

# Engagement Assurance Committee

## Cover sheet

Item: 6

Enclosure: E

Title:	<b>Equalities Sub-Committee update</b>
Meeting Date:	Tuesday 18 March 2025
Author:	Wasia Shahain, Assistant Director of Equality, Diversity and Inclusion Louis French, Equality, Diversity and Inclusion Officer
Executive Lead:	Tosca Fairchild, Chief of Staff / Equalities Senior Responsible Officer

Purpose of paper:	To provide a written update from the ICB Equalities Sub-Committee held on 23 January 2025 and 06 March 2025 for the Engagement Assurance Committee.	Update / Information	X
		Discussion	
		Decision	
Summary of main points:	<p>Key items covered at the <b>January</b> Equalities Sub-Committee meeting:</p> <ul style="list-style-type: none"> <li>• <b>EDI Strategy:</b> A new ICB strategy is in development with a focus on unifying and harmonising separate EDI plans and requirements, developing an intersectional focus for equalities and creating a strategic anchor through the 3-year strategy. Seven key themes have been identified, following a robust mapping exercise, which the strategy will focus on. A plan for its content and development was shared.</li> <li>• <b>Equality Delivery System 2022 update:</b> An update on EDS 2022 progress covered all three domains. Scoring for the Paediatric community dental service was in progress and due to low attendance at the event for Integrated therapies for children and young people in Greenwich, further discussions were taking place on final rating. Implementation plans were in the process of being developed.</li> <li>• <b>Accessible Information:</b> Presentation outlined key considerations for ensuring information is accessible, emphasising that all staff share this responsibility across websites and other platforms. Accessibility principles were detailed, alongside available ICB templates and Microsoft accessibility features. It was noted that content should be compatible with screen readers for blind and partially sighted individuals, avoiding heavy reliance on images. The ICB's EDI Strategy highlights the need for early integration of accessibility in communication planning.</li> <li>• <b>EDI 'deep dive' presentations:</b> <ol style="list-style-type: none"> <li>a. <b>Greenwich:</b> A presentation on the Greenwich 100-Day Challenge highlighted efforts to address hypertension inequalities, given its</li> </ol> </li> </ul>		

significant impact on premature deaths. Greenwich is using neighbourhood care to connect people, priorities, and places, shifting from a directive role to a facilitative approach. An Asset-Based Community Development model was applied, with the Glyndon Neighbourhood Project serving as an example. The second section addressed institutional racism as a key factor in health inequalities, using a Community of Practice model with in-person events and webinars to support anti-racist practice. Healthwatch is evaluating the outcomes of these sessions.

- b. **Bexley:** A presentation on tackling health inequalities in Bexley outlined key challenges, including obesity, mental health issues, and frailty, particularly affecting an aging population and ethnic minority communities. The Bexley Wellbeing Partnership aims to address these through a population health approach, working with local care networks, communities, and the South East London Integrated Care System. Examples included the Barbershop Project, where trained barbers support mental health, and the Ageing Well Functional Fitness MOT for frailty. Plans are in place to expand these initiatives, with MIND providing support and a focus on evaluation to ensure long-term impact.
- c. **LeDeR Review:** A presentation on the Learning from Lives and Deaths (LeDer) programme highlighted its role in reviewing the health and social care of people with learning disabilities and autism to identify improvements, particularly in preventing premature deaths. A case study of a 50-year-old man underscored the need for professionals to consider language, culture, identity, and advocacy support in safeguarding processes. Actions taken in response were outlined, with an emphasis on ensuring people with learning disabilities and autism are included in equalities work and that cases, particularly among Global Majority groups, are properly reported and reviewed.

Key items covered at the **March** Equalities Sub-Committee meeting:

- **EDS22 Summary Report:** The final EDS22 summary report was submitted for approval, with the ICB securing an **Achieving** rating based on current scores. Approved action plans are in place, with the service/functional leads scheduled to provide progress updates to the ESC in 2025/26.
- **Equality Objectives:** Work has been undertaken on the development and monitoring of the ICBs statutory Equality Objectives for 2025-26, aligning them with the EDS22 and other strategic commitments. These are divided up into the three EDS22 domains covering: 1) Commissioned or provided services 2) Workforce health and wellbeing and 3) Inclusive leadership. A robust monitoring cycle was outlined based on new governance arrangements. The final set of equality objectives were shared and approved at the meeting.

	<ul style="list-style-type: none"> <li>• <b>Public Sector Equality Duty (PSED):</b> The final draft of the 2024/25 Public Sector Equality Duty (PSED) report was submitted for approval, before submission to the Executive Committee for final sign-off before publication. The PSED is a legal requirement under the Equality Act 2010, requiring public bodies to consider how their policies and decisions impact people with protected characteristics, promote equality, and eliminate discrimination. It includes multiple case studies of the good work we are doing around EDI from both a SEL-wide and borough perspective.</li> <li>• <b>EDI ‘deep dives’:</b> <ol style="list-style-type: none"> <li>a. <b>Southwark:</b> The presentation highlighted efforts to tackle health inequalities in Southwark, including improved access for Latin American communities through better EDI data, language support, and interpretation services. It also covered the Southwark Maternity Commission’s work to address disparities in maternity care for Global Majority women and the borough’s response to Female Genital Mutilation (FGM), following a 2025 conference led by the Mayor of Southwark.</li> </ol> </li> </ul>			
Potential Conflicts of Interest	n/a			
Relevant to the following Boroughs	Bexley	X	Bromley	X
	Greenwich	X	Lambeth	X
	Lewisham	X	Southwark	X
Equality Impact	Equalities Sub-Committee covers all aspects of the Equality Act 2010.			
Financial Impact	N/A			
Public Engagement	Features regular updates on engagement with people and communities.			
Other Engagement	Other Committee Discussion/ Engagement	N/A		
Recommendation:	EAC are members asked to: <ul style="list-style-type: none"> <li>- Note the contents of this update</li> </ul>			