

National Ambulance  
LGBT Network



# ‘Let’s Get Better Together’ Programme Progress Tracker

Updating on the progress of  
LGBT Network development

Supporting Lesbian, Gay,  
Bisexual, Trans staff,  
patients and communities

Copyright © NALGBTN, 2019

Alistair Gunn  
Chairperson  
18 October 2019



# Introduction



## Self Evaluation Template

The LGBT 'Let's Get Better Together' programme was launched in February 2018 with an aim to establish and develop LGBT Networks to a similar standard and progress being fit for the Stonewall 'Top 100 Employers' Index.

In April 2018 each Trust completed its baseline assessment, this has been repeated every six months – the latest one being in October 2019.

Once again we have collated the honest reflections of each Trust's LGBT Network Chair and it is pleasing to report that progress is being made although at a slower pace. We can also see evidence of shared good practice across services.

## This Report

As usual the current matrix of scorings is provided in this section in addition to a summary of findings.

In [Appendix 1](#) you can see an analysis using the evaluation matrix. This uses RAG coding and scoring mechanism.

[Appendix 2](#) provides the assessment definitions that have been consistently used in the self evaluations.

In the final section, [Appendix 3](#), the information is shown by individual Ambulance Trust. A new feature of this section is the inclusion of a brief narrative about the activities and current position of each Trust's LGBT Network.



# Summary of Findings



## Progress

In the last six months we continue to see some progress across most LGBT networks although the pace has changed. Of the twelve Trusts involved, five have reported progress, six remain the same as the last scoring and one reported less compliance.

Anecdotally we can attribute this change of pace to two main reasons. The first is that progress has been strong in the last two assessments and so the remaining areas to be tackled are longer term developments or those we have identified for work as national initiatives with HR Directors.

The second reason is this summer we are aware many Networks have been focussed

on increasing presence at Pride events around the country. This year, across all services, the Ambulance Service had presence at an amazing 54 Pride events. Although we don't know the exact number attended in 2018, this is a massive increase.

## Challenges

The challenges and development needs are the same as the last report:

- Items 7 and 10 are challenged and we wish to continue to work with HR Directors for a standard response.
- Securing defined budgets for all LGBT Networks.



# Assessment Results – October 2019



Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	%
East of England	G	G	G	A	R	A	R	A	A	R	53
East Midlands	G	A	G	A	G	A	G	A	A	A	70
London	G	G	G	G	R	G	G	G	A	G	86
North East	G	G	G	G	G	G	A	G	G	G	95
North West	G	G	G	G	G	G	A	G	G	G	95
Scotland	G	G	G	G	G	A	A	A	G	A	80
South Central	G	G	G	G	G	G	G	G	G	A	95
South East Coast	G	G	G	G	A	G	R	G	G	A	81
South Western	G	G	G	G	A	G	G	A	G	G	90
Wales	G	G	G	G	A	G	A	A	G	A	80
West Midlands	G	G	G	G	G	A	A	A	G	R	76
Yorkshire	G	G	G	G	G	G	A	G	G	A	90

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce



# Previous Assessment Results



## Assessment Results – April 2019



Last assessment

Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	
East of England	G	G	G	A	R	A	R	A	A	R	53
East Midlands	G	A	G	G	A	G	A	G	A	A	80
London	G	G	G	G	A	G	G	A	A	G	85
North East	G	G	G	G	A	G	A	G	G	G	90
North West	G	G	G	G	A	G	A	G	G	G	90
Scotland	G	G	G	A	R	A	R	R	A	R	50
South Central	G	G	G	G	G	G	G	G	G	A	95
South East Coast	G	G	G	G	A	R	G	G	A	A	81
South Western	G	G	G	G	A	G	G	A	G	G	90
Wales	G	G	G	A	A	A	R	A	A	A	61
West Midlands	G	G	G	G	A	A	A	A	G	R	76
Yorkshire	G	G	G	G	G	A	A	G	G	A	90

### Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity

## Assessment Results – October 2018



Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	
East of England	G	G	G	A	A	A	R	R	A	R	53
East Midlands	G	G	G	A	A	G	A	A	A	A	70
London	G	G	G	G	G	A	A	A	A	G	80
North East	G	G	G	G	G	G	A	G	G	G	95
North West	G	A	G	G	A	G	G	A	G	A	80
Scotland	G	R	G	A	R	A	R	R	A	R	40
South Central	G	G	G	G	G	G	A	G	R	R	86
South East Coast	G	G	G	G	G	R	A	G	A	A	81
South Western	A	R	G	G	R	A	R	R	R	R	36
Wales	G	G	G	A	R	A	R	A	A	R	53
West Midlands	G	G	G	G	A	A	A	A	G	R	71
Yorkshire	G	G	G	G	G	A	A	R	A	A	71

### Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters

## Assessment Results – April 2018



Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	
East of England	A	R	R	R	R	R	R	R	R	R	14
East Midlands	G	G	G	A	A	A	R	A	A	R	57
London	G	G	G	G	G	G	A	A	A	A	80
North East	G	G	G	G	G	G	A	G	G	A	90
North West	G	G	G	G	R	A	A	A	A	A	66
Scotland	R	R	A	A	R	R	R	R	R	R	18
South Central	G	G	G	G	A	G	R	R	A	R	63
South East Coast	G	G	G	G	G	R	G	G	A	A	86
South Western	A	R	G	A	R	A	R	R	A	A	39
Wales	G	G	G	A	R	R	R	A	A	R	49
West Midlands	G	A	G	G	R	G	A	A	G	A	71
Yorkshire	G	G	G	G	R	R	A	R	A	R	54

### Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

Assessments began in April 2018





## Analysis



# Scores



Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	%
East of England	G	G	G	A	R	A	R	A	A	R	53
East Midlands	G	A	G	A	<p><b>April 2019:</b> Average score <b>79</b> Range of scores <b>50 to 95</b></p> <p><b>October 2019:</b> Average score <b>83</b> Range of scores <b>53 to 95</b></p>				A	A	70
London	G	G	G	G		A	G	86			
North East	G	G	G	G		G	G	95			
North West	G	G	G	G		G	G	95			
Scotland	G	G	G	G				80			
South Central	G	G	G	G				95			
South East Coast	G	G	G	G		G	A	81			
South Western	G	G	G	G		G	G	90			
Wales	G	G	G	G		G	A	80			
West Midlands	G	G	G	G		G	R	76			
Yorkshire	G	G	G	G	G	G	A	G	G	A	90

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce



# Comparing the Results



Date	April 2019			
	1	2	3	4
East of England	G	G	G	A
East Midlands	G	A	G	G
London	G	G	G	G
North East	G	G	G	G
North West	G	G	G	G
Scotland	G	G	G	A
South Central	G	G	G	G
South East Coast	G	G	G	G
South Western	G	G	G	G
Wales	G	G	G	A
West Midlands	G	G	G	G
Yorkshire	G	G	G	G

Vs

	October 2019			
	1	2	3	4
East of England	G	G	G	A
East Midlands	G	A	G	A
London	G	G	G	G
North East	G	G	G	G
North West	G	G	G	G
Scotland	G	G	G	G
South Central	G	G	G	G
South East Coast	G	G	G	G
South Western	G	G	G	G
Wales	G	G	G	G
West Midlands	G	G	G	G
Yorkshire	G	G	G	G

Developments 1 to 4 looking slightly more green!

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce





# Biggest Improvements



Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	%

Scotland	Increased score by 30 points										
April 2019	G	G	G	A	R	A	R	R	A	R	50
October 2019	G	G	G	G	G	A	A	A	G	A	80

Wales	Increased score by 19 points										
April 2019	G	G	G	A	A	A	R	A	A	A	61
October 2019	G	G	G	G	A	G	A	A	G	A	80

Joint Result	Increased score by 5 points									
April 2019	Two services all reported an increase of 5 points. These are North East and North West Ambulance Services.									
October 2019										

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

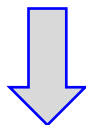


# Changes by Development



## Ten Key Developments

Date	1	2	3	4	5	6	7	8	9	10
October 2018	120	115	120	105	76	90	64	81	100	68
April 2019	120	115	120	110	87	100	72	90	105	72
Difference	0	0	0	+5	+11	+10	+8	+9	+5	+4



Using the RAG rating system to score each development point, we have compared them to see where the biggest improvements have been made.

