

NHS Rainbow Badge Champion Update

January – June 2021

Hello and welcome to the first NHS Rainbow Badge Champion Update. This 6-monthly newsletter has been developed as a result of your feedback.

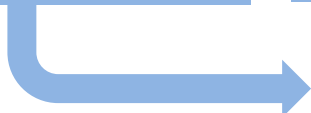
You Said, We Did

In November 2020, you were sent a short survey asking for feedback on your experience as a Rainbow Badge holder.

Of those of you who had been approached by patients, visitors or other staff members since becoming a Rainbow Badge wearer, the vast majority of you said the interactions had been positive and provided an opportunity to discuss important LGBT+ issues, which is really encouraging.

Just under a third (33.02%) of you said you had not been given enough information to signpost people to further support.

<p>You Said: “I’m not sure where support is available.”</p>	<p>We Did: Information on who to contact within SaTH and external sources of information can be found on the intranet here. You can also direct patients to the Rainbow Badge webpage.</p>
<p>You Said: “Provide more detailed information upfront.”</p>	<p>We Did: A Patient Equality, Diversity and Inclusion intranet page has been developed to provide more detailed information.</p>
<p>You Said: “Have an icon on main website homepage with links.”</p>	<p>We Did: Included the Rainbow Badge icon on the homepage banner directing people to the dedicated webpage.</p>



Finally, 94.3% of you said you would attend future LGBT+ training sessions if this was provided. We are currently exploring dates with LGBT+ SAND, following the successful training they provided in 2020. Unfortunately further training was postponed due to Covid, but we are exploring virtual training sessions to ensure these are accessible to all who wish to attend. Sessions will be advertised in Chatterbox so keep an eye out!

What's going on at SaTH?

SaTH Pride Staff Network

The SaTH Pride Network helps drive diversity and inclusion within SaTH by creating an inclusive and safe work environment that harnesses the talents of all our staff fully.

The Network currently meets monthly via Teams. Managers and colleagues are asked to support anyone interested in being a member of the SaTH Pride network.

If anyone is interested in joining or would like further information then please contact Kal Parkash by emailing kal.parkash@nhs.net



Rainbow pedestrian crossings have been created at The Royal Shrewsbury Hospital and the Princess Royal Hospital; and, are the first of their kind in the region.

The crossings demonstrate the commitment of SaTH to Equality, Diversity and Inclusion (EDI), and its LGBTQ+ colleagues and communities, ensuring that the Trust is an inclusive organisation for its patients, carers, volunteers and workforce.

Further information can be found [here](#).



Equality, Diversity and Inclusivity Community Advocates Group

The EDI Community Advocate Group consists of members of the public who work collaboratively with staff members and other volunteers, to promote equality, diversity and inclusivity and tackle inequalities on behalf of all on behalf of patients, staff, visitors and all other SaTH communities'.

Since being established in 2020, the group have developed a standardised diversity monitoring form, which is crucial in identifying if some groups of people receive a better service and outcomes than others; and have supported with Equality Impact Assessments (EQIA).

They have also been involved in providing advice and support to End of Life Care Team, Theatres, PALs and Complaints and Fertility Services to ensure that services and the information provided is accessible for all.

If you would like to address any equality, diversity or inclusivity issues in your area, with the help of our advocates, please contact Kal Parkash.

Resources on the intranet

A [Patient Equality, Diversity and Inclusion](#) intranet page has been developed as part of LGBT+ History Month. This includes information on topics such as health inequalities, specific patient needs and health promotion. It also includes resources and quick guides; and links to online training to support all 9 protected characteristics (including [sexual orientation](#) and [gender reassignment](#)).

If you would like to give any feedback on these pages or would like to request information to be included, please contact the Patient Experience Team by emailing sath.patientexperience@nhs.net



You may have noticed these posters displayed in public-facing areas at each site.

The posters demonstrate the Trust's commitment to equality, diversity and inclusion; and, zero-tolerance response to sexist, racist, homophobic, biphobic, transphobic and any other offensive language, behaviour or discrimination.

If you would like a copy of the poster for your area, please contact the Patient Experience Team.



Useful contacts at SaTH

- Helen Turner, Chan Kaur and Theresa Carrington are SaTH's **Freedom to Speak Up Guardians** and can be contacted confidentially on sath.fts@nhs.net or 07773976983
- Kal Parkash kal.parkash@nhs.net is the Trust's **Equality and Diversity Lead** and can be contacted for staff on matters related to LGBT+.
- Ruth Smith ruth.smith42@nhs.net is the **Trust's Patient Experience Lead** and can be contacted about issues related to health inequalities related to sexual orientation
- The Trust's **Patient Advice and Liaison Service** is also able to assist patient and service users on LGBT+ issues on ext 1691.



Transgender Awareness Week

Transgender Awareness Week is annual celebrations which helps raise the visibility of transgender people and highlights the inequalities that members of the transgender community face. It precedes Transgender Day of Remembrance which takes on the 20th November each year, in memory of Rita Hester, a transgender woman who was killed in 1998. Transgender Day of Remembrance honours those who have lost their lives due to transphobic violence.

During Transgender Awareness Week, SaTH brought attention to the number of health inequalities experienced by the transgender community via the social media campaign: “I need an ally because”; and, staff and patient representatives from across the Trust made pledges to highlight how they, as an ally, will help to address these inequalities and support the local Trans community.



As NHS Rainbow Badge Champions, we should promote a culturally sensitive, inclusive and accessible environment where every individual is treated with dignity and respect. But we also need to recognise this may not always be the experience that is had by transgender and gender non-conforming people.

