

National Ambulance  
LGBT Network



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

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# Conference 2019 Evaluation

Review, photos and  
reflections from our fourth  
annual conference

Alistair Gunn  
30 October 2019



# Introduction



**Fantastic conference yet again!!**

**What will I do differently? I won't wait for a Pride event or a conference. I will celebrate the LGBT agenda everyday and build it into my professional life and my personal life.**

**#Proud**

Michael Forrest, North West Ambulance Service

**INTERSECTIONAL**

**LGBT**



Photographs from the conference were captured by **Peter Cripps**.

Please note: The inclusion of a person's photograph is not indicative of their sexual orientation. Each Ambulance Trust is encouraged to send a cross section of staff to the conference from a range of roles and backgrounds.



# Speakers



Anthony Marsh

This years conference was opened by the Chief Executive of West Midlands Ambulance Service, **Professor Anthony Marsh**. After leading a competition to see which Ambulance Trust could raise the roof most effectively with their cheering, we handed over to the first keynote speaker.



Rob Berkeley

**Rob Berkeley** introduced the theme of this years conference, intersectionality, by recounting his personal journey of coming out, and later founding the organisation BlackOutUK. This organisation is based in London and is a community based asset for black men. Rob also talked about the complications and pitfalls of labels and concepts such as intersectionality. He also spoke of identifying as a black man dealing with health issues.



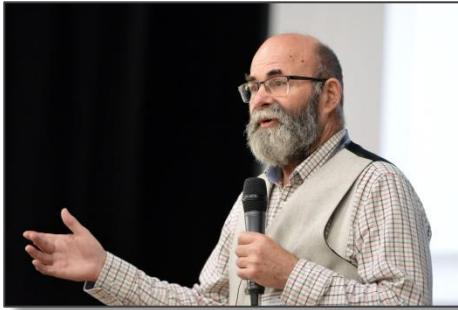
Michael Brady

After Rob, we played a short video presentation from the NHS England Chief People Officer, **Prerana Issar**. Prerana talked about the importance of making the NHS inclusive and safe for everyone and wished everyone a wonderful day.

In the afternoon **Dr Michael Brady**, provided a comprehensive update on the Government's LGBT Action Plan and priorities for the NHS in the coming years. His presentation outlined many health inequalities that currently exist.



# Guest Workshop Leads



David Moreton

We have always tried to include some variety in the workshops and this year was no exception. The committee largely focussed on bringing delegates that were attending for the first time up to speed with some of the inequalities and issues.



Sam Jennings

In a very thought provoking workshop **David Moreton** discussed the conflict between sexual orientation and faith, given the backdrop of most faith systems having something very negative to say about homosexuality. David used his personal experience of dealing with this conflict and outlined the work being done by the organisation he works with, Oasis, to provide pastoral support to LGBT people.



Ian Ashton

The subject of hate crime is never far from the news at the moment, with escalating numbers of incidents being reported generally, and towards ambulance staff. **Sam Jennings** (Lancashire Police) and **Ian Ashton** (West Midlands Police) looked into this subject and the importance of reporting.

A further workshop provided a whistle-stop tour of the subjects of intersectionality and microaggressions. **Pam Brown** (West Midlands Ambulance Service – sadly no photograph from the conference available) joined forces with Alistair Gunn on this one.



# Committee Workshop Leads



**Tony Faraway & Adam Williams**

Once again this years we saw a number of the workshops being facilitated by members of the National Ambulance LGBT Network committee.

**Tony Faraway** and **Adam Williams** teamed up to discuss patients living with HIV. Their presentation included some new research on patient experience and staff knowledge.

Similarly **Mike Taylor** and **Val Nash** teamed up to give a presentation on LGB basics. **Steph Meech** provided a workshop on the Trans element to compliment this.

**Alistair Gunn, Jules Lockett** and **Kirsten Willis** (no photo available) facilitated the other workshops.



**Jules Lockett**



**Alistair Gunn**



**Val Nash**



**Mike Taylor**



**Steph Meech**





# Reflections [1]



**We have received a lot of feedback about the conference and included a selection of your thoughts here.**

‘I loved hearing the Police perspective and the reporting of crimes. It was an excellent to hear from the other side of what takes place. I think it encouraged more people to come forward when anything happened.’

Anna Price, East of England

‘I was really interested in the workshops that I attended, I did Mental Health in the Control Room which was very entertaining and informative and as Health and Wellbeing Ambassador I have rolled out some of the ideas to our team. I also did the Intersectionality workshop which was amazing and we said we could have debated that all day as one question answered lead to another.’

