

# LONDON AMBULANCE SERVICE



## Annual Report 2022



**'We are an award-winning Branch'**



**Eric Roberts Organising Award**

**LONDON AMBULANCE SERVICE UNISON**  
**26th ANNUAL GENERAL MEETING**  
**16<sup>th</sup> MARCH 2022**

**AGENDA**

- Introductions.
- Apologies.
- Returning Officer's Report.
- Financial Report.
- Regional Organisers Written Report.
- Branch Officers Reports.
- Guest Speakers,  
Christine McAnea – UNISON General Secretary.
- Branch Secretary Report.
- Chair's closing statement.

**Eddie Brand**  
**Branch Secretary**  
**LAS UNISON**

## **BRANCH SECRETARY**

### **Welcome to LAS UNISON 2022 AGM.**

I hope you are all well and thank you for taking the time to come along this evening.

Well, what can you say about the last two years! Probably the most difficult time in our history, let's hope we have now seen the end of the horrors that we have faced.

Our thoughts go to the loved ones we have lost, their families and friends.

Thankfully we are all here and continuing with the work supporting our great union and our public services.

Please have a great evening and we will have a chat, a drink and a bite to eat later.

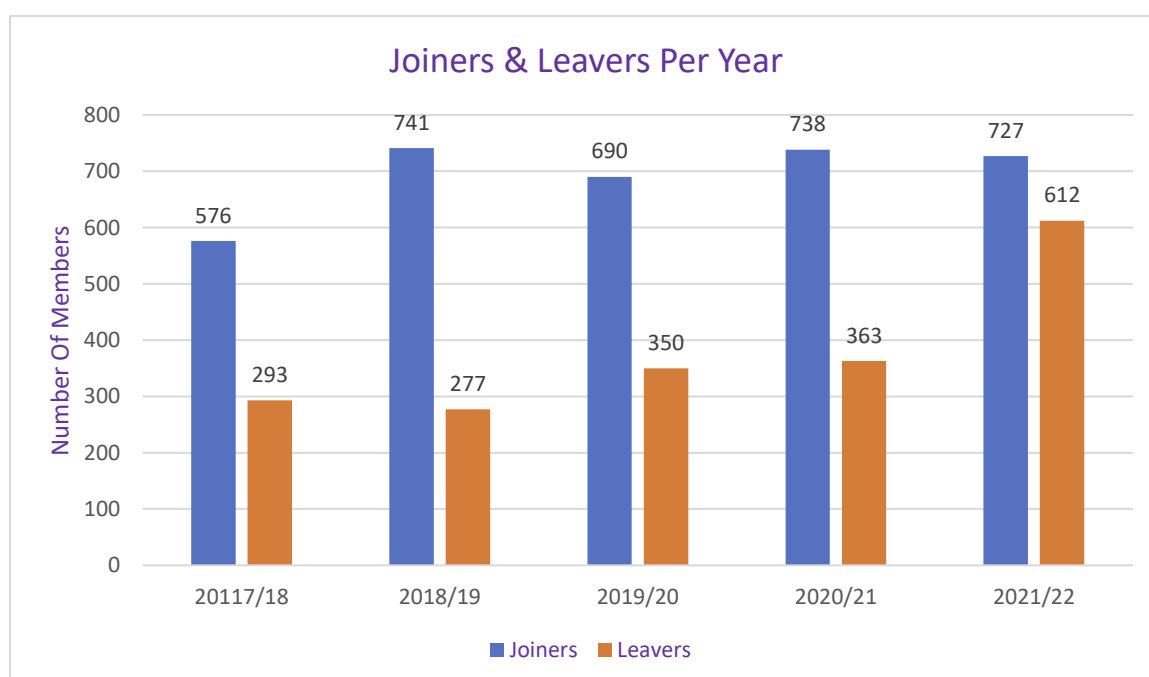
**Eddie Brand**

**Branch Secretary LAS UNISON**

## MEMBERSHIP OFFICER REPORT

### Branch Membership Overview:

- This past year has seen our membership remain above the 4500 mark that we achieved last year. We currently have 4676 members of our branch.
- We continue to be the largest UNISON Branch in Greater London and the largest Ambulance Trade Union branch in the country.
- This past year has seen us recruit 727 new members, our 3<sup>rd</sup> best ever year.
- We have lost 612 members. This is mostly due to staff leaving the LAS for different Trusts or Primary Care Networks, such as GP surgeries, as well as many of our international staff returning home.
- The overall position is a NET gain of 115. Within London we were the top performing UNISON Branch, with the next nearest Branch having a NET gain of 55 new members.
- It is clear, that with the visible leadership we have within the Branch, the communication and engagement continues to impact on our recruitment successes.



