

LGBT 'Let's Get Better Together' Programme

LGBT+ Network Progress Tracker and Commentary

Alistair Gunn
Chairperson

28 October 2022



National Ambulance LGBT+ Network



Celebrating the sexual orientations
and gender identities of all our
patients, staff and communities

Copyright © NALGBTN, 2022

Introduction



Welcome to our latest LGBT 'Let's Get Better Together' Programme update report and we hope you like our new look. As we emerged from the pandemic we wanted to give our network a fresh start and encourage more people to get involved.

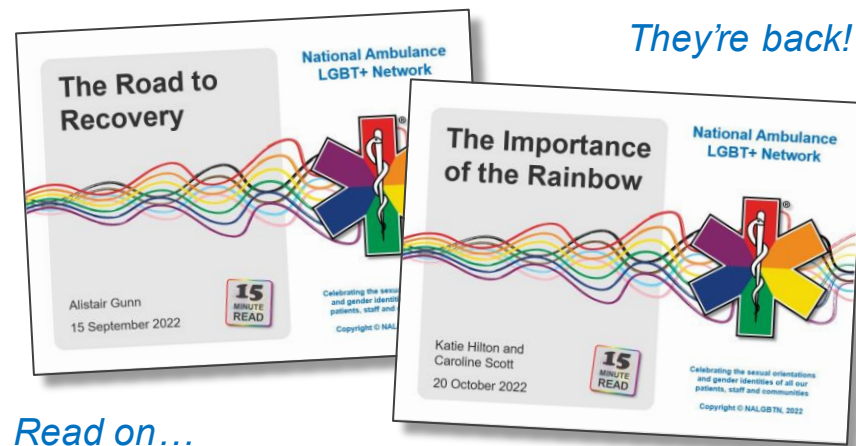
After the last two reports focussed on the impact of the pandemic, in this report we want to focus more on the future and our new plans. We have been working hard in the last few months to get our committee back in shape, and this culminated with an extended task and finish event in Sheffield in August. We will talk more about this later.

Back in 2021 we set out a new Three Year Plan which built on the previous plans and focusses on sustainability. The idea is to make sure, by 2024, we have a network that is purposeful and unbreakable, at the same time as having the resources to meet our future ambitions. Another facet of this plan was to ensure our Network Leads are skilled for the future.

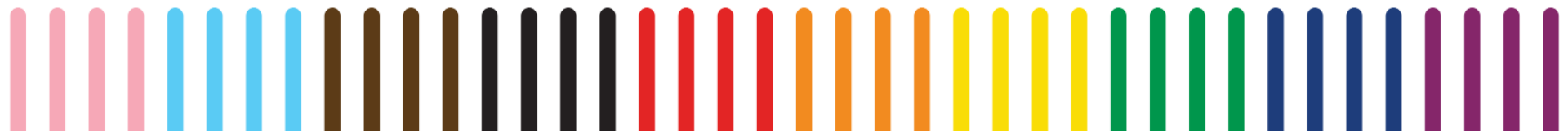
For the Chiefs and HRDs reading this, this is really where we need your renewed support. Despite the operational pressures our services are facing, if we really are to offer the ambulance service real value, we need to be able to keep our committee operating, more than ever now because of the large turnover in local Network Leads that we have seen in the last two years.

With best wishes, Alistair

They're back!



Read on...



