

Engagement Assurance Committee Cover Sheet

**Item 4
Enclosure D**

Title:	Equalities Sub-Committee briefing
Meeting Date:	16 July 2024
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Purpose of paper:	Provide an update on the Equalities Sub-Committee held on 4 July 2024.	Update / Information	X
		Discussion	
		Decision	
Summary of main points:	<p>Key items covered at the Equalities Sub-Committee meeting:</p> <ul style="list-style-type: none"> • ICB Equalities Sub-Committee (ESC): The ESC continues to meet on a bi-monthly basis to discuss all aspects of EDI, covering both a workforce and patient/population focus. The Committee has a full programme of speakers for 2024/25 which will foster and enable collaboration within the ICB and across the ICS. • EDI strategic priorities and development of EDI strategy: To provide strategic direction for SEL ICB’s equality, diversity and inclusion work in 2024/25, a set of high-level priorities has been developed. This will guide the forthcoming EDI strategy which will provide an overarching framework for all SEL ICB EDI requirements and priorities covering the nine protected characteristics, taking an integrated and intersectional approach. The strategy will have a staff and patient focus, where these cover existing EDI activities. An approach to developing the strategy was shared with the ESC and feedback received to shape initial planning activities. • Health and Care LGBTQ+ Inclusion Framework: The ICB has committed to undertake a practical framework developed by the NHS Confederation enabling health and care leaders to create inclusive environments for LGBTQ+ staff and service users. This will involve carrying out a self-assessment tool around the following themes: <ol style="list-style-type: none"> 1. Create visible leadership and confident staff 2. Create a strong knowledge base 3. Be non-heteronormative and non-cisnormative in everything you do 4. Take responsibility for collecting and reporting data 5. Listen to your service users 6. Proactively seek out partners to co-deliver services 		

	<ul style="list-style-type: none"> • A survey will be shared across the organisation, including the Board and other senior leaders. This will be used to baseline ICB performance on the above key areas to support development of targeted actions. A working group is being convened to support this project, led by members of the LGBTQ+ staff network and EDI team. • Equality Delivery System 2022: A progress update was shared on the 2024/25 assessment. SEL partners across the ICS continue to meet to discuss options for Domain 1 (Commissioned or provided services) and once these are finalised will be moving into gathering evidence on selected areas and preparing to engage and score services in partnership with people and communities. • Equality Impact Assessment (EIA) re-design: A full review of the ICB's EIA process is being undertaken across the ICB. This will include a refreshed toolkit, additional resources and new training for both document/policy authors and committee members with a scrutiny role, launching later in 2024. • Inclusive recruitment training: SEL ICB successfully bid for £50k to develop and roll out a series of dynamic, drama-based workshops to provide inclusive recruitment training. Launching in September 2024, these sessions will be made available to partners across health and social care. 			
Potential Conflicts of Interest				
Relevant to the following Boroughs	Bexley	X	Bromley	X
	Greenwich	X	Lambeth	X
	Lewisham	X	Southwark	X
	Equality Impact	Committee covers all aspects of the Equality Act 2010.		
	Financial Impact	N/A		
Other Engagement	Public Engagement	Features regular updates on engagement with people and communities.		
	Other Committee Discussion/Engagement	N/A		
Recommendation:	EAC are members asked to: <ul style="list-style-type: none"> - Note contents of this report 			