National Ambulance LGBT Network

'Let's Get Better Together' Programme Progress Tracker

Updating on the progress of LGBT Network development

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

Alistair Gunn
Chairperson
22 July 2021

Introduction

It has been some time now since we produced an update report for our LGBT 'Let's Get Better Together' Programme. In the fifteen months since the last report every service has been contending with Covid-19 and the massive pressures this has put on the healthcare system.

Our committee, many of whom are also operational or in operational management roles, have similarly been impacted. Despite this, LGBT networks, both nationally and locally, have been instrumental in providing support to staff.

A report by the LGBT Foundation, released in May 2020, highlighted how the pandemic had impacted on LGBT people. It revealed how the experience of isolation is much more prevalent, how incidences of poor mental health had increased and the problems some people were having continuing treatments for health conditions. In each case the figures were worse than for the general population and gave a clear case for increasing levels of support for LGBT people.

In this report we will not only provide our latest scoring and consider the impact of the pandemic on our LGBT networks, but we will look at the lessons learnt from the past fifteen months. To bring some positives from this we also want to summarise our learning so that network members of the future can benefit from our learning should this situation arise again.

Assessment Results – July 2021

Date	Ten Key Developments										SC %
	1	2	3	4	5	6	7	8	9	10	
East of England	G	G	G	G	A	A	A	A	A	R	66
East Midlands	R	G	G	G	G	A	A	R	A	G	67
London	G	G	G	G	A	G	G	G	A	A	85
North East	R	G	G	G	G	G	A	G	A	G	81
North West	G	G	G	G	G	G	A	A	G	G	90
Scotland	G	G	G	G	G	G	R	A	G	G	86
South Central	G	G	G	G	G	G	R	A	R	A	72
South East Coast	G	G	G	A	G	G	R	A	A	A	71
South Western	A	G	G	G	A	R	R	A	G	A	62
Wales	G	A	G	G	A	A	A	A	A	A	65
West Midlands	G	G	G	G	G	A	A	A	G	A	80
Yorkshire	G	A	G	G	G	G	G	A	G	A	85

Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

Assessment Results – April 2020

| Date | Ten Key Developments | | | | | | | | | | SC |
	1	2	3	4	5	6	7	8	9	10	%
East of England	G	G	G	G	A	A	R	A	A	R	62
East Midlands	G	G	G	A	G	A	G	A	A	A	75
London	G	G	G	G	R	G	G	G	A	G	86
North East	G	G	G	G	G	G	A	G	G	G	95
North West	G	G	G	G	G	G	A	G	G	G	95
Scotland	G	G	G	G	G	G	A	A	G	G	90
South Central	G	G	G	G	G	G	A	G	A	G	90
South East Coast	G	G	G	G	A	G	R	A	G	A	71
South Western	G	G	G	G	A	G	G	A	A	G	85
Wales	G	G	G	G	A	A	A	A	G	A	75
West Midlands	G	G	G	G	G	A	A	A	G	A	80
Yorkshire	G	A	G	G	G	G	A	G	A	A	80

Key to Developments:

1. Getting a core group together
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10. Supporting the workforce

Previous Assessment Results

Assessment Results – October 2019

Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	%
East of England	G	G	G	A	R	A	R	A	A	R	53
East Midlands	G	A	G	A	G	A	G	A	A	A	70
London	G	G	G	G	R	G	G	G	A	G	86
North East	G	G	G	G	G	G	A	G	G	G	95
North West	G	G	G	G	G	G	A	G	G	G	95
Scotland	G	G	G	G	A	A	A	A	G	A	80
South Central	G	G	G	G	G	G	G	G	A	A	95
South East Coast	G	G	G	G	A	G	R	G	G	A	81
South Western	G	G	G	G	A	G	A	G	G	G	90
Wales	G	G	G	G	A	G	A	A	G	A	80
West Midlands	G	G	G	G	G	A	A	A	G	R	76
Yorkshire	G	G	G	G	G	G	A	G	G	A	90

Key to Developments:
1. Getting a core group together
2. Constructing Terms of Reference
3.
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5.
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10.

