

LGBT 'Let's Get Better Together' Programme

LGBT+ Network Progress Tracker
and Commentary

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Chairperson

March 2025



National Ambulance LGBT+ Network



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

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East Midlands	G	A	G	G	G	G	G	G	G	G	95
London	G	A	G	G	A	G	G	G	G	G	90
North East	G	G	G	G	G	G	A	G	G	A	90
North West	G	G	G	G	G	G	A	G	G	G	95
Scotland	G	G	G	G	R	G	R	G	G	G	82
South Central	G	G	G	G	A	A	A	G	G	A	80
South East Coast	G	G	G	G	R	R	R	A	A	A	58
South Western	G	G	G	G	G	G	G	G	G	G	100
Wales	A	G	G	G	A	A	A	A	G	A	70
West Midlands	G	A	G	G	A	A	R	A	G	A	66
Yorkshire	A	A	G	G	G	A	G	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


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Appendix One




Analysis




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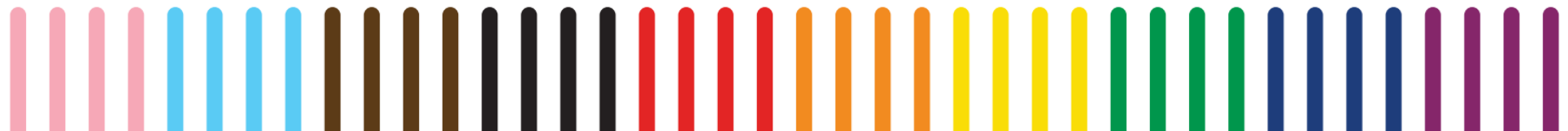
Assessment Definitions



Appendix Three



Individual Trust Trackers

Assessment Results - Mar 2025



	Ten Key Developments										SC
Date	1	2	3	4	5	6	7	8	9	10	%
East of England	A	A	G	G	G	A	G	A	G	G	80
East Midlands	G	A	G	G	G	G	G	G	G	G	95
London	G	A	G	G	A	G	G	G	G	G	90
North East	G	G	G	G	G	G	A	G	G	A	90
North West	G	G	G	G	G	G	A	G	G	G	95
Scotland	G	G	G	G	R	G	R	G	G	G	82
South Central	G	G	G	G	A	A	A	G	G	A	80
South East Coast	G	G	G	G	R	R	R	A	A	A	58
South Western	G	G	G	G	G	G	G	G	G	G	100
Wales	A	G	G	G	A	A	A	A	G	A	70
West Midlands	G	A	G	G	A	A	R	A	G	A	66
Yorkshire	A	A	G	G	G	A	G	G	G	A	80

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 - Dec 2023



Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	
East of England	R	A	G	G	G	G	A	A	A	A	66
East Midlands	G	A	G	G	A	G	R	A	A	G	71
London	G	G	G	G	A	G	G	A	G	A	85
North East	G	G	G	G	G	G	A	G	G	A	90
North West	G	G	G	G	G	G	A	G	G	G	95
Scotland	G	A	G	G	R	G	R	G	G	G	77
South Central	A	G	G	G	G	A	A	G	G	G	85
South East Coast	A	A	G	A	A	R	R	A	A	A	47
South Western	G	A	G	G	A	A	A	A	G	A	70
Wales	G	G	G	G	A	A	A	A	G	A	75
West Midlands	G	G	G	G	G	G	A	A	G	A	85
Yorkshire	G	G	G	G	G	G	G	G	G	A	95

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 2022



Date	Ten Key Developments										SC
	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:

- Getting a core group together
- Constructing Terms of Reference
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- Finding supporters
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- Supporting staff attendance
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- Supporting the workforce

Commentary [1]



When we created the LGBT 'Let's Get Better Together' Programme back in 2018, the purpose was to provide a framework for network leads to follow. As well as achieving some level of consistency across our services, the benefits have been having an ability to recognise and celebrate improvements and share good practice.

Seven years on, this programme is still a useful 'temperature check' of how our networks are, something very useful as we've seen network leads change and in several Trusts. The overall picture is very healthy, with three quarter of networks scoring 80 or above.

In this report we have done something a bit different. We are aware of many bits of work happening that don't sit within the ten developments of the framework. For this reason, we wanted each network lead to have a voice and provide a commentary about what is happening in their area. You can find the individual

Trust trackers together with the commentary in Appendix 3.

Some general themes from the commentaries:

Leadership Changes and Recruitment

There have been multiple changes to executive leads and committee memberships across various regions. Recruitment processes are underway to fill key positions.

Membership Growth and Engagement

Membership numbers are increasing, with active engagement through events, meetings, and social activities. Networks are focusing on supporting staff attendance and workforce support.

