



## National Ambulance LGBT Network

# INTERSECTIONAL

# LGBT



## Part One

# Conference Programme 2019

10 October 2019

Tally Ho Conference Centre, Birmingham

**In Memoriam  
Russell Burgess**

It is with sadness that we acknowledge the death of Russell Burgess, who passed away suddenly in July 2019.

Russell worked in the London Ambulance Service Emergency Operations Centre for a number of years, before training to be Emergency Ambulance Crew in 2014 and was based at Shoreditch Ambulance Station.

Russell was a well-respected and loved member of London Ambulance Service and a proud member of the LGBT Network.

## Introduction

A very warm welcome to our fourth annual conference which will focus on the subject of intersectionality. This is the first of two conferences which aim to cover this important subject and connect people with a wider spectrum of learning.

For those people not familiar with the term 'intersectionality' it simply means combining LGBT with other aspects of diversity. The first thing to remind ourselves here is that LGBT is two different issues; sexual orientation and gender identity. We then can contemplate combining each of these with other seven protected characteristics. In summary, it is asking the question, 'LGBT and...'

For those who have been to one of the previous conferences you will hopefully know we like to combine a comprehensive learning experience with some surprises during the day. Registration information suggests around half our delegates have not been to one of our previous events, and we hope you really enjoy the experience.

For the first time this year we are welcoming colleagues from St John Ambulance to the conference. We are really excited about this and hope this is the start of initiatives to look at the wider impact our Network can have on the whole ambulance sector.

For the second year we are delighted to have CPDme supporting the event. This means we will be recording as many of the sessions during the conference so you can access the information afterwards and we can reach out to people who could not make it along to the conference.

Have a wonderful day and please let us know what you think.

With best wishes

*Alistair and Kirsten*

Chair and Deputy Chair  
National Ambulance LGBT Network



## West Midlands Welcomes You

It gives me great pleasure to welcome you all to the 2019 conference in Birmingham.

Over the last few years we have seen this conference develop into one of the most important gatherings of its kind. This is in no small part down to you, our delegates and members of staff, who have invested your time and energy into sharing your experiences and learning with each other.

There is now a huge weight of evidence that shows having a diverse workforce is not only good for staff, but also for our patients. The more diverse our workforce the better results we will achieve for our patients.

Both locally here in the West Midlands and nationally, through the Association of Ambulance Chief Executives, we are all working harder than ever to ensure staff get the support they need. No-one should fear being who they are.

This year's conference looks excellent with great speakers coming to share their thoughts on a range of subjects including 'intersectionality'; how LGBT issues interact with other aspects of diversity.

It doesn't happen by accident that conferences like this are such a success; please join me in extending our thanks to the many people who have invested a huge amount of time and effort organising what I am certain will be a hugely enjoyable and thought provoking event.

Please keep up the great work and be assured of my continued full support.

*Anthony Marsh*

Chief Executive, West Midlands Ambulance Service  
Chairman, Association of Ambulance Chief Executives



## The Important Stuff

If you don't read the rest of this programme, please take note of the following points:

- *If you normally wear a uniform at work, you should wear it for the conference. If not, the dress code is smart casual.*
- **You must bring your work identification badge with you for the conference. You will need this to register at the start of the day.**
- Once again we have a packed programme and so we ask you to be punctual and ensure you arrive at workshops on time.
- *Have a look at the programme and workshops and decide which ones you would like to do. This will save you some time during registration.*
- **We have hired a photographer to record the event and we ask you to remove yourself from shots if you would prefer not to be included. Note that at lunchtime we encourage people from each Trust to get together for group photos.**
- The National Ambulance LGBT Network will have some merchandise available to buy at the conference and we will only be able to accept cash payments.

## Wifi Access and Social Media Links

To access Wifi in the conference venue find the network **THCC** and your internet browser should take you to the Log In page. Once there, the details you need are:

<b>Username:</b>	<b>sscguest</b>
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<b>Password:</b>	<b>ajaxx0410</b>
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Don't forget to Tweet your thoughts and photos on social media.

<b>Facebook:</b>	<b>National Ambulance LGBT Network</b>
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<b>Twitter:</b>	<b>@NatAmbLGBTUK</b>
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<b>Hashtag:</b>	<b>#NALGBT19</b>
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## Photography and Filming

Please note that we have a photographer attending the conference and the plenary sessions and some of the workshops will be recorded by CPDme for future professional development resources.