Annette Browning, West Midlands

‘I found the HIV talk really interesting and engaging, going forward I feel a lot more confident in my treatment and contact with HIV patients, knowing the differences means I can pass this on to my colleagues and ultimately give the patients the best care possible.’

‘The whole conference was (once again) really good and relaxed.’

JP Pearson, South Western Ambulance Service

‘I really found the Trans: Understanding the Health Inequalities quite interesting and learnt a lot about terminology and the umbrella in which transgender people come under.’

‘I will definitely be more open to people who identify as transgender, both colleagues and patients.’

Sean Carr, Yorkshire

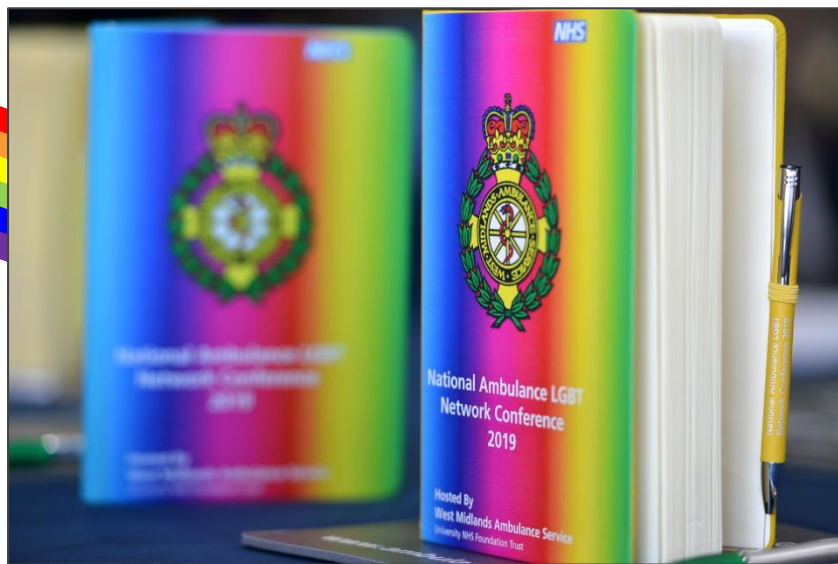


# The Official Conference Photo





# Rainbow Conference



There was certainly no lack of colour at the conference this year with the tables decorated to impress and a number of themed goodies provided by West Midlands Ambulance Service. Certainly meetings are unlikely be the same again for people using the conference notebooks. If these don't start a conversation we are not sure what will!

Fitting perfectly with the launch of the Recipe for Success books, delegates also received an individually wrapped cupcake with rainbow icing and West Midlands Ambulance Service crown badge on top. They certainly looked amazing all together after the lunch break and we hope all delegates took a moment to indulge themselves later in the day.





# Afternoon Speakers



Kirsten Willis

The afternoon session started with the return of the Gold Star of Life Awards. **Kirsten Willis**, Deputy Chair of the National Ambulance LGBT Network, compered the awards. For this second round of awards, individuals were nominated by people in their Trusts. In total seventeen new Gold Star of Life awards were made.



Jason Killens

We were delighted that **Jason Killens**, Chief Executive of Welsh Ambulance Service and Diversity Lead for the Association of Ambulance Chief Executives, was present to hand out the awards.



Graham Meldrum

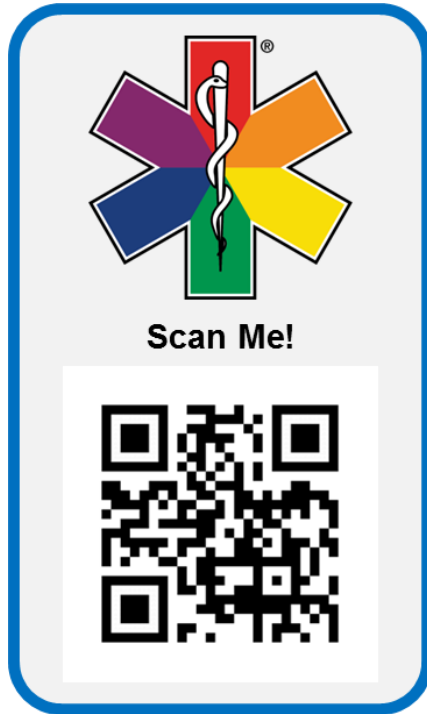
The day closed with a speech from the Chairperson of West Midlands Ambulance Service, **Sir Graham Meldrum**. Relating to his experience of working in the Fire Service, Graham reinforced the importance of ensuring staff are valued and supported at all levels of the organisation. This concluded a varied day which we hope you all enjoyed.



