



Northumbria
University
NEWCASTLE



RESEARCH WITH THE UK LGBT+ VETERAN COMMUNITY

CONFERENCE



**Northumbria
University**
NEWCASTLE

The Northern Hub for Veterans and Military Families Research are a multi-disciplinary team of academics, peer researchers and PhD students conducting translational research in the Armed Forces Community. Our research is both qualitative and quantitative, covering health and social care, public health, psychology, social policy, human geography, and nursing.

At the heart of the Northern Hub, we strive to attract and facilitate collaboration across the Armed Forces sector. We work with a variety of organisations across the Government, Local Authorities, NHS, and Third Sector.

"Our work is driven by the needs of veterans and their families - integration into the community that we work with and for is at the heart of the hub's mission"

Professor Matthew Kiernan, Director of the Northern Hub



FIGHTING WITH **PRIDE**

Fighting With Pride supports the health and wellbeing of **LGBT+ Veterans**, service personnel and their families - in particular those most impacted by the ban on LGBT+ personnel serving in the Armed Forces prior to January 2000.

Over the past 3 years we have been working closely with service charities and organisations to raise awareness of the consequences of the ban and connect them to those LGBT+ Veterans who were left behind.

The commitment to help has been heart-warming, but even as we now reach the 23rd anniversary of the ban being lifted, there remains much still to do to end isolation and loneliness once and for all and deliver a warm welcome of support and inclusion.

The Journey Home | Making Connections | Building Bridges

AGENDA

0930-1000	Registration and Refreshments
1000-1015	Opening the Conference <i>Dr Gill McGill, Caroline Paige and Craig Jones MBE - Northumbria University and Fighting With Pride</i>
1015-1035	LGBT Veterans Independent Review <i>Rt. Hon Lord Etherton PC Kt KC</i>
1035-1055	An exploratory study of the experiences of LGBT+ veterans affected by 'the ban' <i>Dr Gill McGill and Dr Alison Osborne - Northumbria University</i>
1055-1115	LGBT sexual minority female veterans experience of military service: A qualitative study <i>Prof. Dominic Murphy - Combat Stress</i>
1115-1135	Peer-Led Approaches to Research <i>Christina Dodds - Northumbria University</i>
1135-1215	Pause for thought <i>Table Discussion</i>
1215-1330	Lunch – Networking and Poster Presentations
1330-1350	NHS England supporting LGBT+ veterans, serving personnel and families <i>Kate Davies CBE - NHS England Armed Forces</i>
1350-1425	LGBT+ Veterans' Experience
1425-1445	Supporting the LGBT+ Community in the North East <i>Paula Edwards and Nicole Dodds – Salute Her UK and Forward Assist</i>
1445-1500	Refreshment Break
1500-1520	Understanding Barriers and Facilitators of Mental Health and Wellbeing Help-seeking in LGBT+ UK Armed Forces Veterans <i>Dr Charlotte Lerner</i>
1520-1600	Development of Services for LGBT+ Veterans <i>Panel Discussion, Q&A</i>
1600-1615	Northumbria University Research and Innovation <i>Prof. Dianne Ford – Northumbria University</i>
1615-1630	Closing Remarks <i>Fighting With Pride</i>

SPEAKER BIOGRAPHIES



Caroline Paige

Chief Executive, Fighting With Pride

Caroline Paige is a retired Royal Air Force (RAF) navigator with a thirty-five-year flying career that includes air defence fighter aircraft during the Cold War and troop helicopters in Northern Ireland, Bosnia, Iraq, and Afghanistan. In 1999, she became the first openly transgender officer to serve in the British Armed Forces, serving a further sixteen years and earning four commendations for 'exceptional service' on the frontline and as a trailblazer, helping shape diversity and inclusion in the military. Retiring from the RAF in 2014, Caroline set up her own company championing diversity and inclusion in schools, universities, businesses, organisations, and the media. She is a Patron of Liverpool City Region Pride Foundation, a member of Liverpool Football Club's LGBT+ Advisory Group, a Stonewall School Role Model, and Honorary President of No 472 (Hoylake and West Kirby) Squadron, RAF Air Cadets. Her autobiography *True Colours* was published in 2017 and she is a co-author of the military LGBT+ anthology *Fighting With Pride*. In 2020, she won the British Ex-Forces in Business Awards' Champion of Women Award and in 2022 the Women in Defence Equality of Opportunity Award. In July 2022, Caroline received an Honorary Doctorate from Middlesex University.