Events and Campaigns

Numerous events and campaigns are planned, including Pride season, LGBT+ History Month, and other awareness campaigns. Networks are actively participating in these events to raise their

Commentary [2]



profiles and engage with the community.

Communications and Visibility

Efforts are being made to enhance communications and visibility through various internal and external channels. Networks are utilising social media, intranet hubs, and other platforms to keep members engaged.

Financial Constraints

Financial constraints are a common issue, with networks finding creative ways to mitigate these challenges. Budget limitations impact the ability to engage in events and activities.

Education and Training

Our professional development packages are being promoted in several Trusts with several making some of the resources becoming part of their mandatory training for clinical staff.

Surveys and Feedback

Surveys are conducted to gather feedback and shape priorities. Networks are reviewing past events and learning from feedback to improve future initiatives.

New Initiatives and Strategies

New logos, sign-up processes, and rainbow pledge cards are introduced. Recruitment strategies are piloted at events to attract new members and promote network activities.

The First Perfect Score

For the first time, we have one Trust reporting 'green' for all ten development areas. Congratulations to the LGBT+ network lead and committee at South Western Ambulance Service who have been working very hard in the last twelve months, creating new branding and attending an increasing number of LGBT+ Pride events to promote services and careers.

Commentary [3]

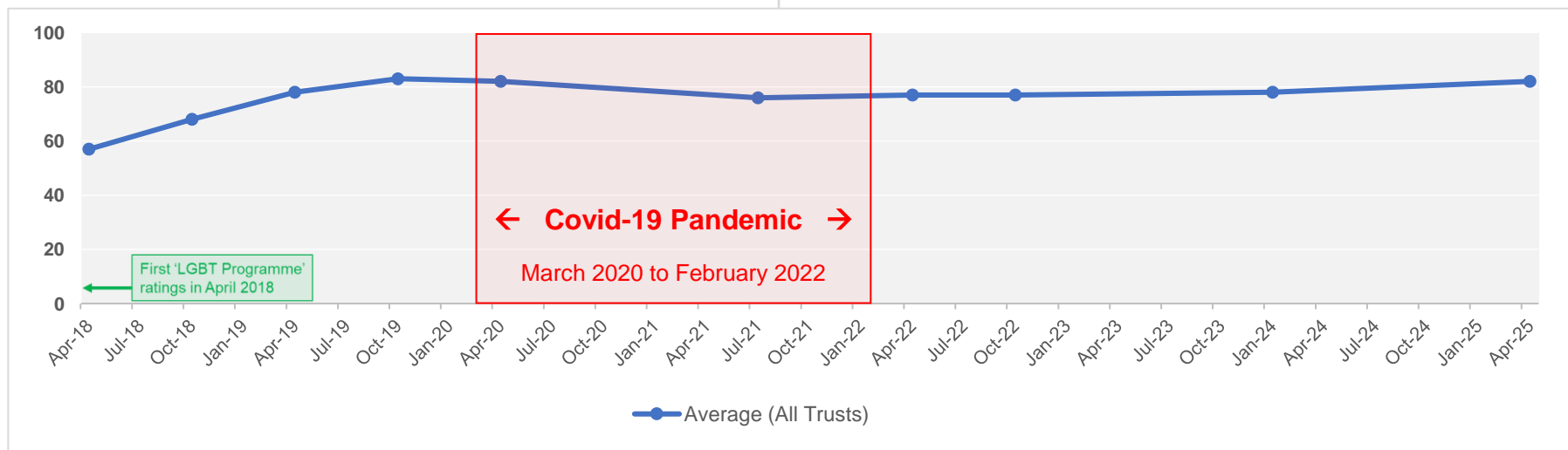


Celebrating Ten Years

The National Ambulance LGBT+ Network celebrates its tenth anniversary this year and this presents a good opportunity to consider the impact it has had. The LGBT 'Let's Get Better Together' programme has been, and continues to be, a useful reference point for individual networks and has helped to drive improvements. The graph below shows that collectively, LGBT+ networks are back to pre-pandemic levels in terms of

compliance with the ten key developments.

On the next slide, to remind us how far we've come, we show the baseline assessment carried out in 2018 and compare that with where we are today. That is testament to the hard work of the many individual network leads, who have also been part of the national committee, during the past ten years.



How Far Have We Come?



