

National Ambulance
LGBT Network

Pride!



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

Copyright © NALGBTN, 2020

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



Tony Faraway and Alistair Gunn
24 June 2020



Introduction



At this time of year we'd normally be in the middle of Pride season with all its many colourful events around the country. Last year we excelled ourselves and the ambulance service was present at 54 Pride events.

Both of us are really missing this and this year doesn't feel the same. It also seems like we are not the only ones. We've had some wonderful messages from our Chiefs who also appear to be missing the carnival spirit.

Be sure to check out NHS Virtual Pride this Friday. A lot of people have been working very hard to get this together and it will great to support this.

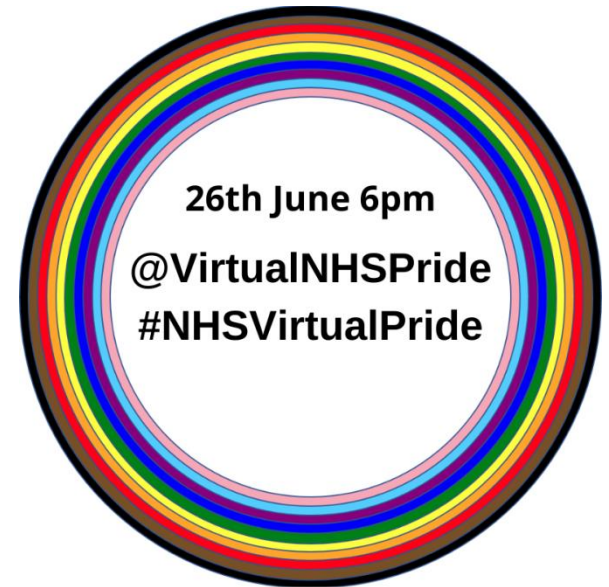
Also know that we will be back next year and we will have two years worth of Pride to celebrate. We are sure that is worth looking forward to!

Tony and Alistair



2019

NHS Virtual Pride.



More information is available later in this pack



Solidarity with our BME Colleagues



Tony Faraway writes about recent events and the importance of joining together to combat discrimination and hate.



No-one needs reminding of the strangeness of the times we are living through and the way that the current pandemic has affected all of our lives.

Pride month would normally herald the season of colourful events around the country that are the highlight of many of our networks' activities. This year it is clearly something entirely different, requiring a re-imagining of how we come together to celebrate the pride that we share as LGBT people and call for an end to the inequalities that continue to have an impact on our own lives.



With the public consciousness awoken by events surrounding Black Lives Matter, many of those who are privileged to

have fewer protected characteristics have begun to recognise this, sometimes for the first time. Many have experienced the discomfort that comes from recognising our own unconscious bias.

In resistance to this, others have disputed the very existence of inequalities – despite numerous statistics and lived experiences that plainly demonstrate this to be untrue.



In the midst of all this has come what threatens to be a devastating blow to the progression of trans rights. It has been alleged that there are plans to scrap reforming the Gender Recognition Act.

There has seldom been a more important time for allies to show solidarity with our trans colleagues.



Solidarity with our BME Colleagues



There has been a groundswell of misunderstanding, and even hate, that many have witnessed on social media. Although most of this has centred on race – ranging from denial that there is any issue through to overt racism – there certainly seems also to have been a rise in other bigoted behaviour, including that of an anti-LGBT nature.

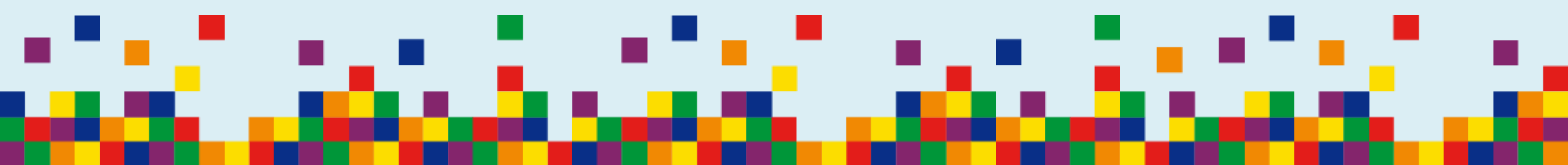


This has been brought home by reactions to the horrific killing of three gay men in Reading on 20 June. It remains unclear, as investigations continue, as to whether there was any homophobic motivation involved. However, comments have surfaced on social media pitching

the outcry regarding this atrocity against the global protests following the killing of George Floyd.

All four deaths were undeniably tragic – but to move from this to ‘all lives matter’ misses the point that the killing of this black man in the US is symbolic not only of this one death, but of the disproportionate number of black lives that have similarly been lost, not to mention the effects of racism that impact BME people on a daily basis.

