



North Central London
Integrated Care Board

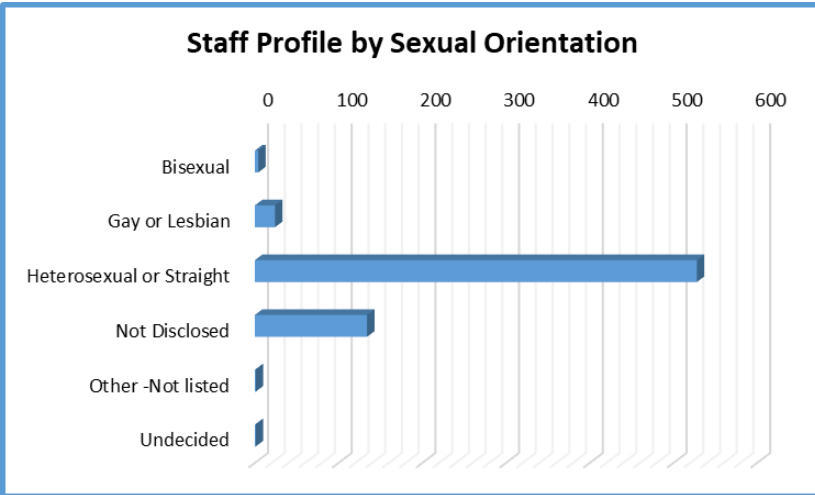
Workforce Representation Data

31 March 2023

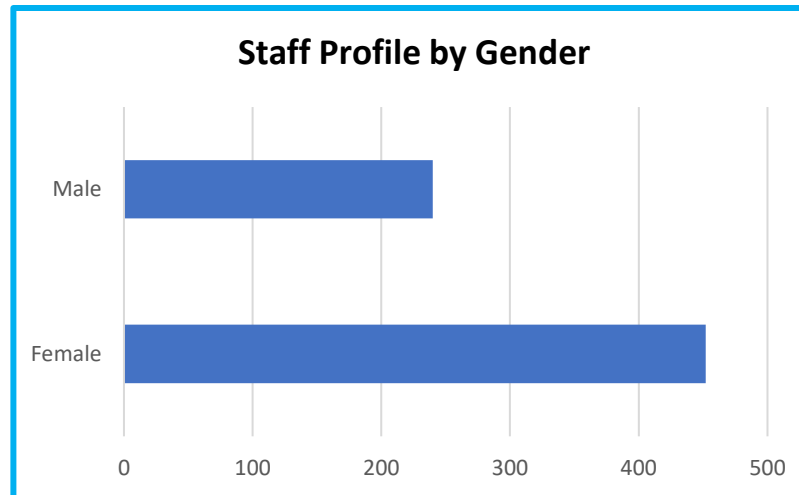
Equality & Diversity Monitoring

As part of the ICB's commitment to diversity and inclusion, this section of the workforce report shows the ICB workforce profile status at **31 March 2023** in the areas of ethnicity, religious belief, age, gender, disability, and sexual orientation.