Your image may be used in connection with the advertising and promotion of the National Ambulance LGBT Network, and may feature in videos for professional development purposes.



## The Programme

08:30	Registration opens			
09:00	<b>Introduction from the Chief Executive of West Midlands Ambulance Service</b> Anthony Marsh			
09:20	<b>Keynote Speaker: Introducing Intersectionality and Creating BlackOutUK</b> Rob Berkley MBE			
10:00	<b>Video Presentation from NHS People Officer</b> Prerana Issar			
10:10	<b>Network Update</b> Members of the National Ambulance LGBT Network Committee			
10:20	Break			
	A choice of two workshops from the following (see Pages 10 to 17):			
Room	Lord Knights Suite	Trophy Room 1	Trophy Suite	Trophy Room 2
10:40	The Complexities of LGBT and Faith	Understanding Intersectionality and Microaggressions	HIV Care and the Experience of Patients	LGB – Understanding the Health Inequalities
11:40	Tackling the Increasing Challenge of Hate Crime	St John Ambulance Introduction to The Network	Supporting Good Mental Health in the Control Room	Trans – Understanding the Health Inequalities
12:40	Lunch / Photos			
14:00	<b>Gold Star of Life Awards</b> Alistair Gunn and Kirsten Willis with Jason Killens, Chair of the National Ambulance Diversity Forum			
14:45	<b>Speaker: The NHS Priorities in the LGBT Action Plan</b> Dr Michael Brady			
15:20	<b>Plenary Session</b> Alistair Gunn and Kirsten Willis			
15:30	<b>Closing Speech</b> Anthony Marsh			
15:40	Collect Certificates and Evaluation			
15:50	Close			

## Keynote Speakers

### **Rob Berkley MBE**

Founder of BlackOutUK and BBC Researcher



Award-winning busybody, recovering academic and reforming social reformer, Rob is currently developing BlackOutUK, a community owned media asset for and by black gay men. He recently completed a stint advising the BBC on accountability and audience engagement. Impatient with injustice and exasperated by wasted potential, he volunteers on the boards of Baring Foundation and Doc Society, and has previously served on the boards of LGBT rights charity Stonewall, the Equality and Diversity Forum, and been Chair of Naz Project (NPL). He was Director of the racial justice think-tank Runnymede Trust 2009-14.

Alongside his academic writing on education, social justice and community organising, a recently appointed Simon Industrial Fellow at the University of Manchester, he has lectured across the UK and beyond, and written for The Guardian and The Independent on social justice and movement-building. His current fixation on forms of collaborative ownership, innovations in media technology and their potential for social justice means that he spends a lot of time on his phone and calls it 'research'. Dr Berkeley was awarded an MBE in 2015 for services to equality.



## Keynote Speakers

### **Dr Michael Brady**

National Advisor for LGBT Health, NHS England



Dr Michael Brady was appointed as the National Advisor for LGBT Health at NHS England in April 2019. In this new role Michael will be working across NHS England, with the Government Equalities Office and a wide range of stakeholders, partner organisations and the LGBT community to address health inequalities for LGBT individuals and improve experience in the NHS. Michael is also an HIV and Sexual Health Consultant at Kings College Hospital in London and the Medical Director of the Terrence Higgins Trust.

## Keynote Speakers

### Prerana Issar

Chief People Officer, NHS England and NHS Improvement



Prerana combines senior public service experience with strong skills from the private sector. She joins from the United Nations, where she was the Chief Human Resources Officer for the World Food Programme for four years, after which she took on the role of Director for Public-Private Partnerships for the past two years. During her tenure as head of Human Resources, Prerana led the development of the UN's first strategic human capital approach, as well as the reform of many key policies.

Prior to the United Nations, Prerana worked for more than 15 years at Unilever PLC, starting with them in India, and then for several years was in global roles at the Unilever headquarters in London. Her last role in Unilever was Vice-President HR for the Global Foods business. Prerana brings a wealth of expertise in leadership development and strategic talent management, as well as diversity and inclusion. She is a passionate and committed advocate for diversity at all levels and all jobs, and applies this lens to people-related decisions, policies and processes.

