



Annual Diversity Report 2022

*Best placed to care,
the best place to work*

Table of contents

Introduction	P3
About us	P3 - 4
Engaging with our community and workforce	P5 -13
The people we serve	P13 - 14
Our staff	P15 - 29
Staff networks	P30 - 32
Looking ahead to 2023	P32

Introduction

South East Coast Ambulance Service NHS Foundation Trust operates across a geographical area of 3,600 square miles, covering Brighton & Hove, East Sussex, West Sussex, Kent, Surrey, and North East Hampshire. This diverse geographical area includes densely populated urban areas, sparsely populated rural areas and some of the busiest stretches of motorway in the country.

Nearly 90% per cent of our workforce is made up of operational employees – those caring for patients either face to face, or over the phone receiving 999 or 111 calls.

The purpose of this report is to provide an overview of our progress and achievements up to 31st December 2022. Our workforce were faced with navigating the aftermath of the pandemic and unrelenting pressures. The inequalities highlighted during the pandemic were still present and still affected our community tremendously. The data in this report is factual information, as obtained from our numerous databases.

About us

We believe in fairness and equity, and value diversity in our role both as a provider of services and as an employer.

We aim to provide accessible services that respect the needs of each individual and exclude no-one and are committed to eliminating discrimination based on the Equality Act 2010, which identifies the following nine protected characteristics:

Disability	Sex	Race
Gender Reassignment	Religion and Belief	Sexual Orientation
Marriage and Civil Partnership	Age	Pregnancy and Maternity

We recognise that discrimination can be direct or indirect and takes place within organisations and at a personal level. Such discrimination is unacceptable and unlawful: we have a zero-tolerance approach towards behaviour that amounts to harassment or the exclusion of any individual. We will create an environment where everyone is listened to, respected and well supported.

We expect all SECAmb employees, volunteers, students and apprentices to fulfil their responsibilities and to challenge behaviour or practice that excludes or is offensive to our patients, their families and carers, suppliers or colleagues. SECAmb will develop a healthcare workforce that is diverse, non-discriminatory and appropriately skilled to deliver modern healthcare services to all.
Equality objectives and legal obligations

As a public organisation, SECAmb is required to prepare and publish one or more equality objectives in order to meet the requirements of the Public Sector Equality Duty (PSED).

SECamb currently has one equality objective, which was published in 2017, and is currently up for review.

'The Trust will improve the diversity of the workforce to make it more representative of the population we serve'.

Since our equality objective was published in 2017, we have made some progress towards increasing the diversity of the workforce, however, we are still a long way from being representative of the population that we serve. Therefore, as an organisation, focused efforts needs to continue to increase diversity.

The Public sector equality duty

The Public Sector Equality Duty, section 149 of the Equality Act, encourages us to engage with the diverse communities affected by our activities, to ensure that policies and services are appropriate and accessible to all, and meet the different needs of the communities and people we serve.

The Public Sector Equality Duty consists of a General Duty with three main aims. It requires us to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This report and the information contained within it provides evidence of compliance with our Public Sector Equality Duties for 2022.

Meeting our duties

We meet our legal duties in relation to the Public Sector Equality Duty and Gender Pay Gap Audit and our mandated requirements for the Equality Delivery System 2022, Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) (separate reports are published for each yearly).

The Trust continued to work on the Integrated Equality Action Plan (IEAP), which is linked to workstreams supporting the EDS2, WRES, WDES and Gender Pay Gap.

We are members of the Employers Network for Equality and Inclusion (ENEI) and are recognised as a Disability confident employer.

The Trust has revised its Equality Impact Assessments form to include a number of additional vulnerable groups.

Engaging with our community and workforce

111 Patient Survey (2022)

The 111 Patient Survey is an important feedback tool that supports the fundamental principle that people who use NHS services should have the opportunity to provide feedback on their experience. Listening to the views of patients and staff helps identify what is working well, what can be improved and how.

The findings from the KMS 111 Patient Survey provides the service with detailed patient feedback on standards of service and care and can be used to help set priorities for delivering a better service for patients.

The 111 opening message states: “We sometimes contact patients for views on our service at a later date. If you would prefer we do not contact you please let us know.” Callers who indicate a wish to opt out will notify the call handler who record this on the system.

All calls are eligible on the survey unless caller is on landline phone or:

- Removed through request from caller.
- The call requires an ambulance or is about an expected death.

Details of the patients who are eligible for the patient satisfaction survey are collected by the Performance Information Team and are referred through a survey company to arrange weekly text message campaigns.

The campaigns are capped to 1200 transmissions per week, containing a random selection from eligible calls.

During 2022 a total of 62,400 text messages were transmitted. From those transmissions, a total of 5,051 surveys were received by service users. From the completed surveys, 3545 respondents agreed to answer the question “which of the following describes your gender identity?”.