As well as giving many of us a battering, this also presents an opportunity. An opportunity to have many more open and honest conversations with people about the nature of equality, diversity and inclusion. An opportunity to really listen to others affected by inequalities that we might not previously have fully appreciated. An opportunity to build strong links both within our own network, and with the other networks. *



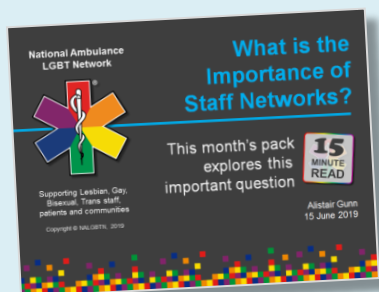
May Days



National Day for Staff Networks

On Wednesday 13 May it was time to celebrate the value of staff networks. This year many planned events did not go ahead due to the lockdown measures.

Last year our June 15 Minute Read was dedicated to looking at this very subject and we heard from people from around the country who are involved in establishing and running networks.



This is worth adding to your lockdown reading list and finding out more about the value networks can really add.

IDAHOBIT Day

At the same time it is also worth revisiting our very first 15 Minute Read from May 2019, which focused on International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT).

This takes place on 17 May each year and aims to raise awareness of the difficulties experienced by people in other parts of the world. In some countries the death penalty still exists for gay people.

Found our more in the pack and also what we can do to support others.



You can find all back issues of the 15 Minute Read at
www.ambulanceLGBT.org/resources/15-minute-read/





Welcome Baby Monty

Amongst all the recent challenges it is wonderful to give some good news. Our Deputy Chair, Kirsten and partner Caroline, have a new addition to the family. Baby Monty was born on 3 May 2020.

We are so pleased everything went to plan and wish you all the very best for the family.

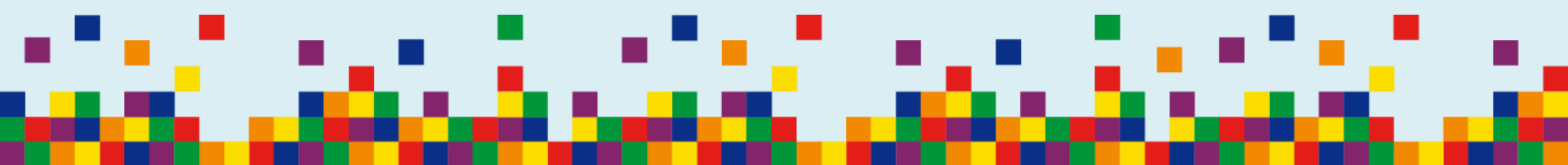


National Diversity Award

We are also delighted to say that the National Ambulance LGBT Network has been nominated for a National Diversity Award in the Community Organisation category.

As part of the nomination process we needed to collate supporting statements as we were very humbled by the things people write about us. We are certainly very proud of how far we have come in the last five years and it is great to hear that other people feel we are making a difference to patients and staff.

We will know if we are successful in making it through to the final eight by the end of July and we will keep you posted with any developments. Keep your fingers crossed for us!



Picture View



A water tower at Tilehurst, near Reading, is lit up to say thank you to NHS workers.



The Covid Support 1, 2, 3



Back in April we set out our Covid Support 1, 2, 3 strategy, aimed to recognise the current situation and link people with the right support. At this time, we know that things are not 'normal' and many people are experiencing a greater range of emotions than they normally would.

1

Sharing experiences with other people and talking is important so we don't feel alone and isolated. In fact, we probably have more in common than normal simply because of the current situation.

In this pack we have some messages from Chief Executives.

2

Make sure you know where support can be found. That might be within the Trust, and also the many organisations that are offering support.

It is worth taking some time to think about this. Why not make yourself a personal support pack, just in case?

3

It is important we rise to the current challenge and think of new ways to connect with people. There are technologies to explore and imaginative ways to connect.

In this pack we will tell you about a few things we have explored and what you can link with.

Messages from Chiefs [1]



Will Hancock, Chief Executive of South Central Ambulance Service writes:

'The recent exceptional hot weather has brought back fond memories for me of MK Pride last year and I hope you have your own good times to reflect on. Seeking the positives from the Covid 19 pandemic in terms of society, it has highlighted the inter-connectedness of all groups and in many instances encouraged greater compassion and tolerance.

