

## Engagement Assurance Committee Cover sheet

Title	<b>Equalities Sub-Committee update</b>				
Meeting date	Wednesday 28 January 2026	Agenda item Number	5	Paper Enclosure Ref	D
Author	Wasia Shahain, Assistant Director of Equality, Diversity and Inclusion				
Executive lead	Tosca Fairchild, Chief of Staff / Equalities Senior Responsible Officer				
Paper is for:	Assurance	Decision		Information	X
Purpose of paper	To provide a written update from the ICB Equalities Sub-Committee held on 22 January 2026 for the Engagement Assurance Committee.				
Summary of main points	<p>Key items covered at the <b>January</b> Equalities Sub-Committee (ESC) meeting:</p> <ul style="list-style-type: none"> <li><b>Deep dive – Bromley:</b> the Principal Loneliness Champion from London Borough of Bromley shared a presentation on the Bromley strategy for tackling loneliness which focuses on three priorities: - 1) ensuring adequate organisations and services to prevent and reduce loneliness, 2) develop community infrastructure that empowers social connections and 3) building a culture that encourages strong social relationships. A range of programmes were supported in 2024/25 through the Health Innovation Fund, highlighting the breadth of initiatives to address loneliness for different community groups in Bromley.</li> <li><b>Wellbeing support and development programme:</b> an internal programme was developed and delivered by the EDI team in response to organisational change, which aimed to support staff wellbeing and confidence in inclusive practice. The sessions were positively received and topics covered included: allyship, micro-incivilities, being compassionate through change and Equality Impact Assessments.</li> <li><b>Gender pay gap report:</b> SEL ICB has compiled its Gender Pay Gap 2025 report which shows an increase in the gender pay gap from the previous year. The gender pay gap is not related to equal pay but describes the average earnings across the organisation and is influenced by gender balance and composition. The increase could therefore be a result of organisational change. The report and related action plan will be published in March to meet statutory reporting timelines.</li> </ul>				
Potential conflicts of Interest	N/A				



Sharing and confidentiality	N/A					
Relevant to these boroughs	Bexley	X	Bromley	X	Greenwich	X
	Lambeth	X	Lewisham	X	Southwark	X
Equalities Impact	Equalities Sub-Committee covers all aspects of the Equality Act 2010.					
Financial Impact	N/A					
Public Patient Engagement	Features regular updates on engagement with people and communities.					
Committee engagement	N/A					
Recommendation	EAC are members asked to: - Note the contents of this update					

