NHS applicants reflect that of successful candidates through the recruitment journey?



Equal opportunities progress

Apr to Sep 20

Applicant Disability - Current Service



Apr to Sep 20

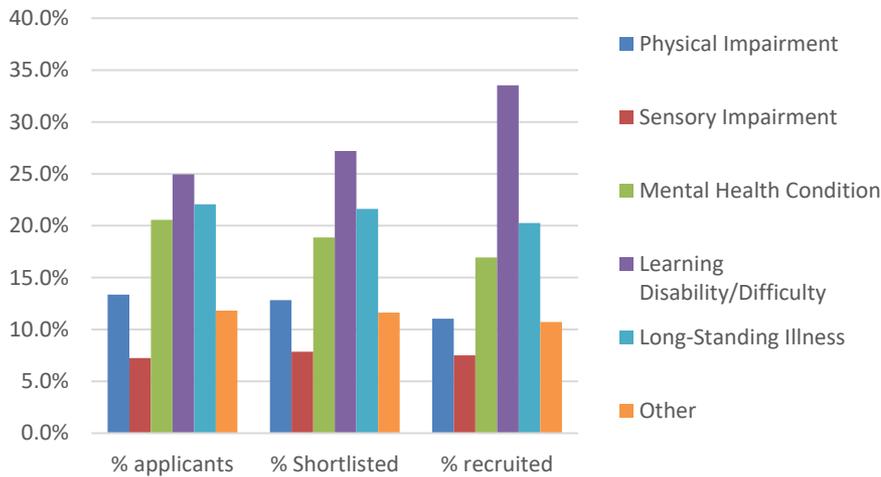
Applicant Sexual Orientation - Current Service