Assessment Results - Apr 2018



Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	
East of England	A	R	R	R	R	R	R	R	R	R	14
East Midlands	G	G	G	A	A	A	R	A	A	R	57
London	G	G	G	G	G	G	A	A	A	A	80
North East	G	G	G	G	G	G	A	G	G	A	90
North West	G	G	G	G	R	A	A	A	A	A	66
Scotland	R	R	A	A	R	R	R	R	R	R	18
South Central	G	G	G	G	A	G	R	R	A	R	63
South East Coast	G	G	G	G	G	G	R	G	G	A	86
South Western	A	R	G	A	R	A	R	R	A	A	39
Wales	G	G	G	A	R	R	R	A	A	R	49
West Midlands	G	A	G	G	R	G	A	A	G	A	71
Yorkshire	G	G	G	G	R	R	A	R	A	R	54

Key to D

1. Gett toge
2. Con Refe
3. Givi iden
4. Find
5. Esta
6. Dev Con
7. Supp atten
8. Find / ma
9. Link
10. Supp work

Average score in 2018

57

Assessment Results - Mar 2025



Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	
East of England	A	A	G	G	G	A	G	A	G	G	80
East Midlands	G	A	G	G	G	G	G	G	G	G	95
London	G	A	G	G	A	G	G	G	G	G	90
North East	G	G	G	G	G	G	A	G	G	A	90
North West	G	G	G	G	G	G	A	G	G	G	95
Scotland	G	G	G	G	R	G	R	G	G	G	82
South Central	G	G	G	G	A	A	A	G	G	A	80
South East Coast	G	G	G	G	R	R	R	A	A	A	58
South Western	G	G	G	G	G	G	G	G	G	G	100
Wales	A	G	G	G	A	A	A	A	G	A	70
West Midlands	G	A	G	G	A	A	R	A	G	A	66
Yorkshire	A	A	G	G	G	A	G	G	G	A	80

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

Average score in 2025

82

Appendix One



Analysis



Scores



Date	Ten Key Developments										SC
	1	2	3	4	5	6	7	8	9	10	%
East of England	A	A	G	G	G	A	G	A	G	G	80
East Midlands	G	A	G	G	<p>December 2023: Average score 78 Range of scores 47 to 95</p> <p>March 2025: Average score 82 Range of scores 58 to 100</p>				G	G	95
London	G	A	G	G		G	G	90			
North East	G	G	G	G		G	A	90			
North West	G	G	G	G		G	G	95			
Scotland	G	G	G	G				82			
South Central	G	G	G	G				80			
South East Coast	G	G	G	G		A	A	58			
South Western	G	G	G	G		G	G	100			
Wales	A	G	G	G		G	A	70			
West Midlands	G	A	G	G		G	A	66			
Yorkshire	A	A	G	G	G	A	G	G	A	80	

Key to Developments:

1. Getting a core group together
2. Constructing Terms of Reference
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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



Comparing the Results



	December 2023			
Date	1	2	3	4
East of England	R	A	G	G
East Midlands	G	A	G	G
London	G	G	G	G
North East	G	G	G	G
North West	G	G	G	G
Scotland	G	A	G	G
South Central	A	G	G	G
South East Coast	A	A	G	A
South Western	G	A	G	G
Wales	G	G	G	G
West Midlands	G	G	G	G
Yorkshire	G	G	G	G

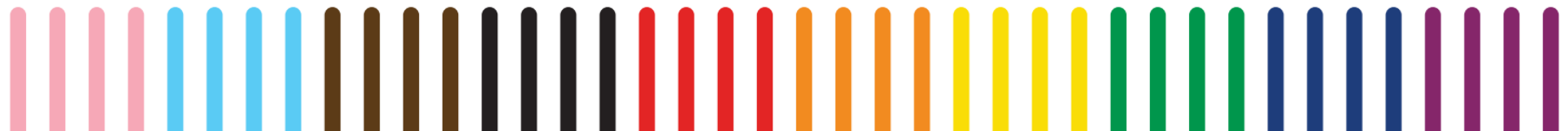
Vs

	March 2025			
Date	1	2	3	4
East of England	A	A	G	G
East Midlands	G	A	G	G
London	G	A	G	G
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	G
South Western	G	G	G	G
Wales	A	G	G	G
West Midlands	G	A	G	G
Yorkshire	A	A	G	G

