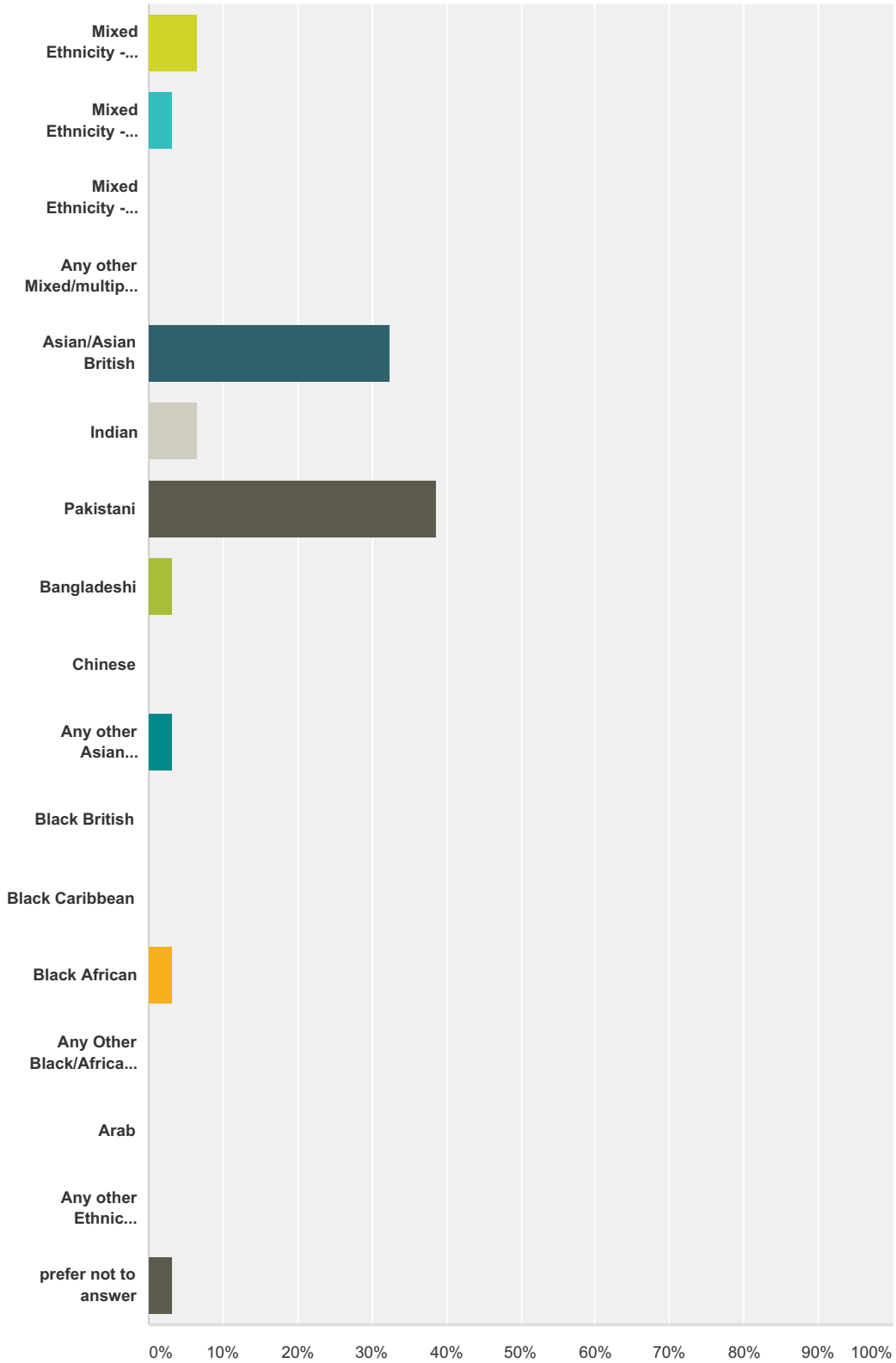


**Q1 Please select from the following categories which would best describe your ethnicity.? (Please choose only one.)**

Answered: 31 Skipped: 0



Answer Choices	Responses
Mixed Ethnicity - White/black Caribbean	6.45% 2

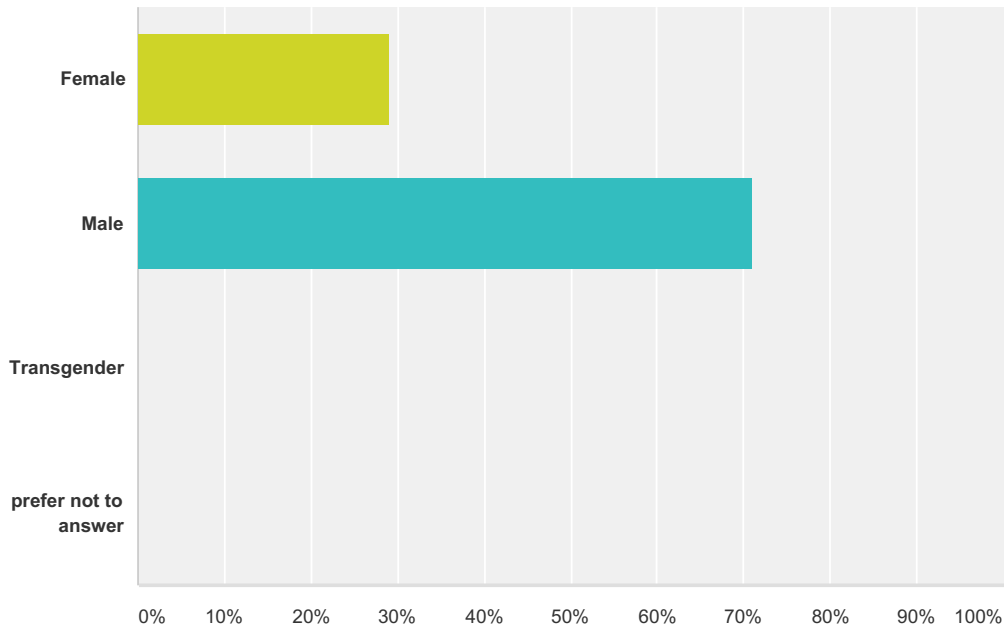
## BME Staff Survey

Mixed Ethnicity - White and Black African	3.23%	1
Mixed Ethnicity - White and Asian	0.00%	0
Any other Mixed/multiple Ethnic background - Please state in box below	0.00%	0
Asian/Asian British	32.26%	10
Indian	6.45%	2
Pakistani	38.71%	12
Bangladeshi	3.23%	1
Chinese	0.00%	0
Any other Asian Background - Please state in the box below	3.23%	1
Black British	0.00%	0
Black Caribbean	0.00%	0
Black African	3.23%	1
Any Other Black/African/Caribbean background - Please state in the box below	0.00%	0
