



Agenda Item No:

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<b>Report to:</b>	Humber and North Yorkshire Integrated Care Board
<b>Date of Meeting:</b>	10 April 2024
<b>Subject:</b>	<b>ICB Equality, Diversity and Inclusion Objectives</b>
<b>Director Sponsor:</b>	Anja Hazebroek, Executive Director of Communications, Marketing and Media Relations
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**STATUS OF THE REPORT:**

Approve  Discuss  Assurance  Information  A Regulatory Requirement

**SUMMARY OF REPORT:**

Further to the finalisation and publication of the ICB's Equality Delivery System (EDS), whereby the rating of '**Developing**' was agreed, immediate Equality, Diversity and Inclusion (EDI) objectives have now been agreed and published. These capture the main themes identified through the EDS work.

Under the Equality Act 2010, section 149: Public sector equality duty, must publish equality objectives and these are available on the ICB website.

The objectives are:

**Objective 1: Enhance Data Quality and Utilisation for Improved Health Outcomes**

Action steps:

- Develop systems to gather comprehensive data on the needs and challenges faced by both the population served and the staff we employ.
- Utilise data analytics effectively to identify trends, gaps, and opportunities for targeted interventions to improve health outcomes.

**Objective 2: Foster Collaborative Information Sharing with System Partners**

Action steps:

- Build on developing mechanisms (Insight Bank) for sharing information and insights with system partners to gain a deeper understanding of the experiences and barriers to access faced by specific protected characteristics.

**Objective 3: Promote Learning and Implementation of Best Practice**

Action steps:

- Identify successful programmes and initiatives with demonstrable positive outcomes in addressing health disparities and promoting EDI.
- Share findings and lessons learned from these programmes with relevant stakeholders, both within the organisation and across partner agencies.

**Objective 4: Enhance Engagement with Underrepresented Voices**

Action steps:

- Review and revise engagement strategies to ensure they are inclusive, and representative of the diverse communities served.
- Provide accessible platforms and channels for feedback and participation to ensure the voices of all community members are heard and valued.

**Objective 5: Promote Workforce Understanding and Support**

Action steps:

- Enhance policies and practices to promote diversity, equity, and inclusion in recruitment, retention, and career development opportunities.

**Objective 6: Implement EDI Training and Skill Development**

Action steps:

- Evaluate the effectiveness of training initiatives through feedback mechanisms and performance assessments and make adjustments as needed to ensure continuous improvement.

These objectives will develop further over the course of the year. Progress against objectives will be monitored and reported.

**RECOMMENDATIONS:**

Members are asked to:

- i) Note the EDI Objectives.

**ICB STRATEGIC OBJECTIVE**

Managing Today	☒
Managing Tomorrow	☒
Enabling the Effective Operation of the Organisation	☒

**IMPLICATIONS**

Finance	Resource required to deliver on specific actions and recommendations (to be more fully scoped).
Quality	The objectives support a better understanding of patient experience, through the lens of protected characteristics.
HR	Appropriate resource needed to deliver on the objectives and actions identified.

Legal / Regulatory	Report aligns to legal requirements in respect of the Equalities Act 2010 and the Public Sector Equality Duty as well as ICB duty to make arrangements to secure that people are appropriately involved in planning, proposals and decisions regarding NHS services.
Data Protection / IG	Appropriate storage of any personal data (staff records / patient information in respect of protected characteristics.
Health inequality / equality	The report focusses on the organisation's responsibilities in respect of health inequality / equality and outlines a number of objectives and actions to meet our legal duties.
Conflict of Interest Aspects	N/A at present
Sustainability	N/A at present

**ASSESSED RISK:**

The primary risk is that the ICB fails to meet its statutory duties in respect of the Equality Act 2010 and the Public Sector Equality Duty. In addition, the ICB is required to demonstrate that it is involving the public in its planning, proposals and decisions regarding NHS services and demonstrate that it is and is supporting addressing equality issues in health service delivery.

**MONITORING AND ASSURANCE:**

Processes for monitoring compliance with the equality duty should be reviewed, as part of the programme of work to ensure the objectives and actions are enacted and a more systematic and meaningful approach to equality, diversity and inclusion is developed.

**ENGAGEMENT:**

Much of the evidence gathered, to inform the development of the objectives, been taken from public engagement activity and internal staff engagement. External validation took place during February with the six local Healthwatch organisations, the Inclusion Assembly, the Inclusion Network, Staff Health and Wellbeing Group, the Social Partnership Forum and a peer review with West Yorkshire ICB.

**REPORT EXEMPT FROM PUBLIC DISCLOSURE**

No  Yes

If yes, please detail the specific grounds for exemption.