



Public Sector Equality Duty

Equality, Diversity, and Inclusion Team

Report Period: 1st March 2021 – February 2023
Date of Report: March/2023

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1 Meeting The Public Sector Equality Duty

The East of England Ambulance Service Trust is committed to providing the best possible quality of care and services for patients and to be the employer of choice for staff. To do this, we embrace our public sector equality duties in order to:

- Advance equality of opportunity
- Eliminate discrimination, harassment, and victimisation.
- Foster good relations between groups of people who share a protected characteristic and people who do not.

This commitment is made across all the protected characteristics recognised under the Equality Act 2010:

- Age
- Disability
- Gender Reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation
- (**Social Deprivation*)

**We are aware that social deprivation is not a protected characteristic currently, but it can influence life choices which can lead to health inequalities.*

With the support of the analytical division, the EDI team monitors staff representation of the nine protected characteristics on a monthly basis and provides a narrative to the senior leadership team. These stats then inform any future action plans.

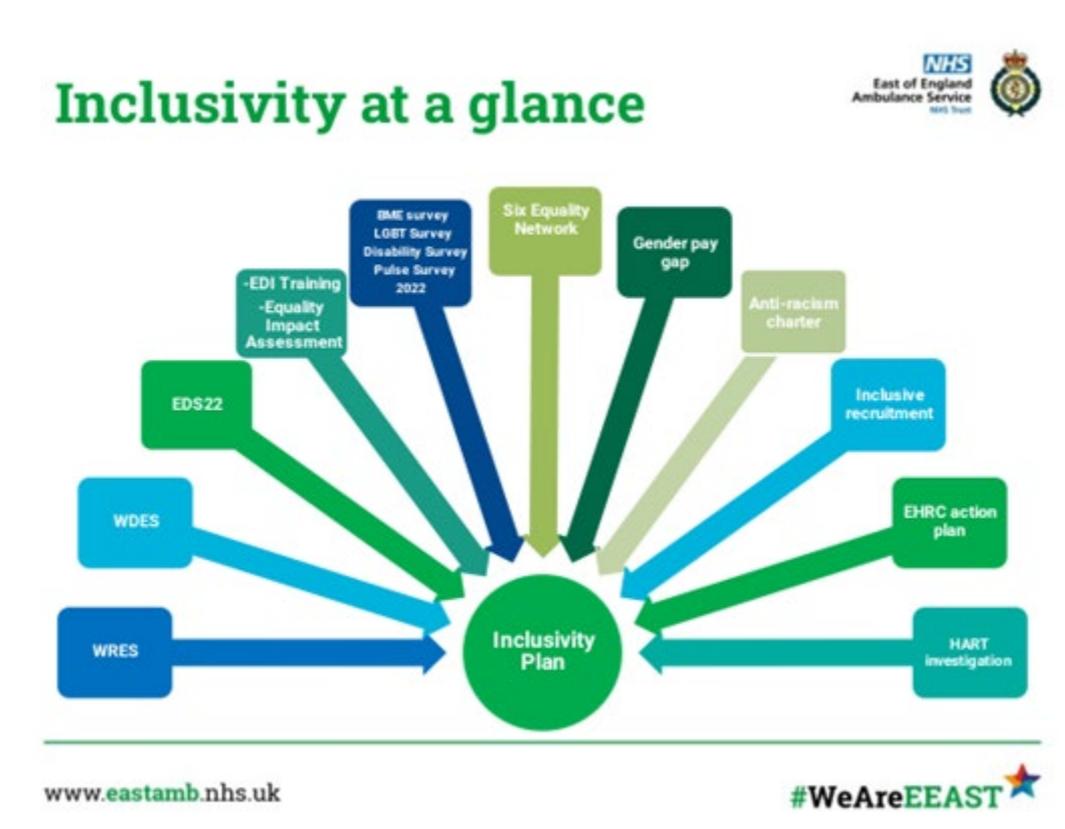
Several surveys are conducted each year including NHS staff survey, pulse surveys, training need analysis surveys, equality network surveys and patient engagement surveys.

