

Let's Get Better Together

Alistair Gunn, Chair
5 February 2018

National Ambulance
LGBT Network



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

A partnership of UK Ambulance
Services



The Mission



To ensure NHS ambulance staff are able to openly identify as LGBT and have access to the same level of support regardless of where they work in the United Kingdom



The Programme



Stage 1

Establish staff networks to same standard

Stage 2

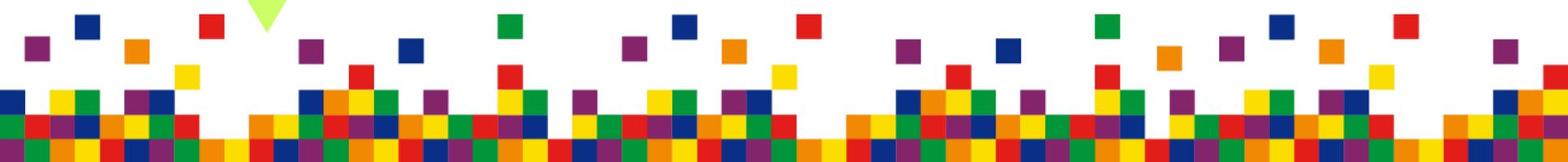
Implement sexual orientation monitoring

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Improve website visibility

Stage 3

Achieve Stonewall 'Top 100 Employers' rating



Aim of Stage 1



To get LGBT staff networks in every Ambulance Trust to the same basic standard, using learning and experience of more developed networks to support those starting out or re-establishing themselves



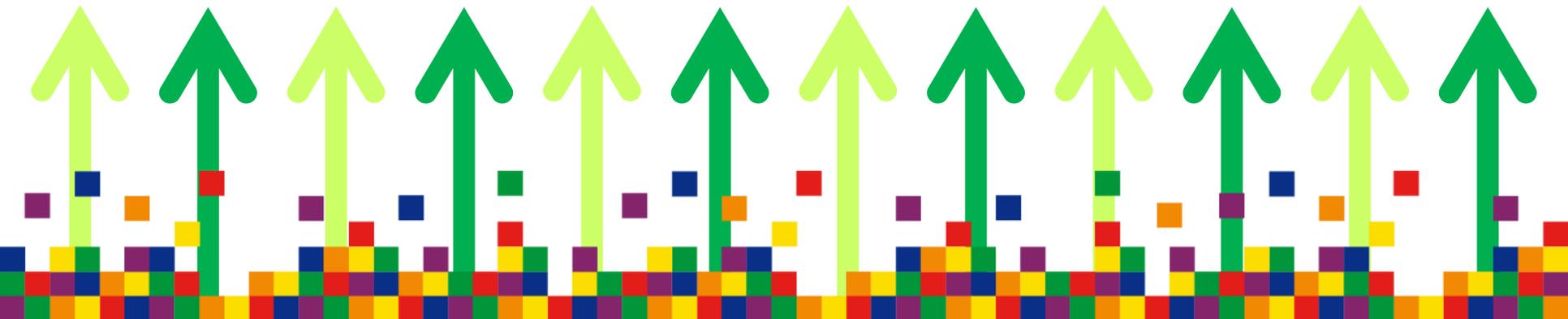
Resources to Assist



A resource pack has already been developed.

The proposal is to facilitate a number of development events around the country during the next twelve months.

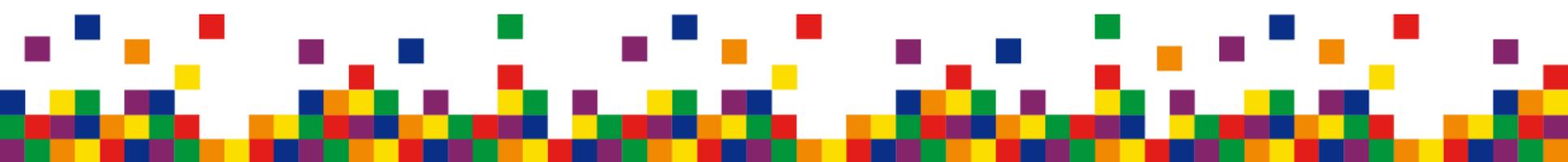
Resources will also be made available on the website, at www.ambulanceLGBT.org



