



Staffordshire and Stoke-on-Trent Integrated Care Board Workforce Diversity Profile Report 2024

This report was produced by the ICB Equality Diversity and Inclusion Business Partner December 2024

Introduction

This will be Staffordshire and Stoke-on-Trent (SSoT) Integrated Care Boards (ICB) third workforce diversity profile report since transitioning from Clinical Commissioning Boards in July 2022. Public authorities with over 150 employees must consider its employee profile and if it representative of the communities it serves, if staff are treated equitably and without discrimination. This information should be published considering protected characteristics.

This report will focus on two areas, the workforce profile of the ICB and the recruitment process. Other activities and outcomes in relation to workforce equality diversity and inclusion e.g. , training and development, staff engagement, staff experience and feedback, health and wellbeing will be captured in the ICB's 2024-25 Public Sector Equality Duty Annual report which will be published in March 2025.

The report provides a profile of ICB staff in post as of the 30.09.2024 which at that point totalled 329. To preserve anonymity staff numbers are replaced with percentages as to make it difficult to identify individual staff. It is worth considering that when working with relatively small figures, small changes in staff numbers can substantially alter the demographic profile of a workforce.

At a Staffordshire and Stoke-on-Trent system level, the ICB continue to work with NHS providers and wider partners to make the local area a better place to work in a movement towards an ['One Workforce'](#) approach where the greatest impact can be had by affecting change across the whole local workforce.

Note: Figures have been rounded up to one decimal place. Afc which is used within the tables is an abbreviation for Agenda for Change Pay Scales

Staffordshire and Stoke-on-Trent Integrated Care Board.

ICB Workforce Profile



Summary of findings 2024

Age: The ICB (16-25 yr) age profile currently represents 2.4% of the workforce compared to Staffordshire and Stoke on Trent combined 16–25-year-old population of 10.5% Office of National Statistics (ONS). However, there has been a year-on-year increase regarding this age group.

Disability: People with disabilities are underrepresented in the ICB workforce compared to the working-age population of Staffordshire and Stoke-on-Trent, which is around 19.5%. The highest percentage of staff not declaring their disability status is among the Non-AfC at 15.2%, a slight increase from 11.4% in 2023. Overall staff who declare having a disability has increased year on year.

Gender Re-assignment: Data is not collected for this characteristic. No National agreement on the collection of data or what question/s to ask have yet been determined.

Marriage and Civil Partnership: Staff who identified as being in a civil partnership was 0.4%, this is above the estimated combined Staffordshire and Stoke-on-Trent (SSoT) profile figure of 0.2%. 63% of all ICB workforce identified as being married which higher than the (SSoT) profile figure of 50%. The highest percentage staff band range where marital status is unknown is Non-Afc at 16.7%.

Pregnancy and Maternity: Data is not currently collected.

Race: The combined average percentage of the non-white population in Staffordshire and Stoke-on-Trent is approximately 8.69% ONS when comparing this to the ICB workforce, non white staff are proportionately represented within the ICB. When this is disaggregated by broad ethnic groups, we find that Asian staff are positively represented across all pay bands. Black staff are positively represented in bands 1-4 (2.4%) and 8a-9 (1.4%) and Mixed heritage staff positively represented at band 1-4.

Religion and Belief: A significant theme in relation to religion and belief is the percentage of all staff across all pay bands who did not wish to disclose this information with the highest levels in the Non Afc Pay Band 72.7% though this as reduced from the 2023 figure of 80%.

Summary of findings 2024 continued

Sex (Female – Male): When we compare the NHS National workforce figure of 76.7% female 23.3% male, it is closely representative at Pay Band levels 8a-9 . When looking at the most senior (non-AfC) roles, male staff are overrepresented as a proportion of the ICB workforce. While male staff are underrepresented at both pay band groupings 1-4 (11.9%) and 5-7 (13.2%) respectively, their representation at band 1-4- has increased year on year.

Sexual Orientation: Staff who identified as LGB are represented in the middle broad pay band ranges; 5-7 (1.9%) and 8a-9 (2.0%). A total of 67.8 % of staff identified as Heterosexual or Straight. 30.7% were asked but declined to provide their sexual orientation status. 63.4% of Non-AfC pay band staff did not state or chose not to declare this information.

Overall in 2024 staff identified as follows LGB 1.5% - Heterosexual or Straight 67.8% - Not stated 30.7 %

In 2023 staff figures were LGB 2.1% - Heterosexual or Straight 70.9% - Not stated 27.0%

Full Time and Part Time Participation: The percentage of staff working full time represented 67.2% of the workforce. This was a 3.7% decrease compared to last years figure of 70.0% which meant that staff who worked part time increased from last years figure of 29.1% to 32.8%.

Improving the Diversity Profile (Sex and Race) of the ICB Executive Team

During 2024, three individuals were appointed to Chief Officer/Director positions:

Equality, Diversity, and Inclusion (EDI) requirements were embedded into all job descriptions and person specifications. Decision-making committees ensured salary differences were justifiable and free from bias based on protected characteristics.

The three successful candidates recruited into senior positions were women. This has significantly increased the diversity profile of the ICB's executive team (Race and Sex) and reduced the Gender Pay Gap significantly. For more information on the ICB's Gender Pay Gap please see the 2024 Public Sector Equality Duty Annual Report.

Age

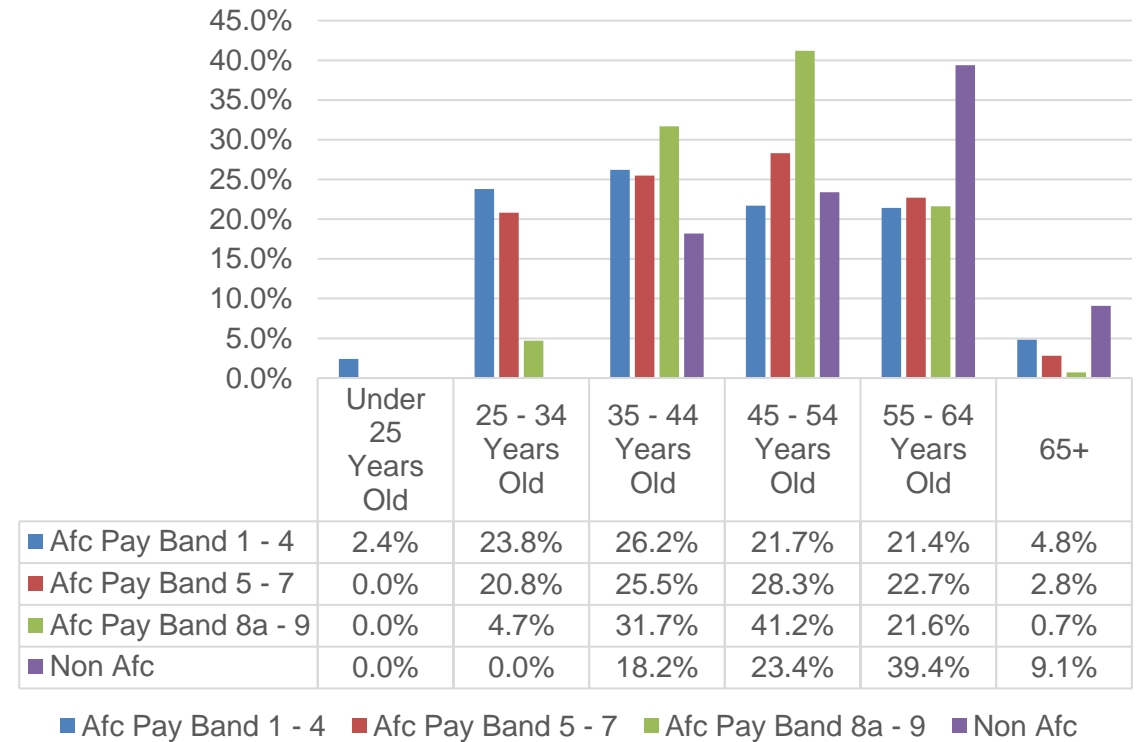
The overall Integrated Care Boards workforce profile by age varies across pay bands: (under 25yrs 0.3%), (25-34 yrs 11.9%), (35-44 yrs 27.7%), (45-54 yrs 33.7%), (55-64 yrs 23.7%), and (65yrs+ 2.7%)

The combined percentage of the Stoke-on-Trent and Staffordshire population by age categories are: (16-25 10.5%), (25-34 yrs 12.6%), (35-44 yrs 11.6%), (45-54 yrs 12.5%), (55-64 yrs 10.7%) and (65+ up to 11% based on UK data)

The workforce dynamics of an ICB differs when compared with NHS Provider Trusts. There are proportionately higher numbers of senior non-clinical positions. This may be one reason why there are lower numbers of staff in the under 25 age range. The Tables below show ICB staff in post as of the 30th September by age ranges and pay bands.

% Headcount for years 2022 – 2023	2022		2023		2022		2023	
	2022	2023	2022	2023	2022	2023	2022	2023
Afc Pay Bands	1 – 4	1 – 4	5 – 7	5 - 7	8a – 9	8a – 9	Non-AfC	Non-AfC
Under 25 Yrs	5.6%	2.8%	4.3%	3.6%	0.0%	0%	0.0%	2.9%
25 – 34 Yrs	27.8%	22.2%	14.0%	16.7%	5.7%	4.7%	4.2%	2.9%
35 – 44 Yrs	16.7%	19.5%	23.7%	25%	37.4%	35.7%	22.9%	20%
45 – 54 Yrs	27.8%	30.6%	29.0%	25%	35.8%	40.2%	27.1%	31.4%
55 – 64 Yrs	19.5%	16.7%	28.0%	28.6%	21.1%	20.5%	37.5%	37.1%
65+	2.8%	8.3%	1.8%	1.2%	0.0%	0%	8.3%	5.7%

ICB Workforce : Staff in Post 30/09/2024 By Age and Afc Pay Band



2022 16 – 25 yrs olds as a percentage of the ICB workforce **2%**

2023 16 – 25 yrs olds as a percentage of the ICB workforce **1.8%**.

2024 16 – 25 yrs olds as a percentage of the ICB workforce **2.4%**

Disability

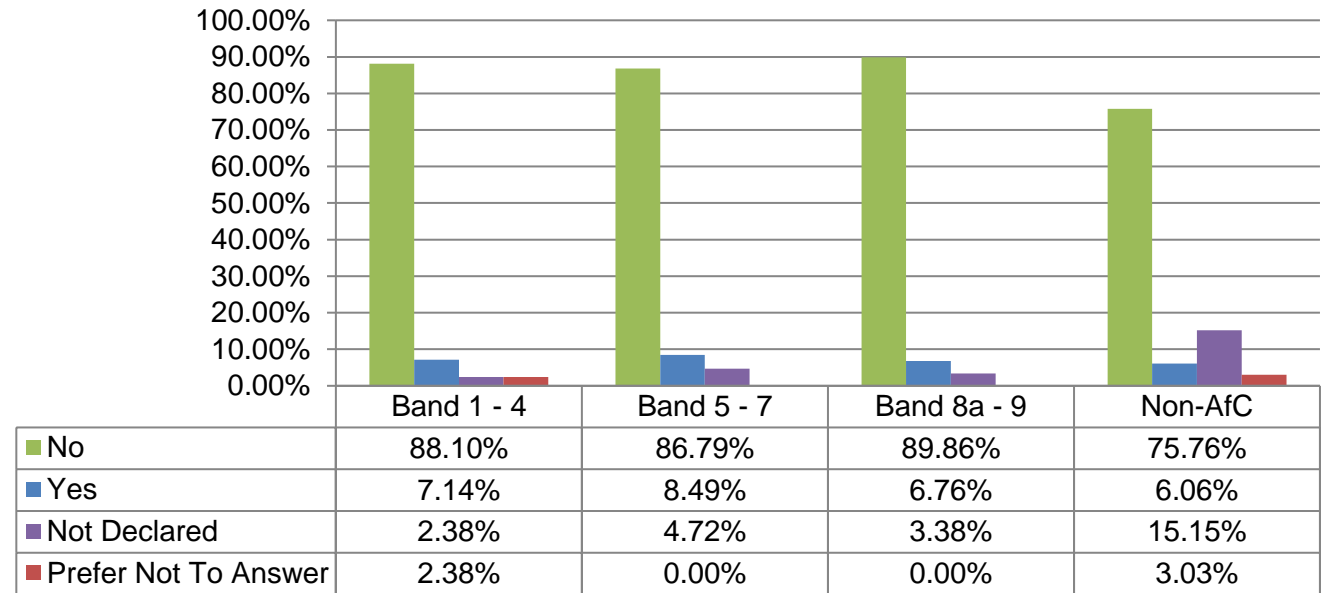
Staff with a disability are not represented within the ICB workforce as a proportion of the working age population of Staffordshire and Stoke which is approximately 19.5% (NOMIS). Even if you include staff who have “not declared” or “preferred not to say” to the number of staff who have declared as having a disability, this would only total 12.8%

Since the ICB started reporting of its workforce diversity profile in 2022, it has experienced consecutive year on year improvement in staff disability declaration rates which should be commended.

Though the number of Non Afc staff who did identify as having a disability has increased from 2.9% to 6.1%. The non-declaration rate for this pay group of 15.2 % is relatively high compared to other staff pay bands and has increased year on year.

