

Appendix 4 NHS Rainbow Badge Pledge Updates May 2020

1. I have found that by changing from the Rainbow badge to the more distinctive lanyard, it has instigated more dialogue from staff who like the colours and from the patients that I have come into contact with.
This has enabled me to discuss my commitment to my pledge and to raise awareness. Having asked about my lanyard, one of my clients used this as an opportunity to discuss how conflicted she felt about her sexuality and the impact this has had on her relationship with her mother (sadly negative). She told me that she would have felt awkward discussing this had it not been for my new lanyard! I really like the lanyard, myself. I definitely take a pride in wearing it and advertising my availability to talk to those who need support and signposting.
2. The NHS Rainbow Badge has opened up valuable conversations around sexuality and diversity with other colleagues. As soon as I started wearing the badge my teenage son recognised the symbol on the badge as LGBT and this opened up a discussion around how the NHS recognises the importance of providing equitable support to all our service users.
3. I pledged to be open and informed for anyone who approaches or asks any questions and information about Rainbow & LGBT equality. I have given the web site details out to a few colleagues who wanted to complete the training. We have also had conversations with a clients who were glad this is now available.
4. My pledge was around hoping to make people feel able and/or comfortable to talk and being there to listen. I have spent time listening to a person I have been working with for some time about other people's attitudes to them and their partners and experiences at a recent hospital appointment and how this felt.
5. My pledge was to share the rainbow badge meaning and make sure we as an organisation are here to offer non-judgemental and inclusive care. It has not been too much of a task as the word spread pretty quickly and everyone, I come across seem to be proudly wearing the badge, even on TV.
6. I will continue to provide my team the support needed, as stated in my pledge. I continue to have an open mind towards anyone regardless of their sexual orientation, and I will always provide a friendly chat to anyone who needs one
7. I am still committed to working towards the values and ideas around the rainbow pledge.
8. I'm still very proud to wear my badge and have noticed other people wearing them, particularly some politicians which is great to see.
9. I think it was very positive, most of my team did the training too and going into schools at the time wearing the badge I think showed positive support to all our young people that may be feeling isolated with their identity/ sexuality so it was a message that we were available to listen and not judge and treat all as equals. In addition to feeling able to offer the same to all staff and colleagues that I work with.
10. We are a very small team, but we did not have any access to these tools you have provided prior to me taking the training.
11. My pledge was "I feel it is important to celebrate and support diversity in the workplace". Staff who I line manage asked me what my rainbow badge meant, and I explained that it is a visual to support anyone from the LGBT+ network who would like to talk to me.
12. I feel that the badge does show inclusivity and it is difficult to measure response as I believe that just seeing it changes how people feel, but they don't always verbalise it.