## **The Past Decade:**

Over the past 10 years, it is clear to see from the chart below, the significant increase in our membership that we have seen as a Branch. The chart also highlights that in just the last 7 years we have more than doubled our membership, going from 2240 members to today's total of 4676. An increase of 2436, with an average of 348 new members each year.

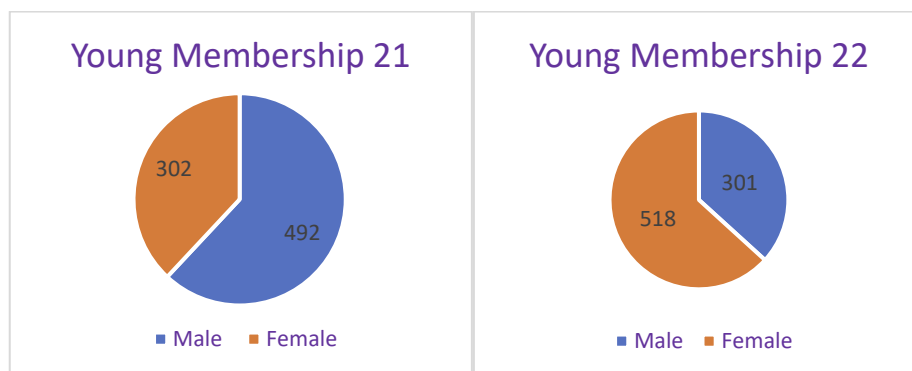
It is clear that the number of people leaving the LAS and our private Sector has increased significantly. Despite our recruiting numbers being the 3<sup>rd</sup> best on record, the staff leaving has put a blip in the increases we have seen over the past few years and slowed the growth slightly. We are confident that despite many colleagues returning or saying they are looking to return home, the increases in recruitment, particularly the LAS, will help restore this blip back to the larger increases we have seen over the past few years.



## **Young Members:**

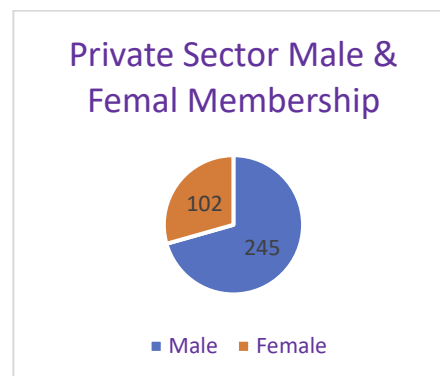
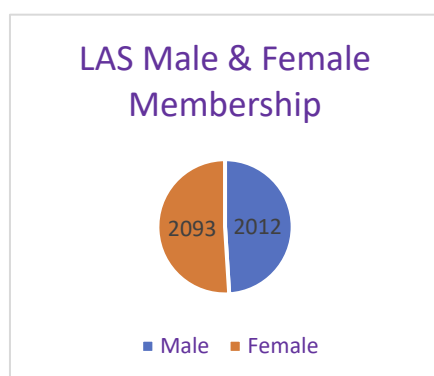
The demographic of this category has changed quite significantly over recent years in a couple of ways. Not only have we seen more and more young members joining our Branch, that's members who are aged 27 or under. This year we currently have 819 young members, which is an increase from last year of 24 and a new record number for our Young Members category.

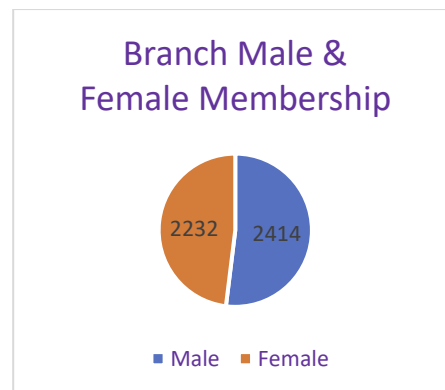
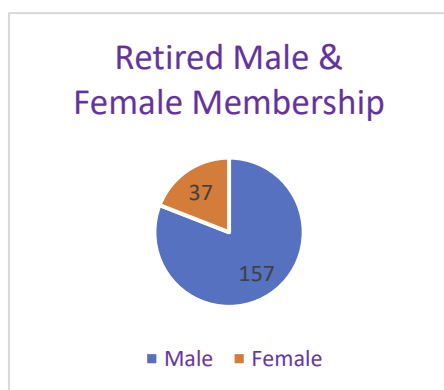
One fairly significant point from the data in this group, is the change in the gender breakdown of the group. Last year we had 492 male young members compared to 302 female members. This year has seen a significant change in the number of female young members. When we compare last years' data to this years, it clearly shows a significant increase in the number of young female members of staff joining our Branch.