Craig Jones MBE

Executive Chair, Fighting With Pride

Craig joined the Royal Navy in 1989 and in a busy operational career, served in the border counties of Northern Ireland during 'the troubles' and in 1993 led a helicopter fast rope teams in the Gulf. Later Craig was deputy navigator of the aircraft carrier HMS *Invincible* during Operation Bolton. After completing the Principal Warfare Officer Course he was the Operations Officer of the Amphibious Flagship HMS *Fearless*. On the day of the lifting of the 'gay ban', Craig came out and led immensely challenging work to encourage bold support for LGBT+ Armed Forces personnel against the tide of thinking at that time. Craig was appointed a Member of the Order of the British Empire in 2006 for services to equality and human rights. After leaving the Royal Navy in 2008, Craig was the Head of Diversity for Barclays Bank before creating multi-award-winning NHS mental healthcare provider Brighton and Sussex Care. Craig was also a board member at Brighton and Sussex University Hospitals NHS Trust. Craig is a current member of the MOD Veterans Advisory and Pensions Committee and a Board Member of the charity SoundDelivery. Craig was the editor of the charity anthology 'Fighting With Pride'.



Dr Gill McGill

Assistant Professor and Co-Director, Northern Hub for Veterans and Military Families Research, Northumbria University

Dr Gill McGill is Co-director of the Northern Hub for Veterans and Military Families Research at Northumbria University and has supported development of the research portfolio since 2015. Gill has a growing portfolio of expertise and publications in the field of veterans and military families research including leading on research projects exploring access to health and social care for alcohol related issues, bereavement, maintaining independence following limb-loss and social isolation and loneliness among the LGBT+ veteran population. Gill also has significant experience of participant recruitment from ‘hard to reach’/seldom heard populations as well as in the design of peer-informed research projects. Gill is also employed as an Assistant Professor of Health Policy and Social Care in the Department of Nursing, Midwifery and Health at Northumbria University. Gill has a background in Public Health, working as a commissioner and service provider, and she has extensive experience of managing multi-disciplinary staff teams, project management and strategy development in the NHS, Local Authority and Third Sector settings.



Rt. Hon Lord Etherton PC Kt KC

Chair of LGBT Veterans Independent Review

The LGBT Veterans Independent Review is being chaired by The Lord Etherton PC Kt KC. Lord Etherton is a crossbench member of the House of Lords. He was formerly Master of the Rolls, the President of the Civil Division of the Court of Appeal and the Head of Civil Justice in England and Wales. He has served as chair of the Law Commission of England and Wales and the Chancellor of the High Court. He is an honorary professor of law at Birkbeck, London University. Lord Etherton was the first openly gay judge of the Senior Courts.



Dr Alison Osborne

Senior Research Assistant, Northern Hub for Veterans and Military Families Research, Northumbria University

Alison is a Senior Research Assistant in the Northern Hub for Veterans and Military Families Research at Northumbria University. Her research focusses on the life experiences of the Armed Forces Community with specific interests in well-being, family separation and identity. Alison is currently engaged in several projects: developing a peer support model for military bereaved families; a 4-year longitudinal study exploring the impact of a psychosocial intervention on the well-being of Danish military children; an exploratory study of the experiences of LGBT+ veterans affected by ‘the ban’. Recently, Alison completed a PhD exploring the psycho-social impact of intermittent separation on geographically dispersed military families. Since joining the Northern Hub in 2016, Alison has been involved in a number of projects, including veterans’ reluctance to access help for alcohol problems; the health and social well-being of older veterans with limb-loss; the health and social care needs of the Armed Forces Community and military families’ experience of casualty notification. Before working in the Northern Hub, Alison completed a BSc (Hons) in Psychology and MRes in Psychology at Northumbria University.



Prof. Dominic Murphy

Head of Research, Combat Stress

Professor Dominic Murphy is an academic consultant clinical psychologist. He has worked within the field of military mental health and trauma since 2003. Firstly, at King's College London where he completed his PhD, before completing a further Doctorate in Clinical Psychology at Royal Holloway University. Since 2013, Dominic has worked at Combat Stress where he established and runs a research department co-located between

Combat Stress and King's College London. Currently, Dominic is leading a number of clinical trials including exploring new treatments for Moral Injury, Complex PTSD and dual diagnosis alcohol and mental health difficulties in veterans. He is the President of the UK Psychological Trauma Society, Director (Treasurer) for the European Society for Traumatic Stress Studies, Trustee and Director of Research at The Forces in Mind Trust, a member of the scientific advisory board for Chronic Pain Centre for Canadian veterans and has published more than 175 scientific papers and reports.



Christina Dodds

Graduate Tutor and PhD Student, Northumbria University

Chris Dodds is a graduate tutor in the social work department at Northumbria University, where she teaches on the Undergraduate and Masters social work programs. Chris is also a member of the Northern Hub at Northumbria University, and her research interests include LGBT+ veterans, women veterans, military studies, gender studies and social work education. Chris's first career was in the military, where she served for 24 years in the Queen Alexandra's

Royal Army Nursing Corps (QARANC), retiring in 2010. At the time of her retirement, Chris was the Corps Regimental Sergeant Major for the QARANC and the RSM at the Royal Centre for Defence Medicine in Birmingham. Since leaving the Military Chris trained to be a social worker at Northumbria university, graduating in 2012. Before entering social work education, Chris's social work career focused on working in voluntary organisations, including SAFFA.