Assessment in October 2019

Assessment Results – April 2019

Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	%
East of England	G	G	G	A	R	A	R	A	A	R	53
East Midlands	G	A	G	G	G	A	G	A	G	A	80
London	G	G	G	G	A	G	G	A	A	G	85
North East	G	G	G	G	A	G	A	G	G	G	90
North West	G	G	G	G	A	A	A	G	G	G	90
Scotland	G	G	G	A	R	A	R	A	R	A	50
South Central	G	G	G	G	G	G	G	G	G	A	95
South East Coast	G	G	G	G	G	A	R	G	G	A	81
South Western	G	G	G	G	A	G	A	G	A	G	90
Wales	G	G	G	A	A	A	R	A	A	A	61
West Midlands	G	G	G	G	G	A	A	A	G	R	76
Yorkshire	G	G	G	G	G	G	A	G	G	A	90

Key to Developments:
1. Getting a core group together
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Assessment Results – October 2018

Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	%
East of England	G	G	G	A	A	A	R	R	A	R	53
East Midlands	G	G	G	A	A	G	A	A	A	A	70
London	G	G	G	G	G	A	A	A	A	G	80
North East	G	G	G	G	G	G	A	G	G	G	95
North West	G	A	G	G	A	G	G	A	G	A	80
Scotland	G	R	G	A	R	A	R	R	A	R	40
South Central	G	G	G	G	G	G	G	A	G	R	86
South East Coast	G	G	G	G	G	A	R	A	G	A	81
South Western	A	R	G	R	G	R	A	R	R	R	36
Wales	A	R	G	A	R	A	R	A	A	R	53
West Midlands	G	G	G	A	A	A	A	A	G	R	71
Yorkshire	G	G	G	G	G	A	A	R	A	A	71

Key to Developments:
1. Getting a core group together
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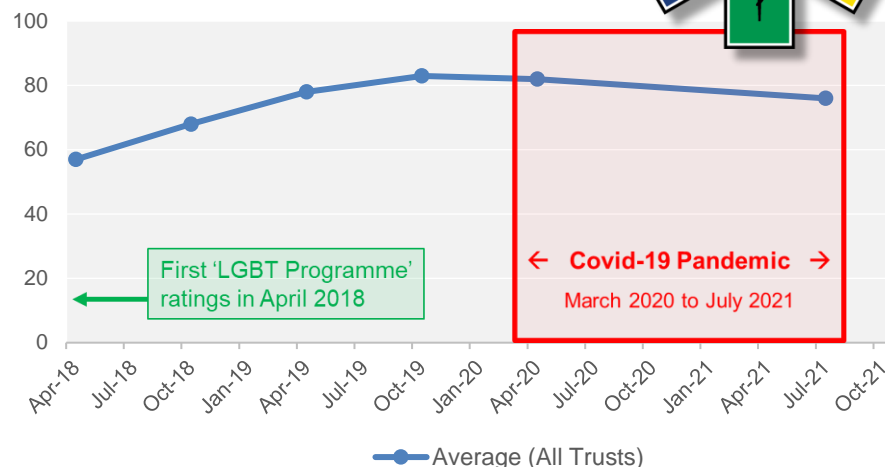10. Supporting the workforce

Assessment in October 2018

The predominant feature of the last fifteen months since our last report has been Covid-19 and the measures put in place to protect people and the NHS. It is fair to say that developing staff networks has not been a key focus, so what actually has been the impact overall?

In the collecting of information for this report one committee member wrote; '*It feels like we've taken a few backward steps*'. Our scoring against the ten benchmarks indicates this may well be true, and the aggregated score (shown in the graph top right) confirms the average has dropped.

It is also fair to say the loss shown is not major, and could actually have been much

First 'LGBT Programme' ratings in April 2018

← **Covid-19 Pandemic** →

March 2020 to July 2021

Average (All Trusts)

worse. All LGBT networks have continued to operate in some form. There is a difference in how Trusts have utilised staff networks. We observe that some Trusts were quick to bring staff network Chairs together in the pandemic to look at the support they could provide. In other Trusts this happened much later and several Chairs have stated priority seemed to be

given to BME networks because of the indication of greater risk to BME populations.

The National Network was quick to respond to a report by the LGBT Foundation that suggested LGBT people were more at risk of isolation and mental health crisis. A subgroup of the committee developed a Covid 1-2-3 Strategy, which was as follows:

1. Change the tone of conversations… **Make it personal.**

2. Have support readily available for all… **Support in every pocket.**

3. Find new ways of connecting people… **Share experiences.**

Each local network looked at working with this, whilst the national network supplied up-to-date lists of supporting organisations (2) and modelled the other two aspects in several carefully constructed 15 Minute Reads.

The roll-out of *Teams* within the NHS provided the ideal tool to support all staff networks with virtual meetings. All our LGBT networks have utilised this, and in many cases saw numbers increase in the early stages. It will be interesting to see if this holds however. Several Trusts have reported, what we are calling, 'virtual meeting fatigue'. Most recently it seems that staff are not a motivated to attend virtual meetings because they do not offer the same social experience.

Impact on Events

On this very point, one committee member aptly summarised, '***The events that typically bring staff together have been completely absent***'. This comment was made with reference to Pride events which have universally been cancelled for two years in many locations. These are usually local networks' 'big event' and often see a greater cohort of staff take part that are ever involved in staff network meetings.