You can find out more information about this years Gold Star of Life nominees in a separate document.



# QR Codes in Ambulances



Sample QR code stickers, which connect to the National Ambulance LGBT Network website, were given out to conference delegates.

As we work hard to make our services LGBT friendly, there is an important question about how we let people know this. This is the subject our Patient Experience Lead, **Alex Ewings**, explored in the afternoon.

Alex demonstrated the point by showing photos of shops and services that include small rainbow badges on their windows. It often creates intrigue and provides subliminal messages to those passing by. In fact this is nothing new to the National Ambulance LGBT Network, and the creation and distribution of the rainbow star of life badges was intended to do the same. After nearly ten years in our Ambulance Services, it is making a difference.

A new idea is to include a sticker which includes the rainbow star of life and QR reader in the patient area of every ambulance in the United Kingdom. The QR code connects people to a dedicated page on the National Ambulance LGBT Network website which provides information on how our services are supporting the needs of LGBT patients and staff. Hopefully in the next twelve months you will see more information about this.



Alex Ewings



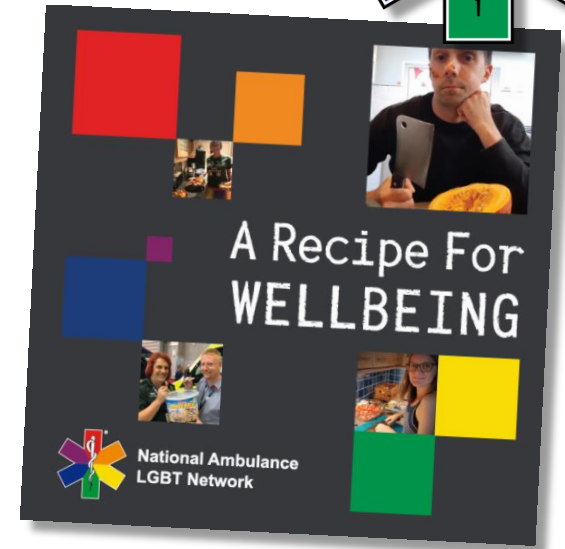
# A Recipe for Wellbeing



You will know from previous conferences that the health and wellbeing of staff is the primary concern of the National Ambulance LGBT Network. This year we wanted to do something a little different to encourage people to think about their wellbeing in a different way.

So after a few months of creative writing by **Alistair Gunn**, **Jules Lockett** and **members of the committee**, we were able to launch a new book *A Recipe for Wellbeing*. You can explore the different way people think about their wellbeing through the medium of food. And you might be tempted to try out a recipe or two.

Note the printed books are a limited edition, and with only 1,000 numbered editions available, they will disappear fast!





# Photo Gallery



A selection of photographs from the conference captured by Peter Cripps.



# Reflections [2]



**We have received a lot of feedback about the conference and included a further selection of your thoughts here.**

‘My knowledge is always expanded when attending these events, but this year’s focus on intersectionality really made it feel that we are expanding our reach and starting to look at the wider world and communities around us.

‘I found it fascinating listening to the views of some of the focus groups and in particular the group that I attended where we talked about HIV care in the ambulance service and the views of colleagues who completed the survey.

‘HIV is such an important part of so many people’s lives, I think we owe it to those patients to really understand their world and their challenges.’

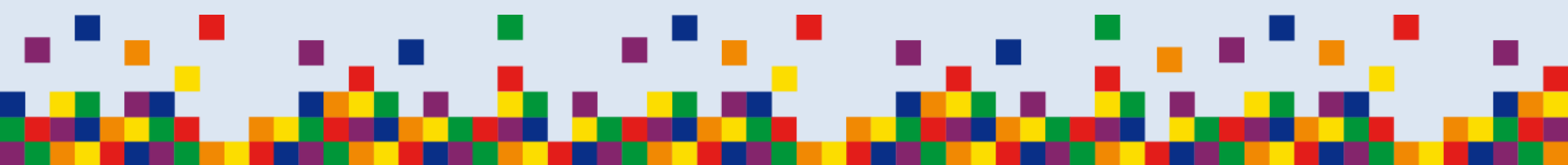
Simon Davies, Yorkshire

‘I was very interested in the religion and LGBT and the conflict between them for individuals. I was horrified at the suicide rates because of this conflict. I hope that understanding some of the signs will save some lives and that individuals know where they can get help.’