A table of the number of respondents to each option, other than those who did not answer, are below:

Which of the following describes your gender identity?	Count	Percentage
Female	2332	65.78%
Male	1156	32.61%
Prefer not to say	46	1.30%
I identify as another term	11	0.31%

From the completed surveys, 3650 respondents agreed to answer the question “What age are you? A table of the number of respondents and percentage of respondents to each option, other than those who did not answer, are below:

What age are you?	Count	Percentage
20 and under	421	11.53%
21-25	162	4.44%
26-30	228	6.25%
31-35	323	8.85%
36-40	305	8.36%
41-45	259	7.10%
46-50	244	6.68%
51-55	310	8.49%
56-60	334	9.15%
61-65	311	8.52%
66-70	254	6.96%
71 and above	451	12.36%
Prefer not to say	48	1.32%

From the completed surveys, 3659 respondents agreed to answer the question “What is your ethnic group?” A table of the number of respondents and percentage of respondents to each option, other than those who did not answer, are below:

What is your ethnic group?	Count	Percentage
White	3312	90.52%
Prefer not to say	103	2.81%
Asian/ Asian British	83	2.27%
Black/ African/ Caribbean/ Black British	67	1.83%
Mixed/ Multiple ethnic groups	59	1.61%
Any other ethnic group	35	0.96%

From the completed surveys, 3697 respondents agreed to answer the question “Do you have a disability – physical, mental, learning disability and/or impairment?” A table of the number of respondents and percentage of respondents to each option, other than those who did not answer, are below:

Do you have a disability – physical, mental, learning disability and/or impairment?	Count	Percentage
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No	2866	77.52%
Yes	689	18.64%
Prefer not to say	142	3.84%

National staff survey

The 2021 National staff survey was completed by 2594 staff, which equates to 61% completion rate. The full results of the survey for 2021 are published nationally and are available to all colleagues. The survey for 2021 was aligned to the NHS people promise themes. The Trust scored 6.5 for the theme 'We are compassionate and inclusive', which is below the National average of 6.6.

Within the theme of 'We are compassionate and inclusive', there are four elements, which are: Compassionate culture, Compassionate leadership, Diversity and equality, and Inclusion.

For Diversity and equality, the Trust scored 7.2, which was below the national average of 7.5. For Inclusion, the Trust scored 6.2, which was below the national average of 6.4.

NHS Pulse staff survey

The NHS quarterly Pulse staff survey was reinstated in July 2021. Response rates were as below:

July 2021	718 responses
January 2022	350 responses
April 2022	303 responses
July 2022	117 responses

Our membership

As a Foundation Trust (FT), we are committed to establishing a truly representative membership and we welcome members and governors from all backgrounds.

This year's figures are compared to the previous two years to enable understanding of progress or otherwise. It should be noted that some of the reporting uses terminology/ranges set by our regulator, NHS Improvement (NHSI).

Membership totals:

Public constituency	Number of members	% increase/decrease on previous year
31 March 2020	10,080	0.46%
31 March 2021	9837	2.41%
31 March 2022	9457	0.46%
Staff constituency		
31 March 2020	4,005	12.2%

31 March 2021	4,367	9%
31 March 2022	4,802	4%

The Trust's MDC are having a big push on events in the Governors local areas to recruit more public members for 2023. Since the Global Pandemic, where in person events had been stopped, it was noticeable that the membership figures had dropped and without the governor's interaction with the public there were no new members to outweigh the leavers figures. As well as big local events the MDC wanted to make a bigger appearance on social media and engage with people at the larger supermarkets to ensure the membership achieve diversity and representation. The Trust will be contacting the members and advising them when their local Governors are attending event in their area to increase the engagement between governors and members.

Our Annual Members Meeting is being held in September 2023, this will be in person and online as well as shared on the Trust's social media platforms and members newsletter (hard copy and electronic).

Demographics of our public members

The MDC meets every February to discuss the recruitment strategy plans following on from looking at the previous year's figures, analysing gaps to select target audiences for the next years recruitment drive.

Ethnicity:

We ask our members to provide more specific information about their ethnicity than is required by our regulator, NHSI, since their categories are too broad to enable targeted membership recruitment. However, we can only report against these broad categories since our database is set up to report according to the requirements of the regulator.

Race:	2020 No.	2021 No.	2022 No.
White	8,108	8,089	7749
Mixed	81	83	82
Asian	230	236	222
Black	92	100	98
Other	204	15	14

We remain unrepresentative of the communities we serve based on ethnicity, but we are committed to developing representation within our membership. The pandemic has highlighted the need for all Trusts to better understand the health inequalities within our communities and we will continue working towards becoming more ethnically diverse in both our public and staff membership. This will help us to increase our engagement with seldom heard communities and understand their needs better.

Sex:

Sex:	2020 No.	2021 No.	2022 No.
Male	3,948	3,855	3,675
Female	5,406	5,287	5,076

There remain a higher proportion of women than men among the membership. This is the case with many membership organisations, where women are traditionally the 'joiners' on behalf of their families or partners.

Gender identity:

Our membership form asks whether members have always fully identified with the gender they were registered as at birth. The table below shows those who answered 'no' to this question.

Have you always fully identified with the gender you were registered as at birth?	2020 No. of members	% increase/decrease	2021 No. of members	% increase/decrease	2022 No. of members	% increase/decrease
	78	16.6%	76	2.5%	100	34%

Below are the Census 2021 figures for the South East area's gender identity.

The same as sex registered at birth %	Different from sex registered at birth %	Trans Woman %	Trans Man %	Non-binary %	All other gender Identities %	Not Answered %
94.12	0.18	0.09	0.09	0.07	0.04	5.59

We will continue to work to make the Trust and membership more accessible to people who are gender non-conforming.

