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

Alistair Gunn
Chairperson
24 April 2020

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 across each of the NHS ambulance services.

In April 2018 each Trust completed its initial assessment, and this has been updated every six months.

Once again, we have collated the honest reflections of each Trust's LGBT Network Chairperson in this report. Overall, despite the current situation linked to managing the Covid-19 situation, we can report further progress in the last six months, particularly in those networks that have more recently been established.

Covid-19 Situation

For all our networks the measures in place to manage the Covid-19 virus are having an impact. We note, for example, that some networks have cancelled development events designed to keep things on track. This has had a negative on some scores such updating Terms of Reference and Communication Plans.

At the time of writing this, every Pride event has been cancelled. We have also cancelled our conference, due to take place in Bristol in July. The cancellation of these events means it will not be possible to show progress on Development 9 (linking with key events), and many networks have reduced this score.
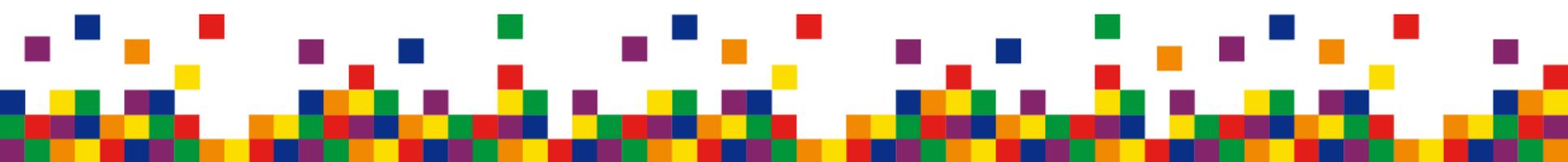
Summary of Findings [1]

Progress

Overall, it is very pleasing to report that most of out networks have continued to make progress in the last six months. Some of the more established reported a reduced score, and the majority of these are a result of Covid-19 measures which are completely out of our control.

Overall we can see a reduction in the red ratings and increase in developments that are rated green. The balance of some networks moving forward and others dropping slightly means the average score has reduced by one point. The range however has shifted upwards, with the lowest score now being 62, which is an improvement of nine points.

Challenges

In previous reports we have consistently seen that Developments 7 and 10 have presented the greatest challenges. In this report we have seen a big improvement with Development 10 (supporting the workforce) which has largely been achieved by sharing good practice.

The issue of staff release (Development 7) continues to present challenges. We have discussed this issue at the national HRD's meeting and we are in the process of drafting a template policy which we hope can be agreed at national level. Each Trust can then look at how to adopt this but the major benefit will be to achieve a level of consistency in how this is applied.
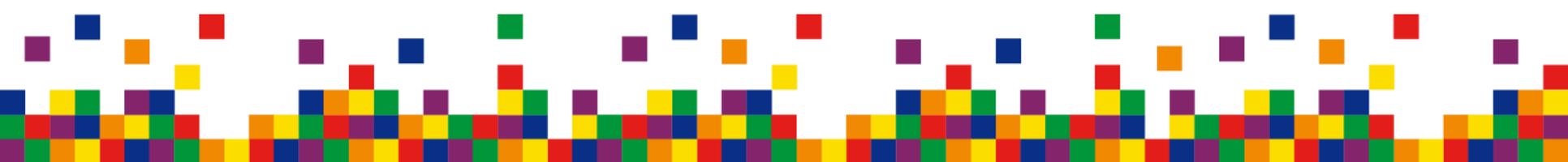
Changing Direction

Lockdown measures, social distancing and the cancellation of many events will present issues for us all, but it has certainly made us question how we can continue network activities under these conditions.

We believe one of the major roles of networks is to provide support to staff, and with this in mind we have updated and expanded our online support pages.

We are also exploring how we can facilitate virtual network meetings to keep people in touch with each other and developments that are happening. At the present time we are experimenting between committee members with a view to a wider roll-out.

We are also exploring the possibility of reinstating our 2020 conference, but again doing this virtually. We have been offered support from CPDme and we look for a suitable time to hold this event when we have a clearer idea of when pressures on our services has improved.