Arab	0.00%	0
Any other Ethnic Background - Please state in the box below	0.00%	0
prefer not to answer	3.23%	1
<b>Total</b>		<b>31</b>

#	Please specify -	Date
1	britsish pakistani	10/24/2016 9:59 AM

## Q2 What is your gender?

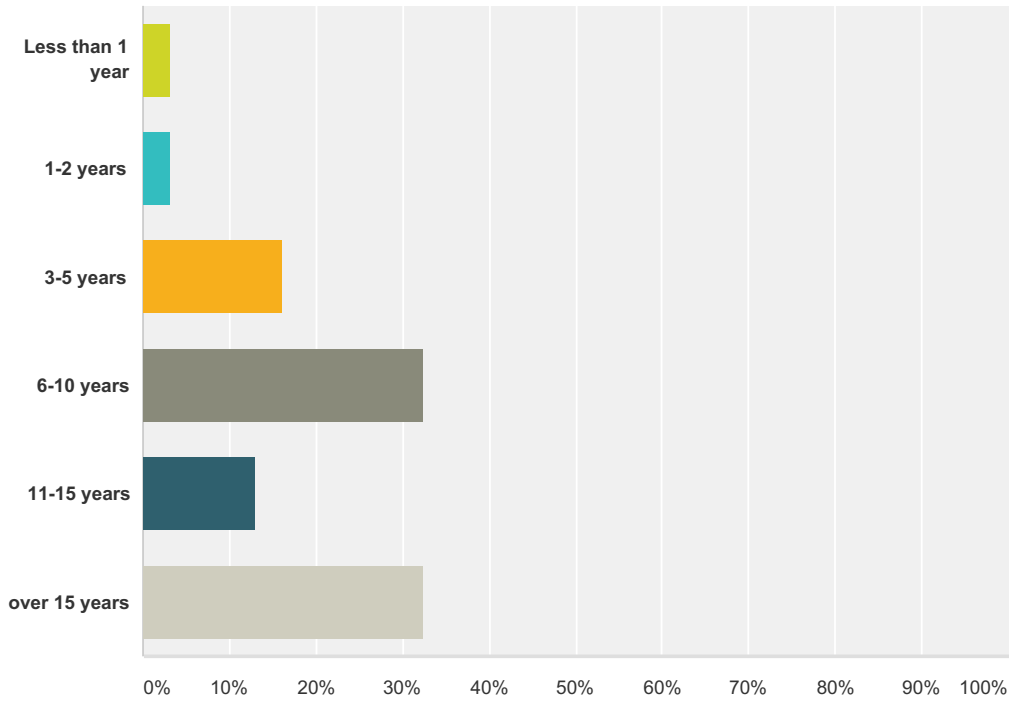
Answered: 31 Skipped: 0



Answer Choices	Responses	
Female	29.03%	9
Male	70.97%	22
Transgender	0.00%	0
prefer not to answer	0.00%	0
<b>Total</b>		<b>31</b>

### Q3 How many years have you worked for Yorkshire Ambulance Service

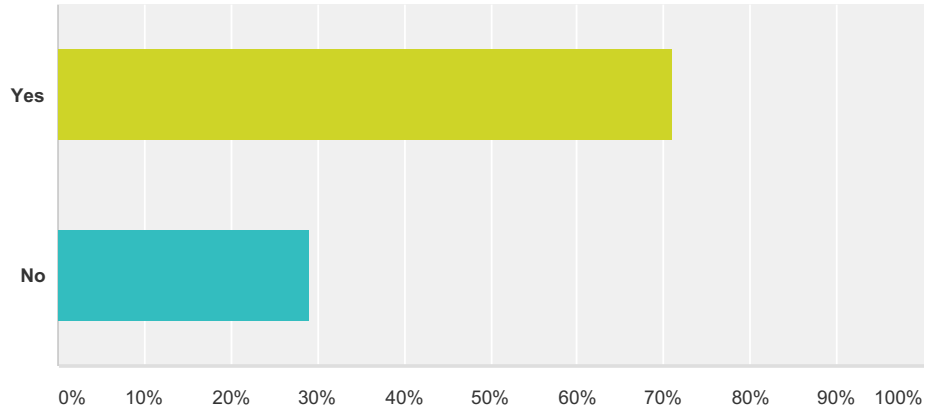
Answered: 31 Skipped: 0



Answer Choices	Responses
Less than 1 year	3.23% 1
1-2 years	3.23% 1
3-5 years	16.13% 5
6-10 years	32.26% 10
11-15 years	12.90% 4
over 15 years	32.26% 10
<b>Total Respondents: 31</b>	

