

ABOUT US



Name: Rea
Role: Ward Sister, Barts Health NHS Trust



About me:

I'm a ward sister on an inpatient palliative care unit. I started nursing working in older people services & moving around the hospital on various wards not feeling like any speciality fit until I agreed to do a secondment on an end-of-life care ward. In the first two weeks I knew it was where I wanted to stay. Palliative care is about promoting the best quality of life those living with a life limiting illness.

What does allyship mean to you and how would you like an ally to support the LGBT+ community?

An LGBTQIA+ ally is someone who supports & educates themselves about and speaks out and advocates for LGBTQIA+ people and/or community I'd like an ally to do just that challenge people Bias.

How has being LGBT+ changed in your lifetime? Has it shaped the way you live?

I am very privileged to be living in a first world country not needing to hide who I am or the person I love. There is still discrimination and some truly unkind people, but for the most part, in the UK I do not have to fear for my life because of my sexual orientation. There are some places that even in 2024 are unable to do that so, I am grateful. I take part in events that encourage pride, information sharing, and acceptance so that hopefully one day we can get to a point where people are able to just like their lives authentically without fear of persecution.

Visualise the future how does that look for the LGBT+ community? What would you like to see?

I'd like to live to see a time where LGBT history month and Pride month do not exist because it has become so normalised that people do not differentiate between different types of love. So that there's not a pressure to come out, or to fit into a label that you can just live and be happy.

ABOUT US



Name: DR. Ade Tams
Role: Deputy Chief People Officer,
Cambridge and Peterborough ICS



About me:

I live in Lincolnshire with my partner of 23 years, Gareth and we share our home with 12 dogs, 14 chickens, 3 tortoises and three guinea pigs. Gareth and I spend our free time travelling, ideally to 'off the beaten' track destinations and travel as much as we can.

Visualise the future how does that look for the LGBT+ community? What would you like to see?

Equity, parity and minimal divides.

Tell us about good practice you've seen in the NHS on supporting patients and workforce from the LGBT+ community?

Acceptance and celebration. Staff groups to provide a safe space and allies recruited into those groups. Lanyards, rainbow flags, rainbow zebra crossings and my colleagues and peers speaking openly about our existence.

What does LGBT+ History Month mean to you?

LGBTQ+ month provides a platform to do what I try to do every day – live my life as an openly gay man. It raises awareness of our existence, aids understanding of what it can be like to walk in our shoes and hopefully, encourages people to be more inclusive and think about their own identity, as well as respecting my own.

ABOUT US

About me:

I'm Geoff. I've been an RN since 1989 and have mainly worked in Sexual Health / HIV care. I've been out since 1983. It was the way HIV positive people were being treated in the 80's that made me decide to become a nurse. I was truck driving and then thought I couldn't stand by and do nothing, I'll become a Nurse and look after HIV positive people.



What good practice have you seen in the NHS on supporting patients and workforce from the LGBT+ community?

I've seen many people within the NHS working to Normalise non heterosexual relationships and to show how to treat members of the LGBT+ community with compassion and kindness. I've been able to introduce my husband during appointments without fear of being treated differently by Doctors and Nurses. It isn't perfect, but I feel able to advocate and challenge unacceptable attitudes.

How has being LGBT+ changed in your lifetime? Has it shaped the way you live / express yourself?

Looking back being LBGT+ has changed enormously. We have seen laws change to bring equality, When I first came out you could be arrested or sacked for being gay, Queer bashing was a frequent occurrence and you could not expect any support from the police should you think to report it, they would be more interested in who you were having sex with. HIV AIDs redefined us. It brought hate and fear, but it also brought out the best in us. We fought for each other, we cared for each other, we became each other's families. We were fighting for our lives. It gave me hope and pride. Equality enabled me to put my partner down on forms as next of kin, without fear he'd be excluded or treated like a strange, when I need him the most. I have been able to be a positive role model for being LGBT+ at work without fear.



ABOUT US



Name: Jess
Role: Senior pharmacy technician
at West Hertfordshire NHS Trust



About me:

I'm 30 years old, qualified as an Accuracy Checking Pharmacy Technician and work as the Pharmacy IT Systems and Reporting Manager for West Herts Teaching Hospitals Trust.

