



# National Ambulance LGBT Network

## Full Committee Meeting Notes and Actions

2 May 2019, 10:30 to 16:00

Welsh Ambulance Service Headquarters, Cwmbran

### Attendees:

Will Bellamy	WB	will.bellamy@secamb.nhs.uk
Shane Finnegan	SF	shane.finnegan@eastamb.nhs.uk
Jim Graves	JG	jim.graves@eastamb.nhs.uk
Alistair Gunn (Chair)	AG	alistair.gunn@nhs.net
Val Nash	VN	val.nash@swast.nhs.uk
Delia Reilly	DR	delia.reilly@scas.nhs.uk
Tace Richards	TR	Tace.Richards@wales.nhs.uk
Mike Roberts	MR	michael.roberts4@nhs.net
Gareth Thomas	GT	Gareth.w.Thomas@wales.nhs.uk
Adam Williams (Notes)	AW	adam.williams@nwas.nhs.uk
Tom Wing	TW	tom.wing@swast.nhs.uk
Kirsten Willis	KW	kirsten.willis@scas.nhs.uk

### Guests:

Chloe Barley	CBa	chloe.barley@wmas.nhs.uk
Jason Killens	JK	Jason.Killens@wales.nhs.uk
Jane Poulter	JP	Jane.Poulter@wales.nhs.uk

### Apologies:

Ben Barber	BS	ben.barber@neas.nhs.uk
Craig Barlow	CB	craig.barlow@scas.nhs.uk
Asmina Chowdhury	AC	Asmina.IChowdhury@secamb.nhs.uk
Ash Deakins	AD	ash.deakins@wmas.nhs.uk
Alex Ewings	AE	alex.ewings@lond-amb.nhs.uk
Dominic Gaffney	DG	dominic.gaffney@eastamb.nhs.uk
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
Mike Taylor	MT	michael.taylor963@mod.gov.uk

**Please note that actions are identified in blue text in these notes, with the person / people allocated to the action shown in bold text.**

### **Committee Update (AG)**

- Logo is now a registered trademark.
- Development of networks – October BME conference in Leeds, Disability support network.
- What's new?
  - Bisexuality pack put together, Bi star (electronic only) added.
  - Staff survey results.
  - LGBT History month.
  - International women's day.
  - LGBT Government grant unsuccessful.
- Network objectives:
  - Now six to include trans, mental health and supporting staff networks work streams
  - Time to talk.
  - Ambulance history booklet created and distributed.
  - Website updated – much easier to navigate.
  - Awards – Asmina, Kirsten and Ben.

### **LGBT Programme Update (AG / KW)**

- Vast improvements in the last twelve months:
  - In April 2018 the average was 57 and range 14 to 90.
  - In April 2019 the average was 79 and range 50 to 95.
  - This shows clearly that all Networks are moving forward and improving.

- Biggest improvements:
  - South Western – 54 points
  - Yorkshire – 19 points
  - East Midlands, North West and Scotland – 10 points each
  
- Areas of concern:
  - Supporting staff attendance (Development 7)
  - Supporting the workforce (Development 10)

JK asked if presentation had been shown to AACE. KW confirmed that it had twelve months ago and is due to be shown again. JK suggested that we now need to be very clear on what the network wants to address the areas of concern.

JK warned of the rise of new networks (BME and Disability) should not overshadow LGBT.

### **Meeting Structure and Expense (AG / KW)**

AG stated that questions are being asked about the structure of the meetings and whether two reps from each Trust are still required. Asked for comments from the group. VN said she doesn't see the need for two representatives per trust at each meeting. JG easily got release but still awaiting funding. JK suggested options such as skype or a mix of attendance and remote participation.

KW stated that the Network Terms of Reference states clearly the obligations from each Trust for the National Network. AW stated the same applies in NWAS.

JG said that 'operational demand' is usually the excuse used to block attendance. MR pointed out newly formed networks are struggling to obtain release and funding as they do not have a budget.

WB suggested a joined up approach with BME networks to make sure we are all treated fairly and equally.

### **Use of Rainbow / Trans Logos**

AG said guidance was being drawn up around the use of the symbols as they are now trade marked.

## **NHS Rainbow Badge Toolkit (AG)**

Encouraging all NHS trusts to get involved, AG asked if we should support it at a possible detriment to our own symbol.

JG – The East of England Trust Board had already bought into it without any consultation.

MR stated it would not apply to his trust or WAST as it was just an NHS England scheme.

WB discussed it with his trust – preference is star of life however their opinion is that they will complement each other.

AG suggested looking into it again in six months and just to concentrate on star of life for the time being.

AG confirmed that 4,500 star of life badges had finally been ordered.

## **LGBT Staff Survey Report (AG / KW)**

LGBT staff survey conducted in June 2018. It centres around six themes that had been established from the survey. An overview was given by AG.