It is likely to be 2022 before we start to see Pride events become a feature on our calendars and we will hopefully be able to support a greater number of events than ever before. A similar situation has occurred with the network conferences. In 2020, the conference planned to be held in Bristol, was cancelled early on in the

pandemic. The 2021 event, which had already been planned to take place in York, was also cancelled after the second lockdown was announced.

We believe a period of recovery and reestablishment is now needed for LGBT networks and for the national network to host some task and finish style events as soon as possible to assist with this. The two we have held previously have been very successful.

We also hope to hold our biggest conference yet in 2022, bringing together the themes of the missing conferences. This was continuing our exploration of intersectionality and the identities presented by the + in LGBT+.

Reflecting on 2020

Staying Connected
National Ambulance LGBT Network

We celebrate Lesbian Visibility Week and more

15 MINUTE READ

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

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Pride!
National Ambulance LGBT Network

It's Pride month but things are a little different just now

15 MINUTE READ

Supporting Lesbian, Gay, Bisexual and Trans staff,

...nd Alistair Gunn
24 June 2020

Celebrating Five Years
National Ambulance LGBT Network

We look back at the five years of the national network

15 MINUTE READ

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

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Alistair Gunn and Kirsten Willis BEM
July / August 2020

Good Quality Mental Health Support

1
Change the tone of the conversations…

Make it personal

2
Have support readily available for all…

Support in every pocket

3
Find new ways of connecting people…

Share experiences

If you read our 15 Minute Reads (left) in 2020 you will have seen the increased use of caricatures and committee member stories as we tried to make it more personal. Our Covid 1-2-3 Strategy (above) also worked well and created consistency across networks.
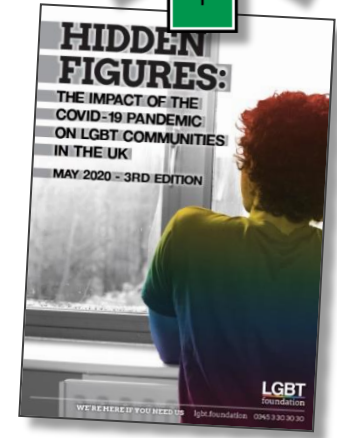
Pandemic 'Red File'

If this situation were to ever present itself again, could staff networks provide a more robust solution to support staff?

The advice from the 2021 committee would be as follows:

- Be quick to get networks together in local areas to decide what support is available and feed this into each Trust. It is highly likely staff networks can contribute to the Trust effort overall and link with sections of vulnerable staff.

- Adopt the Covid 1-2-3 Strategy. This starts by thinking about how to make communications more personal and allowing staff to talk about their fears
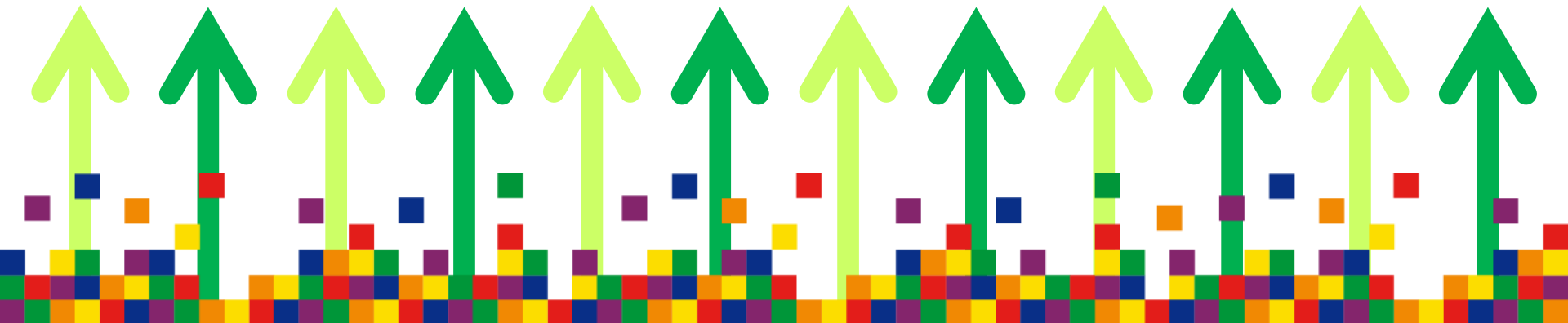
and difficulties. It may be a good way to spot those people who are struggling.

- Try to get a programme of events in place as quickly as you can. More frequent, but shorter, virtual events may work well.

- Get a list of up to date supporting organisations ready and distribute widely. Identifying people that may be especially vulnerable is essential. Reports like the 'Hidden Figures' report (shown top right) can be particularly helpful to identifying people.

