

# National Ambulance LGBT Network



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

A partnership of UK Ambulance  
Services

# Review and Feedback from 2016 National Conference



Alistair Gunn and Mike Taylor  
National Ambulance LGBT Network  
23 August 2016

# Introduction



The National Ambulance LGBT Network held their first conference at the Amex Stadium, Brighton on 5 August 2016.

87 delegates from all the over the UK attended the event, representing all 11 of the NHS ambulance services.

Each delegate was asked to fill in an Evaluation and Equality Monitoring Form at the end of the event.

**National Ambulance LGBT Network Conference 2016**  
5 August 2016  
Amex Stadium Brighton  
**Evaluation Questionnaire**

Please take a few minutes to complete this form and take on your table before you go.

How useful did you find these elements of the day?

	Very useful	Quite useful	Not very useful	Not at all
Speaking Sessions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Keynote speaker: LGBT Mental Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Keynote speaker: Personal Experience of Transfemininity in the Workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workshop: Introduction to the Trans Community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workshop: Personal Experiences of LGBT Relationships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workshop: LGBT Mental Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organisation of the Event	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Venue and Hospitality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Any other comments which could help us improve future events?

Overall, was it worthwhile to attend? Comments:

Yes, definitely   
Yes, probably   
Not really   
Not at all

This first event has been fully funded. Future events may attract a nominal registration fee. If this was the case would how much would you be prepared to pay towards this kind of CPD event?

I would be prepared to pay anything  I would be prepared to pay: £10  £15  £20  £25

Please also complete the Equality Monitoring Form.

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# Responses



- A total of **87** delegate packs were issued at the start of the day. Each containing a conference Evaluation Form and Equality Monitoring Form.
- We received **56** responses from the conference Evaluation Form (representing 64% of attendees).
- We received **60** responses from the Equality Monitoring Form (representing 69% of attendees).
- The results follow on the following slides.



# The Event



## Event compères:

- **Geraint Davies**  
Interim Chief Executive, South East Coast Ambulance Service
- **Alistair Gunn**  
Business Development Manager, Yorkshire Ambulance Service
- **Kirsten Willis**  
Area Manager, South Central Ambulance Service

## Speakers and workshop facilitators:

- **Dr Joanna Semlyen**  
Lecturer in Psychology & Mental Health, University of East Anglia
- **Caroline Paige**  
Former of the Royal Air Force
- **Lee Gale**  
Specialist Trans Awareness and Equality Trainer
- **Mike Stephens**  
Police Constable, Avon and Somerset Police



The photography in this presentation was taken by Peter Cripps.





## Evaluation and Review



# Evaluation Feedback



**‘It was a great event. I was proud to attend and be part of the first NALGBT Conference.’**

**‘Absolutely loved it! Thank you for providing such a wonderful space and event for the community.’**

**‘Good to network with colleagues from other trusts.’**

**‘Excellent venue with great guest speakers.’**

**‘Really lovely day. So well organised.’**

**‘Such a great event which I hope will be a regular thing. Lovely to meet other colleagues from the LGBT community.’**

A selection of direct quotes from the conference evaluation forms. A full break down is included in Appendix A.

