



University Hospitals Sussex
NHS Foundation Trust

Embedding & Empowering LGBTQ+ Staff Networks: Networks' Networking for Influence

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Pronouns: he/him

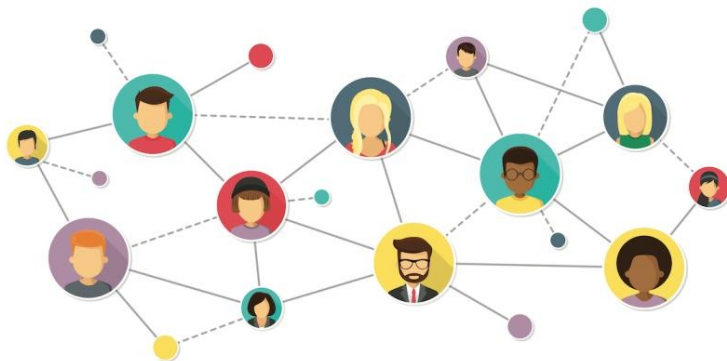
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[@UHSussex_LGBTQ](https://twitter.com/UHSussex_LGBTQ)



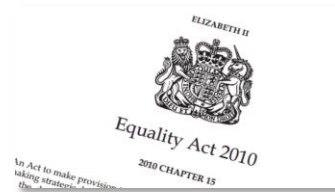
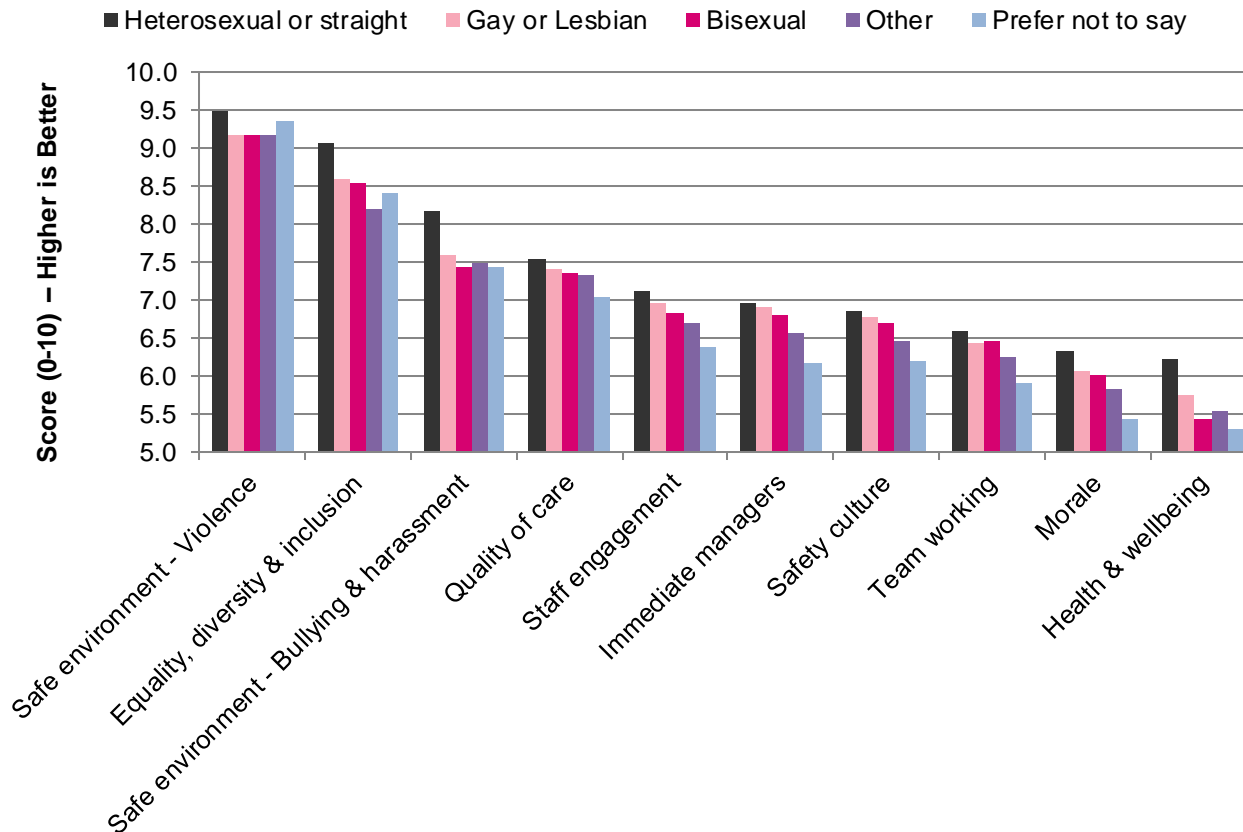
Networking for Influence

