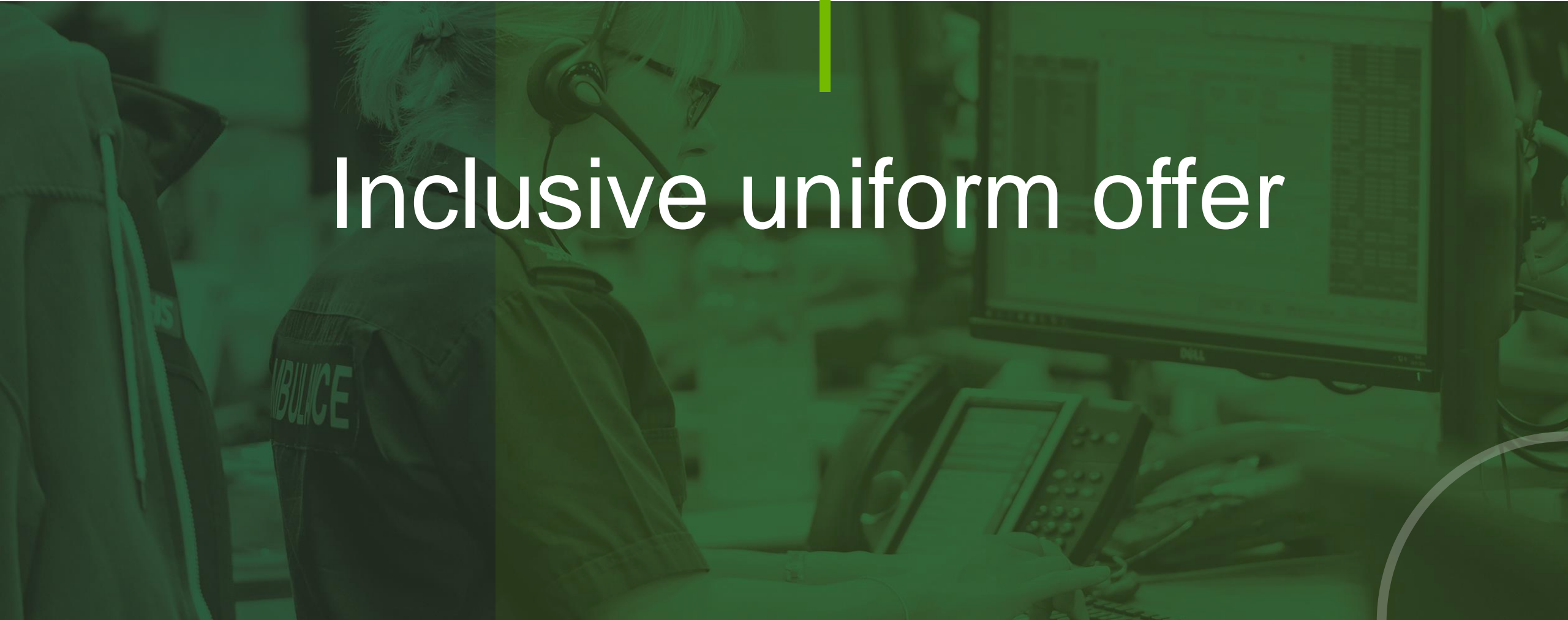




ASSOCIATION OF
AMBULANCE
CHIEF EXECUTIVES

Bringing together skills,
expertise and shared knowledge
in UK ambulance services

Inclusive uniform offer





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The Brief

- Is our uniform inclusive?
- What does a truly inclusive uniform look like?
- What do our people think about our uniform?
- What are the unmet needs?



Questionnaire

- Nine questions addressing different needs
- Promoted in every ambulance service and through social media
- 2470 respondents in total from across the UK
- Findings were not isolated to equality, diversity, and inclusion



Main outcomes

Introduction of hijab

Black or green hijab to be procured, with the option of the hijab wearer to purchase their own one should they have a different need.

Menopause

Introduction of a lighter polo shirt with underarm ventilation. The problem was not just with people going through the menopause, other staff members would also benefit.

Introduction of turban

Black or green turban to be procured, with the option of the turban wearer to purchase their own one should they have a different need.

Unisex trousers

This generated the most enthusiastic response. A recommendation of “type 1” and “type 2” trousers, moving away from gendered language and towards inclusive uniform to fit different bodies.



Main outcomes

Unisex shirts

A recommendation of “type 1” and “type 2” shirts, moving away from gendered language and towards inclusive uniform to fit different bodies.

Introduction of kippah

Black or green kippah to be procured, with the option of the kippah wearer to purchase their own one should they have a different need.

Helmets

Manufacturer outline to be obtained for fitting cochlear implants. Purchase of personal hats from specific manufacturer allowing for hearing aids space.

Maternity clothing

Further work to be agreed by ambulance service on a format to allow pregnant people to purchase office clothes whilst undertaking alternative duties.



Roadmap

Inclusive Uniform issue
raised by NIAS



Kirsten and Sharifa
developed work September
2020



Tender process to be
finalised early 2022



Bo Escritt commenced
work 2019/20



National Ambulance
Uniform Group agreed
proposal 2021



Financial year 2022/23
ambulance services able to
order new inclusive
uniform