Equal opportunities progress

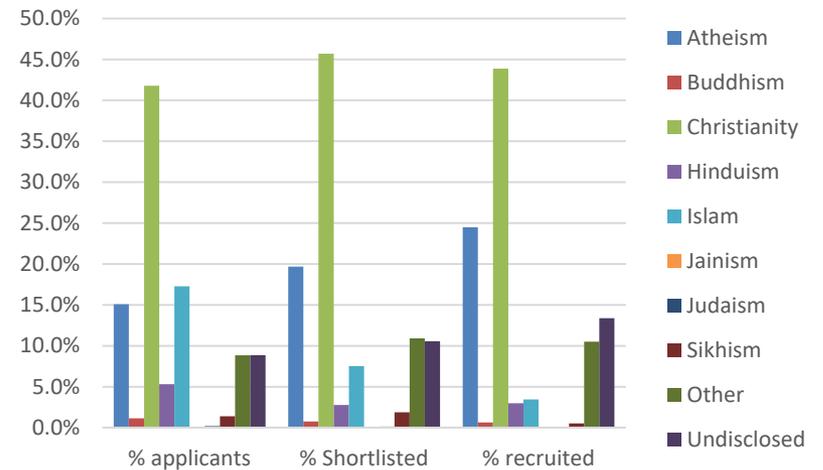
Apr to Sep 20

Applicant Impairment- Current Service

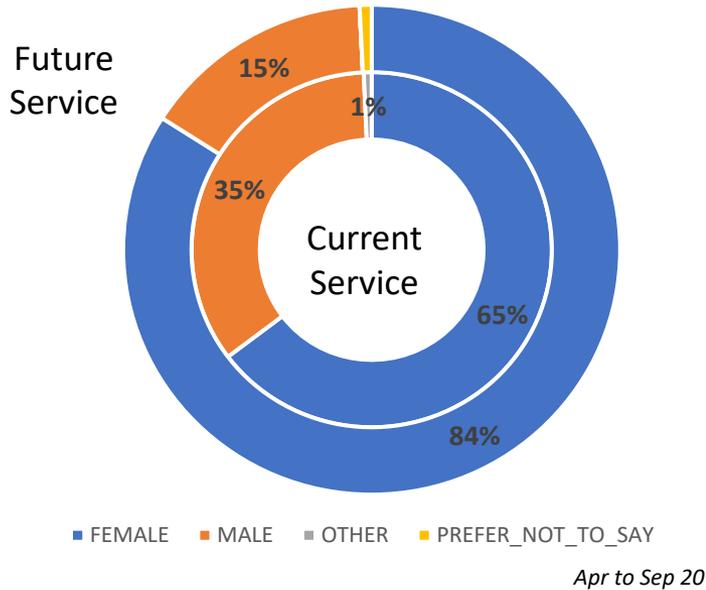


Apr to Sep 20

Applicant Religious Belief- Current Service



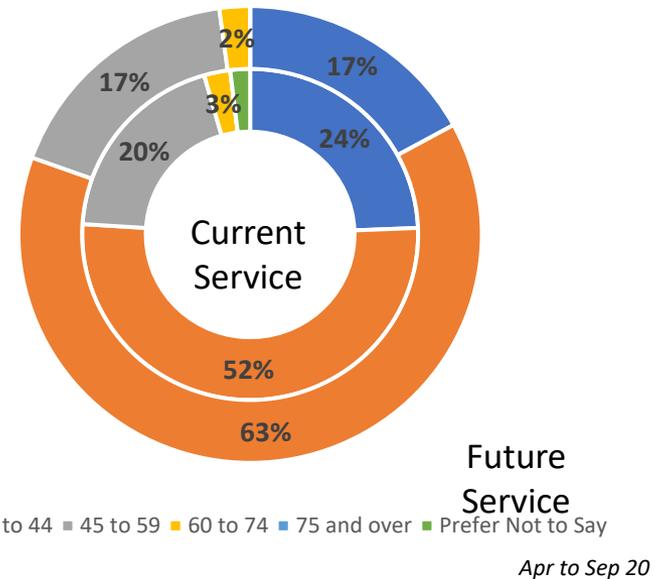
Applicant Demographics (April – September 2020)



Gender

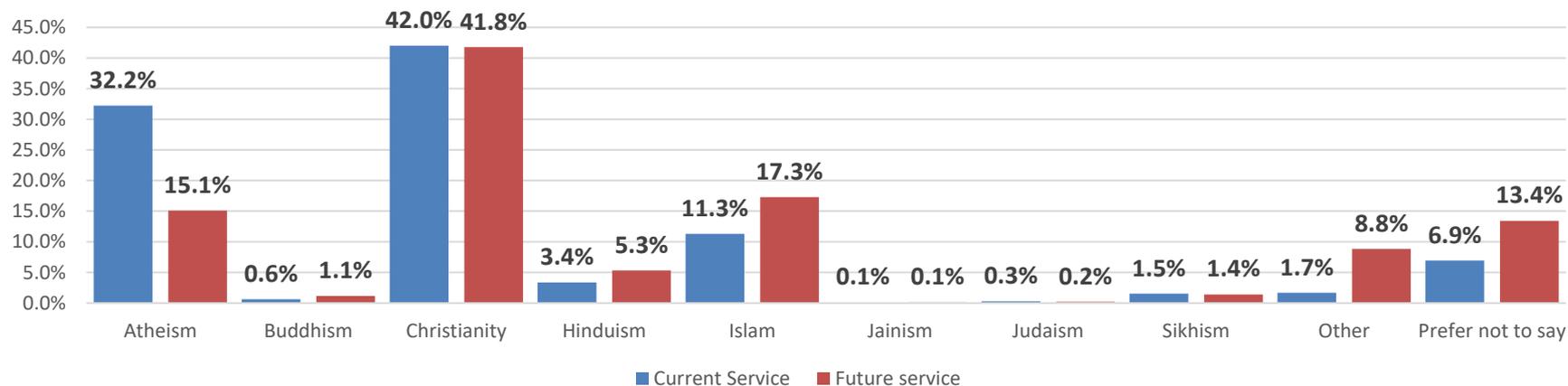
- 19% rise in female applications
- Inclusion of 'other' category in future service

- ## Age Band
- 7% drop in under 24s
 - 11% increase in 25 to 44 applications
 - Comparable ratio of over 44 age bands