I came out later in life when my surroundings were more comfortable for me to do so meaning I've only been out to the majority of my friends and all of my family for the past 2 years. Coming to work at WHTHT I initially was very quiet about my sexuality – the first 3 years I wasn't out and proud, but once I came out and discovered the LGBT+ network I realised that I had a team behind me to support me at work to live authentically.

We hear the word allyship a lot, what does allyship mean to you and how would you like an ally to show up and support the LGBT+ community?

Good allyship in the workplace involves both education and taking action where appropriate. An ally learns the history and struggles of the community and takes action by being an upstander, not a bystander, without taking away the voice of the community.



ABOUT US



Name: Jess
Role: Senior pharmacy technician
at West Hertfordshire NHS Trust



About me:

I am Johanna, I am Bisexual and Polyamorous, I am a Midwife, a mother, a wife, a partner and a girlfriend. I enjoy LARP and Board-games and spending time with my family and our Cats. I don't fit well in Boxes.

What does LGBT+ month mean to you?

I love LGBT+ History month, I love learning about the way things were before, I love seeing the changes that have been made by people, and then learning about those people so that they are never forgotten.

No one is actually dead until the ripples they cause in the world die away. - TERRY PRATCHETT.

.... I feel this is what LGBT+ history month does, it reinvigorates the ripples so that the changes can keep happening. It reminds us that we are able to make the small changes too. We can create the changes we want to see and we don't need to be famous to start that.

ABOUT US

About Me:

I'm Isaac, I work at Milton Keynes University Hospital in the fracture clinic. I've been working in healthcare for nearly four years. I'm a part of the hospital's Pride Network, and I volunteer with a local LGBTQ+ community group, sometimes playing with our local gay and inclusive rugby team, the Northampton Outlaws.



What does LGBTQ+ History Month mean to you?

LGBTQ+ History Month is important to me for a few reasons, I like that it is specifically British.

LGBTQ+ History Month has a history specifically tied to British politics and our struggle as LGBTQ+ people in this country. It is about our politics, our history, and its lessons are so valuable in the continuing fight for equality and acceptance.

Visualise the future how does that look for the LGBTQ+ community?

We've come so far in the last 60+ years. I'd love to see LGBTQ+ people get to grow old. I think of all of the people we've lost to violence, HIV, mental health issues. The beautiful stories, knowledge & experiences that are lost with that. I want LGBTQ+ people to be able to grow old gracefully, out and proud.

Tell us about good practice you've seen in the NHS on supporting patients and workforce from the LGBTQ+ community?

Staff networks are a great example of ways that the NHS can support its LGBTQ+ staff. The Pride Networks can help to create more LGBTQ+ inclusive workplaces, which can affect the service it provides. The Rainbow Badge scheme is a great way the NHS Trusts can support the LGBTQ+ community, as staff, service users and families.

How has being LGBTQ+ changed in your lifetime? Has it shaped the way you live?

Being LGBTQ+ has changed enormously. I came out in 2004 at age 12, the year after Section 28 was repealed. The way that society & the media spoke about the LGBTQ+ community has changed so much. The way trans people were represented is different. Almost all of the examples I can think of from when I was younger are enormously problematic and transphobic, "topics" on reality TV or victims on crime shows. Trans people are more visible and diverse on tv now, but still need more representation and opportunities to tell their stories.

ABOUT US



Name: Kai Arzu
Role: Clinical Coding
Administrator

About me:

I am 25 years old, I was born in Bedford and have lived here all my life. I am currently working at Bedford Hospital as a Clinical Coding Administrator and have been doing this role for almost 6 months now. My job certainly has its challenges but overall I thoroughly enjoy it and I could not do this role without the constant support from my team.

Visualise the future how does that look for the LGBT+ community? What would you like to see?

Peaceful, free of negative comments and hate. It would be great to see growth within the public, for people to accept us as we are. We deserve to have the same level of respect and acceptance. I would love to see the community be able to live their lives openly & happily.

There is such a negative connotation when it comes to LGBT+ and that needs to stop. We are human and just trying to get through life like everyone else. It would be great to see the Houses of Parliament show respect to the LGBT+ community and truly show their support. View us as human beings and create laws to help protect us compared to making us feel alone, especially when it comes to the trans community.

What does allyship mean to you and how would you like the community supported by an ally?