McKenzie Human Resources LLP were appointed to help design surveys for some staff equality networks including: BME, LGBT and the Disability Support Networks. This work will help enhance the sense of belong and inclusivity amongst staff. One-to-one interviews were offered by Mackenzie to understand the concerns of BME, LGBT+, disability support

network who have completed the survey to help shape any future action plans and bring about positive change.

2 EEAST's Inclusivity Plan

The Trust has developed an Inclusivity Plan that supports the organisation in meeting its public sector equality duty both general and specific.



There are a range of Equality Standards the Trust works towards and they all have an annual reporting requirement. Reports are approved in line with the governance procedures set within the Trust. The following reports are approved by the leadership team before being submitted and can be found on the EEAST website.

- Workforce Race Equality Standard (WRES)
- Workforce Disability Standards (WDES)
- Equality Delivery System (EDS22)
- Gender Pay Gap
- Anti-Racism Charter

3 Gender Pay Gap

Gender Pay Gap supports the organisation in bridging the gap between male and female average hourly rate and address the disproportionality between the two. Figures are reported annually to Gov.uk. This work is also supported by a 3-year action plan which was produced in partnership with the All Women at EEAST staff Network (AWE) and People Services Directorate team.

4 Equality Delivery System 22

Report for the period April 2021 – February 2023 has been submitted to NHS England’s EDS team as well as the ICB (Integrated Care Board) Suffolk & North East Essex ICB and Hertfordshire and West Essex ICB

5 EDS22 Stakeholder Consultations

EDS22 community/stakeholder consultations are planned with a wide range of groups and will take place in May/June 2023 to grade the domains and objectives with the Equality Delivery System. Evidence will be presented to stakeholders, and they will be able to score the Trust against the objectives as underdeveloped, developing, achieving. Any areas that are underdeveloped or require improvement will be supported by an action plan.

A number of consultations from January – February 2023 was cancelled due to the national NHS Ambulance Strikes.

The Trust has continued to engage with service users through the Patient Engagement Team via regular surveys and talks within the Trust's geographical areas. Work had to be prioritised to address business continuity.

6 Anti Racism Charter

In March EEAST became the first NHS Ambulance Trust to have signed up to UNISON’s new Anti-Racism Charter which aims to help tackle racism in the public sector. This charter is supported by a number of Equality standards and initiatives within the Trust e.g., WRES, Freedom to Speak, BME Network, EDS22, a range of staff surveys and reports. The Anti racism charter reports into the EDI Group that meets quarterly to oversee the progress of the EDI work within the organisation.

7 Inclusive Recruitment

From the statistical information collected on employees the Trust is aware that there is an under-representation of minority ethnic staff. As a result, a project group was created and mandated to review and provide recommendations on measures to increase the number of Minority Ethnic (ME) staff recruited and proposed initiatives to aid in the retention of ME staff.

After further discussions and reviews within the task and finishing group, it was decided that this would expand to the development and engagement with all communities, especially those that identify with any of the 9 protected characteristics.

Part of the main functions of the Inclusive Recruitment and Retention Task & Finish Group is to:

- Plan and deliver a strategy to achieve an increase in the number of minority ethnic staff members within the Trust.
- Develop a strategy to achieve an increase in the number of staff who declare a disability within the Trust.
- Ensure linkage to the wider Trust's Recruitment and Retention strategy.

In November 2021, NHS Employers published Attracting, Supporting, and Retaining a Diverse NHS Workforce which informed us that:

- More than 1 in 8 NHS staff (13%) reported experiencing discrimination at work in 2020.
- 11% ambulance staff feel discriminated against

EEAST People Committee in August 2022 approved a draft strategic Minority Ethnic Plan (now called Inclusivity Plan).