### Q4 Have you ever applied for promotion within YAS, this can include request's for training and CPD courses ?

Answered: 31 Skipped: 0

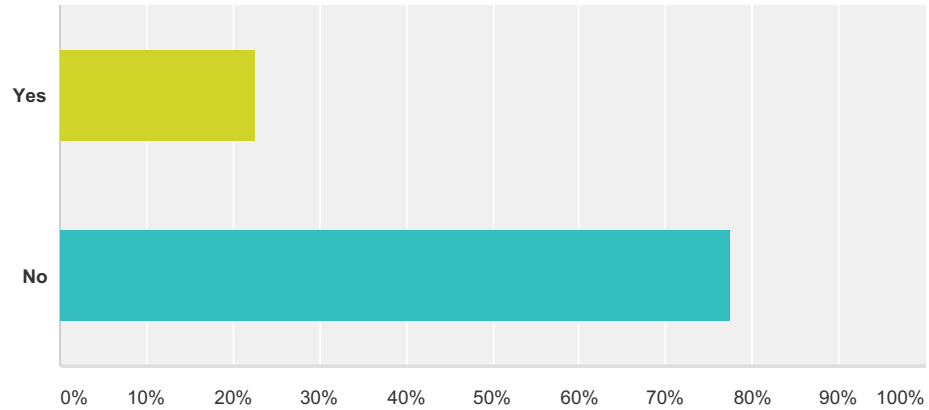


Answer Choices	Responses
Yes	70.97% 22
No	29.03% 9
<b>Total Respondents: 31</b>	

#	Please use this box to add any other information such as feedback and general comments.	Date
1	each time i have applied for any job been rejected	1/1/2017 3:48 PM
2	have applied for loads, never manage to get on	12/7/2016 10:14 AM
3	i would like to progress to training	11/3/2016 4:51 PM
4	numerous applications and interviews	10/29/2016 12:50 PM
5	In terms of promotion I feel my ethnicity is a hindrance to advance my career	10/21/2016 8:04 AM
6	several times....	10/20/2016 2:30 PM
7	Applied for various courses and promotion, get to interview and then told 1 point away or just missed out. it seems progression within the organisation is only for the privileged and those who are none BME.	10/20/2016 7:26 AM

**Q5 UNISON would like to establish if as a BME member of staff you feel you are given the same opportunity's in progression of your career compared to none BME staff i.e. acting up, secondments and general career development opportunity's ?**

Answered: 31 Skipped: 0

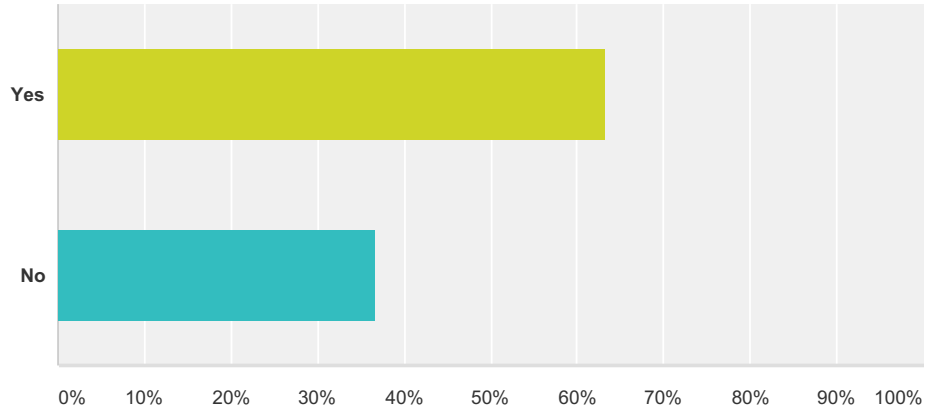


Answer Choices	Responses
Yes	22.58% 7
No	77.42% 24
<b>Total Respondents: 31</b>	

#	Please use this box to further explain your answer or any other comments.	Date
1	have asked to move on to a different role but offered no support in doing so	12/13/2016 8:24 AM
2	acting up positions are well known to be only for the privileged and people of caucasian colour not for BME staff	12/7/2016 10:14 AM
3	not always	11/3/2016 4:51 PM
4	The only burden of proof that this particular organisation can accept is the numerous facts: disposable numbers of BME staff in positions of band 7 and beyond. Take out the temporary staff, the figures would be more akin to the racist EDL	11/3/2016 3:15 PM
5	Advised would be demoted when began training for new role if any further sickness was taken following one day of absence following workplace accident, overdue one to one meetings and PDR(PERSONAL DEVELOPMENT REVIEW), When given a place or agreement to attend training courses or development opportunities cancelled last minute with service demand being cited as reason. Not supported directly by own team leaders when considering or applying for promotions.	10/31/2016 11:02 AM
6	feels like 'I, 'we' are hitting a non diverse brick wall.	10/29/2016 12:50 PM
7	[REDACTED]	10/21/2016 8:04 AM
8	asked several times to be trained up for designate TL i have [REDACTED] years experience in control	10/21/2016 2:34 AM
9	I have applied many times in my career but was unsuccessful. However I have finally broke through and have secured a secondment.	10/20/2016 2:30 PM
10	People are hand picked and given acting up oppurtunitys these positions are for none BME staff only	10/20/2016 7:26 AM