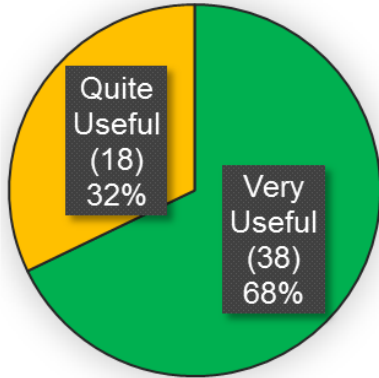


# What Did People Find Useful?



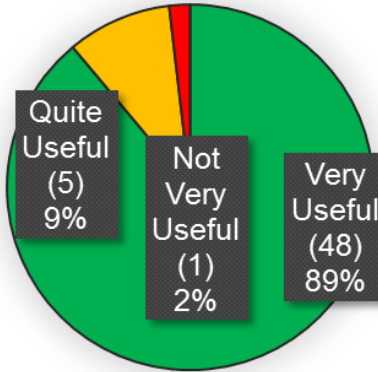
Alistair Gunn and Kirsten Willis

## Opening Remarks



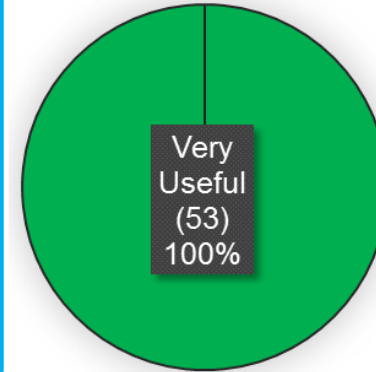
Keynote: Joanna Semlyen

## LGBT Mental Health



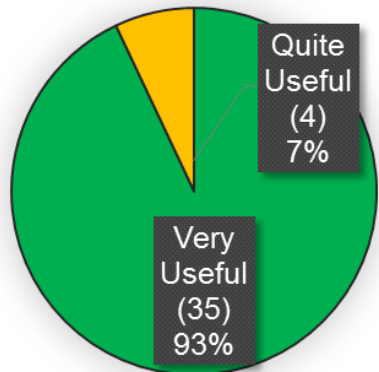
Keynote: Caroline Paige

## Transitioning



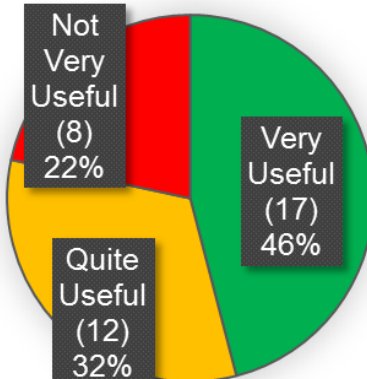
Workshop: Lee Gale

## Trans Awareness



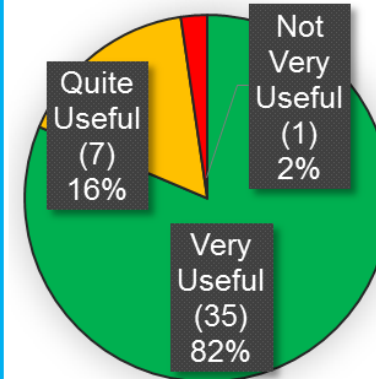
Workshop: Mike Stephens

## Domestic Violence



Workshop: Joanna Semlyen

## LGBT Mental Health



# Delegate Feedback



Most of the feedback from the delegates was extremely positive and celebratory. We have noted a small number of comments offering positive suggestions for future events:

- Increased advertising for the event and circulation around the different Trusts. There seems to have been some disparity in how each Trust disseminated the invitations.
- Use of microphones throughout the event and possible use of repeater screens for the main presentations.
- Some delegates preferenced more workshops whereas others seems to prefer the key notes speakers. We conclude that a mixture of events will engage most people.
- Invite more senior managers, non-LGBT colleagues and offer places to Student Paramedic programmes.





# Lessons Learnt



Event organisers and facilitators have also offered some feedback from the event:

- Improve the registration process to cut down on administration resource requirement, maybe Eventbrite or Survey Monkey.
- Explore the use of online booking facilities for conference and accommodation. A disproportionate amount of time was spent on this.
- Spread workload across all Trusts as just three Trusts were involved in organising this one. Manage the event as a project.
- Identify funding earlier in the year and maintain contact with sponsors.
- Identify a single contact in each Trust to co-ordinate attendance.
- Not to have goodie bags – too much resource required to make these. Suggest one quality product for each delegate in future.