Linked to [NHS England » Equality Delivery System 2022](#), the Inclusion Project would be undertaken via the following interventions:

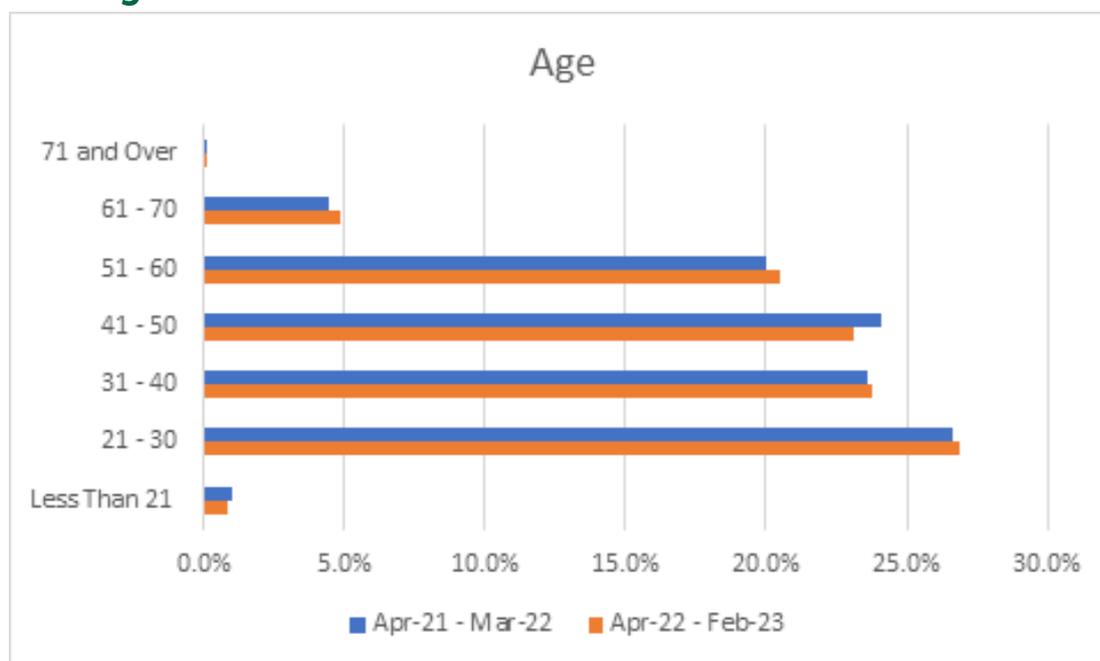
1. Identify diverse grass roots groups and organisations in each of our six Integrated Care Systems (ICS)
2. Hold engagement workshops in each ICS area, so we can hear from underrepresented groups about the barriers that they face

in accessing EEAST (from a recruitment perspective and accessing EEAST generally)

3. Create short films to support job applications and interviews at EEAST targeting underrepresented groups.
4. Develop diverse materials and resources to use at our recruitment fayres and engagement activities
5. A positive recruitment of an Ethnic Minority Engagement Officer linked to the Inclusive Recruitment Project and the BME survey is planned for the next financial year.
6. Promote community engagement via films, podcasts, photographs, and mixed media.

8 EEAST's Workforce Statistics 2022/2023

8.1 Age



- EEAST encourages applications from all age groups.
- In 2022, employees aged 21 years or younger made up 1.0% of EEAST's workforce. This dropped slightly by 0.1% to 0.9% in 2023.
- The largest age group of employees is 21-30-year-olds, currently 26.9% of EEAST workforce, an increase of 0.2% from 2022.
- There was an increase of 0.1% in the 31–40-year age bracket.

