



# National Ambulance LGBT Network

**Full Committee Meeting Notes and Actions**  
**1 November 2018, 10:00 to 16:00**  
**South Western Ambulance Service Headquarters, Exeter**

**Attendees:**

Ben Barber	BS	ben.barber@neas.nhs.uk
Craig Barlow	CB	craig.barlow@scas.nhs.uk
Will Bellamy	WB	Will.Bellamy@secamb.nhs.uk
Ash Deakins	AD	Ash.Deakins@wmas.nhs.uk
Alex Ewings	AE	alex.ewings@lond-amb.nhs.uk
Shane Finnegan	SF	Shane.finnegan@eastamb.nhs.uk
Dominic Gaffney	DG	Dominic.Gaffney@nwas.nhs.uk
Jim Graves	JG	Jim.graves@eastamb.nhs.uk
Alistair Gunn (Chair)	AG	alistair.gunn@nhs.net
Jonny Holmes	JH	Jonathan.holmes@emas.nhs.uk
Leigh Jones-Keyte	LJK	Leigh.JKeyte@wmas.nhs.uk
Jules Lockett	JK	jules.lockett@lond-amb.nhs.uk
Steph Meech	SM	Steve.Meech@secamb.nhs.uk
Val Nash	VN	val.nash@swast.nhs.uk
Tace Richards	TR	Tace.Richards@wales.nhs.uk
Mike Roberts	MR	Michael.roberts4@nhs.net
Mike Taylor	MT	michael.taylor963@mod.gov.uk
Gareth Thomas	GT	Gareth.w.Thomas@wales.nhs.uk
Adam Williams	AW	Adam.Williams@nwas.nhs.uk
Kirsten Willis (Notes)	KW	kirsten.willis@scas.nhs.uk

**Guests:**

Ken Wenman	KWen	ken.wenman@swast.nhs.uk
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**Apologies:**

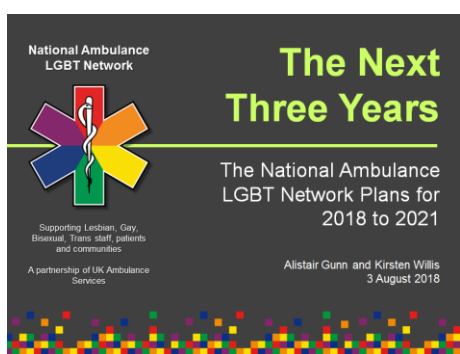
Asmina Chowdhury	AC	Asmina.IChowdhury@secamb.nhs.uk
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Please note that actions are identified in blue text in these notes, with the person / people allocated to the action shown in bold text.

## 1. Welcome and Introductions

- 1.1 After a round of introductions Ken Wenman, Chief Executive of South Western Ambulance Service opened the meeting, thanking all delegates for attending. He also thanked VN for the support she has given to the LGBT Network locally and everyone towards the National group.
- 1.2 Thanks were offered on behalf of AACE for the work that AG and KW have done moving forward.

## 2. 'The Next Three Years' Presentation



*The presentation made by AG and KW is available separately and can be found at [www.ambulanceLGBT.org/resources](http://www.ambulanceLGBT.org/resources).*

- 2.1 Presentation to the group from AG and KW. Although this was repeated from August 2018, it gave chance for anyone not present to hear this first hand. Questions and feedback invited and the following points were made:
  - KVen – Prioritise patients on new objectives to go to AACE
  - JL – Include Freedom to Speak Up colleagues
  - WB – Should we include cultural behaviours?
  - AE – May be prudent to link into CQC?

*Continued...*

### 3. Conference 2018 Evaluation



*The presentation made by AG is available separately and can be found at [www.ambulanceLGBT.org/conference](http://www.ambulanceLGBT.org/conference).*

#### 3.1 Presentation to the group from AG.

Thanks were offered to the group from KW and AG for the way in which the team worked together to deliver a very successful conference.

Some feedback was given from the team:

- VN – Positive about the venue, which it was felt lent itself to an excellent CPD opportunity.
- AD – Capturing feedback via iPad was felt to be challenging to delegates, not enough and took about seven mins to capture. Should we consider interactivity of technology such as those seen at the Ambulance Leadership Forum (ALF), where delegates can feed back and share their thoughts during the day.
- LK – How do we manage our finances? Do we have a treasurer and who administers the auditing? AG stated that we are currently supported by Martyn Salter, Finance Lead at AACE, and this support has been invaluable whilst we have been getting established.

