



LONDON AMBULANCE SERVICE NHS TRUST

TRUST BOARD

EQUALITY & INCLUSION STRATEGY 2010-2013

1. **Sponsoring Director:** Caron Hitchen
2. **Purpose:** *For Approval*
3. **Summary:** The report provides detail on the new generic Equality & Inclusion Strategy 2010-13, which supersedes the previous Race, Disability and Gender Equality Schemes and incorporates within its remit the additional three equality strands of age, religion or belief and sexual orientation, in preparation for the new Equality Act 2010.

The new strategy has been extensively consulted on, including with:

- The Patient's Forum including LINKs representatives
- Staff
- The Equality & Inclusion Steering Group
- Staffside partners
- The public, including through the online consultation questionnaire and workshops at the Patient Care Conference in January 2010
- The National Ambulance Diversity Forum
- All six leading employers' equality forums, of which the Trust is a member organisation: Employers Forums on Age, Belief and Disability, Opportunity Now, Race for Opportunity and Stonewall

Feedback has been overwhelmingly positive and the above will form the basis for the formal review of the strategy in 2013.

The accompanying Action Plan sets out the specific activities for each service area to take forward. The strategy is a living document and should be added to and complemented, where appropriate, to include any new initiatives taken forward by the Trust.

Trust Board are asked to:

- Note the report

- Note the key recommendations, which include:
 - ❖ The strategy and how staff can be involved in its implementation to be discussed at managers' and team briefings throughout the Trust;
 - ❖ Directors and Heads of Service resource the actions identified in the Equality & Inclusion Strategy Action Plan;
 - ❖ Directors and Heads of Service consider any future additional actions from their service areas for the annual monitoring of the strategy;
 - ❖ The strategy be officially launched at a launch event with key partners and stakeholders.
- Approve the strategy, which supersedes the previous Race, Disability & Gender Equality Schemes and ensures compliance with the new Equality Act 2010

4. **Recommendation:** To note the report and approve the recommendations and the new generic Equality & Inclusion Strategy.