



NHS Rainbow Badges

At Newcastle upon Tyne Hospitals we want to showcase one of our core values; 'We are inclusive' by giving staff the opportunity to show their support for an open, non-judgemental and inclusive organisation for our LGBT+ staff, participants and patient volunteers.

The [NHS Rainbow Badge initiative](#) originated at Evelina London Children's Hospital and aims to make a positive difference by promoting a message of inclusion.

Why wear a badge?

By choosing to wear the NHS Rainbow Badge, you're sending a message that people can approach and talk to you. You aren't expected to have the answers to all their issues and concerns, but you're there to listen and will know how to signpost to the available support.

LGBT+ people can face inequalities and barriers to accessing healthcare and services; research has shown that negative attitudes towards LGBT+ people are still common within the NHS. A recent [Stonewall survey](#) estimates that one in five LGBT+ people are not out to any healthcare professional about their sexual orientation when seeking general medical care, and one in seven LGBT+ people have avoided treatment for fear of discrimination.

Having simple visible symbols - such as these rainbow badges - can make a big difference for those unsure of both themselves and of the reception they will receive if they disclose their sexuality and/or gender identity.

How do I earn my badge?

The NHS Rainbow Badge initiative isn't just about wearing a badge, it's about proactively promoting inclusion in Newcastle Hospitals and throughout our work. This could be done in several ways such as:

- Making a pledge on social media about how you will be an effective LGBT+ ally
- Write a blog on being an ally or on LGBT+ inclusion
- Looking at LGBT+ representation of our applicants, workforce and their experiences

You will need to clearly show that you are actively driving the inclusion agenda in your area of work in order to receive a rainbow badge. Please contact the nuth.lgbtstaffnetwork@nhs.net for more information on how to do this successfully.

What to do if an LGBT+ person approaches/discloses to you

The badges aren't designed as a symbol intended to prompt disclosures, but they may prompt someone to disclose information about their own sexuality or gender identity, perhaps for the first time. Wearing the badge doesn't mean you'll have all the answers but you should be prepared to listen and signpost them to relevant information. You may be the first person an LGBT+ person has felt confident enough to share their feelings. For them, it may be one of the most important moments of their life and how you respond to it is something they will remember.

Where to signpost people for support

- The LGBT Staff Network at Newcastle Hospitals LGBTstaffnetwork@nuth.nhs.uk can offer support and help sign post
- Equality and Diversity Leads
 - Karen Pearce – Head of Equality, Diversity and Inclusion (People)
 - Fardeen Choudhry – Equality, Diversity and Inclusion Manager (Patient Services)
- Trade Unions can offer access to support
- Stonewall have excellent resources to support LGBT+ people including web pages for people www.stonewall.org.uk
- [Gendered Intelligence](#) is a not-for-profit community interest company aiming to increase understanding of gender diversity
- [GIRES](#) is a UK wide organisation whose purpose is to improve the lives of trans and gender non-conforming people of all ages, including those who are non-binary and non-gender.
- TranzWiki (www.TranzWiki.net) is a comprehensive directory of the groups campaigning for, supporting or assisting trans and gender non-conforming individuals, including those who are non-binary and non-gender, as well as their families across the UK.
- Newcastle Occupational Health Service Newcastle.ohs@nhs.net

More information

Got a question about the project? Please email the LGBT Staff Network at nuth.lgbtstaffnetwork@nhs.net who are supporting the NHS Rainbow Badge initiative on behalf of Newcastle Hospitals.