



**LGBTQ+**  
Network



**NHS**

Brighton and Sussex  
University Hospitals  
NHS Trust



**The First  
BSUH LGBTQ+  
Inclusion  
Conference 2019**

**Tuesday, 26th February 2019  
11.30 to 17.00  
Brighton Racecourse**

# Agenda

- 11.30 Doors Open / Registration**  
Stalls open – Networking, Knowledge & Inspiration Zone  
Vlogging with Ali Hannon – Premier Hall
- 
- 11.45 *Lunch service begins (hot buffet) – Grandstand Hall*  
*Coffee/tea – Networking, Knowledge & Inspiration Zone*
- 
- 13.00 Conference Begins – Premier Hall**  
Welcome  
Alan McCarthy, BSUH Chair
- 
- 13.15 Opening Speech**  
'Leadership for Inclusion'  
Dame Marianne Griffiths, BSUH CEO
- 
- 13.40 Keynote Address**  
Pete Mercer, Stonewall
- 
- 14.15 Q&A Session**  
Alan McCarthy, Marianne Griffiths, Pete Mercer
- 
- 14.30 Introduction to Workshop Session / LGBT History Month**  
Nick Groves, LGBTQ+ Network Convenor
- 
- 14.50 *Comfort break*
- 
- 15.00 Workshop Session – Grandstand Hall**  
'Journey to True North: Follow the Yellow Brick Road'
- 
- 15.30 *Tea/coffee service begins*
- 
- 16.15 Reflections on the Workshop Session**  
Denise Farmer, BSUH Chief Workforce & OD Development Director
- 
- 16.20 'Ask Ali' / Second Keynote Address**  
Ali Hannon, Communications Professional & Comedy Performer
- 
- 16.45 Closing Remarks and Next Steps**  
Marianne Griffiths, BSUH CEO
- 
- 17.00 Delegates Depart**  
Don't forget to hand in your:  
  - Conference Evaluations
  - 'What can I do' / The Fab Five: Big LGBTQ+ Anthems Quiz Cards – Prize Draw

## Notes for Delegates

### Diverse Voices

The LGBTQ+ umbrella includes many, diverse voices and perspectives. We have tried to reflect a range at today's event, but inevitably not all. There are some great, snappy resources in the Video Playlist below – do take a few minutes to hear other LGBTQ+ and Ally voices. There are also some great Stonewall resources, and videos on LGBTQ+ history.

### Filming and Vlogging

Today's event is being filmed – to be able to share highlights with a wider BSUH audience (and may also be used on our website to showcase our culture). If you would prefer not to be filmed, please speak to the Conference Team, who will do their best to accommodate your wishes.

We'd also love to hear from delegates as part of the vlogging and short video interviews during the day, but these are of course voluntary.

### Language and Educational Purposes

Language may be used at today's event that some people could find personally affecting or inappropriate. The aim is solely for education, development and to continuously improve BSUH as employer (and care provider). But if you do have concerns, please speak to one of the Conference Team. A quiet space for reflection is also available.

## Video Playlist

### Stonewall | #ComeOutForLGBT

[www.youtube.com/watch?v=V1oqK43CED4](http://www.youtube.com/watch?v=V1oqK43CED4) (0:30)  
[www.youtube.com/watch?v=Dexytonlc-o](http://www.youtube.com/watch?v=Dexytonlc-o) (Behind the scenes, 3:04)

### Stonewall | #ComeOutForTransEquality

[www.youtube.com/watch?v=8m8jWbEnE1g](http://www.youtube.com/watch?v=8m8jWbEnE1g) (Anjeli, 0:38)  
[www.youtube.com/watch?v=etbefsk\\_R\\_0](http://www.youtube.com/watch?v=etbefsk_R_0) (Jayne, 1:02)  
[www.youtube.com/watch?v=ApDI76i9ULo](http://www.youtube.com/watch?v=ApDI76i9ULo) (Fox, 1:02)  
[www.youtube.com/watch?v=VWHkfHMiJBg](http://www.youtube.com/watch?v=VWHkfHMiJBg) (Lewis, 1:02)  
[www.youtube.com/watch?v=hwqr5UXIGqU](http://www.youtube.com/watch?v=hwqr5UXIGqU) (Roch, 0:53)  
[www.youtube.com/watch?v=BPqWbwwYRBs](http://www.youtube.com/watch?v=BPqWbwwYRBs) (Kate, 1:01)

### Stonewall | BAME/PoC LGBTQ Role Models – Alumni

[www.youtube.com/watch?v=WKkQy5FPcms](http://www.youtube.com/watch?v=WKkQy5FPcms) (Tashan, 3:19)  
[www.youtube.com/watch?v=75oRJefilk8](http://www.youtube.com/watch?v=75oRJefilk8) (Cairo, 2:47)

