

## Board of Directors

**25 June 2020**

<b>Paper title:</b>	Rainbow Badge Scheme Update	<b>Agenda item</b>  <b>12</b>
<b>Presented by:</b>	Sandra Knight, Director of Human Resources and Organisational Development	
<b>Prepared by:</b>	Lisa Wright, Head of Equality	

Purpose of the report		
This report provides an update on <b><i>Rainbow Badge Scheme which is a key action within the Trust's</i></b> Equality, Diversity and Inclusion Workforce Strategy. By the time of the Board this paper will have been discussed at the 22 June Workforce and Equality Committee requesting the Committee to approve actions for recommendation to the Board	For approval	
	For discussion	
	For information	Y

Executive summary		
<p>The EDI Workforce Strategy sets out the drivers and action plan for delivering the workforce equality objectives which are a requirement of the Equality Act Public Sector Duties 2010. It aligns with the Trust's People Strategy to support the strategic objective of being the Best Place to Work. The equality objectives include delivery of the Rainbow Badge Scheme as a method to tackle the issues highlighted in the Stonewall Unhealthy Attitudes Report<sup>1</sup>. The scheme aims to educate staff, increase responsibility of badge wearers for supporting LGBT+ service users in their care and in the workforce and to support the community through knowledge, signposting and information.</p> <p>Since the Trust launched the scheme in October 2019, 1300 staff have accessed the Rainbow Badge Training across Bradford and Airedale NHS partnership. Within BDCFT 325 staff have been trained and are now proud rainbow badge or lanyard wearers. The scheme is led by the LGBT+ Staff Network Chair and Vice Chair and equality lead.</p> <p>During the Covid-19 pandemic the focus of the scheme has had to shift from face to face general LGBT+ equality education and awareness raising to specific messages about Covid-19 and the risks to the LGBT+ community.</p>		
Do the recommendations in this paper have any impact upon the	<b>State below 'Yes' or 'No'</b>	The EDI Workforce Strategy aims to make a positive impact on the

<sup>1</sup> [https://www.stonewall.org.uk/system/files/unhealthy\\_attitudes.pdf](https://www.stonewall.org.uk/system/files/unhealthy_attitudes.pdf)

requirements of the protected groups identified by the Equality Act?	<b>Yes</b>	Race, Disability, Sexual Orientation, Gender and Gender Reassignment protected characteristics; please see action plan for actions. <a href="https://www.bdct.nhs.uk/wp-content/uploads/2018/04/Equality-and-Diversity-Workforce-Strategy-2018-2020-Approved.pdf">https://www.bdct.nhs.uk/wp-content/uploads/2018/04/Equality-and-Diversity-Workforce-Strategy-2018-2020-Approved.pdf</a>
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<b>Recommendation</b>
<p>The Board is asked to: -</p> <ul style="list-style-type: none"> <li>Note that 325 BDCFT staff are Rainbow Badge wearers and have made a pledge to LGBT+ Equality.</li> <li>To note that the Workforce and Equality Committee will receive/have received this paper at its 22 June meeting and be asked to approve the actions set out in section 4 of the report and the new equality objectives (2020-2024) at Appendix 1 (which encompass LGBT+ actions as a key protected characteristic) for recommendation to June Board. The paper attached is unchanged as at the point of writing the paper the Committee had not taken place. The Committee Chair will however be able to update the Board on discussions.</li> </ul>

<b>Strategic vision</b>				
Please mark those that apply with an X				
Providing excellent quality services and seamless access	Creating the best place to work	Supporting people to live to their fullest potential	Financial sustainability growth and innovation	Governance and well-led
X	X	X	X	X

<b>Care Quality Commission domains</b>				
Please mark those that apply with an X				
Safe	Effective	Responsive	Caring	Well Led
	X	X		X