Ten Key Developments



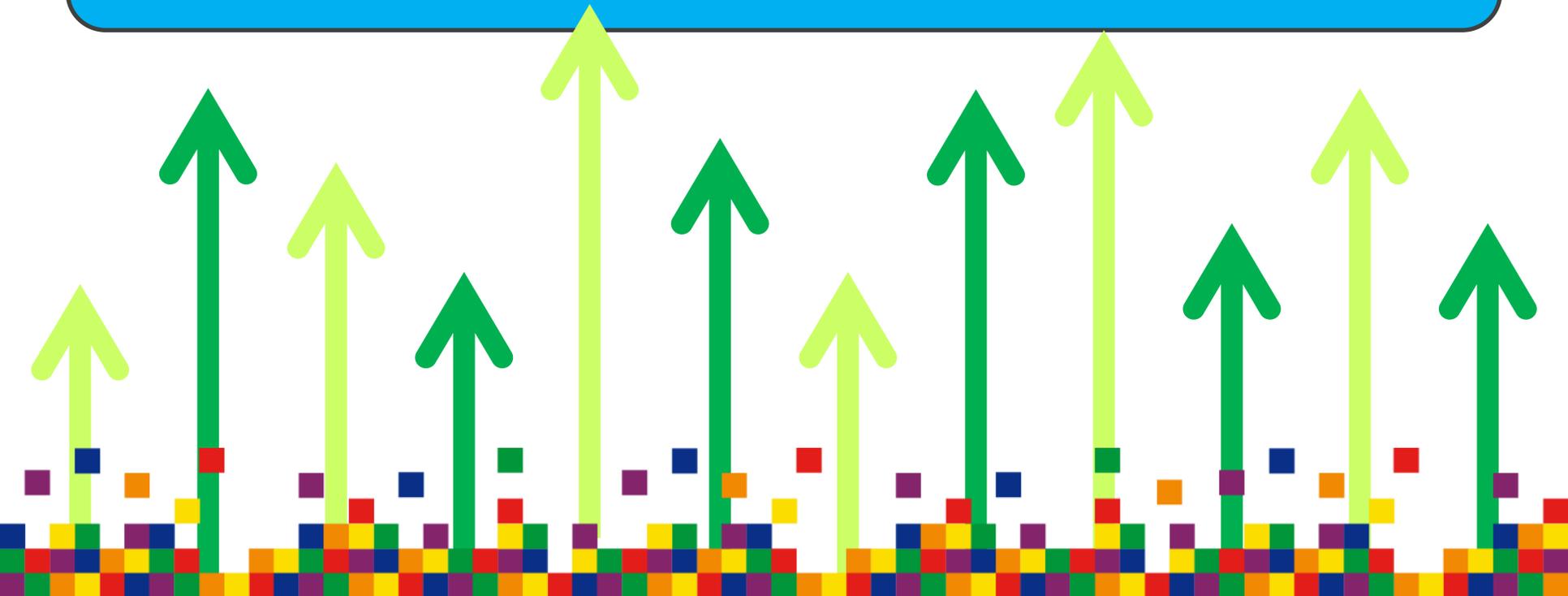
1	Getting a core group together	Need to work individually to achieve these, with support from neighbouring services
2	Constructing a robust Terms of Reference	
3	Giving your Network an identity	
4	Finding your supporters	
5	Establishing a budget	
6	Developing a Communication Plan	
7	Supporting staff attendance	Work collaboratively to achieve consistency across all networks
8	Finding your objectives / making plans	
9	Linking with key events	
10	Supporting the workforce	



Aim of Stage 2



To use the established staff networks to help embed good practice and support initiatives which will provide better patient experience and better support for staff