In my opinion, being an ally is someone who is open minded, accepts all parts of the LGBT+ Community and a person you can always turn to for support. I would like to see someone who doesn't just say they're an ally but actually proves it by speaking up for the community, offering support to the community and standing by their words.

An ally who will openly voice their opinion, offers suggestions on how others can help support the community.

ABOUT US



Name: Natalie Miles-Kemp
Role: Head of Strategy Delivery, West Herts Teaching Hospital NHS Trust



About me:

I am Natalie Kemp. I head up Strategy Delivery for a group of hospitals and Chair the LGBT+ network here. Mum of two, I'm found on the side of a rugby pitch most weekends. If I had a penny for every time I talked about inclusion and accessibility, I'd be a rich woman. The goal is inclusion without exception.

Visualise the future how does that look for the LGBT+ community?

The future is in safe hands. The younger generation are smashing down walls of prejudice & discrimination, challenging social constructs and driving change.

Tell us about good practice have you seen in the NHS on supporting patients and workforce from the LGBT+ community?

For me, its small wins like when I receive questions from clinical staff requesting advice and guidance relating to LGBT+ patients. It's an indication that staff are wanting to 'get it right' and deliver the best care.

What does LGBT+ History Month mean to you?

Its an opportunity to talk about the issues and experience of our patients and staff and the intersectionality of our community and why the NHS Value 'Everyone Counts' means just that.

ABOUT US



Name: Nicoletta
Role: Administrative Assistant,
Cambridge University Hospitals



How has being LGBT+ changed in your lifetime? Has it shaped the way you live / express yourself?

LGBT+ used to be almost unheard of when I was a child. I was aware of some labels like lesbians or gay men, but that was the extent of it. Other labels such as transgender, asexual, aromantic, non-binary and many others didn't exist as far as I was aware when I was young.

As time went on I saw that our community was becoming more visible due to movements like the 'Get Over It' campaign or the rise of social media that was spreading information about being LGBT+, along with that came various charities that hold group sessions for LGBT people, which allowed everyone who felt unsure about their gender or sexuality to be able to have a place to be themselves. There are now regular conversations in the workplace and across the healthcare sector about pronouns, preferred names and LGBT terms as well as advice in how to approach talking to people in the LGBT community and education. All of this information is now widely available in the NHS and it's validating to see how staff members and patients alike are continuing to learn more and be more aware of the LGBT+ community.

About me:

I work as an Administrative Assistant for Clinical Apprenticeships. I've been working in the NHS for over two and half years now, during which I've completed a business administration apprenticeship, and have now gone on to help support nursing apprentices in my current role where I update and maintain their rosters and electronic staff records.

I'm Aromantic Asexual, or Aroace for short, so I don't experience romantic or sexual attraction to other people. For me that means that I never felt compelled to date or get married in the future, and is something I'm happy to miss out on as I'm content to just have my friends and family in my life.

ABOUT US

What does allyship mean to you and how would you like an ally to show up and support the LGBT+ community?

For me it means empathy and being open to grow in understanding of the difficulties that can arise from holding a minority characteristic. We can do this by enabling supportive conversations, encouraging pride around identity and being a protective voice at times where discrimination occurs.

Visualise the future, how does that look for the LGBT+ community? What would you like to see?

I would like to see a society where the structure, anatomy or self-identified characteristic of an individual, couple or (family) group is no longer notable by its resemblance to a previously-recognised 'norm', but by how and what that party brings to the table in terms of their values, contribution, upholding of morals and participation in making the world a richer and happier place.



How has being LGBT+ changed in your lifetime? Has it shaped the way you live / express yourself?

Over the course of my lifetime, identifying as part of the LGBT+ community has transformed from something that felt impossible and a lonely place to be, into something brighter, more inclusive and an active environment (at least in this country).

For a long time, it was something that I admitted only to myself, or to a small handful of close individuals. It's had a really negative effect on my mental health and self-expression, limiting my ability to be close to individuals and feeling at home within myself. Now, thankfully, after a long journey, I am starting to see days ahead where I can be 'out' to my wider circle of contacts, proudly, and without fear of rejection - even better, with an expectation of support and allyship. I am determined to live in a way that supports my own well-being and ensures that of others that I love and care about.

