



National Ambulance LGBT Network

Terms of Reference

July 2018

Aims

The National Ambulance LGBT Network (NALGBTN) Committee comprises nominated individuals, responsible for representing LGBT staff working for NHS Ambulance Trusts. Members are committed to creating positive working environments for staff, and patient care for LGBT communities to derive the benefits of the Equality Act 2010, Equality Delivery System (EDS2), Public Sector Equality Duty (PSED) and health and social care legislation.

The NALGBTN Committee aim:

- To act as an independent voice of reason, balance and challenge.
- To establish UK Ambulance services as employers of choice whereby LGBT staff feel empowered and are provided with equality of opportunity.
- That best use is made of the experience and expertise found within the National Ambulance LGBT Network by sharing and developing best practice.
- To ensure that tackling the health inequalities experienced by LGBT people is kept high on Ambulance Trust agendas, providing the highest levels of patient care.

The NALGBTN Committee complements the work of The National Ambulance Diversity Forum (NADF) by having nominated representatives from the NALGBTN Committee as members of The NADF and responding to key areas of policy development.

Remit and Functions of the Network

In particular the Network aims to:

- Promote LGBT understanding within ambulance services.
- To support LGBT communities, and clinical outcomes highlighting health inequality issues for the community, and influencing service delivery.
- Influence policy making to ensure that the LGBT equality perspective is proactively considered by ambulance services to ensure the legislative duties

are met, and how this fits with the individual protected characteristics; sexual orientation and gender reassignment.

- To act as a conduit between NHS organisations showcasing good practice of LGBT experiences.
- Celebrate difference and diversity through promotional activity and through involvement in key events, such as an annual conference, regional Pride events, International Day Against Homophobia (IDAHO), and Transgender Day of Remembrance
- To promote ambulance services within the LGBT community as an employer of choice.
- To organise an annual event to enable LGBT staff to develop and network.
- To promote and seek opportunities for strategic partnership working.
- To report on progress and outcomes to the NADF.

Membership

The NALGBTN Committee will be made up of two nominated representatives of each NHS Ambulance Trust in the United Kingdom.

Ambulance Trusts will support nominated representatives with travel and, if necessary accommodation, enabling them to attend committee meetings. Where nominated representatives are unable to attend a fully briefed deputy should be sent with the ability to accept actions and with whom they will liaise before and after the meeting.

Frequency of Meetings

The network will organise four meetings and an annual conference each year.

Administration

The NALGBTN Committee will elect a Chair, Deputy Chair, Digital Media Lead and a Co-ordinator from its membership.

The network will keep minutes of their meetings.

Each Ambulance Trust will commit to a minimum of £500 funding per year.

National Ambulance Diversity Forum

The NALGBTN Committee will nominate a representative to attend meetings of the National Ambulance Diversity Forum (NADF). This will enable the network to liaise effectively on activities and receive information and support to achieve the aims outlined above.

Review of Terms of Reference

The next review date is July 2019.

Appendix: Reporting Mechanisms