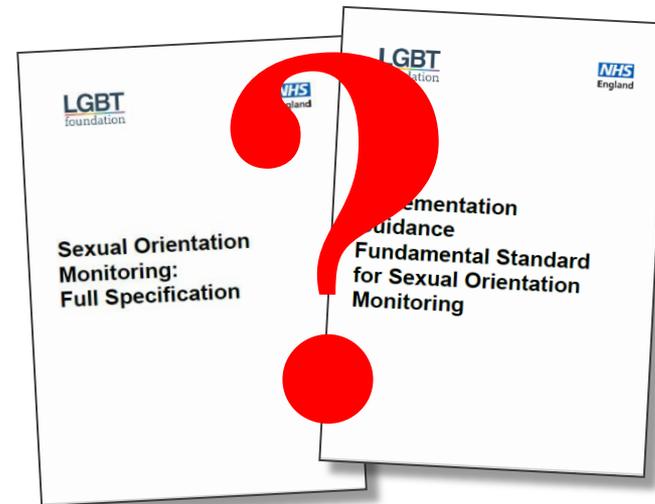
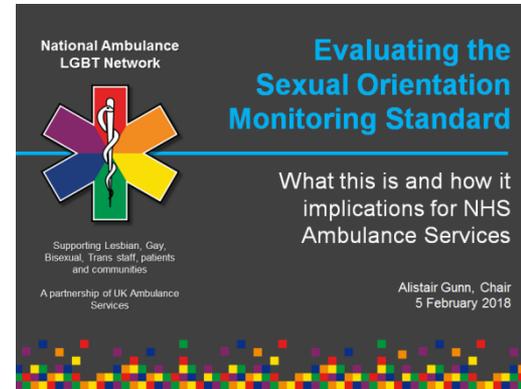
Sexual Orientation Monitoring



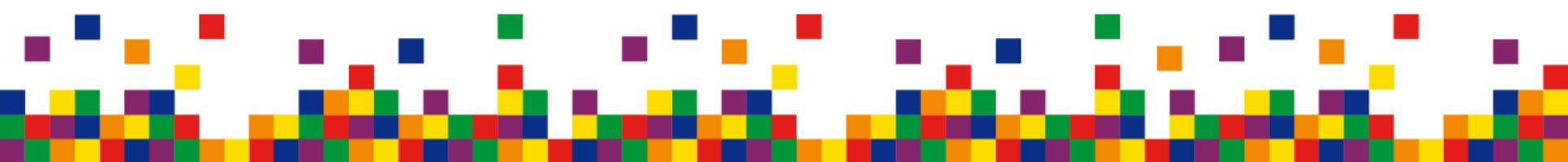
NHS England is advocating the monitoring the sexual orientation of patients in the near future. After evaluating this a number of concerns have been identified about the timing of this.

The Network suggests that helping services to introduce robust staff monitoring mechanisms would offers greater benefits.

Whilst LGBT Networks aren't responsible for the implementation, they have a role to play in assisting with awareness raising, and development of resources, around LGBT health inequalities.



Documentation available to help understand the standard and implications of it



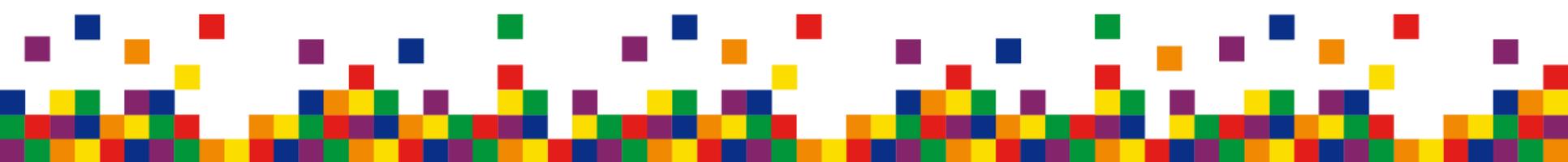
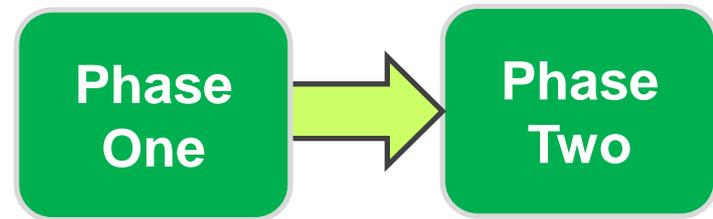
Website Enhancements



The National Ambulance LGBT Network website is now up and running. One of the ambitions of the Network is to ensure consistency across the country for patient experience and staff support.

Phase 2 enhancements could be:

