

13/10/2025

NN-ICB/25-1333

Dear Requestor

Re: Freedom of Information Request

Thank you for your request for information, received on 23 September 2025, regarding Equality, Diversity and Inclusion (EDI). We have processed your request in accordance with the Freedom of Information Act 2000 (FOIA).

Under the FOIA, public authorities like ours are required to respond to requests for information within 20 working days. In response to your request, I can confirm that we partially hold the information requested.

Please find below our response to your request:

1. The number of staff employed by your ICB whose primary role relates to Equality Diversity and Inclusion (EDI) as of September 2025.

As of September 2024, the ICB had one post in the staffing structure whose primary role related to EDI, however, this is currently a vacant position.

2. The total salary cost for these staff in the most recent financial year.

There have been zero salary costs associated with this post for this financial year.

3. The total spend by your ICB on EDI-related training, workshops, events or external consultancy in each of the past three financial years.

This ICB is currently accessing external consultancy through GEM CSU to advise on EDI matters. This is part of a wider contract for Nottingham and Nottinghamshire ICB and we do not hold a breakdown of the individual elements of the contract.

4. Copies of any mandatory EDI training materials currently in use for staff.

All staff are required to complete the mandatory training 'Equality and Diversity and Human Rights' e-learning module which is accessible to all staff on the ICB's Electronic Staff Record (ESR). As this is an online course, Nottingham and Nottinghamshire ICB does not hold this information as a download.

If you are unhappy with the way in which your request has been handled, NHS Nottingham and Nottinghamshire Integrated Care Board (ICB) has 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, Director of Corporate Affairs 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

nnicb-nn.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 nnicb-nn.foi@nhs.net. All requests for re-use will be responded to within 20 working days of receipt.