Looking Ahead

It is likely that there is going to be further disruption to network activity in the coming months and this will make progress harder to achieve. We will take a view in October whether to present in this usual format, or whether we can report on some of the ways we have managed to maintain business as normal and support our staff.
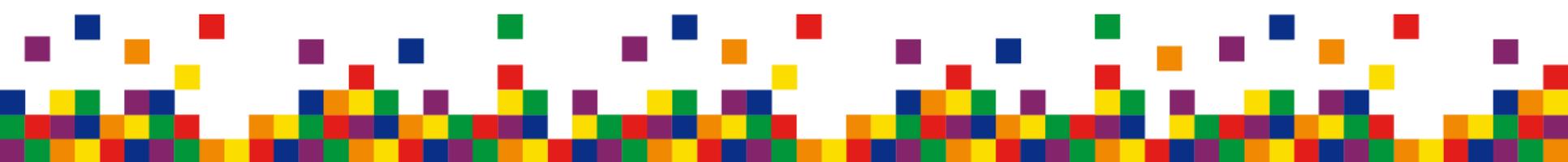
Assessment Results – April 2020

Ten Key Developments											SC
Date	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**%**
East of England	G	G	G	G	A	A	R	A	A	R	62
East Midlands	G	G	G	A	G	A	G	A	A	A	75
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	G	A	A	G	G	90
South Central	G	G	G	G	G	G	A	G	A	G	90
South East Coast	G	G	G	G	A	G	R	A	G	A	71
South Western	G	G	G	G	A	G	G	A	A	G	85
Wales	G	G	G	G	A	A	A	A	G	A	75
West Midlands	G	G	G	G	G	A	A	A	G	A	80
Yorkshire	G	A	G	G	G	G	A	G	A	A	80

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 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:

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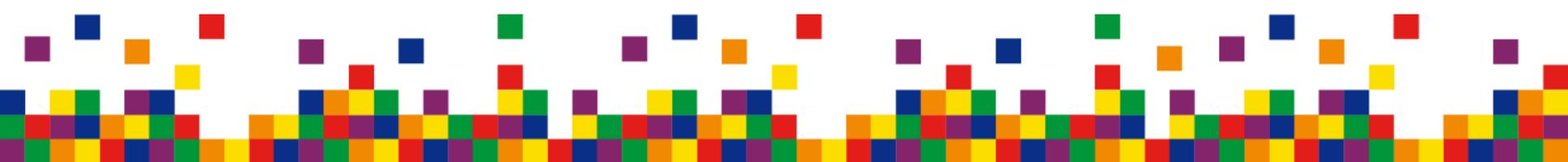
Previous Assessment Results

Assessment Results – April 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	G	G	A	G	A	G	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	A	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	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
4.
5.
6.
7.
8.
9.
10.

One year ago in April 2019

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	A	A	R	40
South Central	G	G	G	G	G	G	G	G	G	A	86
South East Coast	G	G	G	G	G	G	G	R	A	A	81
South Western	A	R	G	G	R	A	R	R	R	A	36
Wales	G	G	G	A	A	R	A	R	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:
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4.
5.
6.
7.
8.
9.
10.

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	G	R	G	G	A	86
South Western	A	R	G	A	R	A	R	R	A	A	39
Wales	G	G	G	A	R	A	R	A	A	A	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
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9. Linking with key events
10. Supporting the workforce

Assessments began in April 2018
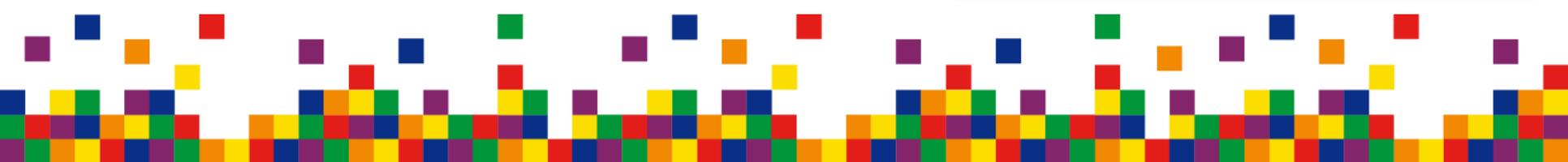
Analysis

Scores

Date	Ten Key Developments 1	2	3	4	5	6	7	8	9	10	SC %
East of England	G	G	G	G	A	A	R	A	A	R	62
East Midlands	G	G	G	A					A	A	75
London	G	G	G	G					A	G	86
North East	G	G	G	G					G	G	95
North West	G	G	G	G						G	95
Scotland	G	G	G	G							90
South Central	G	G	G	G							90
South East Coast	G	G	G	G					G	A	71
South Western	G	G	G	G					A	G	85
Wales	G	G	G	G					G	A	75
West Midlands	G	G	G	G					G	A	80
Yorkshire	G	A	G	G	G	G	A	G	A	A	80

October 2019:
Average score
83
Range of scores
53 to 95

April 2020:
Average score
82
Range of scores
62 to 95

Key to Developments:

1. Getting a core group together
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3. Giving network an identity
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6. Developing a Communications Plan
7. Supporting staff attendance
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9. Linking with key events
10. Supporting the workforce

