

Our Reference North East and North Cumbria ICB\
FOI ICB 24-434

[NECS – John Snow House](#)
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By Email

26 February 2025

Dear Applicant

Freedom of Information Act 2000 – Request for Information – NHS North East and North Cumbria Integrated Care Board (NENC ICB)

Thank you for your request received by North of England Commissioning Support (NECS) on 7 February 2025 for information held by NHS North East and North Cumbria Integrated Care Board (the ICB) under the provisions of the Freedom of Information Act 2000.

The ICB covers the areas of County Durham, Gateshead, Newcastle, North Cumbria, North Tyneside, Northumberland, South Tyneside, Sunderland, and Tees Valley (which covers the five local authorities of Darlington, Hartlepool, Middlesbrough, Redcar and Cleveland and Stockton-on-Tees).

Please find the information you requested on behalf of the ICB as follows.

Your Request

1. What is the total number of staff hired in a diversity, equality, equity or inclusion role?
2. What was the total spend on diversity, equality and equity or inclusion, including staff salaries and external training bodies and courses for the last financial year?

Our Response

We can confirm, as per Section 1(1) of the Freedom of Information Act 2000, the ICB holds some of the information you have requested.

1. As a public body, the ICB has a legal duty when carrying out public functions to adhere to the Public Sector Equality Duty, Equality Act 2010 [The Public Sector Equality Duty \(PSED\) | EHRC](#)

This includes producing, reporting and reviewing on key statutory and mandatory matters such as, but not limited to, Gender Pay Gap, NHS WRES and WRES, NHS EDI High Impact actions and publishing and delivering on agreed equality objectives.

The ICB only employs one Permanent member of staff working in the general field of diversity, equality, equity or inclusion – which is part of a wider commitment the reducing Health Inequalities (of which the North East and North Cumbria have some of the highest in the country, which is a core function of an ICB.

Their role is not dedicated and split across a number of other portfolios; therefore, it would be hard to quantify how much time is spent on solely diversity, equality, equity or inclusion.

2. All NHS staff have mandated training, of which there is one course on "Equality, Diversity and Human Rights", which has to be completed every 3 years. This is accessed online via <https://www.e-lfh.org.uk>

As above, the permanent role is not solely dedicated and split across a number of other portfolios; therefore, the ICB cannot quantify how much of their time or salary, is spent solely on diversity, equality, equity or inclusion.

In the last financial year 2023/24 the spend on external training bodies and courses did not exceed £15,000, however, the ICB does not hold further detail of this spend.

In accordance with the Information Commissioner's directive on the disclosure of information under the Freedom of Information Act 2000 your request will form part of our disclosure log. Therefore, a version of our response which will protect your anonymity will be posted on the NHS ICB website <https://northeastnorthcumbria.nhs.uk/>.

If you have any queries or wish to discuss the information supplied, please do not hesitate to contact me on the above telephone number or at the above address.

If you are unhappy with the service you have received in relation to your request and wish to request a review of our decision, you should write to the Senior Governance Manager using the contact details at the top of this letter quoting the appropriate reference number.

If you are not content with the outcome your review, you do have the right of complaint to the Information Commissioner as established by section 50 of the Freedom of Information Act 2000. Generally, the Information Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by the North of England Commissioning Support Unit.

The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

www.ico.org.uk

Any information we provide following your request under the Freedom of Information Act will not confer an automatic right for you to re-use that information, for example to publish it. If you wish to re-use the information that we provide and you do not specify this in your initial application for information then you must make a further request for its re-use as per the Re-Use of Public Sector

Information Regulations 2015 www.legislation.gov.uk . This will not affect your initial information request.

Yours sincerely

S Davies

S Davies
Information Governance Officer