Commentary

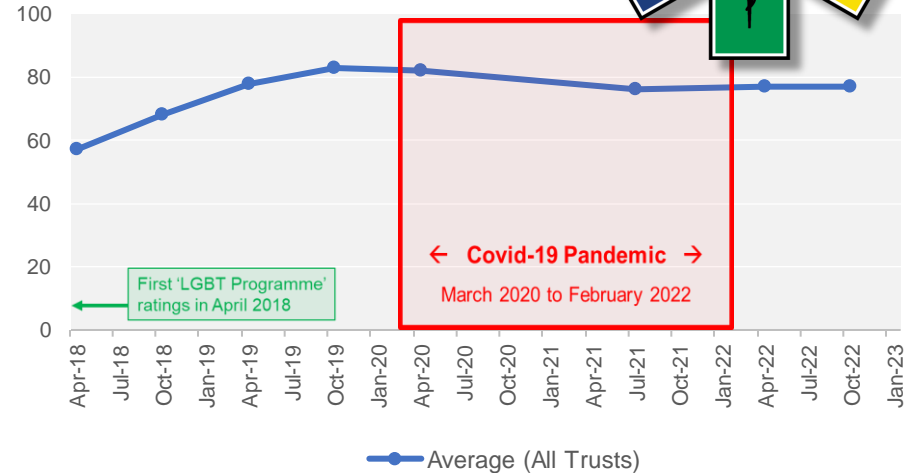


The main thing to note from the scorings presented in this report, is that there has been no overall improvement, but also no real degradation either. Things have remained pretty static for most of our local LGBT+ networks, and for those Trusts welcoming a new committee, we need to give some time for them to get used to the new role and put things in place.

In this next six-month period we will be looking at a potential buddying arrangement where a more established committee is paired with a newer one to support the ongoing development and share best practice.

The Headlines:

- Our post-pandemic committee is back together.
- 15 Minute Reads are back! This will become the spine of our regular communications to the workforce.



- Our plans are in place to become sustainable and support the ambulance service with recruitment at a time when numbers of operational vacancies have never been as high.
- We have plans for a bigger and better conference in 2023 which will focus on intersectionality and the + in LGBT+, and include other networks.

Developments



Task and Finish Event

We held our three-day task and finish event at the National Emergency Services Museum in Sheffield between 15 and 17 August. This included a relaunch reception on the evening of the 15 August, at which our three-year plan was discussed and attendees were fed pizzas.

We deem the task and finish event a great success with plans developed for several workstreams and each attendee taking part in a group and personal challenge. The latter of these will be turned into future 15 Minute Reads.

Workstreams we are currently working on are:

- A new LGBT+ recruitment campaign linked to Pride events in 2023.
- A new professional development pack looking at the wider identities linked to the + in LGBT+.
- Repeated our staff survey.
- Co-ordinating some new resources for LGBT+ History Month.

15 Minute Reads

In September we relaunched our 15 Minute Reads and a calendar is in place for the next twelve months. The ambition for this initiative is that the reads become the spine of communication from the National Ambulance LGBT+ Network, from which people can expect regular and personally focussed subject matter.

The big improvement is that we have set up an Editorial Team to raise the quality of the packs and also provide some challenge to the wider ambulance workforce. This includes developing a regular section for allies, looking at how people can improve care and environments for their patients and staff. We have ambitious plans and we hope you will have a read and offer us some feedback.

Conference 2023

After an absence of three years we know people have high expectations for our next conference.

Our People



Our plan is to do this in June 2023 and to make this bigger and better than we have done before. We would like to hold a two-day event which will combine a traditional style conference with an additional learning event. We would also like to work with other networks for the learning event to employ a truly intersectional approach.

We will be releasing full details in the New Year and would like your help to make sure the audience is right for this event. We suggest Trusts think about giving one third of their places to LGBT+ staff, one third to people who can influence within Trusts and the remaining third to aspirational allies. We really want to make sure our next conference makes a difference across the ambulance service.

Celebrating Our People

With some further changes that occurred earlier this year, the figure for the number of people associated with the National Ambulance LGBT+

Network that have left us is almost 50%. Some of these moved into new roles outside the ambulance service and others have stood down from network duties.

We would like to say a huge thank you to the following people, and pay tribute to the contribution they have made:

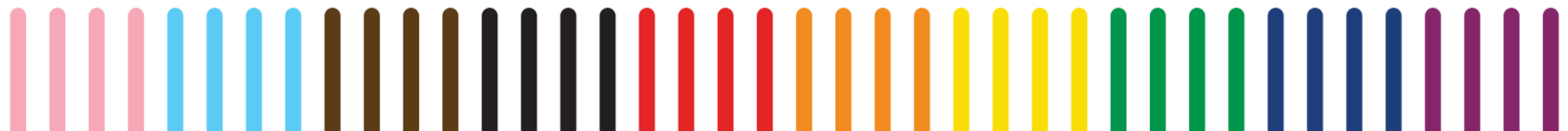
- Asmina Chowdhury (South East Coast)
- Jim Graves (East of England)
- Jonny Holmes (East Midlands)
- Lee Hyett-Powell (London)
- Pavel Klim (East Midlands)
- Vince McClusky (Scotland)
- Val Nash (South Western)
- Ella Rotherham-Brown (Yorkshire)
- Ann Tobin (Scotland)
- Tom Wing (South Western)

Information on all the current Network Leads can be found on our website at ambulancelgbt.org/networks/.