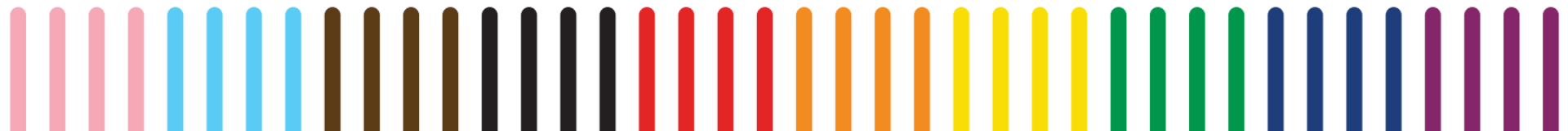
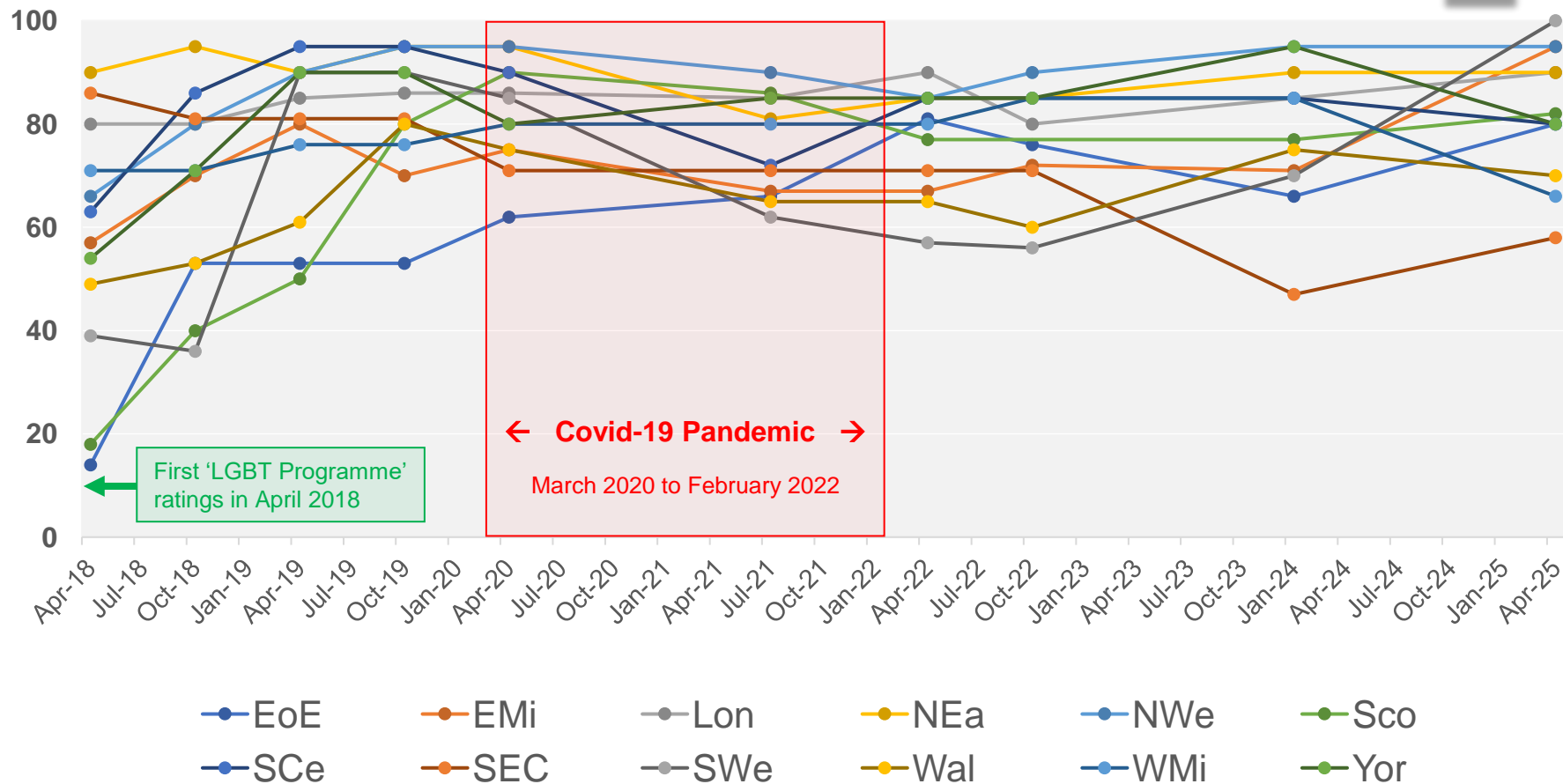
More improvements in the four basic areas.

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
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Development Tracker

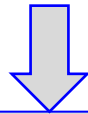


Changes by Development



Ten Key Developments

Date	1	2	3	4	5	6	7	8	9	10
December 2023	101	95	120	115	86	96	58	85	105	80
March 2025	105	95	120	120	82	86	73	100	115	90
Difference	4	0	0	5	-4	-10	15	15	10	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.

It is really pleasing to report that progress has been made on most of the development, with two remaining stable and two showing a downward trend. Several networks are in the process of reestablishing themselves and it is likely these will improve with time.

Key to Developments:

1. Getting a core group together
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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	A	A	G	G	G	A	G	A	G	G	80
East Midlands	G						G	G	G	G	95
London	G						G	G	G	G	90
North East	G						A	G	G	A	90
North West	G						A	G	G	G	95
Scotland	G						R	G	G	G	82
South Central	G						A	G	G	A	80
South East Coast	G						R	A	A	A	58
South Western	G						G	G	G	G	100
Wales	A						A	A	G	A	70
West Midlands	G						R	A	G	A	66
Yorkshire	A	A	G	G	G	A	G	G	G	A	80

Developmental areas 7 to 10 continue to be the most complex ones to achieve. There appears to be more improvement in developments areas 8 and 9.

