Lincolnshire ICB EDI Equality Objectives 2024-27

Lincolnshire is committed to addressing and reducing inequalities and we want the EDI Strategy to reflect this by taking actions that will have an impact. We will gain understanding of the diversity of the profile of the local population and identify and engage with communities that are currently underrepresented and disadvantaged in health care, have a focus on embedding approaches to understanding and addressing health inequalities across Lincolnshire and work in partnership with system partners across the ICS to collaborate on improving outcomes for the local population.

Objective 1: Leaders to drive the EDI agenda and create a sense of belonging through the delivery of measurable objectives on EDI for Chairs, Chief Executives and Board members, which align to the recently published EDI improvement plan high impact area 1
   a. Annual Chair/CEO appraisals on EDI objectives via Board Assurance Framework (BAF).

Objective 2: Strive to create a compassionate, diverse and inclusive culture by fostering an ethos across the ICS of wellbeing, inclusion and belonging.
   b. Driven by senior leaders to ensure there are regular and effective communication exercises to deliver key messages around the ethos.

Objective 3: Tackle health inequalities and strengthen the system approach to population health and care management
   a. Improve knowledge and understanding of health inequalities within the local population.
   b. Identify gaps for improvement in addressing and reducing health inequalities

Objective 4: To comply with our EDI responsibilities and ensure that there are mechanisms in place to monitor the impact and cultural shift in the way we fulfil our ICB duties.
   c. Monitor outcomes of results from WRES action plans setting further specific and measurable targets to address disparities within certain WRES indicators
   d. Implementation of Workforce disability standard (WDES), Gender pay gap and Ethnicity pay gap, action planning and monitoring outcomes through appropriate governance processes
   e. Ongoing implementation of the 3 domains of EDS and monitoring of outcomes of action plans to sustain 'achieving' level and set processes in place towards reaching 'excelling' level

These objectives were approved at the Executive meeting of 21st March 2024