Photo View



New banners (top left) on display at the relaunch event on 15 August 2022. Pizzas were served by the Dough Truck Pizza crew (bottom left). Group photo from the task and finish event at the National Emergency Services Museum (above).



Assessment Results - October 2022



	Ten Key Developments										SC
Date	1	2	3	4	5	6	7	8	9	10	%
East of England	G	G	G	G	G	A	A	R	G	A	76
East Midlands	G	G	G	G	R	G	R	A	A	G	72
London	G	G	G	A	A	A	G	A	G	G	80
North East	G	G	G	G	G	G	A	A	G	A	85
North West	G	G	G	G	G	A	A	G	G	G	90
Scotland	Network paused and relaunching in January 2023										
South Central	A	G	G	G	G	G	G	A	G	A	85
South East Coast	G	G	G	A	G	G	R	A	A	A	71
South Western	A	A	G	G	A	A	R	A	A	A	56
Wales	G	A	G	A	A	A	A	A	A	A	60
West Midlands	G	G	G	G	G	G	A	A	G	A	85
Yorkshire	G	G	G	G	G	A	A	G	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 2022



	Ten Key Developments										SC
Date	1	2	3	4	5	6	7	8	9	10	%
East of England	G	G	G	G	A	R	G	A	G	G	81
East Midlands	R	G	G	G	G	A	A	R	A	G	67
London	G	G	G	A	G	G	A	G	G	G	90
North East	G	G	G	G	G	G	A	A	G	A	85
North West	G	G	G	G	G	A	A	G	A	G	85
Scotland	G	G	G	G	G	G	R	A	A	G	77
South Central	G	G	G	G	G	G	A	G	A	A	85
South East Coast	G	G	G	A	G	G	R	A	A	A	71
South Western	A	G	G	G	R	R	A	A	A	A	57
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	G	G	G	G	A	A	G	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



Previous Assessment Results



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	A	G	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:**
- Getting a core group together
 - Constructing Terms of Reference
 - Giving network an identity
 - Finding supporters
 - Establishing a budget
 - Developing a Communications Plan
 - Supporting staff attendance
 - Finding your objectives / making plans
 - Linking with key events
 - Supporting the workforce

Assessment in July 2021

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	A	G	A	G	A	A	A	A	75
London	G	G	G	G	G	R	G	G	G	A	86
North East	G	G	G	G	G	A	G	G	G	G	95
North West	G	G	G	G	G	A	G	G	G	G	95
Scotland	G	G	G	G	G	A	A	G	G	G	90
South Central	G	G	G	G	G	A	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:**
- Getting a core group together
 - Constructing Terms of Reference
 - Giving network an identity
 - Finding supporters
 - Establishing a budget
 - Developing a Communications Plan
 - Supporting staff attendance
 - Finding your objectives / making plans
 - Linking with key events
 - Supporting the workforce

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	A	G	G	G	G	95
North West	G	G	G	G	G	A	A	G	G	G	95
Scotland	G	G	G	G	G	A	A	A	G	A	80
South Central	G	G	G	G	G	G	G	G	G	A	95
South East Coast	G	G	G	G	A	G	R	G	G	A	81
South Western	G	G	G	G	A	G	G	A	G	G	90
Wales	G	G	G	G	A	A	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:**
- Getting a core group together
 - Constructing Terms of Reference
 - Giving network an identity
 - Finding supporters
 - Establishing a budget
 - Developing a Communications Plan
 - Supporting staff attendance
 - Finding your objectives / making plans
 - Linking with key events
 - Supporting the workforce

