



North East and  
North Cumbria

# Equality, Diversity and Inclusion

## Implementation update 2023/24

Hamid Motraghi

30 July 2024

# Background to the ICB interim EDI Strategy


The **three overarching objectives** of the Plan are ;

**1. Improved EDI capability and knowledge** - We will improve NENC ICB EDI Capability and knowledge; by providing our people with opportunities for learning, experiences and development at all bands and professions.

**2. Legally compliant and confident** - We will focus our attention to becoming compliant with the statutory and mandatory elements of being part of the health and social care system. We will set out to exceed expectations beyond legal compliance

**3. Consciously inclusive** - We will listen and work with our people to build psychological safety, improve their lived experience, to create the best workplace environment, providing them with the opportunities to perform at their best





I was anxious about my upcoming daughter's wedding. Just to say it was an amazing day and I was so proud to be standing by my daughter's side giving her away to her new wife. LGBT+ recognition has come a long way!

Thanks for all you do for our organisation in keeping LGBT+ normal.

Hamid and his team - working across the North East and North Cumbria ICB region - have set themselves a high bar during 2023/24 in respect of the health equity and inclusion agenda.

The clarity of vision and objectives set by Hamid and his team - mapping the national priorities but also reflecting local and regional challenges - has enabled significant and identifiable progress to be made in a number of workforce related areas.

In terms of national impact, the collaborative and transparent approach of Hamid and the team has made working with them - through the NHS Employers Diversity in Health and Care Partners programme in particular - both fruitful and productive. We look forward to working with Hamid and his colleagues in 2024/25.

Paul Deemer – NHS Employers

- What do we mean ?
- How are they calculated ?
- NENC ICB and Trust Pay Gaps



# Pay Gaps – What do we mean?

## Equal pay:

- Means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

## Gender pay gap:

- Is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.
- In 2023 the UK Gender Pay Gap (Median) was 14.3%

# Pay Gaps – difference between Mean and Median

- The median pay gap is calculated by finding the midpoint of all employees' hourly pay and discarding the lowest and highest rates of pay. Therefore, half of the employees' earnings will be above the midpoint and half will be below the midpoint.
- The mean pay gap is calculated by adding all employees' pay together and dividing by the total number of employees. The mean includes all of the lowest and highest rates of pay, and therefore reflects the impact of the higher proportion of women working in lower paid roles, and the higher proportion of men in higher paid roles.
- *NHS equality, diversity, and inclusion improvement plan - June 2023 - High impact action 3 - Develop and implement an improvement plan to eliminate pay gaps.*

# Voluntary reporting and data transparency

In October 2023, on the ICB's internet, we published well ahead of the mandatory deadline of March 2024 our Gender Pay Gap for the ICB in 2023/24 this allowed us to get ahead of compliance and plan for excellence.

We have published voluntarily our Disability Pay Gap and Ethnicity Pay Gap. The latter has raised compliments from the NHS England WDES and WRES team, who informed us that no other ICBs have undertaken this to their knowledge.

Praise also received from the NHS Employers EDI team.

We completed advanced reporting compliance to NHS England on;

- Workforce Race Equality Standard (WRES)
- Workforce Disability Equality Standard (WDES)