1. LGBTQI+ staff experiences – how can we better use the data already available (eg. NHS Staff Survey, ESR)?
2. Enabling Networks to network (& exist) – what levers can we harness to drive best practice?
3. Collaborating for improvement – reframing the ‘D&I’ narrative?



1. NHS, we have a problem...

NHS Staff Survey 2020: Theme Scores (National Avg.) by Sexuality

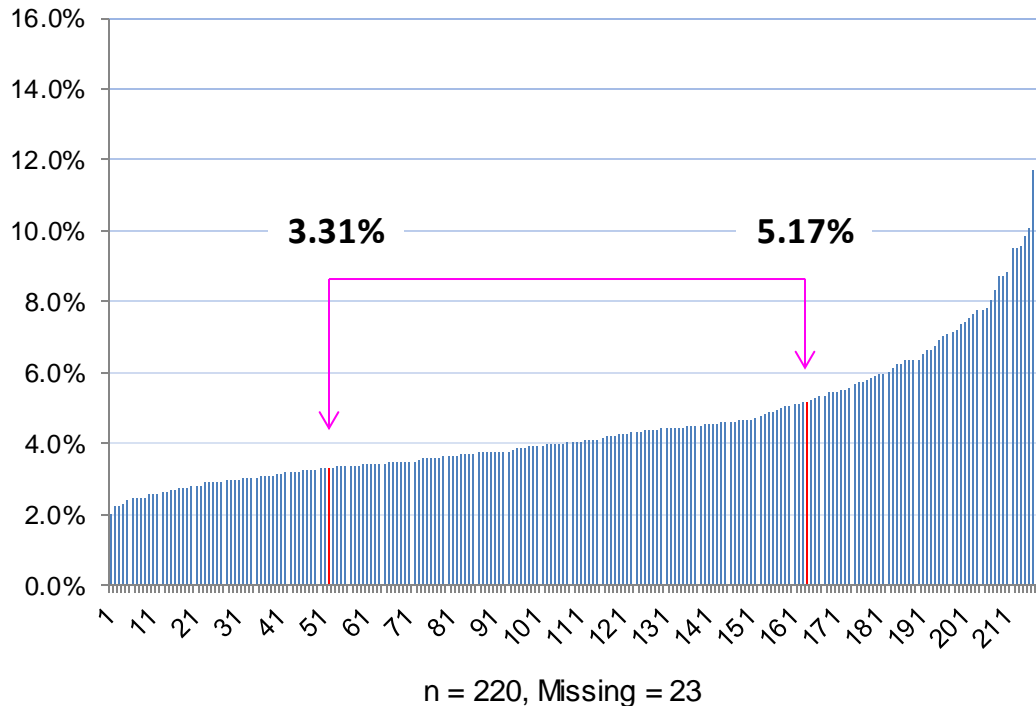


Other questions to ask of the data:

- 'Employee voice' vs Protected Characteristics?
- LGBT+ antecedents of engagement?
- Intersectional experience?
- Trans & Non-Binary experience?