There is more work to do to, especially in supporting staff attendance at network events.

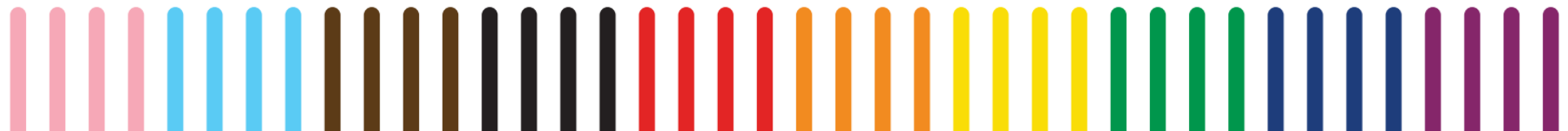
Key to Developments:

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
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10. Supporting the workforce





Assessment Definitions



Development Definitions [1]



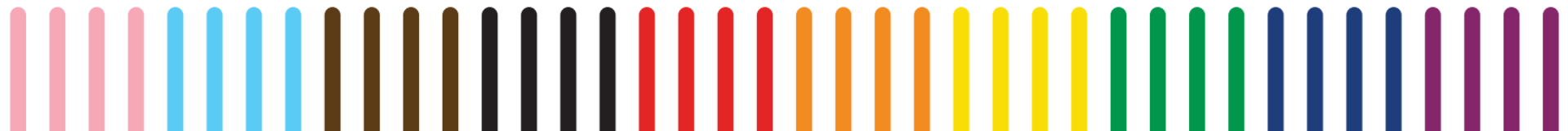
Development	Green rating	Amber rating	Red rating
<p>[1] Getting a core group together</p> <p>The aim of this development is to get a committed group of individuals together to get the network running.</p>	<p>You will have also appointed people to essential roles.</p> <p>There are not fixed rules on this, 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>



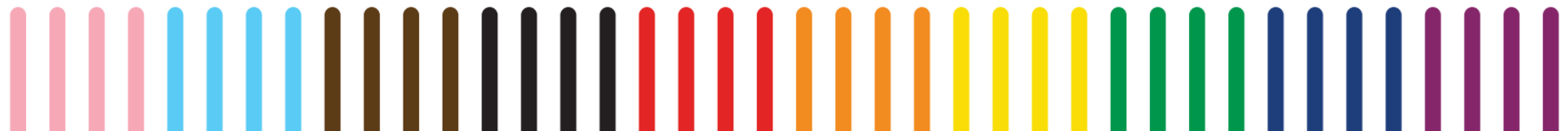
Development Definitions [4]



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%
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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



East of England Assessments



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
December 2023	R	A	G	G	G	G	A	A	A	A	66	78
March 2005	A	A	G	G	G	A	G	A	G	G	80	

Key to Developments:

- Getting a core group together
- Completed the...
- Give idea...
- Fin...
- Est...
- Dev...
- Sup...
- Fin...
- Lin...
- Sup...

East of England Narrative



Provided by Graham Clark

- Changes to executive leads for third time in 15 months.
- Current Deputy Chair is acting up while recruitment process is underway.
- Last meeting held in February 2025 and was well attended.
- New Unison LGBT+ lead is keen to link with staff network.
- Feb 25 network presentation update to over 200 staff on bi-weekly executive Q&A session.
- Numerous comms over LGBT+ History Month.
- IDAHOBIT conference with Essex Fire & Police underway.
- Actions on action plan continue to be tracked: 17 currently open, 18 closed since June 2022.
- Pride 2025 season started – approx. 10 events planned.
- New logo and sign-up process.
- New rainbow pledge card for network merchandise.
- LGBT+ Culture survey 2025 planned (third and last survey).
- Pride month comms and engagement planned.
- Involvement in HR Policy review.

East Midlands



East Midlands Assessments



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
December 2023	G	A	G	G	A	G	R	A	A	G	71	78
March 2025	G	A	G	G	G	G	G	G	G	G	95	

Key to Developments:

- Getting a core group together
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East Midlands Narrative



Provided by Anthony Sinclair

- Membership: 83 members and growing
- Calling an AGM on 10 April 2025 as roles in Committee open for anyone who would like to be part of it – nominations open to members until 1 April 2025, with results announced at the AGM.
- Supporting the National Network to develop a national framework inspired by EMAS securing the Rainbow Accreditation.
- Upholding values of intersectionality – keeping in mind the other networks when considering communications and engagement opportunities.
- The above priority links in nicely to the National Day of Staff Networks on Wednesday 14 May 2025 – review the learning/feedback from last year's event to ensure this years' is even bigger and better.
- LGBT+ History Month – offered workforce chance to take part in fun interactive quiz and had a guest speaker on non-binary and trans awareness.
- Communications and visibility – regularly featuring work of network across various internal and external comms channels.