# The Workshops

## The Complexities of LGBT and Faith

Facilitated by David Moreton

### Introduction

The intersection of LGBT with religion and belief is arguably one of the most difficult, with many faith systems having highly unsupportive take on the subject at the orthodox end of the spectrum.

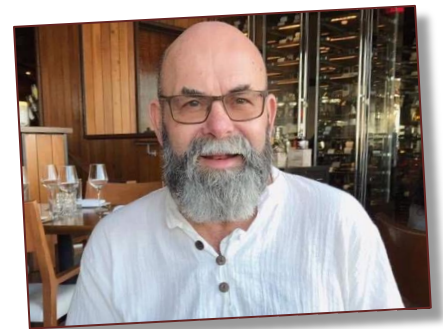
This workshop will be an interactive session; it will focus on understanding the impact of this intersection for service users and supporting LGBT people from diverse faith communities. It aims to increase your understanding of identities and language used in an LGBT faith context, boost your confidence when working with LGBT people of faith, and create greater awareness of people's experiences.

### Who is this workshop for?

This workshop is ideal for all conference delegates.

### About the facilitator

Dave has been a Christian for over forty years, though from a Christian background he states that he is a Christian by conviction not by birth and feels that religion can control while Jesus came to set us free.



When in the RAF in the early 1970s he was arrested for being gay and after six months of being investigated was discharged in January 1975. During this time, he felt being gay was not compatible with his faith, and through prayer tried to change.

Dave has worked in education, guidance, youth work and counselling for many years. In these posts, he has been responsible for the development of post 16 educational provisions and advising on support needs for students and young people with special educational needs.

Over the last eight years, he has helped in developing Oasis response to inclusiveness and setting up the LGBT Waterloo Hub. His main passion is the pastoral care of LGBT people and the church reaching out to those who have been hurt by the church and to the new generation.

## The Workshops

# Tackling the Increasing Challenge of Hate Crime

Facilitated by Ian Ashton and Sam Jennings

### Introduction

With violent incidents on the increase, and hate crimes also escalating, it seems an ideal time to understand the issues behind this and how best we can challenge them. This workshop will consider the issues from the Police perspective and also how operational ambulance people can become more aware of how to challenge effectively.

### Who is this workshop for?

This workshop is ideal for all conference delegates.



### About the facilitators

Ian Ashton has been a Police Officer with Lancashire Constabulary for over 26 years. The latter part of his service has been committed to Equality and Inclusion. Ian was the Staff Network Chair for the forces LGBT staff support network for over 15 years having recently stepped aside. Ian is now the Hate Crime and Community Cohesion Officer covering Blackpool, Fylde, Wyre, Lancaster and Morecambe but is also a Police Federation Representative working locally and nationally on LGBT issues.

Ian has been recognised for his work from the LGBT Foundation, Stonewall, The National Diversity Awards, Lancaster Pride and most recently he won the College of Policing Equality Award and was highly commended by BBC Radio Lancashire Community Hero Awards. Ian is passionate about making a difference and ensuring everyone can just be themselves no matter what.

Sam Jennings joined the West Midlands Police (WMP) as a Special Constable six years ago becoming a member of the WMP LGBT Network committee shortly after. In this time he has progressed through the ranks of Police Constable, Sergeant and is currently working toward promotion to Inspector all whilst remaining an active member of the committee with a focus on delivering LGBT awareness training for new staff.

Having worked in various departments throughout the Police including response, investigations and domestic abuse, Sam has a variety of experience in supporting people from all different backgrounds which he is keen to share with colleagues and friends. Sam is passionate about equality and diversity not only because of his own sexual orientation but also because of his policing values and those of the wider police service.



# The Workshops

## Understanding Intersectionality and Microaggressions

Facilitated by Pam Brown and Alistair Gunn

### Introduction

If you are not familiar with the terms 'intersectionality' and 'microaggressions' this workshop could be for you. As well as defining the terms, this workshop will consider some of the complicating factors and how we can work with them. We might not be able to solve everything, but we can try and understand them

### Who is this workshop for?

This workshop is ideal for all conference delegates.



### About the facilitators

Pam Brown BA (Hons) MA is currently Head of Diversity and Inclusion for West Midlands Ambulance University Trust and the initiator for Project D (Diversity) across all ambulance trusts in the United Kingdom. Pam has worked on the Diversity and Inclusion agenda in many sectors and has authored a training manual on Racism in the Workplace and a range of articles on diversity issues. She is also a MHFA England mental health first aider instructor.

