

Engagement Assurance Committee Cover Sheet

**Item 7
Enclosure E**

Title:	Equalities Sub-Committee briefing
Meeting Date:	19 March 2024
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Purpose of paper:	Provide an update on the Equalities Sub-Committee held on 7 March 2024.	Update / Information	X
		Discussion	
		Decision	
Summary of main points:	<p>Key items covered at the Equalities Sub-Committee meeting:</p> <ul style="list-style-type: none"> EDI deep dive 2023/24 – a comprehensive overview of EDI team activities over the past 12 months. The presentation highlighted key achievements including the team’s work on the Equality Delivery System 2022 (which includes as assessment of commissioned or provided services – this year’s focus was acute maternity services), internal Equalities forum, Book, film and music club, equalities impact assessments (largely carried out for commissioning activities) and digital inclusion (patient-facing). 2024/25 plans for EDI are being developed to prepare for future organisational changes. Public Sector Equality Duty (PSED) report 2023/24 – to ensure compliance with the Equality Act 2010 and specifically the PSED, the ICB compiles an annual showcase of EDI activities from across the organisation, including the boroughs. The report will be published on 29 March 2024. There are three key areas we must demonstrate compliance with the Equality Act for people and communities and staff: <ul style="list-style-type: none"> Eliminate discrimination, harassment and victimisation and any other prohibited conduct. Advance equality of opportunity between people who share a protected characteristic and those who do not. Foster good relations between people who share a relevant protected characteristic and those who do not. This year’s report included: <ul style="list-style-type: none"> Highlighting engagement with people and communities and how partnership working is enabling and supporting the communities we serve. 		

	<ul style="list-style-type: none"> Borough level commissioning activities which are improving access, experience and outcomes for different groups and communities in south east London. Approaches to population health management and its impact. Dedicated equalities in recruitment group to improve equality in the workplace, including debiasing recruitment processes. Gender Pay Gap report – All organisations within the United Kingdom with more than 250 employees are required to publish details of their gender pay gap, as part of their organisation’s Equality Act 2010 duties. The ICB has produced its first Gender Pay Gap (GPG) Report with a record (snapshot) date of 31 March 2023. Engagement was carried out with female staff who provided rich intelligence to support the quantitative findings, with evidence-based actions developed to improve experiences for female staff. The report will be published on 29 March 2024. 			
Potential Conflicts of Interest				
Relevant to the following Boroughs	Bexley	X	Bromley	X
	Greenwich	X	Lambeth	X
	Lewisham	X	Southwark	X
	Equality Impact	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 contents of this report 			