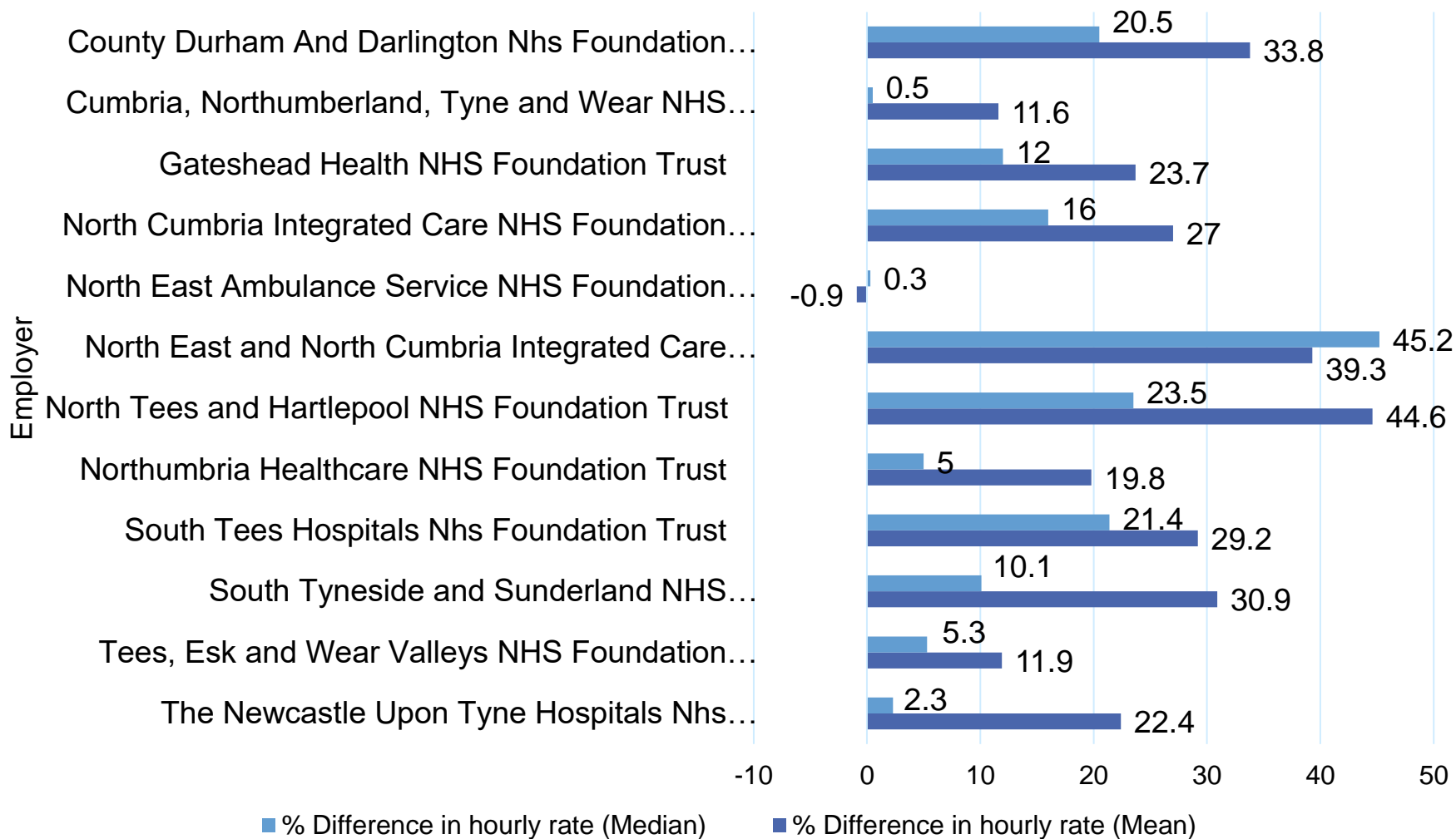


# ICB Pay Gap Summary – data 31st March 2023

	Male	Female	Gender Pay Gap (£)	Gender Pay Gap (%)
<b>Mean Hourly Rate</b>	£46.13	£27.99	£18.14	39.30%
<b>Median Hourly Rate</b>	£44.54	£24.40	£20.14	45.20%
	Non - Disabled	Disabled	Disability Pay Gap (£)	Disability Pay Gap (%)
<b>Mean Hourly Rate</b>	£28.27	£26.15	£2.12	7.50%
<b>Median Hourly Rate</b>	£21.60	£24.38	-£2.78	-11.40%
	White	BME	Ethnicity Pay Gap (£)	Ethnicity Pay Gap (%)
<b>Mean Hourly Rate</b>	£31.08	£53.39	-£22.31	-41.80%
<b>Median Hourly Rate</b>	£24.38	£62.79	-£38.41	-61.20%

# Overall Gender Pay Gap – NENC ICS

% Difference in hourly rate (Mean) and % Difference in hourly rate (Median) by Trust



# NHS Trust and ICB board level representation

- Disabled People
- Black, Asian and Minority Ethnic People



# Trust Disability representation

## Board Disability

Org Name	Disabled Board Members	Disabled Workforce Overall	Difference
County Durham and Darlington NHS Foundation Trust	7.7%	3.9%	3.8%
Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	7.1%	6.9%	0.2%
Gateshead Health NHS Foundation Trust	7.1%	5.5%	1.7%
North Cumbria Integrated Care NHS Foundation Trust	0.0%	3.7%	-3.7%
North East Ambulance Service NHS Foundation Trust	0.0%	6.6%	-6.6%
North Tees and Hartlepool NHS Foundation Trust	7.1%	2.9%	4.3%
Northumbria Healthcare NHS Foundation Trust	0.0%	4.2%	-4.2%
South Tees Hospitals NHS Foundation Trust	0.0%	3.5%	-3.5%
South Tyneside and Sunderland NHS Foundation Trust	6.7%	2.9%	3.7%
Tees, Esk and Wear Valleys NHS Foundation Trust	6.3%	6.7%	-0.4%
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	0.0%	3.9%	-3.9%