It is pleasing to report that every development strand has progressed and three have remained the same.

### Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce



# Area of Concerns



Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	%
East of England	G	G	G	A	R	A	R	A	A	R	53
East Midlands	G	A	G	A	G	A	G	A	A	A	70
London	G						G	G	A	G	86
North East	G						A	G	G	G	95
North West	G						A	G	G	G	95
Scotland	G						A	A	G	A	80
South Central	G						G	G	G	A	95
South East Coast	G						R	G	G	A	81
South Western	G						G	A	G	G	90
Wales	G						A	A	G	A	80
West Midlands	G	G	G	G	G	A	A	A	G	R	76
Yorkshire	G	G	G	G	G	G	A	G	G	A	90

Developments 7 and 10 continue to present challenges but we have examples of Networks that have put things in place.

The level of red is reducing and more green gradually appearing.

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce





## Assessment Definitions



# Development Definitions [1]



Development	Green rating	Amber rating	Red rating
<p><b>[1] Getting a core group together</b></p> <p>The aim of this development is to get a committed group of individuals together to get the network running.</p>	<p>You will have also appointed people to essential roles.</p> <p>There are not fixed rules on this, but you should at least to have a Chairperson, Deputy Chairperson and a Communication Officer.</p>	<p>Your network is in the process of electing people to key roles.</p>	<p>There are not enough people engaged with the network to appoint roles.</p>
<p><b>[2] Constructing a Terms of Reference</b></p> <p>A Terms of Reference is an essential document which describes the purpose of your group and how it should operate.</p>	<p>The Terms of Reference document is in place and it is less than 12 months since the last review.</p>	<p>Your network has a Terms of Reference document but it is due for review, or hasn't been reviewed for over 12 months.</p>	<p>The network does not have a Terms of Reference document.</p>
<p><b>[3] Giving Your network an identity</b></p> <p>Your network should have a name and a logo.</p>	<p>The network has a name and logo in place.</p>	<p>The network is working on establishing a name and logo.</p>	<p>There is no name or logo in place or in development.</p>



# Development Definitions [2]



Development	Green rating	Amber rating	Red rating
<p><b>[4] Finding your supporters</b></p> <p>An established network will have executive level support within the organisation.</p>	<p>Network has an executive level sponsor and the Chair has a regular meeting diarised (every 3 to 6 months).</p>	<p>The network is working to establish executive level support.</p>	<p>It has not been possible to find an executive level sponsor for the network.</p>
<p><b>[5] Establishing a budget</b></p> <p>An established network should have a defined budget.</p>	<p>The network should have a commitment to a recurrent annual budget with autonomous decision making powers.</p> <p>It should also be defined what is included in this and not.</p>	<p>The network has a budget for immediate work / projects but there is no plans to make this recurrent.</p> <p>Alternatively, an escalation procedure is in place to generate monies needed for specific activities.</p>	<p>It has not been possible to get a dedicated budget for the staff network.</p>
<p><b>[6] Developing a Communications Plan</b></p> <p>An established network has a communication plan and links to achieve it.</p>	<p>Network has a communication plan in place for the next 6 months and is working in co-operation with internal communication departments.</p>	<p>Communication plan in place but no links with internal communication departments established.</p>	<p>There is no communication plan in place.</p>