Sexual orientation:

Sexual Orientation:	2020 No. of members	%of members	2021 No. of members	%of members	2022 No. of members	%of members
Bisexual	97	0.98%	95	0.96%	99	1%
Gay Man	88	0.89%	89	0.90%	97	0.98%
Gay Woman/Lesbian	79	0.80%	81	0.82%	88	0.89%
Heterosexual/ Straight	2,780	27.9%	2,737	27.4%	2,617	27%
Other	40	0.41%	40	0.41%	52	0.53%
Prefer not to say	258	2.59%	253	2.54%	240	2.41%

The Office for National Statistics found an estimated 1.5 million people (approximately 3.2% of the population) aged 16 and over in the UK identified as LGB+ orientation (Gay or lesbian, bisexual or other sexual orientation). We will continue to encourage representation from the LGBT+ communities we serve within our membership.

Disability:

	2020 No.	2020 % of membership	2021 No.	2021 % of membership	2022 No.	2022 % of membership
Disability:	1,051	10.4%	970	9.8%	872	8.8%

It is disappointing but not surprising that we have seen a drop in the proportion of members declaring a disability as we have not been able to get out into the community in person to carry out membership recruitment. The disabled community has also been noticeably impacted by the pandemic and this is sadly somewhat reflected in the reduction in numbers. People with disabilities have been differentially affected by COVID-19 because of the increased risk of poor outcomes from the disease itself, reduced access to routine health care and rehabilitation, and the adverse social impacts of efforts to mitigate the pandemic.

The MDC will seek to address representation by attending disability positive public events when allowed as per government guidance.

Age:

The Trust does not have dates of birth for all our members and hence is underrepresented, however the spread of representation is typical of FTs and other membership organisations, as those who are older are more interested in volunteering and able to find the time. In addition, our regulator, NHSI, does not

allow members under the age of 16 to vote or stand for election so there are limited reasons for younger people to get involved.

Age analysis:	2020 No.	2021 No.	2022 No.
10-16	6	6	7
17-21	96	84	46
22-29	496	455	391
30-39	Figure not recorded	Figure not recorded	758
40-49	1,125	1,080	1,017
50-59	1,048	1,101	1,085
60-74	1,325	1,308	1,242
75+	688	727	800

Inclusion Hub Advisory Group (IHAG)

To provide the best possible patient care, we know it is essential to understand the needs of the communities we serve, and to ensure their involvement in developing services to meet those needs. The pandemic has meant that our traditional way of engaging with our IHAG members has had to change and this has increased challenges in accessibility for some members. The group continued to experience challenges with meeting regularly through 2022. The Trust is reviewing the best ways to continue engaging with the communities. Plan are currently in motion to establish a Community Forum alongside the Patient experience and engagement team.

Accessibility

The Equality Act 2010 means that SECAMB, like other NHS trusts, is required to meet the enhanced duty to deliver reasonable adjustments.

Reasonable adjustments are the changes that can be made to remove ‘substantial disadvantage’ that could be faced by people with disabilities in accessing services, information or facilities, or a colleague just being able to do their job to the best of their ability. Reasonable adjustments are changes that may need to be made to the way we work and provide our services, so that people with disabilities are not disadvantaged.

Employees

The Inclusion team has continued to provide support and guidance to managers and colleagues who required reasonable adjustments during recruitment and through their employee life cycle.

Between April 2022 and December 2022, the Inclusion team supported 54 colleagues with putting in place Reasonable adjustments in the workplace. These included arranging dyslexia assessments, installing special software, ordering digital stethoscope, monitor overlays, adjustable desks and chairs.

The Reasonable passport continues to be used by colleagues and managers and feedback on these have been positive. Colleagues continue to self-refer to Access to Work for assessments to support with reasonable adjustments.

Patients and service users

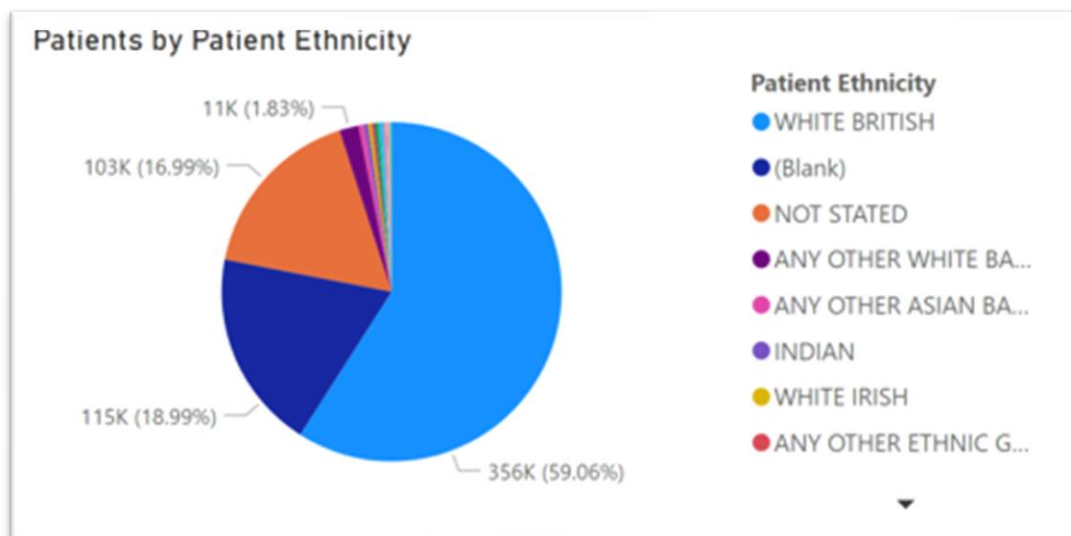
When we are looking at reasonable adjustments for our patients, we have a duty to anticipate the needs of those with disabilities. This means we must think about the barriers that people might face in trying to access and use our services and buildings, particularly those which are open to the public, both now and in the future.