Assessment in October 2019



Appendix One



Analysis



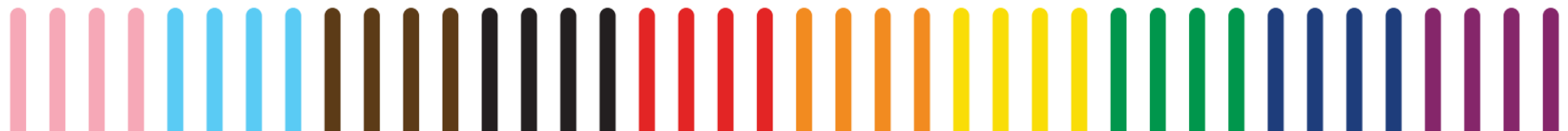
Scores



	Ten Key Developments										SC				
Date	1	2	3	4	5	6	7	8	9	10	%				
East of England	G	G	G	G	G	A	A	R	G	A	76				
East Midlands	G	G	G	G	<p>April 2022: Average score 77 Range of scores 57 to 90</p> <p>October 2022: Average score 77 Range of scores 56 to 90</p>					A	G	72			
London	G	G	G	A						G	G	80			
North East	G	G	G	G						G	A	85			
North West	G	G	G	G						G	G	90			
Scotland	Network paused and re...														
South Central	A	G	G	G											85
South East Coast	G	G	G	A											71
South Western	A	A	G	G											56
Wales	G	A	G	A											60
West Midlands	G	G	G	G											85
Yorkshire	G	G	G	G	G	A	A	G	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



Comparing the Results



	April 2022			
Date	1	2	3	4
East of England	G	G	G	G
East Midlands	R	G	G	G
London	G	G	G	A
North East	G	G	G	G
North West	G	G	G	G
Scotland	G	G	G	G
South Central	G	G	G	G
South East Coast	G	G	G	A
South Western	A	G	G	G
Wales	G	A	G	G
West Midlands	G	G	G	G
Yorkshire	G	G	G	G

Vs

	October 2022			
Date	1	2	3	4
East of England	G	G	G	G
East Midlands	G	G	G	G
London	G	G	G	A
North East	G	G	G	G
North West	G	G	G	G
Scotland	Paused			
South Central	A	G	G	G
South East Coast	G	G	G	A
South Western	A	A	G	G
Wales	G	A	G	A
West Midlands	G	G	G	G
Yorkshire	G	G	G	G

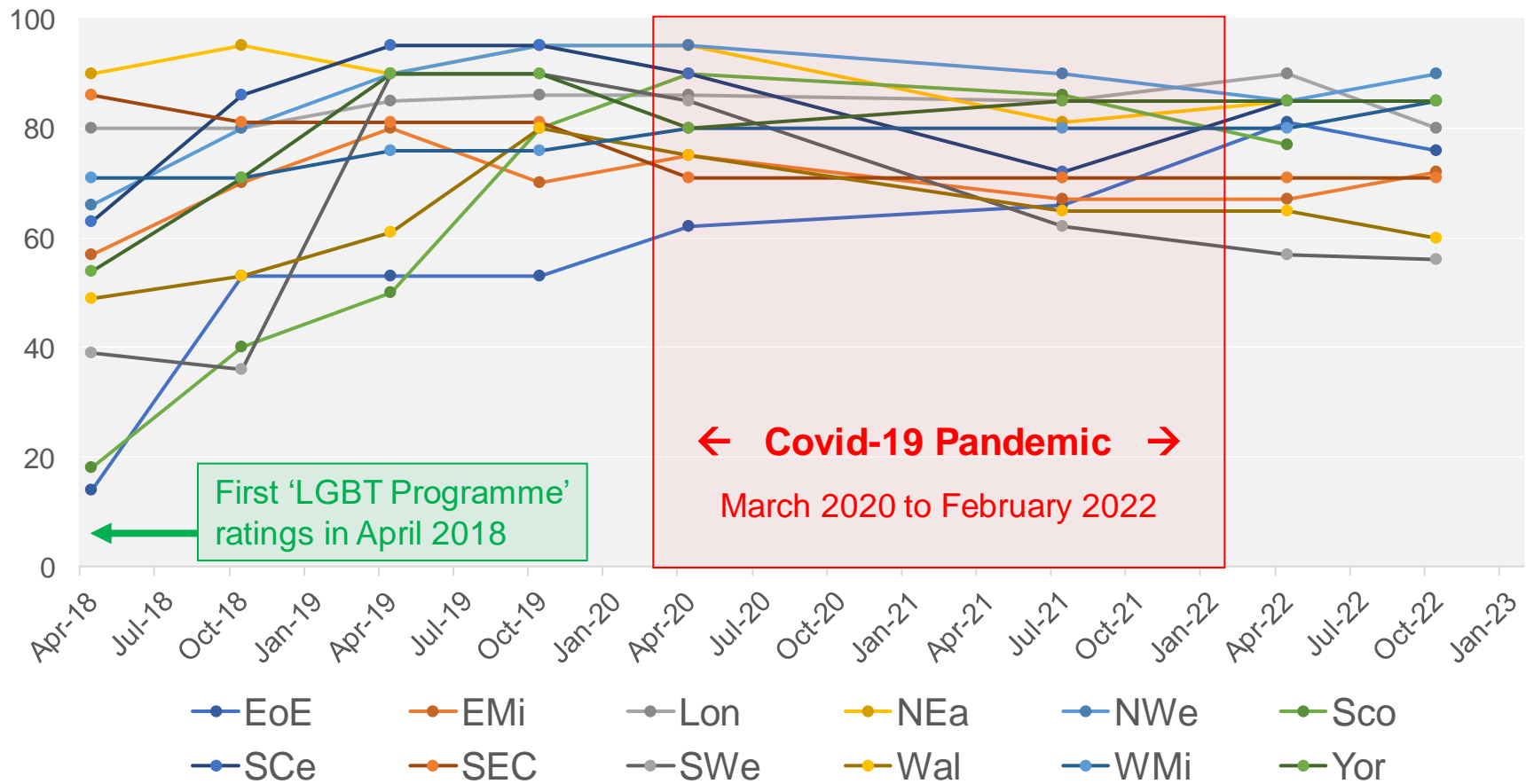
Minor changes in this six-month period.