% Headcount for years 2022 – 2023 - 2024	2022		2023		2022		2023	
	2022	2023	2022	2023	2022	2023	2022	2023
Afc Pay Bands	1 – 4	1 – 4	5 – 7	5 - 7	8a – 9	8a – 9	Non-AfC	Non-AfC
No	91.7%	86.1%	88.2%	89.3%	92.7%	88.2%	85.4%	82.9%
Yes	2.8%	5.6%	7.5%	7.1%	4.1%	5.5%	2.1%	2.9%
Not Declared	2.8%	2.8%	4.3%	3.6%	3.3%	6.3%	10.4%	11.4%
Prefer Not To Answer	2.8%	5.6%	0%	0%	0%	0%	2.1%	2.9%

ICB Workforce 30/09/2024 : By Disability Status and Afc Pay Band



2022 all ICB Staff by Disability **4.7%**. Not declared/preferred not to answer **5.3%**

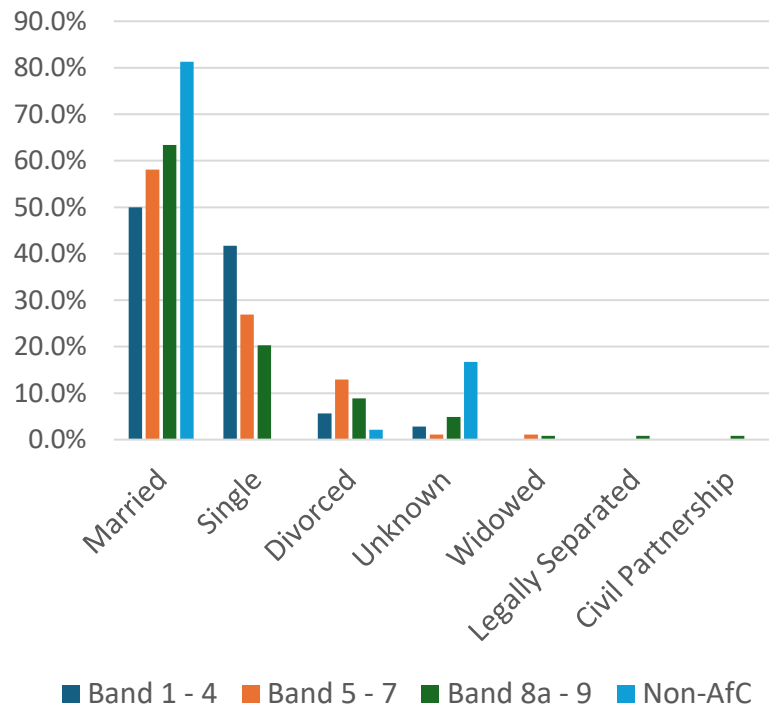
2023 all ICB Staff by Disability **5.7%**. Not declared/preferred not to answer **6.7%**

2024 all ICB Staff by Disability **7.3%**. Not declared/preferred not to say **5.5%**

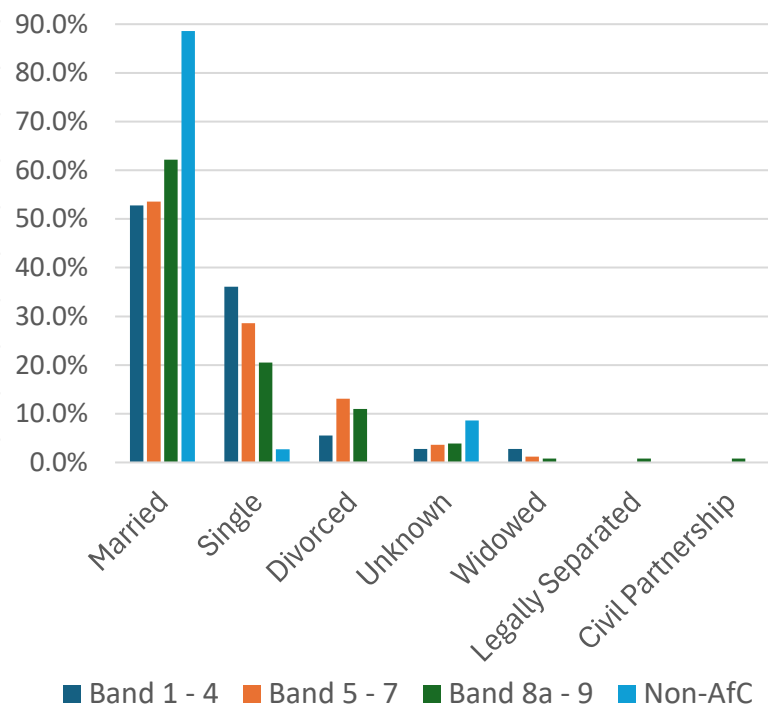
Marriage and Civil Partnership

The percentage figure of ICB staff identifying has being in a civil relationship for this reporting period was 0.4% this is above the combined Staffordshire and Stoke-on-Trent (SSoT) profile figure of 0.2%. 61.7% of the ICB workforce identified has being married which is higher than the (SSoT) profile figure of 50%. The highest pay band group who identify as married is the Non- AfC with 84.9%. 4.3% of ICB staff's marital status is unknown this figure varies across pay bands.

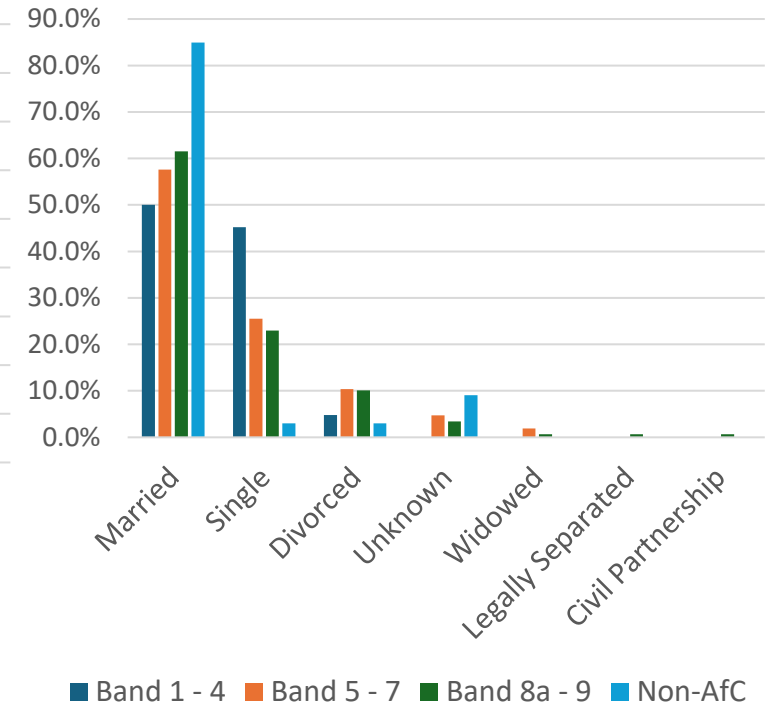
ICB Workforce Profile By Marriage/Civil Partnership/Relationship Status 2022



ICB Workforce Profile By Marriage/Civil Partnership/Relationship Status 2023

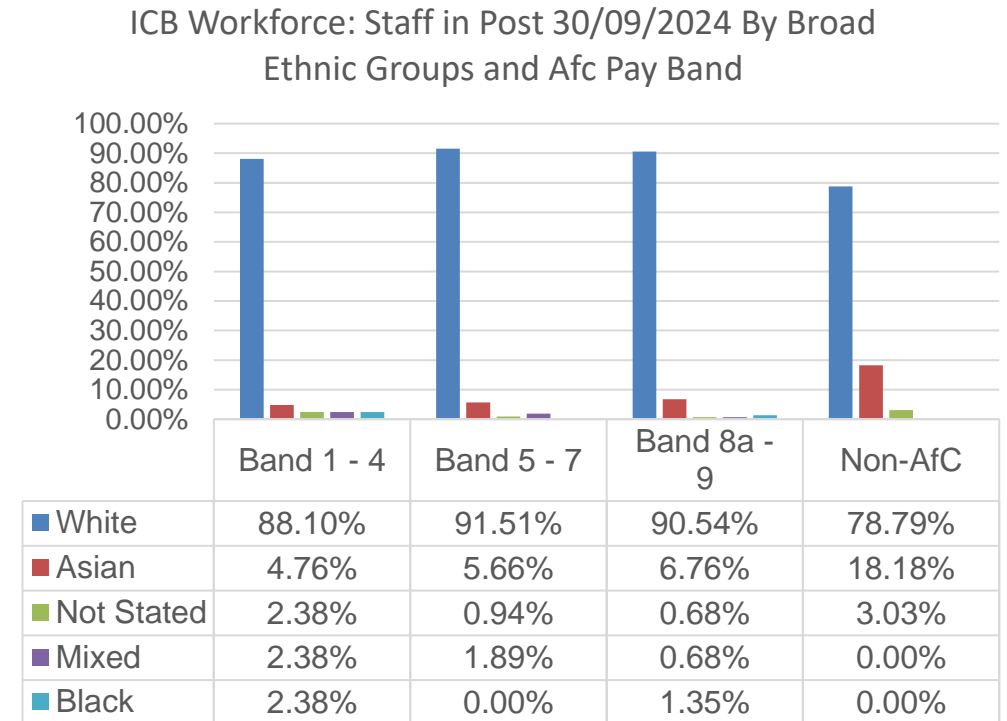


ICB Workforce Profile By Marriage/Civil Partnership/Relationship Status 2024



Race Population by race varies across the nine boroughs of Staffordshire and Stoke on Trent with low level figures of 2% in some areas rising to 10% and 11% in East Staffordshire and Stoke –on-Trent respectively. The combined average percentage of the non-white population in Staffordshire and Stoke-on-Trent is approximately 8.69%. The combined Asian population is approximately 4.8%, Mixed 2.2% Black 1.2% When using this average, the percentage of Asian staff are positively represented across all pay bands. Black staff are positively represented in bands 1-4 (2.4%) and 8a-9 (1.4%). Staff who identify as mixed heritage are positively represented at the lower bands. As mentioned at the top of this report consideration should be given when working with relatively small figures, as small changes in staff numbers can substantially alter the demographic profile of a workforce in percentage terms.

Years 2022 and 2023	2022	2023	2022	2023	2022	2023	2022	2023
Broad Ethnic Category	Afc Pay Band 1 – 4	Afc Pay Band 1 – 4	Afc Pay Band 5 – 7	Afc Pay Band 5 - 7	Afc Pay Band 8a – 9	Afc Pay Band 8a – 9	Non-AfC	Non-AfC
White	91.7%	88.9%	95.7%	96.4%	89.4%	89.8%	68.6%	77.1%
Asian*	2.8%	5.6%	2.2%	2.4%	6.5%	7.1%	29.2%	20.0%
Mixed	5.6%	5.6%	1.1%	1.2%	0.8%	0.8%	0.0%	0.0%
Black	0.0%	0.0%	1.1%	0.0%	0.8%	0.8%	0.0%	2.7%
Not Stated	0.0%	0.0%	0.0%	0.0%	0.8%	0.8%	2.1%	0.0%
Other	0.0%	0.0%	0.0%	0.0%	0.8%	0.8%	0.0%	0.0%



*The Census Bureau defines a person of the Asian race as “having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

2022 all ICB Staff: **Non-White % 11% - White Staff 88.3% - Not stated 0.7%**

2023 all ICB Staff: **Non-White Staff 9.2% - White staff 90.0% - Not stated 0.7%**

2024 all ICB Staff: **Non-White Staff 9.4% - White Staff 89.4% - Not stated 1.2%**

Religion and Belief

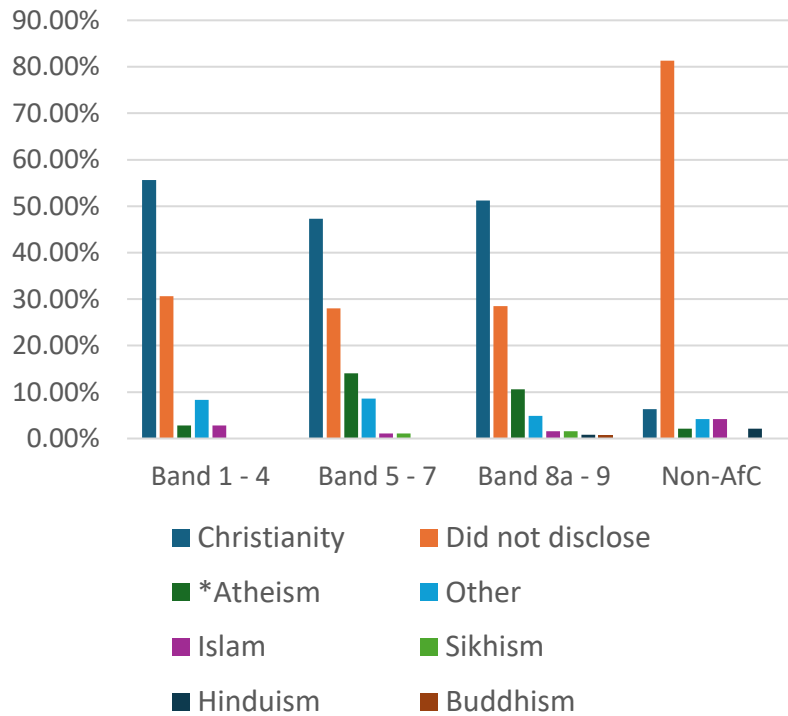
According to the 2021 Census:

Staffordshire population by Religion and Belief: Christian 53.9% No religion 37.2% (includes Atheism) Muslim: 1.9%, with remaining percentage including Hindu, Sikh, Buddhist, Jewish, and other smaller groups.

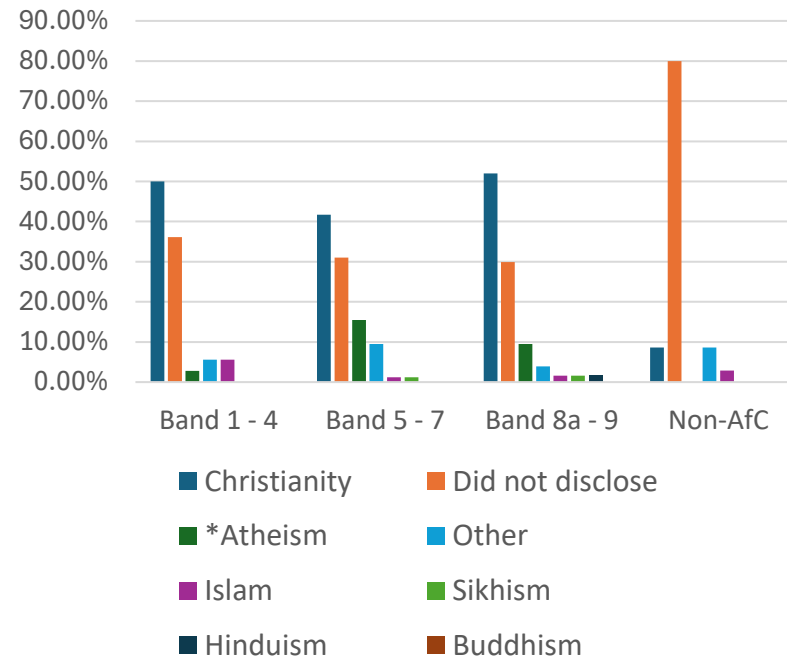
Stoke on Trent population by Religion and Belief: Christian 45.8%, No religion: 37.7% (includes Atheism) Muslim: 9.2%, with remaining percentage including Hindu, Sikh, Buddhist, Jewish, and other smaller groups.