## Gender:

Below shows the diversity within our Branch when it comes to our Male and Female Membership. Historically the LAS had a male dominated workforce and this can be reflected in our retired membership data that shows, of the 194 retired members, we have 37 female members. Over the past 25 years or so, the change in this demographic has seen a change in how our membership is made up. The charts below gives a much clearer picture of this and shows that the overall membership of staff currently working in the LAS, now better reflects the diversity we have been aiming to achieve. We still have some way to go with the private membership we have, but for the first time in our history as a Branch, we now have more female members than male, currently working for the LAS. A really significant milestone and great achievement. Looking at the Branch totals and if the current trend with more women joining the LAS and Private sector, we could well see the overall ratio of women to men in our Branch, being even by next years' AGM.





### These past 2 years:

- A very challenging year as we all know, to say the least. The pandemic meant some of the membership projects that we had planned, had to be shelved and we will endeavour to move forward with these in the coming year.
- We ran another update your details competition. The draw took for our February Branch meeting and 10 winning forms were picked. 6 members won a UNISON Goody bag and 4 lucky winners each won a £250 voucher for use at Croyde Bay Holiday Park in Devon.
- It became apparent from the Regional audits of our membership, that a very small percentage of our new members were not being processed for salary deductions, either because of mistakes at our end or them being missed by our Payroll department. This has been rectified with the introduction of a new system, where all new membership forms are now checked on a monthly basis to ensure they have been processed correctly. This is proving to be very successful and has saved a lot of time with subsequent audits.
- Recruitment at our Training centres was difficult in the early days and months of the pandemic, as there were very few courses taking place throughout this time. Things in the past 12 months have improved and there has been a considerable increase in the number of courses that are taking place. Most of these are now taking place at one of the 2 new training centres at Brentford and the Docklands and we have had great success recruiting at these.
- Despite all of the difficulties and challenges that the past couple of years have brought, It has been a record breaking time in many different areas for our membership. We reached 4500 members for the first time ever and now have 4676 members. We have the highest ever number of members currently working in the LAS with 4105 members. We recruited 41 new members in a single day, highest number of Female members, record high of 819 young members, and of course, we remain the biggest Unison Branch in London and the largest Ambulance Service Branch in the country.



## The Year Ahead:

- Continue to update and streamline our membership data systems.
- Produce a booklet for all new members at recruitment to cover all the aspects and services that UNISON and our Branch can offer.
- Continue to provide updated station membership lists to all reps on a regular basis.
- Continue to monitor on a monthly basis, that the new membership forms go through the correct processes.
- Increase our Young Member membership.
- Increase our Private Sector membership.
- **REACH A NEW TOTAL OF 5000 MEMBERS**

Paul Chiddington

LAS UNISON West Sector Senior Rep

LAS UNISON Membership Officer





## HEALTH & SAFETY ANNUAL REPORT

2022

It has been another tough year for everyone with the Pandemic rolling on and on, but I hope you have all been able to keep safe and well?

I, the Senior H&S Rep Team and every H&S Rep Pan London continue to work tirelessly to improve your Health, Safety & Wellbeing whilst at work, regardless of your position within the Trust.

I would like to welcome all our newly elected H&S reps, following a recruitment drive over the last year, to our Branch and assure them of our full support as they begin their H&S journey. We continue to maintain a strong UNISON representation across the service, the largest Union in the LAS, with 65 H&S Reps including seven of the eight sectors having UNISON Senior H&S Reps, apart from the South East Sector.

I am committed to supporting our members in the South East Sector, and would ask that any members that would be interested in becoming a UNISON rep either in H&S or as a Station Steward in the **SE Sector** to get in touch. I am sure there are questions or concerns that you would like answered, before taking on such a role, but what I can guarantee is, that you would be fully supported, trained and accredited by the LAS UNISON Branch and UNISON Reps alike, the largest Ambulance Branch in the Country.

**For further information & advice, please email**

[health@lasunison.com](mailto:health@lasunison.com) or [snrsectorhandsreps@nhs.net](mailto:snrsectorhandsreps@nhs.net)

We have set up several internal training sessions for all our H&S Reps, as the LAS improves a lot of its Reporting/Auditing tools to electronic versions, to ensure they are up to date with the new LAS processes, and as such, ensuring improved and safer working conditions for all our members!

We continue to play an integral part, as we have done from the outset being part of Project Teams across the LAS, including delivering the Crew Safety system and Body Worn Video cameras in to the Trust to ensure the safety of our members, which are now live Pan London. Working with the IPC Team and Trust H&S Team ensuring that any new guidance, Policy Reviews or implementation of any new processes are carried out diligently with the benefit of our members as a priority.

Working as part of the Evaluation Group that was set up following the funding from NHSE of £10M, towards the evaluation of not only the National Spec Fiat DCA, but also the lightweight Diesel Ford Project Siren DCA's and Ford Mustang Mach-e FRU's. We continue to work closely in the design and development of these vehicles for the benefit of our members. Please remember these vehicles are being evaluated, so members working on them, when they are operational, need to feedback their thoughts through the agreed route. And most importantly they are not necessarily the choice of the LAS in any Fleet Improvement plan moving forward.

