

## Engagement Assurance Committee Cover sheet

Title	<b>Equalities Sub-Committee update</b>				
Meeting date	12 March 2026	Agenda item Number	Leave	Paper Enclosure Ref	Leave
Author	<b>Wasia Shahain, Assistant Director of Equality, Diversity and Inclusion</b>				
Executive lead	<b>Tosca Fairchild, Chief of Staff and SRO for Equalities</b>				
Paper is for:	Assurance	Decision		Information	<b>X</b>
Purpose of paper	To provide a written update from the ICB Equalities Sub-Committee held on 12 March 2026 for the Engagement Assurance Committee.				
Summary of main points	<p>Key items covered at the <b>March</b> Equalities Sub-Committee (ESC) meeting:</p> <ul style="list-style-type: none"> <li>• <b>Public Sector Equality Duty (PSED):</b> to fulfil responsibilities under the Equality Act 2010, the ICB has developed a <b>new PSED report</b> and <b>Equality Objectives</b>. The 2025 PSED report highlights a broad range of activities undertaken by the ICB to meet its statutory duties. Case studies across the ICB include: equality impact assessments, black maternal health programme, sickle cell community pilot, Bromley homeless dental service, Southwark inclusive surgeries project and many others. A <b>new set of equality objectives</b> reflect a range of focus areas, such as engagement, planning, workforce and leadership, aligned with strategic commissioning where relevant, for implementation in 2026/27. Both reports will be published on the ICB website in April 2026.</li> <li>• <b>Deep dive – Bexley:</b> a case study was shared on an initiative to raise awareness of breast and prostate cancer in partnership with Bexley Wellbeing Partnership and Welling Football Club at a special matchday. In a first, Bexley ran a special health and wellbeing fair, where NHS professionals were on hand to carry out blood pressure checks and discuss healthy ways of living, at the football club on a dedicated matchday. The initiative was highly successful and well-received by the community, with engagement links established for future partnership working.</li> <li>• <b>Health Inclusion Framework:</b> The NHS Confederation has developed a tool to benchmark and assess the impact of the working lives and experiences of LGBTQ+ staff within the workplace. The self-assessment tool was launched via survey to all staff in November 2025 and a total of 126 survey responses were received. Analysis of the data has been undertaken, and findings were shared with the Committee. An action plan has been developed with a focus on the six</li> </ul>				



	pillars of the Health Inclusion Framework, including: 'We listen to our service users' and 'We proactively seek out partners to co-deliver services'.					
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: <ul style="list-style-type: none"> <li>- Note the contents of this update</li> </ul>					