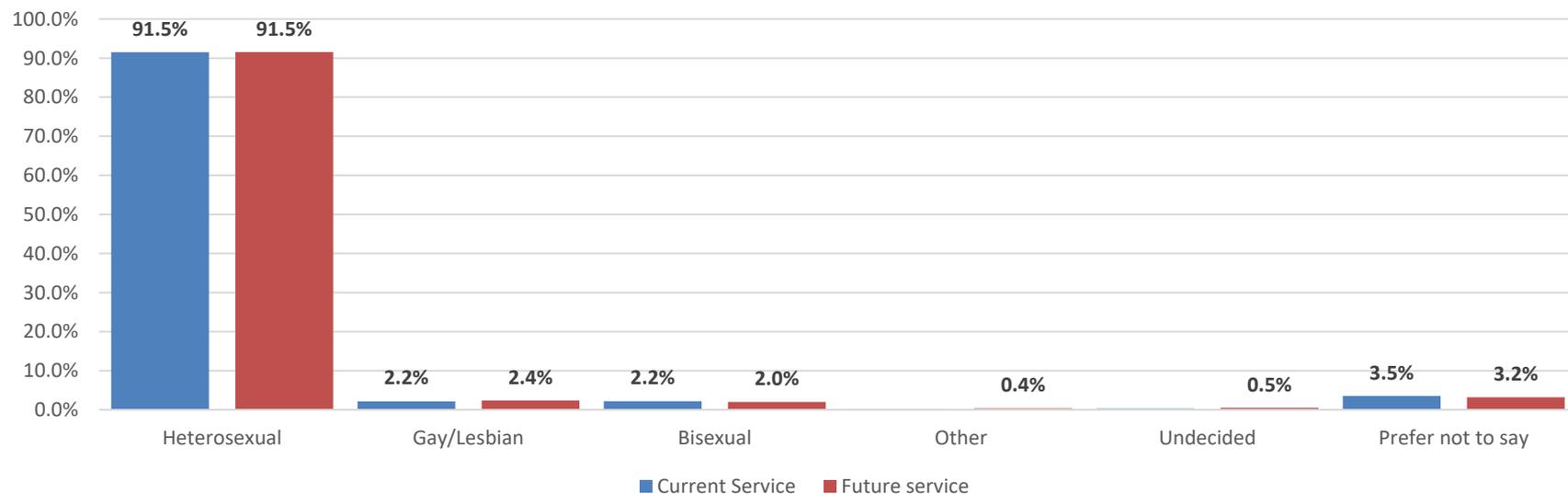


Applicant Demographics

Religious Belief - Apr to Sep 2020



Sexual orientation- Apr to Sep 2020





Alice Sorby

Employment Relations Advisor
Royal College of Midwives
and
Co-chair of the Equality Diversity Inclusion
Group (NHS Staff Council)

WORKING IN PARTNERSHIP

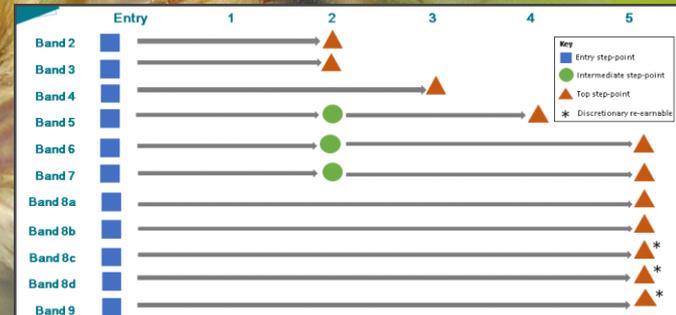
ALICE SORBY, STAFF-SIDE CHAIR, EQUALITY, DIVERSITY AND INCLUSION GROUP

THE NHS STAFF COUNCIL

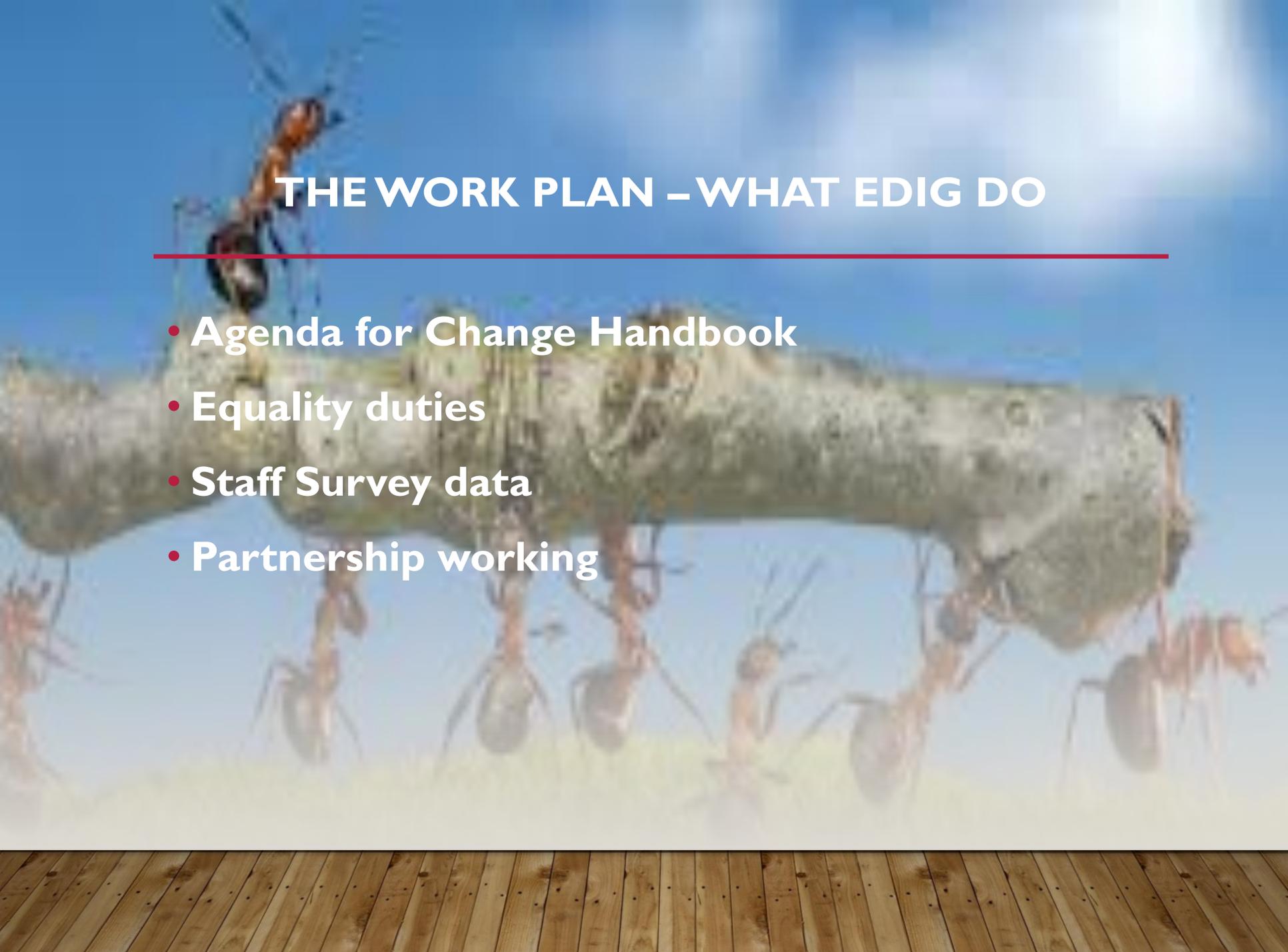
NHS Terms and
Conditions of
Service Handbook