We have been successful in getting committee meetings reinstated following being in REAP4 for months, including the Fleet Committee, Vehicle Working group and the FFP3 Task & Finish Group to name but a few.

We continue to be proactive at representing our members at a multitude of groups and committees at the highest level, ensuring members concerns are raised, challenging all those issues that need dealing with that have been left for an unacceptable period of time.

## **YOUR HEALTH & SAFETY IS OUR PRIORITY**

### **PLEASE REPORT ANY ISSUES/FAILURES VIA DATIX**

**If you require any further advice or have any questions, please do not hesitate to contact your UNISON H&S Team at:**

[health@lasunison.com](mailto:health@lasunison.com) or [snrsectorhandsreps@nhs.net](mailto:snrsectorhandsreps@nhs.net)

**Where one of the team will be happy to respond.**

Please remember to stay safe and take care of yourselves!

**Paul Stewart**

**Branch H&S Officer**







## ABOUT LAS UNISON

- The Largest Ambulance branch in the Country.
- The Largest Health Branch in London.
- Part of the largest Trade Union in the country with over 1.3 Million members.

## OUR MEMBERS DO MANY DIFFERENT JOBS

### We are all Frontline

- Operational Road Staff
- Control Room Staff
- Scheduling and
- Resource Staff
- Fleet Technicians
- IM&T Staff
- Administrative Staff
- Make Ready
- Private Ambulance Sector
- Education Centres



## WHY HAVE OVER 4000 MEMBERS ALREADY DECIDED TO JOIN LAS UNISON

- ✓ To receive advice and support in their employment
- ✓ Because they want fair and equal treatment
- ✓ To gain security of employment
- ✓ Because they want to be treated with dignity in the workplace



## KEY FACTS

- ✓ We are the largest Trade Union in Britain
- ✓ We campaign and lobby on key issues affecting our members and the public at large
- ✓ We work to protect and improve the public services
- ✓ We aim to win equal pay and employment rights for everyone
- ✓ We aim to improve safety in the workplace
- ✓ We aim to end discrimination and harassment at work
- ✓ We win compensation for members
- ✓ The NHS came from the union movement
- ✓ Pensions were gained by the union movement
- ✓ People who came together to form the union – gave us most of the rights we take for granted today

## EXTRA BENEFITS OF UNISON

- Home, Travel & Pet Insurance
- Health & Dental Plans
- Eye Care
- Holidays
- Energy Price Comparison Service
- Motor Insurance
- Financial & Debt Advice
- Shopping Discounts & Cashback
- LAS UNISON Book Grant



## WHAT CAN WE DO FOR YOU?

- ✓ We offer unrivalled protection and representation at work
- ✓ We fight for pay and conditions of service
- ✓ We help with Health & Safety guidance and support
- ✓ UNISON direct: The first union call centre which provides you with help and advice at the end of the phone
- ✓ We offer online employment and work advice



## CONTACT US

Call **UNISON DIRECT**  
on **0800 0 857 857**

or visit **[www.lasunison.com](http://www.lasunison.com)**



## **EDUCATION OFFICER REPORT**

Dear Comrades and Colleagues

2021-2022 has been a successful and challenging year regarding education for LAS UNISON Branch stewards and members.

Due to the various restrictions during the lockdowns, we have had to change the way we deliver courses, with some of the courses being temporarily put-on hold.

### **LAS UNISON BRANCH STEWARDS TRAINING**

The main Employment Relations Act accreditation courses for new stewards, existing stewards and Health and safety stewards have been switched to online courses. I have managed to get all our new and existing stewards onto appropriate courses for accreditation, reaccreditation and stage two courses for those stewards wanting to develop their knowledge.

My aim is to have every LAS UNISON Steward with the right skills and knowledge to always assist/advise and be there for our members in whatever the situation.

### **LAS UNISON LEVEL TWO FUNCTIONAL SKILLS IN MATHS AND/OR ENGLISH.**

Following on from our award winning 2019 Functional Skills course and increased demand from our members I have run two courses this 2021-2022 year.

The first last April was a continuation of the Blended Learning format. A mixture of classroom and distance learning. The second course that started in October has been back to full classroom tuition.

This has given members without GCSE in Maths and/or English the opportunity to now apply for the Paramedic Apprenticeship or just develop their knowledge in other higher education courses.

Moreover, I have managed to negotiate twenty-five hours additional 'study leave' (to be added to their leave record) on completion of the course

### **EDUCATIONAL GRANTS**

Educational Grants remain at £100 for new members in their first year and £50 thereafter. They continue to be very popular with all members and as well as using them for books they can also be fully or partly used to contribute towards any educational course.