A significant theme in relation to religion and belief is the percentage of all staff across all pay bands who did not wish to disclose this information with the highest levels in the Non Afc Pay Band 72.7% though this as reduced from the 2023 figure of 80%

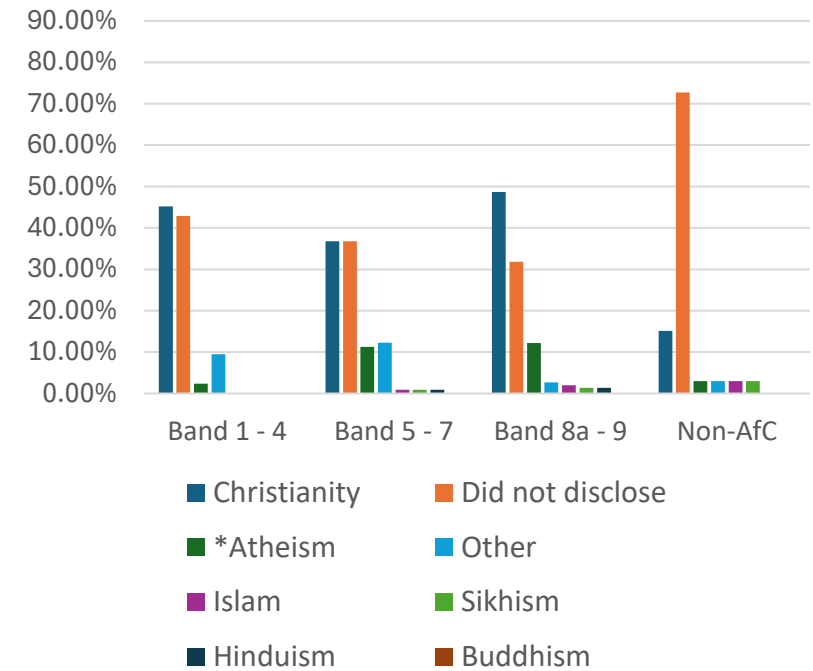
ICB Workforce Profile By Religion and Belief 2022



ICB Workforce Profile By Religion and Belief 2023



ICB Workforce Profile By Religion and Belief 2024



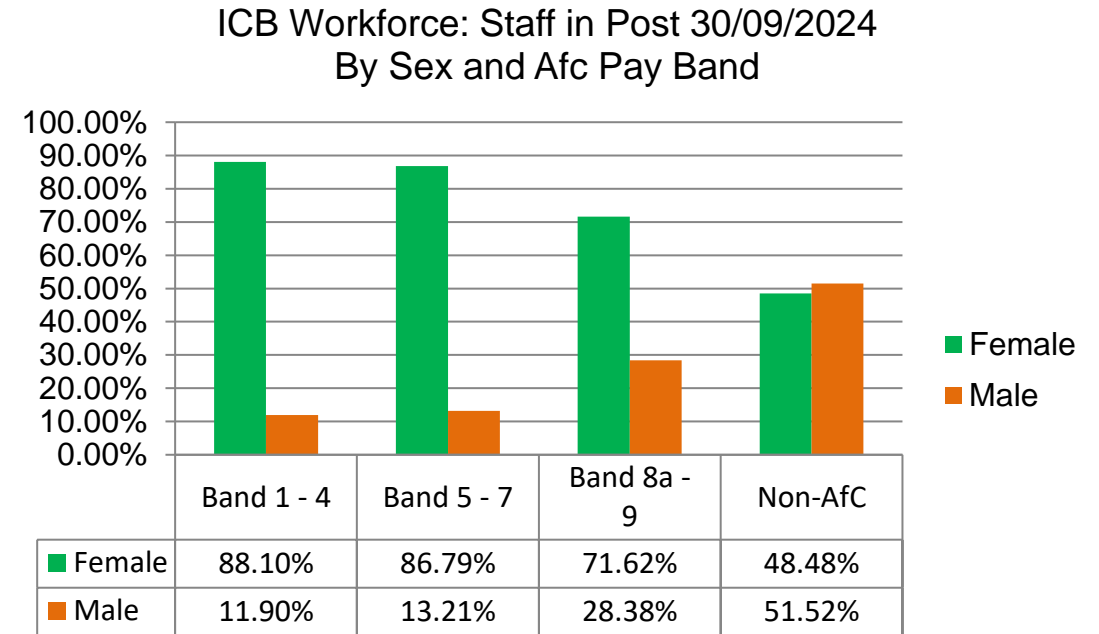
Sex (Female Male)

Female and Males both make up 50% of the overall Staffordshire and Stoke-on-Trent (SSoT) population.

Health and Social Care is one of the public sectors where women thrive in terms of representation. The NHS workforce totals 1.3 million staff, of which 76.7% are women (2021 NHS England) This figure of 76.7% is almost identical with the ICB workforce demographic of 76.3% of the workforce being women and 23.7% men. While the NHS has traditionally been a female dominated sector these figures are not represented at senior levels.

When we compare the NHS National workforce figure of 76.7% female 23.3% male, it is closely representative at Pay Band levels 8a-9 . When looking at the most senior (non-AfC) roles, male staff are overrepresented as a proportion of the ICB workforce. Males are underrepresented at both pay band groupings 1-4 (11.9%) and 5-7 (13.2%) respectively, though male representation at band 1-4- has increased year on year.

% Headcount for years 2022, 2023 and 2024	2022		2023		2022		2023	
	2022	2023	2022	2023	2022	2023	2022	2023
Pay Band	1 – 4	1 – 4	5 – 7	5 – 7	8a – 9	8a – 9	Non-AfC	Non-AfC
Female	97.2%	91.7%	88.2%	86.9%	72.4%	74.8%	43.6%	48.6%
Male	2.8%	8.3%	11.8%	13.1%	27.6%	25.2%	56.6%	51.4%



2022 All ICB Staff by Sex: **Female 75.7 % - Male 24.3%**

2023 All ICB Staff by Sex: **Female 77.3% - Male 22.7%**

2024 All ICB Staff by Sex: **Female 76.3% - Male 23.7 %**

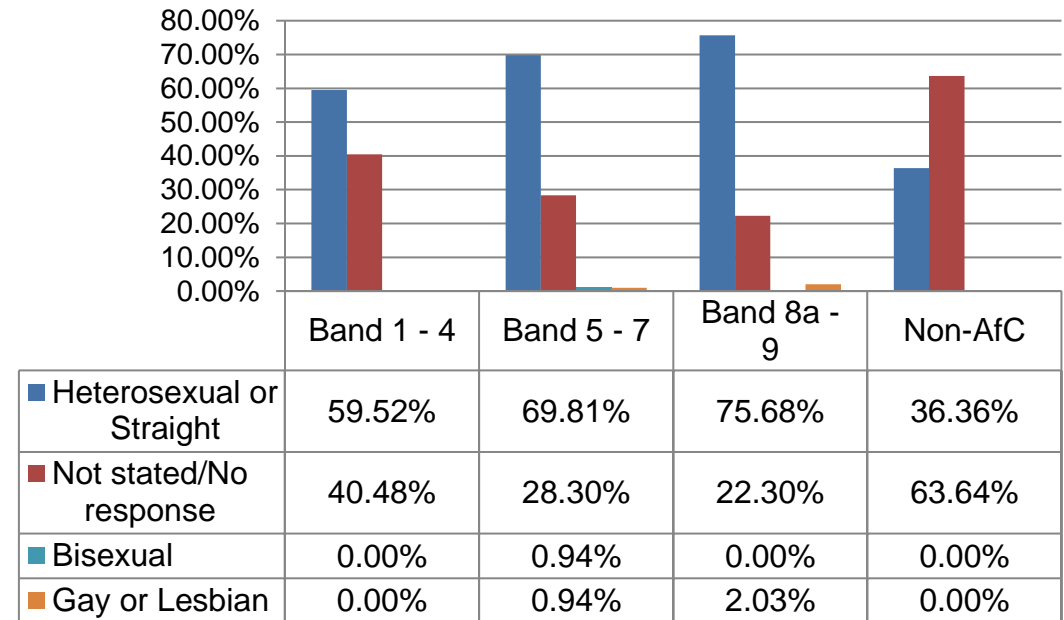
Sexual Orientation

Detailed data on the population by sexual orientation isn't readily available in a combined format. There is national data available on sexual orientation in the UK. According to the Office for National Statistics (ONS), in 2022, 93.4% of the UK population aged 16 years and over identified as heterosexual or straight. 3.3% identified as lesbian, gay, or bisexual (LGB), which is an increase from 2.1% in 2017

Staff who identified as LGB are represented in the middle broad pay band ranges; 5-7 (3.57%) and 8a-9 (2.36%). A total of 67.8 % of staff identified as Heterosexual or Straight. 30.7% were asked but declined to provide their sexual orientation status. 63.4% of Non-AfC pay band staff did not state or chose not to declare this information.

% Headcount for years 2022 2023	2022		2023		2022		2023	
	2022	2023	2022	2023	2022	2023	2022	2023
Pay Bands	1 – 4	1 – 4	5 – 7	5 - 7	8a – 9	8a – 9	Non-AfC	Non-AfC
Heterosexual or Straight	72.2%	66.7%	79.6%	78.6%	77.2%	75.6%	33.3%	40.0%
Not stated	27.8%	33.3%	17.2%	17.9%	21.1%	22.1%	66.7%	60.0%
Gay or Lesbian	0.0%	0.0%	1.1%	1.2%	1.6%	2.4%	0.0%	0.0%
Bisexual	0.0%	0.0%	2.2%	2.4%	0.0%	0.0%	0.0%	0.0%

ICB Workforce: Staff in Post 30/09/2024 By Sexual Orientation



2022 ICB Staff: **LGB 1.7% - Heterosexual or Straight 70.3% - Not stated 28.0%**

2023 ICB Staff: : **LGB 2.1% - Heterosexual or Straight 70.9% - Not stated 27.0%**

2024 ICB Staff: : **LGB 1.5% - Heterosexual or Straight 67.8% - Not stated 30.7%**

Full Time and Part Time Participation

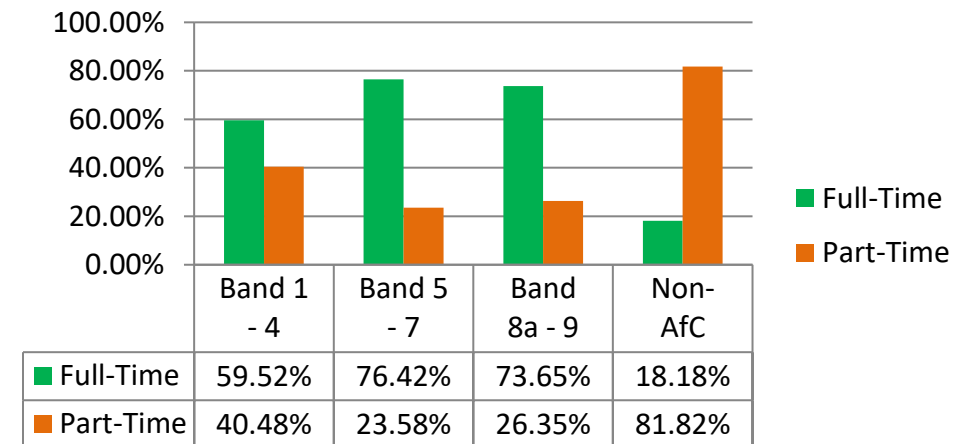
When analysing this data, it is important to consider the dynamics of full and part time working. Disaggregating this data for example by sex (female male) can provide a range of meaningful data around working habits that can be attributed to historical factors such as:

- The organisations operating structures
- preferred part time working arrangements for women with families or who have carer commitments..
- Though women have traditionally occupied Part-Time roles Non AfC for Change staff or highly specialised roles which are sessional are predominantly occupied by males
- It is important to consider the various types and roles available as well as other considerations within the organisation and the different gender profiles that occur within specific roles.

Age, Disability Religion and Belief may also be determining factors to consider in better understanding the dynamics of full and part time working arrangements and ensuring due regard to equality of opportunity between the protected characteristics.

% Headcount for years 2022 – 2023	2022	2023	2022	2023	2022	2023	2022	2023
	Afc Pay Band 1 – 4	Afc Pay Band 1 – 4	Afc Pay Band 5 – 7	Afc Pay Band 5 - 7	Afc Pay Band 8a – 9	Afc Pay Band 8a – 9	Non-AfC	Non-AfC
Full-Time	66.7%	66.7%	81.7%	84.5%	73.2%	75.6%	22.9%	25.7%
Part-Time	33.3%	33.3%	18.3%	15.5%	26.8%	24.4%	77.1%	74.3%

ICB Workforce 30/09/2024 : By Full/Part Time Status and AFC Pay Band



2022 ICB Staff by Participation: **Full Time 66.7.0 % - Part Time 33.3%**

2023 ICB Staff by Participation: **Full Time 70.9% - Part-Time 29.1%**

2024 ICB Staff by Participation: **Full Time 67.2 % - Part-Time 32.8%**

ICB Workforce Profile by Directorate



ICB Workforce Profile by Directorate

This section of the report provides a profile of ICB staff in post as of the 30.09.2024 by ICB directorate. To preserve anonymity staff numbers are replaced with percentages as to make it difficult to identify individual staff.

