

Board Cover sheet

Item: 3

Enclosure: C

Title:	Equalities Deep Dive
Meeting date:	21 May 2025
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Executive lead:	Tosca Fairchild, Chief of Staff and Equalities SRO

Purpose of paper:	This paper provides an overview of equalities activity during 2024/25 across the South East London Integrated Care Board and wider system.	Update / information	X
		Discussion	X
		Decision	
Summary of main points:	<p>Introduction</p> <p>SEL ICB has made significant progress in its third year operating as an Integrated Care Board (ICB) to adopt and implement strategies and policies, which strengthen approaches to equality, diversity and inclusion (EDI) in the ICB at Place level and SEL-wide, prioritising access, experience and outcomes for people and communities and our workforce.</p> <p>The ICB has statutory duties under the Equality Act 2010 to report on its progress annually as part of the Public Sector Equality Duty (PSED). A link to the full 2024/25 PSED report can be found here.</p> <p>The Equality and Human Rights Commission (EHRC), the regulatory body which oversees compliance with the Equality Act 2010, carried out two audits of all 42 ICBs in England and highlighted SEL ICB's PSED report as an exemplar.</p> <p>Statutory duties</p>		



	<p>The Equality Act 2010 outlines nine protected characteristics¹ which are afforded legal protections, and 'general' and 'specific' duties which public sector organisations must comply with:</p> <ul style="list-style-type: none"> • The general equality duty requires SEL ICB to: <ul style="list-style-type: none"> ✓ Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Act. ✓ Advance equality of opportunity between people who share a protected characteristic and those who do not. ✓ Foster good relations between people who share a protected characteristic and those who do not. • The specific duties within the Public Sector Equality Duty requires the ICB to demonstrate how it has considered and promoted equalities in all its functions and to annually publish this information. <p>EDI interventions for EAC members to explore further:</p> <ol style="list-style-type: none"> 1. Equality Impact Assessments (slide 29) 2. Equality Delivery System 2022 (slide 71) 3. Spotlight on the 'Community Pilot for Sickle Cell Care' (slide 31). The South East London Enhanced Sickle Cell Community Care Team will present further information on their project and how it addressed equality and engagement considerations. <p>Next steps</p> <p>Numerous mechanisms have been established to work closely with partners and local authorities, and the ICB will continue to consolidate and develop new connections in 2025/26, particularly as it develops the neighbourhood health service programme, against a background of internal change.</p> <p>The ICB has an opportunity to work in even greater alignment on key priorities across our geography and with multiple partners, recognizing commonalities, differences, and nuances to best support and meet the needs of our diverse and complex population in the planning and delivery of health care services for everyone.</p>
<p>Potential conflicts of interest:</p>	<p>None identified.</p>

¹ Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex and Sexual orientation.

Relevant to the following Boroughs:	Bexley	X	Bromley	X
	Greenwich	X	Lambeth	X
	Lewisham	X	Southwark	X
	Equality impact	Positive impact: The implementation of the PSED report helps the organisation fulfil its statutory obligations for the Publ under the Equality Act 2010. This report will help to address any disparities as it includes actions aimed at enhancing experiences and ensuring equitable processes.		
	Financial impact	None identified.		
Other engagement:	Public engagement	Includes a focus on engagement with people and communities.		
	Other committee discussion/ engagement	ICB Equalities Sub-Committee ICB Executive Committee ICB Board		
Recommendation:	EAC members are asked to: <ul style="list-style-type: none">- Note equalities progress made in 2024/25, as described in the PSED report.- Share any feedback on the content of the report.			