

Engagement Assurance Committee

Cover sheet

Item: 5

Enclosure: D

Title:	Equalities Sub-Committee update
Meeting Date:	Wednesday 26 November 2025
Author:	Wasia Shahain, Assistant Director of Equality, Diversity and Inclusion
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 13 November 2025 for the Engagement Assurance Committee.	Update / Information	X
		Discussion	
		Decision	
Summary of main points:	<p>Key items covered at the November Equalities Sub-Committee (ESC) meeting:</p> <ul style="list-style-type: none"> • Population Health Management (PHM): A presentation was shared on current priorities and progress regarding the PHM programme. A mapping exercise has been carried out with SEL partners, including Trusts, analysts, data specialists and frontline clinicians to determine how to bring together technical requirements with learning and implementation, and understanding different user groups, with the aim of strengthening the programme. There is a plethora of existing population health work across the system, with pockets of good practice on which the ICB will build. A programme plan has been developed recognising the journey the ICB is on to develop comprehensive and equitable access to PHM capacity and capability. • Southwark deep dive – Maternity Commission: a programme of work was shared on tackling inequalities in pregnancy and childbirth experienced by families in Southwark. There is wide awareness of the alarming disparities regarding maternal mortality rates for black and brown women in the UK, and the Southwark Maternity Commission was established to examine the issues locally through engagement with frontline staff and black people and communities. Ten key recommendations have been identified and will be actioned on leadership and workforce, review and reporting and evaluation of the maternity pathway. 		

	<ul style="list-style-type: none">• Equality Objectives 2025/26 progress update: All public sector organisations have a statutory duty to publish Equality Objectives every four years. The ICBs new set of 2025/26 objectives was published in April 2025. A mid-year update was shared at the meeting highlighting that deliverables were on track in most areas covering those related to commissioned or provided services (provider-led), workforce health and wellbeing (ICB-focused) and inclusive leadership (ICB-focused). Some consideration will need to be given to how to develop future objectives for 2026/27.• Equality Delivery System 2022 Integrated Therapies for children and young people (Greenwich): Following last year’s EDS22 assessment, improvement plans were developed and the first of two services provided updates on progress. Areas highlighted include improving collection, analysis and use of service user data by protected characteristic; reviews of handovers and transitions; promoting accessible and inclusive communication and information, including development of a new website for users, parents and carers with multi-language translation capability; and strengthening patient experience and complaints mechanisms.			
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		
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 the contents of this update			