

National Ambulance LGBT Network Committee

Thursday 3rd November 2016 – LAS, 220 Waterloo Rd, London SE1 8SD

Attendees

Name	Initials	Email
Alistair Gunn (Chair)	(AG)	alistair.gunn@yas.nhs.uk
Asmina Islam Chowdhury	(AC)	Asmina.IChowdhury@secamb.nhs.uk
Ben Mudd	(BM)	ben.mudd@eastamb.nhs.uk
Gareth Thomas	(GT)	gareth.w.thomas@wales.nhs.uk
Kirsten Willis	(KW)	kirsten.willis@scas.nhs.uk;
Lee Hyett-Powell	(LH)	lee.hyett-powell@lond-amb.nhs.uk
Mike Taylor	(MT)	Michael.Taylor3@swast.nhs.uk
Steph Adams	(SA)	steph.adams@lond-amb.nhs.uk
Tace Richards	(TR)	tace.richards@wales.nhs.uk
Tracy Myhill	(TM)	Tracy.Myhill@wales.nhs.uk
Tom Wing	(TW)	tom.wing@swast.nhs.uk
Val Nash	(VN)	Val.Nash@swast.nhs.uk
Vince McClusky	(VM)	vincent.mccluskey@neas.nhs.uk

Apologies

Adam Layland	(AL)	Adam.layland@wmas.nhs.uk;
Angela Rayner	(AR)	angela.rayner@secamb.nhs.uk;
Ann Tobin	(AT)	atobin@nhs.net
Ben Sargent	(BS)	ben.sargent@neas.nhs.uk;
Dominic Gaffney	(DG)	Dominic.gaffney@nwas.nhs.uk
Mark Horrigan	(MH)	Mark.horrigan@wales.nhs.uk
Paul Fitzgerald	(PF)	Paul.Fitzgerald@emas.nhs.uk
Simon Davies	(SD)	SimonDavies@yas.nhs.uk;
William Bellamy	(WB)	William.bellamy@secamb.nhs.uk

1. Welcome and Introductions

- 1.1. AG opened the meeting and welcomed all present. AG thanked everyone for attending and SA and LH for arranging the venue, and advised that TM, Chief Executive Officer (CEO) for Welsh Ambulance Service (WAS), and Chair of the National Ambulance Diversity Forum (NADF) to which this committee reports, would be joining us via conference call.
- 1.2. Round table introductions were made.
- 1.3. TM introduced herself, advised that she looked forward to attending a future meeting in person, and shared her personal history and experience of being a member of the LGBT in the NHS. TM advised that as the Chair for the NADF, she would be the link between this committee and AACE, would be happy to support the committee's agenda and in building a two-way feedback mechanism between the groups.



2. Apologies

- 2.1. AG tabled apologies as above.

3. Minutes and Action log

- 3.1. Members of the committee reviewed the minutes of the last meeting and it was proposed that they were accepted as an accurate record.
- 3.2. Action 1.1 - MT to collate feedback and brick on the wall. MT advised this action was now complete, and would be picked up as part of the agenda.
- 3.3. Action 1.2 - Speakers for next year task and finish group to be formed. AG advised that this was ongoing, and would be addressed as part of the agenda.
- 3.4. Action 1.3 –SD and BS to continue to progress work on developing trans* tool kit. AG advised that was ongoing and would be addressed as part of the agenda.
- 3.5. Action 1.4 - AG to provide feedback to the committee regarding the roll out star of life in PTS vehicles. AG advised that the project that evolved since the initial plans to place Star of Life stickers on vehicles to demonstrate the organisations commitment to supporting LGBT colleagues and patients, and that a Star of Life liveried vehicle had run for six weeks post PRIDE.

The committee were pleased to hear the Director of Operations for Yorkshire Ambulance Service (YAS) had agreed to 20 frontline operational vehicles be liveried with the Star of life along with PTS vehicles, but noted that staff would need to be aware of the relevance of the symbol if asked by a patient. Discussions also took place regarding the Infection Prevention and Control issues and it was agreed that AG should document these for sharing with a view to requesting national support for the campaign via AACE.

Actions

- 2.1. AG to collate all IPC feedback received for sharing with members regarding the roll out of the star of life vehicle livery project.
- 2.2. TM requested AG share a short summary post meeting, highlighting key points for discussion at AACE.

- 3.6. Action 1.5 - AG and KW to write to all Chief Executives with funding request and supporting info. AG advised that the information had been circulated to all NHS Ambulance Trust CEO's but no response had been received. However, YAS was now also able to commit to the £500 funding request, along with SWAST, SECamb, & NEAS. TM advised that there was currently an outstanding minute for the Association of Ambulance Chief Executives to support the NALGBTN, however further clarity was required regarding the use of the requested funding.