**Q6 UNISON would like to know if you have ever witnessed or experienced racist behaviour or remarks within the last 2 years. This can include service users or work colleagues ?**

Answered: 30 Skipped: 1

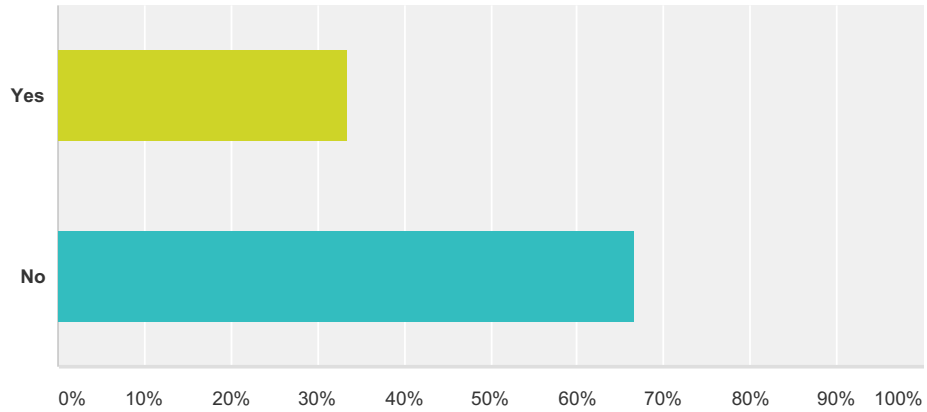


Answer Choices	Responses
Yes	63.33% 19
No	36.67% 11
<b>Total Respondents: 30</b>	

#	Please use this box to leave any other comments if you so wish.	Date
1	general comments within a team ,stereotypes are a norm .	12/13/2016 8:24 AM
2	all sorts of comments from staff and service users, staff like the p word or isis recentley	12/7/2016 10:14 AM
3	Indirect racist remarks from the same perpetrators, time and again.	11/3/2016 3:15 PM
4	Present when comments made against pregnant female service user (not in company of service user) presumed to be POC regarding amount of children etc comments made such as 'go home' dealt with by team leader.	10/31/2016 11:02 AM
5	indirect racism aplenty, management in denial, at best	10/29/2016 12:50 PM
6	There are some slight remarks given in a harmless manner between friends which I don't find offensive.	10/21/2016 8:04 AM
7	Had comments made against me about my religion and comparing me to a terrorist because of my religion and the way i look.	10/21/2016 7:46 AM
8	in jest by colleagues several times but they have been spoken to about it	10/21/2016 2:34 AM
9	Staff stating I will get a position (that I had applied for) because I was black. Without knowing my credentials. This included CS's and LM.	10/20/2016 2:30 PM
10	colleagues calling other staff racist names, talk about isis islamaphobia	10/20/2016 7:26 AM

**Q7 If You answered yes was this reported, did you feel it was handled in a manner that was appropriate, fair and in line with the code and conduct set out by YAS?**

Answered: 21 Skipped: 10



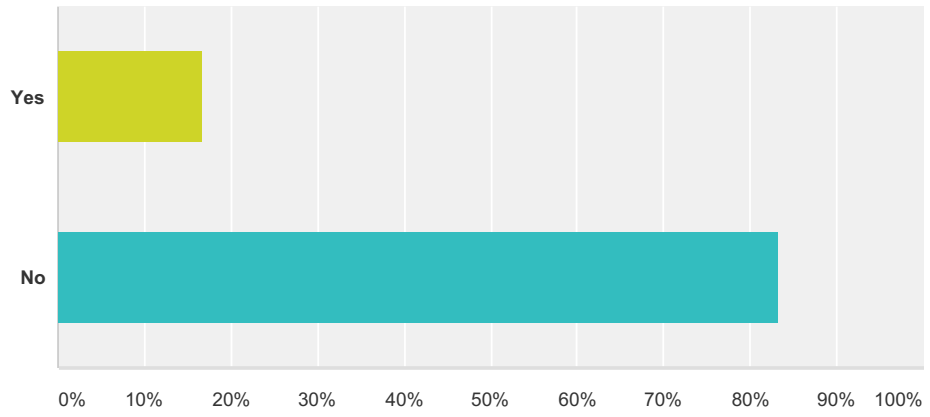
Answer Choices	Responses
Yes	33.33% 7
No	66.67% 14
<b>Total Respondents: 21</b>	

