

NORTH EAST AMBULANCE SERVICE (NEAS)

- The NHS has used the WRES framework to help progress work on equality. This allows benchmarking across the sectors and ensure data on a number of key workforce areas are focused on – see attached.
- Following the WRES work we have found that the Ambulance sector does not perform well on race issues and we've identified a number of interventions:
 - We held 10 BAME community event in 2017 focusing on employment and access to service. Although we worked in partnership with BAME community groups and funded them for session's attendance was poor and we actually saw a decline in applications.
 - We have attended Melas in Newcastle and Middlesbrough and targeted recruitment to BAME communities.
 - Reviewed our recruitment literature to include many more images of BAME people and rebranded ourselves as an "inclusive organisation" on the cover.
 - Invited staff to participate in BAME NHS Leadership programmes.
 - Identified a member of staff to take part in the NHS Workforce Race Equality Experts programme.
 - Invited partners from across the public, private and 3rd sector to participate in an afternoon to understand what each organisation is doing on race equality and identify the challenges they face.
 - We are now working to co-ordinate a BAME recruitment day with other NHS services and invite BAME unsuccessful candidates to the day, educating people about how to complete an application that meets essential criteria, competency based question sessions, signing people up to NHS jobs, job matching with live NHS vacancies, etc.
 - In 2017 we received funding and promoted a pre-paramedic course to BAME people in the Middlesbrough area, although we worked with local community groups, HealthWatch and Teesside University we had poor uptake by BAME people.
 - We've recently appointed 20 hate crime champions to support staff who are victims of hate incidents on the front line. We will automatically report any hate incident we are aware of to the Police anonymously if the staff member does not want to be identified.
 - We have worked with local Police and Council to put in place support for staff victims of hate incidents.
 - We have launched a BAME staff network group who are helping us to identify and work through key challenges, releasing staff to get involved in improving our work.
 - We attend a range of faith and cultural events with BAME staff representatives showcasing the Trust as an inclusive employer.
 - Exploring how we can better link with universities in the area to promote vacancies to their student s who identify as BAME.
 - We send all of our vacancies to a range of BAME community group in addition to listing them on NHS jobs.
- We're also exploring joint recruitment events with Northumbria Police and Tyne and Wear Fire service to see if there is any benefit in joining up, we're more cautious as these organisations do bulk recruitment which is outside of what we do.

Scrutiny Review of Under-representation of BME Communities in the SBC Workforce

- In 2017/18 data has suggested that we are doing fairly well at attracting BAME people (3.9% of all applications), 1% below our regional population for visible BAME people, 3.6% of all applications shortlisted identify as BAME but only 1.8% of all appointed people identify as BAME. We there is a potential issues between shortlisting and appointment but we don't yet fully understand the cause for this or if it is at assessment, psychometric testing, interview, test stage, interview or other stages. We are working on improving our information on this.

Mark Johns
Engagement, Diversity and Inclusion Manager
Communications and Engagement
NEAS