HIDDEN FIGURES:
THE IMPACT OF THE COVID-19 PANDEMIC ON LGBT COMMUNITIES IN THE UK
MAY 2020 - 3RD EDITION

WE'RE HERE IF YOU NEED US   lgbt.foundation   0345 3 30 30 30

LGBT foundation

Analysis

Scores

| Date | Ten Key Developments | | | | | | | | | | SC |
	1	2	3	4	5	6	7	8	9	10	%
East of England	G	G	G	G	A	A	A	A	A	R	66
East Midlands	R	G	G	G					A	G	67
London	G	G	G	G					A	A	85
North East	R	G	G	G					A	G	81
North West	G	G	G	G					G	G	90
Scotland	G	G	G	G							86
South Central	G	G	G	G							72
South East Coast	G	G	G	A					A	A	71
South Western	A	G	G	G					G	A	62
Wales	G	A	G	G					A	A	65
West Midlands	G	G	G	G					G	A	80
Yorkshire	G	A	G	G	G	G	G	A	G	A	85

April 2020:
Average score **82**
Range of scores **62 to 95**

July 2021:
Average score **76**
Range of scores **62 to 90**

Key to Developments:

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Comparing the Results

Date	April 2020				Vs	July 2021			
	1	2	3	4		1	2	3	4
East of England	G	G	G	G		G	G	G	G
East Midlands	G	G	G	A		R	G	G	G
London	G	G	G	G		G	G	G	G
North East	G	G	G	G		R	G	G	G
North West	G	G	G	G		G	G	G	G
Scotland	G	G	G	G		G	G	G	G
South Central	G	G	G	G		G	G	G	G
South East Coast	G	G	G	G		G	G	G	A
South Western	G	G	G	G		A	G	G	G
Wales	G	G	G	G		G	A	G	G
West Midlands	G	G	G	G		G	G	G	G
Yorkshire	G	A	G	G		G	A	G	G

Some challenges in developments 1 to 4.

Key to Developments:

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Biggest Improvements

At this point we normally include a breakdown of the Trusts showing the biggest improvements. In this report this does not feel appropriate and we can look at the overall impact of the pandemic.

Interestingly two networks have continued to show improvements, and a further two have maintained there score over the past year. This means the majority are reporting a downward trending. We believe the increase in red and amber in Developments 1 to 4 will be resolved as things get back to normal. Developments 7 to 10, which have been impacted most, are more concerning and work is needed to get these areas back on track.
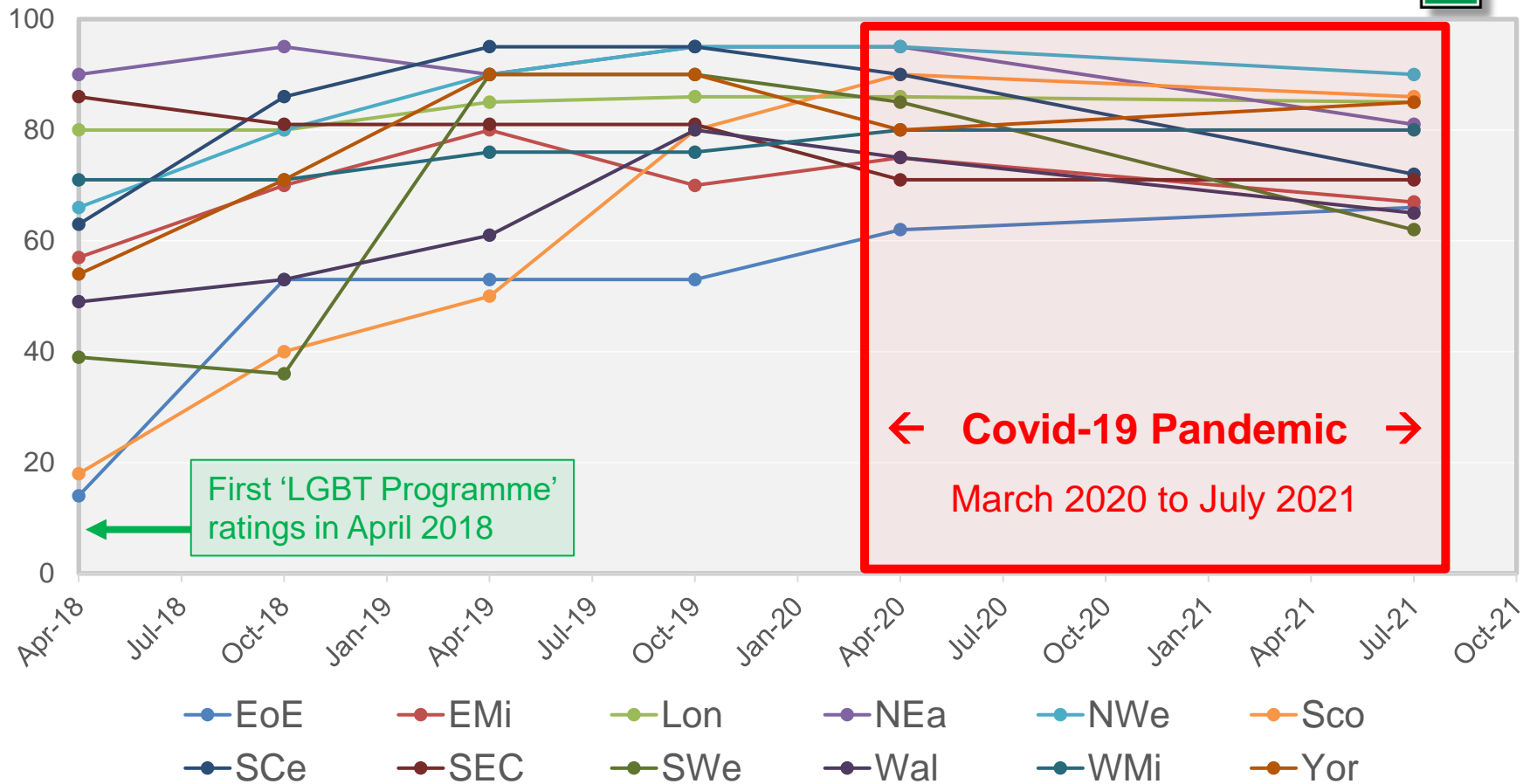
The graph on the next page tracks the progress since we began the programme. Whilst a downward trend can be seen during the pandemic, is it not massive and all Trusts are still in the upper quartile.