# Development Definitions [3]



Development	Green rating	Amber rating	Red rating
<p><b>[7] Supporting staff attendance</b></p> <p>The aim of this is to ensure there is an equitable process in place for staff wanting to attend meetings.</p>	<p>Procedures in place to manage staff attendance and this is approved by Trust Board or Executive sponsor.</p>	<p>Procedures drafted for the management of staff attendance but no review has taken place.</p>	<p>There is no procedure in place to manage staff attendance.</p>
<p><b>[8] Finding your objectives / making plans</b></p> <p>A well established network has agreed plans and objectives for the next six months.</p>	<p>A plan is in place for the next six months and this has been approved and supported by Trust Board or executive sponsor.</p>	<p>A plan is in the process of being drafted. This has not been reviewed or approved by Trust Board or executive sponsor.</p>	<p>There is no plan in place for the forthcoming months.</p>
<p><b>[9] Linking with key events</b></p> <p>Established network should have a plan for engagement activities that includes local events.</p>	<p>A list of key activities which the network will support has been constructed, including local Pride and LGBT events.</p> <p>This will be supported by the Trust with resources and finances.</p>	<p>A list of key activities which the network will support has been constructed, including local Pride and LGBT events.</p> <p>No resources or finance has been established.</p>	<p>There is no list of activities established for the network to support.</p>



# Development Definitions [4]



Development	Green rating	Amber rating	Red rating
<p><b>[10] Supporting the workforce</b></p> <p>Perhaps the most difficult of the ten developments, each established network should have identified support mechanisms for staff. These should also be accessible to all the workforce through a variety of mechanisms (local contacts, website etc).</p>	<p>There is a documented procedure in place which outlined how support is provided by the network and by the Trust in general. This will include all contact information.</p> <p>Access to support is available through contact with the network and can also be achieved through other mechanisms, such as information on internet / intranet.</p>	<p>There is a documented procedure in place which outlined how support is provided by the network and by the Trust in general. This will include all contact information.</p> <p>Mechanisms for getting support are not embedded and usually achieved by contacting the network directly.</p>	<p>There is no documented procedure for providing support to staff.</p>

Compliance score	Each green rating scores 10%	Each amber rating scores 5%	Each red rating scores 1%
------------------	------------------------------	-----------------------------	---------------------------

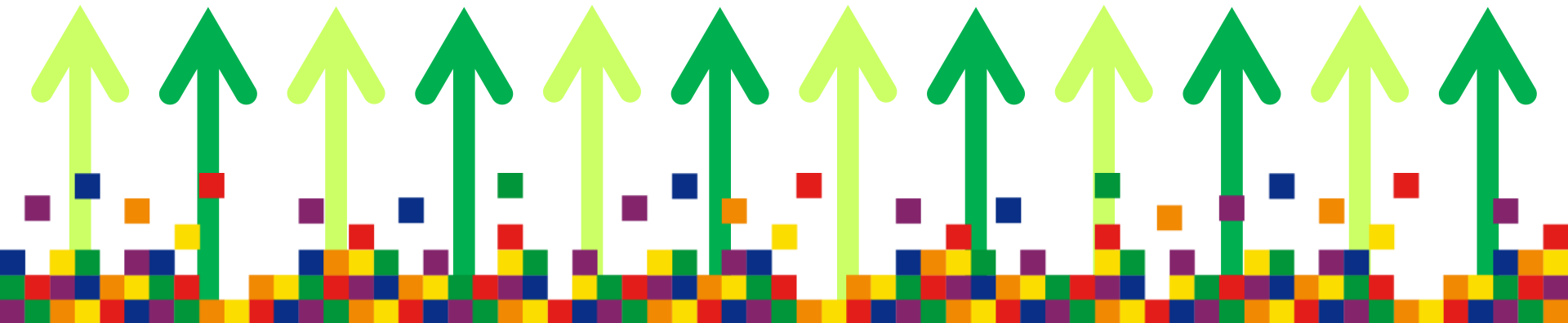
The 'baseline score' is assessed before any development has taken place. Regular scoring then shows the achievements gained as the programme progresses. Record your compliance scores (SC) on the tracker page.







## Individual Trust Trackers



# East of England Ambulance Service



East of England Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	A	R	R	R	R	R	R	R	R	R	14	57
October 2018	G	G	G	A	A	A	R	R	A	R	53	68
April 2019	G	G	G	A	R	A	R	A	A	R	53	78
October 2019	G	G	G	A	R	A	R	A	A	R	53	83

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

## Narrative:

- Annual budget: None
- Number of Pride events attended: 3
- Improved attendance to Pride events.
- Increased visibility within the trust and inclusion in the NHS Rainbow badges scheme.
- No budget for events / merchandise is presenting a challenge.
- Local reps has proved effective and is providing improved staff support.
- Continue to work on the raising network profile.