#### 3.2 How have Trust's responded to the conference?

- BB – Very positive, don't feel that it needs senior manager representation, that staff should be the priority, but they now have a good senior leader buy in to support staff to attend.

- MR – Experiencing challenges of rurality in Scotland in relation to logistics and costs for getting items such as Trans Cards
- LK – Trans Cards WMAS has asked that every member of Trust staff receives a trans z-card this equates to approx. 6,000.
- WB – Take in consideration the Band 6 uplift for paramedics. Can this be linked to equality and diversity training, which is one of the twelve professional development elements to be evidenced.
- BB – Some questions have been raised in NEAS as to whether there is a plan to do z-cards for L, G and B?

3.3 JRCALC App. Is it possible to get the z-card on the application for all Trusts to access if they subscribe to this?

3.4 [WB to speak to Chief Executive of Class Publishing with a view to getting the trans information onto the JRCALC application. \[WB\]](#)

#### **4. Accommodation, Finances and Sponsorship**

4.1 Kwen – advised that having a three year plan is great, but to consider a five and ten year forward view as well.

4.2 BB provided an update to the group about accessing financial support in the future. The Government Equalities Office LGBT Action Plan (July 2018) is something to keep an eye on and may present some opportunities:  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/721367/GEO-LGBT-Action-Plan.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721367/GEO-LGBT-Action-Plan.pdf)

4.3 Lottery Funding for less than £10,000 – in order to apply for this, we need to have an established bank account held for at least three months.

4.4 Local Councils – Every local council has a not for profit community pot of money, this is a locally lead and applied for. Local charities in Ambulance Trusts have leads and are a font of knowledge for accessibility to funds with locally based providers.

4.5 Unions – GMB, Unison, Unite and RCN all have access to local funds and National funds.

4.6 [All leads to speak to their local union branches about funding opportunities. \[All\]](#)

## **5. The Next Conference**

5.1 Discussions were held about whether the next conference goes ahead in 2019 or whether a CPD event is held instead? The discussions focused around the ability of the Network to deliver a conference in a short space of time, with the original proposal of Birmingham Pride at the end of May 2019.

5.2 A vote was taken between the two following options:

1. A pride takes place in 2019 but not attached to a Pride event
2. A CPD event happens in 2019 and the conference picks up again in 2020.

The vote was unanimous that Option 1 was adopted, that a conference will be run in 2019 in West Midlands Ambulance Service area but not linked to Birmingham Pride, due to the short time frame to establish a credible conference. It is likely the conference will take place at the end of September 2019.

5.3 LJK confirmed some research on venues has already been done and suitable venues being considered by WMAS include:

- Tally Ho – Police Training Centre
- Aston University
- University of Birmingham
- University College Birmingham
- Birmingham Conference and Events
- ICC Birmingham

5.4 [WMAS colleagues to scope out the venues \(including costings\) and possible dates and report back to AG and KW as soon as possible so we can confirm venue and date. \[AD and LJK\]](#)

5.5 Further discussion took place on what the theme of the conference should be. AG discussed that the Network should try and be topical and forward thinking and an emerging theme that is getting ground is 'intersectionality'. Everyone agreed that a conference looking at how LGBT issues cross with other protected characteristics would be interesting theme.

### 6. Election of Development Roles

6.1 Seven members have put themselves forward for election and we have others who have contacted AG to advise they would have liked to apply, but it wasn't the right time for them to commit, so thanks so much to everyone for their interest.

6.2 AG opened the voting results on Survey Monkey which confirmed the following.

- Ensuring LGBT Patients Receive Excellent Care – Alex Ewings (LAS)
- Supporting, Developing and Rewarding Staff – Mike Taylor (SWAST)
- Increasing the Visibility of our Services in Communities – Jonny Holmes (EMAS)
- Improving Awareness and Support for Trans Awareness – Steph Meech (SECamb)
- Promoting Good Mental Health amongst LGBT People – Jules Lockett (LAS)
- Developing Staff Networks – Ben Barber (continuing in role)

Two additional support roles will be undertaken by Craig Barlow (SCAS) and Dom Gaffney (NWAS).

6.3 AG confirmed that 21 people had taken part in the voting which provided an excellent vote of confidence in the process and people concerned. AG thanks the whole committee for taking part and supporting this development.