# Financing the Conference



Item	Expenditure	Income
Venue fees and catering	£ 4,752.00	
Guest speaker fees and expenses	£ 1,916.74 *	
Printed materials	£ 1,222.20 **	
Consumables	Donated ***	
Photography	£ 200.00	
<b>Total expenditure</b>	<b>£ 8,090.94</b>	
Sponsorship donations		£ 4,000.00
YAS contribution for printed materials		£ 828.80
Recovery of non-attendance fees		£ 250.00
SECamb contribution to support conference		£ 3,012.14

**No attendance fees were charged to delegates at this years conference.**

## Notes:

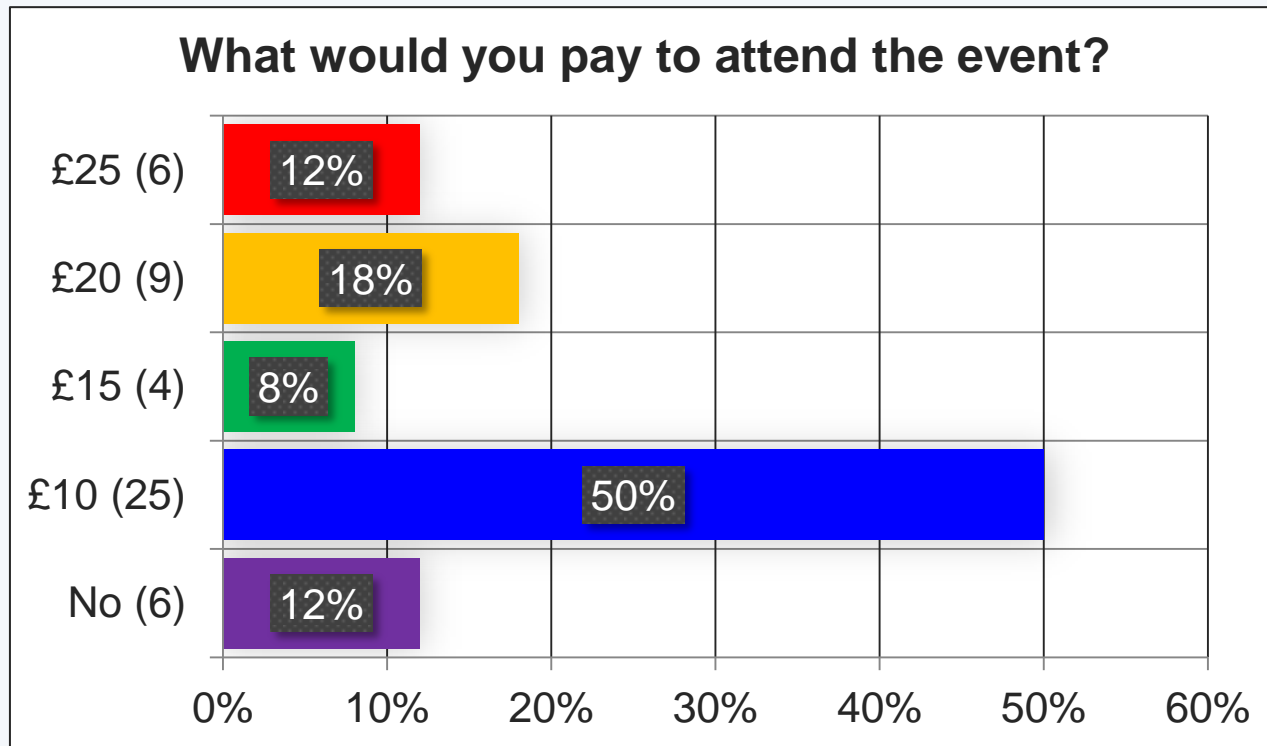
\* Expenses declared as at 23 August 2016. Some additional expenses are expected from guest speakers.

\*\* Including printed folders, banners and sashes.

\*\*\* All consumable items were donated by individual Trust's.



# Paying for Future Events



Of the respondents to the evaluation form, only 12% said they would not want to pay to attend. The most acceptable charge was £10. This value applied to this years event would have raised £870, approximately one-eighth of the overall funding required.



# Sponsorship



Financial sponsorship was awarded from the following companies:



We are very grateful to all these companies, who have contributed £4,000 to this years conference.