Below are just some of the things we can all do to be supportive and respectful of all people, including those who are transgender:

- **Don't make assumptions about a person's gender identity or sexual orientation.** Use the name and pronouns that a person tells you to use and use inclusive terms, such as “partner” rather than “husband” or “wife”.
- **Maintain confidentiality.** Do not share information, speculate, or gossip about a person you know or think is transgender.
- **Challenge discrimination.** It's important to challenge discriminatory remarks or jokes whenever they are said and no matter who says them.
- **Listen and learn from each other.**

LGBT+ History Month

February is LGBT+ history month, an annual celebration that seeks to promote equality and diversity by providing education and insight into the issues that LGBT+ people face.

- For LGBT+ History Month, learn more about LGBT+ issues in a unique staff training game to improve awareness and help create a more inclusive culture. For more information, contact Jason Curtis on 2511 or by emailing Jason.curtis1@nhs.net
- The Shrewsbury LGBT+ History Festival is hosting a number of virtual events until Saturday 13th March (see below). For more information visit: www.shrewsburylgbthistory.org.uk
- The Shropshire, Telford & Wrekin Sustainability and Transformation Partnership held an LGBT+ History Month event on Thursday 25th February with talks from Mr Mark Goodfellow, (EPR Clinical Project Manager, SCHT) and Claire Duffield-Townsend (SAND).
- Tell us what you have done to celebrate LGBT+ History Month in your area! Contact sath.patientexperience@nhs.net



Shrewsbury LGBT History Festival 2021

February - March, free online events, all welcome

Free

Sat 6 Feb	3pm Launch Party	Wed 3 Mar	7pm Kate Hutchinson
Sat 6 Feb	7pm PRIDE	Fri 5 Mar	7pm The Boy and The Bear
Sun 7 Feb	3pm United Queerdom	Sat 6 Mar	3pm Sophia Dubochet
Sun 7 Feb	7pm For My Wife	Sun 7 Mar	3pm Voices of Eswatini
Tue 9 Feb	7pm Falling into the Arms of Phoebe	Sun 7 Mar	7pm Reel in the Closet
Fri 12 Feb	7pm The Archivettes	Mon 8 Mar	7pm Free to Be Me
Sat 13 Feb	3pm Bulgarian Tendencies	Thu 11 Mar	7pm Morley Clarke
Sun 14 Mar	7pm Valentine Special	Fri 12 Mar	7pm Hot to Trot
Thu 18 Feb	7pm Trans Lives in British History	Sat 13 Mar	3pm Who was Suleika Aldini?
Sat 20 Feb	3pm Metro Centre		
Sat 20 Feb	7pm The Theatre of Liberation		
Sun 21 Feb	3pm March for Dignity		
Tue 23 Feb	7pm Mark Hignett in Conversation		
Wed 24 Feb	7pm Creative Conversations		
Fri 26 Feb	7pm Say My Name		
Sat 27 Feb	2pm Young People's Showcase		
Sun 28 Feb	3pm Ionut & Calin		
Sun 28 Feb	7pm Gen Silent		

Watch out also for
Exhibitions and
Short film programme
Running throughout the festival



www.shrewsburylgbthistory.org.uk



For more information contact: sath.patientexperience@nhs.net

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External organisation to signpost for support

Local organisations

- **SAND** is a Shropshire group who campaign for the rights of old and older LGBT+ people
- **Telford LGBT+** can be found on Facebook, Instagram, Twitter, or by emailing telfordlgbt@virginmedia.com
- **LGBT Shrewsbury** is a local LGBT site which provides signposting for local information
- **LGBTQ+ – Mid and North Powys MIND** offers support, advice and access to a support group which is open to anyone who identifies as LGBT+, their family and friends
- **XYZ Club** is a Shropshire group who provide support for LGBT+ children and young people

National organisations

- **Stonewall** is a national charity which provides information, resources and support for LGBT+ people
- **Mermaids** provides support for LGBT+ young people aged 19 and under
- **Young Stonewall** is a charity which provides resources to support young LGBT+ people. The site includes a range of information including FAQ's and support for young people who are thinking of **coming out**.
- **Gendered Intelligence** provides support for young trans people across the UK. They have a range of information available to help inform young trans people in making informed decisions.
- **The Proud Trust** provides support to LGBT+ young people to help them empower themselves and for organisations working with LGBT+ youth communities
- **GALOP** is a community safety charity providing support for LGBT+ people who have experienced hate crime, sexual violence or domestic abuse
- **Stop Hate UK** offer information, advice and support for anybody affected by hate crime
- **Stonewall Housing** provides support and advice for LGBT+ people to help find safe and secure homes
- **LGBT Foundation** provide support and advice for the LGBT+ community on a range of subjects which include domestic abuse, pride in ageing, sexual health, substance misuse, trans advocacy, helpline support and more
- **GIRES** have developed a guide to support BAME Trans people, providing tips, guidance and resources
- **Mind OUT** are an LGBT+ mental health service run by and for LGBT+ people. They have a free instant message service to provide a confidential, anonymous safe space to share how you feel. They can provide advocacy, online support and information and are open most evenings and weekends
- **Marie Curie** provide information for members of the LGBT+ community and **healthcare professionals** on LGBT+ concerns and planning for the future

(This list is not exhaustive)

If you have any feedback or you would like to feature something in the next newsletter, please contact ellie.gunner1@nhs.net