THE NHS STAFF COUNCIL
WORKING IN PARTNERSHIP



THE NHS STAFF COUNCIL
WORKING IN PARTNERSHIP

A background image showing a large, light-colored log being carried by a line of ants. One ant is prominently visible at the top left, carrying a piece of the log. Other ants are visible along the length of the log, supporting it from below. The scene is set against a bright blue sky with a sun flare in the top right corner. The bottom of the image shows a wooden floor.

THE WORK PLAN – WHAT EDIG DO

- **Agenda for Change Handbook**
- **Equality duties**
- **Staff Survey data**
- **Partnership working**

The background of the slide features two white mannequin arms shaking hands, symbolizing agreement or partnership. The arms are positioned in the upper half of the frame, with their hands meeting in the center. A horizontal red line is drawn across the middle of the slide, separating the title from the list of points. The bottom of the slide shows a wooden floor texture.

THE ROLE OF TRADE UNIONS

- **Trade Union Workplace Representatives:**
 - **Supporting and negotiating**
 - **A voice at work**
- **If organisations don't know who their staff are they can't set effective strategies and practices to improve for both their staff and service users**
- **What data is important? Workforce characteristics, pay and progression, disciplinaries, length of service, professional group, organisational policies etc.**
- **How to increase disclosure. Overcoming fears about career progression etc. increasing trust**
- **Use the data, analyse it, report on it and evaluate it!**

QUESTIONS AND ANSWERS



FURTHER INFORMATION

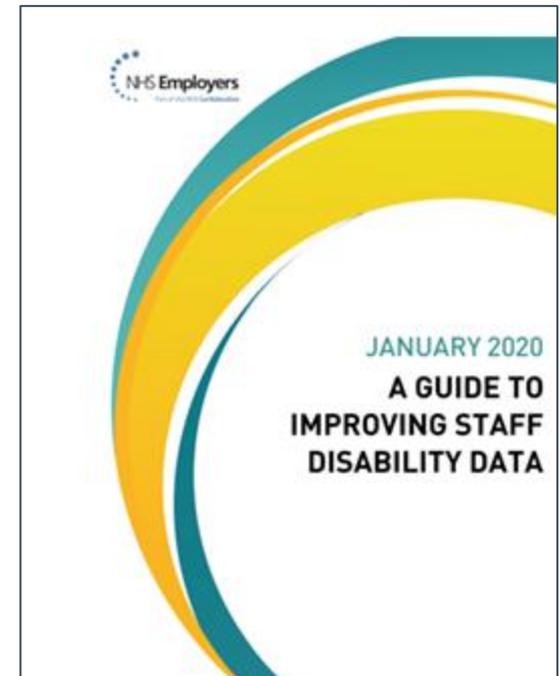
Electronic Staff Record

email: esr.communications@nhs.net

NHS Employers

www.nhsemployers.org/ESR

www.nhsemployers.org/WDES



CLOSE

We will publish the webinar recording and slides from today on our website and share the link.