Alistair Gunn is the Chair of the National Ambulance LGBT Network and has worked in the Ambulance Service in a number of roles for 18 years.

Alongside this Alistair has been involved in a number of voluntary and part-time roles for LGBT projects. This began in 1996 as one of the founder members of Manchester's Peer Support Project, aimed at young people disaffected from education and unable to gain the right support in schools. After moving back to Yorkshire Alistair ran the Gay Youth Group in Sheffield for three years and later moved on to work for, and later jointly manage, a gay men's health and wellbeing project.

In 2011 Yorkshire Ambulance Service formed an LGBT Network to support lesbian, gay, bisexual and transgendered colleagues and Alistair has acted as Chair to the group since the start. In 2016 Alistair was elected as Chair to the National Ambulance LGBT Network and has led on developing the branding, creating a new website and also planning the future direction of the Network.

## The Workshops

### St John Ambulance Introduction to the Network

Facilitated by Members of the National Ambulance LGBT Network Committee

#### Introduction

This workshop is designed to give St John Ambulance staff a chance to find out more about the National Ambulance LGBT Network, how it operates and some of the key roles within it. This will be a 'speed dating' style event involving a number of key people from the National Network

#### Who is this workshop for?

This workshop is for St John Ambulance colleagues.

#### About the facilitators

Kirsten Willis, the Deputy Chair of the National Ambulance LGBT Network will preside over this workshop.





## The Workshops

# HIV Care and the Experience of Patients

Facilitated by Adam Williams and Tony Faraway

### Introduction

HIV has been surrounded by stigma for many years. Today, with the increasing effectiveness of treatments and preventative measures we look at the experiences of patients living with HIV and clinician's experiences of treating them to see how things have moved forward. We will discuss the role ambulance clinicians can play to continue moving this subject forward and challenge the stigma.

### Who is this workshop for?

This workshop is ideal for all conference delegates.

### About the facilitators

Adam has been with the Ambulance service for over twelve years, starting in the Emergency Operations Centre for North West Ambulance Service (NWAS) in 2008 as a 999 call handler. From there he progressed to dispatch spending four years in that role before he made the move over to operations in 2012 when he commenced his training as an Emergency Medical Technician.

From an early point in his career Adam has been actively involved in trade union politics, working as a union steward throughout his career and eventually taking up the position as LGBT Officer for the NWAS Unison Branch in 2016. Since then Adam has been actively involved with the NWAS LGBT Network as Deputy Chairperson and became a member of the National Ambulance LGBT Network Committee in 2017.

In Adam's words, 'I think the National Ambulance LGBT Network is a fantastic organisation that allows networks up and down the country to work together to tackle important issues whilst also supporting smaller emerging networks to establish themselves. I think we also play an important role in education and I look forward to the future challenges coming our way. Together we can handle anything'.

Adam will be assisted in this workshop by Tony Faraway who is the Chair of the South East Coast Ambulance LGBT Network, 'Pride in SECamb', and also has a national role with Unison.

## The Workshops

# Supporting Good Mental Health in the Control Room

Facilitated by Jules Lockett

### Introduction

Ambulance personnel are at risk from mental health issues and LGBT people that cannot be themselves at work are at even more risk. This extends to people throughout the organisation including these often forgotten about; our control room staff.

This workshop considers how we can all work together to make supportive work environments for all our staff.

### Who is this workshop for?

This workshop is ideal for all conference delegates but particularly those working on, or with an interest in, the control room environment.

### About the facilitator

Jules joined the London Ambulance Service (LAS) in 2001 as a Trainee Emergency Medical Dispatcher working in the Waterloo Control Room. In 2008 she qualified as an instructor and was appointed as a Training Officer. In 2011 Jules was successful in her promotion to Practice Learning Manager and so joined the Senior Management Team within Control Services.

Jules has a passion for educating and developing staff. Over the past four years she has personally undertaken the promotion of mental health awareness in collaboration with the Mind Blue Light Programme to highlight the pressures faced by the emergency services.

She joined the co-chairs of the LGBT Committee in the LAS and is dedicated to raising the profile of the LGBT community within the organisation, with a particular interest in the mental wellbeing of our staff and patients.

Jules is the Mental Health Lead for the National Ambulance LGBT Network.