Actions

- 2.3 AG to provide further clarity regarding the requirement for funding within summary report to TM
- 2.4 TM to raise the key highlights from summary report at AACE on 16th November 2016.

- 3.7. Action 1.5 – 1.10 – AG advised that the actions were ongoing and would be addressed on the agenda.
- 3.8. Matters Arising – It was agreed that the central fund for the NALGBTN would be held by WAS.

Actions

- 2.5 AG to advise how the central funding will be managed going forward

4. Feedback from 2016 Conference

- 4.1. AG and MT shared a presentation on the feedback received from the conference with those present, advising that of the 87 attendees (the venue had been booked for maximum of 90), there had been a 64% return rate of evaluation forms, with the feedback being overwhelmingly positive.
- 4.2. It was noted that the Domestic Violence workshop was viewed as the least useful, and group discussed the reasons for this.
- 4.3. The group agreed that they would aim to keep the event as a free event, as 50% of the attendees would not be prepared to pay more than £10 to attend in future.
- 4.4. A copy of the presentation can be found below, and AG thanked MT for his analysis of the forms.

5. Feedback from the National Ambulance Diversity Forum (NADF)

- 5.1. AG provided an update to the committee following his attendance at the October meeting of the NADF. AG noted that as it had been TM's first meeting as Chair of the group, and as a result of other matters arising taking precedent, he had been unable to speak to attendees regarding the progress of the NALGBTN. However, AG would be presenting at the next meeting on 10th January 2017 and saw the link with the NADF as an opportunity to share best practice and feed into work around the other diversity streams as well.

6. Rainbow Star of Life badges.

- 6.1. AG advised that YAS had taken delivery of a new batch of pin badges, which were available to order. AG has circulated an order form, but advised that he would share again with the minutes of the meeting.

Actions

- 2.6 AG to recirculate pin badge order form

7. LGBT History Month

- 7.1. AG advised that the upcoming LGBT history Month in February served as an opportunity for the sector as a whole to raise awareness and support of the community, as well as an opportunity to raise the profile of the NALGBTN.
- 7.2. The group agreed that they would run a series of articles highlighting the personal history of some of the committee member, which would be compiled by AG for sharing.
- 7.3. The following members agreed to write articles regarding their personal history unless otherwise stated;

AG, SA (role as HSJ role model), TM (role as a stonewall role model), KW, MT, TR, VM, DG.

BM to provide an article on the perspective of a straight ally

AC to speak to colleagues within SECamb regarding an article from a member of staff with Trans history.

Actions

- 2.7 AG to circulate his “story” to committee members
- 2.8 SA, TM, KW, MT, TR VM and DG to provide their submissions to AG
- 2.9 AIC and BM to liaise with colleagues and forward on submissions from their Trusts.
- 2.10 AG to compile and advise of next steps for LGBT history month

- 7.4. The committee also took the opportunity to discuss which other events they would be involved in throughout the year and agreed the following:
- International Day Against Homophobia, Biphobia and Transphobia (IDAHOBiT) – 17th May 2017
 - Northern Pride(Newcastle) – Mid July 2017
 - Brighton Pride - 5th August 2017
 - Manchester Pride– 25th August 2017
 - Transgender Awareness Day – 14th November 2017
- 7.5. The group discussed the possibility of allowing staff to wear rainbow laces on IDAHOBiT as assign of their support and agreed to raise with AACE via TM

Actions

- 2.11 AG to discuss possibility of staff being allowed to wear rainbow laces on IDAHOBiT with TM, to gage support.

8. Development of the Transgender Toolkit

- 8.1. AG advised that collectively we had now gathered a large number of resources, and that as per action 1.3 (05/08/2016) SD and BS had been taken this forward. However further support to progress this area of work was now required in the form of a Task & Finish Group.
- 8.2. NEAS advised that they had secured funding to being an organisation to assist their Trust in this area to assist with their standing in the stonewall equality index. AC advised that the SECamb guidance and procedures had been developed with the support of Gender Identity and Research and Education Society over an 18-month period, and these had been shared with Stonewall, to assist in the development of their guidance. GT advised he would also be able to share the WAS guidance with NEAS.
- 8.3. It was agreed that by the February 2017 meeting there would need to be a clear list of recommendation on next steps, and in the meantime AG with speak to Mark Johns at NEAS for their Trust to take the lead on this area of work as it supported their interests.