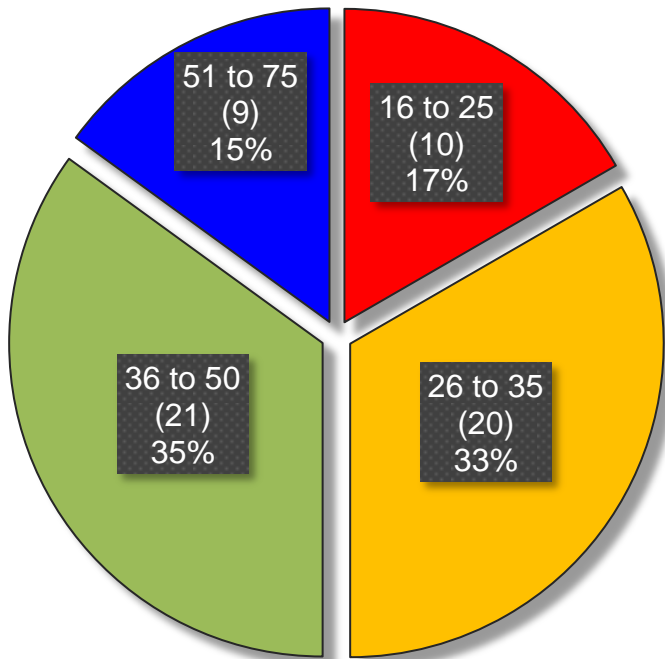
## Equality Monitoring Feedback



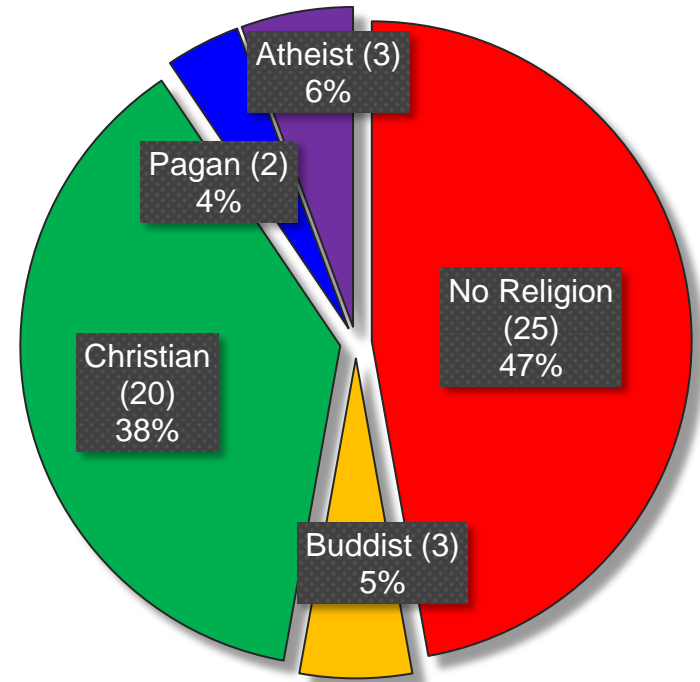
# Age, Religion and Belief



## What is your age?



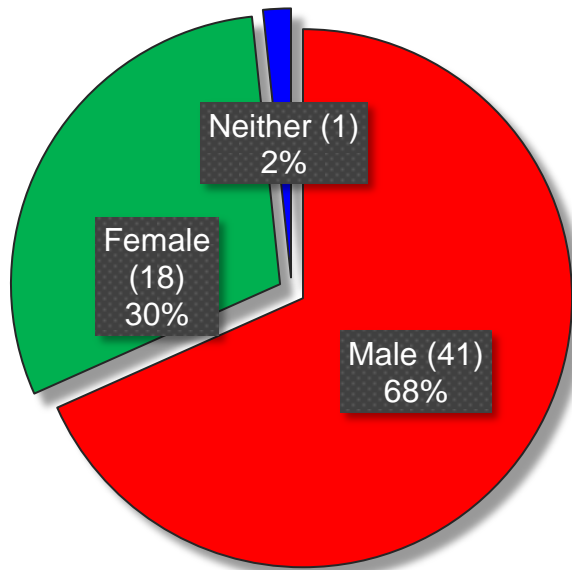
## What is your religion or belief?