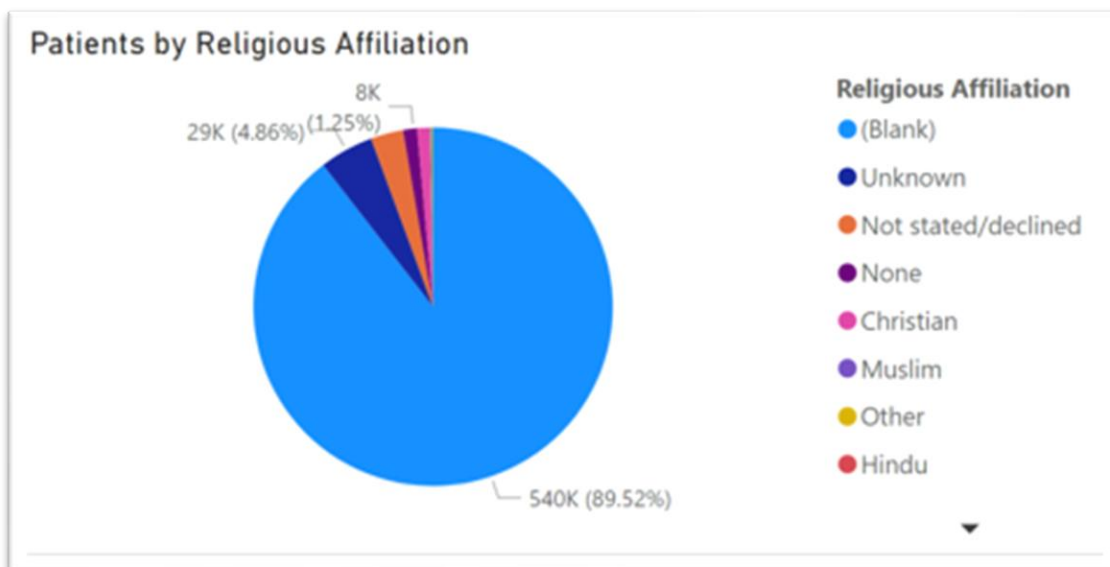
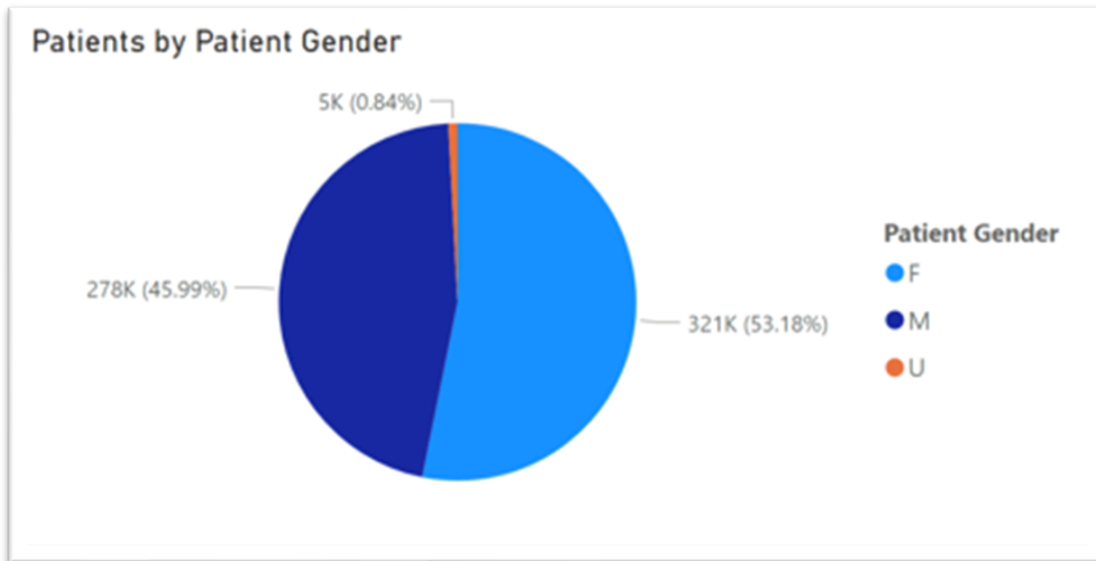
We have worked with communities to ensure our services are accessible. We have worked with people with a variety of disabilities, including those with specific communication needs to support us designing our vehicles, producing easy read leaflets, developing equality training, developing a communications support guide and accessible information.

Within SECamb, we aim to communicate effectively with all our public and patients, providing information in a range of different formats where needed.

The people we serve

The below data references some of the protected characteristics that we were able to collect for our patients. The data is looking at patients who accessed our services between 1st January and 31st December 2022.





Age

Most of the patients that we served in 2022 were 60 and over. We served 62000 patients (10.34%) in their sixties, 98000 patients (16.21%) in their seventies, 127000 patients (21.09%) in their eighties and 65000 patients (10.83%) in their nineties.

Census 2021: The South-East

The Census 2021 highlighted that the South-East region has a total 9,278,065 residents.

- 51.1% females and 48.9% males.
- 51.9% of residents are aged between 25 and 64. 47.6% are married or a in a civil partnership. 86.3% are White, 7% are Asian, Asian British or Asian Welsh, 2.4%

are Black, Black British, Black Welsh, Caribbean or African and 2.8% are from mixed or multiple ethnic groups.