Suzanne Hartshorne, Yorkshire

‘The microaggressions workshop was enlightening. We see these all the time and most people laugh them off as jokes or foibles. Learning more in depth about them and how they can lead to microaggressions has enabled me to spread the word and start calling them out. This behaviour has then been used to educate other people to do the same.’

Ben Shackleton, St John Ambulance





# The Committee





# The Finances



## NALGBTN Conference 2019 Financial Statement

Item	Income	Spend
Trust contributions *	£ 11,500	
St John Ambulance contribution	£ 2,000	
Sponsorship (SP Services)	£ 1,000	
<b>Total</b>	<b>£ 14,500</b>	
Venue hire and catering		£ 4,589
Printing costs		£ 3,576
Photography		£ 300
Expenses payments		£ 637
Consumables and merchandise		£ 2,288
<b>Total</b>		<b>£ 11,390</b>
Surplus		£ 3,110

### Notes:

- \* In 2019 a standing agreement has been introduced across staff networks so that each English Ambulance Trust contributes £1,000 and the devolved Trusts contribute £500 each.

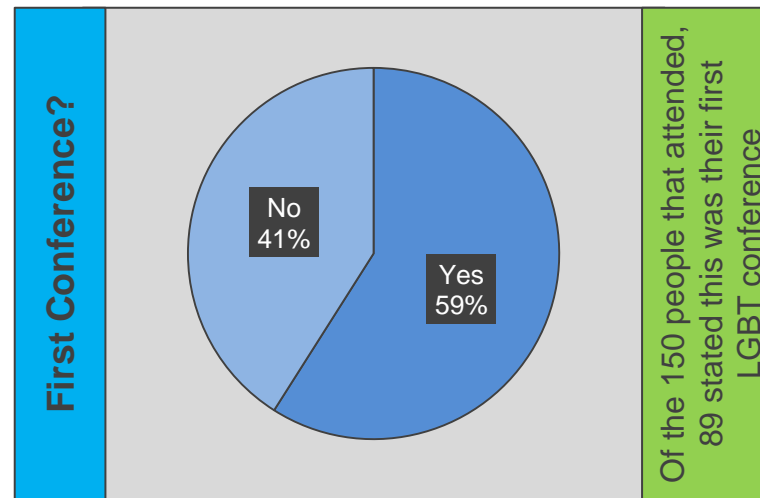
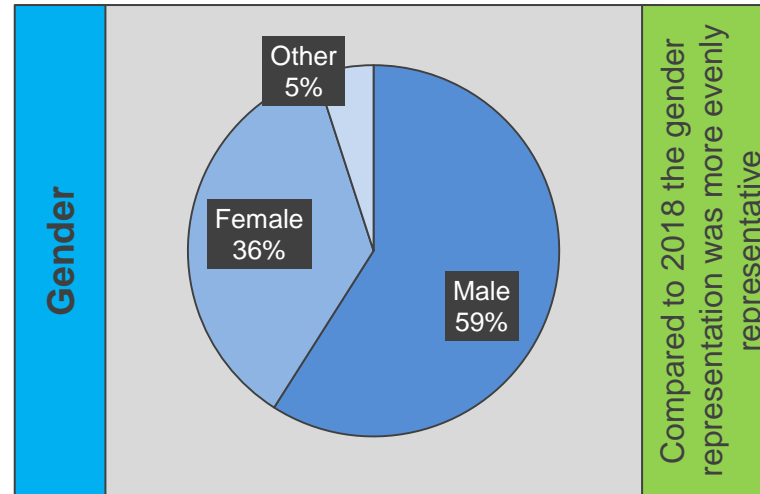


# Monitoring Information



## Where delegates came from:

East of England Ambulance	6
East Midlands Ambulance	6
London Ambulance	7
North East Ambulance	8
North West Ambulance	8
Scottish Ambulance	3
South Central Ambulance	13
South East Coast Ambulance	10
South Western Ambulance	8
Welsh Ambulance	10
West Midlands Ambulance	24
Yorkshire Ambulance	14
St John Ambulance	18
Students	4
Speakers and Exhibitors	11
<b>Total</b>	<b>150</b>



**Please note:** Monitoring information is based on data collected on the day of the conference at the registration desk.