#	Please use this box to leave any further comments.	Date
1	reported by colleague but nothing really got sorted	12/13/2016 8:24 AM
2	advised banter or letting off steam	12/7/2016 10:14 AM
3	'I'm afraid it's your word against his/hers' typical management response.	11/3/2016 3:15 PM
4	n/a	10/31/2016 11:02 AM
5	brush it under the white carpet	10/29/2016 12:50 PM
6	Not reported	10/24/2016 8:07 PM
7	I didn't report it. I don't feel I can speak to anyone who would understand or be able to relate.	10/21/2016 8:04 AM
8	It is currently being dealt with	10/21/2016 7:46 AM
9	Did not report	10/21/2016 7:06 AM
10	I have become thick skinned and have learned to live with it.	10/20/2016 2:30 PM
11	brushed aside and told its banter that was by the manager	10/20/2016 7:26 AM



**Q8 Did anyone from YAS i.e. Manager/Clinical Supervisor contact you to offer support?**

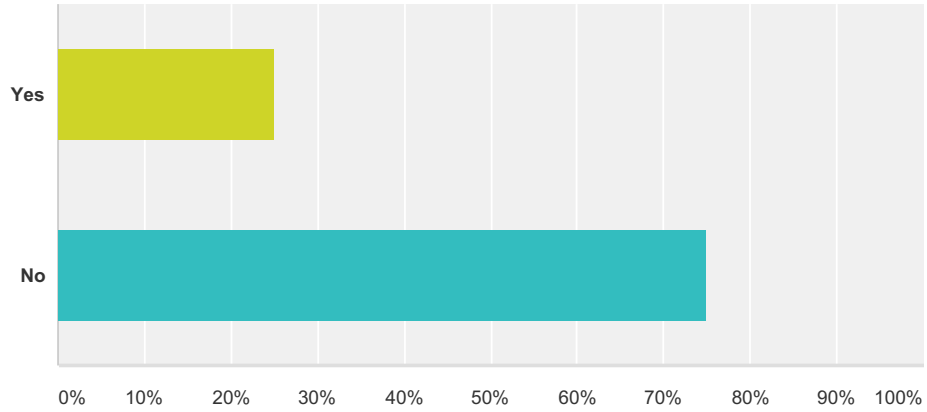
Answered: 18 Skipped: 13



Answer Choices	Responses	
Yes	16.67%	3
No	83.33%	15
<b>Total Respondents: 18</b>		

**Q9 Have you contacted UNISON around these issues and did you feel that you were supported in a manner that was appropriate, fair and in line with the values of UNISON?**

Answered: 24 Skipped: 7

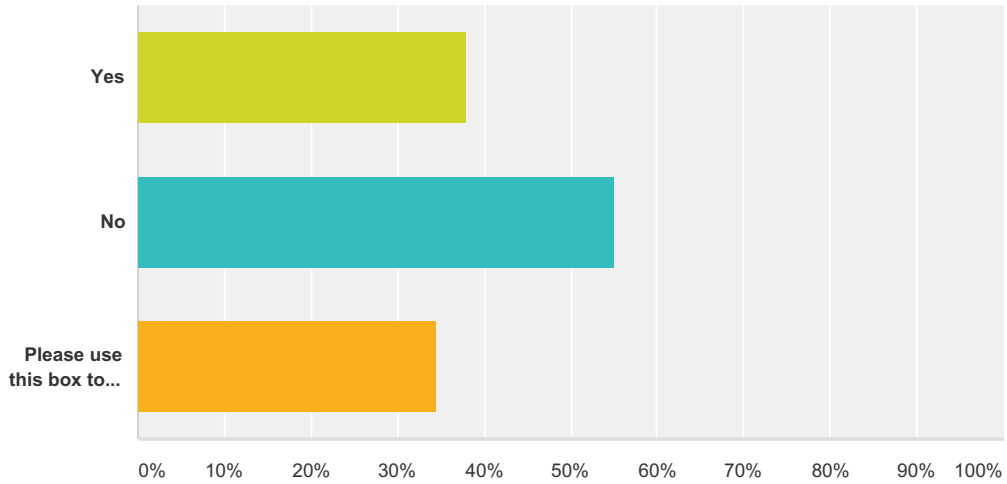


Answer Choices	Responses
Yes	25.00% 6
No	75.00% 18
<b>Total Respondents: 24</b>	

#	Please use this box to further explain your answer if you so wish	Date
1	N/A	1/6/2017 10:31 AM
2	mentioned to unison was advised an ongoing investigation is being carried out	12/13/2016 8:24 AM
3	Unison have recentley been active in highlighting these issues	12/7/2016 10:14 AM
4	Can speak to UNISON at any time i feel like	10/21/2016 7:46 AM
5	not applicable	10/21/2016 2:34 AM
6	Unison has previously not took this subject seriously so is pointless to contact them. Unison are getting better now though.	10/20/2016 2:30 PM
7	was delt with by unison, supported me and gave me confidence	10/20/2016 7:26 AM

### Q10 Based on your experiences would you recommend YAS to other BME members of the public or family to work for as an organisation?