### Stonewall | Stonewall BAME Voices

[www.youtube.com/watch?v=rKAIEK1nnLQ](http://www.youtube.com/watch?v=rKAIEK1nnLQ) (Allyship, 4:32)  
[www.youtube.com/watch?v=hnoryyMSJcl](http://www.youtube.com/watch?v=hnoryyMSJcl) (Religion, 4:40)  
[www.youtube.com/watch?v=G7bIKMfW4rM](http://www.youtube.com/watch?v=G7bIKMfW4rM) (Visibility, 2:21)  
[www.youtube.com/watch?v=s8BgJEiF8ME](http://www.youtube.com/watch?v=s8BgJEiF8ME) (Race, 3:33)  
[www.youtube.com/watch?v=a\\_quSGPbNVs](http://www.youtube.com/watch?v=a_quSGPbNVs) (Gender, 5:28)  
[www.youtube.com/watch?v=mD1lu\\_uGnug](http://www.youtube.com/watch?v=mD1lu_uGnug) (Culture, 2:52)

### Stonewall | 'This Election...'

[www.youtube.com/watch?v=x\\_jN2hRaZZc](http://www.youtube.com/watch?v=x_jN2hRaZZc) (NHS services, 1:12)  
[www.youtube.com/watch?v=54-v5SY8nu8](http://www.youtube.com/watch?v=54-v5SY8nu8) (trans issues, 1:25)  
[www.youtube.com/watch?v=X9S\\_rpk5Oug](http://www.youtube.com/watch?v=X9S_rpk5Oug) (homophobia, biphobia, transphobia in sport, 0:51)  
[www.youtube.com/watch?v=vDJKWQRZZHM](http://www.youtube.com/watch?v=vDJKWQRZZHM) (hate crime against LGBT people, 0:55)

### Stonewall | LGBT Voices

[www.youtube.com/watch?v=zPfxTXxx2A0](http://www.youtube.com/watch?v=zPfxTXxx2A0) (Ted, 3:52)  
[www.youtube.com/watch?v=MIZh5PSAb9s](http://www.youtube.com/watch?v=MIZh5PSAb9s) (Jak's story, 4:16)

### Stonewall:

**Rainbow Laces - Make sport everyone's game**  
[www.youtube.com/watch?v=oLg-27Mi0qk](http://www.youtube.com/watch?v=oLg-27Mi0qk) (1:05)

**Stonewall and the LGBT Disabled People's Organisation | Out For Change**  
[www.youtube.com/watch?v=bvQpEp9FHLA](http://www.youtube.com/watch?v=bvQpEp9FHLA) (4:14)

**Stonewall meets Jonny Benjamin, Mental Health Campaigner**  
[www.youtube.com/watch?v=qzC6JiJ28yY](http://www.youtube.com/watch?v=qzC6JiJ28yY) (2:47)

**What's the most ridiculous thing you've been asked about LGBT relationships?**  
[www.youtube.com/watch?v=sSblBiUJjrg](http://www.youtube.com/watch?v=sSblBiUJjrg) (1:12)

**#ByYourSide**  
[www.youtube.com/watch?v=kSfpIEA2\\_yo](http://www.youtube.com/watch?v=kSfpIEA2_yo) (2:24)

**The importance of lesbian visibility**  
[www.youtube.com/watch?v=3lJul3qOWi8](http://www.youtube.com/watch?v=3lJul3qOWi8) (2:56)

**30th Anniversary of Section 28**  
[www.youtube.com/watch?v=OVr6GzN4jJk](http://www.youtube.com/watch?v=OVr6GzN4jJk) (3:52)

**History of LGBT rights in the UK**  
[www.youtube.com/watch?v=d7oAYekEsJ8](http://www.youtube.com/watch?v=d7oAYekEsJ8) (A brief history, 5:20)  
[www.youtube.com/watch?v=kDV4S5K\\_kMU](http://www.youtube.com/watch?v=kDV4S5K_kMU) (A long road to equality, 2:11)

**Accenture | Inclusion Starts With I**  
[www.youtube.com/watch?v=2g88Ju6nkcg](http://www.youtube.com/watch?v=2g88Ju6nkcg) (3:27)

**Love Has No Labels | Diversity & Inclusion | Ad Council**  
[www.youtube.com/watch?v=PnDgZuGIhHs](http://www.youtube.com/watch?v=PnDgZuGIhHs) (3:19)

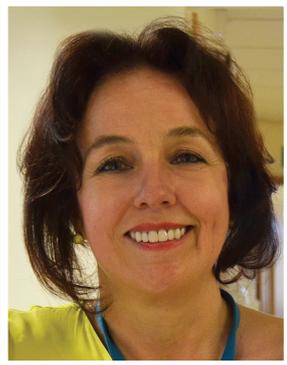
**World Bank | Why Does LGBTI Inclusion Matter? Three Things You Should Know**  
[www.youtube.com/watch?v=Ya9JDjOH5IY](http://www.youtube.com/watch?v=Ya9JDjOH5IY) (1:10)

**Rowan Ellis | 8 LGBT Facts You Probably Didn't Know**  
[www.youtube.com/watch?v=cdvGdA0diBM](http://www.youtube.com/watch?v=cdvGdA0diBM) (3:52)

## Speakers

### **Marianne Griffiths, DBE**

**CEO, Brighton & Sussex University  
Hospitals NHS Trust and Western  
Sussex Hospitals NHS FT**



Dame Marianne has been our Chief Executive since April 2017, and is also celebrating her 11th year as Chief Executive of Western Sussex Hospitals. She often says that she has the best job in the world.

