

## Equality & Diversity Data in ESR

### Why it is important that NHS employees record their Equality and Diversity data in ESR

Under the terms of the Equality Act 2010 all Public Sector Employers, including the NHS, are obliged to ensure that employees are not discriminated against, harassed, or victimised on the grounds of a number of Protected Characteristics. Furthermore, under the Act there is a Public Sector Equality Duty whereby public bodies have to consider all individuals when carrying out their day-to-day work; in shaping policy, in delivering services and in relation to their own employees.

It also requires that public bodies have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people when carrying out their activities

Therefore Equality & Diversity (E&D) data being recorded in ESR enables NHS organisations to demonstrate compliance with equality legislation. It also assists in comparing the experiences of staff in the Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES), and in determining action where necessary to help improve the experience of working in the NHS for everyone as set out in the NHS People Plan



“ Culture is a difficult thing to visualise. It is more than just the physical appearance of your organisation – in terms of gender, race and age etc. It is also about the sometimes less visible elements of who we are such as religion, sexual orientation, disability etc. And it is also about who gets hired / promoted / paid most. ESR can tell you all of things – and help you to paint the picture of what your organisational culture is really like. ”

Paul Deemer, Head of Diversity and Inclusion at NHS Employers

Harness  
Technology

Compliance | Free National Content

Empower  
Employees

Reduce  
Admin

Internet Access | e-Learning | Portability |

There are undoubtedly other significant contributing factors that have led to the improvement such as the introduction of WRES/WDES, better local processes and procedures (e.g., recruitment, workforce departments), greater awareness of data quality, WoVen reporting, enhancements to NHS Jobs and e-rec interfaces and a positive change in culture within organisations.



### E&D declaration rates and data quality within ESR

There has been a significant improvement at a national level over recent years:

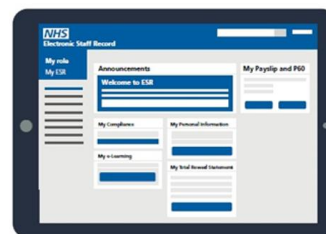
- In 2015 only around 60% of employees disclosed their religious belief and sexual orientation. As of February 2022, this figure has risen to 72% and 76% respectively.
- Around only 8% of employees have blank records for sexual orientation and religious belief compared with over 15% in 2015.
- 98% of all employees have an Ethnic Origin recorded in ESR.
- Over 72,000 employees have declared a disability in ESR, compared with just 35,000 in 2015.

**\*Figures are for substantive staff only for England & Wales**

## Recording of E&D information in ESR

A number of enhancements have been delivered into ESR which have successfully helped to improve data quality relating to personal information and E&D data as well as improving the integrity of the data held within ESR.

- **Employee Self Service** has given employees direct access to their own record which empowers them to manage their own information. Data shows that E&D completion rates are higher for employees who have logged into ESR at least once in the previous 12 months.



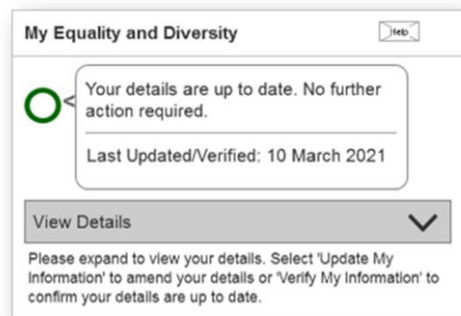
- **Portlets** – Specific Personal Information and E&D portlets have been implemented in Self Service to enable easier navigation for employees and ensure their details can be reviewed and updated efficiently.
- **Data Quality Reporting** - A number of enhancements have been made to ESR BI to enable organisations to report on a vast range of data quality issues including missing E&D data.
- **Data Quality Education/Resources** – A wealth of Data Quality education and resources have been published to support organisations in identifying issues and the steps they can take to make further improvements.

## Future changes to support the recording of E&D data

To further help improve employee data quality in ESR, later this year an enhancement will be made which will prompt employees to view and, if required, update their personal and equality and diversity information.

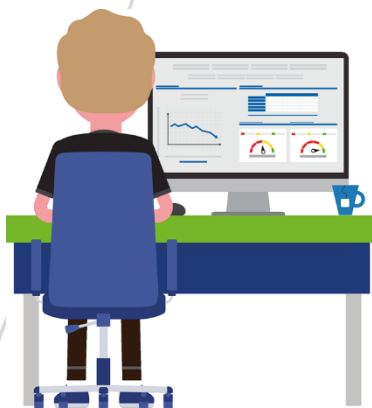
To facilitate this a status bar will be added to the Personal Details and the Equality and Diversity Portlets which will change colour, dependant on the length of time since the employee last updated or verified their personal and equality information.

In addition, an employee notification will be triggered where the employee has not updated or verified their personal or equality and diversity information within the last 12 months (365 days).



It is anticipated that this enhancement encouraging employees to regularly review their personal and E&D information will help to increase completion rates of key data items, as well as providing assurance to organisations and Arm's length Bodies through enhanced reporting, that the information held against each individual is up-to-date and accurate where the verification has taken place.

Further information on this enhancement will be issued in the Guide to Enhancements Release Notice closer to the time.



## Updating the equality fields and values in ESR

The NHSBSA ESR service team is aware that some NHS organisations and individuals feel the data items and values relating to some specific protected characteristics do not meet their needs. We've previously advised that changes cannot be implemented in this area until the national NHS-wide review of equality data requirements has concluded.

NHS England and Improvement (NHS E/I) have led this review of all protected characteristics which could result in a Unified Information Standard for Protected Characteristics (UISPC) or a number of separate data standards.

The review covers data sets used across the NHS in relation to both the workforce and to patients. Assuming that the review's recommendations are accepted by the Department of Health and Social Care (DHSC), they will be incorporated into the NHS National Workforce Dataset, enabling subsequent implementation within ESR at a future date to be determined.

### Do you require more information?

Contact your Regional NHS ESR Functional Account Manager.

Access their details on the [ESR Hub](#).