DRAFT NOTE: EQUALITY AND DIVERSITY COMMITTEE - LAS

May 24th 2017 at LAS HQ

ATTENDANCE: Mark Hirst, Interim Director of HR, Melissa Berry, Race Equality Lead, Tina Ivanov, Deputy Director Clinical Education and Standards, Kathy West and Malcolm Alexander – Patients’ Forum.

1. Meetings: will be held bimonthly on the following months – dates to follow:

June 2017 - joint meeting to sign off Annual Race Equality Reports.

July 2017 – Patient focused meeting

September 2017 – Workforce focused meeting

November 2017- Patient focused meeting

January 2018- Workforce focused meeting

March 2018- Joint meeting

1. **Future meetings will be chaired by Patricia Grealish** (Director of People and Organisational Development) and will alternate between workforce and patients focussed issues with a limited number of objectives. Trisha Bain will be deputy chair. (Patricia.Grealish@lond-amb.nhs.uk)
2. **Janice Markey** has left the LAS and her post as Equality and Diversity lead will be advertised shortly.

**Action: obtain copy of the job description and timescale for recruitment to this post**.

1. **Q-Volunteering –** there will be a meeting focussing on working with BME groups and volunteering, which will be led by Margaret Luce and held in Queen Street. Objectives for the meeting are awaited and it has been agreed to use a cafe style approach to run the meeting.

**Action: request copy of the meeting objectives.**

1. **Data Held by the LAS on its Staff –** noted that the ESR (electronic staff record) is now operational and will include details of protected characteristics. Kathy West asked if it could capture other information, e.g. languages spoken by staff, including sign language as this would facilitate better communication in some cases with patients.

**Action: pursue issue at the next meeting of the E&D Committee**

1. **Collecting Data on Protected Characteristics from Patients –** the meeting agreed that it is essential for staff to be trained adequately in collecting this data from patients, and for staff to explain why this extra data is required.
2. **LAS Agreement with the Equality and Human Rights Commission –** noted that this agreement on the collection of data on the protected characteristics from complainants has never been complied with by the LAS

*LAS’s high level objectives for 2012 in relation to achieving equality objectives in relation to race included: “50% of complainants have provided relevant details and begin to monitor trends in complaints from black and minority ethnic (BME) service users in 2012/2013.” This was agreed with the EHRC.*

1. **Equality and Diversity Committee – Terms of Reference –** it was agreed that the draft terms of reference were not appropriate and that members of the committee would suggest revisions before the next meeting in June.

**Action: obtain meeting dates for the year and provide draft ToR for consideration by the committee.**

1. **Quality Summit with the CQC – to be held on June 29th at??time.**
2. **Gap Analysis - Key Equality and Inclusion Gap Analysis And Draft Action Plan May 2017** – it was noted that the following areas are red (not dealt with adequately):

* Publish information to demonstrate compliance with the general equality duty at least annually by 31 January. **This has not been done.**
* Review, revise and publish the equality objectives every four years from 2012 onwards- the objectives must be specific and measureable. **Not done since 2012.**
* Implement the Accessible Information Standard by 31 July 2016. Currently unclear how this will “fit” in the ambulance service and no visible lead identified. **This was not done.**

1. **WRES Update –** Melissa reported on progress and said she now feels confidents that the LAS can comply with all 9 WRES targets. She will send the Forum as copy of the HEE funded (£500,000) development plan. This money will be used to fund both LAS Academy places and for access to university for paramedic studies.

**Action: obtain copy of the development plan and WRES action plan.**

**Other issues discussed included:**

1. LAS website is not adequate and needs to be improved to make it accessible and up to date.
2. The statutory duty to provide accessible websites covers more than disabled access. It's about giving people unhindered access to a website from various devices, such as web-enabled televisions and mobile phones. It's also about giving access to users who have different screen sizes, browser types and settings, or those who do not have plug-ins such as Flash.

**Agreed to invite the LAS Communications team to discuss this issue with the E&D committee.**

1. PRFs need to be updated so that equality data of patients can be included. The E-PRF will include this capacity when it is eventually developed.
2. The LAS Equality and Diversity Strategy needs to be updated and revised.
3. Equality Impact Assessments no longer appear on Trust Board documents. Agreed to raise this issue with the Executive Team. Noted that the Welsh AS and the National Ambulance Diversity Forum are examining this issue.
4. Visibility of staff names. Agreed that greater emphasis needs to be placed on all front line clinical staff having accessible names badges with Braille so that their identity is known by patients, carers and families.
5. The LGTB network is active in the LAS and members will be attending the Stonewall Conference in Brighton. They are also producing a transgender policy for the LAS. (<https://en.wikipedia.org/wiki/Transgender>)
6. Wellbeing Matters Collaborative: More information needed on this. [www.gov.uk/government/uploads/system/uploads/attachment\_data/file/277566/Narrative\_\_January\_2014\_.pdf](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/277566/Narrative__January_2014_.pdf)
7. Gender Pay Gap – Noted that this should not be an issue in the LAS because it is dealt with by the Agenda for Change policy.
8. Workforce Disability Equality Standard is due for implementation from 2018 – See below –
9. Consultation on Caste is current: “Caste in Great Britain and equality law: a public consultation”

www.gov.uk/government/uploads/system/uploads/attachment\_data/file/609641/170419\_-\_Caste\_condoc\_-\_Final.pdf

**Workforce Disability Equality Standard**

The NHS Equality and Diversity Council (EDC) has taken another pivotal step to advance equality within the NHS. The Council has recommended that a Workforce Disability Equality Standard (WDES) should be mandated via the NHS Standard Contract in England from April 2018, with a preparatory year from 2017-18. Engagement on the proposed Workforce Disability Equality Standard has begun, alongside an extensive programme of communications and engagement to raise the profile of this initiative, coupled with ‘Making Disability an Asset’ and to outline what support will be provided to organisations to deliver the change with disabled staff. As recommended by the Equality and Diversity Council, the NHS Standard contract team have included a requirement on providers to comply, from April 2018, with the new national [Workforce Disability Equality Standard (WDES) in the consultation document](https://www.england.nhs.uk/wp-content/uploads/2016/09/1-consult-doc-flsf.pdf). Stakeholders have been invited to submit comments on the proposal to mandate the WDES.

**https://www.england.nhs.uk/about/equality/equality-hub/wdes/**