# East Midlands Ambulance Service



East Midlands Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	G	G	G	A	A	A	R	A	A	R	57	57
October 2018	G	G	G	A	A	G	A	A	A	A	70	68
April 2019	G	A	G	G	G	A	G	A	G	A	80	78
October 2019	G	A	G	A	G	A	G	A	A	A	70	83

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

## Narrative:

- Annual budget: Not applicable
- Number of Pride events attended: 5
- Achieve better communication and cooperation with executive level of Trust.
- Target to increase level of engagement in the next 12 months after experiencing some challenges at both Trust and staff level.



# London Ambulance Service



London Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	G	G	G	G	G	G	A	A	A	A	80	57
October 2018	G	G	G	G	G	A	A	A	A	G	80	68
April 2019	G	G	G	G	A	G	G	A	A	G	85	78
October 2019	G	G	G	G	R	G	G	G	A	G	86	83

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

## Narrative:

- Annual budget: None
- Number of Pride events attended: 1 (London Pride is main focus)
- Budget remains a challenge. Whilst individual items or expenses are often able to be funded there is no clear budget to allow us to forward plan for activities.
- We have launched the 'LAS Programme: Learning, Achieving, and Sharing' which over 12 months will allow us to focus work toward both patients and staff.
- Our newly formed Full Network Committee has continued to meet, which provides a structure to planning, decision making, and staff involvement.



# North East Ambulance Service



North East Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	G	G	G	G	G	G	A	G	G	A	90	57
October 2018	G	G	G	G	G	G	A	G	G	G	95	68
April 2019	G	G	G	G	A	G	A	G	G	G	90	78
October 2019	G	G	G	G	G	G	A	G	G	G	95	83

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

## Narrative:

- Annual budget: £2,000
- Number of Pride events attended: 5
- New Chair, Vice-Chair and Social Media Secretary appointed.
- Attended all five North East Prides and took part in Rainbow Rounder's event.
- Successful IDAHOBIT 2019 which raised visibility of LGBT agenda.
- Senior Lecturer of Sociology delivered Bisexual Awareness Session.
- AIDS / HIV training planned for November as well as Trans Awareness session.
- Northern Pride / UK Pride 2020 preparations.



# North West Ambulance Service



North West Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	G	G	G	G	R	A	A	A	A	A	66	57
October 2018	G	A	G	G	A	G	G	A	G	A	80	68
April 2019	G	G	G	G	A	G	A	G	G	G	90	78
October 2019	G	G	G	G	G	G	A	G	G	G	95	83

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

## Narrative:

- Annual budget: £2,500
- Number of Pride events attended: 6
- Release secured for core six group of staff.
- Network leaflet to be placed in future induction packs.
- Roles allocated to core members.
- Specific LGBT notice boards to be erected.
- Full Communications Strategy agreed and moving forward.
- Objectives for next six months set.



# Scottish Ambulance Service



Scottish Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	R	R	A	A	R	R	R	R	R	R	18	57
October 2018	G	R	G	A	R	A	R	R	A	R	40	68
April 2019	G	G	G	A	R	A	R	R	A	R	50	78
October 2019	G	G	G	G	G	A	A	A	G	A	80	83

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

## Narrative:

- Annual budget: £3,000
- Number of Pride events attended: 3
- There is more visibility of LGBT matters across the Service with support from Chief Executive.
- There is increased contact with staff through social media channels.
- A budget and terms of reference are in place.
- A Communication Plan and objectives for the network are being developed.
- The geographical spread of staff across Scotland is challenging for us.



# South Central Ambulance Service



South Central Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	G	G	G	G	A	G	R	R	A	R	63	57
October 2018	G	G	G	G	G	G	G	A	G	R	86	68
April 2019	G	G	G	G	G	G	G	G	G	A	95	78
October 2019	G	G	G	G	G	G	G	G	G	A	95	83

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

## Narrative:

- Annual budget: No defined budget
- Number of Pride events attended: 9
- Successfully attended nine Pride events across the SCAS footprint.
- New event at Milton Keynes this year.
- Launch of Trans Guidance in 2019/20. Trans z-cards purchased to support this.
- Ambition to develop LGBT Champions in 2019/20.
- Opportunities – Possible collaboration with SECamb for Brighton Prides based on PTS footprint.