... and an opportunity

**NHS Staff Survey 2020: % LGB+ Respondents*
(Provider Trusts)**
% LGBO of Total (excl. Prefer not to say and Missing)



The Inclusion Dividend

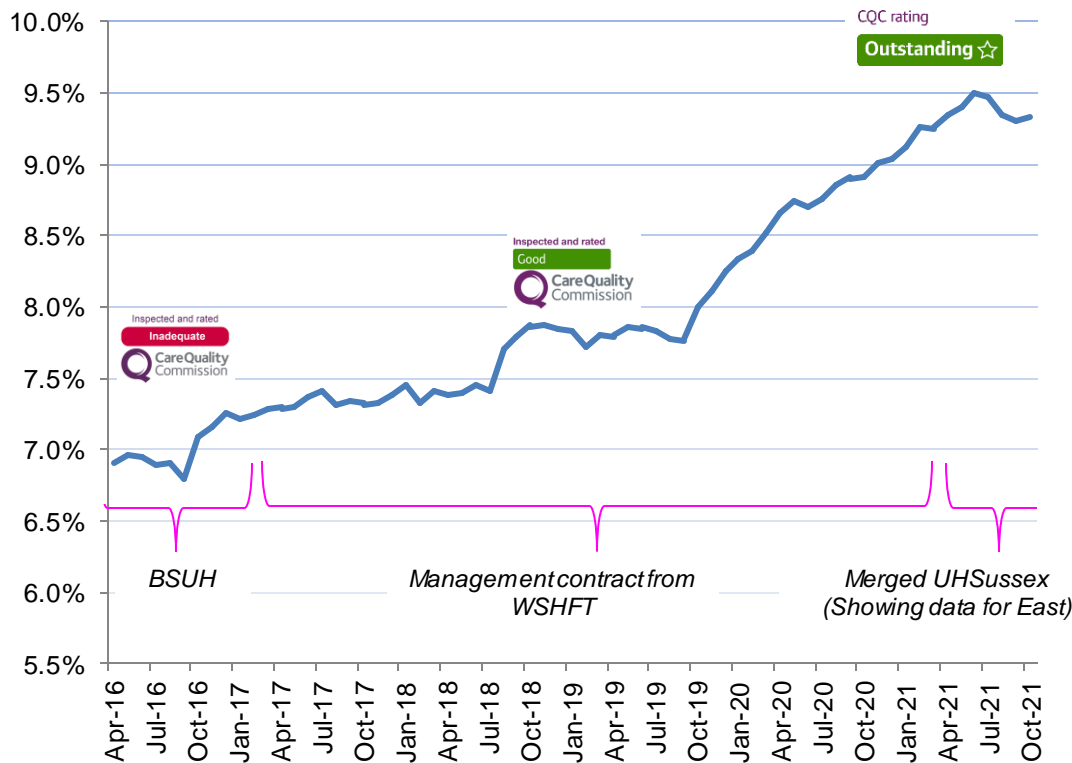
Workforce	3.31%	5.17%	'Dividend'
6,000	199	310	111
8,000	265	414	149
10,000	331	517	186

* Trans History included from 2021

Enabling Networks: Our journey so far...

BSUH / UHSussex (East): %LGBO Staff

WTE, of Defined & Disclosed, ESR



UHSussex Digital Pride 2021



Brighton & Hove Pride 2017

2. Enabling Networks – learning & levers

- Courageous leadership in good times... and bad
- Beyond Prides... LGBTQI+ workplace experiences (the other 364 days)
- Networks as resources – but need resourcing
 - Protected time (& cultural norms to participate)
 - Network infrastructure
 - Access to data (& analysis)
 - Impact on LGBTQI+ staff from Ethnic Minority backgrounds, with Disabilities etc.
 - National platforms for networking