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



Development Tracker



Changes by Development

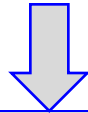


Ten Key Developments

Date	1	2	3	4	5	6	7	8	9	10
------	---	---	---	---	---	---	---	---	---	----

Note: Figures for Scotland have been removed for this analysis.

April 2022	96	105	110	100	91	67	56	71	80	75
October 2022	100	100	110	95	86	80	53	61	90	70
Difference	+4	-5	0	-5	-5	+13	-3	-10	+10	-5



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.

Generally small movements which cause little concern for this reporting period. It is good to see an improvement linked to development 6, which had previously been an area of concern. We anticipate further improve as local networks continue to re-establish themselves.

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



Areas of Concern



Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	%
East of England	G						A	R	G	A	76
East Midlands	G						R	A	A	G	72
London	G						G	A	G	G	80
North East	G						A	A	G	A	85
North West	G						A	G	G	G	90
Scotland	N						in January 2023				
South Central	A						G	A	G	A	85
South East Coast	G						R	A	A	A	71
South Western	A						R	A	A	A	56
Wales	G						A	A	A	A	60
West Midlands	G						A	A	G	A	85
Yorkshire	G						A	G	G	A	85

Developmental areas 7 to 10 have always been the more complex ones to achieve and involve working closely with other areas within each Trust.

There is slightly more green at this point and we will continue to support local networks to improve with these developments.

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 Definitions



Development Definitions [1]



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



Development Definitions [2]



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



Development Definitions [3]



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



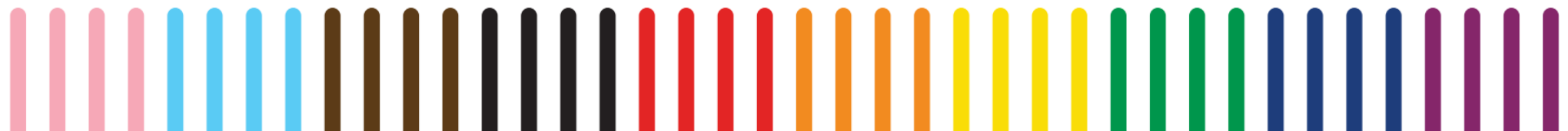
Development Definitions [4]



Development	Green rating	Amber rating	Red rating
<p>[10] Supporting the workforce</p> <p>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).</p>	<p>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.</p> <p>Access to support is available through contact with the network and can also be achieved through other mechanisms, such as information on internet / intranet.</p>	<p>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.</p> <p>Mechanisms for getting support are not embedded and usually achieved by contacting the network directly.</p>	<p>There is no documented procedure for providing support to staff.</p>

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.