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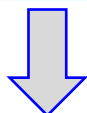
Development Tracker

First 'LGBT Programme' ratings in April 2018

← **Covid-19 Pandemic** →
March 2020 to July 2021

Legend: EoE, EMi, Lon, NEa, NWe, Sco, SCe, SEC, SWe, Wal, WMi, Yor

Changes by Development

Ten Key Developments										
Date	1	2	3	4	5	6	7	8	9	10
April 2020	120	115	120	115	91	100	67	85	90	86
July 2021	97	110	120	115	95	100	54	66	81	76-
Difference	-23	-5	0	0	+4	0	-13	-19	-9	-10

Using the RAG rating system to score each development point, we have compared them to see where the biggest improvements or 'losses' have been made.

From this we can see the full impact of the pandemic on LGBT staff network. Staffing changes has had an impact and there has been little or no progress on the developmental areas (7 to 10). This would indicate a period of recovery is needed.

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Area of Concern

Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	%
East of England	G	G	G	G	A	A	A	A	A	R	66
East Midlands	R						A	R	A	G	67
London	G						G	G	A	A	85
North East	R						A	G	A	G	81
North West	G						A	A	G	G	90
Scotland	G						R	A	G	G	86
South Central	G						R	A	R	A	72
South East Coast	G						R	A	A	A	71
South Western	A						R	A	G	A	62
Wales	G						A	A	A	A	65
West Midlands							A	A	G	A	80
Yorkshire		A	G	G	G	G	G	A	G	A	85

Developments 7 to 10 have all suffered in this period.

The level of **red** and **amber** has increased for understandable reasons.

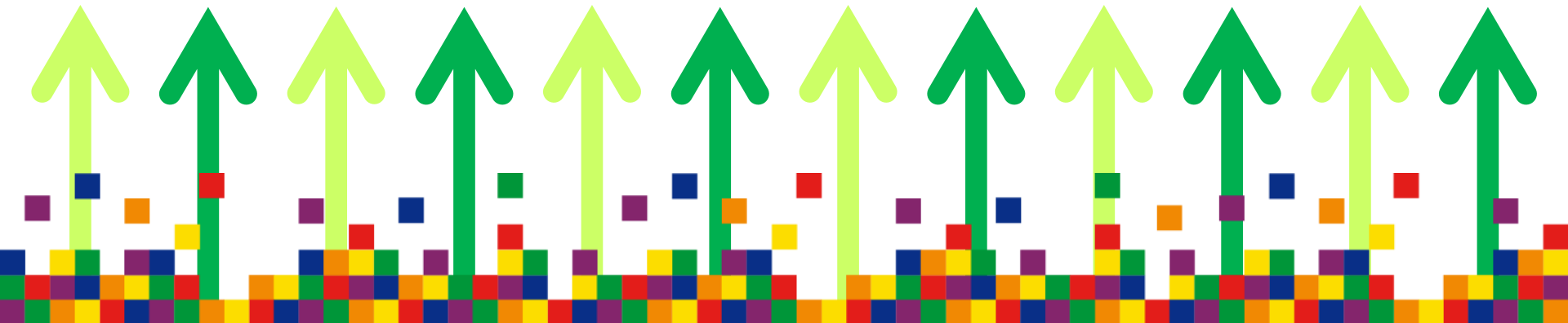The aim for this next period is to get these developments back on track and match pre-pandemic scores.

