1. ABOUT

This report summarises findings from a major study into Lesbian, Gay, Bisexual & Transgender employee networks in the NHS.

The research was funded by the Economic & Social Research Council & carried out by the University of York in partnership with NHS Employers, Stonewall & Employers Networks for Inclusion.





Surveys of over NHS employees in

trusts in England

2. METHODS

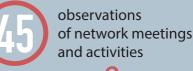


CASE STUDIES

of LGBT+ networks in NHS organisations comprising of



Understanding LGBT+ employee networks & how to support them





interviews

3. FINDINGS

Report looks at networks'



PURPOSE & FUNCTION



MEMBER COMPOSITION



SUSTAINABILITY & IMPACT

People join for

from social to

strategic

MEETINGS ARE CENTRAL

Operationalising networks can increase organisational status & access to resources **BUT** meetings feel impersonal

UNCLEAR PURPOSE OF NETWORKS

Lack of information & guidance

Pressure to be active & evidence impact means activities are generic

Culture change is difficult to measure

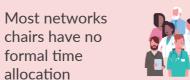
DIVERSITY ISSUES



lack diversity as dominated by gay men



Members are more open about their sexuality compared to non-members





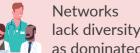
Focus on size of the network NOT diversity

Lack of information about members means that collective voice is not representative









THE REPORT FOUND THAT...

Dr Anna Einarsdóttir. Professor Karen Mumford. Professor Yvonne Birks, Dr Bridget Lockyer and Dr Melisa Sayli

4. CONCLUSIONS

NETWORKS FOCUS ON 3 MAIN AREAS:







Influencing The Organisation

Creating A Supportive Space & Work Environment

But, right now LGBT+ networks are subsumed by long agendas with limited space for personal sharing

5. RECOMMENDATIONS





FOR NETWORKS

- Be clear on purpose to unite members & garner organisational support
- Make space for personal stories to build mutual support
- Get to know your members to address under-representation
- Seek support when you need it to access resources
- Work with external partners & other staff networks for new ideas & impact



FOR ORGANISATIONS

- Help raise LGBT+ networks' profile by promoting, resourcing & endorsing them
- Support & consult networks to discuss policy & practice
- Formalise time allocation & release to support networks as two thirds of chairs had no time