# The Workshops

## LGB: Understanding the Health Inequalities

Facilitated by Val Nash and Mike Taylor

### Introduction

This workshop will provide an overview of the health inequalities associated with lesbian, gay and bisexual (LGB) people and the part the Ambulance Service can play in challenging these. It will also consider the work the National Ambulance LGBT Network has done to help make our services safe spaces for LGB people.

### Who is this workshop for?

This workshop is intended for people who have not been to previous conferences and will summarise the Network's learning and developments to date.

### About the facilitators

Val originally trained as a Stage Manager in musical theatre and got to travel all over the UK and Europe with different shows. After ten years she left and joined the army, and trained to be a paramedic and physical training instructor.

Val joined the Great Western Ambulance Service (now South Western Ambulance Service) to join the HART team where she stayed for five years, spending some of that time as a HART instructor. In 2014 Val progressed to the role of Operations Officer, initially based in Bristol and most recently in Plymouth.

Mike is currently serving in the Royal Air Force where he has completed 18 years of service. Throughout his career Mike has worked in Medical Centres, instructed on field medical skills, aeromedical evacuation and critical care flights.

Within the RAF, Mike has been part of the Diversity and Inclusion Team and a member of the RAF LGBT Network for over ten years. This has included helping to improve Diversity and Inclusion training, advising on policy matters as well as mentoring new staff and providing support to LGBT recruits. Mike is a bank paramedic at South West Ambulance Service.

Both Val and Mike are founder members of the National Ambulance LGBT Network and take an active part in moving it forward.

## The Workshops

# Trans: Understanding the Health Inequalities

Facilitated by Steph Meech

### Introduction

This workshop looks at the complex issues surrounding gender identity from the condition of gender dysphoria to some of the clinical complications for people transitioning. The National Ambulance LGBT Network has made supporting trans people a priority focus in the first three years because of the lack of supporting information available, particularly for ambulance clinicians. If you haven't attended a conference before, this workshop will bring you up to speed with Network developments.

### Who is this workshop for?

This workshop is intended for people who have not been to previous conferences and will summarise the Network's learning and developments to date.

### About the facilitator

Steph joined the Sussex Ambulance Service in 2002 as an Ambulance Technician before qualifying as a Paramedic in 2005. Sussex Ambulance Service then merged with Kent and Surrey Ambulance Services to become South East Coast Ambulance Foundation Trust. Steph qualified as a Paramedic Practitioner in 2015 and then passed her Specialist exams later the same year to become a Specialist Paramedic.

Steph is a member of SECAMB's Diversity Champions network and passionate in supporting and encouraging our diverse patients and staff. She lead SECAMB's entry at Trans Pride in 2016 and established a presence ever since. In 2017 Steph was voted in as Vice Chair of 'Pride in SECAMB' the Trust's LGBT Network supporting Tony Faraway, the Chair of the network.

Steph is very excited about joining the National Ambulance LGBT Network and feels that this can only benefit the staff and patients of all Trusts as the Network provides advice and support on different issues. Steph is extremely proud to be asked to lead the networks project on Supporting Transgender Staff.



## Gold Star of Life Awards



The first Gold Star of Life Awards event took place at our conference in Manchester in 2018. The aim was to celebrate the many people who have helped to establish and develop the National Ambulance LGBT Network and others who work to promote LGBT issues within their own Trusts.

Alistair Gunn, Chair of the National Ambulance LGBT Network, explains:

'The original idea of the awards was to hold a 'tongue in cheek' event to say thank you to the many people who have supported us. Kirsten and myself took some time to think about all the people who have made a difference in the first three years and last year's conference seemed like the perfect place to celebrate.

'We were both taken aback by how seriously people took the awards and the amount of emotion people expressed. We are looking forward to making this an annual event and to get all our LGBT Networks involved in the nomination process'.

## Market Place Organisations

We are delighted to welcome a number of organisations to the conference that support our work to make ambulance services inclusive places for LGBT people to work.

 National Ambulance LGBT Network	 <b>NHS</b> West Midlands Ambulance Service University NHS Foundation Trust
 CPDme Development for Life	
 TASC THE AMBULANCE STAFF CHARITY	 CLASS PROFESSIONAL PUBLISHING
 Freedom to speak up	 COLLEGE OF paramedics leading the development of the paramedic profession
 St John Ambulance	 NEM National Emergency Services Museum Fire your imagination!