At Western Sussex, she led the Trust from its creation from a merger in 2009 and within four years the organisation was awarded Foundation status.

In 2016, Western Sussex Hospitals became the first multi-site trust to be rated Outstanding by the Care Quality Commission (CQC), and that same year Marianne was named Chief Executive of the Year at the HSJ Awards.

In March 2018 she became the first ever woman to take the number one spot in the HSJ's annual assessment of Trust Chief Executives.

In December 2018, she was made a Dame Commander of the Order of the British Empire (DBE) in the New Year Honours List for services to the NHS.

It was at the request of NHS Improvement that Marianne and her fellow Board entered into a three-year joint management contract to lead our Trust as the teaching hospital and regional trauma centre, while continuing their tenure of Western Sussex Hospitals.

In January 2019, BSUH was awarded a Good rating by the CQC, marking one of the most successful turnarounds of a Trust placed in special measures by the health watchdog.

Marianne originally joined the acute provider sector in 2009 from NHS South East Coast, where she was Deputy Chief Executive and Director of Commissioning & Delivery, prior to which she was Chief Executive at Kent & Medway Strategic Health Authority. Her many roles in the NHS have also included a joint appointment in West Sussex as Head of Commissioning Social Services and Director of Strategic Development for the Health Authority.

At the beginning of her career, Marianne trained as a nurse, before reading Psychology at the University of Exeter, and completing Chartered Accountancy examinations with Peat Marwick, now KPMG. She lives in West Sussex and is originally from Limerick in Ireland.

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## Alan McCarthy

Chair, Brighton & Sussex University  
Hospitals NHS Trust and Western  
Sussex Hospitals NHS FT



In October 2018 Alan joined as the chair of both Western Sussex Hospitals and Brighton and Sussex University Hospitals.

He is a chartered civil engineer with 40 years experience in the public sector, including five years as chief executive of Brighton & Hove City Council.

Alan retired from full-time employment in 2009 and embarked on a mixed portfolio of non-executive positions, including being chair of Surrey and Sussex Healthcare NHS Trust for eight years and a year chairing Brighton and Hove PCT.

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## Pete Mercer

Head of Public Sector Membership  
Programmes, Stonewall



Pete is Head of Public Sector Membership Programmes at the LGBT equality charity Stonewall. He manages a team to support 800 member organisations, advising these organisations on workplace LGBT diversity and inclusion, and leads on Stonewall's public sector engagement strategy.

Prior to Stonewall, Pete was Vice President of the National Union of Students UK, representing HE and FE students nationally to the government, press and education sectors on key social policy areas, including housing, financial support, crime and safety, and public health.

Pete recently graduated from a part-time, evening MA course in International Studies and Diplomacy at the School of Oriental and African Studies, University of London, focusing his dissertation on international LGBT rights norming.

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## Nick Groves

Associate Director (3Ts Service Modernisation), Brighton & Sussex University Hospitals NHS Trust and Convenor, BSUH LGBTQ+ Network



Nick is Associate Director for 3Ts Service Modernisation (the £485m redevelopment of the Royal Sussex County Hospital). He has been Convenor for the BSUH LGBTQ+ Network for the last 18 months.

Nick was previously Director of HR & Organisational Development for Mid Essex Hospitals NHS Trust and has worked in management consulting and strategy roles (including primary/residential care models for the Ministry of Health, British Columbia, Canada).

Nick's background is in NHS operational management – both clinical services (inpatient medical/elderly care, acute/community intermediate care, community nursing) and non-clinical (incl. pathology). As General Management Trainee in Mersey Region in the early '90s, his formative first job was in the laundry at the Royal Liverpool Hospital.

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## Denise Farmer

Chief Workforce & Organisational Development Director, Brighton & Sussex University Hospitals NHS Trust and Western Sussex Hospitals NHS FT



Denise was appointed as Chief Workforce & Organisational Development Officer in April 2017. She holds the same post at Western Sussex Hospitals Foundation Trust.

Denise joined Royal West Sussex NHS Trust in February 2008 as Director of Human Resources & Organisational Development, having spent many years in HR and OD roles in a range of NHS organisations.

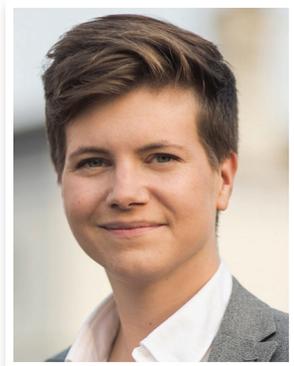
She originally hails from Liverpool and has worked in the public sector for her entire career and is a proud mum to two grown-up sons.

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## Ali Hannon

Senior communications professional, comedy performer and queer activist based in Brighton



Ali has built a successful career in the private sector formerly as Communications Manager for American Express' European operations organisation, and more recently as a Comms Business Partner at EDF Energy for the Sales and Marketing and Innovation organisations.

