

Engagement Assurance Committee

Cover sheet

Item: 4

Enclosure: E

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| Title: | Equalities Sub-Committee update |
| Meeting Date: | 26 November 2024 |
| Author: | Wasia Shahain, Assistant Director of Equality, Diversity and Inclusion |
| Executive Lead: | Tosca Fairchild, Chief of Staff / Equalities Senior Responsible Officer |

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| Purpose of paper: | To provide a written update from the ICB Equalities Sub-Committee held on 7 November 2024 for the Engagement Assurance Committee. | 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"> • Staff Anti-racism Strategy review: A 2-year review has been undertaken on the ICB strategy which highlighted good progress with strategic commitments. The review was also undertaken to check the ICBs approach following the UK summer riots led by the far right. The strategy has recently been showcased by Sir Michael Marmot in a recent report 'Structural Racism, Ethnicity and Health Inequalities in London.' Commitments which have not been fully completed are being taken forward in SEL ICB's forthcoming equality, diversity and inclusion strategy. • Equality Delivery System 2022 (EDS22): A progress update was shared on the 2024/25 assessment. SEL partners across the ICS continue to implement service reviews for Domain 1 (Commissioned or provided services), including gathering evidence and engaging and scoring services in partnership with people and communities. SEL ICB has selected two services for the 24/25 assessment: Greenwich Integrated Therapies Service (for children and young people) and Paediatric community dental services. • EDI 'deep-dives': <ol style="list-style-type: none"> a. Mabadiliko, a community-based research and social justice organisation, shared a presentation on work being undertaken to support workplaces and communities to become inclusive and equitable on the basis of ethnicity/race. This included health-related engagement exercises the organisation led between 2020- | | |

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| | <p>2023 with communities who are Black African and Caribbean, South Asian and living with poverty.</p> <p>b. Bromley ‘Place’ leads focused on describing key health inequalities in the borough and efforts being made to address disparities through its One Bromley Strategy. By using a population health and wellbeing approach Bromley plans to: use population health data to identify areas where the greatest impact could be made, connecting people to community assets to better manage conditions, mapping and improving end to end health and care pathways and planning and coordinating services to provide seamless interventions.</p> <ul style="list-style-type: none"> • Workforce Equality Standards: the ICB has completed a suite of reports to meet NHS England assurance frameworks for: <ul style="list-style-type: none"> a. Workforce Race Equality Standard b. Workforce Disability Equality Standard c. Workforce Sexual Orientation Equality Standard <p>The frameworks address historic challenges for protected characteristic groups in the workplace, acknowledging the link between workplace discrimination and the effect on quality of care for patients. Areas of progress and improvement were discussed, and action plans are in place to address findings for 2025/26.</p> | | | |
| 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: | <p>EAC are members asked to:</p> <ul style="list-style-type: none"> - Note the contents of this update | | | |