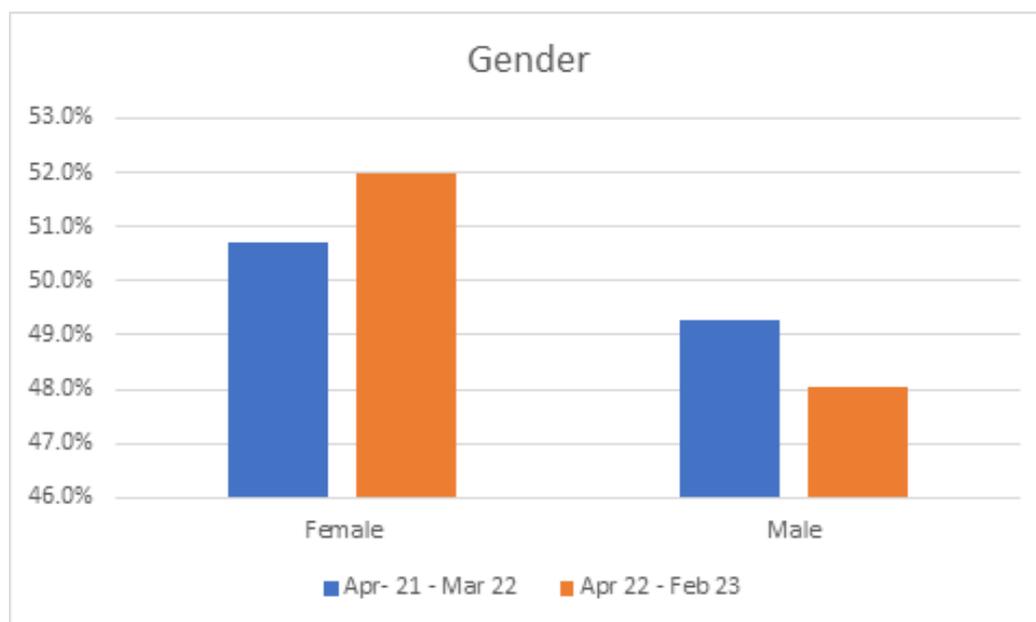
- Employees aged 41-50 years of age saw the biggest decrease in 2023, falling by 1% to 23.1%.
- In 2023, 51–60-year age bracket increased by 0.5% to 20.5%
- There was also an increase of 0.5% of employees aged 61-70 years.
- EEAST’s smallest age group bracket is employees aged 71 years and over, 0.1%, which has not changed since 2022.

8.2 Gender

East England Ambulance Service Trust has a workforce of over 6,000 employees.

In 2022, the workforce was made up of 50.7% female to 49.3% Male.

In Feb 2023, EEAST workforce was made up of 52 % female to 48% Male, **an 1.3% increase of female staff.**



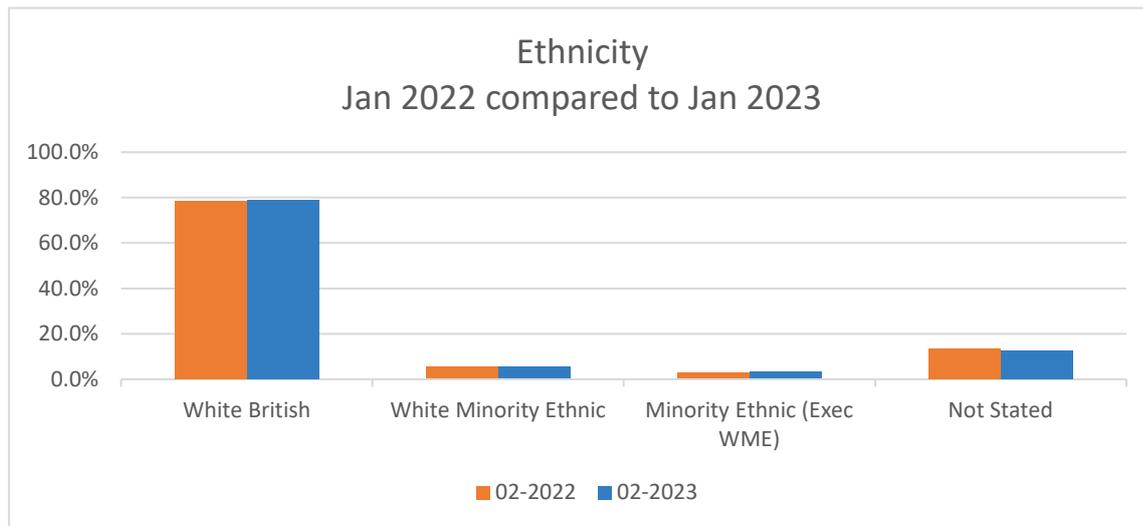
EEAST Gender Breakdown		
	Female	Male
2022	50.7%	49.3%
2023	52%	48%