All The Best for The Forthcoming Year to All Our Members

**Mark Belkin – LAS UNISON Branch Education Officer**

[mark.belkin@lasunison.com](mailto:mark.belkin@lasunison.com)

07956221602

# LONDON AMBULANCE SERVICE



**UNISON BRANCH**



## EDUCATION GRANTS

- Paramedic Courses
- Higher Education Courses
- Trade Union Courses
- Seminars

Download an application  
form from our website

**LASUNISON.COM**

If you need to buy books in connection with the above courses or need to pay towards a seminar then you may be entitled to an Educational Grant from the branch of up to £50 to help cover the cost.

**NEW MEMBERS CAN NOW CLAIM UP TO £100 IN THEIR FIRST YEAR!**

For further information and an application form

Contact: Mark Belkin

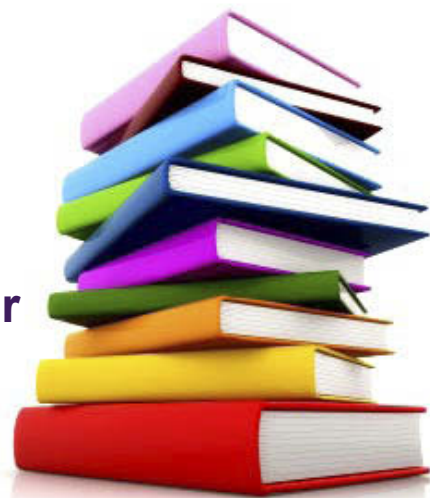
Education Officer

Friern Barnet Ambulance Station

07780 992 708

Mark.belkin@lasunison.com

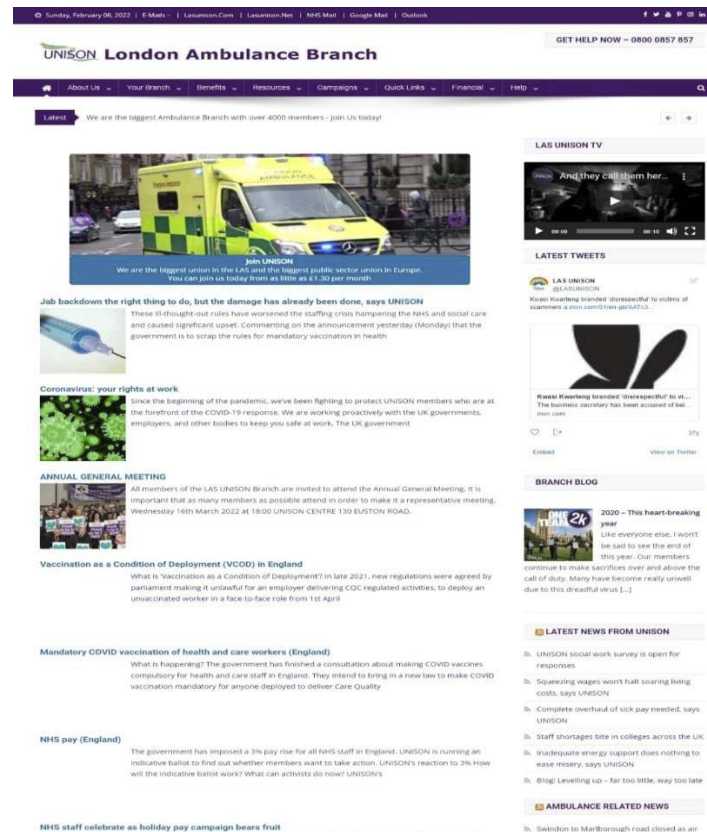
All applications must include your Membership number, have a receipt attached and be on a valid application form.



**WWW.LASUNISON.COM**



## COMMUNICATIONS OFFICER REPORT



The website is still proving very popular and is our most effective communication method. It has been particularly useful over the last 2 years where we have been unable to meet face to face and with policies and laws changing almost daily being able to get the latest guidance and advice to our members has been essential.

We also operate a Facebook page at <http://www.facebook.com/lasunison> accessible by all and several Facebook groups for specific areas that can only be viewed by members.

The groups can be accessed as below:

- **East Central & North East Sectors** - <http://www.eastcentral.lasunison.com>
- **South West Sector** - <http://www.southwest.lasunison.com>
- **South East and Central Sectors** - <http://www.southeast.lasunison.com>
- **West Sector** - <http://www.west.lasunison.com>



Each group is 'managed' by the local sector rep who ensures only UNISON members are allowed to join the group. This is a useful tool as the groups are private so messages cannot be seen by all. This has resulted in more discussion than we would get on our 'open' facebook page.

### Twitter

We are on **Twitter**, <http://twitter.com/lasunison> If you are on twitter then make sure you '**follow us**' at [@lasunison](https://twitter.com/lasunison) and if you are on **Facebook** 'Like' us at [facebook.com/lasunison](https://facebook.com/lasunison)

We also have our own **You Tube** channel, take a look and view our videos. Just scan the QR code for all our social media

**What's Next?** I am always looking at communication methods. We are online, we produce lots of posters and leaflets distributed across the service but I am always keen to get feedback from members on how our current methods work and how we can improve.