## Board DisabilityRegion

Region	Disabled Board Members	Disabled Workforce Overall	Difference	Disability 2021 Census
East				
London				
Midlands				
North East And Yorkshire	3.8%	4.6%	-0.8%	
North West				
South East				
South West				

21.1%

Information sourced from Workforce Research and Insights team, NHS England WTE - Data from WDES 2023 report.

# Trust Ethnicity representation rates at Board level

## Board Equality

Org Name	Ethnic Minority Voting Board Members	Ethnic Minority Workforce Overall	Difference
County Durham and Darlington NHS Foundation Trust	0.0%	10.0%	-10.0%
Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	7.1%	7.5%	-0.4%
Gateshead Health NHS Foundation Trust	0.0%	6.0%	-6.0%
North Cumbria Integrated Care NHS Foundation Trust	0.0%	8.1%	-8.1%
North East Ambulance Service NHS Foundation Trust	7.1%	2.1%	5.0%
North Tees and Hartlepool NHS Foundation Trust	11.1%	11.4%	-0.3%
Northumbria Healthcare NHS Foundation Trust	6.3%	6.3%	-0.0%
South Tees Hospitals NHS Foundation Trust	0.0%	10.0%	-10.0%
South Tyneside and Sunderland NHS Foundation Trust	14.3%	12.6%	1.7%
Tees, Esk and Wear Valleys NHS Foundation Trust	9.1%	5.1%	4.0%
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	0.0%	11.1%	-11.1%

## Board Equality Region

Region	Ethnic Minority Voting Board Members	Ethnic Minority Workforce Overall	Difference	Ethnic Minority 2021 Census
East				
London				
Midlands				
North East And Yorkshire	5.0%	8.2%	-3.2%	
North West				
South East				
South West				

13.1%

Information sourced from Workforce Research and Insights team, NHS England WTE - Data from WRES 2023 report.

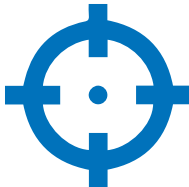
# Representation rates at ICS Board level for comparison in our region

ICS Name	Ethnic Minority Voting Board Members	Ethnic Minority Workforce Overall	Difference	Disabled Board Members	Disabled Workforce Overall	Difference
NHS Humber and North Yorkshire Integrated Care System	5.40%	11.80%	-6.50%	3.61%	4.35%	-0.70%
NHS South Yorkshire Integrated Care System	7.50%	12.10%	-4.50%	7.86%	5.07%	2.80%
NHS West Yorkshire Integrated Care System	13.50%	19.10%	-5.60%	4.90%	5.30%	-0.40%
NHS North East and North Cumbria Integrated Care System	5.00%	8.20%	-3.20%	3.82%	4.60%	-0.80%

Information sourced from Workforce Research and Insights team, NHS England WTE - Data from WRES & WDES 2023 reports.

# Actions underway to tackle inequity

1. A Positive action pilot for Black, Asian and Minority Ethnic Women in NENC in conjunction with NEYLA
2. Setting up the NENC Network of Networks for a Women and Allies, in conjunction with NEAS CEO.
3. A System wide Data Dashboard to focussing on Women, Disabled people and Black, Asian and Minority Ethnic people within NENC
4. Increasing the overall number of Black, Asian and Minority Ethnic Women in NENC undertaking the Shuri Digital Fellowship
5. Tackling Bullying, Harassment and Discrimination, and increasing sexual safety in the workplace.
6. Working in collaboration with the 3 other ICB and NHS England (4+1) on EDI – we are the lead ICB.
7. Creating a Health Inequalities Learning Academy hosted in our Boost Learning and Improvement community.
8. Co-creation 5 Year EDI Strategy for the NENC ICS, with implementation plan
9. The first complete ICS to sign up to #InclusiveHR
10. NENC ICB Exec Diversity Champions with personal objectives.



*NHS equality, diversity, and inclusion improvement plan - June 2023 - High impact action 1:*

*Chief executives, chairs and board members must have specific and measurable EDI objectives to which they will be individually and collectively accountable*

