

**NCL ICB Board of Members Meeting (7 November 2023)**  
**Question from the public**

Agenda item	Question	ICB response
<p>Item 1.3, section 2.3 (Minutes of previous meeting) and Item 3.2 (Finance Report)</p>	<p>Further to Steve Barclay's recent request to NHS organisations that they stop recruiting to equality, diversity and inclusion roles, can I receive assurance that the ICB will not be recruiting to any such roles as part of its goal to becoming an anti-racist organisation, in light of both this request and the financial pressures that the ICB is already under, as this would not constitute good use of public money in a challenging time, as well as being counter to the explicit request of the Health and Social Care Secretary.</p>	<p>Alongside other NHS organisations, on 19 October North Central London ICB, received a letter from Secretary of State, Steve Barclay, setting how we should ensure good value for money when it comes to improving diversity and inclusion across the health family and advising that this should be addressed through normal management processes rather than through external providers or dedicated roles within organisations.</p> <p>In North Central London, improving equality, diversity and inclusion sits at the very core of our work. Reducing health inequalities underpins our population health ambitions and we are committed to delivering better outcomes and deep and lasting change, working with the community to identify and break down barriers and continuing to ensure resources are focused on frontline patient care.</p> <p>To provide equality and equity in our health and care services for our residents, we know it's vital that we continue to tackle challenges around diversity and inclusion and this starts with our workforce.</p> <p>Whilst the ICB is moving away from dedicated internal facing EDI roles, we will continue to work closely with our Staff Networks, our trade union colleagues, our Engaging Our People Forum and the wider workforce to, tackle discrimination and build a more equal and inclusive workplace. We are pleased that in July this year the NCL ICB Board endorsed our approach to anti-racism with this being a golden thread through everything we do and everybody's business to address.</p> <p>Our role as system leaders is to foster an environment that helps us share best practice and learn from each other. We have been clear about this in our People Strategy 2023-28 and will continue to build a collaborative</p>

		approach to equality, diversity and inclusion across the NCL system.
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