Ali also led the double award-winning American Express LGBTQ Network, developing a role modelling initiative with Brighton & Hove City Council, which delivers PHSE lessons on diversity at schools across the city. Ali has also been a mentor for the Brighton and Sussex Universities' LGBTQ Mentoring scheme for the last 5 years.

Ali is part of the multi-award winning improvisation group, 'The Short & Girlie Show', performing across Brighton and London.

Ali is an established speaker and has delivered keynote speeches and appeared on panels for a number of high profile LGBT organisations across the UK, including Stonewall, Metro Bank, CME Group and OUTstanding. Ali was named in The Financial Times & OUTstanding Top 30 LGBT Future Leaders in 2016. Their career highlight was delivering a TEDx talk on gender and performance.

Ali identifies as non-binary or queer and their preferred pronouns are 'they/them'.

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... and introducing our new  
Stonewall Client Account Manager

## Yassine Senghor

Client Account Manager (East and South East of England and Emergency Services), Stonewall



Yassine recently joined Stonewall as a client account manager as part of their Diversity Champions programme, looking after public sector accounts in the East and South East of England and is the lead on Emergency Services.

She has a background in hospitality and event management and completed an MA in Gender and Sexuality Studies from the School of Oriental and African Studies, University of London in 2017. Throughout her career she has actively participated in organising and participating in LGBT, feminist and race related activism.

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# Networking, Knowledge & Inspiration Zone

## Stallholders: Partner Organisations

We're pleased to welcome a number of external organisations who have partnered with us on LGBTQ+ inclusion initiatives with/at BSUH

### University of York

#### The York Management School

#### Dr Anna Einarsdottir, Senior Lecturer in Work, Management & Organisation

Economic and Social Research Council funded research into LGBTQ+ Networks operating within the NHS. Our aims are to gain a better understanding of how LGBTQ+ Employee Networks operate within the NHS, and explore how they can be mobilised as drivers to build more inclusive working environments.

We will also be promoting the NHS 'Employee Engagement Survey', which we will be launching towards the end of January 2019. The survey applies to all NHS staff working in Trusts in England and aims to address some of the challenges NHS employees may be facing, and to shed light on issues such as wage gaps, the effectiveness of staff networks, voice and inclusion of minority groups and discrimination.

**Email:** [anna.einarsdottir@york.ac.uk](mailto:anna.einarsdottir@york.ac.uk)

**Web:** [lgbtnetworks.org.uk/about](http://lgbtnetworks.org.uk/about)

**Twitter:** [@lgbt\\_networks](https://twitter.com/lgbt_networks)



### University of Brighton

#### School of Health Sciences

#### Prf. Nigel Sherriff, Prf. of Public Health and Public Promotion

The Health4LGBTI project ran between March 2016 and March 2018 and was carried out by a Consortium of five EU partners appointed by the European Commission and funded by the European Parliament. The consortium included Verona University Hospital (IT - Coordinator), ILGA- Europe (BE/EU), EuroHealthNet (BE/EU), University of Brighton (UK), and the National Institute of Public Health-National Institute of Hygiene (PL).

One of the key outputs was the development and piloting across six countries, of a training programme for health and other professionals called 'Reducing health inequalities experienced by LGBTI people: what is your role as a health professional?' This face-to-face training course has been designed for HCPs (medical doctors – GPs and specialists – nurses, psychologists, social workers, others) across all disciplines of healthcare and can be implemented at any stage of the education and working life, from undergraduate level to continuing professional education.

It is suitable also for support staff working in healthcare environments (e.g. secretaries, administrative staff) who come into contact with patients/clients on a regular basis. We will be promoting the use of this training for all organisations interested in the access to, and delivery of, equitable healthcare and the reduction of inequalities experienced by LGBTI people.

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**University of Brighton**



### Brighton & Hove LGBT Switchboard

#### Daniel Cheesman, Chief Executive Officer

Switchboard is a charity for LGBTQ people looking for a sense of community, support and information. We connect people and support them directly through specially developed services or link them to other organisations. One of our services is our LGBTQ Inclusion Award, where we work with health and wellbeing providers to improve access to LGBTQ healthcare and raise awareness of LGBTQ health inequalities with health professionals.

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**Twitter:** [@lgbtswitchboard](https://twitter.com/lgbtswitchboard)



## Stonewall

### Diversity Champions Memberships Team

#### Yassine Senghor, Client Account Manager

As Europe's largest lesbian, gay, bi and trans (LGBT) charity, and with over 30 years of experience in championing the rights of LGBT people, we know that employees perform better at work when they can be themselves.

The Diversity Champions programme is the leading employers' programme for ensuring all LGBT staff are accepted without exception in the workplace. We take a holistic approach to supporting LGBT employees, looking at every aspect of their workplace experience and advising organisations on how to embed LGBT inclusion thoroughly into their culture.

We work with over 750 organisations, all of whom share our core belief in the power of a workplace that is truly equal. Through them we have helped to create inclusive and accepting environments for almost a quarter of the UK workforce.