## **Website Update (AG)**

AG is collating all local trust information for external and internal support info to update the website. Everyone asked to provide information for the new development as soon as possible.

## **Class Publishing (KW)**

KW made contact with CEO of Class Publishing, subsequently had a conference call with AG & Editor. Funding will be provided to develop a book of all strands of work of the NALGBT network, this will be done free of charge by the publishers and any profits can be kept within the network.

Contributions will be needed by everyone, possibly to launch at 2020 conference. CB suggested some research into the experiences of staff with Trans issues. She said she organised a survey and CPD event but it was met with negativity around the issue.

CB suggested that we should have input from people who aren't LGBT as often training regarding LGBT issues is aimed at Non-LGBT.

### **Merchandise (AW)**

AW enquired if any other network are ordering any pride merchandise, specifically vehicle magnets and wondered about the possibility of submitting a combined order to possibly getting a cheaper price, the group would update accordingly.

### **Conference Update (KW)**

WMAS keen to host the next conference, AD and LK were given a brief for the venues however they had not been able to link up for venue selections. KW stated that the original issue was when the conference would take place. It was decided not to link it with Birmingham Pride but as a stand-alone event in September/October.

KW – no significant update yet as we had not selected a venue.

KW asked the room what they think should happen. Options are to skip a year / hold conference in 2019 / hold an event rather than a conference.

AG reminded people that there is a lot of work involved in setting up the conference.

VN asked the room to consider whether elements of the conference should be further delegated to other committee members. AW agreed and stated the conference should not be postponed.

AG said there is a suggested venue – Tally Ho which is near Birmingham. Some idea for the conference were 'conference backwards' concept (keynotes at end) and pop-up university format.

WB asked whether an urgent conference call should be arranged with WMAS KW said LK has offered to do that once he is back from holiday.

AG suggested 10 October 2019 for the conference, conference call tomorrow to confirm.

Ideally, we should be testing workshop content at the Crawley meeting in August.  
Some ideas are:

VN – Leadership and health and well-being.

AW – Care of patients with HIV.

WB – Staff members with HIV, control staff encounters with Trans.

DR – Suggested what role social media plays in hate speech.

VN volunteered SWAST to host in July 2020 in Bristol. Everyone agreed.

## **Project Developments**

### Ensuring LGBT Patients Receive Excellent Care

AG made a short presentation on behalf of AE. This explored the idea of a QR reader sticker in each vehicle which links patients and staff with some web-based content. AG suggested this is a very good start, and some more detail would be developed in due course.

### Experiences of Trans Service User Poster

CBa gave a talk about the development of her poster and some of the findings. Everyone agreed this is an excellent piece of work. CBa also talked about some of the issues with developing the poster, which had become negative and personal. Everyone present agreed we needed to support people who are working on projects such as this.

AG asked CBa if we could develop a version of the poster for inclusion on the NALGBTN website. CBa agreed to this.

### Promoting Mental Health

JL provided a Powerpoint update which looks at some of the resources available, such as Headspace, to promote well-being amongst our workforces. JL's request to this group is for people to explore this and try out some of the resources.

AG noted that JL had been posting a number of links on social media and these are really worth exploring.

## **Any Other Business**

AW – News from North West is that Howard Coles has now been confirmed as the Deputy Chair of the LGBT Network. The new Chief Executive, Daren Mochrie, is in place and AW will be meeting with him soon.

JG – Invited everyone to Norwich Pride which is on Saturday 27 July.

JG – Noted that changes in Chief Executive was having an impact on the development of the LGBT Network. He has a meeting scheduled when more conversation happening.

VN – Confirmed that ambulance at South Western Ambulance has been liveried for Pride event in the region.

DR – To update on new 'diversity' group that is being set up by College of Paramedics.

MR – Reported that he would shortly be moving Trusts and a meeting was imminent at Scottish Ambulance to elect new Chair.

AG – Asked if anyone is available to attend a Unison conference on Sunday 12 May at University of Warwick. They have asked for a half hour presentation about the Network.

KW – Gold star of life nominations needed. MR asked if nomination form needs to be created.

KW – Oxford Pride is taking place on Saturday 1 June and all are welcome.

KW – Mike Taylor is now a subject lead but not supported by any Trust. The committee was asked how people felt about him being military lead? JG asked if we should look at DG's role now that he has moved Trusts.

WB – Details of upcoming Pride events. He noted there had been some changes in the management of Brighton Pride which might impact on the number of people able to take part in the parade this year.

## **Next Meeting**

The next full committee meeting will take place on 2 August 2019 (10:00 to 16:00) at the South East Coast Ambulance Headquarters in Crawley.

The address of the venue is Nexus House, 4 Gatwick Road, Crawley, RH10 9BG.  
People are reminded to use the postcode RH10 9AX in satellite navigation systems.