Appendix Three



Individual Trust Trackers



East of England



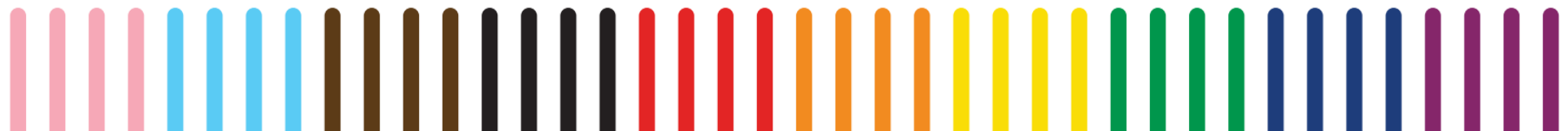
Date	Ten Key Developments										SC	Av
	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	A	R	R	R	R	R	R	R	R	R	14	57
October 2018	G	G	G	A	A	A	R	R	A	R	53	68
April 2019	G	G	G	A	R	A	R	A	A	R	53	78
October 2019	G	G	G	A	R	A	R	A	A	R	53	83
April 2020	G	G	G	G	A	A	R	A	A	R	62	82
July 2021	G	G	G	G	A	A	A	A	A	R	66	76
April 2022	G	G	G	G	A	R	G	A	G	G	81	77
October 2022	G	G	G	G	G	A	A	R	G	A	76	77

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:

- New committee in place with three elected Network Leads and regular meetings planned.
- Attended six Prides in the area in 2022, as well as supporting other events around the country.
- Part of the of the Essex Fire and Rescue's IDAHOBIT conference in May.



East Midlands



Date	Ten Key Developments										SC	Av
	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
April 2022	R	G	G	G	G	A	A	R	A	G	67	77
October 2022	G	G	G	G	R	G	R	A	A	G	72	77

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 now has an elected committee and this year will be developing a work plan for the next few years.
- Discussions taking place around a budget that would mean being better prepared for Pride (and other) events and visible within our communities.
- Working towards the Rainbow Employer accreditation award.



London



Date	Ten Key Developments										SC	Av
	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
April 2022	G	G	G	A	G	G	A	G	G	G	90	77
October 2022	G	G	G	A	A	A	G	A	G	G	80	77

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:

- Whilst LAS remains a strong network across the Trust, there are challenges getting colleagues to engage and be supportive of the network activities.
- In the process of electing new Co-Chairs. Expected to be in place in 2023.
- Positive continuation of training sessions to leadership teams across the Trust on LGBT+ matters.



North East



Date	Ten Key Developments										SC	Av
	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
April 2022	G	G	G	G	G	G	A	A	G	A	85	77
October 2022	G	G	G	G	G	G	A	A	G	A	85	77

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:

- New Chair and Executive sponsor selected in the last six months.
- Dashboard remains the same, but likely to improve on recruiting new Network Leads.
- LGBT+ staff survey planned to understand support needs.
- Three Prides events in the region attended in 2022.



North West



Date	Ten Key Developments										SC	Av
	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
April 2022	G	G	G	G	G	A	A	G	A	G	85	77
October 2022	G	G	G	G	G	A	A	G	G	G	90	77

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 thrive with a range of developmental and social events taking place.
- Currently working on a new Communications Plan.
- Work looking at supporting the development of revised policies (such as same sex couples and IVF) underway.



Scotland / Alba



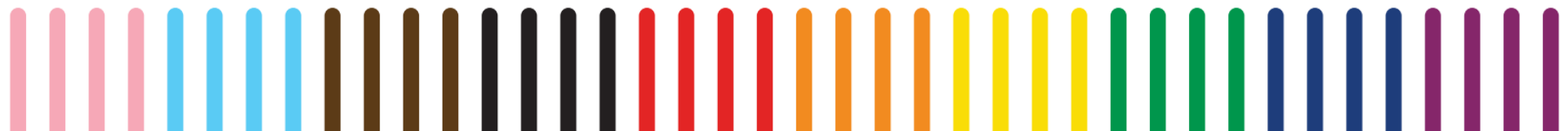
Date	Ten Key Developments										SC	Av
	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	R	R	A	A	R	R	R	R	R	R	18	57
October 2018	G	R	G	A	R	A	R	R	A	R	40	68
April 2019	G	G	G	A	R	A	R	R	A	R	50	78
October 2019	G	G	G	G	G	A	A	A	G	A	80	83
April 2020	G	G	G	G	G	G	A	A	G	G	90	82
July 2021	G	G	G	G	G	G	R	A	G	G	86	76
April 2022	G	G	G	G	G	G	R	A	A	G	77	77
October 2022	Network paused and relaunching in January 2023											77

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 currently 'paused' after the retirements of the Equalities Manager and standing down of the Network Chair.
- Relaunch expected in early-2023 with a developmental event planned to support the identification and election of new Network Leads.
- Talks with National Network underway to support the development events.