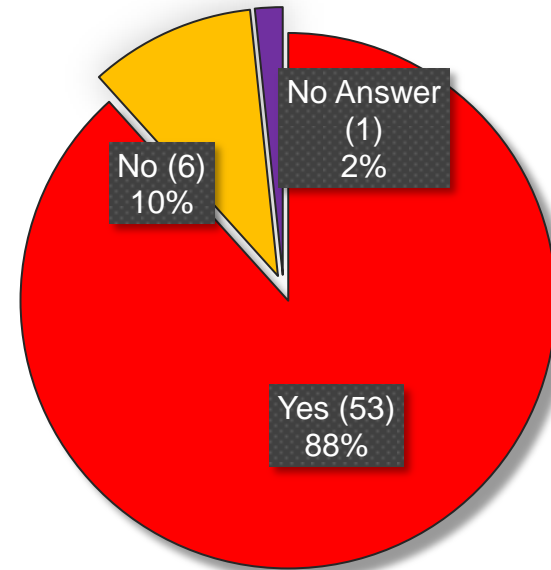
# Gender Identity



**What is your sex?**



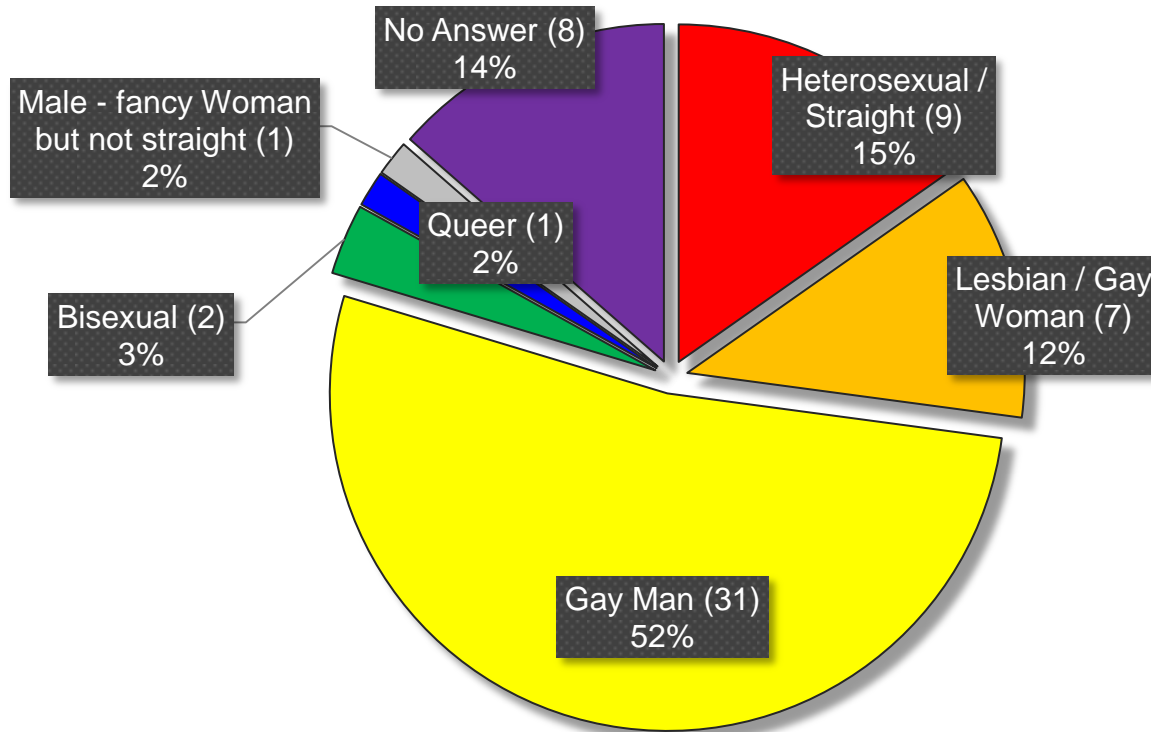
**Have you always fully identified with the gender you were registered as at birth?**