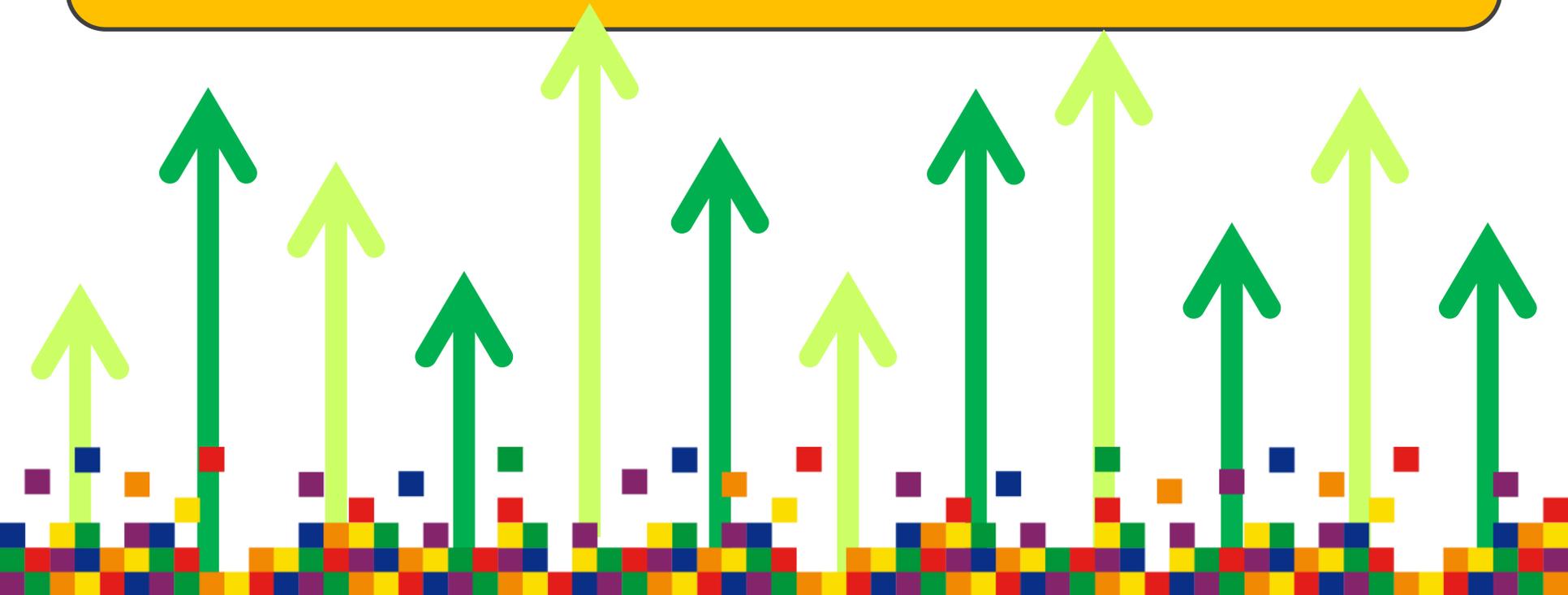
- ❖ Links to individual Network sites, working with each Trust to provide a consistent level of information and support mechanisms.
- ❖ Online forms enabling each Trust Network to access the Events section directly.



Aim of Stage 3



To get every Ambulance Trust in the right place to succeed in gaining a place in the Stonewall 'Top 100 Employers' index, building on the initiatives from the previous stages and sharing best practice



The 'Top 100 Employers' Index

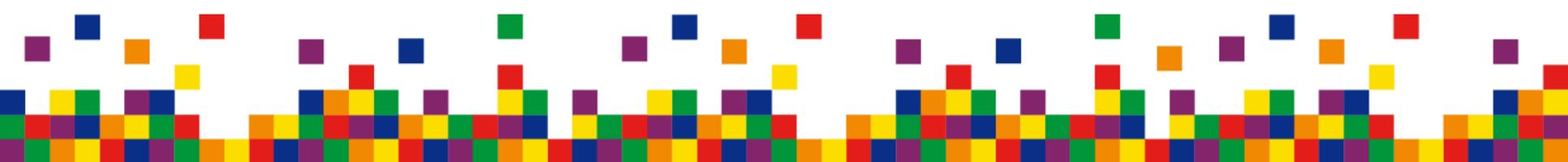


Investment from Trusts



True value to LGBT employees

- ❖ We can learn from Trusts that have achieved a 'Top 100' rating and support each other to take the necessary steps towards this accolade.
- ❖ Could all Trusts work collectively to achieve a 'Top 100' rating? This would show strength and we could potentially be the first service to achieve this consistency.



Selling the Benefits



Getting support from senior managers in each trust is easier if we can define some measurable benefits.

These may include:

- ❖ Reducing numbers of discrimination / grievance cases.
- ❖ More engaged staff measured through staff survey.
- ❖ Improved recruitment and retention which will be measurable through the new monitoring standard (which we can support).
- ❖ Commercial advantage in tenders – real value add.
- ❖ Happier staff equals less sickness.

