**LAS Equality and Diversity Committee Meeting**

14 March 2019

Melissa Berry was not at this meeting

More employees are identifying themselves as dyslexic. There was some mention of assessment being quite expensive at £700 per person.

A multi-lingual Emergency phrase book from the 2012 Olympic Games was shown to the group with the intention of adapting it for use by the LAS. It contained very useful questions linked to someone who has a medical emergency but only in English. I suggested that the LAS should translate these questions into as many languages as possible which were accepted as a possibility.

Exit interviews are now written to support staff leaving the LAS; to ascertained why they are leaving the LAS, and also if they are also leaving the NHS.

The maternity consultant Amanda (did not get her full name) gave a very informative presentation covering a variety of maternity scenarios (some quite sad), and the future development of the service under her direction. There are now 3 stand-alone birth centres in London with the intention of increasing the numbers. She informs us that they are working on an assessment ‘tool’ that will be used for training in relation to managing emergencies. Aligned to this there will another tool linked to training, which will underpin a common language between all midwives and the telephone centre. Presently there can be misunderstanding between clinical staff and the language used by backroom workers. Looking to the future, there is a big push to reducing conveyances to hospital, and it is crucial to get the CCG and other care organisations to be involved in the development of a pilot, leading to implementation. Amanda will encourage co-design with staff for its development and safeguarding. Fergus – asked how this development will interact with 111 and OOH service? Ans: no interconnection as yet. Surprisingly complaints have reduced to 5%.

Recruitment: – There was fruitful discussion about the type and quality of questions youngsters have to answer before and during interview. There was a consensus that the language should be changed and adapted to be more relevant, age specific and clearly set. Of the 260 apprentice learners, not many were from diversity groups - no figures. There were 7 resignations, very few were successful with only 9 passing. I informed the group that they should be targeting adults to become paramedics as they have the life skills and maturity to deal with issues. I also informed them that this was previously discussed at other meetings between with the LAS and the Patient Forum, but they appeared not to have had this information before. I also went over access programmes and that funding can be ring fenced for particular groups related to intake, certain percentage remaining and also percentage successfully completing the programme. It was then that Tricia Baine suggested that they could work with employment centres to identify mature unemployed adults, and those councils would fund this in order to reduce unemployment within their areas.

Gender pay gap – the discussion on this confirmed that women were not as yet achieving equal pay with men, or the bonus achieved between men and women.

Staff bullying – Figures show that BME staff are underrepresented in reporting bullying and harassment in both frontline and back room positions. But numbers for reporting are increasing for both groups. BME complaints are mostly for back line staff, whereas white staffs are mostly from front line situations. Staff on staff bullying complaints is increasing for BME staff but this could be of a growing confidence in the system. Career opportunities are improving for all staff but there are still big gaps between white and BME staff. There are now BME champions with action plans at each meeting.

LGBT network and teams now have reps, and latterly appointed mentors. BME’s are now included in this group.

We were asked about our E&D Task Group meetings. We gave a brief synopsis but did not give too much information as to who/organisations we are contacting for support.

Audrey Lucas and Beulah East

Executive Committee

Patients’ Forum for the LAS