



Working Together to make Lincolnshire the *Safest* place to live, work and visit



Culture Board

Terms of Reference

Version	Date	Changes
v0.1	16/3/2021	Draft ToR for discussion
v0.2	23/3/2021	Added Culture Graphic. Added Aim. Removed Key Areas of Responsibility and created new objectives. Added attendees. Added linked meetings. Added force strategic board hierarchy diagram
v1	1/4/2021	Approved
v1.1	09/04/2021	Updated Chair to ACC (this will be Chris Davison)
V 1.2	13/05/21	Added more detail to aims, Lynchpin as core invitees, proposed values
V1.3	26/05/21	Edited
V1.4	26/05/21	Added HoSD and CIU Mgr as attendees

Aim

To ensure Lincolnshire Police is a place where everyone loves to work, are able to be at their best, promoting innovation, creativity and a strong commitment to equality, diversity and inclusion.

This is further defined as:

- Lincolnshire Police values all individuals, recognising the positive benefits that diversity brings to our service;
- Lincolnshire Police colleagues are passionate and proud about the quality of service we deliver;
- Lincolnshire Police encourages and celebrates innovation, learning and creativity
- Lincolnshire Police operates in accordance with its values (Courageous, Open, Fair and Inclusive)



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Board Objectives

- To make strategic decisions to support the strategy and plan.
- To commission and agree the Culture Strategy and Delivery Plan.
- To monitor progress on the Culture Delivery Plan and objectives.
- To ensure there is a voice for all employees of Lincolnshire Police.
- To ensure an effective and timely response to issues raised by our people.
- To create and support a working environment that is innovative and creative.
- To promote the highest possible professional standards in all we do.
- To ensure that Lincolnshire Police is an agile, accessible and inclusive employer that recognises the positive benefits of difference.
- To promote the force's values in all aspects of our work.
- To promote and develop high standards of leadership at all levels.
- To create and oversee the work of the EDI Development Team
- To consider evidence-based practice
- To report by exception to the Executive Board

Required attendees

- ACC (Chair)
- Chief Superintendent West (Deputy Chair)
- Chief Superintendents (East, C/Ops, Partnerships)
- Head of Strategic Development
- Force Superintendents
- Continuous Improvement Manager
- Cultural Advocate Group representative
- Volunteers Co-ordinator
- Police Federation representative
- Unison representative
- Superintendents Association representative
- EDI Officer
- Police staff/G4S representatives as invited
- Lynchpin

Operating Practices

- Reports by exception
- Papers to be circulated within 5 days of meetings
- Actions via Teams
- Late papers not accepted
- Virtual meetings to be recorded



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Frequency

Quarterly meetings

Administration

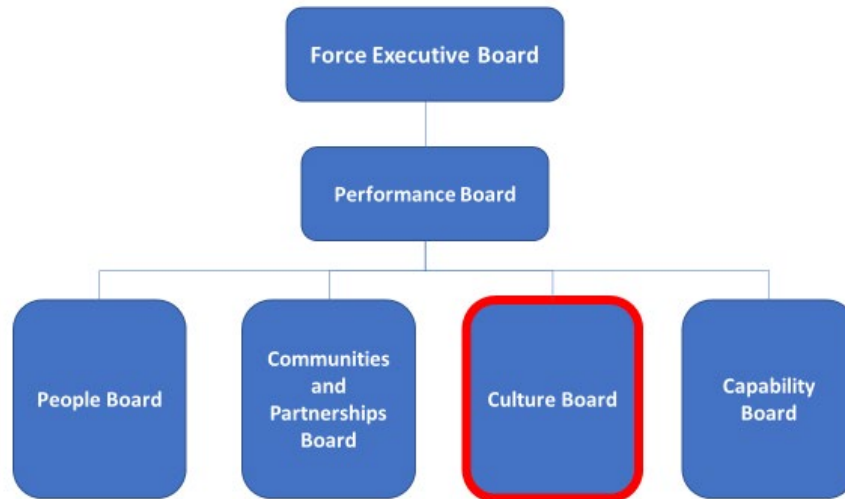
Force Executive

Linked meetings

- Performance Board
- People Board
- Evidence Based Policing Board
- Leadership and Talent Management
- Cultural workshops
- EDI Board
- Legitimacy Board



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Force Strategic Board hierarchy