



NHS

London Ambulance Service
NHS Trust

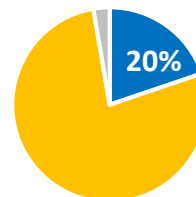
Workforce Race Equality Standard Report and Action Plan 2022-2023

LAS Workforce Race Equality Standard 2022

The **Workforce Race Equality Standard (WRES)** is an annual collection of metrics that helps NHS organisations understand the experiences of colleagues from Black, Asian and Minority Ethnic (BAME) backgrounds.

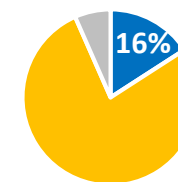
1: Our Staff

All Staff



People from BAME backgrounds make up 20% of our workforce

Staff at Band 8a and above



This falls to 16% when looking at the higher bands.

2: Shortlisting

The relative likelihood of white applicants **being appointed from shortlisting** compared to applicants from BAME backgrounds

1.9x

This means White applicants are **1.9 times more likely** to be appointed from shortlisting.

3: Disciplinary

The relative likelihood of colleagues from BAME backgrounds **being entered into the formal disciplinary process** compared to White colleagues.

1.9x

This means BAME colleagues are **1.9 times more likely** to be entered into the disciplinary process.

4: Training

The relative likelihood of white colleagues **accessing non-mandatory training** compared to colleagues from BAME backgrounds

1.3x

This means white colleagues are **1.3 times more likely** to access non-mandatory training..

5: Bullying from the public

Percentage of colleagues **experiencing harassment bullying or abuse from patients, relatives or the public.**

41%

54%

6: Bullying from staff

Percentage of colleagues experiencing **harassment bullying or abuse from managers or other colleagues.**

24%

24%

7: Progression

Percentage of colleagues believing the Trust provides **equal opportunities for career progression or promotion.**

38%

48%

8: Discrimination

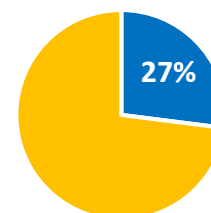
Percentage of colleagues personally **experiencing discrimination at work from managers or other colleagues.**

18%




11%

9: Trust Board

Composition of our **Trust Board** (voting membership)



Key:

BAME: 
White: 
Unknown: 

Metrics 1-4 and 9 are a snapshot of our **workforce data** from 31 March 2022, while Metrics 5-8 are taken from the **NHS Staff Survey**, conducted in Autumn 2021.

Our New Action Plan

Action	WRES Metric	Action Owner
1. Creation of an Inclusion Board, reporting directly into Trust Board to monitor progress against our EDI objectives	All	Chief Executive Officer and Trust Chair
2. Inclusion Dashboard to be created to show demographics of those involved in Resolution Framework and other Employee Relations processes	3	Deputy Director of People & Culture
3. Increase Trust-wide representation of people from BAME backgrounds to 22%	1	Associate Director of EDI and Wellbeing Deputy Director of People & Culture
4. Review of the Trust's EDI training packages to ensure they are fit for purpose.	6, 7, 8	Associate Director of EDI and Wellbeing
5. Launch anti-racism campaign through internal communication channels.	6, 7, 8	Associate Director of EDI and Wellbeing Head of Internal Communications
6. Introduce our anti-racism statement to clearly set out intention to be an anti-racist organisation.	6, 7, 8	Associate Director of EDI and Wellbeing
7. Quarterly meetings to be held between Resolution Advocacy and Mediation Lead, Freedom to Speak Up Guardian and Associate Director of Culture, Diversity and Inclusion to share intelligence and flag themes to the Director of People and Culture	3	Associate Director of EDI and Wellbeing Freedom to Speak Up Guardian Resolution Advocacy and Mediation Lead
8. Review of Staff in Band 8C and above positions to have specific objectives in PDR relating to race equality and contribution to the WRES.	1, 7	Associate Director of EDI and Wellbeing Assistant Director of Organisational Design & Talent Development
9. Roll out "Let's Talk About Race" training sessions for all staff.	2, 5, 6, 7, 8	Associate Director of EDI and Wellbeing