Actions

- 2.12 AC & GT to share guidance from their Trust's with VM.
- 2.13 AG to raise the development of Trans* toolkit with NEAS E&D lead, Mark Johns

9. Conference Preparations 2017

- 9.1. AG advised that SECamb had booked the venue for next year's conference, increasing capacity to 150 delegates and the anticipated overall cost for the 2017 conference was around £10,500. It was also noted that the arrangement of accommodation, and coordination of payments had been an issue and as a result a different approach would be required for 2017.
- 9.2. The committee agreed that by billing the conference as a CPD event increased attendance, and discussed possible key note speaker and workshop choices, which included the following;
- Bullying vs Banter
 - Recreational drugs – Professor Paul Dargen (toxicologist)
 - Suicide awareness in the ambulance service – Jennifer West (Oxford University)
 - Personality disorders
 - Sexual health (patient & staff perspective)
 - Discrimination in an increasingly diverse workforce

Actions

- 2.13 VM to liaise with Public Health England to establish the latest information regarding Sexual health
- 2.14 AC to provide a survey monkey for sharing with the committee members, for disseminating to their individual networks

- 9.3. AG advised that a number of the sponsors from 2016 had verbal committed to sponsoring another event, and it was agreed that committee members would approach the following companies for sponsorship;

- VM - Clinell, WAS
- MT – SPS Services, Stonewall
- AG – Ferno and Openhouse
- VN – Cardiac Science and British Heart Foundation
- AC & AR – SpecialWear / AmEX
- KW - O2, Vodafone
- WB – Nando's
- TW – BP, Magnums
- TR – Admiral Insurance

Actions

2.15 AC to share draft letter for sponsorship for use by committee members in approaching companies for sponsorship.

2.16 Members to provide update on progress regarding sponsorship at Feb 2017 meeting.

2.17 AC to speak to Trust IPC lead regarding Cordant Cleaning and community projects

- 9.4. The group also discussed the possibility of purchasing mobile phone power banks as the conference giveaway, with an anticipated cost of £1000 for 150 units.

10. Website Development

- 10.1. AG advised that YAS had purchased the domain name for the website, however there was a need to start building the content. The committee discussed the content that should be included in the webpage, which included:

- Home page
- Role of the network
- Events
- Resources
- Annual conference
- Regional networks
- Membership
- Contact us / How to get involved

- 10.2. It was agreed that website maintenance would be built into the annual cycle of work for review every February. AG to circulate forms to committee members to populate information on Regional Trust networks and arrange a date for members to meet as a sub group to progress work.

Actions

2.18 AG to circulate form to begin populating website content to all committee members.

2.19 All committee members to return information on their networks to AG in preparation for T&FG meeting, date to be confirmed.

2.20 AG to circulate date and venue for T&FG meeting prior to meeting in February 2017

11.AOB

- 11.1. The group discussed membership of the network and committee going forward. AG clarified that membership of the wider network did not result in membership to the committee, and first point of contact on issues regarding the NALGBTN should be via individual networks where possible, escalating only if there was not a response, as building relationships at local level is key.
- 11.2. It was also confirmed that Trust E&D leads although critical points of contact, were not automatic members of the committee unless nominated as such by their Trust.
- 11.3. The group reviewed membership and following changes were noted:
- SCAS – Nic Morcroft - no longer a member, KW to advise of 2nd member for SCAS
 - WAS – Nominated members to be confirmed by GT
 - WMAS – AG to contact to confirm if current identified are correct going forwards
 - EMAS – AG to contact to confirm if current identified are correct going forwards
 - NWAS – DG continues to be the only member, AG to contact and possibly seek support from TM.
 - EEAS – BM to take back to Trust and confirm Trust membership to the committee, with support from AG and KW around concerns raised by another EEAST staff member.
- 11.4. It was agreed that all committee members would be listed on the NALGBTN website as local contacts.

Actions

- 2.21 KW to advise of 2nd SCAS member on the committee
- 2.22 GT to confirm names of WAS members following meeting with TM
- 2.23 AG/KW to contact WMAS to confirm membership correct going forwards
- 2.24 AG/KW to contact EMAS to confirm membership correct going forwards
- 2.25 AG/KW to contact NWAS to support going forward and identify 2nd member.
- 2.26 EEAS – BM to raise the issue of membership to the committee within the Trust, with support from AG as required.

- 11.5. Members discussed possible song choices, and agreed that these would be circulated within the survey on conference speakers.

12. Next meeting

- 12.1. The next meeting will be held on Wednesday 8th February 2017, 14:30 to 17:00, Chesford Grange Kenilworth Warwickshire tbc following the Ambulance Leadership Forum.