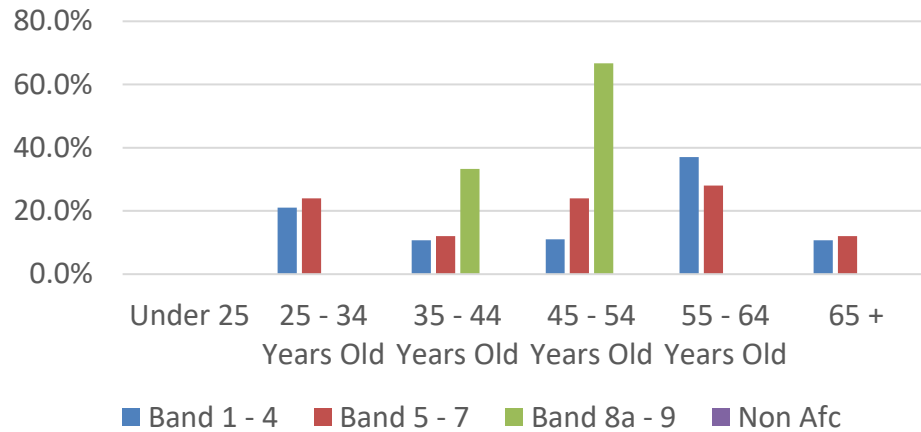
While the ICB will always continue to monitor its workforce profile from all 9 protected characteristics, we must also consider low staff numbers (and their anonymity) within directorates. Any directorate with fewer than 10 staff will not be included in this section of the report.

We publishing equality led data and led by data, focus where we equality diversity and inclusion is most relevant this section will focus on Age, Disability, Race and Sex.

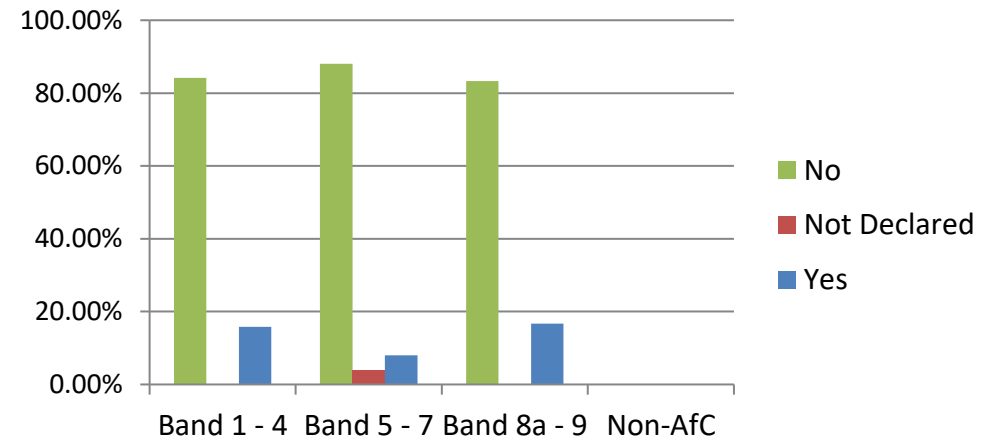
These figures represent individual directorates it is important to understand that when working with such small figures, small changes in staff numbers can substantially alter the demographic profile of a workforce.

ICB Workforce Profile by Directorate – Corporate Governance

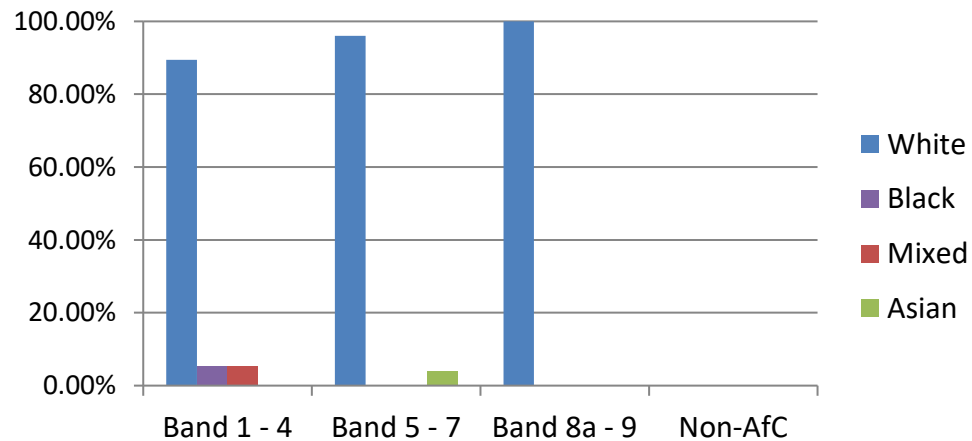
ICB Corp Gov Workforce 30/09/2024 : By Age and Afc Pay Band



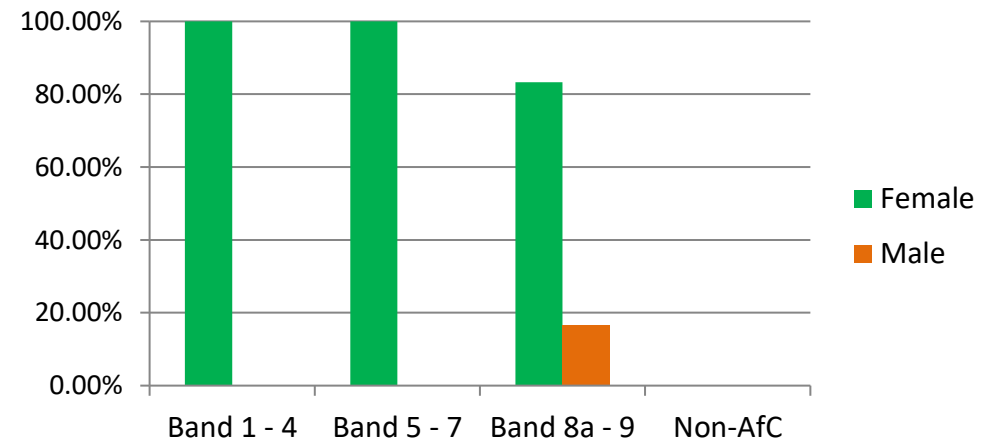
ICB Corp Gov Workforce 30/09/2024 : By Disability Status and Afc Pay Band



ICB Corp Gov Workforce 30/09/2024 : By Broad Ethnicity and Afc Pay Band

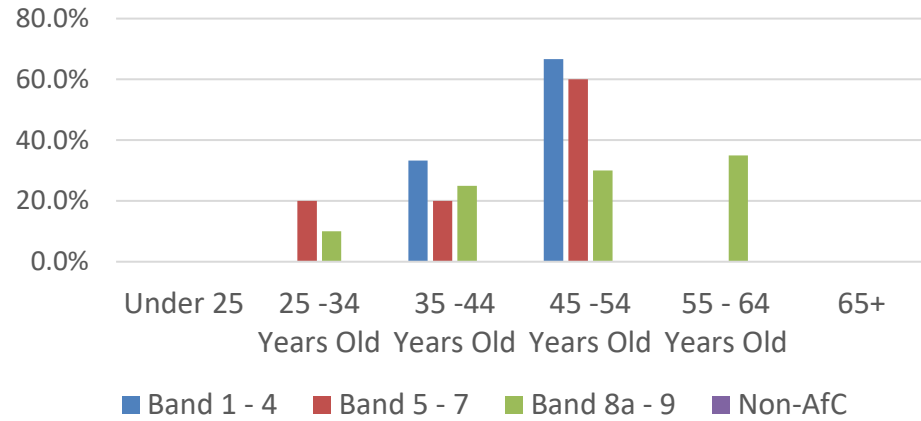


ICB Corp Gov Workforce 30/09/2024 : By Sex and Afc Pay Band

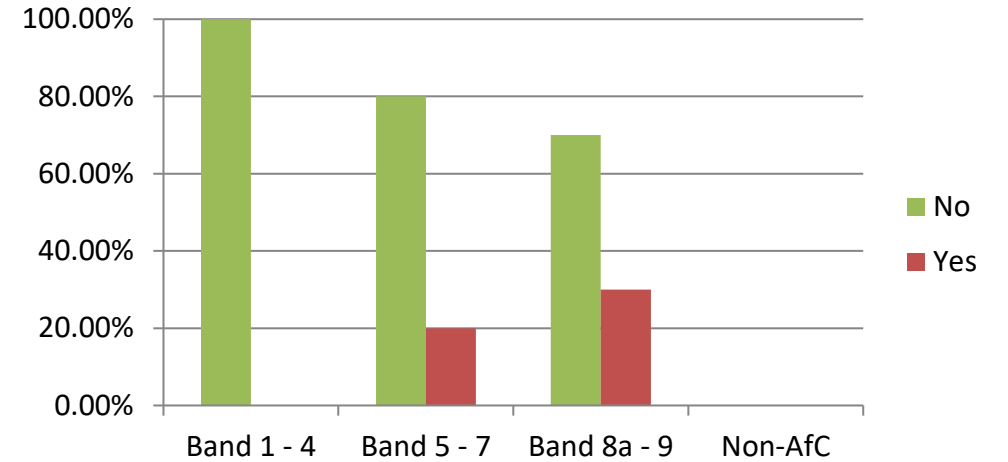


ICB Workforce Profile by Directorate – Delivery

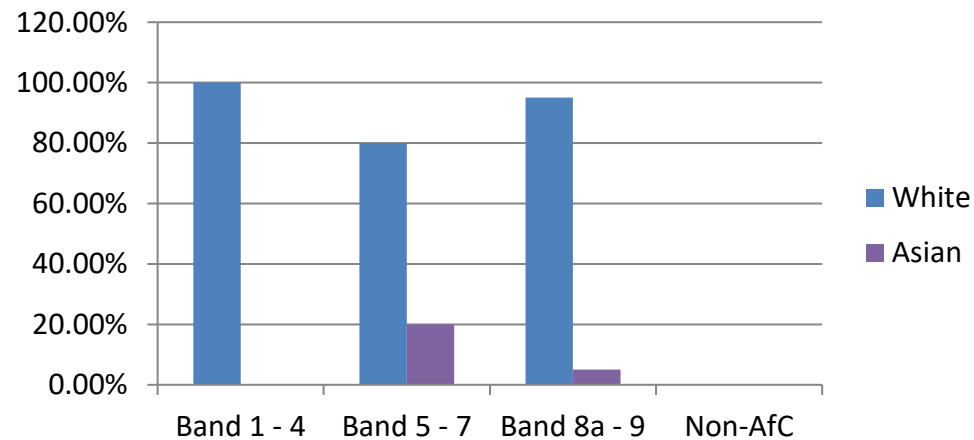
ICB Delivery Workforce 30/09/2024: By Age and Afc Pay Band



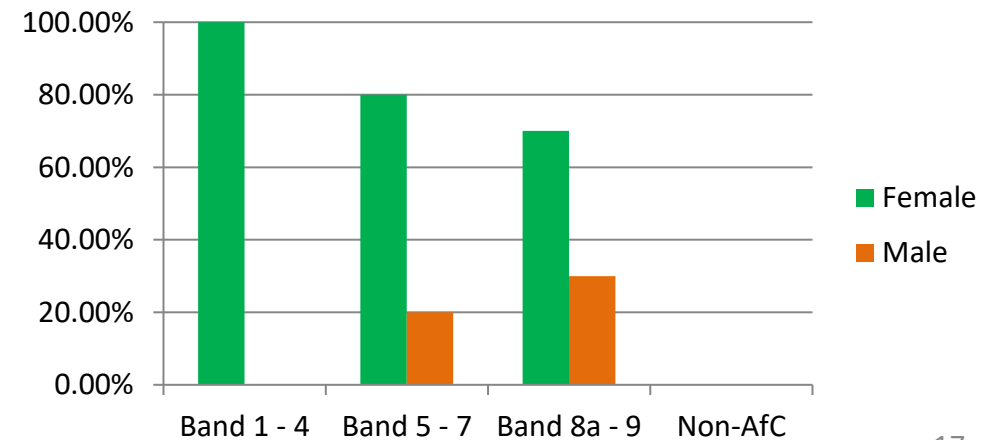
ICB Delivery Workforce 30/09/2024 : Payscale By Disability Status



