

MISSION

WHAT IS OUR ROLE IN SOCIETY?

VISION

WHAT IS OUR CORE PURPOSE?

STRATEGIC OUTCOMES

WHAT ARE THE BIGGEST ISSUES TO ADDRESS IF WE ARE TO ACHIEVE OUR MISSION?

SPECIFIC OUTCOMES

WHAT WILL WE DO TO ADDRESS EACH OF THE STRATEGIC OUTCOMES?

Transform the NHS to ensure that members of the LGBTQ+ community receive the best care and work in an inclusive environment where they can thrive.

To build a social movement of people who are LGBTQ+ and their allies who see themselves as having a leadership role in the NHS – to influence change across the system.

The network will work collaboratively to engage and activate our community, our allies, the wider NHS leadership and other organisations such as trade bodies, trades unions and voluntary organisations.

To increase numbers and visibility of LGBTQ+ on boards and in senior leadership positions.

To improve the experience of LGBTQ+ staff and increase value across all NHS organisations.

To improve experience of LGBTQ+ patients.

Implement the recommendations of the NED taskforce. Develop living libraries to promote greater visibility. Develop leadership network that reflects the diversity of people who are LGBTQ+ and the different issues that can affect people who define as L, G, B, T or Q. Hold TweetChats and webinars to share expertise and learning from within the NHS and elsewhere.

Improve recording and reporting of the Sexual Orientation Monitoring information standard (SOM). Hold national conference of staff networks. Disaggregate staff survey data and benchmark across organisations. Reduce sickness absence and improve retention of LGBTQ+ staff.

Develop metrics of patient experience.. Develop inclusion cafés to promote discussion and action on the front line re LGBTQ+ and intersectionality. Record and promote issues relating to patient safety, clinical effectiveness and experience. Build evidence base through evaluation and research.