

National Ambulance  
LGBT+ Network



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

Copyright © NALGBTN, 2021

# The Next Three Years

The National Ambulance  
LGBT Network Plans for  
2022 to 2024

Alistair Gunn and Kirsten Willis-Drewett BEM  
18 August 2021



# Introduction

Welcome to our new vision document. Which sets out the things we think the National Ambulance LGBT Network should be focussing on in the next three year period.

At the current time we are busy trying to re-establish out local networks and provide support to LGBT staff across the services. At the same time, we are seeing extreme pressures on all our services. This is making it even harder to get the committee back together.

Our hope is that we can balance the needs of getting the network with the additional support this will provide overall. We also want to focus our attention now on making the network more sustainable for the future.

We hope you enjoy reading our ideas and that you will take part in our consultation.



Photographed at our task and finish event in Sheffield, February 2020

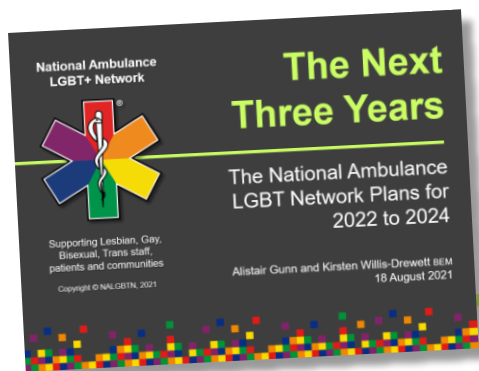
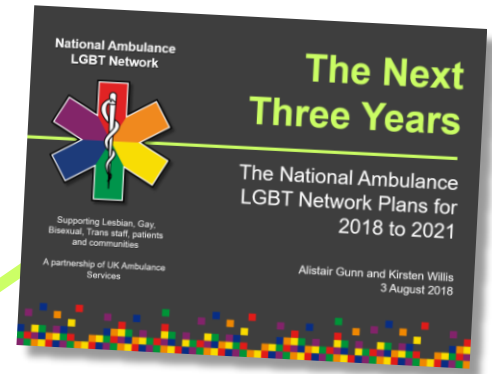


# Phases of Development

Years 1 to 3  
**Establish**

Years 4 to 6  
**Products**

Years 7 to 9  
**Sustainability**



# Last Three Years Successes

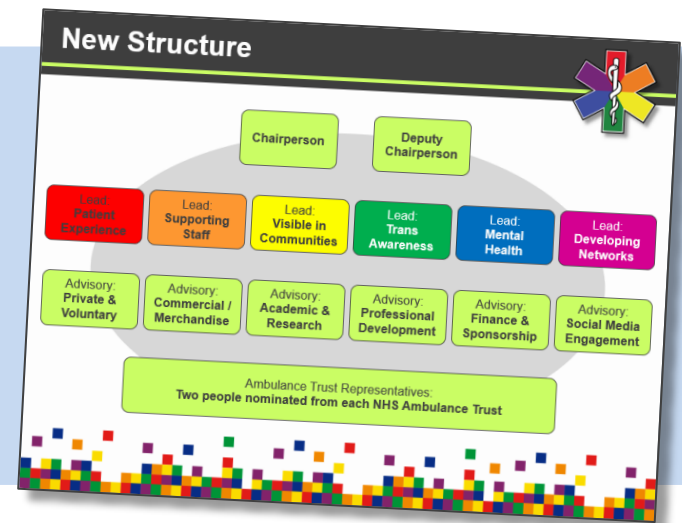
- ✓ We succeeded in achieving everything we wanted to in the last Three Year Plan.
- ✓ Three pronged approach to supporting trans people is done! (In every pocket → research → professional development).
- ✓ Successful conference in Birmingham.
- ✓ Nationally and internationally respected and not just in ambulance sector.
- ✓ LGBT Programme providing structure and visibility to how we are developing, and helps Chiefs and HRDs to focus their support.
- ✓ Relationships with ACE and Trusts in general. We are looked upon to provide consistency across LGBT networks and our model for this is being replicated.
- ✓ Book in progress thanks to support of Class Publishing.
- ✓ Task and finish events with high productivity.



# Last Three Years Challenges

- Covid-19! Stopped development of network, cancelled two conferences and our involvement in lots of Pride events.
- Personal challenges of committee members.

Proposed committee structure from last plan was quickly implemented but had limited success. This is due to frequent changes of LGBT lead in some Trusts and personal changes in circumstances (such as training or job changes).



- Attempts to draw funding from LGBT Action Plan were unsuccessful. Questions about how established the network is and funding management.

# Plans Overview

The next stage is '**sustainability**' and some thoughts to what this looks like. The features are:

- **Income streams that match ambitions** – have products and merchandise and partnership in chain to create a virtual shop. Also CPD income stream and further exploration of grants.
- **Skill development in the national committee and succession planning** – elements of a Network Toolkit drafted. Complete this and pilot of development course for people. Possibly marketable as well.
- **More products and more ambitious events** – more of what we do well. Conference plans and two new CPD packages in the pipeline.
- **International profile** – acknowledging that we are getting increasing contact from around the world, and the fact we are being asked to support ambulance colleagues in countries where LGBT rights are way less developed / non-existent.



# Going +

Need to get the + in place this year and raise the profile of this.

We would like to do this with a new CPD packages for ambulance staff so everyone in the service can understand and support:

# LGBTTQQIAAPP

or

# LGBT+



# Sustainable

Income needs to match ambition and currently does not really do this. One main income stream which is Trusts supporting places at annual conference.