London Assessments



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
December 2023	G	G	G	G	A	G	G	A	G	A	85	78
March 2025	G	A	G	G	A	G	G	G	G	G	90	

Key to Developments:

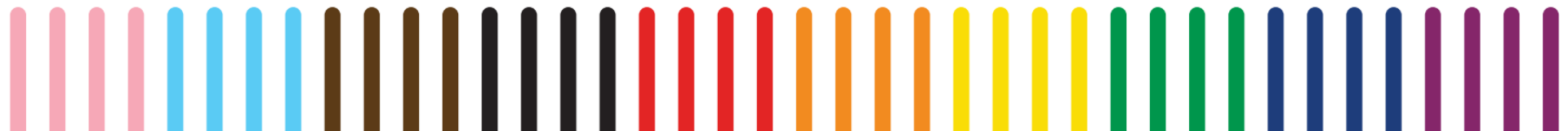
- Getting a core group together
- Core Skills Refresher
- Giving ideas
- Financial
- Est
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London Narrative



Provided by James Clarke

- The LAS LGBT+ Network has 481 members, on our Facebook page consisting of LAS and other services staff members. On our internal Social Media platform LAS Connect, the LAS LGBT+ Network has 314 active members. Being our largest LAS staff network.
- We have just appointed two members to roles in our LGBT+ Network, Emily Morris who shall be the Social Media Lead. Also, Mac McQuade who will be assisting Sam Rule to run our Trans Support Network, which sits alongside the LAS LGBT+ Network.
- Last year in 2024, we had an LAS Staff Networks Conference in which James Clarke, took the lead in organising. This was just after London Pride with the theme of Inclusivity. James managed to secure, Dame Kelly Holmes as our inspirational guest speaker. She was well received and helped to lift the profile of our Network and the work we do in the LAS. James is currently underway planning this year's internal staff networks conference for just after London Pride.
- We are launching this year, as part of our Core Skills Refresher training for all frontline staff – a Trans and LGBT+ Healthcare Module. This is aimed at developing the care for the LGBT+ community and giving staff a better understanding of LGBT+ healthcare.
- We are an active LGBT+ Network, some activities in the last year is holding welfare cafes at our two control sites, manning the mobile crew welfare vehicles, organising educational visits to various LGBT+ sites and museums in London. We have also had regular social meets at many of London's LGBT+ Venues. We also have had activity days such as kayaking. This year in 2025 we shall be kayaking again and holding a picnic and sports social. This is to focus on the wellbeing of our network members and allies.



North East



North East Assessments



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
December 2023	G	G	G	G	G	G	A	G	G	A	90	78
March 2025	G	G	G	G	G	G	A	G	G	A	90	

Key to Developments:

- Getting a core group together
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North East Narrative



Provided by Daniel Crawford and Micheal Roberts

- The network has transitioned in the last year, in terms of membership, with new members attending, with ideas on ways to develop the network.
- In 2024, the network undertook a survey of NEAS LGBT+ staff to seek views on how they want to engage with colleagues. Hybrid meetings are now held in person, with the opportunity to join via Teams.
- A successful LGBT+ History Month campaign was held for February 2025, and future campaigns, Pride attendances and social activities are to be planned.
- Planning is underway to develop the network further in 2025, focussing on supporting staff attendance, supporting the workforce, and more awareness campaigns



North West



North West Assessments



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
December 2023	G	G	G	G	G	G	A	G	G	G	95	78
March 2025	G	G	G	G	G	G	A	G	G	G	95	

Key to Developments:

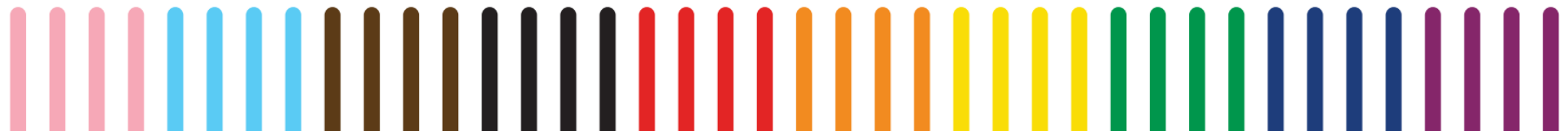
- Getting a core group together
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North West Narrative



Provided by Adam Williams

- Our membership continues to grow, and we continue to have the full support of our Trust Board.
- We are collaborating on key events such as International Women's Day with other networks in our Trust.
- We now have three permanently Pride wrapped ambulances, operating on front line duties and fully visible to the public, these vehicles can also be utilised for Pride community events – these have been well received both by staff and service users.
- We are utilising our budget to support our members to attend LGBT+ events such as an exhibition at the People's History Museum in Manchester for LGBT+ History Month.
- We continue to take the temperature of our membership by conducting a survey to help shape our priorities.
- We made the decision to suspend our X account due to the current culture of misinformation and hate-speech which is present on it.



