

Please contact: Access to Information Team

Email: MLCSU.FOITeam@nhs.net

Direct tel: 01782 872648

09 December 2022

Dear

Re: Your request for information under the Freedom of Information Act 2000
Ref no: FOI-2696-LSC

Thank you for your request dated 17 November 2022.

We can confirm that the ICB does hold of the information you requested.

Please find our response to your questions below:

Q1	<p>Your Question:</p> <p>Please can your organisation provide the following information:</p> <p>The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) “EDI officers” or “diversity and inclusion project managers” but would not include general HR managers.</p> <p>Our Response:</p> <p>There are 2.0 FTE within the Lancashire and South Cumbria Integrated Care Board (LSC ICB) with roles mainly focussed on Equality, Diversity and Inclusion (EDI).</p> <p>The ICB also commissions NHS Midlands and Lancashire Commissioning Support Unit to provide further support in the delivery of specialist EDI services.</p>
Q2	<p>Your Question:</p> <p>Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.</p>

	<p>Our Response:</p> <p>Of the roles within the LSC ICB, the pay bands are Band 9 and Band 7.</p>
Q3	<p>Your Question:</p> <p>In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course). If unable to provide, please mark as N/A in your return.</p>
	<p>Our Response:</p> <p>The LSC ICB was established on the 1 July 2022; therefore 12 months of data cannot be provided.</p> <p>All staff are required to complete Equality, Diversity and Human Rights e-learning which is a mandatory course, but we cannot respond in the required format as the course does not take a full day to complete.</p> <p>Non-mandatory training is also available for staff to access such as EDI NHSE WRES Experts programme. The LSC ICB also has ‘Lunch and Learn sessions’ which cover different topics including EDI e.g. Trans Awareness. These are not recorded on a central system but agreed between an employee and their line manager; therefore, this data cannot be provided.</p>

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 this by contacting the FOI team by email at MLCSU.FOITeam@nhs.net or by post to Jubilee House, Lancashire Business Park, Leyland, PR26 6TR, specifying why you require a review.

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 CCGs 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

**On behalf of Kevin Lavery
 ICB Chief Executive**