## Supporting Organisations

### CPDme

CPDme provides an interactive and simple online portfolio building platform. You can easily build, capture and maintain a professional accurate record of your CPD via our website and mobile app.

In just a few simple clicks you can produce a complete portfolio, selecting what you would like to include within your printed version, alongside your CV and employment information.

Access a range of resources to support your CPD, including our free monthly webinars covering a wide range of subjects from leadership, trauma and mental health. Certificates issued from our webinars also drop automatically into the CPDme user's portfolio.

CPDme are proud to support the National Ambulance LGBT Network Conference 2018, issuing attendees with event badges and CPD certificates. Attendees will also have the opportunity to ask questions, download our app and discuss their professional development with some of our experts.

For more information visit [www.cpdme.com](http://www.cpdme.com) or download our mobile app. YouTube Link for the Mobile App <https://www.youtube.com/watch?v=e1ygnWCDNNs>

#CPDMADESIMPLE

**CPDme**  
Development for Life

### Supporting Organisations

#### SP Services

Steve Bray, Founder and Director of SP Services (UK) Ltd has been a keen supporter of the National Ambulance LGBT Network since its inception and we're pleased that he is once again attending our conference. Steve says; 'The work that National Ambulance LGBT Network does is very important and long overdue. Me and my colleagues back at Bastion House are very pleased to help support this year's conference and we hope that this co-operation will also extend to working together on many other national and regional projects throughout the year.'

'I came out as gay just over seven years ago and my experience has been very positive and I recognise I've been very fortunate in the support and friendship I have received. I'm now well aware that not everyone has such a supportive home or workplace and I intend to help and raise awareness where I can to improve life in general for others less fortunate than myself. If you're coming to the Manchester conference, do stop by our stand and say 'hello'.'



## Supporting Organisations

### The Ambulance Staff Charity

The Ambulance Staff Charity (TASC) is the leading UK charity providing support to all present and past ambulance staff and their families in time of need, both in the NHS and independent sector. Our services are independent and confidential, and include:

- Psychological rehabilitation and counselling including stress and PTSD support
- Physical rehabilitation
- Financial grants
- Debt advice
- Welfare and other support
- Bereavement support
- We also host the National Ambulance Memorial Service every two years

We are delighted to be working with the National Ambulance LGBT Network and to join in this year's conference. Please do come and see us in the market place where we'll be happy to share more information with you about the services we provide.

You can contact us on 0247 7987 922 / [enquiries@theasc.org.uk](mailto:enquiries@theasc.org.uk). For regular updates, follow us on Twitter (@TASCharity) and Facebook (@TASC The Ambulance Staff Charity).



## Travelling to the Venue

Tally Ho Conference Centre is based in Edgbaston, not far from the Cricket Ground and next door to the nature centre, we share the same car park with West Midlands Police Training college, this sign is also at the entrance if you want to let people know, and our building is towards bottom end of the drive opposite the bowling greens.

### Parking

There is onsite parking available but not guaranteed due to the nature of our estate. As an alternative there is Pay and Display car park situated at Cannon Hill Park and within walking distance of the venue with both pay by phone and cash for your convenience.

There is a gate that leads you straight to our car park from Cannon Hill so people would not have to walk around, the car park is first come first served so I would make everyone you can aware of this before the event takes place.

Parking Charges at Cannon Hill Park (Pay and Display or pay by phone):

- Up to 4 hours = £2.20
- Up to 16.5 hours = £3.30
- Buses and Coaches only up to 16.5 hours = £16.50 (payable at machine only)
- Charges do not apply to Blue Badge holders. Payment needed 07:00 to 23:30 daily.

### By Car

Our venue is situated just 4.3 miles off the Aston Expressway. After leaving the Expressway head south west along the A38, keep right and continue down the Queensway (via the tunnels) passing Great Charles Street, Suffolk Street, and eventually hitting the main Bristol Street. At the Junction of Bristol Street and A4540 Belgrave Middleway turn left and take the third exit at the roundabout on to the Pershore Road and continue for around 1.1 miles to reach our venue.