- 46.5% identified as Christians and 40.2% said they had no religion.
- 89.8% said they are straight or heterosexual, 1.5% said they are Gay or Lesbian, 1.3% said they are Bisexual.
- 76.3% declared no disabilities and 23.7% declared a disability or long-term health condition.
- 8.3% of residents said they provide unpaid care.



Our staff

The below datasets have been extracted directly from ESR. The datasets show staff changes for five protected characteristics from 2020 to 2022. For Marital status and Age range, Staff in post data as at 31st December 2022 is provided.

The total number of staff in post at the Trust continues to grow. There is a similar trend across different protected groups.

There weren't any statistically significant disparities in our data for different groups, when it came to access to learning, offers made, promotion or appraisals.

Sex	2020		2021		2022	
	Headcount	%	Headcount	%	Headcount	%
Female	2152	53.7%	2394	54.8%	2778	57%
Male	1853	46.3%	1973	45.2%	2091	43%
Grand total	4005	100%	4368	100%	4869	100%

Ethnicity label	2020		2021		2022	
	Headcount	%	Headcount	%	Headcount	%
BME	195	4.9%	246	5.6%	348	7%
Not Stated/ Blank	98	2.5%	95	2.2%	78	2%
White	3712	92.7%	4026	92.2%	4416	91%
Grand Total	4005	100%	4368	100%	4869	

Disability Status	2020		2021		2022	
	Headcount	%	Headcount	%	%	Headcount
No	2247	56.1%	3845	88%	4219	87%
Not Declared/ Unspecified	1611	40.2%	337	7.7%	293	6%
Prefer Not To Answer	4	0.1%	3	0.1%	15	0.1%
Yes	143	3.6%	182	4.2%	342	7%
Grand Total	4005	100%	4368	100%	4869	100%

Religious belief	2020		2021		2022	
	Headcount	%	Headcount	%	Headcount	%
Atheism	938	23.42%	1085	24.85%	1343	28%
Buddhism	19	0.47%	25	0.57%	19	0%
Christianity	1575	39.33%	1703	39.00%	1853	38%
Hinduism	21	0.52%	24	0.55%	31	1%
Islam	17	0.42%	27	0.62%	47	1%
Jainism	0	0.00%	2	0.05%	4	0%
Judaism	5	0.12%	4	0.09%	5	0%
Other	502	12.53%	557	12.75%	605	12%
Sikhism	5	0.12%	8	0.18%	8	0%
Unspecified	923	23.05%	932	21.34%	954	19%
Grand Total	4005	100%	4368	100%	4869	100%

Sexual Orientation	2020		2021		2022	
	Headcount	%	Headcount	%	Headcount	%
Bisexual	68	1.7%	82	1.9%	129	3%
Gay or Lesbian	184	4.6%	213	4.9%	239	5%
Heterosexual or Straight	3187	79.6%	3512	80.4%	3959	81%
Not stated (person asked but declined to provide a response)	558	13.9%	548	12.5%	262	5%
Other sexual orientation not listed	2	0%	5	0.1%	8	0%
Undecided	6	0.1%	7	0.2%	12	0%
Unspecified	Not available	Not available	Not available	Not available	260	5%
Grand Total	4005	100%	4368	100%	4869	100%

2022		
Marital status	Headcount	%
Civil Partnership	81	2%
Divorced	283	6%
Legally Separated	59	1%
Married	1788	37%
Single	2397	49%
Unknown	154	3%
Widowed	17	0%
(blank)	90	2%
Grand Total	4869	100%

2022		
Age range	Total	%
<=20 Years	90	2%
>=71 Years	11	0%
21-25	633	13%
26-30	799	16%
31-35	734	15%
36-40	535	11%
41-45	539	11%
46-50	517	11%
51-55	470	10%
56-60	332	7%
61-65	177	4%
66-70	32	1%
Grand Total	4869	100%

Recruitment data 1st January 2022 to 31st December 2022

The below dataset demonstrates the number of new starters at the Trust for the period between 1st January 2022 and 31st December 2022.

Gender	Total	%
Female	596	70.53%
Male	249	29.46%
Grand Total	845	100%

Disability status	Total	%
No	717	84.85%
Not Declared	8	0.82%
Prefer Not To Answer	2	0.22%
Unspecified	24	2.84%
Yes	94	11.12%
Grand Total	845	100%

Marital status	Total	%
Civil Partnership	20	2.36%
Divorced	29	3.43%
Legally Separated	6	0.66%
Married	195	23.07%
Single	539	63.78%
Unknown/blank	54	6.26%
Widowed	2	0.22%
Grand Total	845	100%

Ethnicity	Total	%
A White - British	661	78.22%
B White - Irish	7	0.82%
C White - Any other White background	26	3.08%
D Mixed - White & Black Caribbean	5	0.59%
E Mixed - White & Black African	3	0.35%
F Mixed - White & Asian	7	0.82%
G Mixed - Any other mixed background	10	1.18%
GD Mixed - Chinese & White	1	0.11%
H Asian or Asian British - Indian	12	1.42%
J Asian or Asian British - Pakistani	10	1.18%
K Asian or Asian British - Bangladeshi	6	0.71%
L Asian or Asian British - Any other Asian background	7	0.82%
LH Asian British	1	0.11%
M Black or Black British - Caribbean	7	0.82%
N Black or Black British - African	46	5.44%
P Black or Black British - Any other Black background	1	0.11%
R Chinese	1	0.11%
S Any Other Ethnic Group	11	1.30%
Unspecified	19	2.24%
Z Not Stated	4	0.47%
Grand Total	845	100%