ICB Delivery Workforce 30/09/2024: By Broad Ethnicity Groups and Afc Pay Bands

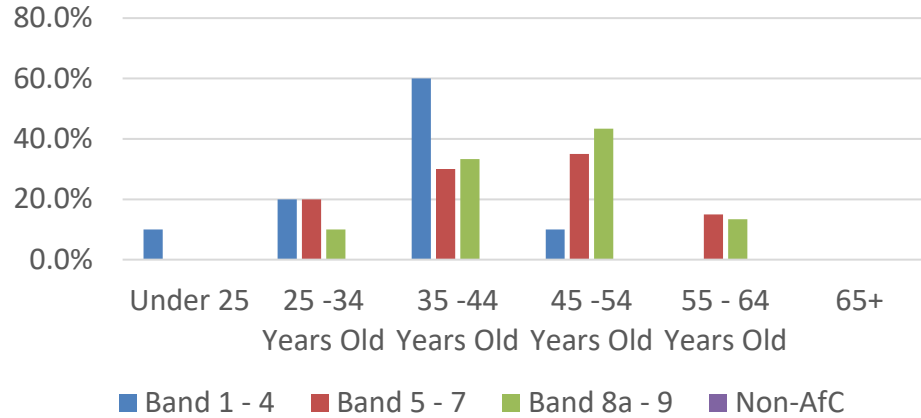


ICB Delivery Workforce 30/09/2024: By Sex and Afc Pay Bands

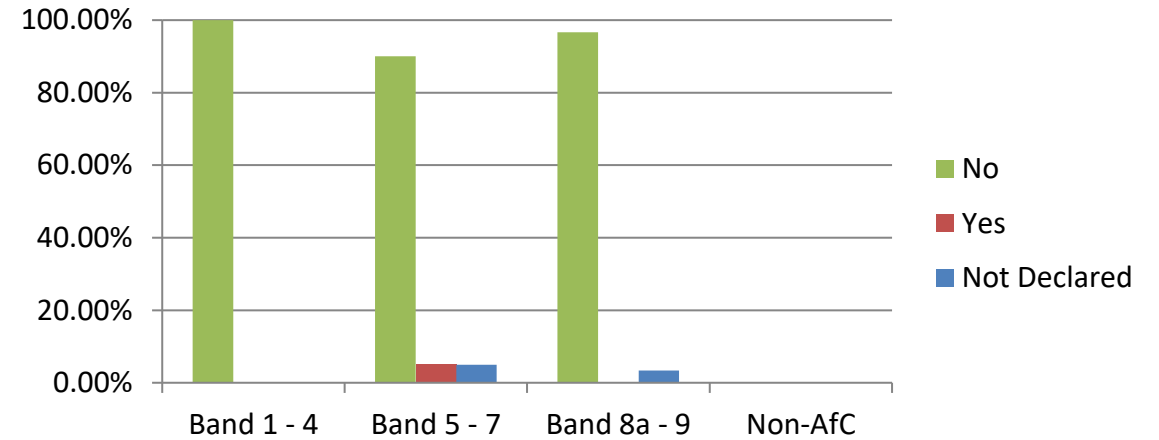


ICB Workforce Profile by Directorate – Finance Performance and Information

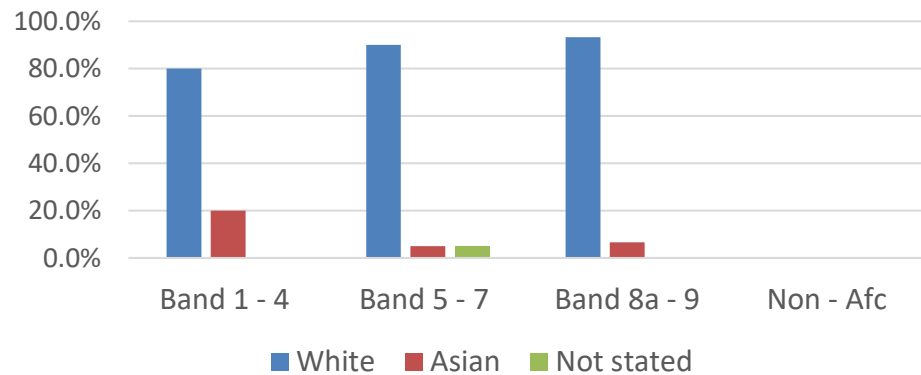
ICB Finance, Performance and Information Workforce 30/09/2024: By Age and Afc Pay Band



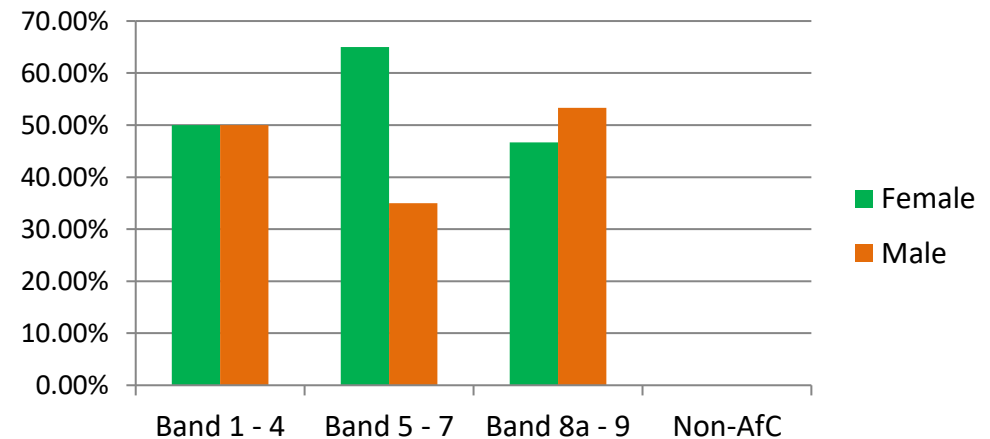
ICB Finance, Performance & Information Workforce 30/09/2024 : Payscale By Disability Status and Afc Pay Band



ICB Finance, Performance and Information Workforce 30/09/2024: By Broad Ethnic Groups and Afc Pay Band

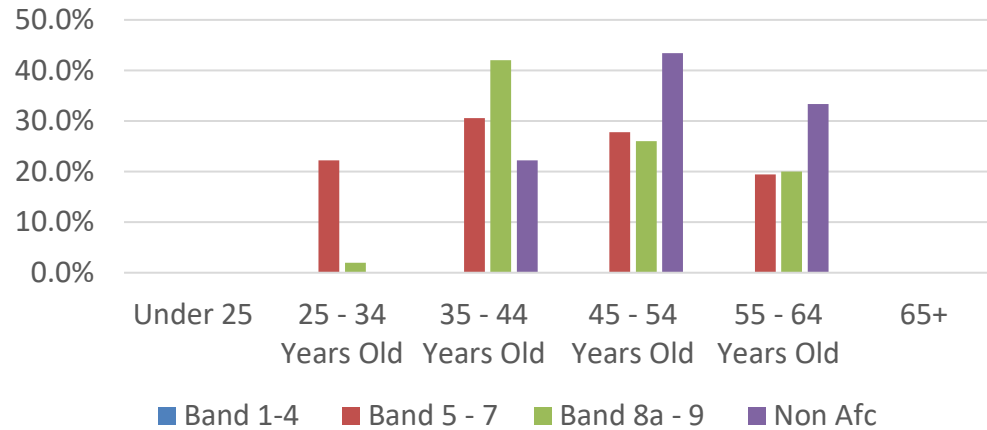


ICB Finance, Performance & Information Workforce 30/09/2024 : By Sex and Afc Pay Band

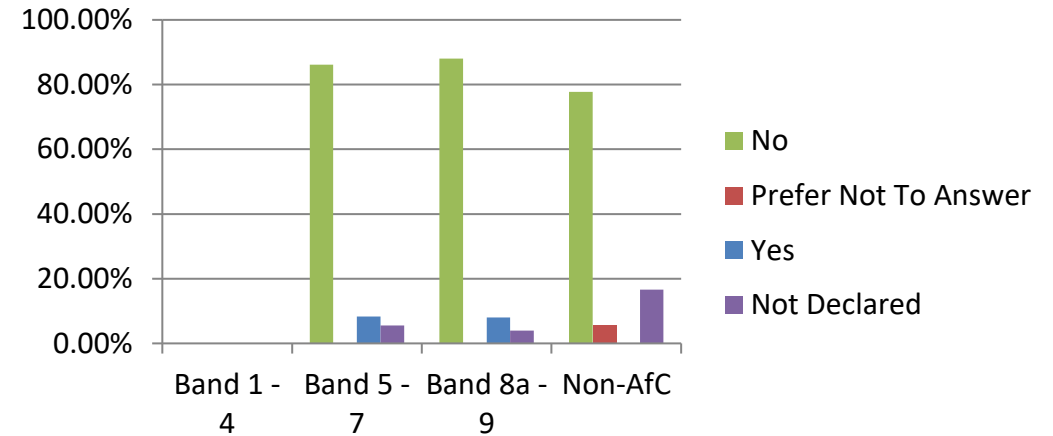


ICB Workforce Profile by Directorate – Medical

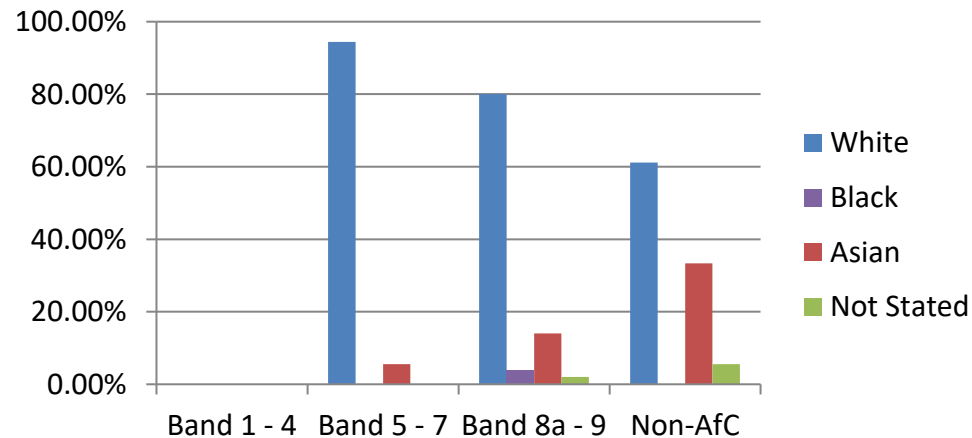
ICB Medical Workforce 30/09/2024: By Age and Afc Pay Band



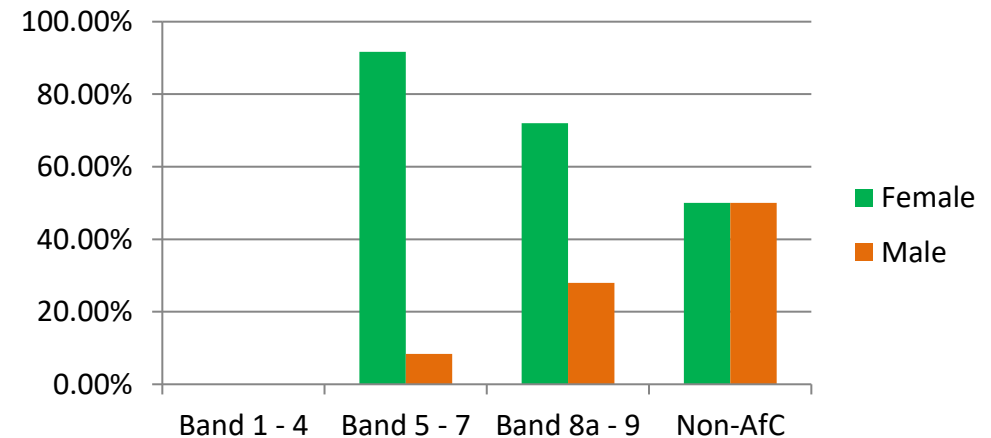
ICB Medical Workforce 30/09/2024 : By Disability Status and Afc Pay Band



ICB Medical Workforce 30/09/2024: By Broad Ethnic Groups and Afc Pay Band

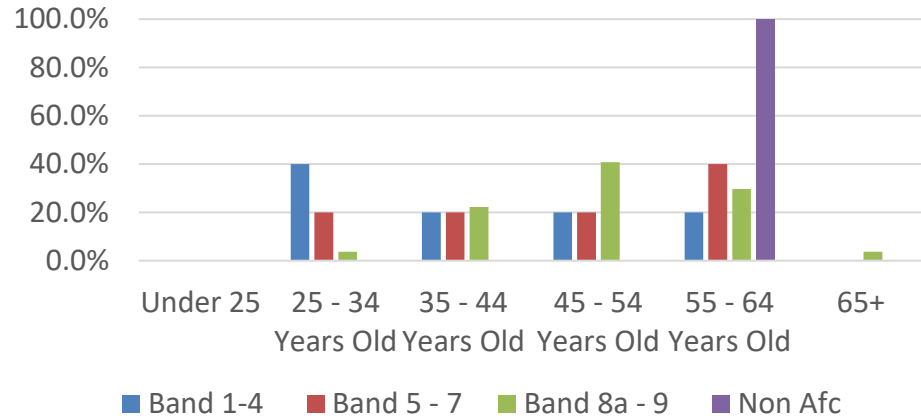


ICB Medical Workforce 30/09/2024:By Sex and Afc Pay Band Payscale By Gender

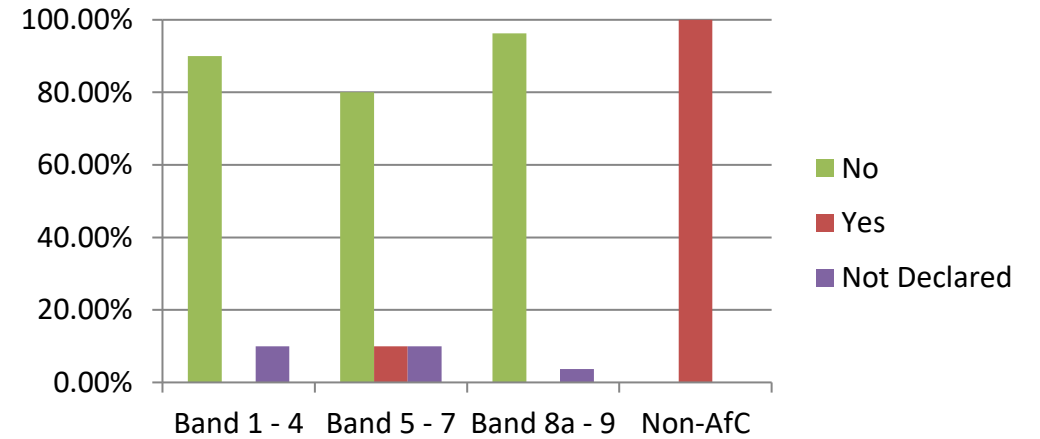


ICB Workforce Profile by Directorate – Nursing and Therapies

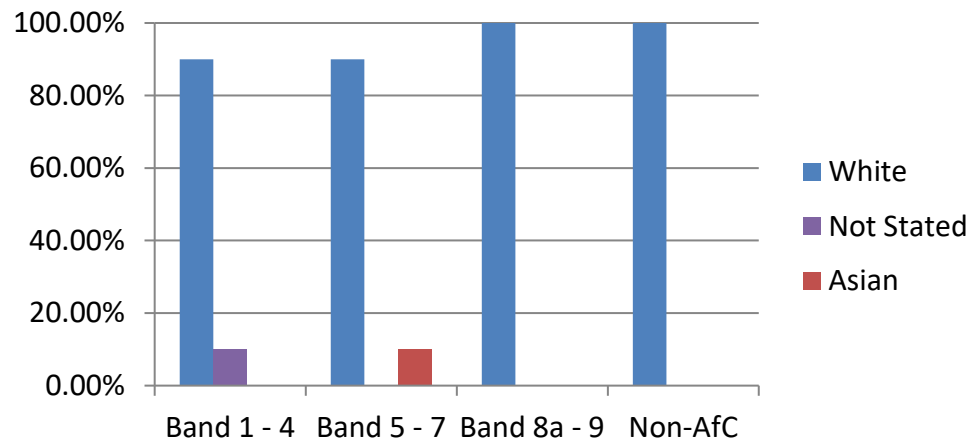
ICB Nursing & Therapies Workforce 30/09/2024:
By Age and Afc Pay Band