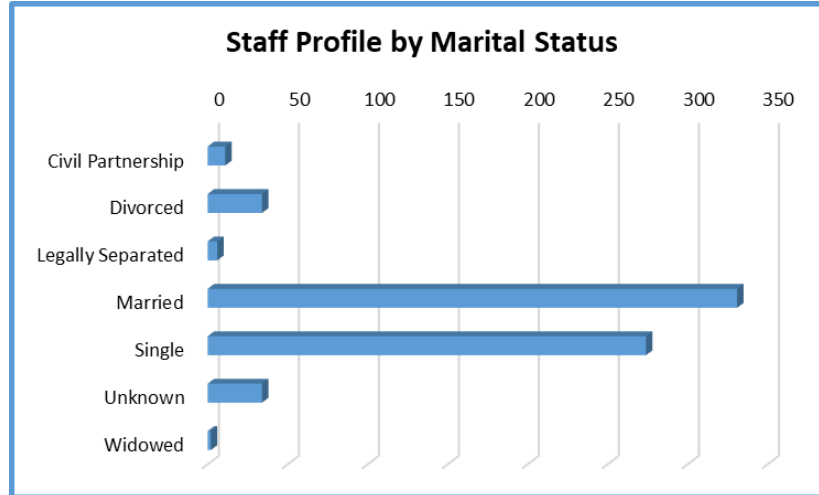
Staff Profile by Sexual Orientation



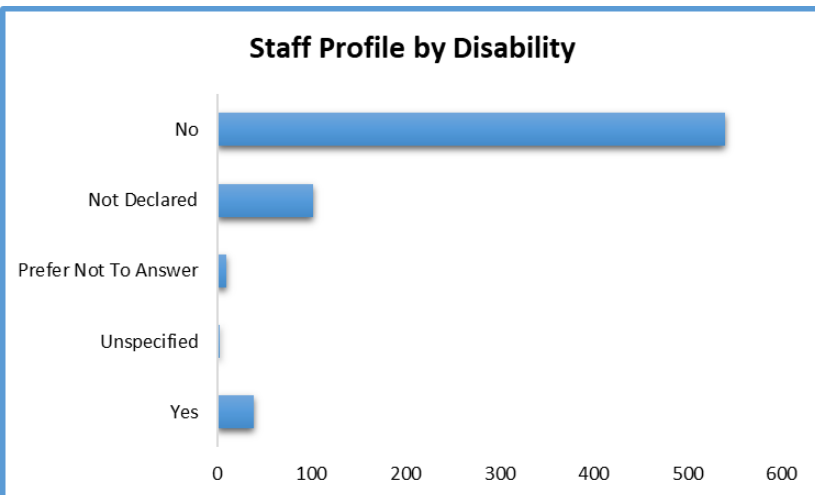
Staff Profile by Gender



Staff Profile by Marital Status



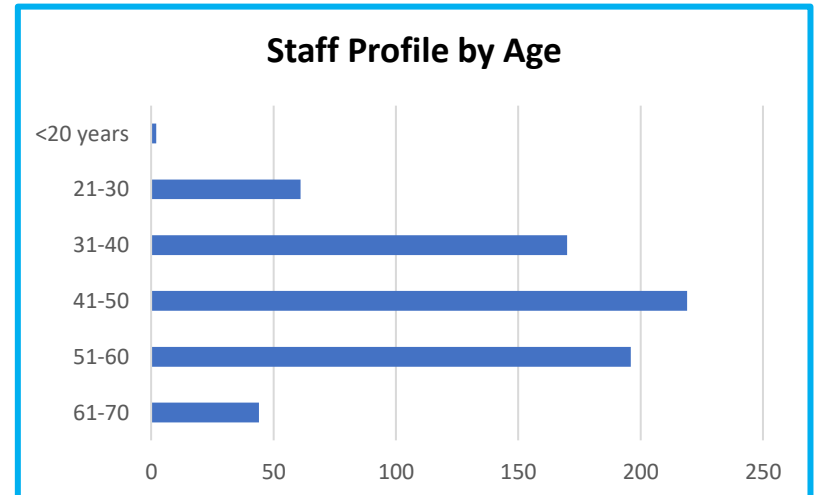
Staff Profile by Disability



Staff Profile by Religious Belief

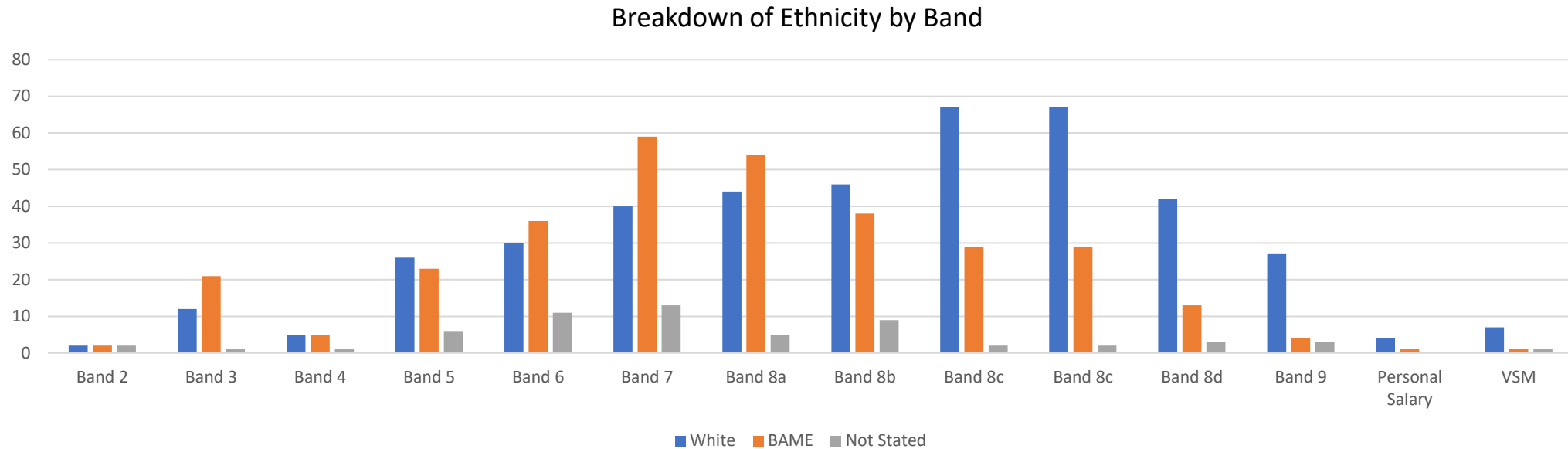


Staff Profile by Age



Equality & Diversity Monitoring

Staff Profile by Ethnicity



Commentary

- ❑ Whilst the majority of staff within the ICB do not have a disability, approximately 13.5% of staff have chosen not to declare a disability.
- ❑ The majority of staff are within the age 41-50 age bracket, followed closely by 51-60 and the 31-40 age bracket .
- ❑ The majority of the ICB workforce are female (65%)
- ❑ A higher proportion of ICB staff in roles that are band 3, 6, 7 and 8A are from a BAME background than a white background. In contrast, this is reversed for roles 8B to VSM, in which there are a significantly higher proportion of staff that are from a white background than a BAME background.