'In response I think that more than ever we should think of ways to celebrate and support diversity and inclusion. No doubt we will find new and creative ways of doing that under the necessities of social distancing but maybe also using the opportunities our new virtual world opens up!? Thank you for your personal contribution at this most challenging time, we all stand Proudly alongside colleagues right across the NHS in what certainly is our 'Finest Hour!' *



Will Hancock

1



Dorothy Hosein

Dorothy Hosein, Chief Executive of East of England Ambulance Service writes:

'Never has it been more important to come together and respect each other and everyone of us regardless of race, background, culture or religious beliefs. My approach is and always has been that of actively engaging, supporting and indeed encouraging my organisation to embrace inclusivity.' *



Messages from Chiefs [2]



Anthony Marsh, Chief Executive of West Midlands Ambulance Service writes:

‘During 2019 I was proud and lucky enough to be able to attend the Birmingham Pride event at the start of the parade and the National LGBT conference that was held in Birmingham. Both events were highly successful in achieving the desired result of bringing colleagues and friends together to promote dignity and equality within our communities.

‘Unfortunately, but understandably, neither of these events will be held during 2020 due to the current ongoing Covid-19 pandemic. I believe these types of events are very important to help and support individuals and I would like to see them continue in the future when circumstances allow.

‘In the meantime individual Trusts will continue to put in place suitable support arrangements for all

of our staff. If you think there is more we can do to support colleagues please let me know. Please be assured of my continued full support. Please stay safe and please keep being amazing.’ *



Professor Anthony Marsh joins staff at Birmingham Pride in 2019



Connecting with Support



Useful Mental Health Contacts

The Ambulance Staff Charity (TASC)
TASC is for colleagues and families of colleagues who need of advice or support.
Telephone: 0800 1032 999
Email: support@theasc.org.uk

Unmind
Unmind is a site that offers free access to NHS colleagues with a variety of mindfulness, meditation and yoga sessions.
<https://home.unmind.com>

Mental Health at Work / Our Frontline
Direct access for emergency service workers through Our Frontline.
www.mentalhealthatwork.org.uk/ourfrontline/

Samaritans
Telephone: 116 123 (free 24 hours a day)
Email: jo@samaritans.org
www.samaritans.org

Mind
The leading mental health charity available with online resources for support, personal advice and assistance.
Telephone: 0300 123 3393
Text: 86463
www.mind.org.uk/information-support/helplines

NHS Employers
This site contains a number of free apps and sites focusing on looking after our own mental health and wellbeing.
www.nhsemployers.org/news/2020/03/free-access-to-wellbeing-apps-for-all-nhs-staff

Shout UK
Heads together provide SHOUT with differing helplines to meet a variety of mental health needs.
Shout Text Response: 85258 (text the word SHOUT)
www.headstogether.org.uk/get-support/

www.ambulanceLGBT.org

National Ambulance LGBT

Print one out for you station or office

2

One of our core objectives is to make sure all LGBT staff have access to good quality mental health support. There are a number of organisations in place that can help and especially at the current time when more people are feeling challenged. You can find support on the phone, online and even by text.

Our mental health lead, Jules Lockett, has updated our contact information. We have produced a new poster (shown left) so you can make this available in your work environment. We have also created a new space on the website with hyperlinks to all the online contacts to make it very easy to access them.

www.ambulancegbt.org/resources/mental-health/mental-health-contacts/

Finally, remember that the biggest source of support is each other. Look out for your colleagues who may be emotional or more quiet than normal. Ask them, 'Are you okay?'. Even better, let them know you really care and ask twice... 'Are you really okay?'. *



NHS Virtual Pride



Event organiser Vicky Adamczyk tells us more about this event.

The link to watch the broadcast will be posted on [@VirtualNHS Pride](#) (Twitter) and www.facebook.com/NHSVirtualPride/ (Facebook).

What time is the event?

Friday 26 June from 6.00pm until around 9.00pm.

Will the event be accessible?

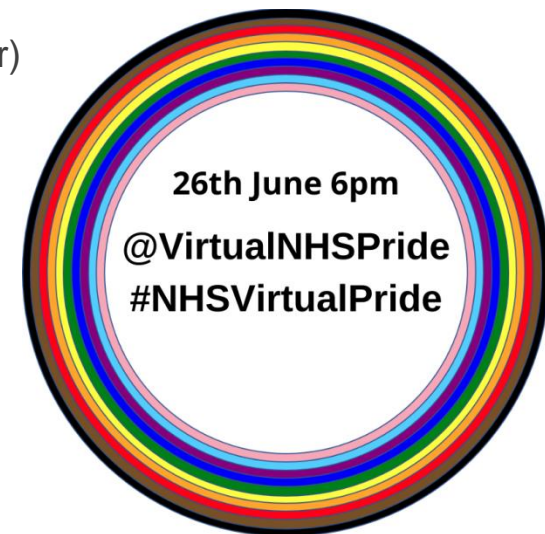
We are working to add BSL, live captions are available on Microsoft Teams, we are converting as much of our communications into easy read.