NHS Rainbow Badge Project, Phase 2



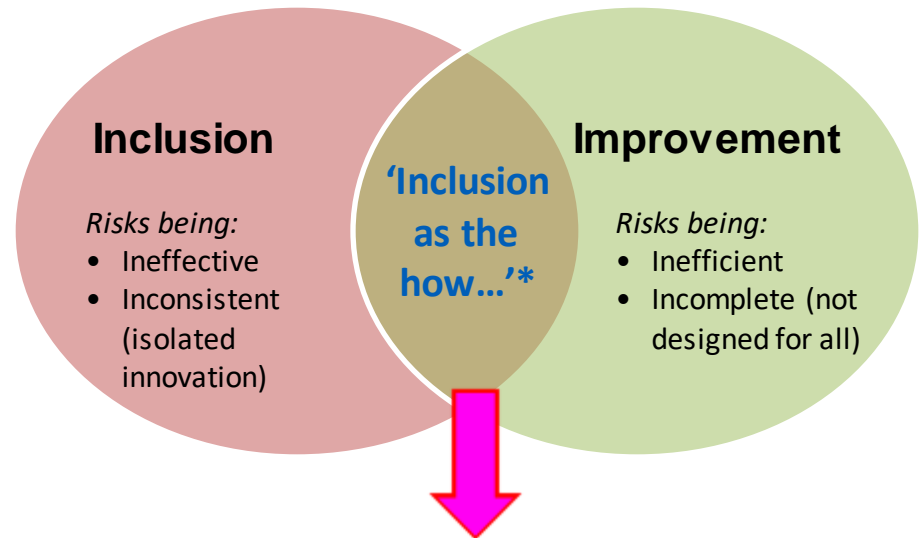
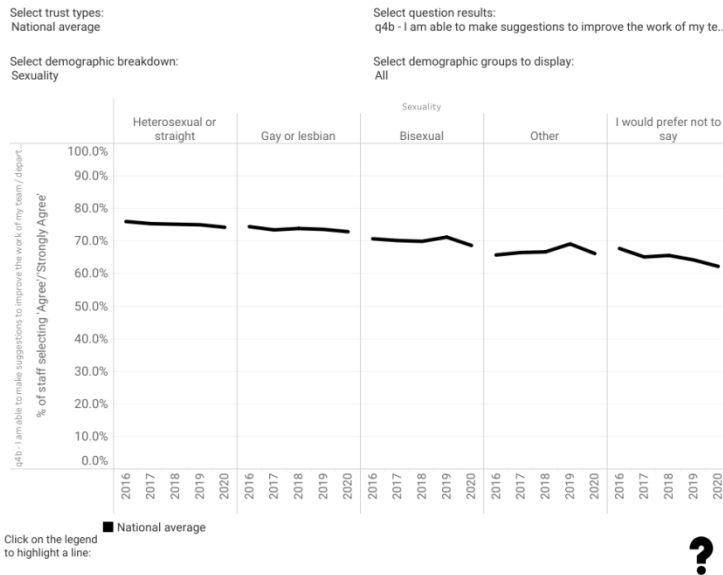
Run by: @LGBTfdn @stonewalluk @LGBTswitchboard
@LGBTconsortium @GLADDUK

Also opportunities?

- CQC Well-Led Domain
- NHS People Plan / Staff Network Maturity Framework
- 'The Future of NHS HR & OD'
- NHS Employers / NHS Confederation

3. Inclusion vs Improvement (a False Binary)

I am able to make suggestions to improve the work of my team / department



- Inclusive interactions
- Safe to challenge (Psychological Safety)
- Focus on the 'we' (vs the 'you')
- Participation
- Diverse thinking
- Widest resources
- Better outcomes for patients, public, staff

* Katz & Miller, 2012

<http://www.ntl-psc.org/assets/Uploads/Issue-5-May-2012/PSC-Journal-Issue-05-Judith-H-Katz-and-Frederick-A-Miller.pdf>

Networks' Networking for Influence

- 1. Use the data already available (eg. NHS Staff Survey, ESR) to better tell the LGBT+ staff experience story**
 - Consistent narrative
 - Asking new questions
 - KLOEs informed by LGBTQI+ lived experiences
 - Reflected in national analyses
- 2. Enabling Networks to network**
 - Employer support to exist & function
 - Using national levers to embed best practice
 - Platforms for national collaboration
- 3. Reframing the narrative: 'Diversity & Improvement'**
 - Inclusion as the 'how'
 - Shared agenda with other Protected Characteristics Networks
 - Research opportunity

