

Our Ref: PW/AKB/FOI-08-075

Stafford Education & Enterprise Park
Weston Road
Stafford
ST18 0BF

18th August 2022

Sent by email

Telephone: 0300 123 1461

Dear

FOI FOI-08-075:
Your request for information under the Freedom of Information Act 2000

Thank you for your request dated the 10th August 2022. We can confirm that Staffordshire and Stoke-on-Trent Integrated Care Board does hold part of the information that you have requested. Please see our responses in blue below / attached:

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.

- 1. 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?**

The EDI Service is contracted to Midlands and Lancashire Commissioning Support Unit (MLCSU). The MLCSU EDI team providing support to the SSOT ICB consists of an Equality, Diversity and Inclusion Business Partner and Equality, Diversity and Inclusion Support Officer. Within this contract the ICB have access (if required) to the wider MLCSU EDI team.

From a workforce perspective, the Head of HR/OD and Inclusion at the ICB, has responsibility for EDI and works closely with the MLCSU EDI team. This posts sits within the People Function team, under the Chief People Officer.

There is also a Non-Executive Director (NED) who is linked to the people function and a director who is the EDI sponsor

- 2. I would also like to request all remuneration costs for these roles?**

Please be advised that EDI is not a full-time role for any posts within the ICB.

Chair: Prem Singh

Interim Chief Executive Officer: Peter Axon

For details regarding the EDI posts, your request should be sent to Midlands and Lancashire Commissioning Support Unit. Contact details below:

Email: england.contactus@nhs.net

Web-address: <https://www.midlandsandlancashirecsu.nhs.uk/about-us/freedom-of-information/>

4. 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?

The ICB has carried over the existing EDI strategy and mechanisms to meet all statutory and mandated requirements. These will be reviewed to reflect any changes in Equality related priorities, aims and objectives within the ICB and the wider ICS footprint.

The EDI strategy includes the Equality Objectives which have been developed from the NHS Equality Delivery System (EDS) which is a tool developed to meet the Equality Acts, Public Sector Equality Duty (PSED) in relation to all protected characteristics.

We are also working with EDI Partners across the Integrated Care System (ICS) and regional level to improve outcomes for the above-mentioned characteristics.

Associated mechanisms include:

- a) EDI Strategy
- b) Recruitment Statement
- c) Gender Pay Gap report
- d) Disability Confident employer
- e) Equality Action Plan
- f) Workforce Race Equality Standard (WRES)
- g) Workforce Race Equality and Inclusion Strategy (WREI) for the Region.
- h) Six High Level Action Plans aimed to eliminate any discrimination in the recruitment process.
- i) Staff Networks at ICB and ICS level include: Equality Network of Race Inclusion and Cultural Heritage (ENRICH), LGBT Staff Equality Network and Differently Abled Staff Equality Network.

5. 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.

Activities are included as part of the contractual agreements with the MLCSU.

6. 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?

Please see question three above.

Right of Appeal

Should you require any further information or clarification regarding this response please do not hesitate to contact us. If you are dissatisfied with the response, you are entitled to request an internal review which should be formally requested in writing and must be within two calendar months from the date this response was issued.

To request an internal review

You can request an internal review by contacting the Staffordshire and Stoke-on-Trent Integrated Care Board FOI team by emailing the team at StaffsStokeFOI@staffsstoke.icb.nhs.uk or by post to the address at the top of this letter.

If you are not content with the outcome of your internal review, you may apply directly to the Information Commissioner's Office (ICO) for a decision. Generally, the ICO cannot make a decision unless you have exhausted the Staffordshire and Stoke-on-Trent Integrated Care Board FOI complaints procedure.

The ICO can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire. SK9 5AF
www.ico.gov.uk

Yours sincerely

Paul Winter
Deputy Director of Corporate Governance,
Compliance & Data Protection/Data Protection Officer