8.3 Ethnicity Demographics

EEAST Ethnicity Breakdown			
	2022	2023	CHANGE
White - British	77.8%	78.5%	Down 0.7%
White - Irish	0.7%	0.8%	Up 0.1%
White - Any other White background	3.9%	3.6%	Down 0.3%
Mixed - White & Black Caribbean	0.4%	0.4%	No change
Mixed - White & Black African	0.1%	0.1%	No change
Mixed - White & Asian	0.5%	0.5%	No change
Mixed - Any other mixed background	0.3%	0.3%	No change
Asian or Asian British - Indian	0.6%	0.7%	Down 0.1%
Asian or Asian British - Pakistani	0.3%	0.3%	No change
Asian or Asian British - Bangladeshi	0.1%	0.2%	Up 0.1%
Asian or Asian British - Any other Asian background	0.3%	0.3%	No change
Black or Black British - Caribbean	0.4%	0.4%	No change
Black or Black British - African	0.2%	0.3%	Up 0.1%
Black or Black British - Any other Black background	0.2%	0.2%	No change
Chinese	0.1%	0.1%	No change
Any Other Ethnic Group	0.2%	0.3%	Up 0.1%
Not Stated	13.8%	13.0%	Down 0.8%

The percentage of employees who have chosen 'Not stated' has decreased by 0.8% as employees are sharing their ethnicity on ESR.

8.4 Ethnicity Breakdown



White British Employees

2022 – 77.8%

2023 – 78.5% - an increase of 0.7%

White Minority Ethnic Employees

2022 – 5.6%

2023 – 5.5% - a decrease of 0.1%

Minority Ethnic Employees

2022 – 2.7%

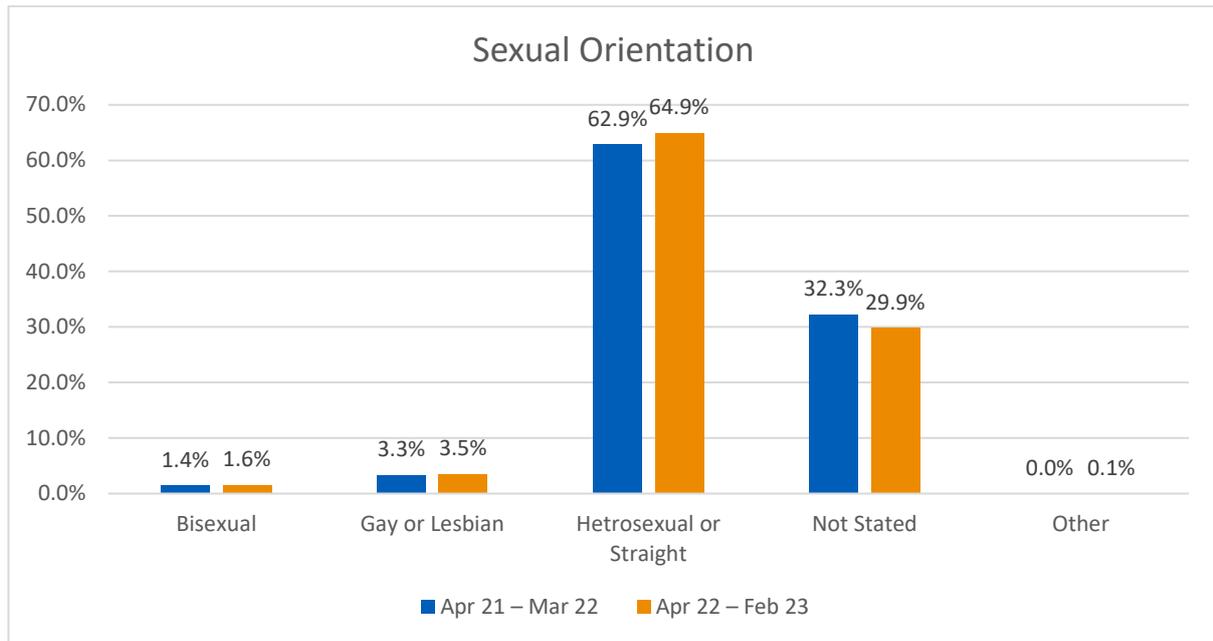
2023 – 3% an increase of 0.3%

Employees who have not stated their ethnicity

2022 – 13.8%

2023 – 13% - The percentage show that employee declaration of ethnicity has decrease by 0.8%