Kate Davies CBE

Director of Health and Justice, Armed Forces and Sexual Assault Referral Centres (SARCs), NHS England

Kate Davies, CBE is a national director of three areas of direct commissioning, working to support the commissioning of healthcare services across England for serving personnel, veterans and their families, Sexual Assault Referral Centres (SARCs) and healthcare services in prisons, secure children's homes, and training centres, as well as immigration removal

centres. This national role is to assure high quality, consistent and sustained services with a strong focus on health inequalities and outcomes for patients and their families. Kate has developed and led the national partnership agreements with the Ministry of Defence for Armed Forces commissioning, the Ministry of Justice for prisons and the children and young people secure estate and the Home Office for immigration removal centres. Veterans' mental health has been a focus for the partnership agreement between the Ministry of Defence and NHS England who have secured commissioning for veterans' mental health services across England (The Veterans' Mental Health Transition, Intervention and Liaison Service and the Veterans' Mental Health Complex Treatment Service).



Paula Edwards

CEO of Salute Her UK, Forward Assist & Salute Her UK

Paula Edwards is the Chief Executive Officer of 'Salute Her UK'. She has over 15 years' clinical mental health experience across a variety of settings. These include inpatient, crisis intervention, large voluntary organisations and private practice. Qualified as a Clinical and Pastoral Counsellor and CBT, DBT and Brief Family therapist, Paula brings a wealth of experience within the mental health field, service design and delivery to Salute Her UK. During her time at Salute Her UK, Paula has project managed the set-up of the only trauma informed, tri service, needs led charity that specialises in gender specific mental health care and Military Sexual Trauma.



Nicole Dodds

LGBTQ+ Veterans Care Coordinator, Forward Assist & Salute Her UK

Nicole is employed as the teams 'Family First' Project Worker For Forward Assist & Salute Her UK. Nicole graduated from Sunderland University in 2017. Since then, Nicole has over six years' experience of working with families and their children across a variety of social care settings. Nicole and the team have adopted a 'Think Family' approach to service delivery and she has engaged with over thirty military families since she started work in late 2021. Nicole became the charities very first LGBTQ+ Veteran Care Coordinator in January 2021 & since then has engaged with over 40 veterans who identify as being a part of the LGBTQ+ community.



Dr Charlotte Larner

Clinical Psychologist, NHS

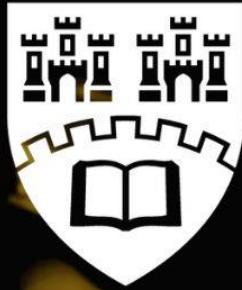
Dr Charlotte Larner has nine years of experience working across a range of NHS settings and is currently employed as a Clinical Psychologist at HMP Brixton. She is passionate about working with individuals who may experience additional barriers to accessing and engaging with services and giving voice to those who are underrepresented in services and research. She will be presenting the findings from her doctoral thesis which was conducted as part of her Doctorate in Clinical Psychology training at Royal Holloway University. The research aimed to qualitatively explore barriers and facilitators of help-seeking for mental health and wellbeing support in LGBT+ UK Armed Forces Veterans. Results from reflexive thematic analysis show five overarching themes and 19 subthemes. The findings suggest the potential impact of discrimination in the Armed Forces upon mental health and help-seeking and the importance of adopting an intersectional approach. The findings reflect the need for LGBT+ trauma informed services which pay close attention to safety, trust, collaboration, empowerment and choice, as well as curiosity and compassion about each individual's unique experiences. She would like to thank Fighting with Pride and the research participants for their valuable contributions to the research.



Prof. Dianne Ford

Pro Vice-Chancellor for the Faculty of Health and Life Sciences, Northumbria University

As Pro Vice-Chancellor of the Faculty of Health and Life Sciences, Dianne leads the largest of Northumbria University's four faculties, comprising approximately 12,000 students and 600 members of staff. The Faculty consists of the departments of Applied Sciences, Nursing, Midwifery and Health, Psychology, Sport, Exercise and Rehabilitation, and Social Work, Education and Community Wellbeing. All aspects of the University's strategy and key objectives feed into or have a route in the four faculties. Dianne represents the Faculty of Health and Life Sciences in her role on University Executive and works closely with her fellow Faculty PVCs and the Deputy Vice-Chancellor to implement and achieve the University Strategy through the work of academic faculty staff and faculty-aligned professional support colleagues. Dianne is a Fellow of the Royal Society of Biology and a Fellow of the Physiological Society. She has a record spanning over 10 years of serving on research and advisory panels for the Biosciences and Biotechnology Research Council – one of the nine councils of UK Research and Innovation (UKRI) - and has served on several international research funding committees, including in Portugal and France. She collaborates with researchers in the UK and worldwide, including Italy and Australia. Dianne also sits on the Scientific Advisory Group for the North East and North Cumbria NIHR Applied Research Collaboration (ARC).



**Northumbria
University
NEWCASTLE**

UNIVERSITY OF THE YEAR

**THE AWARDS
2022**



Northumbria
University
NEWCASTLE



FUNDED BY
THE ARMED FORCES
COVENANT FUND TRUST