Potential for additional income streams from:

- **CPD certification** (currently set up but not 'switched on'!)
- **Online shop** (in development)
- **Sales of book**
- **Sponsorship**





# More Professional Development

The first two packages very well received. These are Providing Good Care to People Living with HIV and The Ambulance Service Trans Toolkit.

More promotion needed in individual Trusts. Two new packages in development:

- **Mental health support**
- **Supporting the + in LGBT+**

With 42,000 ambulance personnel in the United Kingdom there is huge scope for the National Ambulance LGBT+ Network to impact on patient care and address some major health inequalities. As well as our sector there is an opportunity to sell our knowledge and perhaps do workshops with other areas of the health economy.



# Skilling Committee

Clear we need to work on expectations and responsibilities of the national committee. More autonomy to Chairs of networks and in return we need to see improved responsiveness. First two areas will be:

- **Purchasing arrangements**
- **Maintaining Trust information on national website**

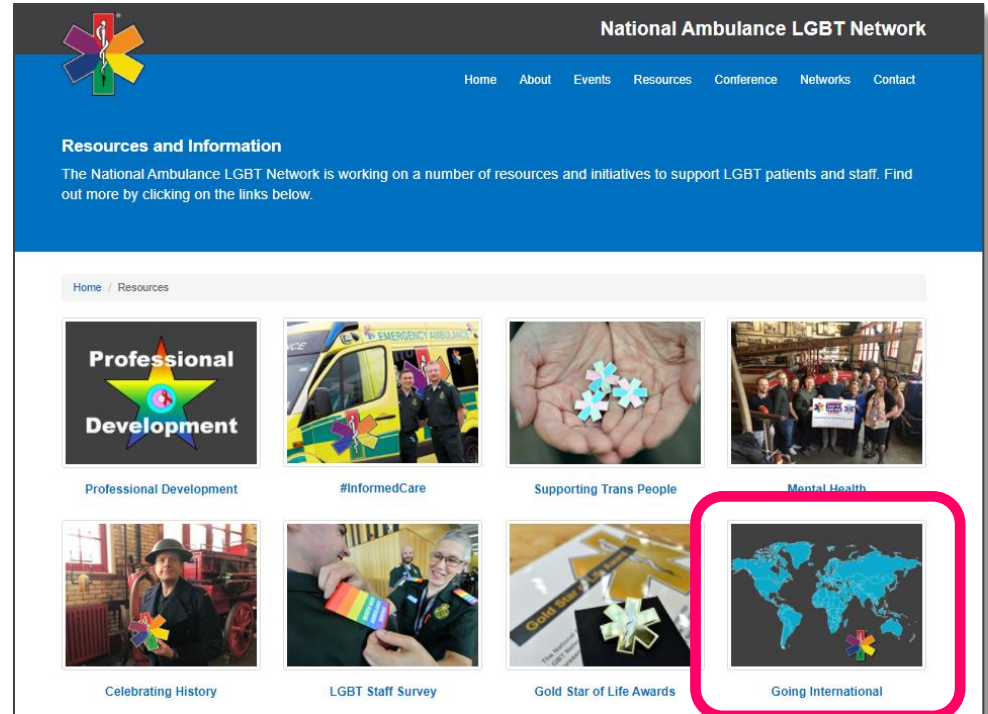
Clearly issues for committee members balancing main role responsibilities and responsiveness to network needs. A consistent set of National TORs, that all Trusts sign up to, would help with this.

Network Toolkit available and would be good to see this used as development in task and finish environment. Succession planning for leading the network in future.



# International Profile

- Increasing contact from around the world from people using resources and drawing support from this network.
- Also seems to follow a pattern of people from areas where LGBT+ rights are less progressive / non-existent!
- Would be good to think we can offer support to people in more challenged areas.



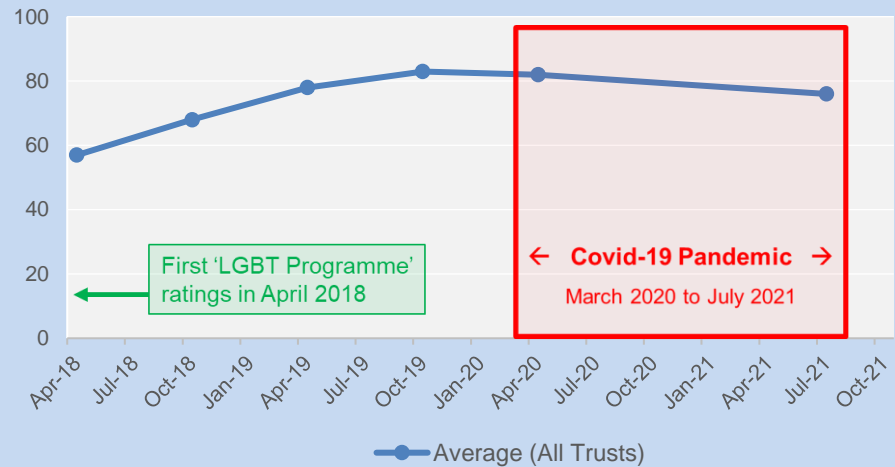
*Note the rationalised Resources area on website*



# Immediate Priorities

Recovery of networks after the Covid-19 pandemic.

A 'walk and talk' campaign planned for the autumn 2021 to promote physical and mental health.



- Task and finish events for the committee to re-establish.
- Shop facility on website, formalising partner arrangements for fulfilment and finance.
- Close working with other networks.

# Consultation

As always, want to consult with members of the national committee, AACE, Chiefs and HRDs around this plan.

[1] Which elements of 'The Next Three Year' plan did you like?



[2] Were there any parts of the presentation you didn't like?



[3] Is there anything else you think should be factored into the plan?