# South East Coast Ambulance Service



South East Coast Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	G	G	G	G	G	G	R	G	G	A	86	57
October 2018	G	G	G	G	G	G	R	A	G	A	81	68
April 2019	G	G	G	G	G	A	R	G	G	A	81	78
October 2019	G	G	G	G	A	G	R	G	G	A	81	83

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

## Narrative:

- Annual budget: No defined budget
- Number of Pride events attended: 4
- New Chair 'finding feet' 😞 (but new Trust role should speed this up now!)
- Last network meeting postponed due to low attendance.
- More 'new faces' getting involved in the network with new energy.
- Plans to enable involvement with more of the smaller Pride events this year.
- Emphasis on collaborative working with other networks and unions should yield expanded awareness and increased membership.



# South Western Ambulance Service



South Western Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	A	R	G	A	R	A	R	R	A	A	39	57
October 2018	A	R	G	G	R	A	R	R	R	R	36	68
April 2019	G	G	G	G	A	G	G	A	G	G	90	78
October 2019	G	G	G	G	A	G	G	A	G	G	90	83

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

## Narrative:

- Annual budget: Not applicable
- Number of Pride events attended: 10
- 72 members on Facebook; 95 followers on Twitter.
- Now have a dedicated Pride ambulance and increasing support from Trust.
- Gold star award at Conference 2019; Hosting conference 2020 in Bristol.
- Ambition is to arrange network meeting up after National meetings.
- Increasing numbers wearing badges.
- Identify aims and objectives.



# Welsh Ambulance Service



Welsh Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	G	G	G	A	R	R	R	A	A	R	49	57
October 2018	G	G	G	A	R	A	R	A	A	R	53	68
April 2019	G	G	G	A	A	A	R	A	A	A	61	78
October 2019	G	G	G	G	A	G	A	A	G	A	80	83

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

## Narrative:

- Annual budget: No set budget
- Number of Pride events attended: 4
- Our Network is now well established and recognised across the Trust.
- We currently have 87 members, these are a mixture of people who identify as LGBT as well as allies.
- We have supported the development of a new Disability Network.
- We have an Action Plan in place and look forward to seeing the Network grow in the coming year.



# West Midlands Ambulance Service



West Midlands Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	G	A	G	G	R	G	A	A	G	A	71	57
October 2018	G	G	G	G	A	A	A	A	G	R	71	68
April 2019	G	G	G	G	G	A	A	A	G	R	76	78
October 2019	G	G	G	G	G	A	A	A	G	R	76	83

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

## Narrative:

- Annual budget: None
- Number of Pride events attended: 2
- National Ambulance LGBT Network Conference host for 2019.
- Growth in attendees for the second year at Birmingham Pride 2019.
- Second tri-service Christmas Party planned in Birmingham in December.
- Shortlisted for the Outstanding Diversity Network in the Inclusive Companies Awards. Ceremony to be held in November 2019.



# Yorkshire Ambulance Service



Yorkshire Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	G	G	G	G	R	R	A	R	A	R	54	57
October 2018	G	G	G	G	G	A	A	R	A	A	71	68
April 2019	G	G	G	G	G	G	A	G	G	A	90	78
October 2019	G	G	G	G	G	G	A	G	G	A	90	83

## Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

## Narrative:

- Annual budget: £1,000 (additional non-recurrent monies secured in Feb 2019)
- Number of Pride events attended: 2
- Increased focus on activities gained through a development day in the year.
- Support from Yorkshire Ambulance Service Charity helped to support engagement events. Fundraising for charity at one of the Pride events.
- Increased range of events taking place in attempt to increase participation.
- Focus on updating Terms of Reference and roles needed within the Network is a future priority. Skilling of Network Leads as part of wider volunteering strategy.