Religious beliefs	Total	%
Atheism	312	36.92%
Christianity	294	34.79%
Hinduism	5	0.59%
I do not wish to disclose my religion/belief	108	12.78%
Islam	21	2.48%
Jainism	1	0.11%
Judaism	1	0.11%
Other	88	10.41%
Unspecified	15	1.77%
Grand Total	845	100%

Sexual orientation	Total	%
Bisexual	45	5.32%
Gay or Lesbian	45	5.32%
Heterosexual or Straight	697	82.48%
Not stated (person asked but declined to provide a response)	32	3.78%
Other sexual orientation not listed	3	0.35%
Undecided	9	1.06%
Unspecified	14	1.65%
Grand Total	845	100%

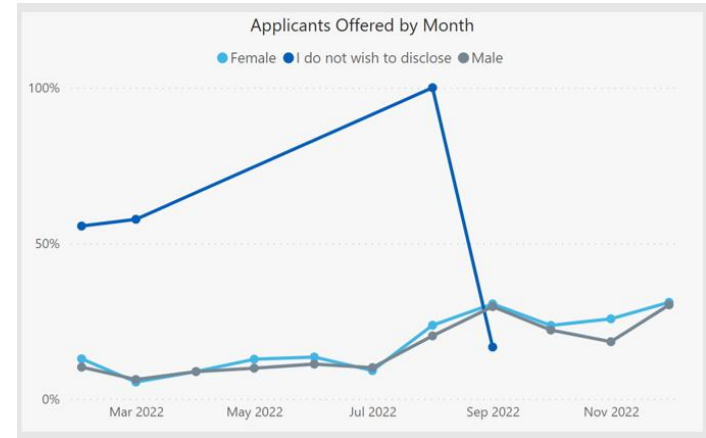
Age range	Total	%
<=20 Years	102	12.07%
>=71 Years	1	0.11%
21-25	250	29.58%
26-30	153	18.10%
31-35	96	11.36%
36-40	55	6.50%
41-45	51	6.03%
46-50	43	5.08%
51-55	42	4.97%
56-60	32	3.78%
61-65	18	2.13%
66-70	2	0.22%
Grand Total	845	100%

Applicants offered data: February – December 2022 (as available on Trac)

Disability



Gender



Ethnicity



Between February to December 2022, there's been an increase in the number of offers made to candidates who had declared a disability.

A similar trend can be seen for candidates who are black, Asian and minority ethnic (BAME). However, the percentage of offers made to BAME candidates remained below offers made to white candidates – throughout the whole period.

Very small differences can be seen in offers made to male and female candidates.

Promotions between 1st January 2022 – 31st December 2022

There were 850 promotions at the Trust in 2022.

Gender	Total
Female	511
Male	339
Grand Total	850

Disability status	Total
No	744
Not Declared	8
Prefer Not To Answer	4
Unspecified	14
Yes	80
Grand Total	850

Sexual orientation	Total
Bisexual	24
Gay or Lesbian	51
Heterosexual or Straight	726
Not stated (person asked but declined to provide a response)	33
Undecided	2
Unspecified	14
Grand Total	850

Ethnicity	Total
A White - British	781
B White - Irish	9
C White - Any other White background	21
CA White English	1
D Mixed - White & Black Caribbean	8
F Mixed - White & Asian	3
G Mixed - Any other mixed background	3
H Asian or Asian British - Indian	4
J Asian or Asian British - Pakistani	1
L Asian or Asian British - Any other Asian background	2
LK Asian Unspecified	1
M Black or Black British - Caribbean	1
N Black or Black British - African	4
R Chinese	2
S Any Other Ethnic Group	2
SC Filipino	2
Unspecified	1
Z Not Stated	4
Grand Total	850

Religious beliefs	Total
Atheism	274
Buddhism	1
Christianity	324
I do not wish to disclose my religion/belief	119
Islam	3
Judaism	2
Other	114
Unspecified	13
Grand Total	850

Marital status	Grand Total
Civil Partnership	11
Divorced	36
Legally Separated	8
Married	280
Single	477
Unknown	23
Widowed	3
(blank)	12
Grand Total	850

Age range	Total
<=20 Years	6
>=71 Years	1
21-25	140
26-30	228
31-35	157
36-40	111
41-45	69
46-50	53
51-55	55
56-60	26
61-65	4
Grand Total	850

Appraisals data 1st January 2022 and 31st December 2022

A total of 2127 appraisals were completed during the period 1st January 2022 and 31st December 2022, which equalled to 48.93%. This was a further reduction from previous year's 52.24% completion rate.

Sex	No. of Employees	%
Female	1102	51.81%
Male	1025	48.19%
Grand Total	2127	

Disability status	No. of Employees	%
No	1860	87.45%
Not Declared	58	2.73%
Prefer Not To Answer	71	3.33%
Yes	138	6.49%
Grand Total	2127	

Age	No. of Employees	%
<=20 Years	2	0.09%
>=71 Years	3	0.14%
21-25	272	12.79%
26-30	380	17.87%
31-35	363	17.07%
36-40	205	9.64%
41-45	230	10.81%
46-50	237	11.14%
51-55	222	10.44%
56-60	151	7.10%
61-65	59	2.77%
66-70	3	0.14%
Grand Total	2127	100%

Ethnicity	No. of Employees	%
BME	84	3.94%
Not Stated	36	1.69%
White	2007	94.36%
Grand Total	2127	100%

