



North East and North Cumbria

Our Reference PA\ North East & North
Cumbria ICB\ICB045

Your Reference ICB045

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30 August 2022

By Email

Dear

Freedom of Information Act 2000 - Request for Information – NHS North East & North Cumbria Integrated Care Board.

Thank you for your request received by North of England Commissioning Support (NECS) on 10 August 2022 for information held by NHS North East and North Cumbria Integrated Care Board (ICB) under the provisions of the Freedom of Information Act 2000.

For information Clinical Commissioning Groups ceased to exist on 30 June 2022. Services that were previously delivered by the CCG are now being delivered by the successor organisation NHS North East and North Cumbria (ICB). This covers the areas of County Durham, Newcastle Gateshead, North Cumbria, North Tyneside, Northumberland, South Tyneside, Sunderland and Tees Valley.

Please find the information you requested on behalf of the ICB as follows;

Request

Under the Freedom of Information Act I would like to request the following information regarding the financial efforts of your NHS Integrated Care Board to promote diversity.

I would like to request the number of employees within your Integrated Care Board whose job roles specifically require them to address issues of Equality, Diversity and Inclusion (EDI), including but not limited to all staff whose job title has 'EDI', 'Equality', 'Diversity' or 'Inclusion' in it.

I would also like to request all remuneration costs for these roles.

Does your Integrated Care Board have an EDI strategy, a diversity strategy, or any other strategy aimed at increasing the amount of female, BAME, LGBT+, or disabled employees?

What are the costs related to the development and implementation of these strategies?

E.g: research and data collection, the organisation of focus groups/forums/workshops/etc, time spent on changing structures.

Is your Integrated Care Board involved in any other project or initiative aimed at promoting diversity, in terms of gender, ethnicity, nationality, sexual preference or ablebodiedness, and if so, what are the costs related to these projects or initiatives?

Response

No designated EDI roles within the CCGS historically. We have recently gone to advert for a Director of Equity and Inclusion – Band 9 salary. We have recruited to that role and expect that individual to start within the next 3 months – remunerated at £95,135

NENC ICB have a clear commitment to equality and diversity, which is driven by the principles of the NHS Constitution, the Equality Act 2010, and the Human Rights Act 1998, and also by the duties of the Health and Social Care Act 2012 (section 14T) to reduce health inequalities, promote patient involvement and involve and consult with the public.

Public Sector Equality Duty (PSED)

As a public sector organisation, we understand that we are required under the Public Sector Equality Duty (PSED) which is set out in s149 of the Equality Act 2010, to have due regard to:

- Eliminate unlawful discrimination, harassment, victimisation, and other conduct prohibited by the (Equality) Act*
- Advance equality of opportunity between people who share a protected characteristic and those who do not*
- Foster good relations between people who share a protected characteristic and those who do not.*

We are also required as part of the Specific Duties Regulations 2011 to publish:

- Equality objectives, at least every four years*
- Information to demonstrate our compliance with the public sector equality duty*

All CCG staff in the NE&NC and therefore ICB staff engaged in commissioning have specific responsibilities under ED&I, indeed when transformation of services or service changes are considered an equality impact assessment should always be completed which includes all of the protected characteristics.

All of the CCGs were provided with ED&I support from NECS, this supported the CCGs to undertake their legal obligations, the CCGs developed standardised Equality objectives

last year, development work is underway to determine the ICB's Equality objectives and strategy moving forward.

Within my own function – as well as our meeting our legal obligations as outlined above, the implementation of NHS People Plan is clear on our national commitment to support a safe and diverse workforce in the NHS.

In line with the Information Commissioner's directive on the disclosure of information under the Freedom of Information Act 2000 your request will form part of our disclosure log. Therefore, a version of our response which will protect your anonymity will be posted on the NHS ICB website <https://northeastnorthcumbria.nhs.uk/>.

If you have any queries or wish to discuss the information supplied, please do not hesitate to contact me on the above telephone number or at the above address.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to the Senior Governance Manager using the contact details at the top of this letter quoting the appropriate reference number.

If you are not content with the outcome your complaint, you may apply directly to the Information Commissioner for a decision. Generally, the Information Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by The North of England Commissioning Support Unit.

The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

www.ico.gov.uk

Any information we provide following your request under the Freedom of Information Act will not confer an automatic right for you to re-use that information, for example to publish it. If you wish to re-use the information that we provide and you do not specify this in your initial application for information then you must make a further request for its re-use as per the Re-Use of Public Sector Information Regulations 2015 www.legislation.gov.uk . This will not affect your initial information request.

Yours sincerely

Paul Atkinson

Paul Atkinson
Information Governance Officer