Equality and Inclusion Committee

**February 9th 2018 – Draft Notes for the Patients’ Forum**

1. **Previous minutes** a bit vague – need improving.
2. **Equality Objectives were noted** – see attached.
3. **Equality and diversity training** – should be part of induction, but corporate induction may take places 6-9 months after staff member joins organisation. Training is statutory and should be part of CSR 2018 – e-learning. Agreed training needs to be much more interactive, therefore e-learning is not a good way of training staff. This is important to deal with ‘unconscious bias’.
4. **Engaging with colleges re recruitment** – Tina has written to all London colleges re outreach events.
5. **BME staff meeting held on Feb 9th**. Work plan developed. Concerns noted about racist comments on Facebook page (not sure whose Facebook). Moderation is being introduced to stop racists from using the page to offend staff.
6. **Lived experience within the workforce** – Leeds and York Partnership. Considers the question: how can you understand critical experiences faced by others if you haven’t had person experience of the problem? Use cartoons to demonstrate human experiences. (Dr Christine Rivers, Equality Team at NHSE and Maudsley).
7. **Disability**: Within the LAS the number of people recorded as disabled is 1.9% (99 declared), whereas the national average for ambulance services is 2.6%.
	1. Noted that awareness of mental health issues personally or with family or friends assists staff to perform more effectively on the frontline. Staff should therefore be encouraged to be more open about mental health problems.
	2. Patricia confirmed that ‘learning from the lived experience’ is an LAS objective. Agreed that setting up a staff mental health WhatsApp group may be a good ways to promoting discussion on mental health issues (connects also with LINC work).
	3. Work will be undertaken to persuade staff to declare their disabilities. This will be included in statutory and mandatory training.
	4. ESR (Electronic Staff Record) staff can amend by declaring details of their disability.
	5. Acknowledged that stigma is a major issue in relation to declaring disabilities, especially a mental health disability and that stigma needs to be understood (e.g. Rethink Mental Health - [.rethink.org](http://www.rethink.org)
	6. Agreed to discuss this issue at a future Patients’ Forum meeting.

 **8.0 Sickle Cell**

 8.1 Briony described the very successful Insight Project which focussed on

 sickle cell, COPD and personality disorders and used focus groups to

 gather information from service users. She said the projects was fixed

 term and used co-production methodology. The project led to a focus on

 patients specific protocols and in the case of sickle cell led to excellent

 presentation to the LAS Board by Eula Valentine representing the Merton

 Sickle Cell and Thalassaemia Group. The Chair will be responding to a

 letter sent by Eula to the Chair regarding LAS service enhancements.

 Three studies by CARU have demonstrated considerable improvements

 in patient experiences of LAS sickle cell responses. Noted that Kye

 Gbangbola, Chair of the Sickle Cell Society also presented to the LAS

 Board.

 **9.0 Gender Pay Reporting – Chris Randall**

 9.1 A briefing was distributed by Chris.

 9.2 A full response will be produced and published by 30/3/18

 9.3 Staff ratio is 55% male and 45% female.

 9.4 The national pay gap is 11% and the NHS gap is 8.4%

 9.5 Bands 8A-9 in the LAS are 63% male.

 9.6 LAS Directors are 66% female.

 9.7 The LAS Academy has very few female students. Agreed to propose

 that a survey is carried out of female EACs and EATs to find out why

 they are not applying to join the Academy and if they are aware that

 they can join part time.

 **10.0 Charity Work to Support BME Communities**

 10.1 Samad Billoo EOC described his work with colleagues in the LAS and

 the Palmers Green Mosque. An ambulance has been purchased and

 converted to a ‘mobile outreach unit’ which travels around London giving

 advice on health issues to homeless people, carries out minor health

 checks, give flu vaccinations (337 so far). The unit is paid for by the

 Mosque and the volunteers are LAS staff.

  **11.0 Recruitment Activity**

 11.1 Avril Lynch described her team’s recruitment activity which includes

 raising awareness of working for the LAS and the variety of roles

 available. She described a variety of events that the team has attended

 around London. The teams work includes the pre-screening of potential

 candidates and there have been 18 events attended by the team in

 2018. She described a range of styles of interaction with potential

 candidates being developed by the team. Avril said that 837 candidates

 have been pre-screened using the existing skill set and that 60% of that

 group were not white. There are plans for a media campaign using

 targeted emails and to attend public services careers days, working with

 housing associations, Skills for London and shopping centres, e.g.

 Stratford and Brent. They will also be working with the Youth

 Ambassador Schemes.

End