Sexual orientation	No. of Employees	%
Bisexual	47	2.21%
Gay or Lesbian	109	5.12%
Heterosexual or Straight	1745	82.04%
Not stated (person asked but declined to provide a response)	96	4.51%
Other sexual orientation not listed	2	0.09%
Undecided	3	0.14%
Unspecified	125	5.88%
Grand Total	2127	100%

Religious belief	No. of Employees	%
Atheism	599	28.16%
Buddhism	9	0.42%
Christianity	804	37.80%
Hinduism	9	0.42%
I do not wish to disclose my religion/belief	289	13.59%
Islam	9	0.42%
Jainism	1	0.05%
Judaism	3	0.14%
Other	278	13.07%
Sikhism	3	0.14%
Unspecified	123	5.78%
Grand Total	2127	100%

Marital status	No. of Employees	%
Civil Partnership	26	1.22%
Divorced	125	5.87%
Legally Separated	29	1.36%
Married	780	36.67%
Single	1068	50.21%
Unknown	91	4.28%
Widowed	8	0.37%
Grand Total	2127	100%

Leavers data between 1st January 2022 and 31st December 2022

797 staff left the Trust between 1st January 2022 and 31st December 2022. One of the biggest discrepancies in the data is around the percentage of BME colleagues that left Trust in that period, which accounted for nearly 10% of the leavers. This is disproportionate to the number of BME colleagues in post.

Gender	Total	%
Female	518	64.99%
Male	279	35.01%
Grand Total	797	100%

Disability status	Total	%
No	695	87.20%
Not Declared	14	1.75%
Unspecified	19	2.38%
Yes	69	8.66%
Grand Total	797	100%

Age range	Total	%
<=20 Years	36	4.51%
>=71 Years	4	0.50%
21-25	149	18.69%
26-30	147	18.44%
31-35	104	13.04%
36-40	74	9.28%
41-45	70	8.78%
46-50	59	7.40%
51-55	54	6.77%
56-60	64	8.03%
61-65	29	3.63%
66-70	7	0.87%
Grand Total	797	100%

Marital status	Total	%
Civil Partnership	20	2.51%
Divorced	42	5.27%
Legally Separated	13	1.63%
Married	247	30.99%
Single	431	54.08%
Unknown	30	3.76%
Widowed	5	0.63%
Grand Total	797	100%

Religious beliefs	Total	%
Atheism	223	27.98%
Buddhism	3	0.38%
Christianity	303	38.08%
Hinduism	6	0.75%
I do not wish to disclose my religion/belief	114	14.30%
Islam	16	2.01%
Other	105	13.17%
Sikhism	3	0.37%
Unspecified	24	3.01%
Grand Total	797	100%

Ethnicity	Total	%
A White - British	677	84.94%
B White - Irish	7	0.87%
C White - Any other White background	24	3.01%
CC White Welsh	1	0.12%
CP White Polish	1	0.12%
CY White Other European	1	0.12%
D Mixed - White & Black Caribbean	4	0.50%
E Mixed - White & Black African	1	0.12%
F Mixed - White & Asian	4	0.50%
G Mixed - Any other mixed background	4	0.50%
H Asian or Asian British - Indian	10	1.25%
J Asian or Asian British - Pakistani	9	1.13%
K Asian or Asian British - Bangladeshi	4	0.50%
L Asian or Asian British - Any other Asian background	5	0.63%
M Black or Black British - Caribbean	7	0.87%
N Black or Black British - African	23	0.28%
P Black or Black British - Any other Black background	2	0.24%5
R Chinese	1	0.12%
S Any Other Ethnic Group	4	0.50%
Unspecified	5	0.63%
Z Not Stated	3	0.37%
Grand Total	797	100%

Sexual orientation	Total	%
Bisexual	23	2.88%
Gay or Lesbian	45	5.64%
Heterosexual or Straight	660	82.81%
Not stated (person asked but declined to provide a response)	37	4.64%
Other sexual orientation not listed	2	0.25%
Undecided	4	0.50%
Unspecified	26	3.26%
Grand Total	797	100%

Access to non-mandatory learning data between 1st January 2022 and 31st December 2022

Non- mandatory learning was accessed 2028 times between 1st January 2022 and 31st December 2022. The data was broadly in line with our staff in post.

Sex	No. of Employees	%
Female	1058	52.17%
Male	970	47.83%
Grand Total	2028	

Disability status	No. of Employees	%
No	1742	85.90%
Not Declared	124	6.11%
Prefer Not To Answer	8	0.39%
Yes	154	7.59%
Grand Total	2028	

Ethnicity	No. of Employees	%
BME	114	5.62%
Not Stated	43	2.12%
White	1871	92.26%
Grand Total	2028	

Sexual orientation	No. of Employees	%
Bisexual	56	2.76%
Gay or Lesbian	115	5.67%
Heterosexual or Straight	1645	81.11%
Not stated (person asked but declined to provide a response)	120	5.92%
Other sexual orientation not listed	2	0.10%
Undecided	6	0.30%
Unspecified	84	4.14%
Grand Total	2028	

Religion and belief	No. of Employees	%
Atheism	559	27.56%
Buddhism	13	0.64%
Christianity	799	39.40%
Hinduism	10	0.49%
I do not wish to disclose my religion/belief	293	14.45%
Islam	11	0.54%
Jainism	1	0.05%
Judaism	2	0.10%
Other	250	12.33%
Unspecified	90	4.44%
Grand Total	2028	