8.5 Sexual Orientation



2022

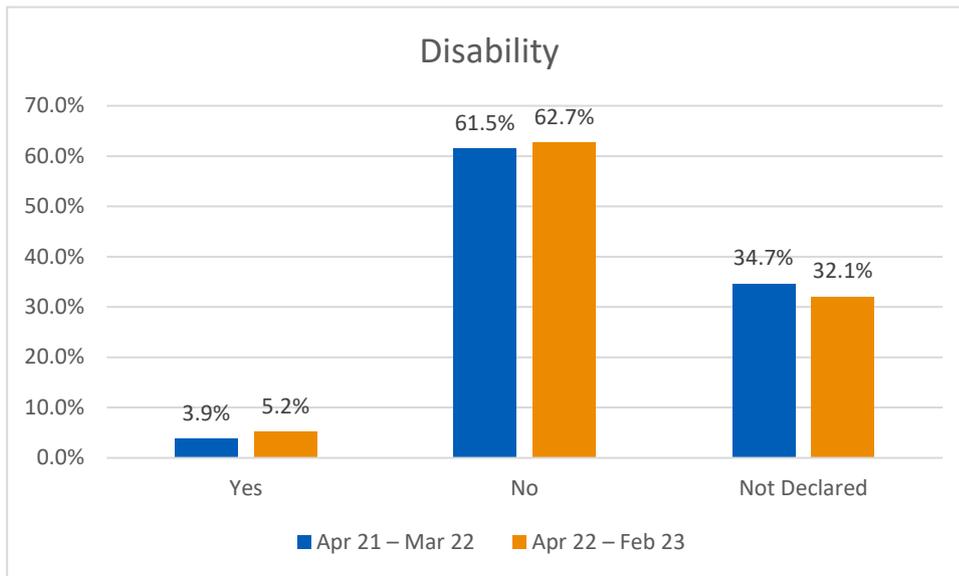
- Bisexual – 1.4%
- Gay and Lesbian – 3.3%
- Heterosexual or straight – 62.9%
- Other – 0%
- Not Stated – 32.3%

2023

- Bisexual – 1.6% -An increase of 0.2%
- Gay and Lesbian – 3.5% - An increase of 0.2%
- Heterosexual – 64.9% - An increase of 2%
- Other – 0.1% An increase of 0.1%
- Not stated – 29.9% - decrease of 2.4%

Declaration of employee sexuality increased by 2.4% in 2023.

8.6 Disability



	2022	2023	Change
Staff with a disability	3.9%	5.2%	Up 1.3%
Staff with no disabilities	61.5%	62.7%	Up 1.2%
Not declared	34.7%	32.1%	Down 2.6%

8.7 Religion

The table below shows the number of religions represented within the Trust.

Religion	2022	2023	Change
Atheism	18.5%	19.9%	Up 1.4%
Buddhism	0.2%	0.2%	No Change
Christianity	30.6%	30.5%	Down 0.1%
Hinduism	0.3%	0.3%	No Change
Islam	0.7%	0.7%	No Change
Jainism	0.0%	0.0%	No Change
Judaism	0.2%	0.2%	No Change
Sikhism	0.1%	0.1%	No Change
Other	8.5%	8.6%	Up 0.1%
Do not wish to disclose	41.0%	39.4%	Down 1.6%

Do not wish to disclose category has decreased by 1.6% due to more staff willing to share their religion/belief. The EDI teams efforts around encouraging employees to update their data on ESR has had a positive impact.

8.8 Marital Status

Marital Status	2022	2023	Change
Civil	0.7%	0.8%	Up 0.1%
Partnership			
Divorced	5.3%	5.5%	Up 0.2%
Legally Separated	1.4%	1.3%	Down 0.1%
Married	37.8%	37.6%	Down 0.2%
Single	47.1%	47.3%	Up 0.2%
Widowed	0.3%	0.3%	No Change
Unknown	7.4%	7.3%	Down 0.1%

The employee stats are monitored on a monthly basis by the Strategy, Culture and Education Department and form part of the report to the Board. This then feeds into the EDI Inclusivity Plan.

EDI TEAM

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