<p><b>Relationship to the Board Assurance Framework (BAF)</b></p>	<p>The work contained with this report links to the following strategic risk(s) as identified in the BAF: Risk 2299 action 3.2 If we fail to attract a diverse workforce then we will not reflect our local population and effectively understand their needs potentially impacting on patient experience and outcomes. Current gap is that:</p> <ul style="list-style-type: none"> <li>• Staff Networks not all established and aligned to Trust priorities to ensure achievement of our ambitions</li> </ul>
<p><b>Links to the Corporate Risk Register (CRR)</b></p>	<p>The work contained with this report links to the following corporate risk(s) as identified in the CRR: N/A</p>
<p><b>Compliance and regulatory implications</b></p>	<p>The following compliance and regulatory implications have been identified as a result of the work outlined in this report:</p> <ul style="list-style-type: none"> <li>• Compliance with the Equality Act 2010 and 2017 Regulations.</li> <li>• NHS Equality Delivery System Implementation.</li> </ul>

## Board of Directors

25 June 2020

### Equality, Diversity and Inclusion (EDI) Report Update on the Rainbow Badge Scheme

#### 1.0 Purpose

This report provides an update on the Rainbow Badge Scheme which is a key action within the Trust's Equality, Diversity and Inclusion Workforce Strategy.

Public Sector organisations with more than 150 staff are required to publish Equality Objectives every four years to be compliant with the Public-Sector Duties of the Equality Act 2010. The BDCFT Equality Objectives have been developed using the NHS Equality Delivery System Framework (2) (EDS2<sup>2</sup>). The EDS2 is the mandated NHS framework for assessing equality performance and priorities and the EDI Workforce Strategy has been developed as the strategic driver for delivering the Trust's workforce related Equality Objectives for 2018 - 2021. The new proposed equality objectives are included in **appendix 1** for approval. These have been discussed at SLT in February 2020 and were scheduled to be discussed at the Quality and Safety Committee in April 2020; this is postponed due to the Covid-19 Pandemic. They have been published in draft and will be worked towards in the interim pending formal discussion and approval.

The equality objectives align with the Trust's strategic objective of becoming the Best Place to Work and support key projects to improve retention, ensure inclusive leadership, involvement and fair processes linked to talent management. Currently the results of the staff survey and workforce data show that staff with protected characteristics report less favourable treatment and satisfaction than the rest of the workforce. It is worth noting that in the 2019 staff survey data more Gay Women and Bisexual staff reported having experienced discrimination, bullying harassment and abuse than heterosexual staff and less reported that they believed that the Trust provides equal opportunities for career progression and promotion. A breakdown of these results is included in **appendix 2**. It would be expected that between 5 – 7% of the workforce are LGBT+ but the disclosure rate within the staff survey is lower than that with only 2% of respondents disclosing their sexuality within the staff survey and on ESR. Increasing disclosure rates is therefore a key priority and a briefing to

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<sup>2</sup> <https://www.england.nhs.uk/about/equality/equality-hub/eds/>

encourage and remind staff of how to update their personal information in ESR was circulated in May 2020 and will be repeated every 6 months.

## 2.0 The Rainbow Badge Scheme

The Rainbow Badge Scheme was launched in October 2019 and is being driven by the LGBT+ Staff Network and Head of Equality. This is a Place project with a steering group and codesigned materials developed by BDCFT, BTHFT, Airedale HFT and the CCGs.

Despite improving social attitudes in general towards LGBT+ people in the UK, negative attitudes (homophobia, biphobia, transphobia) are still widely prevalent. Mental health issues such as depression and anxiety are much higher in people who identify as LGBT+. Many people still feel afraid to disclose their sexuality or gender identity, and to 'come out'. Being unable to do this often increases their risk of physical and mental health problems. When they access healthcare, LGBT+ people can face inequalities and there can be barriers to accessing services. Research<sup>3</sup> has shown that negative attitudes towards LGBT+ people are still common within the NHS. This means that LGBT+ people can be reluctant to disclose their sexuality and/or gender identity to healthcare workers, which in turn can affect the quality of the care they receive.

## 3.0 Last 6 months activity

Across Place, 1300 staff have been trained and now wear badges or lanyards. A sample of the pledges that our 300 trained staff have made and their impact are included in **appendix 3 and 4**. Within BDCFT 325 (9%) staff have been trained and taken a personal pledge for LGBT+ equality. Staff have chosen to attend the training and are being asked to be an ambassador for LGBT+ equality.