Scotland / Alba



Scotland / Alba Assessments



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											
December 2023	G	A	G	G	R	G	R	G	G	G	77	78
March 2025	G	G	G	G	R	G	R	G	G	G	82	

Key to Developments:

- Getting a core group together
- Compiling Terms of Reference
- Giving identity
- Finalising
- Establishing
- Developing Core
- Supporting
- Finalising / making
- Linking
- Supporting work

Scotland / Alba Narrative



Provided by Ewan Murray

- New committee in place with a new chair, two vice chairs and a comms lead with regular meetings in place.
- Attended five main Prides last year with expansion to six Prides for 2025. Staff are also welcome to attend some of the other smaller Prides throughout Scotland.
- Network is part of the SAS wider Equality and Diversity and Inclusion Steering Group.
- Looking at education and training packages to staff and leadership teams around Pride and LGBT+ Matters.



South Central



South Central Assessments



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
December 2023	A	G	G	G	G	A	A	G	G	G	85	78
March 2025	G	G	G	G	A	A	A	G	G	A	80	

Key to Developments:

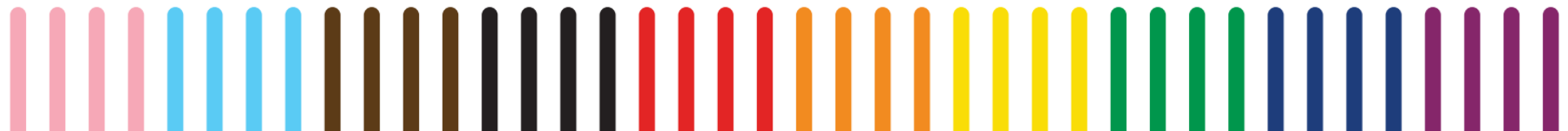
- Getting a core group together
- Completed Terms of Reference
- Giving identity
- Financial
- Establishing
- Developing
- Supporting
- Financial
- Linking
- Supporting

South Central Narrative



Provided by Kirsten Willis-Drewett

- SCAS LGBT+ Network has seen some significant changes to the committee membership, with the deputy chair and events person stepping away.
- We have appointed a new deputy chair and a communications committee member, with the events lead being covered by the deputy chair as an interim arrangement until new person is appointed to the committee role.
- Financial constraints are an ever-present issue, but we are being creative with support from staff side and the SCAS charity to mitigate some of this.
- UK Pride is being held in Portsmouth in June 2025, so being able to publicise the work of the LGBT+ network in the community is a great opportunity as such a prestigious event.
- We have a new online presence on our intranet hub, and membership continues to increase.



South East Coast



South East Coast Assessments



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
December 2023	A	A	G	A	A	R	R	A	A	A	47	78
March 2025	G	G	G	G	R	R	R	A	A	A	58	

Key to Developments:

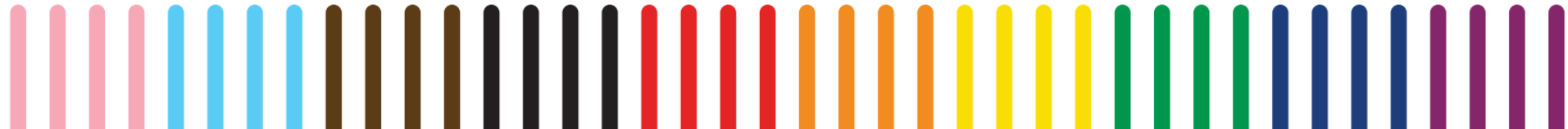
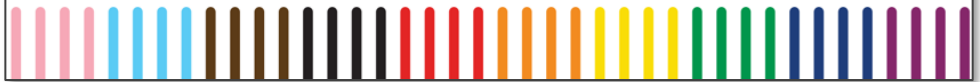
- Getting a core group together
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South East Coast Narrative



Provided by Garrie Richardson

- Clear terms of reference with a team working hard to deliver the goals.
- Plan of action for 2025 for attending events and raising profile network.
- Homophobia / transphobia still heard in crew rooms within the trust however generally goes unreported - Providing a place for staff to be supported and feel included.





