

Integrated Care Board

Date of meeting	17 July 2024
Title of paper	Equality, Diversity and Inclusion Annual Report 2023/24
Presented by	Sarah O'Brien Chief Nurse
Author	Naveed Sharif – Associate Director of Culture and Inclusion and Culture and Inclusion Team.
Agenda item	Item 17
Confidential	No

Executive summary

The ICB Equality, Diversity and Inclusion (EDI) Annual Report 2023-24 sets out how the ICB has delivered upon its commitment to taking equality, diversity, and human rights into account in everything we do.

The ICB's EDI Annual Report 2023-24 evidences how the ICB has performed in meeting its legal duties under as set out in the Equality Act (2010) and the Human Rights Act (1998).

The yearly publication of an EDI Annual Report is mandated by NHS England (NHSE) to demonstrate compliance with the Public Sector Equality Duty (Section 149 of the Equality Act 2010) and other NHSE mandated equality standards such as the Equality Delivery System (EDS2022), Workforce Race Equality Standard and Workforce Disability Equality Standard.

Beyond compliance, the report also describes the work undertaken to place EDI at the heart of the ICB and ICS including the publication of the ICS Belonging Plan and the system-wide commitment to achieving awards via the North West BAME Assembly Anti-Racism Framework.

The report highlights the vast amount of work that is being delivered around Equality, Diversity and Inclusion in-order to progress equity and parity in the ICB and fundamentally challenging any orthodoxies that don't align to the values and behaviours of our organisation.

Recommendations

The Board is asked to:

- Note the contents of the report.
- Approve the report for publication on the ICB website.

Which Strategic Objective/s does the report relate to:

Tick

	Which Strategic Objective/s does the report relate to:	Tick
SO1	Improve quality, including safety, clinical outcomes, and patient experience	x
SO2	To equalise opportunities and clinical outcomes across the area	x
SO3	Make working in Lancashire and South Cumbria an attractive and desirable option for existing and potential employees	x
SO4	Meet financial targets and deliver improved productivity	

SO5	Meet national and locally determined performance standards and targets				x
SO6	To develop and implement ambitious, deliverable strategies				
Implications					
		Yes	No	N/A	Comments
Associated risks				x	<i>Highlight any risks and where they are included in the report</i>
Are associated risks detailed on the ICB Risk Register?				x	
Financial Implications				x	
Where paper has been discussed (list other committees/forums that have discussed this paper)					
Meeting		Date		Outcomes	
Executives Committee		June 2024		Noted report and escalated to Board for approval	
Conflicts of interest associated with this report					
N/A					
Impact assessments					
		Yes	No	N/A	Comments
Quality impact assessment completed				x	
Equality impact assessment completed				x	
Data privacy impact assessment completed				x	

Report authorised by:	Sarah O'Brien Chief Nurse
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Integrated Care Board – 17 July 2024

Equality, Diversity and Inclusion Annual Report 2023-24

1. Introduction

- 1.1 [The ICB Equality, Diversity and Inclusion \(EDI\) Annual Report](#) sets out how the ICB delivers upon its commitment to taking equality, diversity and human Rights into account in everything we do; from commissioning services, employing our workforce, developing our policies, and engaging with our local patient populations.
- 1.2 The ICB EDI Annual Report 2023-24 is a key piece of evidence in demonstrating how the ICB has performed in meeting its legal duties under as set out in the Equality Act (2010) and the Human Rights Act (1998). The yearly publication of an EDI Annual Report is mandated by NHSE in order to demonstrate compliance with the Public Sector Equality Duty (Section 149 of the Equality Act 2010) and other NHSE-mandated equality standards such as the Workforce Race Equality Standard and Workforce Disability Equality Standard.
- 1.3 The report also describes a range of good practice examples and areas of work undertaken by the ICB relating to EDI.
- 1.4 The ICB EDI Annual Report links to the priorities set within the LSC Integrated Care Strategy, the ICS Belonging Plan and the LSC ICS Five Year Workforce Strategy and Education and Training Plan. Furthermore, the EDI Annual Report links to nationally and regionally mandated plans such as the NHS EDI Improvement Plan and the North West BAME Assembly Anti-Racism Framework.

2. Report Highlights

- 2.1 The report provides an overview of ICB workforce diversity across a range of protected characteristics as of 31 March 2024. It is recognised that workforce numbers have increased significantly since the previous EDI Annual Report in 2022-23 due to the inhousing of a number of services across the ICB. However, the report highlights that there are still significant issues with under-representation and under-reporting of diversity monitoring characteristics within the ICB workforce. This current snapshot of workforce data is currently informing the development of refreshed Public Sector Equality Duty objectives aimed at setting defined targets to improve race and disability representation across the ICB workforce.
- 2.2 The report describes the work undertaken to develop the ICS Belonging Plan. Published in November 2023, the ICS Belonging Plan places a heavy focus on EDI and fostering a culture of belonging for our people and our residents and sets the direction for EDI activities and priorities across the ICS through to March 2028.
- 2.3 The report describes how the Culture and Inclusion Team has undertaken a range of engagement activities with ICB (and in some cases, system-wide) staff to listen to our people from a range of protected characteristics and inclusion health groups to understand their diverse needs. This took place through the delivery of a programme of inclusion listening rooms and webinars aimed at giving our people the opportunity

to share their lived experiences, workforce experiences and suggest opportunities of how we can better support our workforce. Furthermore, in Q4 2023-24, the ICB established a series of internal Staff Networks focused on race, disability and LGBTQ+ staff to enable their voices to be heard. The Culture and Inclusion Team look forward to strengthening and further developing these networks throughout 2024-25.

- 2.4 The report provides an overview of the ICB's reporting against the range of NHSE-mandated equality standards such as the Workforce Race Equality Standard (WRES) and the Workforce Disability Equality Standard (WDES). In 2023-24, the ICB produced a range of detailed reports examining WRES and WDES performance across the system to benchmark progress and set targets to achieve excellence against these standards in future reporting years. Additionally, in 2023-24, the ICB published its first Gender Pay Gap snapshot report. The Culture and Inclusion Team will be developing a more detailed Gender Pay Gap comparison report and action plan in 2024-25, alongside making plans to publish Ethnicity Pay Gap and Disability Pay Gap reports as per the NHS EDI Improvement Plan High Impact Actions.
- 2.5 The report also details the progress made in 2023-24 against each of the objectives contained within the ICB Interim Equality, Diversity and Inclusion Strategy 2022-23. This strategy provided a framework to help embed and develop the approach to EDI. The ICB is currently preparing a set of refreshed equality objectives for 2024-25 onwards.
- 2.6 The report describes the ICB's approach to undertaking Equality and Health Inequalities Impact and Risk Assessments (EHIIRAs) in all aspects of ICB decision-making to ensure that services and policies are designed in an inclusive way that meets the needs of our population and our people and enables the ICB to demonstrate 'due regard' to the Public Sector Equality Duty. In 2023-24, 87 EHIIRAs were undertaken relating to a wide range of service design and workforce decisions. As per the priorities contained within the new ICS Belonging Plan, the Culture and Inclusion Team delivered a rolling programme of EHIIRA training sessions for ICB staff across all levels of the organization throughout 2023-24. These training sessions are planned to continue throughout 2024-25.
- 2.7 The Annual report can be accessed at [ICB Equality, Diversity and Inclusion Annual Report 2023-24](#)

3. Recommendations

- 3.1 The ICB Board is asked to note the content of this report and to approve the ICB Equality, Diversity and Inclusion Annual Report 2023-24 for publication.