

SEL ICB Equality Objectives 2025/26

Equality, Diversity and Inclusion Team

1 April 2025

Equality Objectives mapping

SEL ICB Strategic Commitments	Equality Delivery System Domain / Outcome	Equality Strategy Theme	Deliverable – 2025/26	Executive lead	Lead	Timescale
Addressing health inequalities	Domain 1: Commissioned or provided services (1A)	Service planning and engagement	1. Community dental services to continue to collect demographic data by protected characteristic, particularly, ethnicity; religion; and sex/gender. If possible this should include collection of demographic data for incidents and complaints.	Executive Director of Planning	Community Dental Services (KCH and BHC) and Regional Lead for Secondary, Community & Specialist Dentistry	February 2026
Addressing health inequalities	Domain 1: Commissioned or provided services (IA)	Service planning and engagement	2. Community dental services to broaden the range of measures regularly reported on to better understand access including waiting times.	Executive Director of Planning	Community Dental Services (KCH and BHC) and Regional Lead for Secondary, Community & Specialist Dentistry	February 2026
Addressing health inequalities	Domain 1: Commissioned or provided services (1D)	Service planning and engagement	3. Community dental services to continue to embed service user, patient and care-giver involvement in care formulation and service development, including development of case studies to provide evidence on this engagement.	Executive Director of Planning	Community Dental Services (KCH and BHC) and Regional Lead for Secondary, Community & Specialist Dentistry	February 2026

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Addressing health inequalities	Domain 1: Commissioned or provided services (1A)	Service planning and engagement	1. Integrated Therapies service to continue to collect demographic data by protected characteristic, particularly, ethnicity; religion; and sex/gender.	Place Executive Lead – Lewisham (interim)	Head of Greenwich Integrated therapies service / Integrated Commissioning	November 2025
Addressing health inequalities	Domain 1: Commissioned or provided services (1B)	Service planning and engagement	2. Integrated Therapies service to improve communication between the service, schools and parent/carer with a focus on those with English as a second language and those with a disability, impairment and/or sensory loss.	Place Executive Lead – Lewisham (interim)	Head of Greenwich Integrated therapies service / Integrated Commissioning	September 2025