How do I watch the broadcast?

The broadcast link will be posted on our Twitter and Facebook Pages. Just click the link, sit back and enjoy the show! The broadcast will be on Microsoft Teams but you can click the link to open in your browser, you do not need to have MS Teams downloaded. The event is family friendly.

What will be in the broadcast?

Music, drag, poetry, DJs, comedy, and a few messages of support from some familiar faces! ✨



Connected with Pride [1]



3

Lizzie Streeter, National LGBT Programme Manager tells us about the NHS Virtual Pride event.

NHS England and NHS Improvement's LGBT+ Staff Network supports LGBT staff and allies to improve the experience of LGBT staff working across the organisation.

Pride season is the highlight of the LGBT calendar, and staff march to celebrate who we are, to showcase the NHS as an inclusive employer and diversity champion, and to stand in solidarity with all those who can't bring their full selves to work yet. With Pride events being cancelled this year NHS England and NHS Improvement's LGBT Staff Network is organising 'NHS Virtual Pride' on Friday 26 June. We are extending this celebration to the whole of the NHS, through all NHS LGBT staff networks in regions and Trusts, for all LGBT NHS staff and allies.

With 2020 being the National Year of the Nurse and Midwife we are particularly keen to highlight our LGBT nursing and midwifery colleagues, and we are collaborating on this event with the Nursing and Midwifery Council LGBT+ Staff Network.

Why does the NHS celebrate Pride?

Significant progress has been made towards LGBT equality. However, research and survey evidence demonstrates that LGBT people face considerable barriers to leading happy, healthy, and fulfilling lives. LGBT people face discrimination, bullying, and harassment in education, at work in the media and on the streets LGBT people face greater inequalities in health satisfaction, access, experience and outcomes.



Connected with Pride [2]



Research by GLADD (The Association of LGBT Doctors and Dentists) and British Medical Association in 2016 found that 70% of LGBT doctors and medical students reported being treated unfairly because of their sexual orientation or gender identity, and more than one in ten LGBT doctors and medical students reported having negative assumptions made about them based on their sexual orientation or gender identity. Analysis of the NHS Staff Survey (2018) also highlights a higher proportion of LGB staff having personally experienced bullying or harassment..

Vicky Adamczyk, Chair LGBT+ Staff Network NHS England and NHS Improvement says: 'This year is unique as we know, with all our NHS people working incredibly hard in challenging circumstances in response to the Covid-19 pandemic, and we are doing as much as we can as a staff network to provide additional support. We're especially conscious that for some LGBT

individuals, being at home is not always a happy or safe place to be themselves. This is why it is so important we continue to create inclusive work environments.'

Dr Michael Brady, National Advisor for LGBT Health supports the initiative, stating: 'When organisations are inclusive they are far more likely to be inclusive and supportive of their LGBT patients. LGBT staff networks are often the instigators of changes that improve the care of LGBT patients, and this is often done by committed individuals with little or no financial support on top of their day-to-day job. Networks create a sense of community, visibility and inclusivity and Pride gives us a chance to celebrate this.' *



More 'Covid Blues-Buster' Packs



Following on from the last draw, we have some more Covid Blues-Buster packs to give away. We hope to make 50 of you smile when you receive your pack, and if you hand on one of the contents to someone else that could be 50 more smiles!

Each pack will contain badges, a rainbow star of life keyring and some additional items we are sure you will like.

If you want to be included in the draw for one of the packs you simply need to follow the instructions below, using the new contact feature on our website.

To qualify for one of the packs you must work for a UK ambulance service. The draw will be made on Friday 17 July and packs sent out shortly afterwards. Don't worry if your name is not drawn this time, there will be more events coming up.



If you would like to be entered into the draw for one of the Covid Blues-Buster packs, simply send us a message from the contact function on our website. Select the option 'Send me a Covid blues-buster pack' and provide your full name, postal address, job role and the ambulance service for which you work.

www.ambulancelgbt.org/contact/



LGBT Foundation Cables



LGBT
foundation



For every unit sold £1.00 goes
to LGBT foundation

We have been contacted by the company that is producing some charging cables in rainbow colours that are being sold to support LGBT causes. For every sale of the cable, £1 is donated to the LGBT Foundation. Since the Covid-19 lockdown has commenced, the company has also committed to donate an additional £1 to support the NHS.

The four charging cables include the new Apple USB style cable to be incorporated into all future Apple products.

If you would like to purchase one or more of these cables we have been offered a promotional code enabling you to obtain 10% discount. You will need to purchase the cable from the website below and input the code **LGBT10** at the checkout.

www.supportlgbt.co.uk



Picture View



There are rainbows everywhere!
This one captured in the village
of Branton in South Yorkshire.

