

SEL ICB Equality Objectives 2026/27

15 April 2026

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SEL ICB Strategic Ambition	Equality Strategy Theme	Deliverable – 2025/26	Expected outcome(s)	Executive lead	Lead	Timescale
Improving population health Improving experience of care	Service planning and engagement	1. Embed EIAs and QIAs to support the Strategic Commissioning Plan and Framework ensuring that consideration is given to EDI-related health inequalities and issues.	<ul style="list-style-type: none"> Combine EIA and QIA in a single EQIA tool to support the completion of both assessments simultaneously. Continue to build our understanding of the role and value of EQIA. 	Executive Director of Planning	Head of Contracting Quality	March 2027
Improving population health Improving experience of care	Service planning and engagement	2. Refresh the Working with People and Communities Strategic Framework and Toolkit to embed the approach in all strategic commissioning activities to ensure the voices of people with lived experience and people from diverse and under-served communities inform strategic commissioning.	<ul style="list-style-type: none"> Increased awareness and understanding of the importance of timely and early engagement, and range of tools to work with for people and communities experiencing the greatest inequalities. Over time, increased trust and confidence of communities as services reflect and address their needs and views. 	Executive Director of Communications and Engagement	Assistant Director of Engagement	March 2027

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Addressing system sustainability	Building staff support, health and wellbeing Training, learning and development	3. Understand and support health and wellbeing of diverse staff groups through the SEL ICB Change Management Programme consultation and transition periods.	<ul style="list-style-type: none"> Increased number of employee assistance programme registrations, ensuring all staff have access to wellbeing support when they need it. Steady, or decreasing, sickness absence rates. Improved scores via staff check-in surveys. Staff including health and wellbeing objectives as part of their appraisal. 	Chief of Staff	Assistant Director of OD and Staff Engagement	March 2027
Addressing system sustainability	Tackling bullying and harassment Training, learning and development	4. Increase awareness of EDI workforce considerations and needs across the ICB through 2026/27.	<ul style="list-style-type: none"> Increased understanding of intersectionality through regular discussions facilitated by staff networks. Maintain leadership visibility and engagement in EDI, with leaders actively contributing to events and committees. Increased awareness of Workforce Equality Standards and Gender Pay Gap, including key findings and planned actions. Staff experience further opportunities to provide feedback through accessible and responsive mechanisms. 	Chief of Staff	EDI Manager	March 2027

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<p>Improving population health</p> <p>Improving experience of care</p> <p>Addressing system sustainability</p>	Active leadership commitment	5. Continue to increase EDI awareness for Board members and senior leaders through events and activities.	<ul style="list-style-type: none"> Board members and senior leaders demonstrate continued commitment and understanding of EDI within the ICB and use insights gained to inform organisational priorities and planning. Board decision-making continues to reflect consideration of EDI impacts and duties. Senior leaders show continued confidence in championing EDI within their teams and wider organisation. Impact to be measured by year-on-year improvement in the NHS Staff Survey and other mechanisms (TBA). 	Chief of Staff	EDI Manager	March 2027