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## Royal College of Nursing

### Angela Johnson, RCN Senior Regional Officer

The RCN is the voice of nursing, promoting excellence in practice and shaping health policies. We are extremely proud of the diversity of the nursing community, and champion equality, diversity, human rights and inclusion in the health and social care sector.

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**Facebook:** [www.facebook.com/rcnsoutheast](http://www.facebook.com/rcnsoutheast)



## UNISON

### John Devlin, LGBT Officer for local UNISON branch

UNISON is the UK's largest union, serving more than 1.3 million members. We represent full-time and part-time staff who provide public services, although they may be employed in both the public and private sectors.

UNISON fights discrimination and prejudice in the workplace on behalf of its lesbian, gay, bisexual and transgender members. We work together in local and national groups of LGBT members to campaign and provide support for our members.

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**Twitter:** [@unison\\_csh](https://twitter.com/unison_csh)

**Facebook:** [www.facebook.com/unisoncsh](http://www.facebook.com/unisoncsh)

**Instagram:** [@unisoncsh](https://www.instagram.com/unisoncsh)

**Snapchat:** [@unisoncsh](https://www.snapchat.com/add/unisoncsh)



## Allsorts Youth Project

### Information, Advice & Guidance, Training & Education

#### Katie Vincent, Co-Director

Allsorts Youth Project listens to, supports and connects children and young people under 26 who are lesbian, gay, bisexual, trans or unsure (LGBTU) of their sexual orientation and/or gender identity.

We aim to improve the lives of LGBTU young people via a two pronged approach:

1. Providing specialist youth services to children and young people from the ages of 5-25 who are LGBTU
2. Training the wider community and professionals so all spaces and organisations can be safer and more inclusive for LGBTU people

Young LGBTU people deserve to feel safe and thrive at home, at school and in their communities.

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## Pavilions

### Hélène Begg, City Manager

Pavilions deliver the Drug and Alcohol Treatment service for Brighton & Hove. Our LGBTQ worker specifically works with service users who are involved in Chemsex and those who are HIV positive. We work closely with THT, the Beacon and local services to support our service users holistically.

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**Twitter:** [@pavilions\\_org](https://twitter.com/pavilions_org)

**Facebook:** [www.facebook.com/pavilions.org.uk](http://www.facebook.com/pavilions.org.uk)



## Kent, Surrey & Sussex Leadership Academy

### Fiona Skinner, Leadership Programme Support Officer and Inclusion Programme Co-ordinator

The NHS Kent, Surrey and Sussex Academy is your Local Academy for the NHS Leadership Academy, working to promote the national standards for leadership development and talent management. Through our extensive relationships with local stakeholders, we deliver creative and effective solutions to local challenges that are both relevant and innovative.

We will be showcasing our KSS Inclusion Strategy and promoting the KSS Inclusion Network.

**Email:** [Leadership.KSS@hee.nhs.uk](mailto:Leadership.KSS@hee.nhs.uk)

**Web:** [www.kssleadership.nhs.uk](http://www.kssleadership.nhs.uk)



## Leadership Academy

Kent, Surrey and Sussex

## Health Education England working across Kent, Surrey and Sussex

### Jayne Thwaites, Sussex Pre-employment Coordinator

Health Education England recognises the importance of valuing diversity and inclusion in the workplace and understands the benefits that can be achieved through building an inclusive and representative workforce.

We are committed to delivering systemic change that will enable an inclusive culture that recognises differences and celebrates diversity.

Health Education England has a crucial role to play within the healthcare system in supporting a world-class approach to education and training that creates ladders of opportunity for people in every setting and from every background. We will use our influence with stakeholders to further promote diversity and inclusion in the wider healthcare system and within medical and clinical education.

We will be demonstrating our e-learning on Sexual Orientation Monitoring. This e-learning has been developed to support the Sexual Orientation Monitoring Information Standard that was introduced in 2018.

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Health Education England

## Eisele Consulting

### Nicole Eisele, Director

We are a mediation, coaching and training consultancy committed to helping organisations create inclusive environments where people can be their best selves and so do their best work. We do this by:

1. Providing leaders with the tools to be inclusive leaders and manage conflict effectively
2. Mediating complex individual and team conflicts
3. Coaching individuals to reach their goals
4. Providing training that enables all staff to shift mindset, change behaviour and transform performance

Come and talk to us about our LGBTQ+ inclusion work and the BSUH LGBTQ+ Mentoring Scheme, which we'll be facilitating in 2019.

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**EiSELE**  
CONSULTING

## BSUH Stallholders

### Your Hospital: A People's History of the Royal Sussex County Hospital from 1828

3Ts Redevelopment Programme and BSUH Libraries & Knowledge Services in partnership with: East Sussex Records Office, Royal Pavilion & Museums, and The University of Brighton Centre for Memories, Narratives & Histories

#### Samantha Sharman, Heritage Officer

The Royal Sussex County Hospital's 3Ts Redevelopment, working with partner organisations, has won £50,400 in Heritage Lottery Fund support to make the social history of the hospital (1828 to today) more accessible, and create lasting resources for future generations. It will include 50 oral history interviews and tell the stories hidden in documents and heritage items from across the hospital. The project will lead to an on-site exhibition in 2019.

