**EQUALITY AND DIVERSITY TASK GROUP**

**AGENDA – JUNE 27 – 2019**

**Attendance: Audrey Lucas, Dora Dixon-Fyle, Malcolm Alexander**

**Apologies: Sister Josephine, Beulah East, Joseph Healy**

1. **Reports** The following reports were received:
* Meeting with Averil Lynch – Head of Recruitment – Notes
* Letter to Garrett Emmerson re dynamic strategic recruitment programme for paramedics and Emergency Ambulance Crew
* Minutes of the E&D Task Group of March 8th 2019
* Meeting with Dora Dixon-Fyle – May 13th 2019
1. **Data**
2. The current data shows that only about 4.5% of paramedics of a BAME heritage have direct patient contact and 7.5% of LAS paramedics have a BAME heritage.
3. Although 15% of staff overall in the LAS are from a BAME heritage, most of these staff work in the Emergency Operations Centre which has the lowest pay rates in the LAS.
4. **Chris Randal has sent data on Emergency Ambulance Crew which is attached and shows that:**
* 10.4% of EACs and TEACs combined have a BAME heritage.
* 10.4% is exactly the same for 2018 and 2019.
* In each year the ethnicity of 73 staff was unknown.
* A slight increase (1.2%) in BAME EACs from 2018 to 2019.
* There was a decrease in TEACs of about 3% from 2018 to 19.
* The TEAC figures are accurate.
* The EAC figures may be understated because in 2018, 64 staff did not identify their ethnicity and in 2019 36 staff failed to identify their ethnicity.
1. The following questions have been put to Pauline Cranmer, Head of EOC:

1) How many call-handlers are currently employed in EOC?

2) How many call handlers are on each pay grade?

3) What is the percentage of call-handlers with a BAME heritage?

4) What is the percentage of call-handlers with a BAME heritage on each

 pay grade.

1. Presenting the data – agreed to prepare a powerpoint presentation to make the data more visible when sharing with other organisations, e.g. to the CQC, NHSI, London Assembly and CCGs.
2. **Meeting with Averil Lynch – June 20th**

Malcolm had excellent meeting with Averil who heads recruitment. Averil described the recruitment strategy and new developments to reach a wider platform of potential employees. Resources are not available for a strategic and systematic focus on recruitment in the most diverse areas of London. The draft report is attached. Comments from Averil are awaited.

1. **LAS Diversity Targets**

The LAS has achieved its current target of overall BME representation in its workforce of 15%. They are aiming for 1% growth each year and to reach 20% by 2021. The are also working with Health Education England and the universities with the aim of putting pressure on universities to increase the profile of paramedic science. Nationally the percentage of BME students in paramedic science is 6% and 7% in London.

1. **Sources of Recruitment**

Noted that the LAS principally recruits staff from countries with populations that are far less diverse than London. Agreed to request a copy of the LAS long term recruitment strategy (1,3,5 and 10 years) and enquire why there is no recruitment from Commonwealth countries with large BAME populations.

1. **Letter to Garrett Emmerson – June 21st**

 In light of the LAS’s lack of progress with substantially increasing the

 ethnic diversity of staff, the Forum has written to Garrett highlighting the lack of

 progress and making a number of recommendations to him to enhance the

 progress of the LAS. **The recommendations were as follows:**

1. *To change the name of Emergency Ambulance Crew to Emergency Ambulance Practitioners. The word ‘crew’ has no positive connotations for this important profession.*

1. *Ensure resources are available to fully cover the costs C1 training and licenses, without the trainee paramedic having to take out a loan.*
2. *Publicise the very positive career trajectory for paramedics, compared to other professions, e.g. nursing. It is much easier for a paramedic to move from band 5 to 6, and there are now a wide range of job opportunities available for paramedics.*
3. *Provide resources to expand Avril Lynch’s recruitment team, so that they can actively and continuously promote the profession of paramedic science in Further Education Colleges, Sixth Form Colleges and school six forms across London. Boroughs like Newham, Tower Hamlets, Brent, Southwark, Lewisham, Lambeth and Hackney would be excellent places to start. A target should be to work with at least 20 schools and colleges each year. A highly specialised recruitment team would be needed for this development – but it is essential and will ensure that the diversity of the paramedic workforce will within a few years remove the need to recruit from Australia.*
4. *Develop recruitment campaigns in the boroughs highlighted above in churches, mosques and temples. Some of these places of religious worship have very diverse congregations of many hundreds of people who regularly attend services.*
5. **Forum meeting on Equality and Diversity**

Agree to hold a Forum meeting on this issue on October 14th 2019 and invite the following speakers: Roger Kline, Harriett Harman MP (Chair of the Parliamentary Human Rights Committee), Dr Sahota, Chair of the London Assembly, Human Rights Committee, Melissa Berry, LAS Equality Consultant. Meeting to be held at LAS Conference room or if numbers are too large at Southwark Council or City Hall.

1. **Comparative Data**

Agreed to seek ethnicity data from other bodies in the NHS, local government, police and fire brigade. Dora will contact Jonty Heaversedge, Chair of the Southwark CCG and Peter John, Leader of Southwark Council and Chair of London Councils (which speaks for all London local authorities) and request their support for the Forum’s campaign. Draft letter to be prepared. MA will seek data from NHS Trusts in some of the most diverse areas of London.

1. **Briefing Partners and Stakeholders**

Brief Healthwatch, CQC, NHSI, CCGs and STPs on comparative data and provide details of public meeting.

1. **Meeting with the CQC**

A meeting is to be arranged with the CQC to discuss the forthcoming inspection of the LAS which will be focussed on whether the LAS is well-led.

MA has written to Garrett offering support to him prior to and during the CQC inspection, e.g. mock inspections. Dates to meeting CQC to be agreed.

1. **Health Equity**

 Agreed to contact Professor Kevin Fenton, Public Health England’s National

 Director for Health and Wellbeing. He leads PHE's Health Equity portfolio with a range of programmes and activities focused on addressing the social determinants of health, and promoting settings-based approaches to health improvement. The virtual absence of LAS front line staff that reflect London’s population, and the need to understand the social and cultural characteristics of London’s population are considered by the Task Group as priorities to discuss with Kevin.

1. **Cadets**

 Noted that Garrett Emmerson intends to set up a Cadet organisation for

 young people in London. No further information is available and there is currently no volunteer strategy. Members expressed concern that this strategy should be subject to extensive consultation.

**Dates of Meetings of the Equality and Diversity Task Group**

Agreed that meetings would be held 30 minutes prior EC meetings.

Dates as follows:

**EC Meeting**

FRIDAY AUG 30th @4pm

FRIDAY OCT 4th @4pm

MONDAY NOV 4th @5pm

FRIDAY NOV 29th @4pm

**EQUALTY AND DIVERSITY TASK GROUP**

FRIDAY AUG 30th @3pm

FRIDAY OCT 4th @3pm

MONDAY NOV 4th @4pm

FRIDAY NOV 29th @3pm