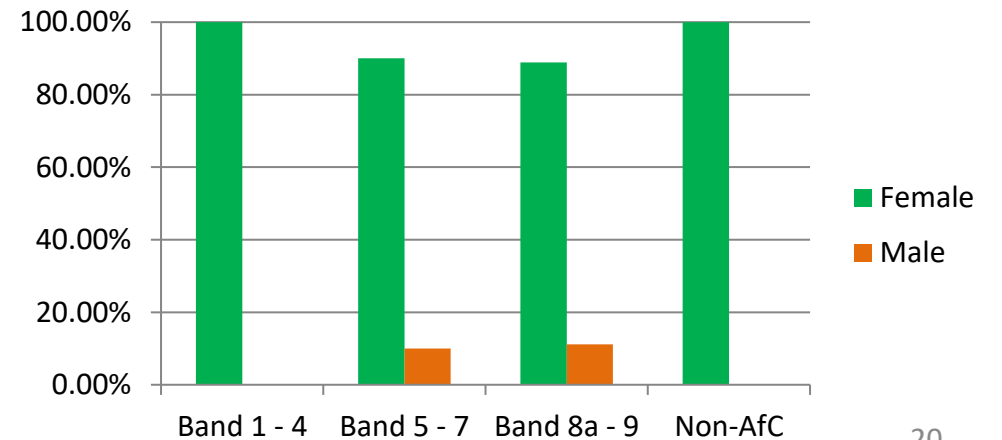
ICB Nursing and Therapies Workforce 30/09/2024 :
By Disability Status and Afc Pay Band



ICB Nursing and Therapies Workforce 30/09/2024 :
By Broad Ethnicity Groups and Afc Pay Band

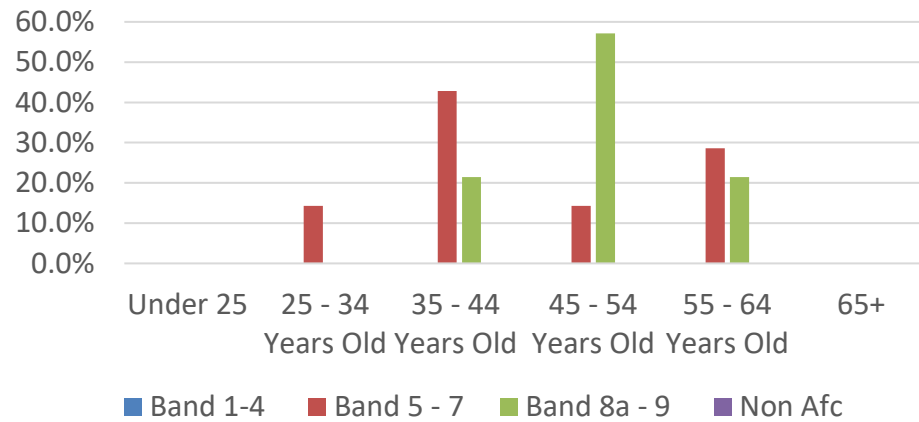


ICB Nursing and Therapies Workforce 30/09/2024 :
By Sex and Afc Pay Band

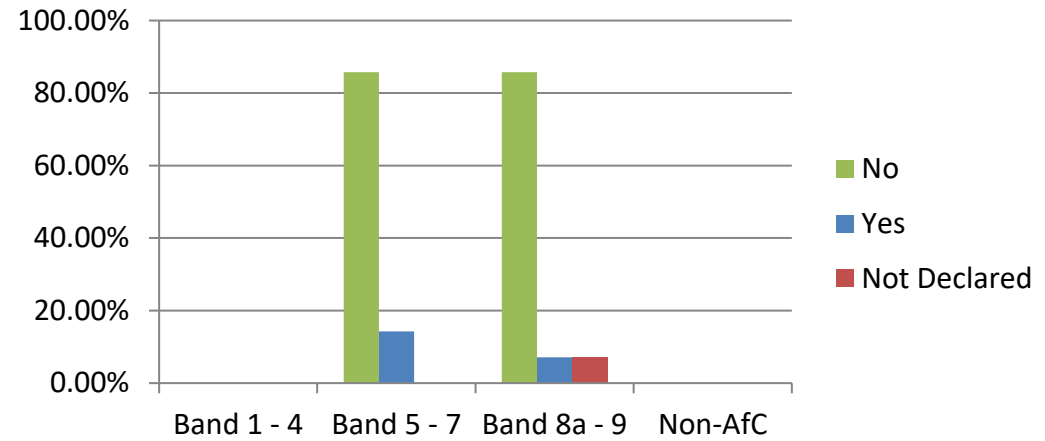


ICB Workforce Profile by Directorate – Transformation

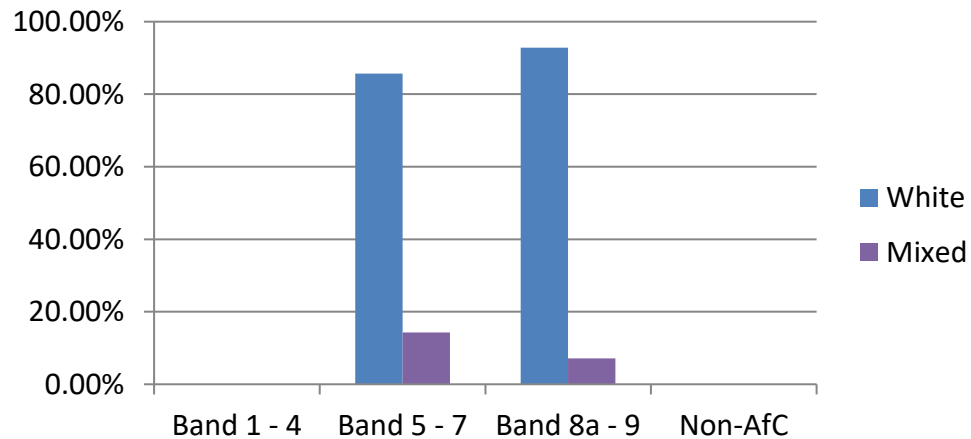
ICB Transformation Workforce 30/09/2024: By Age and Afc Pay Band



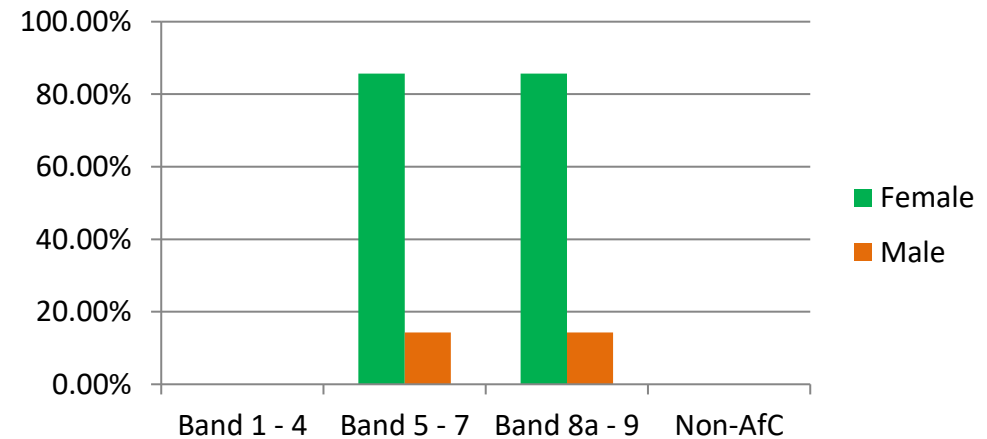
ICB Transformation Workforce 30/09/2024: By Disability Status and Afc Pay Band



ICB Transformation Workforce 30/09/2024 :By Broad Ethnic Groups and Afc Pay Band



ICB Transformation Workforce 30/09/2024: By Sex and Afc Pay Band



Staffordshire and Stoke-on-Trent Integrated Care Board - Recruitment.

Recruitment process data by Protected Characteristics 2024



Summary of findings.

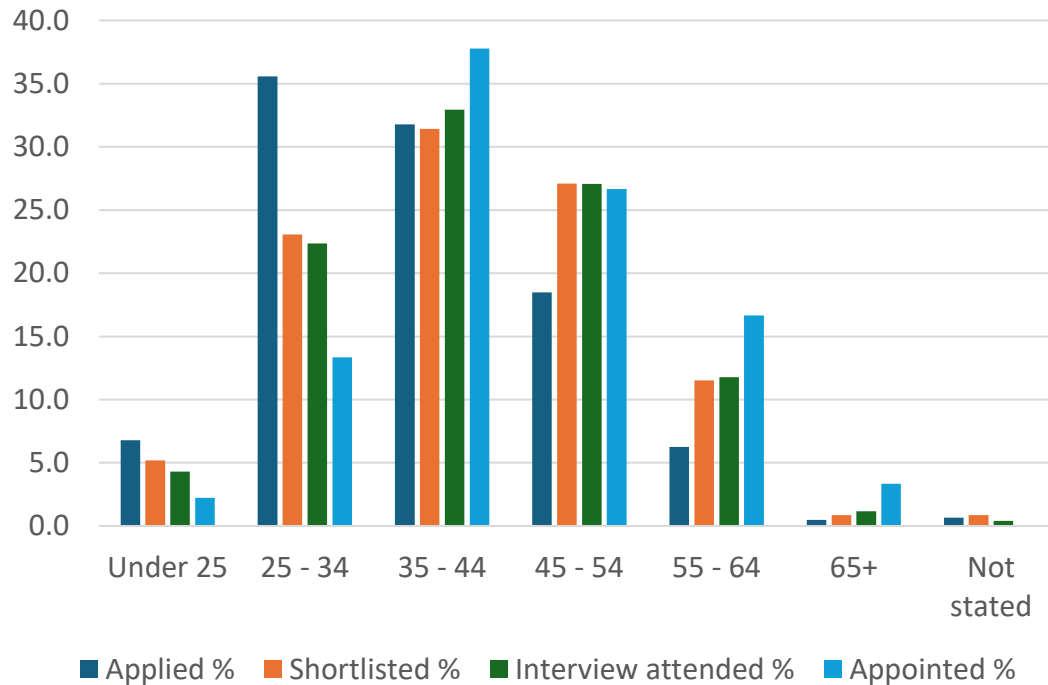
The information below provides data around the ICB recruitment process data by Protected Characteristics from October 2023 to September 2024 . There were a total of 1841 applicants, of which 347 (or 18.9%) were short listed. Of the shortlisted applicants 255 (or 73.5%) were interviewed. The number of applicants who were appointed totalled 90 or 35.3% of all applications

Age	The majority of the 1841 applicants came from the 30 - 54 age range, most appointments came from the 35 – 39 age range. Of all appointments the 16-25 age range represented 2.2%
Disability	Of the 1841 applicants 7.1% identified as having a disability. Of the 347 applicants who were shortlisted 8.9% were disabled. 255 applicants were interviewed 8.2% of which identified as having a disability. Of the 90 applicants who were appointed 5.6% were disabled . Applicants who either did not state or chose not to disclose totalled 3.8% of total applicants
Gender Re-assignment	During this reporting period no applicants identified as Transgender.
Marriage and Civil Partnership	Of the 1841 applicants 347 were shortlisted of which 50.1% identified as being married and 1.7% identified as being in a civil partnership. Of the 90 applicants who were appointed, 45.6% were married, 1.1% civil partnership, 21.1% did not disclose or 7.8% did not state.
Pregnancy and Maternity	At the point of receiving this data information on pregnancy and/or maternity status is not requested or collated.
Race	The data has been presented by broad ethnic groups. Of the 1841 applicants 347 were shortlisted of which 46.1% identified as White, 22.3% Asian, 22.6% Black, 2.1% mixed heritage, 1.5% other ethnic group and 5.1% did not disclose. Of the 90 applicants who were appointed 70% were White, 4.4% Asian, 1.1% black and mixed heritage respectively and 23% of applicants who did not disclose their ethnicity.
Religion and Belief	Most applicants who applied identified as Christian. Of the 90 applicants who were appointed 40% were Christian, 27.8% either did not wish to disclose or not stated and 18.9% identified as Atheists. 8.9% Other.
Sex (Female – Male):	Of the 1841 applicants all but 1.2% identified their sex, 64.9% female and 33.9% male. Of the 90 applicants that were appointed 77.8% were female and 20.0% were male with 2.2% of successful applicants not disclosing their sex.
Sexual Orientation	Of all the applicants, 90.6% identified as Heterosexual or Straight, with applicants not stated or did not wish to disclose totalled 5.8%, identifying as Gay or Lesbian 1.7%, Bisexual 1.4%, orientation not listed or undecided 0.2%. Of the successful applicants; 73.3% identified as Heterosexual or Straight, 24.4% not stated or did not wish to disclose and 2.2% identified as Gay or Lesbian.

Age.

Of the 1841 applicants, 99.4% of applicants provided this information and represented a broad range of age groups. Applicants who were shortlisted, interviewed and appointed represented a wide spread of age groups.