Would a mobile app be useful? Do you want more paper newsletters?



### Update Your Details

It may seem surprising, but a large number of our members fail to inform us when they move house, move station or get a new job. To be fair, you probably have other things on your mind at this time but it's really important you let us know as soon as you can.

We also need to know when you change your e-mail or mobile number.

You can log in to 'MyUNISON' and change the details yourself or you can fill in our online form.

It's really important you do this due to different regulations but especially the trade union regulations introduced by the conservative government. Don't leave it too late, do it now!

## UNISON DIRECT TELEPHONE NUMBER

A reminder that UNISON Direct is available to members on **0800 0857 857**

0600 – Midnight Mon – Fri and 0900 – 1600 on Saturdays.

**Rob Sydney**  
**Communications Officer**





## **LABOUR LINK OFFICER REPORT**

A year ago, the focus of all UNISON branch Labour Link Officers in the capital was the re-election campaign of London Mayor, Sadiq Khan and to assist the Labour Party to continue to control the London Assembly from City Hall. We achieved this on 6th May last year.

Since re-election and in spite of Covid restrictions the Labour Party in London are tackling the problem of homelessness by encouraging investment in affordable homes as well as drastically reducing the amount of people forced to sleep on the streets by increasing the provision of emergency accommodation.

The “Hopper” fare has been introduced, allowing Londoners an hour of bus/tram travel for just £1.50 and there is now a total ban on advertising which demeans, objectifies or degrades women right across the Transport for London network.

In an attempt to improve London’s air quality, the Mayor extended the Ultra Low Emissions Zone to the North and South Circular Roads last October. Conservative budget cuts have prevented the Labour Party in London from being even more radical as there is so much inequality to reverse in the capital after almost 12 years of this Tory government.

At my own constituency Labour Party I was elected as the Trade Union Liaison Officer this week and I was re-elected onto the UNISON Greater London Regional Labour Link Committee. A Committee that is committed to social mobility, diversity, equality and fairness. We work with the Mayor’s office to develop strategy that improves the lives of everyone in London.

Nationally, the Labour Party has continued to challenge the government over its mismanagement of the coronavirus pandemic and at times it has had to step in and vote with the cabinet against Tory backbench MPs who demanded Covid restrictions be lifted too soon. The Party supported UNISON’s call to reject the insulting 1% pay offer to NHS staff last year and the offer was increased to 3%. The Conservatives have also presided over as the complete shambles of the Vaccine as a Condition of Deployment legislation which affected our members across London’s health branches.

The Prime Minister is now totally without credibility as he awaits the report from the Metropolitan Police into his involvement in parties at Downing Street while our members were putting their own lives, and the lives of their loved ones at risk during the height of the pandemic. He is completely without shame and is symptomatic of the contempt his government have for staff who work in the NHS. He should listen to his own MPs and resign.

In 2022 we have the London Borough Council elections in early May. Labour control 21 of the 32 Borough Councils and we go into those elections confident of increasing the number of Labour Councillors across the City.

Thank you for re-electing me as your Labour Link Officer for 2022.

**Pete Hannell**



## INTERNATIONAL OFFICER REPORT

It's been a genuine privilege to take on the mantle of International Officer for our branch.

In addition to the great work LAS UNISON was already doing by being affiliated with Justice for Colombia and Cuba Solidarity, our branch has voted to affiliate with the Nicaragua Solidarity Campaign Action Group (NSCAG) and Supporting People of Turkey (SPOT) this year.

In addition to this, we have made valuable contributions to Medical Aid for Palestinians and I have been able to reach out to the LAS procurement team with regards to the service's affiliation to Electronics Watch, who support ethical and sustainable procurement of IT equipment.

Read more about the UNISON International unit online at <https://www.unison.org.uk/about/what-we-do/working-internationally/about>

**Matt Searles**

**International Officer**



## **ENVIRONMENT OFFICER REPORT**

This past year has been a busy one with the environment high on the agenda in the news due to Glasgow hosting the United Nations Climate Change Conference of the Parties (COP26) and the increasing frequency of adverse weather events across the globe. Also in the LAS with the development at last of a green plan.

### **COP 26**

Significantly, COP26 at the Scottish Event Campus in November 2021 where it was acknowledged that the Paris Agreement temperature target of keeping warming below 1.5°C is under extreme threat and unlikely to be achieved with a more likely estimate of 2.4°C.