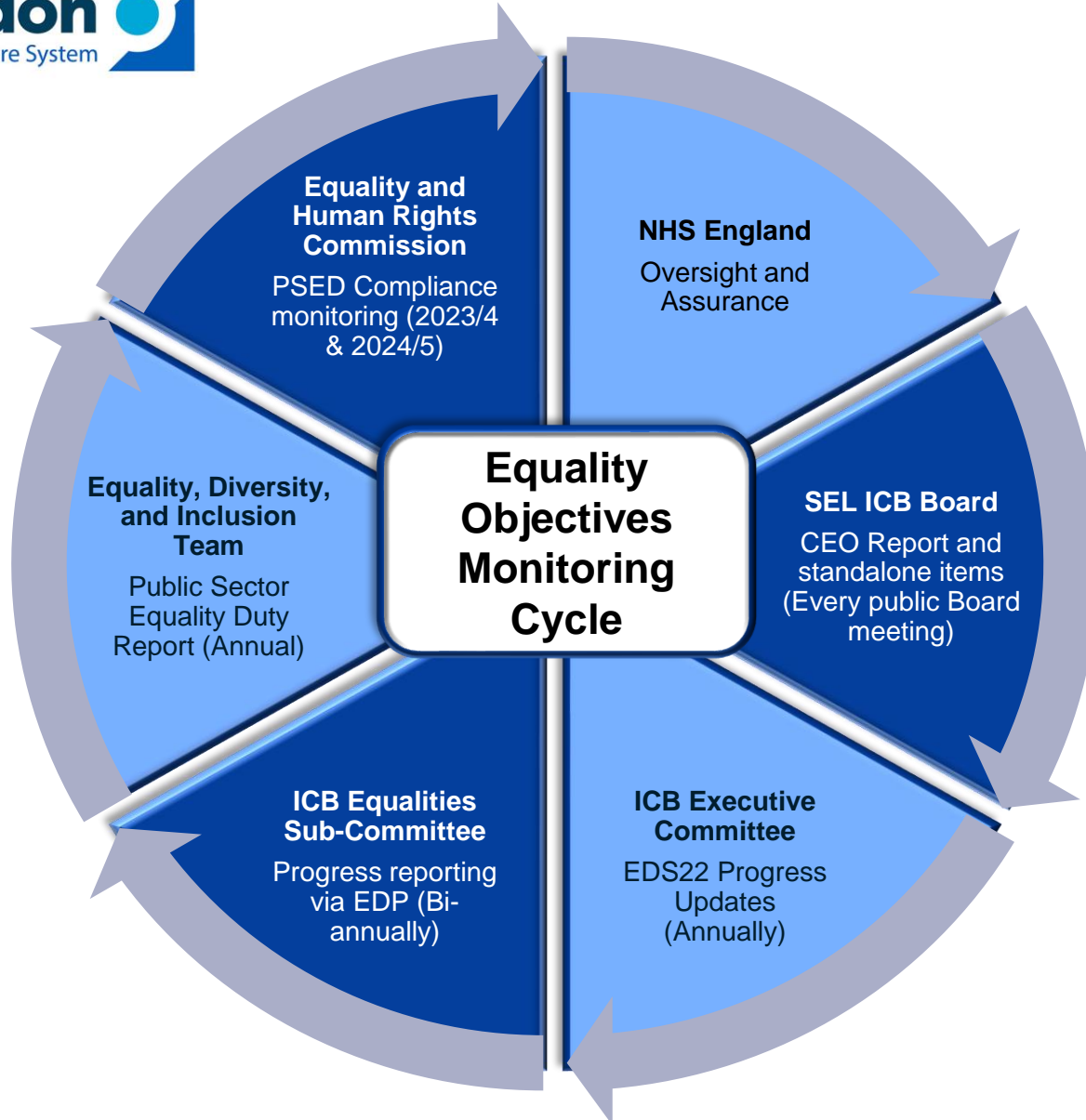
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Grow workforce capacity, skills, and improve staff wellbeing	Domain 2: Workforce health and wellbeing (2A)	Building staff support, health and wellbeing	1. Implement a line manager training programme (which includes conflict management, EDI, health and wellbeing conversations) and ensure completion for 80% of SEL ICB line managers.	Chief of Staff	Assistant Director of OD	March 2026
Grow workforce capacity, skills, and improve staff wellbeing	Domain 2: Workforce health and wellbeing (2B/2C)	Tackling bullying and harassment	2. Strengthen the ICBs approach to zero tolerance to bullying, harassment and physical violence through communications and training measured by a reduction in the 2025 NHS Staff Survey.	Chief of Staff	Assistant Director of OD	March 2026

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Grow workforce capacity, skills, and improve staff wellbeing	Domain 3: Inclusive leadership (3A)	Active leadership commitment	1. All ICB board members will have (at least) one specific and measurable EDI objective to which they will be individually and collectively accountable.	Chief of Staff	Assistant Director of EDI	September 2025
Grow workforce capacity, skills, and improve staff wellbeing	Domain 3: Inclusive leadership (3A)	Active leadership commitment	2. Continue to increase EDI awareness for Board members and senior leaders through events and activities measured by year-on-year improvement in the NHS Staff Survey and EDS22 ‘Inclusive Leadership’ Survey.	Chief of Staff	Assistant Director of EDI	March 2026
Grow workforce capacity, skills, and improve staff wellbeing	Domain 3: Inclusive leadership (3B/3C)	Active leadership commitment	3. Ensure Board and Committee coversheets are fully completed under ‘Equality impacts’, to ensure EDI considerations have been taken into account in ICB planning, development and decision-making, measured annually through EDS22 audit.	Chief of Staff	Assistant Director of EDI	December 2025

Implementation and monitoring



The flowchart describes the robust implementation and monitoring process which will be in place for SEL ICB's new statutory Equality Objectives which will come into effect from 1st April 2025.