



ELIXIR MEDICS
Prioritising your Mental Health

Health Inequalities Policy and Action Plan

1. Policy Statement

Elixir Medics is committed to addressing health inequalities in line with NHS England guidance, the Core20PLUS5 framework, and the strategic objectives of Mid and South Essex Integrated Care Board (MSE ICB). We acknowledge that structural, socio-economic, cultural, and digital barriers prevent equitable access to timely, high-quality mental healthcare.

We will actively ensure that our services—especially those related to ADHD assessments and treatment under the Right to Choose framework—are accessible, inclusive, and outcome-focused for the most underserved populations across the region.

2. Aims and Objectives

Our policy aims to:

- Reduce variation in access to care, diagnostic delays, and service uptake.
- Improve clinical outcomes and satisfaction across all population groups.
- Work in partnership with MSE ICB, local authorities, VCSEs, and service users to co-deliver equity-led improvements.
- Deliver meaningful and measurable change through data-led approaches and community insight.

3. Target Populations

We prioritise outreach, engagement, and tailored provision for:

- Children and adults from areas of high deprivation.
- People from ethnically diverse backgrounds.
- LGBTQ+ individuals.
- Looked-after children and those outside mainstream education.
- People with learning disabilities or communication impairments.
- Those with low digital literacy or restricted internet access.

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4. Action Plan

<u>Area</u>	<u>Key Actions</u>	<u>Measurement/Outcome</u>
Access and Outreach	- Partner with schools, GPs, and VCSEs - Develop culturally appropriate, translated materials - Offer flexible appointment formats (in-person, virtual, telephone)	% increase in referrals from priority groups Patient-reported accessibility
Equity in Delivery	- Staff training on cultural competence & trauma-informed care - Use neurodiversity-affirming tools and approaches - Adapt assessments to individual needs	Audit of case files by demographic Staff completion of training
Service User Voice	- Co-design group with lived experience input - Focused feedback channels for diverse voices	Evidence of changes driven by co-production
Inclusive Workforce	- Inclusive recruitment and onboarding - Named Health Inequalities Champion in clinical team	Staff profile reflects community Staff survey on inclusivity



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Data & Intelligence

- Collect and analyse data by IMD, ethnicity, gender, disability, and age
- Report quarterly to ICB with improvement actions

Quarterly equity dashboard
Gap reduction in access or outcomes

5. Governance and Review

This policy is overseen by our Health Inequalities Lead and Quality & Governance Team.

Reviewed bi-annually and updated based on ICB guidance, service user input, and outcomes analysis.

Reports submitted to MSE ICB commissioners at quarterly contract meetings.

6. Conclusion

By embedding equity into every stage of our ADHD pathway and wider mental health services, Elixir Medics will play a proactive role in supporting MSE ICB's health inequality reduction priorities. We are committed to continuous improvement and collaboration to ensure our service reaches and benefits every patient in need, regardless of background or circumstance.