Answered: 29 Skipped: 2

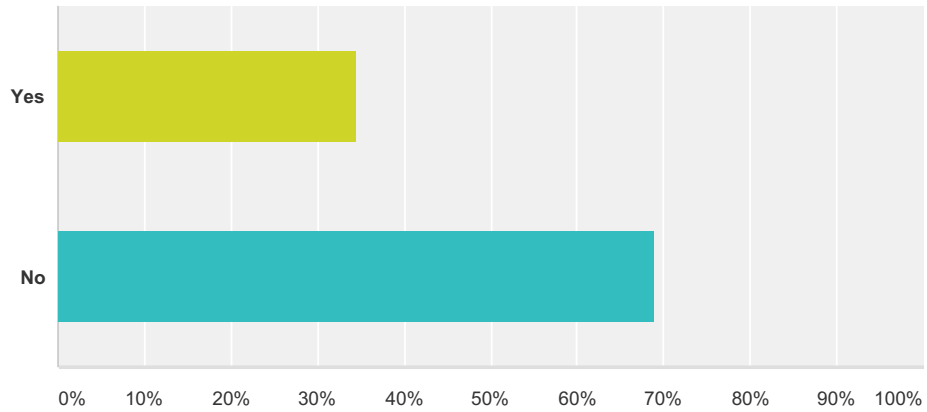


Answer Choices	Responses
Yes	37.93% 11
No	55.17% 16
Please use this box to leave any further comments.	34.48% 10
<b>Total Respondents: 29</b>	

#	Please use this box to leave any further comments.	Date
1	why would i recoment YAS to work for when it has a culture of bigoted behavious and contempt and not promotiona prospects past band 5/6	12/7/2016 10:14 AM
2	I do not want a relative to be bigoted against, thank you very much.	11/3/2016 3:15 PM
3	My personal experience of YAS is that they say they are an equal ops company but this isn't true. I wouldn't recommend YAS.	10/31/2016 11:02 AM
4	no: promotions limited, very limited.	10/29/2016 12:50 PM
5	Yes to work for, but would say very limited career progression after band 5 roles. Non existent after band 6	10/21/2016 10:52 AM
6	There are many great people who work here that are respectful. The people who are differnt to this are few and far between	10/21/2016 8:04 AM
7	Not when comments that have been made against me are to be made, then no i wouldnt recommend YAS.	10/21/2016 7:46 AM
8	Due to staff morale point of view. Diversity and equality part is improving.	10/20/2016 2:30 PM
9	the job that you do is rewarding and that is enough for me to stay at YAS. there are alot of good staff within the organisation.	10/20/2016 9:39 AM
10	why would i recomend a place of work that does not promote equality and does not deal with racism, we hear of race hate to other staff and nothing is done. only promotion for none BME staff	10/20/2016 7:26 AM

### Q11 Based on your experiences would you say YAS values its BME staff ?

Answered: 29 Skipped: 2

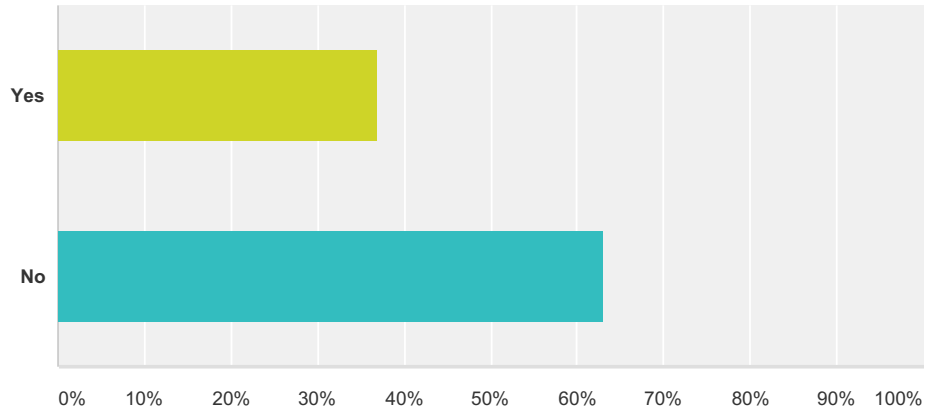


Answer Choices	Responses
Yes	34.48% 10
No	68.97% 20
<b>Total Respondents: 29</b>	

#	Please use this box to leave any other comments.	Date
1	hell no	1/3/2017 11:51 AM
2	only people it values is those of none BME	12/7/2016 10:14 AM
3	Refer to staff promotions please!	11/3/2016 3:15 PM
4	I don't think YAS values any of it's staff with BME staff being even further undervalued and ignored.	10/31/2016 11:02 AM
5	the figures never lie.	10/29/2016 12:50 PM
6	The extra work some of the staff carry out in their own time to hightlight the health issues / public health drives to their communities could be utilised by YAS to promote health in hard to reach communities with high risk group. But this opportunity and commitment is rarely acted upon.	10/21/2016 10:52 AM
7	I don't see many BME staff in higher positions	10/21/2016 8:04 AM
8	I dont think it does	10/21/2016 7:46 AM
9	ive not had any issues	10/21/2016 2:34 AM
10	YAS did not Value BME staff but think they are changing and know moving in the right direction.	10/20/2016 2:30 PM
11	YAS are only interested in a tick in a box, not the actual individual	10/20/2016 9:39 AM
12	if you raise an issue you are seen as a problem	10/20/2016 7:26 AM

### Q12 Do you feel YAS deals with issues around inequality respectfully and the dialogue across the organisation around BME issues are fit for purpose?

