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

- Heterosexual or straight
- Gay or Lesbian
- Bisexual
- Other
- Prefer not to say

Score (0-10) – Higher is Better

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

<table>
<thead>
<tr>
<th>Workforce</th>
<th>3.31%</th>
<th>5.17%</th>
<th>'Dividend'</th>
</tr>
</thead>
<tbody>
<tr>
<td>6,000</td>
<td>199</td>
<td>310</td>
<td>111</td>
</tr>
<tr>
<td>8,000</td>
<td>265</td>
<td>414</td>
<td>149</td>
</tr>
<tr>
<td>10,000</td>
<td>331</td>
<td>517</td>
<td>186</td>
</tr>
</tbody>
</table>

* Trans History included from 2021
Enabling Networks: Our journey so far...

BSUH / UHSussex (East): %LGBBO 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

<table>
<thead>
<tr>
<th>Inclusion</th>
<th>Improvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Risks being:</td>
<td>Risks being:</td>
</tr>
<tr>
<td>• Ineffective</td>
<td>• Inefficient</td>
</tr>
<tr>
<td>• Inconsistent (isolated innovation)</td>
<td>• Incomplete (not designed for all)</td>
</tr>
</tbody>
</table>

- 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
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