6.4 The next meeting in February will be changed to include Development Leads only. AG reflected that although he intended to do an additional event, this was hard to achieve in what is usually a pressured period of time for everyone. The February meeting will focus on getting plans for each objective in place and looking at how the Network will operate in future. The group will attempt to offer a dial in option to everyone at the end of this day so everyone can get an overview of what is happening.

### **Additional Note from Chairperson (Added 7 November 2018)**

The next meeting has been arranged for the Development Leads and to ensure the Network maintains progress in the next six months we are asking all representatives to work on a small project linked to LGBT issues and the Ambulance Service. The brief is open to any subject of interest and everyone should consider potential material for the 2019 conference.

Some suggestions would be:

- Exploring a particular health inequality or vulnerable group (for example young people or the elderly).
- Drafting a new resource idea (some themes recently discussed have been 'understanding bisexuality' and 'tackling inappropriate behaviours in the workplace')
- New resources for an event (such as LGBT History Month or Trans Day of Remembrance).
- Exploring one of the aspects of LGBT intersectionality (for example different religious viewpoints on LGB or T people).

All representatives are asked to prepare an update on their project for the next full meeting on 2 May 2019. **[All]**

## **7. Pin Badges**

- 7.1 AG explained that the requests for badges had been slowed by the need to balance the finances with AACE for the Conference, this has now been resolved, so a new order can be generated.
- 7.2 Discussions were held about how these are distributed to staff in Trusts, and it was agreed this should be consistently applied across all Trusts. It was suggested that local Networks should continue to be able to purchase the badges at cost.
- 7.3 [AG to share agreement for how we purchase the badges and any arrangements for charging are consistently applied. \*\*\[AG\]\*\*](#)
- 7.4 AG also discussed that an arrangement was being put in place with SP Services, who have supported the Network for the last two conference, so

people can buy individual badges and keyrings. We needed to confirm this arrangement and direct people from the website. It is expected this would take pressure off people getting ad-hoc requests.

- 7.5 Discussions in the group about introducing a 'bisexual badge' and stream of work.

- 7.6 [AG to produce draft artwork for a 'bisexual' version of the pin badge. \[AG\]](#)

## **8. Distribution of Trans Leaflets**

- 8.1 Discussions reference trans z-card distribution in Trusts. Do Trusts want paper versions or to develop electronic version for JRCALC Application? Printed copies work out at approximately £0.14 each, based on production of 10,000 and may get cheaper if we can secure a larger print run.

- 8.2 [All local Networks to advise AG of how many printed copies each Trust would like to order. \[All\]](#)

- 8.3 A suggestion was made about translating the cards into other languages. Some suggestions were Scottish, Welsh and Polish. AG reported that a dyslexia friendly version is already in the process of being made.

- 8.4 [To investigate the options for translating the trans z-cards. \[AG\]](#)

## **9. Mental Health Support Packs**

- 9.1 Jules has advised that for those staff who were unable to get resource packs from the conference, she can cascade packs of 50 to Trust's on request.

- 9.2 JL will create a briefing sheet for the Network to sign post to Blue Light Mind and other support information for Network members to share within Trusts.

- 9.3 [JL to share Mental Health briefing sheet to the Network via AG and KW. \[JL\]](#)

## **10. LGBT Staff Survey 2018**

- 10.1 AG confirmed that we still need to complete a final report on the results of the LGBT Staff Survey 2018 in a format that can be accessed by all Trust's. This is in process but has been put behind other developments. AG emphasised the need for this to be done well as other organisations may choose to report on some of the findings.



- 10.2 AG reminded everyone that there were two or three learning points which we need to act on, which include staff experiencing negative behaviours from other staff and patients. It was suggested this particular theme is something we should take to AACE for a view on what we advise our staff to do. Another learning point was how the experience of trans staff is much worse than the general LGBT cohort, and this is something we are already acting on.
- 10.3 AD asked if the results could be shared with Trust's so they could learn from the findings and develop actions that are appropriate. AG explained the only concern about splitting the results between Trust's was the need to not go down the route of comparing Trust's. There had been active resistance to this from some areas and AG had confirmed this was not the point of the survey. AG confirmed the result can be shared with local areas for the purposes of local development. He also suggested it may be prudent to get the full report out first so there is no confusion about the overall results.
- 10.4 [Leads to request data from AG as required and he would act on this as soon as possible. \[All and AG\]](#)

## **11. Social Media Guidance**

- 11.1 AG enquired if there were any issues accessing the website. It was generally felt that both are easily accessible. AG encouraged Network members to review the information on line to make sure they are familiar with content and can update on anything that is not up-to-date.
- 11.2 Use of WhatsApp – The original format for the WhatsApp group was to share information relating to the Network group and was set up to share information relating to meetings and conference updates. It is important that we keep the information shared professional at all times, it was noted that many group members have used their work mobile phones, which are subject to information checks at any time.
- 11.3 A general discussion followed about what we share on social media at all times, and be mindful that items reflect the professional image of each of our Trusts.