Come along to our stall to contribute to our collaborative recording of 'The History of LGBTQ+ Patient Services and People's History' as part of the programme. Feel free to bring along any images, documents or artefacts that you think should be recorded for posterity - or contribute a memory by writing a postcard on the day. As an inclusive project we are particularly keen for LGBTQ+ staff and patients to contribute, and to influence how your own 'lived histories' will be remembered.

**Email:** [samantha.sharman2@nhs.net](mailto:samantha.sharman2@nhs.net)

**Web:** [www.bsuh.nhs.uk/about-us/hospital-redevelopment](http://www.bsuh.nhs.uk/about-us/hospital-redevelopment)

**Twitter:** [@bsuh\\_heritage](https://twitter.com/bsuh_heritage)



### Connections

#### Tracy Grover, Health & Wellbeing Advisor

The BSUH Connections Service is a confidential, listening and signposting service available within the Trust. We are available to all staff, but recognise the health and wellbeing inequalities LGBTQ+ people (including our staff) can experience. Come and see us - we'll be showcasing the BSUH Well-being Portal, the range of health and wellbeing support and services available at BSUH, and find out how Connections can support LGBTQ+ staff and allies.

**Email:** [tracy.grover@bsuh.nhs.uk](mailto:tracy.grover@bsuh.nhs.uk)

**Web:** [www.bsuhwellbeing.nhs.uk/whats-available](http://www.bsuhwellbeing.nhs.uk/whats-available)



### BSUH Charity

#### Rebecca Sandles, Communications Officer

We are the Trust's official charity. Our vision is to improve the experience of every patient, including LGBTQ+ patients. For the past two years, we've supported the BSUH float at Brighton Pride, and welcome approaches from staff on fundraising initiatives and ideas of how charitable funds might be used to make the experience of LGBTQ+ patients more inclusive. Come and say hello!

**Email:** [rebecca.sandles@bsuh.nhs.uk](mailto:rebecca.sandles@bsuh.nhs.uk)

**Web:** [www.bsuh.nhs.uk/charity](http://www.bsuh.nhs.uk/charity)

**Twitter:** [@bsuhcharity](https://twitter.com/bsuhcharity)

**Facebook:** BSUH Charity



## HELP

(Health, Employee Learning & Psychotherapy Service)

**Donna Butler, Lead Psychotherapist / HELP Service Manager**

HELP: 'Championing LGBTQ+ and Embracing Diversity.'

LGBTQ+ people can be at higher risk of mental health problems than the wider population. If you have experienced mental health issues (depression/anxiety) you are not alone. Health problems experienced by LGBTQ+ people can be linked to:

- Discrimination
- Bullying
- Homophobia, biphobia or transphobia

We at the HELP Service maintain a respectful stance and approach to LGBTQ+ issues and uphold the richness in diversity our work population brings.

We therapeutically support LGBTQ+ people (among other staff) struggling with social isolation, financial hardship, discrimination and prejudice, hate crime and exclusion, domestic violence.

There is a level of diversity within our team that includes personal and professional training in the areas of HIV, Sexual Health, Cultural issues and Domestic Violence.

**Email:** [donna.butler3@nhs.net](mailto:donna.butler3@nhs.net)

**Web:** [www.bsuhwellbeing.nhs.uk/whats-available](http://www.bsuhwellbeing.nhs.uk/whats-available)



## 3Ts

**Richard Beard, 3Ts Head of Communication & Engagement**

The 3Ts redevelopment of the Royal Sussex County Hospital is a £485 million programme to replace the buildings on the front half of the hospital with two state-of-the-art clinical facilities. The first new building will open its doors early in 2021 and replace the oldest acute ward block in the NHS.

Come and visit us to find out how the new buildings will help to embody the best principles of 21st century healthcare for everyone, patients, staff and visitors alike. You can also try out our new app, which allows you to view 3D models of the new building anywhere you go.

**Email:** [richard.beard1@nhs.net](mailto:richard.beard1@nhs.net)

**Web:** [www.bsuh.nhs.uk/about-us/hospital-redevelopment/about-the-redevelopment](http://www.bsuh.nhs.uk/about-us/hospital-redevelopment/about-the-redevelopment)

3Ts

Hospital Redevelopment  
Teaching • Trauma • Tertiary care

## Social Side

**Agnes George, 3Ts Information Analyst (Workforce Transformation & Benefits Realisation)**

In 2017 we introduced the 'Social Side' sign-up card for BSUH Corporate Induction. This uses Behavioural Insights theory to 'nudge' respondents to complete the card (e.g. by making it Easy, Attractive, Social and Timely - EAST Behavioural Insights Team model). The card has proved very effective in telling BSUH staff about the LGBTQ+ Network, and enabling them to sign-up without having to 'come out' widely. The BIT/EAST principles can be used more widely to support inclusion work.