A key outcome of COP26 was the Glasgow Climate Pact which included:-

- Fossil fuels being mentioned for the first time and the need to phase them out. However, the plan to achieve an agreement on phasing out coal was watered down at the eleventh hour to phasing down of unabated coal to ensure agreement amongst all countries.
- Likewise, phasing out Fossil fuel subsidies was watered down to phasing out inefficient fuel subsidies.
- The agreement to revisit and strengthen the targets in countries' nationally determined contributions in Egypt COP 2022
- Agreement to secure £100 billion per year in climate finance by 2020 as promised at COP15 in Copenhagen. This fund was committed to help vulnerable countries adapt to the effects of climate change.
- The Paris Agreement rulebook concerning carbon markets and accounting was finally approved allowing it to be now fully operational.
- Emphasis on the importance of protecting, conserving and restoring nature and ecosystems.

Overall, the pledges made at COP 26 lowered projected greenhouse gas emissions in 2030 from 52.4 Gt to 41.9 Gt. However, the target was 26.6 Gt. Over 140 countries pledged to reach net zero emissions. More than 100 countries pledged to reverse deforestation.

Our union organised a march at Glasgow during COP fortnight where Christina McAnea, our Unison General Secretary, launched UNISON's Environment report; Getting to net zero in UK public services

### **Getting to net zero in UK public services: The road to decarbonisation**

<https://www.unison.org.uk/content/uploads/2021/11/26609.pdf>

The report provides evidence that the government must urgently decarbonise UK public services and uphold their green promises, there are three key findings:

- 140 billion up to 2035 needed to decarbonise the public sector.
- The Government needs to create a Climate and Decarbonisation budget.
- The Government must work with trade unions to deliver public service decarbonisation.

**Delivering a net zero NHS National Health Service** is a report setting out the plans for the NHS to become the first net carbon national health service by 2040.

<https://www.england.nhs.uk/greenernhs/publication/delivering-a-net-zero-national-health-service>

The NHS is currently responsible for 4% of UK emissions negatively affecting the air quality and contributing to climate change that will lead to more frequent heatwaves impacting on the most vulnerable and sickest of patients.

**Personally**, I had set myself two targets for the past year:

- To develop communication with senior management to raise my concerns shared by our members about the perceived lack of progress by the LAS in delivering net zero.
- To push for the creation of a senior management post of Environment and Sustainability Manager.

As I write this report I am happy to announce that this post has been advertised in the RIB dated 22/02/2022. Moving forward I will be sitting on the LAS Sustainable Project Group where I hope to be able to represent and raise members' concerns and also feedback to members on LAS progress with their recently agreed LAS Carbon neutral plan. Some of the progress that the LAS has already made includes:-

- Fleet; all lease cars are now electric or hybrid. All corporate cars will become electric including a roll out of replacing the FRUs. New light weight ambulances with lower emissions to be rolled out.
- Estates strategy is aligning with the green plan. All new buildings will be fitted with solar panels, grey water and building management system (controlling the air conditioning etc.) Refurbs will include LED lighting and double glazing. From April we will be moving to a new green energy tariff.
- Logistics NHS are in charge of the supply chain; they are looking into single use plastics, where we source our equipment and the sustainability credentials will be checked and will be chosen based on ethical and human rights.

I am optimistic that after years of stagnation the LAS is now taking seriously the impact of service delivery on the environment. There is a lot of work to be done but we are finally moving in the right direction! Crucial to this is the involvement and commitment of our members to greening the workplace, personal lifestyle choices, travelling, recycling, purchasing and diet thereby reducing individual carbon footprints. The LAS will be releasing a green survey in spring and I will share the link on my UNISON webpage when it is released.



I am still in the process of trying to get named representatives from all of our sites to help implement future changes by greening our workplace. Please contact me if you would like to be involved [environment@lasunison.com](mailto:environment@lasunison.com)

I believe we are at a key point in history, we need to **act now and not half-heartedly** to help the LAS, the NHS and the country deliver its promise to become net zero. We are already seeing the effects of climate change here in the UK. However, elsewhere in the world the impacts are more alarming and have had dire consequence and impacts on poorer communities and are a possible indicator of what we will face in the future if we do not make the necessary changes.

Thank you for allowing me to continue on as Environment Officer for 2022.

My goal for this year is to work with the new Environment and Sustainability Manager to ensure we drive forward the necessary change, to develop a community of environment reps across all our sites, monitor new initiatives and stay abreast of environment news and adverse adverts.

Thank you for your continued support,

**Sarah Hardy**



**Across the whole sector, UNISON members are there, supporting each other and speaking up for people like you.**

## EQUALITY OFFICER REPORT

My name is Samad Billoo, I have been employed by the London Ambulance Service NHS Trust (The Trust) since July 1999. I am employed as an Emergency Resource Dispatcher in 999 Operations, Emergency Operation Centre (EOC) of Integrated Patient Care (IPC). Throughout my employment with the Trust, I have been passionate about equality, diversity & inclusion and have been campaigning for the rights of the under-represented groups of staff.