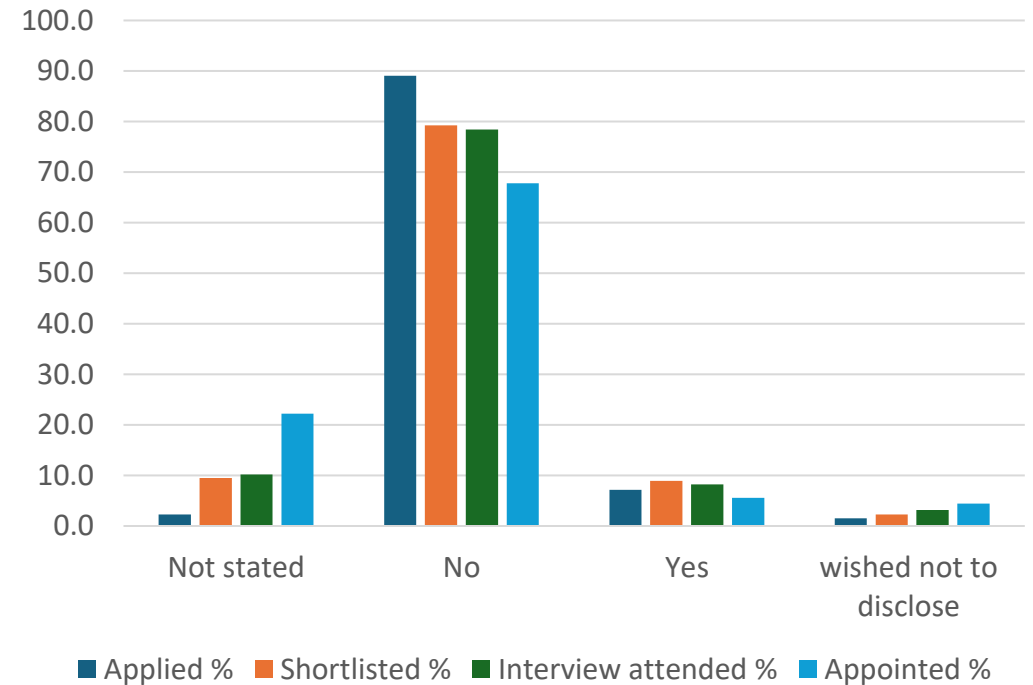
Applicants by Age Group



Disability

Of the 1841 applicants 7.1% identified as having a disability. Of the 347 applicants who were shortlisted 8.9% were disabled. 255 applicants were interviewed 8.2% of which identified as having a disability. Of the 90 applicants who were appointed 5.6% were disabled. Applicants who either did not state or chose not to disclose totalled 3.8% of total applicants.

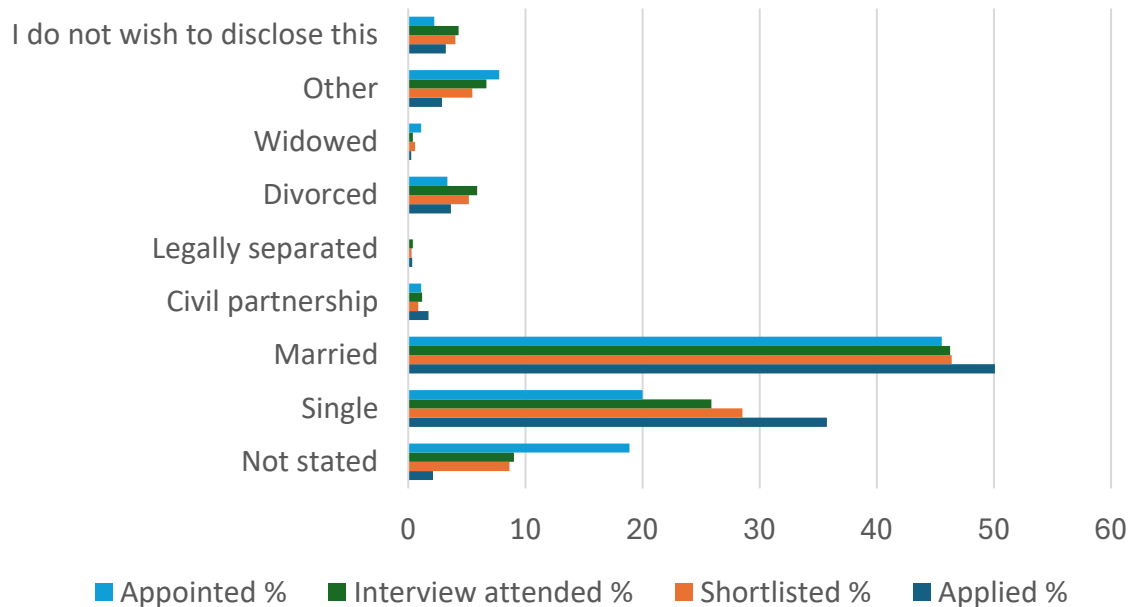
Application by Disability Status



Marriage and Civil Partnership

Of the 1841 applicants 347 were shortlisted of which 50.1% identified as being married and 1.7% identified as being in a civil partnership. Of the 90 applicants who were appointed, 45.6% were married, 1.1% civil partnership, 21.1% did not disclose or state, 7.8%

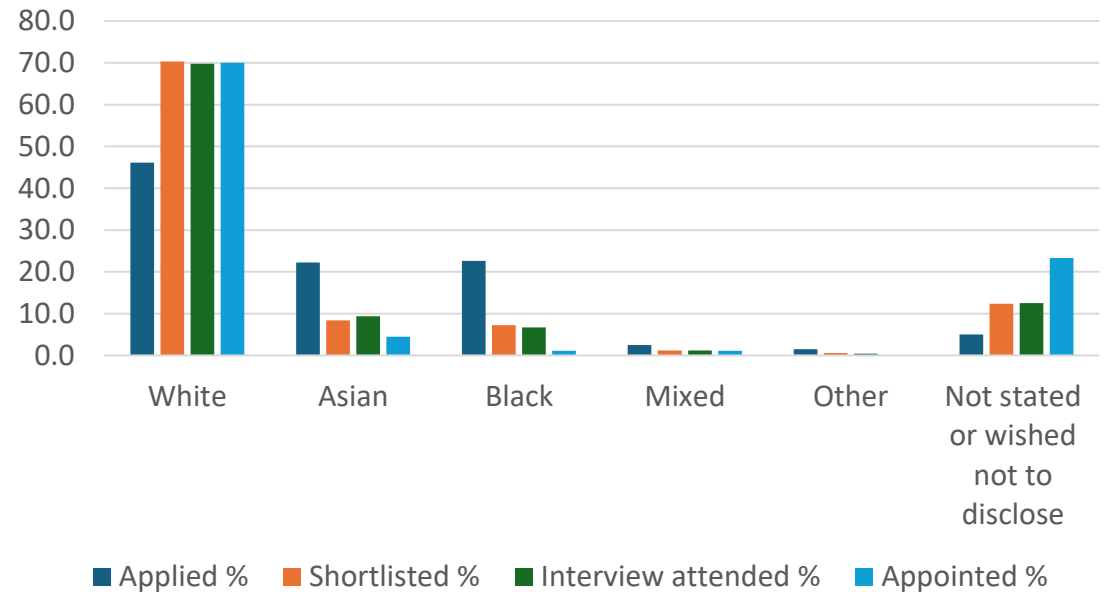
Applicants by Relationship Status



Race

The data has been presented by broad ethnic groups. Of the 1841 applicants 347 were shortlisted of which 46.1% identified as White, 22.3% Asian, 22.6% Black, 2.1% mixed heritage, 1.5% other ethnic group and 5.1% did not disclose. Of the 90 applicants who were appointed 70% were White, 4.4% Asian, 1.1% black and mixed heritage respectively and 23% of applicants who did not disclose their ethnicity.

Applications by Broad Ethnic Groups

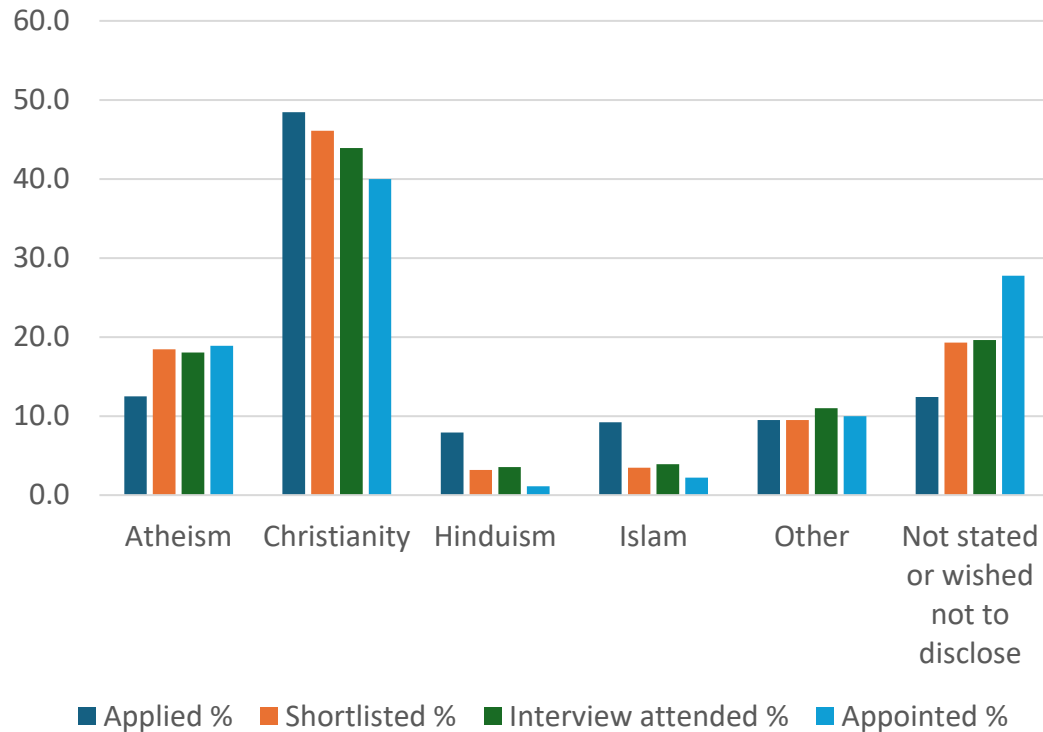


*The Census Bureau defines a person of the Asian race as “having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.”

Religion or Belief

Most applicants who applied identified as Christian. Of the 90 applicants who were appointed 40% were Christian, 27.8% either did not wish to disclose or not stated and 18.9% identified as Atheists. 8.9% Other.

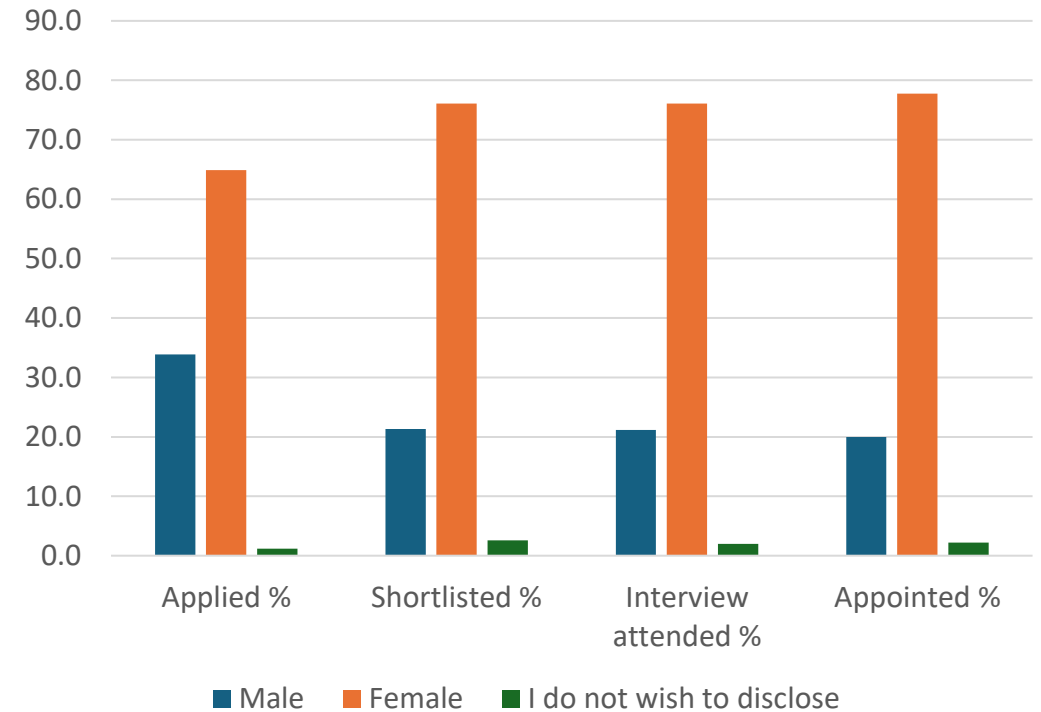
Applicants by Religion and Belief



Sex (Female Male)

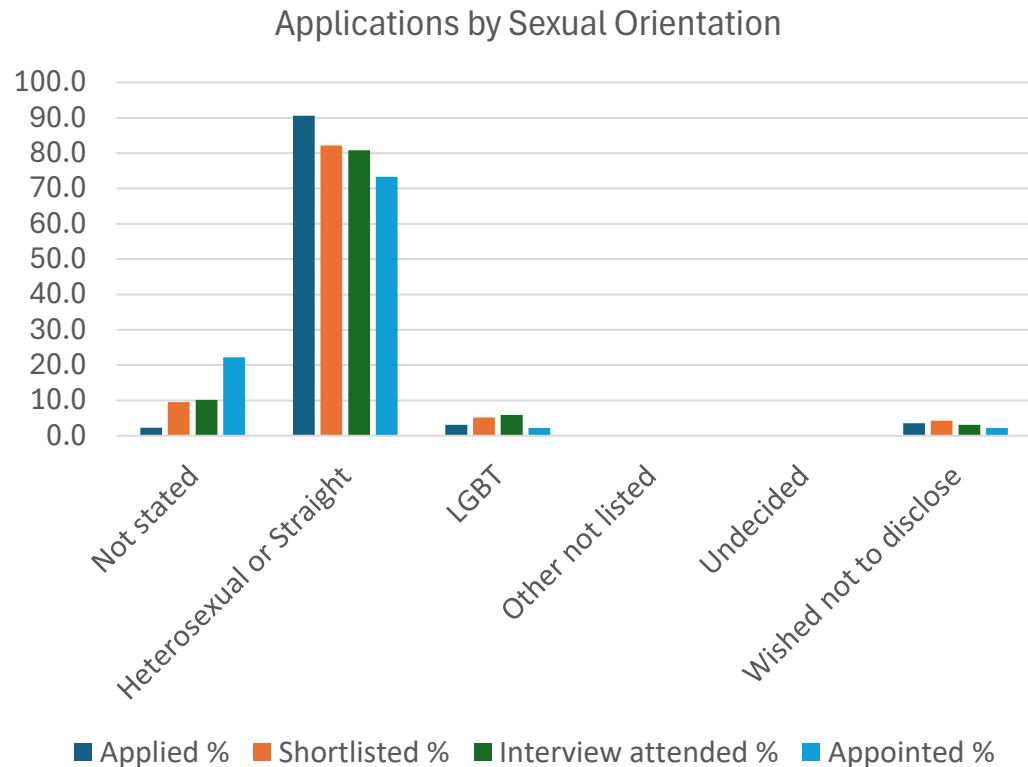
Of the 1841 applicants all but 1.2% identified their sex, 64.9% female and 33.9% male. Of the 90 applicants that were appointed 77.8% were female and 20.0% were male with 2.2% of successful applicants not disclosing their sex.

