**LAS Equality and Inclusion Committee meeting**

6 December 2017 15.00 – 17.00

Much of the meeting was taken up with the EDS2 Summary Report, which was the first time that the LAS have taken part in this Equality Diversity System. All NHS and Social Care services have provided information and rating of equality system and application within their organisation. This is usually and crucially carried out with partners and stake holders, but so far, this process has only involved the LAS, as a way could not be found to involve Pan London. This progress report has been around for 5 years. The EDS2 document was presented to the committee in draft with decisions relating grades and reasons set out. The team discussed these and in some instances made changes with reasons as to why the prior rating given should be adjusted. It is commendable that Patricia Grealish (PG) and Melissa Berry (MB) for introducing this rating system for internal and external scrutiny for the LAS.

There is work to be done on improving equality data with staff volunteering and declaring any disability during their working life since their application. E-learing is the route to this process. My ESR is where staff can access and update their profile.

LAS letter:

The letter that was sent from the LAS Patient Forum was acknowledged and discussed briefly as the final agenda item of the meeting. Both PG and MB said the issues within was acknowledged and that they have been in contact with some FE colleges for courses relating to working in the LAS. I stressed that this should not only be for youngsters but for adults who are looking for a change of career and that they have the life skills and experience through a specifically designed access course. There is also a need for the Patient Forum to keep stressing that the important focus is on improving the base and number of minority ethnic groups within the LAS as paramedics and on front line staff positions, so respecting the diversity within the capital city. Time scale and a decisive action plan are required. The LAS Board is crucial to the realisation in this area and for strategic and bold development.

LAS also involved in the National Workforce Race Equality event.

Boula asked if there are exit interviews for staff, especially BME members to find out why they are leaving. Answer: HR is crucial in this which requires further development and to be anonymised, to enable learning within the LAS to take place.

TOR to be discussed at February meeting

Audrey Lucas

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