Key to Developments:

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Assessment Definitions

Development Definitions [1]

Development	Green rating	Amber rating	Red rating
[1] Getting a core group together The aim of this development is to get a committed group of individuals together to get the network running.	You will have also appointed people to essential roles. There are not fixed rules on this, but you should at least to have a Chairperson, Deputy Chairperson and a Communication Officer.	Your network is in the process of electing people to key roles.	There are not enough people engaged with the network to appoint roles.
[2] Constructing a Terms of Reference A Terms of Reference is an essential document which describes the purpose of your group and how it should operate.	The Terms of Reference document is in place and it is less than 12 months since the last review.	Your network has a Terms of Reference document but it is due for review, or hasn't been reviewed for over 12 months.	The network does not have a Terms of Reference document.
[3] Giving Your network an identity Your network should have a name and a logo.	The network has a name and logo in place.	The network is working on establishing a name and logo.	There is no name or logo in place or in development.

Development Definitions [2]

Development	Green rating	Amber rating	Red rating
[4] Finding your supporters An established network will have executive level support within the organisation.	Network has an executive level sponsor and the Chair has a regular meeting diarised (every 3 to 6 months).	The network is working to establish executive level support.	It has not been possible to find an executive level sponsor for the network.
[5] Establishing a budget An established network should have a defined budget.	The network should have a commitment to a recurrent annual budget with autonomous decision making powers. It should also be defined what is included in this and not.	The network has a budget for immediate work / projects but there is no plans to make this recurrent. Alternatively, an escalation procedure is in place to generate monies needed for specific activities.	It has not been possible to get a dedicated budget for the staff network.
[6] Developing a Communications Plan An established network has a communication plan and links to achieve it.	Network has a communication plan in place for the next 6 months and is working in co-operation with internal communication departments.	Communication plan in place but no links with internal communication departments established.	There is no communication plan in place.

Development Definitions [3]

Development	Green rating	Amber rating	Red rating
[7] Supporting staff attendance The aim of this is to ensure there is an equitable process in place for staff wanting to attend meetings.	Procedures in place to manage staff attendance and this is approved by Trust Board or Executive sponsor.	Procedures drafted for the management of staff attendance but no review has taken place.	There is no procedure in place to manage staff attendance.
[8] Finding your objectives / making plans A well established network has agreed plans and objectives for the next six months.	A plan is in place for the next six months and this has been approved and supported by Trust Board or executive sponsor.	A plan is in the process of being drafted. This has not been reviewed or approved by Trust Board or executive sponsor.	There is no plan in place for the forthcoming months.
[9] Linking with key events Established network should have a plan for engagement activities that includes local events.	A list of key activities which the network will support has been constructed, including local Pride and LGBT events. This will be supported by the Trust with resources and finances.	A list of key activities which the network will support has been constructed, including local Pride and LGBT events. No resources or finance has been established.	There is no list of activities established for the network to support.

Development Definitions [4]

Development	Green rating	Amber rating	Red rating
[10] Supporting the workforce Perhaps the most difficult of the ten developments, each established network should have identified support mechanisms for staff. These should also be accessible to all the workforce through a variety of mechanisms (local contacts, website etc).	There is a documented procedure in place which outlined how support is provided by the network and by the Trust in general. This will include all contact information. Access to support is available through contact with the network and can also be achieved through other mechanisms, such as information on internet / intranet.	There is a documented procedure in place which outlined how support is provided by the network and by the Trust in general. This will include all contact information. Mechanisms for getting support are not embedded and usually achieved by contacting the network directly.	There is no documented procedure for providing support to staff.

Compliance score	Each green rating scores 10%	Each amber rating scores 5%	Each red rating scores 1%
The 'baseline score' is assessed before any development has taken place. Regular scoring then shows the achievements gained as the programme progresses. Record your compliance scores (SC) on the tracker page.			

Individual Trust Trackers

East of England Ambulance Service

East of England Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	A	R	R	R	R	R	R	R	R	R	14	57
October 2018	G	G	G	A	A	A	R	R	A	R	53	68
April 2019	G	G	G	A	R	A	R	A	A	R	53	78
October 2019	G	G	G	A	R	A	R	A	A	R	53	83
April 2020	G	G	G	G	A	A	R	A	A	R	62	82
July 2021	G	G	G	G	A	A	A	A	A	R	66	76

Narrative:

- Early stages of a abstraction policy to support attendance - currently limited to Chair and Vice-chair
- Confirmed Non-executive sponsor for network.
- Building strong links with other regional LGBT networks for collaborative working and events.

