



National Ambulance
BME Forum

1st April 2021

Response to Commission on Race and Ethnic Disparities' report

The government published a [report](#) from the commission on race and ethnic disparities on 31st March 2021. The report analyses racial inequalities in the UK and makes a number of recommendations to address injustice. The commission was set up as a response to Black Lives Matter anti-racism protests which took place across the globe and here in the UK, last summer.

The recommendations are grouped into four key themes building trust, promoting fairness, creating agency and achieve inclusivity.

The report states the UK "no longer" has a system rigged against people from ethnic minorities, and that family structure and social class had a bigger impact than race on how people's lives turned out.

The National Ambulance BME Forum (NABMEF) disagrees with the report of the Commission on Race and Ethnic Disparities. The narrative that minority communities absorb a "fatalistic narrative that says the deck is permanently stacked against them" is harmful and denies the real lived experience of members of those communities and in some cases our colleagues. We recognise and welcome the acknowledgement that racism is still a reality and a real force in the UK, and that amongst the overt acts, racism has also become far more fluid with unconscious bias and microaggressions playing a greater role.

The NABMEF welcomes the statements from [NHS Providers](#) and [NHS Confederation](#) which recognise what our own data within the NHS is telling us – "there is clear and unmistakable evidence that staff from ethnic minorities have worse experiences at work and face more barriers in progressing their careers than their white counterparts"

WRES data on ambulance services clearly demonstrates the structural and systemic inequalities which impact on both staff and patients.

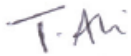
The latest [WRES report](#) shows that in the ambulance sector;

- People from Black, Asian and Minority ethnic backgrounds were 1.65 times less likely to be appointed than their White counterparts
- That People from Black, Asian and Minority ethnic backgrounds were 1.64 times more likely to be taken through the formal disciplinary process than their White counterparts
- That eight out of ten English ambulance trusts were named amongst the worst performing trusts against a variety of WRES metrics.

We anticipate that the publication of commission report may have a negative impact on colleagues who may feel their experiences are being delegitimised and encourage the sector to stay committed to its [anti-racism agenda](#).

We as the National Ambulance BME Forum stand with our black colleagues and will continue to drive towards eradicating racism. Our focus as a BME forum is to champion and raise awareness on issues around race. Your experiences are valid.

Yours sincerely

A handwritten signature in blue ink that reads "T. Ali".

Tasnim Ali
Chairperson
On behalf of the National Ambulance BME Forum