**Email:** [agnesgeorge@nhs.net](mailto:agnesgeorge@nhs.net)



## Disabled Staff Network

**Marce Quinn, Lead for Disabled Staff Network**

**The purpose of this Staff Network is:**

To provide mutual support and a collective voice for disabled staff at BSUH, and to support the organisation in being disability inclusive and disability confident.

**The key aims of the Network are to:**

- a. Promote positive attitudes towards disabled people and raise awareness of disability equality.
- b. Give a voice to the BSUH disabled community enabling dialogue with all levels of the Trust.
- c. Develop feedback and suggestions on BSUH policy, planning and implementation as it relates to disabled staff, formally channelled through the Equality, Diversity & Inclusion Team.
- d. Liaise both internally and externally with key groups and individuals to support the aims of the Network.

**Composition**

The Network is open to any member of staff who considers themselves to be disabled. It is currently coordinated by the Equality, Diversity & Inclusion Team with a view to the Network self-selecting a Chair, and other roles as appropriate, from amongst its members and becoming self-managed. The Network will continue to work closely with the Equality, Diversity & Inclusion Team.

**Email:** [marcelle.quinn1@nhs.net](mailto:marcelle.quinn1@nhs.net)



## Equality and Diversity Team

### Barbara Harris, Head of Equality, Diversity & Inclusion

The Equality, Diversity & Inclusion team work to ensure services provided by BSUH are fair, equitable and free of discrimination for both staff and patients.

The team works with the Trust's LGBTQ+ Network to help deliver initiatives that promote LGBTQ+ inclusion. Recent examples of initiatives the team have run include the LGBQ+ signifiers and allies programme. Staff can request rainbow lanyards, pins and additional training on gender and sexual diversities. We also run an active LGBTQ+ Allies programme and a specific Trans Allies programme. Any member of staff can step forward to become involved. This is in addition to the newly formed Gender & Sexual Diversities Working Group, which will look at issues that impact LGBTQ+ staff working at the Trust.

The team can provide advice if you: have issues at work, want to make sure your policy or service delivery idea is inclusive of LGBTQ+ communities or want to support your staff/colleagues.

**Email:** [barbara.harris@nhs.net](mailto:barbara.harris@nhs.net)

**Web:** <https://equalityhub.org/>

**Twitter:** @BSUHEquality

**Facebook:** Equality Hub

**Linkedin:** Inclusion Team

## Religion & Belief Forum

### Revd Canon Peter Wells, Lead Chaplain

The Forum and Chaplaincy Team aims to support the spiritual, religious and belief needs of our LGBTQ+ community - whether they are a patient, relative or member of staff. Your needs are important to us so please let us know and be in contact with us.

**Email:** [peter.wells1@nhs.net](mailto:peter.wells1@nhs.net)

**Web:** [www.bsuhwellbeing.nhs.uk/whats-available](http://www.bsuhwellbeing.nhs.uk/whats-available)

## LGBTQ+ Network

### Nick Groves, Network Convenor

We're a group of LGBTQ+ staff and volunteers. We work in all roles and at all levels in BSUH. We're diverse and inclusive. We particularly welcome trans and gender non-confirming, Black & Minority Ethnic (BME), disabled and other LGBTQ+ people who are historically under-represented. We also welcome LGBTQ+ students and trainees at BSUH, and all non-LGBTQ+ allies who share our commitment to equality and inclusion.

We volunteer our time, experience and expertise to help BSUH:

- Support our LGBTQ+ staff and volunteers
- Be an inclusive 'employer of choice' for LGBTQ+ people
- Engage with local LGBTQ+ communities.
- Provide excellent, non-discriminatory care for our LGBTQ+ patients/service users.

To find out more and get involved, email Nick – or sign up via today's 'What can I do' card.

**Email:** [nick.groves@nhs.net](mailto:nick.groves@nhs.net)

**Web:** [www.bsuh.nhs.uk/working-here/lgbtq-lesbian-gay-bisexual-and-transgender-network/](http://www.bsuh.nhs.uk/working-here/lgbtq-lesbian-gay-bisexual-and-transgender-network/)

**Twitter:** @BSUH\_LGBTQ



## Kaizen Office / Patient First

### Sally Howard, Director of Service Transformation

#### Patient First and Foremost

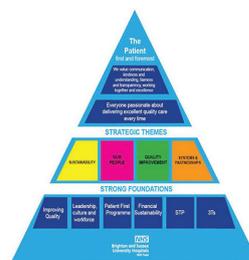
This is at the apex of the triangle to make explicit the commitment that everything we do, no matter how large or small, should always contribute to improving outcomes and experiences for the people we care for in our hospitals.

#### Values & Behaviours

That patient focus is directly supported by the Trust's values and behaviours: kindness and understanding, fairness and transparency, working together and excellence. We want to create a culture in which we see "everyone passionate about delivering excellent quality every time".

**Email:** [sally.howard2@nhs.net](mailto:sally.howard2@nhs.net)

**Web:** [www.bsuh.nhs.uk/about-us/our-vision/patient-first](http://www.bsuh.nhs.uk/about-us/our-vision/patient-first)



## Midwifery

### Helen Green, Midwife

BSUH Midwives - inclusive, holistic, individualised perinatal care for trans and non-binary people.