South Western Assessments



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	77
December 2023	G	A	G	G	A	A	A	A	G	A	70	78
March 2005	G	G	G	G	G	G	G	G	G	G	100	

Key to Developments:

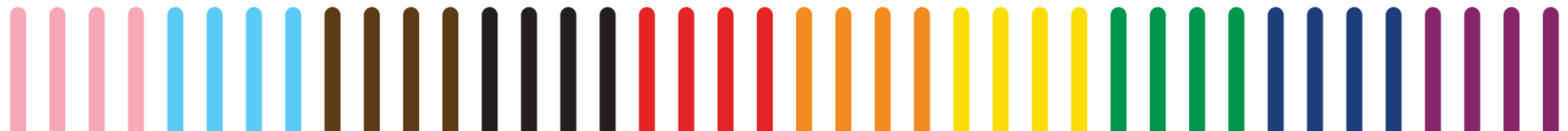
- Getting a core group together
- Completed Terms of Reference
- Giving identity to the group
- Finalising the Terms of Reference
- Establishing a working relationship with the executive sponsor
- Developing a core group
- Supporting the core group to develop a working relationship with the executive sponsor
- Finalising the Terms of Reference
- Linking the core group to the wider network
- Supporting the core group to develop a working relationship with the executive sponsor

South Western Narrative



Provided by James 'JP' Pearson

- Until completing this form I was not aware of how successful this year has been for us. We now have a well-established ToR which is used successfully to abstract staff and allow attendance to LGBT+ events and meetings. The £20k budget is now fully accessible by myself and is signed off by my executive sponsor. I have frequent chats with the comms team and have a good rapport. Staff attendance at events is far easier to manage with the agreed ToR. Objectives are clearly laid out well in advance due to the fantastic team I have around me. We are able to support the workforce with various specialities within the committee and easy to access contact info.
- All network leads are now part of the leadership forum which takes place bi-monthly and allows us to network face-to-face with senior leaders within SWASFT.
- Several joint working documents are about to be released in conjunction with WN and REN, for example, Gender Neutral Terms Document and work on updated NALGBT+ Network HIV booklet.



Wales / Cymru



Wales / Cymru Assessments



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
December 2023	G	G	G	G	A	A	A	A	G	A	75	78
March 2025	A	G	G	G	A	A	A	A	G	A	70	

Key to Developments:

- Getting a core group together
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Wales / Cymru Narrative



Provided by Gareth Thomas

- The Network currently only has one Co-Chair in post due to staff member leaving the Trust.
- All Network activities are currently coordinated by a single Co-Chair, who has had limited time to dedicate to Network activities due to other conflicting work priorities.
- There is still a small core group of people interested in keeping the Network going, but time for all is limited and arranging opportunities for these people to come together has been challenging.
- Support for the Network from the Trust is still there, and Director of People and Culture continues to be the Network's sponsor.



West Midlands



West Midlands Assessments



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
December 2023	G	G	G	G	G	G	A	A	G	A	85	78
March 2025	G	A	G	G	A	A	R	A	G	A	66	

Key to Developments:

- Getting a core group together
- Completed the first meeting
- Given ideas for the network
- Finalised the network structure
- Established the network
- Developed the network
- Supported the network
- Finalised the network
- Linked the network
- Supported the network

West Midlands Narrative



Provided by Leigh Keyte-Jones

- Recent meeting with CEO, Executive sponsor and HR representative, alongside chair and vice chair and other members of the network to discuss current focus of the network and ongoing workstreams.
- Network meetings not held and has been the case for a substantial while, as we have found this not to work for our organisation. Staff are aware of the presence of the network and the ability to contact for ongoing support.
- Current ongoing workstreams surrounding supporting Transgender staff as a priority given the current political rhetoric and ongoing issues in the USA regarding ED&I.
- Recent work with Trusts communications team around LGBT+ History Month with a focus on healthcare inequalities.
- Planned workstream with communications team regarding Pride month.



Yorkshire Assessments



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
December 2023	G	G	G	G	G	G	G	G	G	A	95	78
March 2025	A	A	G	G	G	A	G	G	G	A	80	

Key to Developments:

- Getting a core group together
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Yorkshire Narrative



Provided by Alistair Gunn

- Relaunch of the Pride@YAS network happening at time of writing.
- New Chair in place and establishing himself in role. New ToR and Communication Plan to be developed, but objectives already worked on and developed.
- Good support from D&I colleagues and Exec Sponsor in place.
- Challenges around the budget available and how many events this allows the network to engage with. Has been previously 'topped up' by YAS Charity but this is not guaranteed moving forward.
- Last year three Pride events attended in the Yorkshire areas, those being Doncaster (also UK Pride 2024), Leeds and York.
- At the UK Pride event in Doncaster a new recruitment strategy was piloted, with staff wearing slogan polo shirts with QR codes. The code linked people with recruitment information for all UK Ambulance Trusts.

