**Motion to Establish a Patients' Forum**

**Equality and Diversity Task Group**

**Moved by Dora-Dixon Fyle**

**Seconded by Graham Crawford**

**November 12th 2018 and agreed by the Forum :**

**“The Patient's Forum mindful of the progress made towards equality and diversity** **in the LAS, agrees to establish an Equality and Diversity Task Group, to promote collaboration** **with the LAS and to further develop the LAS as an organisation, which is able to demonstrate** **continuous improvements in relation to diversity, equality and inclusiveness”.**

The Task Group will make recommendations based on proven best practice and success, that can be offered to the LAS in the spirit of enhancing their efforts to increase the proportion of the workforce (at various levels) and Board Members from BME heritages, and propose enhancement of services focused on  the diverse needs of the population served by the LAS.

**DRAFT Terms of Reference**

1.    To carry out, identify and research into organisation that have significantly increased the percentage of people from BME heritages on Boards and in their workforce;

2.     To invite the LAS to identify representatives to join the Task Group, including a representative of front line staff;

3.     To include in the bodies identified as having enhanced equality and diversity in their workforce, other ambulance services, the fire services and police forces, and other public sector organisations;

4.     To liaise with representatives of  organisations that have made significant progress with the achievement of E&D to learn of processes, procedures and any training used;

5.     To establish exemplars of good practice that have succeeded in achieving raised recruitment/promotion of people from BME heritages;

6.     To produce a detailed report, containing examples of processes, practices, data, etc, that can be referred to in terms of successes achieved;

7.       To produce recommendations that contribute to the LAS's current attempts to increase the percentage of employees, particularly front-line employees, Board Members and others from BME heritages to reflect better London's population.

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