

Our Reference North East and North Cumbria ICB\
FOI ICB 25–246

North East and North Cumbria ICB
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By Email

15 October 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 on 23 September 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, Newcastle Gateshead, North Cumbria, North Tyneside, Northumberland, South Tyneside, Sunderland, and Tees Valley.

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

Your Request

I am writing to you under the Freedom of Information Act 2000 to request the following information from your ICB.

1. The number of staff employed by your ICB whose primary role relates to Equality Diversity and Inclusion (EDI) as of September 2025.
2. The total salary cost for these staff in the most recent financial year.
3. The total spend by your ICB on EDI-related training, workshops, events or external consultancy in each of the past three financial years.
4. Copies of any mandatory EDI training materials currently in use for staff.

If it is not possible to provide this information requested due to the information exceeding the cost of compliance limits identified in Section 12, please provide advice and assistance, under the Section 16 obligations of the Act, as to how I can refine my request.

Our Response

We can confirm, as per Section 1(1) of the Freedom of Information Act 2000, the ICB does hold the information requested.

1. There is one member of staff employed by NENC ICB whose primary role relates to Equality Diversity and Inclusion (EDI) as of September 2025.
2. The total salary cost for these staff in the most recent financial year is at NHS Agenda for Change Band 8d.
3. The total spend by NENC ICB on EDI-related training, workshops, events or external consultancy is £10,800 in total for the past 3 years.
4. All staff are required to complete NHS CSTF (Core skills training framework) Equality Diversity and Human Rights training every 3 years. This is provided as e-learning content that our staff access through the national NHS electronic staff record (ESR) system. The core skills training framework is provided by Skills for Health.

In accordance with our duty under s.16 of the FOIA to provide reasonable advice and assistance to an individual requesting information, the Skills for Health website address is <https://www.skillsforhealth.org.uk/>

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 Information 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 ICB's complaints procedure.

The Information Commissioner can be contacted at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or 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 faithfully

Information Governance Support Officer

**Information Governance Support Officer
North East and North Cumbria Integrated Care Board**