

Integrated Care Board

Date of meeting	13 September 2023
Title of paper	Equality, Diversity and Inclusion Annual Report 2022-23
Presented by	Kevin Lavery Chief Executive Officer
Author	Aisha Chaudhary, Director of Culture and Inclusion
Agenda item	16
Confidential	No

Executive summary
<p>The ICB Equality, Diversity and Inclusion (EDI) Annual Report 2022-23 sets out how the ICB has delivered upon its commitment to taking equality, diversity, and human rights into account in everything we do during its first operational year.</p> <p>The ICB's EDI Annual Report 2022-23 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 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.</p> <p>Beyond compliance, the report also describes the work undertaken to establish the ICS Belonging Operating Model and workstream which places a heavy focus on equality, diversity and developing a culture of belonging across the LSC system.</p>
Recommendations
<p>The ICB Board is requested to:</p> <ol style="list-style-type: none"> 1. Note the contents of this report 2. Approve the ICB Equality, Diversity and Inclusion Annual Report for publication

Which Strategic Objective/s does the report relate to:		Tick
SO1	Improve quality, including safety, clinical outcomes, and patient experience	✓
SO2	To equalise opportunities and clinical outcomes across the area	✓
SO3	Make working in Lancashire and South Cumbria an attractive and desirable option for existing and potential employees	✓
SO4	Meet financial targets and deliver improved productivity	
SO5	Meet national and locally determined performance standards and targets	
SO6	To develop and implement ambitious, deliverable strategies	

Implications				
	Yes	No	N/A	Comments
Associated risks			✓	
Are associated risks detailed on the ICB Risk Register?			✓	
Financial Implications			✓	
Where paper has been discussed (list other committees/forums that have discussed this paper)				
Meeting	Date		Outcomes	
Not applicable				
Conflicts of interest associated with this report				
Not applicable				
Impact assessments				
	Yes	No	N/A	Comments
Quality impact assessment completed			✓	
Equality impact assessment completed			✓	
Data privacy impact assessment completed			✓	
Report authorised by:	Kevin Lavery Chief Executive Officer			

Integrated Care Board – 13 September 2023

ICB Equality, Diversity and Inclusion Annual Report 2022-23

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 2022-23 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 and the ICS Belonging Plan. Furthermore, the workforce diversity monitoring data within the report will help to inform the LSC ICS Five Year Workforce Strategy and ICS Five Year Education and Training Plan – both of which are currently in development.

2. Report Highlights

- 2.1 The report provides an overview of ICB workforce diversity across a range of protected characteristics as of 31 March 2023. It is recognised that a widescale management of change process has since taken place across the workforce since April 2023 which is likely to have changed these figures. 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 data (along with more up-to-date datasets across the system) is currently informing the development of the ICS Five Year Workforce Strategy.
- 2.2 The report describes the work undertaken to develop the Belonging operating model across the ICS which places a heavy focus on EDI and fostering a culture of belonging for our people and our residents. This includes the work undertaken on developing the ICS Belonging Plan which will set our priorities and objectives for EDI across the system over the next five years.

- 2.3 As part the development of the Belonging Plan, the report describes how the Culture and Inclusion function undertook targeted engagement activities designed 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 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.
- 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 2022-23, 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. The recommendations within these reports has led to the development of a WRES/WDES Implementation Plan which has been developed in partnership with all NHS system partners through the ICS Belonging Delivery Group and the ICB People Board.
- 2.5 The report also details the progress made against each of the objectives contained with the ICB Interim Equality, Diversity and Inclusion Strategy 2022-23. This one-year strategy provided a framework to help embed and develop the approach to EDI during the ICB's first operational year.
- 2.6 The report describes the ICB's approach to undertaking Equality and Health Inequalities Impact and Risk Assessments (EHIRAs) 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 2022-23, 70 EHIRAs 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 is currently finalising a series of EHIRA training sessions which will be rolled out to ICB staff across all levels of the organisation.

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 2022-23 for publication.

Aisha Chaudhary

01/09/2023