Answered: 27 Skipped: 4

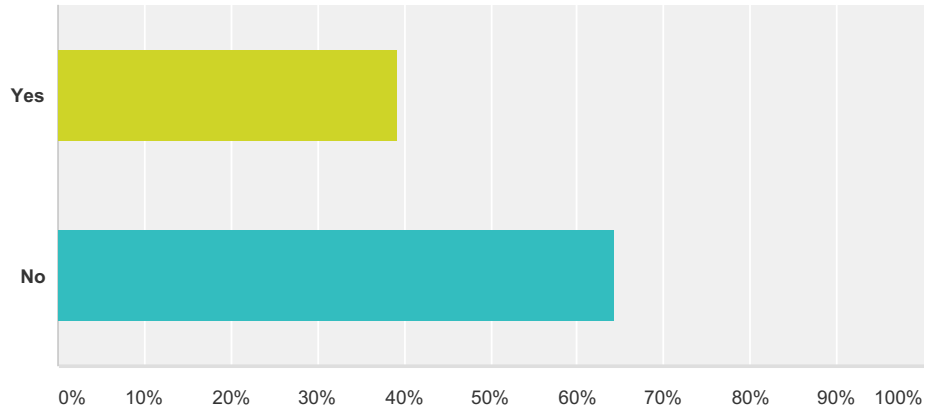


Answer Choices	Responses
Yes	37.04% 10
No	62.96% 17
<b>Total Respondents: 27</b>	

#	Please use this box to expand on your answer if you wish to do so	Date
1	neither agree or disagree	1/6/2017 10:31 AM
2	paper exercise and tick box	12/7/2016 10:14 AM
3	Other than the usual pen pusher BMEs, NO.	11/3/2016 3:15 PM
4	upto a point: the ladder is suffocated from bands 7 upwards, again the figures do not lie	10/29/2016 12:50 PM
5	I answer yes based on other BME staff experience	10/24/2016 8:07 PM
6	No. It always seems as a tick box exercise. One that they have to do as opposed to want to do	10/21/2016 10:52 AM
7	Because its only recently they appealed for people to stand against racist comments being made within YAS.	10/21/2016 7:46 AM
8	not sure what happens on te road	10/21/2016 2:34 AM
9	Now they are cos of BME meetings and Unison involvement.	10/20/2016 2:30 PM
10	it brushes issues aside and there is an accepted culture of racism	10/20/2016 7:26 AM

**Q13 UNISON is aware of various forums and networks that have been developed within YAS to give BME staff an arena to voice concerns and raise awareness around BME issues, do you feel they have made a difference?**

Answered: 28 Skipped: 3

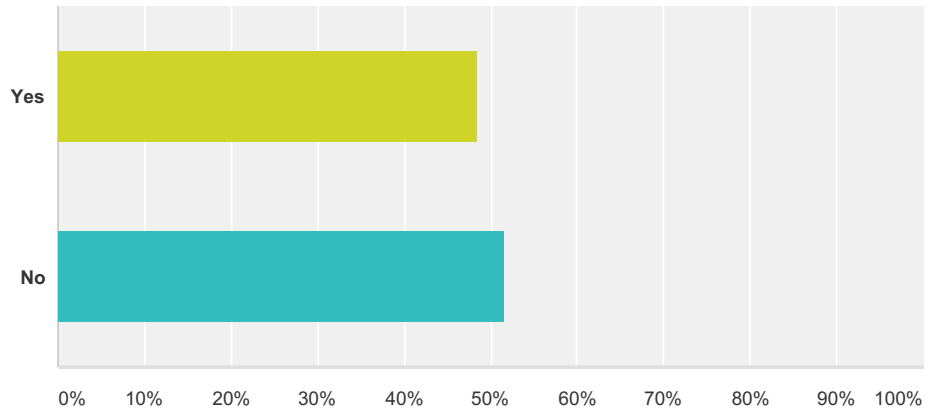


Answer Choices	Responses
Yes	39.29% 11
No	64.29% 18
<b>Total Respondents: 28</b>	

#	Please use this box to expand further on your answer.....	Date
1	N/A	1/6/2017 10:31 AM
2	paper exercise	1/3/2017 11:51 AM
3	just lip service and it shows cqc that they are doing something to address issues but they are not	1/1/2017 3:48 PM
4	possibly at a higher level ,however there is no change in comms	12/13/2016 8:24 AM
5	these are to say look we have a network, the network does not support or assist BME staff	12/7/2016 10:14 AM
6	Yes, but I would question if it is a positive change or just a facade. For example saying 'BME matters, matter' then actively working against BME staff progression.	10/31/2016 11:02 AM
7	middle management to blame, however, the directors should be ultimately responsible, and be held to account	10/29/2016 12:50 PM
8	im not sure	10/23/2016 8:58 AM
9	None	10/21/2016 10:52 AM
10	unknown	10/21/2016 2:34 AM
11	its a tick in a box exercise only, how many positive actions have come a bout from the BME group???	10/20/2016 9:39 AM
12	the bme group put in place by YAS, not democratic and does not reflect the workforce, mainly hand selected staff mainly men	10/20/2016 7:26 AM