South Central



Date	Ten Key Developments										SC	Av
	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
April 2022	G	G	G	G	G	G	A	G	A	A	85	77
October 2022	A	G	G	G	G	G	G	A	G	A	85	77

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:

- In the process of electing to vacant committee posts.
- Working to get the NALGBT+ Network CPD shared and participated in and look forward to the further work around care to HIV patients in particular.
- Engagement work with the wider public has been challenging, however Reading, Portsmouth and Southampton Pride events were attended in 2022.



South East Cost



Date	Ten Key Developments										SC	Av
	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
April 2022	G	G	G	A	G	G	R	A	A	A	71	77
October 2022	G	G	G	A	G	G	R	A	A	A	71	77

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:

- Attendance at Pride events over the summer, notably Brighton and Hove Pride, has created a buzz and energy that has long been missed.
- This reunited many of the 'core team', bringing some new members to it, and has raised the profile of the network within the Trust.
- The usual 'post-pride season slump' seems to have hit harder than usual.



South Western



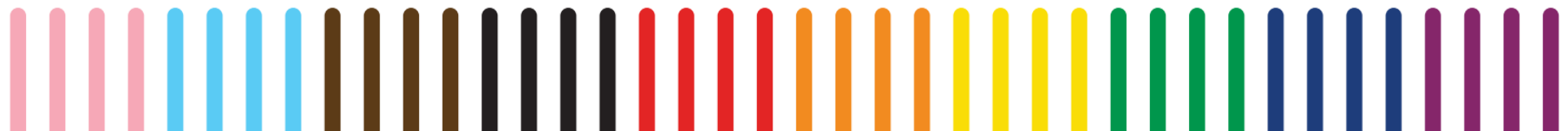
Date	Ten Key Developments										SC	Av
	1	2	3	4	5	6	7	8	9	10	%	%
April 2018	A	R	G	A	R	A	R	R	A	A	39	57
October 2018	A	R	G	G	R	A	R	R	R	R	36	68
April 2019	G	G	G	G	A	G	G	A	G	G	90	78
October 2019	G	G	G	G	A	G	G	A	G	G	90	83
April 2020	G	G	G	G	A	G	G	A	A	G	85	82
July 2021	A	G	G	G	A	R	R	A	G	A	62	76
April 2022	A	G	G	G	R	R	A	A	A	A	57	77
October 2022	A	A	G	G	A	A	R	A	A	A	56	

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:

- A new Network Lead elected in May and gradually getting on top of everything.
- Trans policy is currently being peer reviewed and fed back to the Trust prior to being rolled out.
- New social media accounts created on Facebook, Instagram and Twitter.
- Currently drawing up plans for more public engagement.



Wales / Cymru



Date	Ten Key Developments										SC	Av
	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
April 2022	G	A	G	G	A	A	A	A	A	A	65	77
October 2022	G	A	G	A	A	A	A	A	A	A	60	77

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:

- LGBT+ Staff Network has been less active over the course of the pandemic.
- The current assessment is honest and rolled back some of our RAG ratings. This reflects the need for the Terms of Reference and Communications Plan to be reviewed and updated.
- The Network is now become part of a wider 'Inclusion Network' at the WAS.



West Midlands



Date	Ten Key Developments										SC	Av
	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
April 2022	G	G	G	G	G	A	A	A	G	A	80	77
October 2022	G	G	G	G	G	G	A	A	G	A	85	77

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 engage and support staff through a number of platforms and to support attendance at Pride events across the region, including Birmingham, as well as participating in national events where practicable.
- Continue to have an active voice within our Executive Team and our Diversity and Inclusion Steering Advisory Group to promote ongoing workstreams.



Yorkshire



Date	Ten Key Developments										SC	Av
	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
April 2022	G	G	G	G	G	A	A	G	G	A	85	77
October 2022	G	G	G	G	G	A	A	G	G	A	85	77

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:

- New Chair and Deputy Chair in post.
- Attended York Pride in June, alongside other emergency service networks.
- Joint staff network committee set up within Yorkshire Ambulance Service, including BAME, Disability and new Women and Allies Networks.