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East Midlands Ambulance Service

East Midlands Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	G	G	G	A	A	A	R	A	A	R	57	57
October 2018	G	G	G	A	A	G	A	A	A	A	70	68
April 2019	G	A	G	G	G	A	G	A	G	A	80	78
October 2019	G	A	G	A	G	A	G	A	A	A	70	83
April 2020	G	G	G	A	G	A	G	A	A	A	75	82
July 2021	R	G	G	G	G	A	A	R	A	G	67	76

Narrative:

- The Network has undergone a relaunch so is currently in the early stages of how it will grow and develop.
- Currently there is no formal committee as this will be formed at the AGM when we have enough members.

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London Ambulance Service

London Ambulance Service												
Ten Key Developments											SC	Av
Date	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**%**	**%**
April 2018	G	G	G	G	G	G	A	A	A	A	80	57
October 2018	G	G	G	G	G	A	A	A	A	G	80	68
April 2019	G	G	G	G	A	G	G	A	A	G	85	78
October 2019	G	G	G	G	R	G	G	G	A	G	86	83
April 2020	G	G	G	G	R	G	G	G	A	G	86	82
July 2021	G	G	G	G	A	G	G	G	A	A	85	76

Narrative:

- **Establishing a budget** – currently under review.
- **Developing a Communications Plan** – needs more 'connected' focus with EDI Leads and comms colleagues.
- **Linking with key events** – events cancelled and 'online fatigue' evident.
- **Supporting the workforce** – reduced effectiveness dues to pandemic measures. Levels of support to staff never been higher.

Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

North East Ambulance Service

North East Ambulance Service												
	Ten Key Developments										**SC**	**Av**
Date	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**%**	**%**
April 2018	G	G	G	G	G	G	A	G	G	A	90	57
October 2018	G	G	G	G	G	G	A	G	G	G	95	68
April 2019	G	G	G	G	A	G	A	G	G	G	90	78
October 2019	G	G	G	G	G	G	A	G	G	G	95	83
April 2020	G	G	G	G	G	G	A	G	G	G	95	82
July 2021	R	G	G	G	G	G	A	G	A	G	81	76

Narrative:

- New Chair and Deputy Chair in process of being elected.
- Decision not to physically attend any Pride events for the rest of 2021.
- Ringfenced time now available for senior committee members.
- Executive and Non-Executive sponsors confirmed.
- Three successful 'lunch and learn' virtual sessions taken place.
- Member of regional Integrated Care System LGBT+ Network Chairs group.

Key to Developments:

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7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

North West Ambulance Service

North West Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	G	G	G	G	R	A	A	A	A	A	66	57
October 2018	G	A	G	G	A	G	G	A	G	A	80	68
April 2019	G	G	G	G	A	G	A	G	G	G	90	78
October 2019	G	G	G	G	G	G	A	G	G	G	95	83
April 2020	G	G	G	G	G	G	A	G	G	G	95	82
July 2021	G	G	G	G	G	G	A	A	G	G	90	76

Narrative:

- New Deputy Chair elected and Trust Board sponsor appointed.
- Shifted to online meetings.
- Focus on charity events - four animals sponsored in our name at Chester Zoo.
- Supported development of race equality and disability networks.
- Focussed on staff welfare throughout pandemic.

Key to Developments:

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6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

Scottish Ambulance Service

Scottish Ambulance Service												
	Ten Key Developments										**SC**	**Av**
Date	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**%**	**%**
April 2018	R	R	A	A	R	R	R	R	R	R	18	57
October 2018	G	R	G	A	R	A	R	R	A	R	40	68
April 2019	G	G	G	A	R	A	R	R	A	R	50	78
October 2019	G	G	G	G	G	A	A	A	G	A	80	83
April 2020	G	G	G	G	G	G	A	A	G	G	90	82
July 2021	G	G	G	G	G	G	R	A	G	G	86	76

Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
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4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

Narrative:

- Dates in the diary for meetings but we have minimal attendance just now.
- Sharing of information with our members and promote LGBT awareness where we can, e.g. the launch of the NHS Scotland Pride Badges in June.
- Our monthly walk and catch ups are publicised widely and we are hopeful numbers coming along will start to grow.

South Central Ambulance Service

South Central Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	G	G	G	G	A	G	R	R	A	R	63	57
October 2018	G	G	G	G	G	G	G	A	G	R	86	68
April 2019	G	G	G	G	G	G	G	G	G	A	95	78
October 2019	G	G	G	G	G	G	G	G	G	A	95	83
April 2020	G	G	G	G	G	G	A	G	A	G	90	82
July 2021	G	G	G	G	G	G	R	A	R	A	72	76

Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

Narrative:

- Network continues to work in the background, throughout pandemic.
- We have been able to support other Networks which have come on line over the last year, namely BAME, Disability and Faith networks within SCAS.
- We continue to engage with partners in Police and Fire in virtual formats, but this has been challenging at times, with REAP levels escalated and daily Opel levels meaning meetings are cancelled at short notice.