# Sexual Orientation



## What is your sexual orientation?

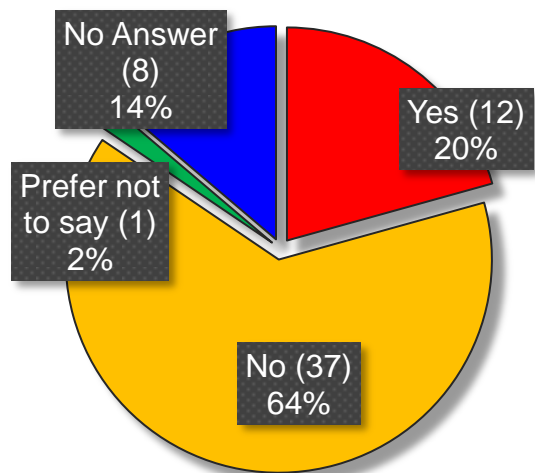




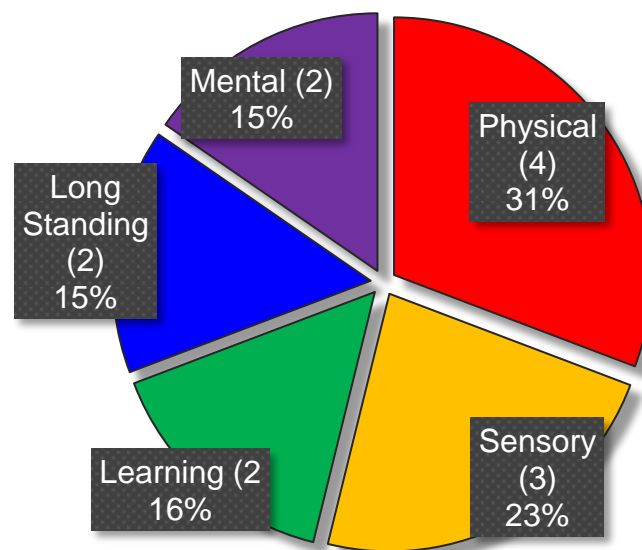
# Disability



Are your day to day activities limited because of health issues or disability which has lasted or expected to last at least 12 months?



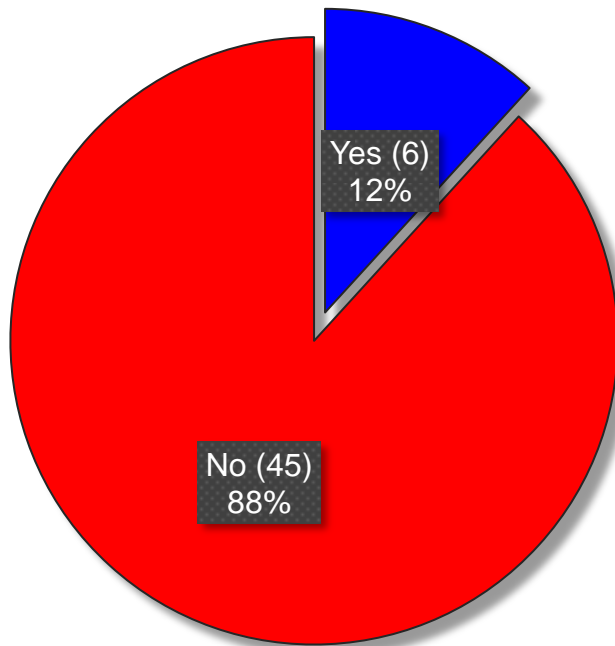
If yes, to the previous question please state the impairment that is applicable.



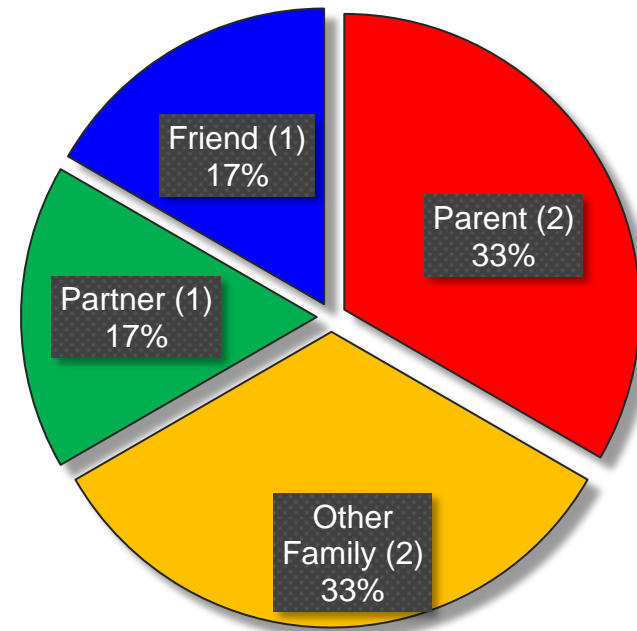
# Carer Responsibilities



Are you a carer?



