

The NHS Rainbow Badge Scheme

Frequently Asked Questions (FAQs)



Rainbow Badges FAQ

What is the Rainbow Badge Scheme?

A recent Stonewall survey (published November 2018) stated that lesbian, gay, bisexual and transgender (LGBT+) patients face inequalities in their experience of NHS healthcare. The 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.

The Rainbow Badge initiative originated at Evelina London Children's Hospital to make a positive difference by promoting a message of inclusion to patients and among staff. Rainbow Badges is an initiative that gives staff a way to show that Countess of Chester Hospital NHS Foundation Trust offers open, non-judgemental and inclusive care for patients and their families, who identify as LGBT+ (lesbian, gay, bisexual, transgender—and the + simply means that we are inclusive of all identities, regardless of how people define themselves).

Why do I need to wear a rainbow badge if I wear a rainbow lanyard?

A rainbow lanyard is a great way to show your solidarity and support for people in the LGBT+ community and is well received and appreciated. However the badges symbolise that the person has undertaken additional training and has more knowledge about the issues facing LGBT+ people in Healthcare. Both can be work together if you choose!

What does it mean if I don't wear a badge?

Lots of people may decide not to wear a badge, that's ok. All trust employees have a duty to act in an accepting and inclusive manner with staff, patients and visitors. Not wearing a badge does not change this, it simply means that a person may opt to approach a staff member with a badge due to the extra knowledge and understanding that they may have.

Do I need training to wear a badge?

Yes, there will be regular training in the Education and Training Centre. These will last no longer than 1 hour.

How do I access training?

Dates for these and details about how to book on can be found on the Equality and Diversity Webpage at <http://intranet.xcoch.nhs.uk/support-services/people-organisational-development/equality-diversity.aspx> or my contacting your Equality and Diversity Manager at sophiehunter@nhs.net

What does the training involve?

Training involves 1 hour of considering what issues a person may approach a badge holder with, and how to sign post to local services

What extra responsibilities do I have as a badge holder?

As a badge holder, you are responsibility for being approachable and sympathetic to LGBT+ related concerns. You are not expected to have all the answers, the badge is about showing support, congruence and being able to signpost approximately.

What might I get asked if I wear a badge?

This may vary greatly. This could be a patient or visitor conscious that their family is unaccepting of their partner, to a young person wanting to find out what youth services are in the local community.

Half of
LGBT people

(52%) experienced depression
in the last year

LGBT in Britain -
Health Report (2018),
Stonewall

Almost
a quarter

of NHS patient-facing staff
have heard their colleagues
make negative remarks
about LGBT+ people

Unhealthy Attitudes (2015),
Stonewall

Nearly half

of teenagers who identify as
LGBT+ report being bullied at
school for being LGBT+

(Stonewall School Report 2017)

Almost
one in four

LGBT people (23%) have
witnessed discriminatory
or negative remarks against
LGBT people by
healthcare staff

LGBT in Britain -
Health Report (2018),
Stonewall

More than
two in five

trans young people have
tried to take their own life

School Report (2017),
Stonewall

Almost
six in 10

health and social care
staff don't think sexual
orientation is relevant to
healthcare

Unhealthy Attitudes (2015),
Stonewall

One in five

LGBT people (19%) aren't out
to any healthcare professional
about their sexual orientation
when seeking general
medical care

LGBT in Britain -
Health Report (2018),
Stonewall

One in seven

LGBT people (14%) avoid seeking
healthcare for fear of discrimination
from staff

LGBT in Britain -
Health Report (2018),
Stonewall

More
LGBT+
teenagers

than their peers self-harm,
or attempt suicide

School Report (2017),
Stonewall