Wearing a rainbow badge is a way for our staff to show that this is an open, non-judgemental and inclusive place for people that identify as LGBT+<sup>4</sup>. By choosing to wear this badge, staff are sending a message that "you can talk to me". Staff are not expected to have the answers to all issues and concerns, but are a friendly ear, and will know how to signpost to the support available. LGBT+ patients continue to face inequalities in their experience of NHS healthcare.

A piece of research has been commissioned to measure the impact of the scheme funded by the CCG. A baseline will be measured by survey and focus groups of LGBT+ service users experiences of accessing our services and then reviewed in 18 months. The initial baseline will be reported as part of the 6 monthly Quality and Safety Committee Equality report. This work is currently on hold as a result of social

<sup>3</sup> [https://www.stonewall.org.uk/system/files/unhealthy\\_attitudes.pdf](https://www.stonewall.org.uk/system/files/unhealthy_attitudes.pdf)

<sup>4</sup> Lesbian, gay, bisexual, transgender and the + simply means that we are inclusive of all identities, regardless of how people define themselves.

distancing which would prohibit the focus group element and the VCS staff leading it being furloughed.

#### **4.0 Proposed focus for next six months –**

The focus for the next six months will be on: -

- temporarily due to COVID-19 providing information and support to badge wearers and our organisations about the potential inequalities for to LGBT+ communities as a result of the pandemic. The information in **appendix 5** produced by the LGBT Foundation has been shared widely and the group will input into the EqlA of our incident response and into regional equality discussions at the regional NHS Equality Network which has links into the NHS Equality and Diversity Council, NHS England and NHS Employers.
- Supporting VCS partners to share information about community networks and support for LGBT+ service users with our badge wearers to reduce isolation for the community.
- Providing training via an e-learning package to enable staff who want to become ambassadors to undertake the sessions despite social distancing being in place. This needs to be agreed across the steering group and then a staff booking process put in place by October 2020.
- Using the analysis of the staff survey LGBT+ data to target the scheme into service hotspot areas.
- Organising an annual event (planned for 1<sup>st</sup> October 2020). The National Lead for the Rainbow Badge Scheme and the LGBT+ Equalities lead from NHS England have both confirmed their attendance. The event is for badge wearers with a focus on raising awareness of LGBT+ Equality and Covid-19. A decision will be made about whether this can go ahead in its current format due to social distancing guidance in June.

#### **5.0 Risk and Implications**

This work supports compliance with the Equality Act 2010. The CQC Equally Outstanding Guide makes the correlation between equality being a top embedded priority and outstanding care. The diversity of Bradford requires equality, diversity and inclusion to be everyone's business. The Covid-19 pandemic has put equality at the top of the agenda as inequalities of impact emerge. Sexual Orientation is an under-disclosed protected characteristic meaning any inequalities for this community will be more difficult to measure and assess. The scheme enables a dialogue with informed colleagues about the impact on LGBT+ people.

There are elements of the work which are on hold; for example, a programme of Trans Training had been designed by Trans community members and was ready to access by school nursing and CAMHS teams. These will be reintroduced once the face to face training can take place. It has been agreed that e or virtual learning would not be appropriate for this topic or the trainer.

## **6.0 Reporting of Impact/Results**

The results of the work to deliver the EDI Workforce Strategy including the Rainbow Badge Scheme project plan is reported across the Trust to Care Group Quality and Safety Groups, the EDI Strategic Reference Group, the Quality and Safety Committee and The Trust Board. In addition, the headline data is shared as part of training encompassed by the the Leadership and Management Development Passport programmes and in staff events and focus groups. An equality report is submitted to commissioners annually and progress is reported to the commissioner-led EDS Steering Group which involves place partners every month.

The next reports are due to the Workforce and Equality Committee in Autumn 2020 and to the Board of Directors in January 2021.

**Lisa Wright**  
**Head of Equality**  
**5<sup>th</sup> May 2020**