Comparing the Results

Date	October 2019				Vs	April 2020			
	1	2	3	4		1	2	3	4
East of England	G	G	G	A		G	G	G	G
East Midlands	G	A	G	A		G	G	G	A
London	G	G	G	G		G	G	G	G
North East	G	G	G	G		G	G	G	G
North West	G	G	G	G		G	G	G	G
Scotland	G	G	G	G		G	G	G	G
South Central	G	G	G	G		G	G	G	G
South East Coast	G	G	G	G		G	G	G	G
South Western	G	G	G	G		G	G	G	G
Wales	G	G	G	G		G	G	G	G
West Midlands	G	G	G	G		G	G	G	G
Yorkshire	G	G	G	G		G	A	G	G

Developments 1 to 4 looking slightly more green!

Key to Developments:

1. Getting a core group together
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7. Supporting staff attendance
8. Finding your objectives / making plans
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Biggest Improvements

Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	%
Scotland — Increased score by 10 points											
October 2019	G	G	G	G	G	A	A	A	G	A	80
April 2020	G	G	G	G	G	G	A	A	G	G	90
East of England — Increased score by 9 points											
October 2019	G	G	G	A	R	A	R	A	A	R	53
April 2020	G	G	G	G	A	A	R	A	A	R	62
East Midlands — Increased score by 5 points											
October 2019	G	A	G	A	G	A	G	A	A	A	70
April 2020	G	G	G	A	G	A	G	A	A	A	75

Key to Developments:

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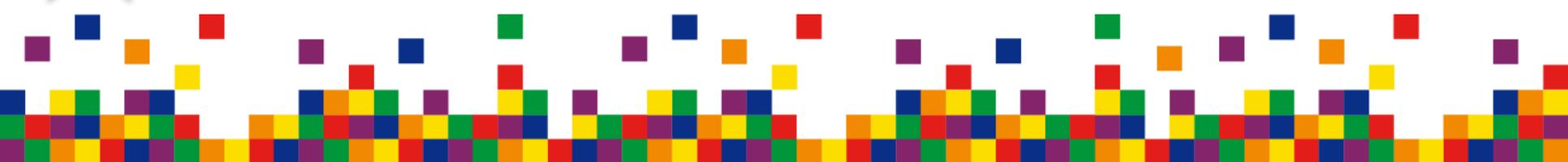
Changes by Development

Date	Ten Key Developments									
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
October 2019	120	115	120	110	87	100	52	90	105	72
April 2020	120	115	120	115	91	100	67	85	90	86
Difference	0	0	0	+5	+4	0	15	-5	-15	+14
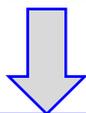
Using the RAG rating system to score each development point, we have compared them to see where the biggest improvements have been made.

Whilst many areas are maintained or improved, for the first time we have two areas showing a downward trend. These are understandable given the current lockdown measures and cancellation of many events over the summer of 2020.

Key to Developments:

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9. Linking with key events
10. Supporting the workforce

Area of Concern

| Date | Ten Key Developments | | | | | | | | | | SC |
	1	2	3	4	5	6	7	8	9	10	%
East of England	G	G	G	G	A	A	R	A	A	R	62
East Midlands	G						G	A	A	A	75
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	G	90
South Central	G						A	G	A	G	90
South East Coast	G						R	A	G	A	71
South Western	G						G	A	A	G	85
Wales	G						A	A	G	A	75
West Midlands	G						A	A	G	A	80
Yorkshire	G	A	G	G	G	G	A	G	A	A	80

Development 7 appears to be the one causing most issues.

The level of **red** is not reducing. We are working collectively on solutions for this.

Big advances have been made on development 10 which was previously an issue.

Key to Developments:

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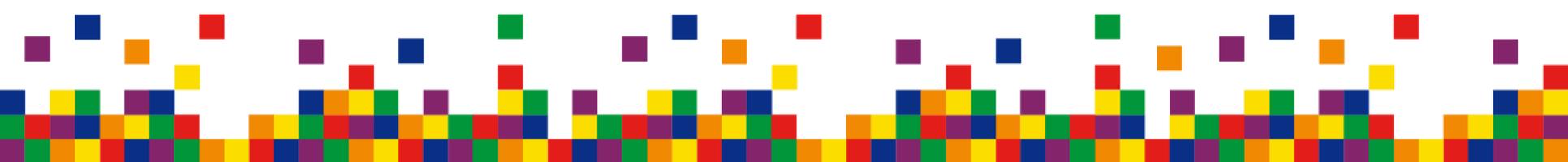
Assessment Definitions

Development Definitions [1]

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

Development Definitions [2]

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

Development Definitions [3]

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

Development Definitions [4]

Development	Green rating	Amber rating	Red rating
[10] Supporting the workforce 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).	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. Access to support is available through contact with the network and can also be achieved through other mechanisms, such as information on internet / intranet.	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. Mechanisms for getting support are not embedded and usually achieved by contacting the network directly.	There is no documented procedure for providing support to staff.