South East Coast Ambulance Service

South East Coast Ambulance Service												
Ten Key Developments											**SC**	**Av**
Date	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**%**	**%**
April 2018	G	G	G	G	G	G	R	G	G	A	86	57
October 2018	G	G	G	G	G	G	R	A	G	A	81	68
April 2019	G	G	G	G	G	A	R	G	G	A	81	78
October 2019	G	G	G	G	A	G	R	G	G	A	81	83
April 2020	G	G	G	G	A	G	R	A	G	A	71	82
July 2021	G	G	G	A	G	G	R	A	A	A	71	76

Narrative:

- The network has continued to engage with its members throughout pandemic and was pleased to also support the launch of the Gender Equality network.
- We acknowledge the challenges of running a staff equality network through the pandemic, including the impact of social isolation on LGBT colleagues
- Executive support in place. Needs to re-establish meetings and review objectives. Continues to utilise alternative methods of linking with events.

Key to Developments:

1. Getting a core group together
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6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

South Western Ambulance Service

South Western Ambulance Service												
	Ten Key Developments										**SC**	**Av**
Date	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**%**	**%**
April 2018	A	R	G	A	R	A	R	R	A	A	39	57
October 2018	A	R	G	G	R	A	R	R	R	R	36	68
April 2019	G	G	G	G	A	G	G	A	G	G	90	78
October 2019	G	G	G	G	A	G	G	A	G	G	90	83
April 2020	G	G	G	G	A	G	G	A	A	G	85	82
July 2021	A	G	G	G	A	R	R	A	G	A	62	76

Narrative:

- Terms of Reference now approved.
- Core group has being established.
- Meetings had to be cancelled due to trust operating at REAP 4 and significant demand on operations.

Key to Developments:

1. Getting a core group together
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3. Giving network an identity
4. Finding supporters
5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

Welsh Ambulance Service

Welsh Ambulance Service												
	Ten Key Developments										**SC**	**Av**
Date	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**%**	**%**
April 2018	G	G	G	A	R	R	R	A	A	R	49	57
October 2018	G	G	G	A	R	A	R	A	A	R	53	68
April 2019	G	G	G	A	A	A	R	A	A	A	61	78
October 2019	G	G	G	G	A	G	A	A	G	A	80	83
April 2020	G	G	G	G	A	A	A	A	G	A	75	82
July 2021	G	A	G	G	A	A	A	A	A	A	65	76

Narrative:

- Our LGBT+ has been less active over the course of the pandemic.
- Our updated Communication Plan will include ideas for making the Network more visible within the organisation again.
- The Network has now become part of a wider 'Inclusion Network' at the Welsh Ambulance Service.

Key to Developments:

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5. Establishing a budget
6. Developing a Communications Plan
7. Supporting staff attendance
8. Finding your objectives / making plans
9. Linking with key events
10. Supporting the workforce

West Midlands Ambulance Service

West Midlands Ambulance Service												
	Ten Key Developments										SC	Av
Date	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	G	A	G	G	R	G	A	A	G	A	71	57
October 2018	G	G	G	G	A	A	A	A	G	R	71	68
April 2019	G	G	G	G	G	A	A	A	G	R	76	78
October 2019	G	G	G	G	G	A	A	A	G	R	76	83
April 2020	G	G	G	G	G	A	A	A	G	A	80	82
July 2021	G	G	G	G	G	A	A	A	G	A	80	76

Narrative:

- Network continues to grow from strength to strength.

Key to Developments:

1. Getting a core group together
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3. Giving network an identity
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6. Developing a Communications Plan
7. Supporting staff attendance
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9. Linking with key events
10. Supporting the workforce

Yorkshire Ambulance Service

Yorkshire Ambulance Service												
	Ten Key Developments										SC	Av
Date	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**%**	**%**
April 2018	G	G	G	G	R	R	A	R	A	R	54	57
October 2018	G	G	G	G	G	A	A	R	A	A	71	68
April 2019	G	G	G	G	G	G	A	G	G	A	90	78
October 2019	G	G	G	G	G	G	A	G	G	A	90	83
April 2020	G	A	G	G	G	G	A	G	A	A	80	82
July 2021	G	A	G	G	G	G	G	A	G	A	85	76

Narrative:

- The Network is still doing well despite the pandemic, and we have significantly increased the attendance of ally members of network meetings.
- Increase the awareness of the Network, and have presented on Team Briefs and Staff Updates to 300+ people on multiple occasions.
- Joint campaigns with other staff networks.

Key to Developments:

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9. Linking with key events
10. Supporting the workforce