### Q14 Would you be interested in becoming more active within UNISON?

Answered: 31 Skipped: 0

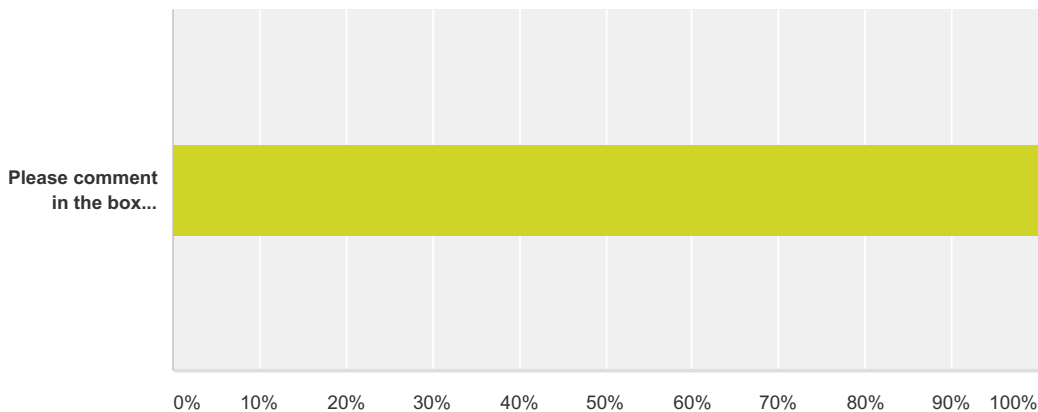


Answer Choices	Responses
Yes	48.39% 15
No	51.61% 16
<b>Total</b>	<b>31</b>

#	If yes please supply details so are able to contact you with more information.	Date
1	given up	10/29/2016 12:50 PM
2	sorry time limit	10/20/2016 7:48 AM

**Q15 If you would like to raise any other issue that you feel has not been addressed in the previous questions, please use the box below.**

Answered: 5 Skipped: 26



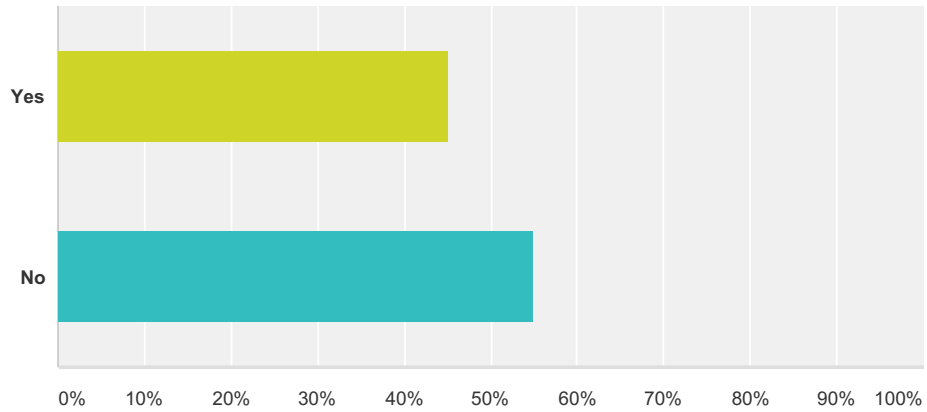
Answer Choices	Responses
Please comment in the box provided below	100.00% 5
<b>Total</b>	<b>5</b>

#	further comments	Date
1	i have seen many staff subjected to racist behaviour, when reported brushed under carpet or you have a mark on you, as a result no promotion no advancement you are treated as a pariah	12/7/2016 10:14 AM
2	Every aspect of YAS requires it to be a reflection on the diverse community that it serves. On this particular aspect alone, accusations of discrimination, racism and bigotry prevail.	11/3/2016 3:15 PM
3	same old same old	10/29/2016 12:50 PM
4	I have worked for YAS for a number of years and seen numerous changes. What I have found most disheartening is how few BME staff (who are very capable and qualified) not given the same opportunities. Under no circumstances would one expect an unfair advantage or a positive discrimination drive, but a transparent and fair opportunity is all that is asked. It is difficult to accept and understand when less experienced and less qualified non BME staff receive non advertised secondments and promotions. It can also be evidenced, should YAS want to investigate the uncomfortable truth, that BME staff hve been more harshly dealt with in investigations, while their complaints have not been dealt with in the same vigour as non BME staff. It is sad to say that I personally have reached the point of acceptance that BME staff in YAS will not be equal opportunities despite their ability. There will be a limited few as a token gesture / statistic but nothing more. It is unforgivable that Yorkshire is been deprived of some very capable staff simply because of the gender, faith, sexual orientation, disability or colour.	10/21/2016 10:52 AM
5	I think Unison are as bad as YAS when it comes to BME staff. There are very very small number of BME reps. I think BME meetings held by YAS have influenced a change in unison organisation too.	10/20/2016 2:30 PM
6	unfortunately racism exists within YAS, from the grass roots up to senior management	10/20/2016 9:39 AM
7	racism is still present within the workforce, as is islamaphobia and in equality	10/20/2016 7:26 AM



### Q16 UNISON has its own BME Self Organised Group, would you like to join?

Answered: 31 Skipped: 0



Answer Choices	Responses	
Yes	45.16%	14
No	54.84%	17
<b>Total</b>		<b>31</b>

#	If yes, please provide your contact details	Date
1	scared of the ramifications	12/7/2016 10:14 AM
2	[REDACTED]	11/23/2016 11:28 AM
3	It will achieve nothing.	11/3/2016 3:15 PM
4	Yes if It has a positive effect for BME staff. No if it is a tick box exercise for Unison.	10/20/2016 2:30 PM
5	pointless exercise, there has been very little positive action come about from this group.	10/20/2016 9:39 AM