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
April 2020	G	G	G	G	A	A	R	A	A	R	62	82

Narrative:

- Annual budget: None but access to Charitable Funds
- Confirmed new executive sponsor for the LGBT network.
- All Pride events for 2020 are cancelled due to Covid-19 measures.
- Continuing to improve visibility and profile of the network within the Trust.
- Working on creating links with other LGBT networks in the patch.

Key to Developments:

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10. Supporting the workforce

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
April 2020	G	G	G	A	G	A	G	A	A	A	75	82

Narrative:

- Annual budget: Access to finds as required
- Cohesive working still in progress, some areas of the Trust still working in isolation.
- Network still trying to gain momentum and increase the number of staff involved in meetings and events.
- Network increasing visibility in local areas and linking with key events.

Key to Developments:

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9. Linking with key events
10. Supporting the workforce

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
April 2020	G	G	G	G	R	G	G	G	A	G	86	82

Key to Developments:

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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
- Network CPD events. Have now held two, the last in conjunction with the Metropolitan Police who provided guest speakers at our Headquarters – 'Hate Crime and Intersectionality'. These events are proving popular.
- Budget. Still an issue, and no movement from the P&C Team (Diversity) on allocating us a budget – but we are reaching out to the charity sector (internal and external).
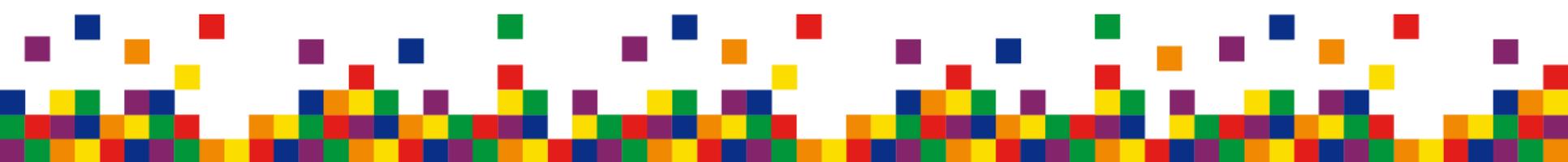
North East Ambulance Service

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
April 2020	G	G	G	G	G	G	A	G	G	G	95	82

Narrative:

- Annual budget: £2,000.
- Training delivered on HIV, trans awareness and hate Crime awareness.
- NEAS nominated for an LGBTQ North East Award for 'Inclusive Workplace'.
- LGBT role model posters displayed in all NEAS premises.
- Hosted the LGBT Video Booth from York University including videos recorded by Chief Executive, Chairman, etc.
- Chair of Proud@NEAS featured in ENEI 31 Stories project.

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

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
April 2020	G	G	G	G	G	G	A	G	G	G	95	82

Narrative:

- Annual budget: £2,500
- Currently digital only network due to Covid-19 situation.
- Acting as a support network for staff during this difficult time.
- Active membership prior to outbreak.
- Successful launch of NHS rainbow badge.
- Several events planned later in the year including socials.

Key to Developments:

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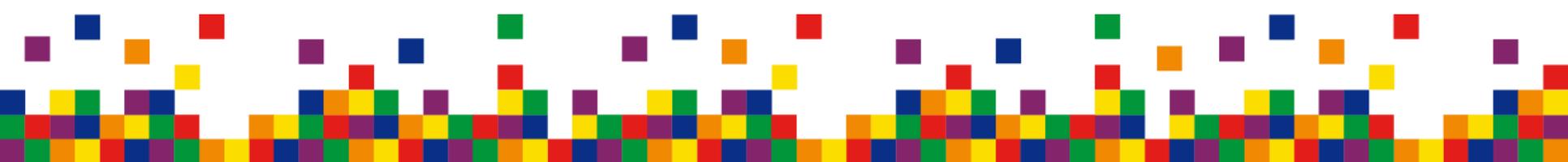
Scottish Ambulance Service

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
April 2020	G	G	G	G	G	G	A	A	G	G	90	82

Key to Developments:

1. Getting a core group together
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Narrative:

- Annual budget: £3,000
- There is more visibility of LGBT matters with support from CEO.
- There is increased contact with staff through social media channels.
- A budget and Terms of Reference are in place.
- A Communication Plan is now in place.
- 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
April 2020	G	G	G	G	G	G	A	G	A	G	90	82

Narrative:

- Annual budget: No defined budget.
- In the last six months we have introduced an LGBT Champions Programme and have held the first introductory meeting, designed to inform them of how to keep staff updated, engaged and how to link to the work of the National Network. We have 5 in post, with a further 6 coming on line.
- Current challenges are around Covid-19 and cancellation of Pride events and therefore ability to keep networking in communities.