If yes to the previous question, who do you care for?





## Evaluation Feedback in Full



# Evaluation Feedback in Full [1]



- Shorter Speeches – 45 mins. More breakout sessions.
- I found I got a lot out of today. Listening to people's personal experiences. Really enjoyed the workshop on LGBT Mental Health.
- Great Venue and food.
- Looking forward too next year's conference.
- It would be good to attend all the workshops.
- Healthy Snacks.
- It was a great event. I was proud to attend and be part of the first NALGBT Conference.
- Include Universities and partners next year.
- Better communicated via the network.
- More interactive sessions using different methods of presenting, not just a day of PowerPoint.
- Would like to explore how the network could build relationships with other networks to share best practice + resilience.
- Excellent event. Very pleased that I attended.
- Useful to include roles to allies.
- Fab event. Look forward to next year.
- Great Event! Look forward to next year.
- Thank you very much for having me. HAPPY PRIDE
- Such a great event which I hope will be a regular thing. Lovely to meet other colleagues from the LGBT community.
- Really lovely day. So well organised.
- Really enjoyable & informative event. Thank you
- Very Interesting.
- Very good visuals.
- More information prior to the event, information regarding themes/speakers.
- Overall VERY good event, well organised. Perhaps more training based events instead of speeches.
- Excellent venue with great guest speakers.
- Great insight and learnt a lot on trans issues.



# Evaluation Feedback in Full [2]



- Use of the Microphone for everyone is most useful and best practice for those with hearing impairment.
- Food and venue were excellent.
- Great mix of workshops, talks and attendees.
- Guest speakers are very informative and inspirational. Learned lots! Thank you.
- Would like to have attended all workshops.
- Brilliant info around Trans. Very informative. Fantastic food.
- I was disappointed in the Domestic Violence workshop which didn't discuss domestic violence. Focussed on male rape and was not very informative.
- Overall informative and interesting conference.
- Excellent presentation by Caroline Paige, clear, emotional and heart felt.
- Very good venue. Refreshments and food excellent.
- Slightly better AV equipment. Perhaps screens around the room to make easy to see all info.
- Suggestion – Looking into history of LGBT times. “Walls can talk” video. History on Pride. Who walks in the parade now.
- Caroline was fantastic.
- More awareness of invitation – extend the event and more awareness not just LGBT.
- To enable staff to attend, with high priority.
- Really useful, enjoyed the day.
- Great day, good opportunity to meet and network with colleagues from other services.
- Extend the invite to managers within the organisation who may not be LGBT would help strengthen engagement and positive attitudes.
- Great time, learned various challenges facing LGBT communities. Looking forward to next year.
- Very informative.
- Good to network with colleagues from other trusts.
- Very informative.
- Excellent day – much needed. Well done to everyone involved in organisation the day.
- Better advertisement, very informative.



# Evaluation Feedback in Full [3]



- Really positive experience.
- Open invite to NON-LGBT people.
- Following on from last year amazing time.
- Enable us to do all three workshops.
- Good networking opportunity
- Venue could be better/cooler. Really enjoyed the day.
- Exceptional. Simply stunning.
- An excellent event. More time for Q&A in the workshops would be great.
- Very Informative and mind opening
- Wider range of topics.
- Absolutely loved it! Thank you for providing such a wonderful space and event for the community.
- Great inspirational speakers.
- Thank you for allowing me as a Sussex Police Officer to attend your event. Think we should do more cross service work together.
- Excellent Event. Great to have such a great opportunity to network with colleagues from across the UK.
- Caroline Paige – moving, emotional, though provoking. An amazing keynote speaker.



# Next Year's Conference



**Friday 4 August 2017**  
**Amex Stadium, Brighton**

