

Our Ref: PW/AKB/FOI-11-170

18th November 2022

Mr Arthur Lightfoot

Stafford Education & Enterprise Park
Weston Road
Stafford
ST18 0BF

Telephone: 0300 123 1461

Sent by email

Dear Mr Lightfoot

FOI-11-170

Your request for information under the Freedom of Information Act 2000

Thank you for your request dated the 17th November 2022. We can confirm that the Staffordshire and Stoke-on-Trent Integrated Care Board does hold part of the information that you have requested. Please see our responses in blue below

Please can your organisation provide the following information:

- 1. 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.**

EDI Service is contracted to Midlands and Lancashire Commissioning Support Unit (MLCSU). The MLCSU EDI team comprises of an Equality, Diversity and Inclusion Business Partner and Equality, Diversity and Inclusion Support Officer that support the Staffordshire and Stoke-on-Trent Integrated Care Board (ICB). Within this contract the ICB to have access (if required) to the wider MLCSU EDI team.

From a workforce perspective, the Head of People/OD and Inclusion at the ICB, has responsibility for EDI at the ICB and works closely with the MLCSU EDI team. This is under the role of the Chief People Officer.

There is also a Non-Executive Director (NED) who leads on the people function and a director who is the EDI sponsor

- 2. 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?**

The Staffordshire and Stoke-on-Trent ICB does not hold this information for MLCSU staff. Head of People band 8c, Chief People Officer VSM.

3. 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.

Unable to quantify in days.

Quarterly Unconscious Bias Training, Quarterly Invisible Disabilities Training, all new staff have an EDI induction.

Statutory and Mandatory Training = Equality, Diversity and Human Rights - every 3 Years; and Preventing Radicalisation - Basic Prevent Awareness - every 3 Years

System training

Unconscious Bias and Microaggressions/Incivilities

Authenticity, True Self and Imposter Syndrome

Understanding Privilege and the Power of Allyship

Let's Talk About Race

Women through a Leadership Lens

LGB and Transgender+ Inclusion

Inclusion and Intersectionality: The Big Questions with John Amaechi OBE

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 an internal review by contacting the Staffordshire and Stoke-on-Trent Integrated Care Board FOI team by emailing the team at StaffsStokeFOI@staffsstoke.icb.nhs.uk or by post to the address at the top of this letter.

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 Staffordshire and Stoke-on-Trent Integrated Care Board's 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



Paul Winter
Deputy Director of Corporate Governance,
Compliance & Data Protection/Data Protection