Since 2012 Equality has been at the bottom of LAS agenda. In fact, LAS equality and Inclusion department had almost become defunct and eventually became non-existent.

I as the LAS UNISON equality officer have always asked for equality to be promoted at all levels. Since my election as the LAS UNISON equality officer in 2017, I continued to follow into the footsteps of my predecessors.

I continued to work with the director of People & Culture and Executive Leadership teams and eventually managed to convince them to restart the meetings of the LAS Equality Steering Group. In 2019 the LAS Equality steering Group became non-functional again and the main focus was on delivery of WRES (Workplace Race Equality Standard). The only person leading on Equality, Diversity and Inclusion (EDI) was an external consultant. I continued bargaining on equalities issues.

Eventually I on behalf of the LAS UNISON managed to convince the LAS senior leadership to pay attention to having EDI department and the trust agreed to appoint an Associate Director of Culture, Diversity and inclusion (CDI). I have successfully negotiated with Associate director of CDI a seat on the CDI committee and hold the seat on behalf of the LAS UNISON branch.

On behalf of the LAS UNISON members, I have demanded that LAS reviews its quality strategy, rewrite the Equality Diversity and Inclusion Policy, and ensure the following:

- Compliance with equality act 2010
- Maintenance of equality related data on all staff
- Take positive action to improve recruitment of staff from all protected characteristics
- Fair and equitable treatment of all staff when applying MAP and other trust policies
- Review all trust policies and carryout equality impact analysis of all policies
- Equality training for all staff including manager at all levels

### LAS UNISON successes around equality, diversity & inclusion:

- Securing disabled access to both HQ, Waterloo and Bow
- Revised equality impact analysis tool

- Capturing and accurate recording of equality related staff data
- Taking positive action in all internal promotion processes
- Policy on diabetics and blue light driving
- Women's coffee mornings to discuss the issues effecting them in workplace and the ways to address them.
- Menopause policy / guidance for managers has been approved and published.
- Developing a reasonable adjustments guide for managers to support the staff with disabilities and long-term conditions. This is in the process of approval.
- Written an Equality Diversity and Inclusion policy which is at approval stage
- Secured multifait / quiet rooms both at Bow and HQ.
- Introduction and implementation of WRES (Workplace Race Equality Standards) and WDES (Workplace Disability Equality Standards) the NHS England requirements.
- Introduction of balanced interview panels that include a representative from protected characteristics group.
- The LAS has signed up to be a committed employer status with Disability Confident scheme
- Equality Impact Assessment of all policies, procedures and functions has become mandatory prior to these being approved.

#### Current Affairs under Discussion

- Introduction and implementation of WDES (Workplace Disability Equality Standards) a NHS England requirement
- Disability Policy
- Improved disabled access to all LAS property to comply with Equality Act 2010
- Introduction of Resolution Framework - dispute / conflict resolution process at local workplace levels to promote Dignity & Respect for all
- Appointing EDI leads in every sector

Despite some positive outcomes in terms of EDI, there is long way to go and I, on behalf of the LAS UNISON members, will continue to fight to ensure that LAS treats all staff and patients with due dignity and respect and fulfils its legal obligation when it comes to equality, in line with Equality Act 2010.

In order for me to continue fighting for our member's rights, it is important that you continue to raise any equality related concerns via your station / sector representatives.

Finally, I would like to thank all of you for your continued support so far.

**Samad Billoo**

Equality Officer 2021-22

LAS UNISON



## BRANCH TREASURER REPORT

As COVID has continued to dominate in 2021 our Branch finances have again followed the same trend as 2020.

The past year has once again seen our membership & thus our income increase.

Our expenditure has stayed roughly proportionate to last year, taking this growth into account.

As usual we have supported various groups & charities, sponsored football teams & tournaments as well as affiliate to the following groups, all with Branch committee approval:

- Justice for Colombia
- UNISON Welfare
- Durham Miners Gala
- Nicaragua Solidarity Campaign Action Group
- Solidarity with the people of Turkey
- Cuba Solidarity Campaign
- Palestine Solidarity Campaign

We have also continued to fund functional skills courses to help our members progress in their careers.

Our Branch's finances remain robust.

The balance sheet for last year is attached.

**Brian Robinson**

Branch Treasurer - UNISON London Ambulance Service

## SHOULD I JOIN A TRADE UNION?

**YES YES YES... it's a balance of power. It's a NUMBERS GAME. Even if you are not active in the union ( a representative or steward, or take part in running your branch) just being a member really counts.**

Trade unions can provide workers with representation whether they are full or part time, and across all types of jobs and all types of employment. All sorts of workers can join, including agency workers and migrant workers. All workers have a legal right to join a trade union.

By not joining you make trade unions weaker, your employer stronger and undermine our ability to fight for fair treatment and equality and protect workers in the workplace.

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