

Ref: FOI/00044/CMICB  
08 September 2022

**Your Request:**

- 1) I would like to request the number of employees within your Integrated Care Board whose job roles specifically require them to address issues of Equality, Diversity and Inclusion (EDI), including but not limited to all staff whose job title has 'EDI', 'Equality', 'Diversity' or 'Inclusion' in it.**
- 2) I would also like to request all remuneration costs for these roles.**

**Our Response:**

1 - 2) NHS Cheshire & Merseyside ICB has appointed an associate director of EDI and has two other members of staff whose role exclusively deals with EDI. Additionally, the Chief People Officer, Associate Director of Workforce, Assistant Chief Executive and Associate Director of Organisation Development all have responsibility for EDI included in their roles. The associate director posts are at pay band 8C and the two EDI leads are pay band 8A. The director posts are all graded on Very Senior Manager (VSM) pay bands.

**Your Request:**

- 3) Does your Integrated Care Board have an EDI strategy, a diversity strategy, or any other strategy aimed at increasing the amount of female, BAME, LGBT+, or disabled employees?**
- 4) What are the costs related to the development and implementation of these strategies? E.g: research and data collection, the organisation of focus groups/forums/workshops/etc, time spent on changing structures.**

**Our Response:**

3 - 4) NHS Cheshire & Merseyside ICB's EDI strategy is scheduled to be developed when the Associate Director of EDI commences their role in December 2022. As a result, there are currently no costs related to the development and implementation of the EDI strategy.

**Your Request:**

- 5) Is your Integrated Care Board involved in any other project or initiative aimed at promoting diversity, in terms of gender, ethnicity, nationality, sexual preference or ablebodiedness, and if so, what are the costs related to these projects or initiatives?**

**Our Response:**

5) NHS Cheshire & Merseyside ICB has not yet developed any projects or initiatives aimed at promoting diversity. As a result, there are currently no costs

related to the development and implementation of projects or initiatives aimed at promoting diversity.