At BSUH we acknowledge the additional challenges that gender identity can have on pregnancy, birth and infant feeding, and recognise the importance of providing inclusive, respectful perinatal care to pregnant people and their families. As midwives we are keen to talk about how we can welcome people into supportive, culturally safe care that is individualised to meet the specific needs of pregnant trans and non-binary people on their journey to parenthood. Come and say hello!

**Email:** [helen.green52@nhs.net](mailto:helen.green52@nhs.net)

**Web:** [www.bsuh.nhs.uk/maternity/about-us/our-staff](http://www.bsuh.nhs.uk/maternity/about-us/our-staff)



## Education & Knowledge Directorate

### Mr V Kalidasan, Director of Medical Education / Director, Directorate of Education and Knowledge

As a University Teaching Hospital, we are keen to ensure that our curriculum is inclusive. We are seeking the views of conference delegates about how we ensure that our own Learning & Development/CPD curricula are 'LGBTQ+ inclusive'. Also how we work best with University/Higher Education and external training partners (eg. apprenticeships) to ensure their pre/post-registration curricula are also 'LGBTQ+ inclusive'. Please come and talk to us at our stand.

**Email:** [v.kalidasan@nhs.net](mailto:v.kalidasan@nhs.net)

**Twitter:** @BSUHEducation



## Clinic T

### Dr Kate Z Nambiar, Clinical Research Fellow & Specialty Doctor in Sexual Health & HIV Medicine

Clinic T is our sexual health service for anyone who identifies as trans, non-binary or gender variant (partners are welcome too). Our services are free and completely confidential, and our staff have been trained in trans-awareness.

The main services we offer are:

- Information and advice on all aspects of sexual health
- Testing and treatment for sexually transmitted infections including HIV
- Provision and follow-up of Post-Exposure Prophylaxis (PEP) for prevention of HIV infection
- Hepatitis A and B vaccination programme
- Contraception advice and emergency contraception (morning after pill)
- Breast /implant /chest awareness
- Cervical screening
- Pregnancy testing
- Free condoms and lube
- Support and advice following sexual assault.

Although our core service is focused around sexual health, if there is anything else that concerns you (eg. psychological issues or worries about taking hormones, including concerns about self-medicating), you can discuss this with the team in complete confidence. We may not be able to deal with the issue there and then but we can offer appropriate advice and may be able to refer you to an appropriate service.

**Email:** [kate.nambiar@nhs.net](mailto:kate.nambiar@nhs.net)

**Web:** [brightonsexualhealth.com/service/clinic-t](http://brightonsexualhealth.com/service/clinic-t)



## Clinic M

Clinic M offers a confidential sexual health service to gay and bisexual men and other men who have sex with men (regardless of HIV status). It runs every Wednesday evening.

## Brighton and Hove Sexual Health & Contraception Service (SHAC)

Dr Gillian Dean, Consultant in GU Medicine

SHAC is a free and confidential specialist service open to everyone regardless of age and sexuality.

**Email:** [gillian.dean2@nhs.net](mailto:gillian.dean2@nhs.net)

**Web:** [brightonsexualhealth.com](http://brightonsexualhealth.com)



## Martin Fisher Foundation

### Brighton and Hove Sexual Health & Contraception Service (SHAC)

Dr Gillian Dean, Consultant in GU Medicine

The Martin Fisher Foundation has been set up in Brighton & Hove to take forward the work of Professor Martin Fisher. The Foundation continues Martin's ethos of treating people living with HIV with dignity, compassion and respect, and focuses on the development of new strategies for effective HIV prevention, treatment and care.

Our vision is to accelerate towards ZERO HIV stigma, ZERO new HIV infections, and ZERO deaths from HIV in Brighton & Hove. We have recently worked with stakeholders to develop a 'Towards Zero HIV' strategy and action plan that will set out ways in which everyone can contribute to this important aspirational goal.

**Email:** [gillian.dean2@nhs.net](mailto:gillian.dean2@nhs.net)

**Web:** [www.themartinfisherfoundation.org](http://www.themartinfisherfoundation.org)

**Twitter(s):** [@martinfisherFo1](https://twitter.com/martinfisherFo1) & [@Stigma\\_Saur](https://twitter.com/Stigma_Saur)



## Freedom to Speak Up Guardian

Caroline Owens, Freedom to Speak Up Guardian

Providing support for all staff (including LGBTQ+ staff) to speak up to help protect patient safety and the quality of care, improve the experience of workers and promote learning and improvement.

**Email:** [caroline.owens1@nhs.net](mailto:caroline.owens1@nhs.net)

**Web:** [www.bsuh.nhs.uk/working-here/freedom-to-speak-up-whistleblowing/](http://www.bsuh.nhs.uk/working-here/freedom-to-speak-up-whistleblowing/)

Freedom to Speak Up  
Guardian



# Join us for BSUH@Prides2019



email: [nick.groves@nhs.net](mailto:nick.groves@nhs.net) (LGBTQ+ Network Convenor for more information and to find out how to get involved)