Board meeting

20 March 2024

NICE 5-Year Workforce Equality, Diversity and Inclusion Roadmap 2024-2029 and gender pay gap report

Purpose of paper

For approval.

Board action required

The Board is asked to:

1. Note the gender pay gap reporting data
2. Review and approve the NICE 5-Year Workforce Equality, Diversity, and Inclusion (EDI) Roadmap 2024-2029
3. Consider:
* Is there anything the Board feel would be a valuable addition to what we have set out?
* Do the Board support our recommendations for governance?

Brief summary

This roadmap sets out our key ambitions and actions for workforce EDI for the period 2024-2029. It sets out:

* + our 5 overarching objectives
	+ the core areas of work we will undertake
	+ a framework for how we will work together and hold ourselves collectively to account for achieving our goals.

If approved, the 5 objectives will replace our existing Public Sector Equality Duty objectives with effect April 1 2024.

The gender pay gap reporting for 2022/23 is also included for the Board’s information and to provide context for the roadmap.

Board sponsor

1. Helen Brown, Chief People Officer