

LAS EQUALITY COMMITTEE

OCTOBER 15th 2018

1. **Complaints Team Training**

Team members will receive training to assist them to focus on importance of collecting data on the protected characteristics of complainants and methodologies for the successful collection of this data.

1. **Gender Pay Gap**
2. Report is attached.
3. I raised the issue of gender disparity amongst students of the LAS Academy who are training to become paramedics. The ratio is about 1:5 female or male. Many female front-line workers are part-time, and may not feel encouraged to study to become a paramedics because of the longer period of study that would be required. Patricia Grealish agreed to take this issue forward.
4. **Exit Interviews**

A more comprehensive system has been developed for exit interviews and this is being linked to the NHS data collection system - the ESR.

1. **Workforce Disability Equality Standard - WDES**
2. The Business Disability Forum attended the meeting and they will provide the LAS with advice on this issue and about definitions in relation to disability.

<https://businessdisabilityforum.org.uk/about-us/meet-our-team/>

1. Only 2.7% of staff identify themselves as having a disability
2. Data is available from the staff survey about the percentage of people with disabilities who experience harassment or abuse from patients, managers and colleagues.
3. Very little data is captured regarding staff with mental health disabilities, but the policy of the LAS is to encourage staff to declare any disabilities and get support so that adjustments can be made.
4. Newer staff may find it easier to declare a disability, but long term staff who have never declared, may be reluctant to do so, despite the potential advantages for them in relation to workplace adjustments.
5. Need to look at language used by HR staff, e.g. a positive approach would be: “After an assessment workplace adjustments are needed” A negative approach would be: “The person is unfit for work”.
6. Is there a Disability Adjustment Policy? Disability Forum will provide examples if the LAS does not have a policy.
7. Other Issues include: The need for Self-Assessment, identifying good practice and learning from positive role models, e.g. a paramedic with severe hearing disability
8. Awareness is needed of disabilities that may be higher in some ethnic groups, e.g. sickle cell disorders and diabetes.
9. Developing disability standards requires a team approach.
10. **WRES 2 – Workforce Race Equality Standard**
11. Melissa updated the committee on progress with WRES. She said that the NHS is the biggest employer of BME staff in Europe, but that BME staff are paid 37% less than their white counterparts according to Cabinet Office research: Race Disparity Audit Summary Findings from the Ethnicity Facts and Figures Website

<https://www.ethnicity-facts-figures.service.gov.uk/static/race-disparity-audit-summary-findings.pdf>

<https://www.gov.uk/government/publications/race-disparity-audit>

1. There was a very successful meeting with 70 LAS, BME staff on July 22nd
2. There has been an increase of BME staff in the LAS from 9% to 13%, but this data is partly based on joint paramedic-EAC data. The percentage of BME paramedic staff in the LAS has decreased from 7% to 6%. (EAC = Emergency Ambulance Crew)
3. The disparity between the % of staff in the LAS who are of a BME heritage and the population of London is considerable (13% compared to 35%).
4. The largest number of BME staff can be found in EOC and they are paid at the lowest rates in the LAS.
5. Listening into Action is being promoted in the LAS. This is intended toengage with staff and unlock their potential so they can get on and contribute to the development of the LAS. The approach avoids **e**xternal consultants and is intended to sustain and embed best practice. It is also about:
* Breaking paradigms, raising the bar, and creating more ambition amongst staff
* Supporting team to work differently, in a way that switches them on, links to outcomes they care about, makes them feel valued, and gives them 'permission to act'.
1. The percentage of BME students studying paramedic science at University is about 7%.
2. A significant number of applicants for the LAS EAC course are not getting through and attempts are being made to provide more support for applicants. There is a 50% drop out rate of EACs following recruitment (1500 in the service).

Questions and Answers to Melissa Berry - WRES

**Workplace Race Equality Scheme - WRES**

1)    Is a WRES progress report available?

The new Workforce Race Equality Standard action plan is in final draft, and will come to the Equality committee on the 15th October 2018

2)    Is there evidence that all recruiters now receive training regarding  unconscious bias

All new employees attended induction training were there is Equality and Diversity trainning which includes Bias / unconscious bias elements

Equality and Diversity/ Bias training ​

Cultural awareness training  is now on the visible leader programme  and going forward will be part of management essentials training

3) Is data available about the progression in the LAS of people of a BME heritage, in relation to both ethnicity and gender?

There is date relating to all parts of the recruitment process by protected characteristics, we can explore how easy this is to collate in this way

4) Is there an equality and inclusion strategy?

There is the Equality Delivery System 2, which NHS England our due to refresh with version 3 equality objectives. This is also the Workforce Race Equality standard and soon the Disability Equality Standard

5)    Is ethnicity and gender data available regarding recruitment to the LAS Academy for staff progressing to become paramedics and in relation to apprenticeship scheme?

Data is held for the academy, and the apprenticeship scheme. We can explore how this data can be presented

6)    What pressure can be put on universities to encourage them to recruit student paramedics in a way that shows regard for inclusion of BME communities?

LAS have started to work with other universities and not just partnering universities to try and increase numbers. Nationally more needs to be done to help universities in this area

7)    Do you have targets for the recruitment of BME staff to front line paramedic jobs for each year going forward?

We have an overall target of recruitment of BME staff and estimate realistically what percentage might be paramedics The aim is to have 15% BME staff by the end of March 2019

**END**