**EQUALITY AND DIVERSITY IN THE LAS**

Please find attached a response to your questions, we can explore some of the data request in more depth. Melissa Berry. Equality and Diversity lead for the LAS

1)    Is a WRES progress report available?

**The new Workforce Race Equality Standard action plan is in final draft, and will come to the Equality committee on the 15th October 2018**

2) Is there evidence that recruiters now receive training regarding unconscious bias?

**All new employees attend induction training which includes Equality and Diversity training and bias / unconscious bias elements. Cultural awareness training  is now on the visible leader programme  and going forward will be part of management essentials training**

3) Is data available about the progression in the LAS of people of a BME heritage, in relation to both ethnicity and gender?

**There is date relating to all parts of the recruitment process by protected characteristics, we can explore how easy this is to collate in this way**

4)    Is there an equality and inclusion strategy?

**There is the Equality delivery system2, which NHS England our due to refresher with version 3, Equality objectives, The Workforce Race Equality standard and soon to be the Disability Equality Standard**

5)    Is ethnicity and gender data available regarding recruitment to the LAS Academy for staff progressing to become paramedics and in relation to apprenticeship scheme?

**Data is held for the academy, and apprenticeship scheme. We can explore how this data can be presented**

6)    What pressure can be put on universities to encourage them to recruit student paramedics in a way that shows regard for inclusion of BME communities?

**LAS have start to work with other universities and not just partnering universities to try and increase, Nationally more needs to be done to help universities in this area**

7)    Do you have targets for the recruitment of BME staff to front line paramedic jobs for each year going forward?

**We have an overall target of recruitment of BME staff and an estimated realistically what percentage will be paramedics. The aim is to have 15% BME staff by the end of March 2019.**

**Melissa Berry, Equality and Diversity Lead for the LAS ​**