

20/07/2022

NN-ICB/22/7

Dear Requestor

RE: Freedom of Information Request

With reference to your request for information I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information that you have requested. A response to your request is below.

Please note that both NHS Nottingham and Nottinghamshire, and Bassetlaw Clinical Commissioning Groups ceased operation on 30 June 2022. They have been superseded by NHS Nottingham and Nottinghamshire Integrated Care Board (ICB) which began operation on 1 July 2022.

In the request you asked:

I see you are recruiting for a Head of Equality, Diversity, and Inclusion.

The job reference is 111-3947349 and it has a salary of up to £62k PA.

Under the terms of the FOI act can you please answer the following three questions:

1. What clinical duties does this role have?

The Head of EDI role does not have any clinical responsibility or duties. Any candidates that apply for the role who are registered clinicians will be supported as part of revalidation and continuing professional development commitments.

2. Please can you explain the rationale behind paying a Head of EDI £63k while a Clinical Trainer (Registered Nurse job ref 826-B9826-PANF-4247) will receive £39k?

All roles within the NHS are graded via an agreed job evaluation process in accordance with our Agenda for Change terms and conditions of employment. These roles are assessed by trained individuals outside of the designated areas of work and Trade Union partners to determine the banding and ultimately the salary of the position. There are 16 factors that determine the level of pay for roles within the NHS

Job Evaluation guidance can be found here <https://www.nhsemployers.org/publications/nhs-job-evaluation-handbook>

Please note that Nottingham City Care Partnership is a social enterprise which adopted Agenda for Change terms and conditions of employment when they were established in 2011.

3. Does this mean that CIC Nottingham is placing more importance on EDI than Clinical Care?

All roles within the NHS play a part in the delivery of clinical care.

The Head of EDI is an important role that will enhance the experience of our patients, citizens and staff. The Head of EDI will be integral to embracing and embedding best practice into service planning and delivery and to specifically bring an emphasis on inclusion which will ultimately have a positive impact upon our patients, citizens and staff.

If you are unhappy with the way in which your request has been handled, NHS Nottingham and Nottinghamshire Integrated Care Board (ICB) have an internal review procedure through which you can raise any concerns you might have. Further details of this procedure can be obtained by contacting Lucy Branson, Associate Director of Governance via lucy.branson@nhs.net or by writing to FOI Team at NHS Nottingham and Nottinghamshire ICB, Sir John Robinson House, Sir John Robinson Way, Arnold, Daybrook, Nottingham NG5 6DA.

If you remain dissatisfied with the outcome of the internal review, you can apply to the Information Commissioner's Office (ICO), who will consider whether the organisation has complied with its obligations under the Act and can require the organisation to remedy any problems. Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by NHS Nottingham and Nottinghamshire ICB. You can find out more about how to do this, and about the Act in general, on the Information Commissioner's Office website at: <https://ico.org.uk/for-the-public/>

Complaints to the Information Commissioner's Office should be sent to:

FOI/EIR Complaints Resolution, Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Telephone 0303 123 1113 or report a concern via <https://ico.org.uk/concerns/>

Yours sincerely

Freedom of Information (FOI) Officer on behalf of *NHS Nottingham and Nottinghamshire Integrated Care Board*

notts.foi@nhs.net

All information we have provided is subject to the provisions of the Re-use of Public Sector Information Regulations 2015. Accordingly, if the information has been made available for re-use under the [Open Government Licence](#) (OGL) a request to re-use is not required, but the license conditions must be met. You must not re-use any previously unreleased information without having the consent of NHS Nottingham and Nottinghamshire Integrated Care Board. Should you wish to re-use previously unreleased information then you must make your request in writing (email will suffice) to the FOI Lead via notts.foi@nhs.net. All requests for re-use will be responded to within 20 working days of receipt.