

## Theory Of Change Document Feb/March 2026

**A Theory of Change document is essentially a clear explanation of how and why our work will lead to change we want to see. It maps out the journey from what we do (activities) to the difference we want to make (impact) and links it back to the aims of the charity and forward to how we measure it.**

### **Mission Statement**

LTI is committed to creating opportunities, community cohesion and positive futures for Lincolnshire's Traveller communities.

Our mission is to ensure Traveller communities in Lincolnshire experience equal access to education, employment and services resulting in improved life outcomes, reduced disadvantage and stronger integration within the local community

<b>Strategic Aim</b>	<b>Outcome (what changes)</b>	<b>Output (what we deliver)</b>	<b>Activities (what we actually do)</b>	<b>KPI (how we measure it)</b>
Improve education and employment outcomes for Traveller children and adults	Improved literacy and numeracy	Functional skills sessions delivered	Deliver English and maths sessions and deliver workpacks	90% of planned sessions delivered
	Greater readiness for work	Employability sessions delivered	Provide employability coaching	Number of learners enrolled % attendance
		Individuals enrolled onto FE/HE learning programme	Facilitate online learning	Number of qualifications achieved
	Increased progression to FE/HE or employment	Facilitation of accredited online courses	Organise college visits Support job applications Build relationships with local employers	Number of adults progressing into employment or FE Increased confidence in job seeking

		Number of work placements brokered	Source and broker work experience opportunities	
Improve health access, engagement and outcomes for Traveller communities	Improved access to health services  Increased trust in health providers  Reduced health inequalities	Health awareness workshops delivered  Referrals made to health services  Supported attendance at appointments	Deliver health awareness sessions  Act as communication bridge with health agencies  Support access to GP registration  Host community events Set and run Well Woman Groups  Work in partnership with local agencies  Support access to services (including attending appointments where needed)  Advocate on behalf of individuals and families within health systems  Support individuals to register with GPs and access services	Number of individuals engaged in health related support  Number of referrals made to health services  Number of support appointments  Number of health awareness sessions delivered
Strengthen relationships between Traveller communities and public services	Increased cultural understanding among professionals	Cultural awareness training sessions delivered  Number of professionals trained	Attend multi-agency meetings  Design and deliver cultural awareness training sessions	Number of professionals and agencies reached  Improved knowledge and understanding of Traveller culture

<p>and reduce practical barriers</p>	<p>More inclusive and responsive services</p> <hr/> <p>Increased ability to access and navigate essential services</p> <p>Improved access to legal documents</p> <p>Increased confidence in managing everyday admin tasks</p>	<p>Guidance and Resources distributed</p> <hr/> <p>Practical support (advocacy / forms / letters)</p>	<p>Facilitate workshops or discussions with professionals</p> <p>Develop and distribute guidance/resources</p> <p>Support completion of applications</p> <p>Read and explain letters</p> <p>Contact agencies on behalf of individuals</p> <p>Advocate to resolve issues or remove barriers</p> <p>Provide digital support</p> <p>Build individuals confidence to manage these tasks over time</p>	<p>Number of follow up requests for support/agencies</p> <p>Number of services implementing changes to practice or approach</p> <p>% of individuals reporting increased confidence in managing forms/services</p> <p>% of individuals able to complete a similar task independently (follow up measure)</p>
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