

Breakout session

Creating LGBT+ inclusive healthcare environments for patients and staff

- **Alex Matheson**, NHS Rainbow Badge Programme Manager, LGBT Foundation
- **Riley Richards**, NHS Rainbow Assessor, Stonewall

T7.1 (floor 7)

14:40 – 15:40

NHS Rainbow Badge Programme- Phase II Overview

#NHSRainbowBadge



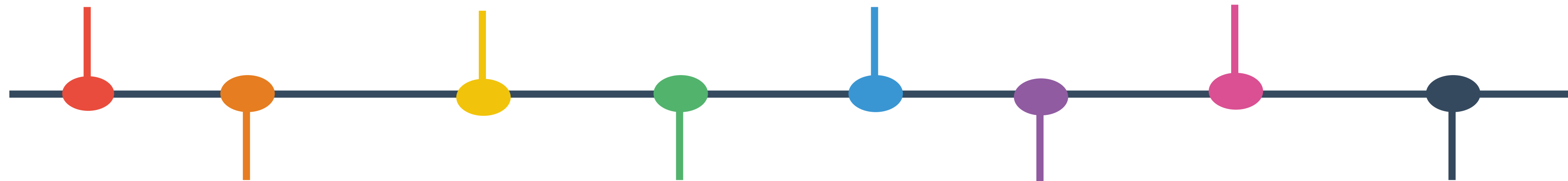
LGBT+ History & Healthcare

1967 – England decriminalised homosexuality between two men

1980's – First cases of Gay-Related Immune Deficiency are recorded

2004 – Gender Recognition Act-enabling transgender people to obtain a Gender Recognition Certificate.

2010 – The Equality Act provides protection against discrimination



[#NHSRainbowBadge](#)





Jamie Saunders @jasaunders90 · Oct 11, 2020 ...
 Nobody should have to live a lie. The @RainbowNHSBadge allowed me to #ComeOutForLGBT and to help others in medicine, and beyond, to be themselves, be open, be honest about who they are. It's been a huge weight off my shoulders, remember what it shows! Happy #NationalComingOutDay



#NHSRainbowBadge

You Retweeted



Rainbow Alliance BDCFT @RBdcft · Feb 24

Good morning everyone! today's @BDCFT @RainbowNHSBadge pledge comes from one of our health visitors: 'I want parents who identify as being LGBT+ to feel comfortable and able to speak to me freely without fear of being negatively judged or criticised' 🏳️‍🌈

Affinity Care #StillHereToHelp @AffinityCarePCN · Apr 14

One of our GPs spoke with an older man who has a terminal diagnosis, and his friend. When the GP asked if they were partners, the patient said, "See, I told you they'd be ok with us. They've got them Rainbow badges." This is why #NHSRainbowBadge training is so important. 1/2 [Show this thread](#)



You Retweeted



Marie Curie @mariecurieuk · Jun 28

"The first thing I saw on a Marie Curie nurse's badge when I lay on the bed was the LGBTQ+ flag pin. As a lesbian, those badges make you think 'they aren't judging me'. Simple things like that are very powerful."

... Read more from Sandra: bit.ly/3xPbUB7 #Pride



Kiara Vincent @KiaraVin1 · Oct 5

Replying to @Cleversaz and @RainbowNHSBadge

Me wearing a rainbow badge enabled a suicidal young person to open up about their struggles being LGBTQ+ which ultimately was the reason for admission. Was then able to get them targeted support, potentially saving their life.

15 likes



Phase II



Stonewall



CONSORTIUM
for stronger lgbt+ communities

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What would inclusive healthcare look like to you?

Forms which have more than just binary Male/Female gender options

Clinicians using non gendered language

Taking patient pronouns and recording on notes

Visible signs; such as flags, pin badges or even better...seeing our identities reflected in the leaflets given out

Appointment letters that evidence inclusion; title/pronouns/imagery

Gender neutral facilities available

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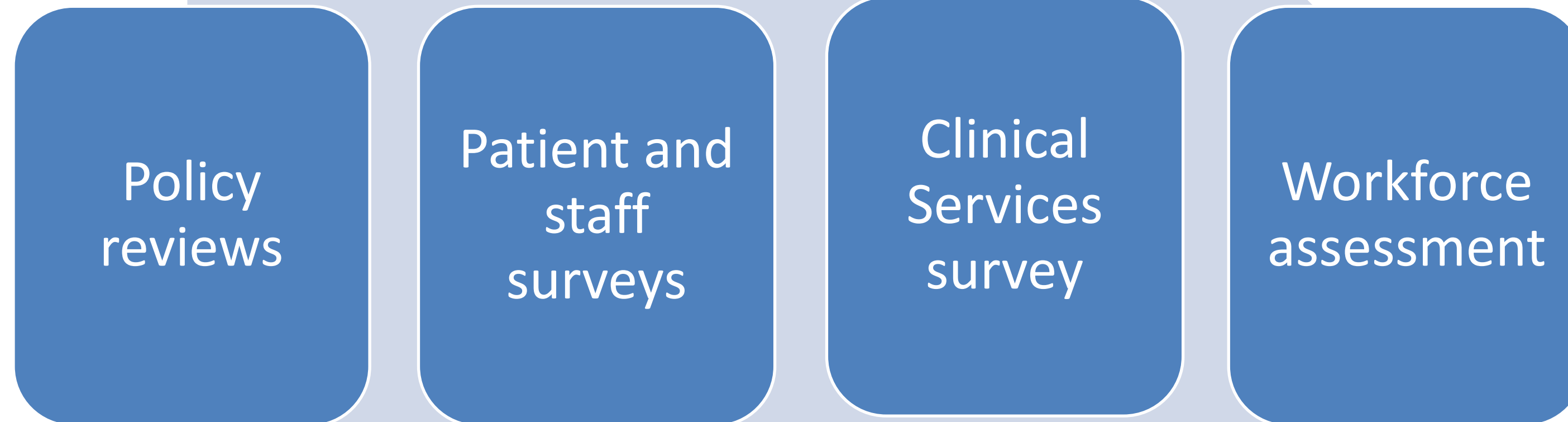
What do we assess?

- Clinical service provision: Including Perinatal, Fertility, Oncology, Laboratory, Sexual Health & Gynaecology
- Workforce inclusion
- Leadership
- Sexual Orientation, Gender and Trans Status monitoring
- Facilities
- Engagement

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Assessment process



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Outcomes

- Graded assessment which results in either a certificate of commitment or a bronze, silver, gold award.
- Detailed report into findings that also provides the trust with a clear action plan to create meaningful change.
- Demonstrates meeting legal requirements to reduce health inequalities for a group with a protected characteristic.
- Access to expert support, best practice guidance and network forums.

#NHSRainbowBadge



Further info

Alex.Matheson@lgbt.foundation

<https://lgbt.foundation/howwecanhelp/nhs-rainbow-badge>

<https://twitter.com/RainbowNHSBadge>

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