

Reference Number: FOI202324/421
From: Private Individual
Date: 19 December 2023
Subject: Correspondence from Stonewall or/and other diversity equality and inclusion organisations

Q1 Within the last 2 years [December 2021 -December 2023] what correspondence (direct written communication via email or post) have you had with Stonewall or /and gendered intelligence, GIRES and the diversity trust, employers' network of equality and inclusion (ENEI), NHS rainbow badge scheme.

A1 [1 email dated 14th June 2022.](#)

Q2 Please can you supply copies of any correspondence, that you have had with Stonewall or/and gendered intelligence, GIRES and the diversity trust, employers' network of equality and inclusion (ENEI), NHS rainbow badge scheme.

A2 [See attached email for information.](#)

From: [REDACTED]
Sent: 14 June 2022 08:33
Subject: NHS Rainbow Badge info sessions

Dear all,

I hope that all of you are enjoying Pride month and I would love to hear what you are doing to show your support for LGBT+ people within your Trusts, tag us on Twitter and we will give you a retweet too!

Secondly you may have seen that there are some new information sessions taking place shortly. These sessions are specifically for NHS Trusts who are interested in taking part in the next tranche of the NHS Rainbow Badge assessment process. For Trusts who have already taken part in the pilot and are ready to go for re-assessment, you don't need to attend a session but can instead contact me directly to arrange this.

The remaining sessions will be happening on: Monday 20th June 1pm, Wednesday 22nd June 10am. If you would like to secure a place please respond to rainbow.badge@lgbt.foundation with your preferred session(s) details.

Kind regards,

[REDACTED]
NHS Rainbow Badge Programme Manager
[Pronouns:](#) She/Her

[REDACTED]
[REDACTED]

Online: lgbt.foundation

: [@lgbtfdn](https://twitter.com/lgbtfdn)

: [@lgbtfdn](https://facebook.com/lgbtfdn)

: [@lgbtfdn](https://instagram.com/lgbtfdn)



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NHS Rainbow Badge Assessment

The Rainbow NHS Badge was developed and led from Evelina London's Children Hospital - part of Guy's and St Thomas' NHS Foundation Trust. It was created to be a way for NHS staff to demonstrate that they are aware of the issues that LGBT+ people can face when accessing healthcare.

The original model emphasised that wearing a badge is a responsibility. It provided basic education and access to resources for staff who wanted to sign up to the project. The information provided outlined the challenges that LGBT+ people can face in relation to accessing healthcare and the degree of negative attitudes which are still found towards LGBT+ people.

NHS England have commissioned a collaboration, consisting of the LGBT Foundation, Stonewall, the LGBT Consortium, Switchboard and GLADD, to deliver Phase 2 of the NHS Rainbow Badge scheme.

This next phase has moved to an assessment and accreditation model and allows Trusts to demonstrate their commitment to reducing barriers to healthcare for LGBT people, whilst evidencing the good work they have already undertaken.

During the development of the model, consultation has taken place with patients and professionals over the course of 5 focus groups. We have also conducted a pilot with 10 NHS Trust taking part and providing feedback into the assessment process

The assessment structure will involve the following processes:

1. Policy review
2. Staff survey
3. Patient survey
4. Services Survey
5. Assessment document

The following subjects will be assessed:

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

The information from all aspects of the assessment process will be reviewed and the Trust will receive either a certificate of completion or a graded award reflecting their current LGBT inclusion work. This award will be either Bronze, Silver or Gold.

In addition to the award the Trust will also receive a comprehensive feedback report and action plan, this is designed to help Trusts achieve the next level and should facilitate meaningful change.

We have received additional funding for Trusts to go through the assessment process at no cost to the individual trust. Applications to be involved can be made by attending an information session and completing the Expression of Interest form.