### 12. LGBT Programme Update



*The presentation made by BB is available separately and can be found at [www.ambulanceLGBT.org/resources](http://www.ambulanceLGBT.org/resources).*

12.1 BB talked through his presentation noting the updates on each Trust's Network between the measures undertaken in April 2018 and October 2018.

12.2 Biggest Improvements were seen in:

- Gold – East of England +39 (14-53)
- Silver – South Central +23 (63-86)
- Bronze – Scotland +22 (18-40)

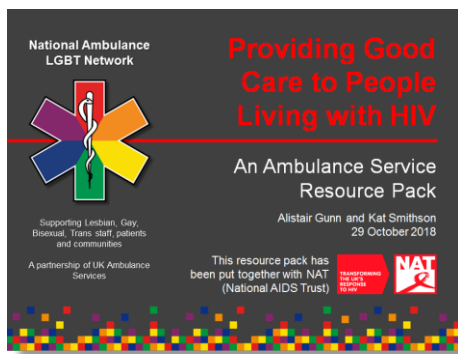
The group offered congratulations to these Networks for improving their overall Networks locally.

12.3 An area of concern was noted to be Development 8 – Finding your objectives/making plans.

12.4 Two areas of improvement were also suggested, which are Development 7 – Supporting staff attendance, and Section 10 – Supporting the workforce. Part of the latter involved how Networks are sharing information with their workforce (for example mental health awareness, trans z-card, accessing the network).

12.5 AG thanks everyone for the honest and timely evaluations of each Network and for BB for producing a comprehensive report.

### 13. World AIDS Day and HIV Information Pack



*The presentation made by AG is available separately and can be found at [www.ambulanceLGBT.org/resources](http://www.ambulanceLGBT.org/resources).*

- 13.1 National AIDS Trust contacted KW and AG – this is the first jointly branded information resource pack to be produced by the NALGBT Network.
- 13.2 AG presented the presentation for consideration by the group, prior to it being added to the Website. The group unanimously recorded their support for this to be added to the National Network Website.
- 13.3 The Network were asked to support the World AIDS day on the 1 December 2018, by requesting red ribbons packs from the National AIDS Trust.
- 13.4 [AG to make the resource available to everyone on the website and also to share contact information for acquiring the red ribbon packs. \[AG and All\]](#)

## Any Other Business

### 14. Uniform or Not?

- 14.1 Uniform or business wear to be worn, in line with Trust policy.
- 14.2 [AG to explore sponsorship for Nationally Branded Uniform. \[AG\]](#)

### 15. Trans Day of Remembrance

- 15.1 KW asked how each Trust is recognising this on 20 November 2018. SM discussed that she is producing an information sheet and KW asked if this could be shared with the group to enable each Trust to take part.
- 15.2 [SM to share SECamb Briefing with Network Leads. \[SM\]](#)

## **16. Meeting Locations for 2019**

16.1 AG explained he would like the February meeting to happen in Yorkshire as he has already got some arrangements in place. After discussion the following was decided:

- 7 February – Sheffield
- 2 May – Cardiff
- 2 August – Crawley (due to proximity to Brighton Pride)
- 7 November – Liverpool

16.2 There was some discussion about the group attending Amsterdam Pride this year, something we have been invited to do by colleagues in Amsterdam for the past three years. It was noted that the group could make arrangement to fly from Gatwick following the meeting if this was arranged.

## **17. Local Pride Events**

17.1 Network Members are asked to provide details of local Pride events so these can be added to the website.

17.2 [All Leads to pass details of local events to AG. \[All\]](#)

## **18. Next Meetings**

18.1 The next meeting for Development Leads will take place on 7 February 2019 and the venue is expected to be Sheffield. Exact details will be provided nearer the time.

18.2 The next full meeting of the committee will take place on 2 May 2018 in Cardiff. Exact details will be provided nearer the time.