Key to Developments:

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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
April 2020	G	G	G	G	A	G	R	A	G	A	71	82

Key to Developments:

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Narrative:

- LGBT History Month Quiz Night cancelled due to insufficient numbers.
- Facebook Live event for LGBT History Month viewed far more than any of us expected, with positive feedback and plans to use the format again ways.
- Membership has improved validation and increased communications coverage. This led to increased meeting attendance
- Improved participation at meeting through teleconferencing.
- Using 'Teams' and aim to make 'virtual networking' central to network.
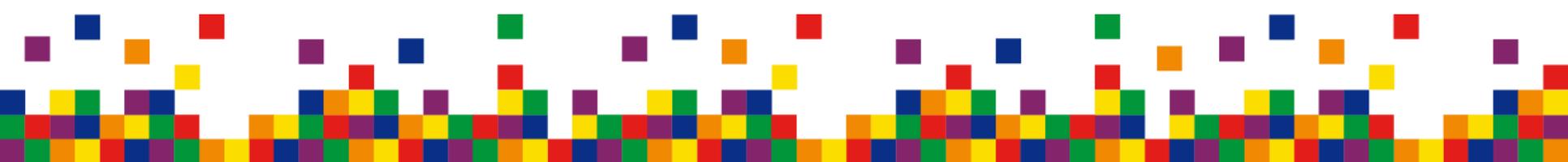
South Western Ambulance Service

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
April 2020	G	G	G	G	A	G	G	A	A	G	85	82

Key to Developments:

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Narrative:

- Annual budget: Not applicable.
- Established the core group of network staff.
- Increased support from the Director of People and Culture.
- Participating in the Stonewall Top 100 Employer programme.
- Establishing Diversity Champions to work with Director of People and Culture.
- Disappointed to cancel the 2020 National LGBT Conference (due to Covid-19) which was scheduled to take place in Bristol in July.
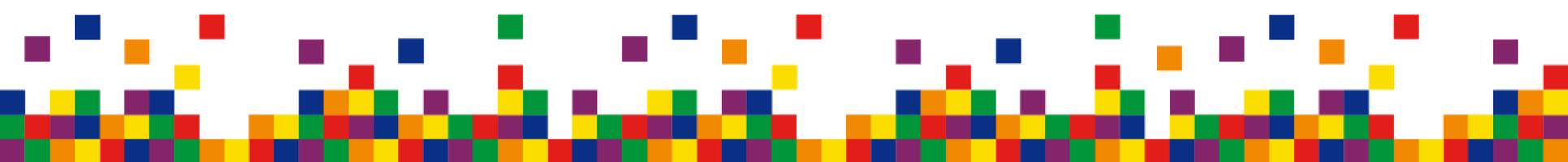
Welsh Ambulance Service

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
April 2020	G	G	G	G	A	A	A	A	G	A	75	82

Narrative:

- Annual budget: No set budget
- The current Covid-19 Pandemic means that all of our usual activities have been suspended. It is unlikely we will participate in Pride or other community events this year, though as a Network we are still available to provide information, support and signposting to members.
- We have received feedback from Stonewall after receiving our Workplace Equality Index ranking and have plans for how we can improve on this.

Key to Developments:

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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
April 2020	G	G	G	G	G	A	A	A	G	A	80	82

Narrative:

- Annual budget: Undefined.
- The network has to go from strength to strength in 2019 and early 2020. We hosted the successful national Conference in October 2019 and received 'highly commended' in the Outstanding Diversity Network Award category. Inclusive Companies Awards 2019.
- Plans were in place to join police and fire at both Birmingham and Coventry Prides. This is now on hold due to the Coronavirus pandemic.

Key to Developments:

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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
April 2020	G	A	G	G	G	G	A	G	A	A	80	82

Narrative:

- Annual budget: £1,000 (additional non-recurrent monies secured in Feb 2020).
- Recent Development Day cancelled which leaves two areas moving back into amber. This is due to factors outside our control.
- All Prides for the 2020 season cancelled, making engagement work difficult.
- Want to introduce 'LGBT Friendly' concept with QR readers in all vehicles.
- 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.

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