**EQUALITY AND DIVERSITY COMMITTEE – JANUARY 31st 2017**

Attendance: Sandra Adams, Melissa Berry, Bob McFarland, Kathy West,

Malcolm Alexander

**Key Points:**

1. **The committee will be reformed and will focus on both workforce and patients.**
2. **Implementation of EDS2 is a priority but not doable at the present time. This is work in progress.**
3. **High quality workforce data will be available on diversity in the LAS including data which has formerly not been available, e.g. staff with disabilities in the LAS.**
4. **The new disability standard will be included in the LAS contract for 2018-9.**
5. **An Equality and Diversity strategy will be developed as a priority for the Committee and will related to all protected characteristics over an agreed period of time.**
6. **Priorities will include a focus on the needs of patients in relation to cultural awareness, domestic abuse and conditions associated with particular demographics across London. Improving the patients experience is a key objective.**
7. **Work on unconscious bias will be developed as part of the focus on dealing with discrimination.**
8. **The LAS bid to Health Education England, for funds to support equality and diversity work has been successful and is valued at £500,000. Two post will be funded to promote recruitment from London’s diverse communities.**
9. **The Terms of Reference will be re-written.**
10. **Sandra Adams, as Executive Lead will chair the Committee. Bob McFarland will sit on the Committee as LAS Board representative.**
11. **An agreement will be reached on who attends the Committee, how decisions are made, accountabilities and responsibilities.**

**Malcolm Alexander,**

**Patients’ Forum**