### By Train

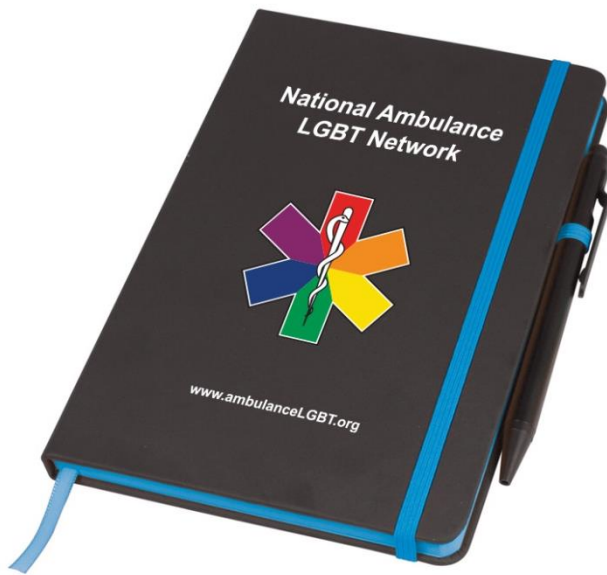
New Street Station and Moor Street Station are both within easy commuting distance of our venue. Both stations provide have easy access to taxi ranks and bus services.

### By Bus

National Express West Midlands routes 45 and 47 travel along the Pershore Road and stop outside our venue.

## Conference Merchandise

Check out our merchandise stall in the market place to find a range of branded items with the rainbow star of life included. We have worked with a range of suppliers to bring you some great quality products that we are sure you will like.



This year's merchandise includes notebook and pen, a key ring and car sticker, all incorporating the Network's rainbow star of life symbol



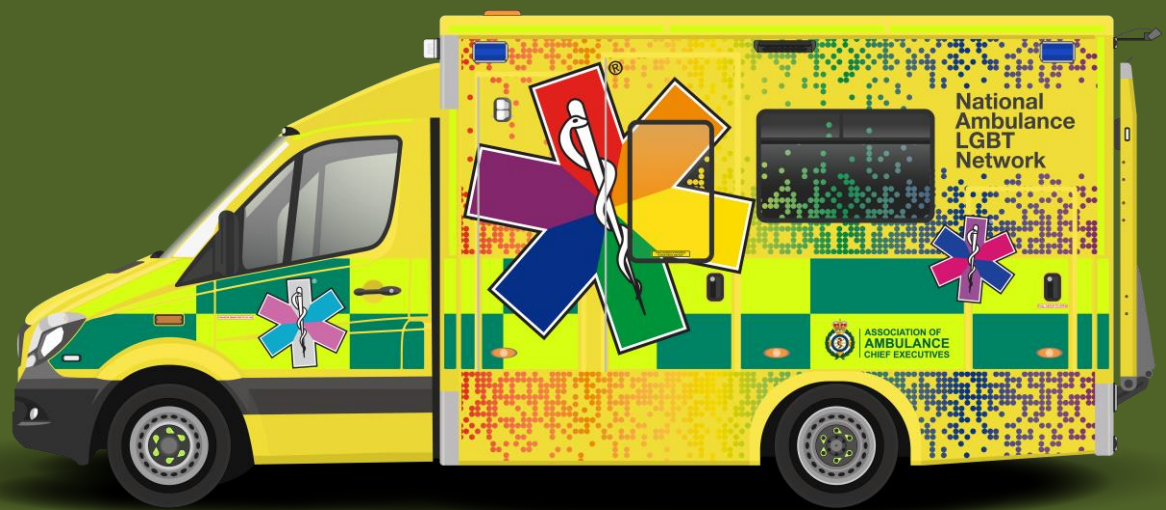
All profits from the sale of merchandise will support the development of the National Ambulance LGBT Network

**Please note:** We are not able to process card payments and our stall will only be able to accept cash.

Notes

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## ASSOCIATION OF AMBULANCE CHIEF EXECUTIVES

We are very grateful to the Association of Ambulance Chief Executives who have provided valuable support to the National Ambulance LGBT Network. This year's conference was funded entirely by our Chief Executives who continue to provide their full endorsement for our work.



A huge thank you to Andrew Ormerod and Domini Lawson from CPDme for assisting with the administration and recording of this year's conference.



We would like to acknowledge and thank Steve Bray and the team at SP Services for their continued support for the National Ambulance LGBT Network and for funding the production of this programme.



**National Ambulance  
LGBT Network**