Age	No. of Employees	%
<=20 Years	3	0.15%
>=71 Years	5	0.25%
21-25	252	12.43%
26-30	369	18.20%
31-35	304	14.99%
36-40	243	11.98%
41-45	245	12.08%
46-50	216	10.65%
51-55	188	9.27%
56-60	137	6.76%
61-65	62	3.06%
66-70	4	0.20%
Grand Total	2028	

Marital status	No. of Employees	%
Civil Partnership	26	1.28%
Divorced	110	5.42%
Legally Separated	23	1.13%
Married	792	39.05%
Single	963	47.49%
Unknown	105	5.18%
Widowed	9	0.44%
Grand Total	2028	



Our staff equality networks

The Trust has four active staff equality networks, covering LGBT+, cultural diversity and faith, disability and carers, Gender equality. In addition, we have also set up as a proactive measure an Armed forces and reservist's network.

The networks have continued supporting our colleagues as we navigated new ways of working and operating after the pandemic. Some of key achievements for the organisation through the networks over 2022 are highlighted below.

Enable – the disability and carers network

The network achieved several of their objectives during 2022. These were:

- Procure Network Badges – The National Network have produced their own badges, so we now hold a stock for our members to order.
- Take part in the Staff Networks video to help publicise all the networks.
- Develop Neurodiversity Guidance/Toolkit & a Dyslexia Policy (to include support with recruitment and development).
- Develop & launch the Carers' Passport.
- Update the network pages on the Zone, including creating a new Carers' section.
- Work closely with other staff network chairs towards shared objectives.
- Support and share information around key dates and events such as: *Carers' Week, Disability History Month, Deaf Awareness Week, Equality Diversity & Human Rights Week* etc., as well as key dates and events shared by the other networks.
- Attend sessions arranged by Purple Space, Surrey Heartlands, NHS England and share their training and learning resource opportunities.
- Support the Inclusion team with input into the development of the Surrey Heartlands Neurodiversity Road Map.
- Represent SECAmb by participating in the National Ambulance Disability Network.

In the coming year, the network will aim to:

- Continue to work towards achieving the Dyslexia SMART Award
- Support the relevant departments in developing manager training, in the use of the Enable (Reasonable Adjustments Passport) and the Carers Passport. As

*Best placed to care,
the best place to work*

well as providing support in setting out the process for managers in the use of these passports.

Inspire – Cultural diversity and faith network

In 2022, the network has worked to create a more stable base following the chair of the network leaving the organisation and to also establish a new business as usual as we proceeded out of the pandemic. A deputy chair for the network was recruited as well as more allies. Network meetings have continued taken place throughout the year.

The network has continued to support colleagues with a variety of different issues and concerns. The anti-racist book club also continued running.

In the next few months, the network will aim to organise more regular meetings for members and will work closely with the communications team to advertise these. They will review the terms of reference for the network to ensure that this document is still accurate. The network will also aim to get access to more training opportunities for members.

Pride – the LGBT+ network

The network celebrated Pride events in 2022, which were successful and was supported and attended by the medical director, Chief Exec and the Deputy director of Hr & OD. There were lots of interactions with different members of the public and the Trust will be applying to attend the event in 2023.

The network led on a piece of work on Rainbow crossings, this would involve painting rainbow stripes down the side of the crossings across different sites. Funding has been secured for this, but this piece of work is ongoing. The chair has engaged with members of the network through a survey and some of the feedback about the crossing were not positive, therefore this is being explored further before it's implemented.

In 2023, the Trust will support and attend the National ambulance LGBT+ conference which is taking place in June. They will also work to build engagement with the wider network and aim to improve support of staff attendance of network meetings and events.

GEN – the gender equality network



Karen Ramnauth, Chair of GEN

The network had a number of achievements in 2022, which included:

- Successful events on imposter syndrome, prostate cancer and menopause
- Increased visibility with a revamp of the Zone site and listing of all meetings and events
- Fostered strong ties externally, and used this to bring in speakers from AACE, WAST, and EEAST
- Launched a Journal Club
- Launched a Yammer Community on Menopause

In 2023, they are aiming to:

- Grow their steering group
- Increase the visibility of the network with better communications – to Trust staff, volunteers and contractors who are all eligible to join – to both increase membership, and also create opportunities for members to engage with each other so the network develops into a community
- Create clearly defined member-only benefits and incentives, starting with providing funding for training and development opportunities.

The Armed forces and reservists network

2022 was a busy year for the network, with the appointment of a new chair. The network also led a number of different workstreams and projects as described below.

- Awarded the Sliver Award for the Armed Forces Employment Recognition Scheme.
- Supported the publication of a Reservist policy.
- Provided support to veterans and staff linked with the Armed Forces around the passing of HM Queen Elizabeth II.
- Provided advice and support in supporting the Poppy Appeal with livery on DCAs across the Trust.
- Promoted Armed Forces Day across the Trust.
- Continued support to both AFN members and staff who are connected to the Armed Forces.
- Development of Deputy Chair role.
- Provided “brew up” sessions online for members to attend and de-compress or catch up.

Looking ahead to 2023

There are a number of projects and initiatives that the Trust is aiming to accomplish in 2023, including but not limited to:

- Refresh of our Integrated Equality Action Plan
- Refresh of the Trust Inclusion strategy – Workforce
- Refresh of the Equality, diversity and inclusion policy

- Establish our process for Equality Impact Assessments and Reasonable Adjustments
- Establish a community forum to engage with our community

Report prepared by Carolanne L'etendrine, EDI Manager