Applicants by Sex



Sexual Orientation.

Of all the applicants, 90.6% identified as Heterosexual or Straight, with applicants not stated or did not wish to disclose totalled 5.8%, identifying as Gay or Lesbian 1.7%, Bisexual 1.4%, orientation not listed or undecided 0.2%. Of the successful applicants; 73.3% identified as Heterosexual or Straight, 24.4% not stated or did not wish to disclose and 2.2% identified as Gay or Lesbian.



Conclusion

The ICB has made significant progress in gender diversity at senior levels and ethnic representation, but disability inclusion remains an area for improvement. Improving female representation at the higher levels and encourage male representation at the lower band roles will improve the gender pay Gap. Recruitment for this reporting period has seen a significant improvement compared to 2023 figures where the 10 successful applicants in 2023 were white British heterosexual and did not identify as having a disability. Future strategies will focus on recruitment, staff retention, and data transparency to drive further EDI improvements.

The ICB **? Or is it the ICS??** are currently in the process of reviewing its Organisation and Development Strategy. This will provide an opportunity to consider several EDI actions that currently sit in the ICB equality action plan.

A key aspect of the strategy will focus on staff recruitment, retention and development from an equality perspective. It will look at:

1. Existing staff who have a protected characteristic
2. Future staff

Activity against 2023 - ICB's Workforce Diversity Profile Report Actions

Recruitment process data by Protected
Characteristics 2024



Key

Significant improvement from previous year, near to, or reflective of the population of SSoT.

Slight improvement/reduction, ongoing work or better understanding still required.

In 2023 Our data said...

Which meant...

Which should help us to...

Workforce by Race

The overall ethnic diversity of the SSOT population is around 9%. The overall ethnic diversity of our workforce is 10% - so overall we have proportionate representation.

However, if considered by Band, our workforce has lower than overall & population ethnic diversity in Bands 3, 4, 5, 6, 7, 8c, 8d, 9 and VSM roles.

When appointing to roles in the lower diversity Bands, where there are appointable candidates with ethnic diversity, we could positively recruit them for our roles.

Change the balance of ethnic diversity in each of the Bands of our workforce, so each Band moves closer to 10% ethnic diversity.

Change the balance of ethnic diversity in our teams, so each team moves closer to 10% ethnic diversity.

2024 - Ethnic diverse staff are proportionately represented within the ICB. When this is disaggregated by broad ethnic groups, we find that Asian staff are positive represented across all pay bands. Black staff are positively represented in bands 1-4 (2.4%) and 8a-9 (1.4%) and Mixed heritage staff positively represented at band 1-4.

Workforce by Disability Staff Survey respondents have self-declared that 28% of staff have a disability

Our 'official' ESR records indicate 5.7% of our workforce have a disability. There is a significant variation in staff disclose rates.

We need to help our people to feel comfortable enough to bring their whole self to work and make safe, supported and open declarations of disability in ESR.

We need our Executive Team and senior leaders (specifically those in Bands 8c – VSM where we have a 21.8% non-disclosure of disability information) to role model bringing their whole selves to work and feeling able to make safe, supported and open declarations of disability in ESR.

Accurately understand the disability profile of our workforce in order we can identify and address any specific needs and issues.

2024 - Staff who declare having a disabilities are underrepresented in the ICB workforce compared to the working-age population of Staffordshire and Stoke-on-Trent, which is around 19.5%. The highest percentage of staff not declaring their disability status is among the Non-AfC at 15.2%, a slight increase from 11.4% in 2023. Overall staff who declare having a disability as increased year on year. In 2023 the overall declaration rate was 5.7%, in 2024 this improved to 7.3%

In 2023 Our data said...	Which meant...	Which should help us to...
<p>Workforce by Sex (Men and Women) & the Gender Pay Gap</p> <p>Our workforce overall is 77.3% female and 22.7% male, yet:</p> <ul style="list-style-type: none"> On an average hourly rate, men are paid 34% (£13.97) more than women On a median hourly rate, men are paid 27% (£9.00) more than women <p>We have more women in lower banded roles, and more men in higher banded, VSM and Local Clinical & Professional Pay Framework roles</p>	<p>When appointing to Bands 2-6, where there are appointable candidates who are male and female, we could positively recruit the male candidate.</p> <p>When appointing to Bands 8c-9, VSM and Local Clinical & Professional Pay Framework roles, where there are appointable candidates who are male and female, we could positively recruit the female candidate.</p>	<p>Reduce the overall gender pay gap</p> <p>Change the balance of gender diversity in our workforce (the gender diversity of the SSOT population is 50% female/50% male).</p>
<p>2024 - The workforce profile by Sex is like 2023 figures. EDI awareness raising, equality impact assessments and positive action initiatives have led to the significant improvement in female representation at very senior management levels and an increase in male representation at the lower band roles. This has resulted in a reduction of the Gender Pay Gap hourly rates from 34.3 % in 2023 to 27.8% and the median hourly rate of 27% in 2023 to 19.5% in 2024 respectively.</p>		
<p>Workforce by Age Diversity</p> <p>Our workforce of under 25-year-old staff of 1.8% is lower than the overall SSOT population of 10.5%</p>	<p>When appointing, where there are appointable candidates who are under 25 years old, we could positively recruit those candidates.</p>	<p>Change the balance of age diversity in our workforce towards under 25-year-olds.</p>
<p>2024 - The ICB (16-25 yr) age profile currently represents 2.4% of the workforce compared to Staffordshire and Stoke on Trent combined 16–25-year-old population of 10.5% (ONS). However, there has been a year-on-year increase regarding this age group. In 2023 the ICB workforce age profile for this age band was 1.8%</p>		
<p>Workforce by Sexual Orientation</p> <p>Our workforce overall shows 71% heterosexual or straight, and 27% non-declared, with very small numbers declaring a more diverse sexual orientation.</p>	<p>We need to help our people to feel comfortable enough to bring their whole self to work and make safe, supported and open declarations of sexual orientation in ESR.</p>	<p>Accurately understand the sexual orientation profile of our workforce in order we can identify and address any specific needs and issues.</p>
<p>2024 - Staff who identified as LGB are represented in the middle broad pay band ranges; 5-7 (1.9%) and 8a-9 (2.0%). A total of 67.8 % of staff identified as Heterosexual or Straight. 30.7% were asked but declined to provide their sexual orientation status. 63.4% of non-AfC pay band staff did not state or chose not to declare this information.</p>		

In 2023 Our data said...	Which meant...	Which should help us to...
<p>Workforce by Religion and Belief Significant staff levels do not wish to declare their religious Belief</p>	<p>We need to help our people to feel comfortable enough to bring their whole self to work and make safe, supported and open declarations of their religious (or none beliefs) in ESR.</p>	<p>Create a fair and equitable culture for all our people.</p>
<p>2024 - A significant theme in relation to religion and belief is the percentage of all staff across all pay bands who did not wish to disclose this information with the highest levels in the Non Afc Pay Band 72.7% though this as reduced from the 2023 figure of 80%</p>		
<p>Workforce by Full Time/Part Time Participation Our workforce overall shows 71% full time workers and 29% part time workers.</p>	<p>Usually, more females work part time – which could be an indicator of indirect discrimination.</p> <p>We need to consider whether this is an appropriate split of participation given the work we do – and act accordingly.</p>	<p>Enable more of our people to use hours flexibility to balance home and work lives.</p>
<p>2024 - ICB Staff by Full Time 67.2 % - Part-Time 32.8%. Around a 4% decrease in full time positions and 3% increase in part-time positions compared to last year figures.</p>		
<p>Staff Survey – bullying & harassment Survey respondents with a disability and those with an ethnic diverse characteristic are reporting a worse experience</p>	<p>We need to open a conversation about this, perhaps through our Staff Networks, and enable specific actions to address any issues raised.</p>	<p>Create a fair and equitable culture for all our people.</p>
<p>2024 – Staff who reported poorer experiences/responses to bullying and harassment compared to staff as a whole included: Age: Staff from the 31-40 age group registered poorer experience regarding bullying compared overall staff response. Disability: Staff reported poorer experiences to the following questions compared to ICB staff as a whole – Q’s 14b, 14c and 16b. Race: Ethnic diverse staff reported poorer experiences at least 3% lower than the whole ICB workforce to all bullying associated questions. Sex (Male or Female), Sexual Orientation Religion or Belief: These groups while responding to the questions, preferred not to disclose their protected characteristics.</p>		

In 2023 Our data said...	Which meant...	Which should help us to...
<p>Recruitment activity</p> <p>We have analysed ICB recruitment data by Protected Characteristics from April 1st to December 11th, 2023. In this period there were a total of 177 applicants, of whom 68 were shortlisted, 42 were interviewed and 10 were appointed.</p> <p>The majority of our applicants came from the 35 - 39 age range, though most appointments came from the 30 – 34 age range.</p> <p>We shortlisted 5 candidates with a disability but appointed none.</p> <p>We shortlisted 1 candidate who declared they were Lesbian, Gay or Bisexual but appointed none.</p> <p>All our 10 appointments were White British.</p>	<p>We can take time to refresh the language of our job descriptions, person specifications and recruitment information/adverts through an EDI lens.</p> <p>We can pay for recruitment advertising using specific EDI channels for Bands/teams where the need for diversity is greatest.</p> <p>Our OD programme can help us understand and value the importance of a range of perspectives, skills, abilities and backgrounds in high performance.</p>	<p>Create a culture where everyone’s diversities are valued in the workplace, and everyone feels able to bring their whole self to work – which will help us attract new candidates with greater diversities.</p>

2024 - The information below provides data around the ICB recruitment process data by Protected Characteristics from October 2023 to September 2024 . It shows a significant improvement in the diversity of applicants and successful candidates compared to 2023. There were a total of 1841 applicants, of which 347 (or 18.9%) were short listed. Of the shortlisted applicants 255 (or 73.5%) were interviewed. The number of applicants who were appointed totalled 90 or 35.3% of all applications. Of all the successful applicants:

Age: 16-25 age range represented 2.2%

Disability: 5.6% were disabled

Gender Re-Assignment: During this reporting period no applicants identified as Transgender

Marriage or Civil Relationship: 45.6% were married,1.1% civil partnership, 21.1% did not disclose 7.8% did not state

Pregnancy and Maternity: At the point of receiving this data information on pregnancy and/or maternity status was not requested or collated.

Race: 70% were White, 4.4% Asian, 1.1% black and mixed heritage respectively and 23% of applicants who did not disclose their ethnicity.

Religion and Belief: 40% were Christian, 27.8% not disclosed or not stated, 18.9% identified as Atheist, 2.2% Islam, 1.1% Hinduism and 10% Other.

Sex: (male or Female) 77.8% were female and 20.0% were male with 2.2% of successful applicants not disclosing their sex.

Sexual Orientation: 73.3% identified as Heterosexual or Straight, 24.4% not stated or did not wish to disclose and 2.2% identified as Gay or Lesbian.

Activity against 2023 - ICB's Workforce Diversity Profile Report Actions

Positive Action Initiative Outcomes

- Race – Improvement and representation across all pay bands including VSM roles ✓
- Sex – Increase Female representation Bands 8c-9, VSM and Local Clinical & Professional Pay Framework ✓
- Increase Male representation Bands (2-6) – This has help to reduce the Gender Pay Gap from 34.3 % in 2023 to 27.8% ✓
- Age - Improved representation and created awareness to improve representation of staff under 25 yrs. ✓
- Disability - Improvement in Staff Disability declaration rates ✓

ICB PSED Equality Objective - 2025-2027

Equality Objective 1 Workforce Equality

Embed fair and inclusive recruitment processes across each ICB Directorate until such time where the diversity of each Directorate is equivalent to the population demographic or overall workforce demographic whichever is the greater.

Specific Action 1:

Refresh the language of our job descriptions, person specifications and recruitment information/adverts through an EDI lens.

When Shortlisting and Recruitment – where candidates are of equal merit use positive action to recruit groups that are under-represented.

Specific Action 2:

Reduce Gender Pay Gap - When appointing to Bands 2-6, where candidates are of equal merit consider positive action to recruit male staff where there is under-representation as a proportion of the total ICB male workforce.

Specific Action 3:

Reduce Gender Pay Gap - When appointing to Bands 8c-9, VSM and Local Clinical & Professional Pay Framework roles, where candidates are of equal merit consider positive action to recruit female staff where there is under-representation as a proportion of the total ICB female workforce.