

UHL LGBTQ+ Update (Staff Focus)

Authors: A Rothwell, Registered Nurse, S Jones, ED Consultant, A Onyemah, Head of EDI and B Kotecha, Associate Director of Learning and OD Sponsor: Hazel Wyton, CPO

Trust Board paper C

Purpose of report:

This paper is for:	Description	Select (X)
Decision	To formally receive a report and approve its recommendations OR a particular course of action	
Discussion	To discuss, in depth, a report noting its implications without formally approving a recommendation or action	
Assurance	To assure the Board that systems and processes are in place, or to advise a gap along with treatment plan	
Noting	For noting without the need for discussion	X

Previous consideration:

Meeting	Date	Please clarify the purpose of the paper to that meeting using the categories above
CMG Board (specify which CMG)		
Executive Board		
Trust Board Committee		
Trust Board		

Executive Summary

Context

The UHL People Plan and UHL Strategic Action Plan sets out our Equality, Diversity and Inclusion ambitions. We aim to lead on making inclusion a reality within UHL and across the LLR System. We will do this through creating an inclusive workplace that allows LGPTQ+ colleagues to support their peers and find community at work. We would also like to raise awareness of the importance of LGBTQ+ inclusion amongst our people in order to create a workplace where all LGBTQ+ colleagues are accepted without exception.

Questions

1. What is the 'Rainbow Badge Initiative' and what progress have we made with early adoption of the approach?
2. What progress has been made with setting up a LGBTQ+ Network across UHL?
3. What further work will be take place in raising awareness of the importance of LGBTQ+ inclusion?

Conclusion

1. Rainbow Badge Initiative

The UHL EDI Board, led by the Acting Chief Executive, supported the decision for the NHS Rainbow Badge to be launched in UHL. Following externally sponsorship from NTT, the project commenced as a pilot scheme in the Children's Hospital (CH) and Emergency Department (ED) on 16th Oct 2020. We would like to thank our Chief Information Officer, for support with securing sponsorship.

Since the launch, 170 staff pledges (see Appendix 1 as attached) have been signed and badges sent to staff within UHL and the numbers continue to increase.

This has been possible due to a multidisciplinary group of 15 volunteers from both areas (Children's Hospital and the Emergency Department) who continue to work to promote the project as widely as possible including workshops, presentations, newsletters and social media. We are proud to report that the project has also been highlighted at regional level within Paediatrics.

	ED	CH	Total
Total	84	86	170

Next steps: To work with our UHL EDI Board and Communication Team for a Trust wide Launch, following the launch of the LGBTQ+ network as set out below.

2. LGBTQ+ Network

Following the successful implementation of the Rainbow Badge pilot scheme, the group of volunteers has turned its attention to the development of a formal LGBTQ+ network for UHL. Anna Rothwell (Sister, Children's ED) is the Chair of the network (proposed Terms of Reference shown out in Appendix 2). The remainder of the membership is a 15 person multidisciplinary team of nursing, medical and non-clinical colleagues from the ED and the Childrens' Hospital. This group constitutes the committee. Initially a launch date of the Network of Feb 2021 to coincide with LGBT History month had been planned for; however it has been decided that delaying this would be the most sensible option for now (giving the Covid position and pressure on services). A provisional date of June 2021 is being considered.

3. Further work in raising awareness:

- a. Work with Communications to launch an LGBTQ+ agenda and promote the LGBTQ+ network within UHL (date to be decided)
- b. Launch of LGBTQ+ InSite webpage
- c. To establish a Trust Board Level LGBTQ+ Champion
- d. To ensure a presence at Leicester/Leicestershire Pride Events (either physically or virtually).

Input Sought

We would welcome the Trust Board's input regarding:

- Progress made with early adoption of the Rainbow Badge Initiative across our Childrens' Hospital and the Emergency Department
- Consider signing up to the Rainbow Badge initiative (completion of the pledge on page 7 of this report) and wear your badge with pride, demonstrating that our Hospitals are an open, non-judgemental and inclusive place for people that identify as LGBTQ+
- Nominate a LGBTQ+ Trust Board Champion to actively support and lead our work in reducing stigma and inequality and creating a workplace where all LGBTQ+ colleagues are accepted without exception.

For Reference:

This report relates to the following UHL quality and supporting priorities:

1. Quality priorities

Safe, surgery and procedures	[Not applicable]
Safely and timely discharge	[Not applicable]
Improved Cancer pathways	[Not applicable]
Streamlined emergency care	[Not applicable]
Better care pathways	[Not applicable]
Ward accreditation	[Not applicable]

2. Supporting priorities:

People strategy implementation	[Yes]
Estate investment and reconfiguration	[Not applicable]
e-Hospital	[Not applicable]
More embedded research	[Not applicable]
Better corporate services	[Not applicable]
Quality strategy development	[Yes]

3. Equality Impact Assessment and Patient and Public Involvement considerations: N/A

- What was the outcome of your Equality Impact Assessment (EIA)? N/A
- Briefly describe the Patient and Public Involvement (PPI) activities undertaken in relation to this report, or confirm that none were required Yes
- How did the outcome of the EIA influence your Patient and Public Involvement ? Inform EDI Plans
- If an EIA was not carried out, what was the rationale for this decision?

4. Risk and Assurance

Risk Reference:

Does this paper reference a risk event?	Select (X)	Risk Description:
Strategic: Does this link to a <i>Principal Risk</i> on the BAF?	X	Becoming the Best - Delivering caring at its best to every patient, every time
Organisational: Does this link to an <i>Operational/Corporate Risk</i> on Datix Register		
New Risk identified in paper: What <i>type</i> and <i>description</i> ?		
None		

- 5. Scheduled date for the **next paper** on this topic: [TBC]
- 6. Executive Summaries should not exceed **5 sides** [My paper does comply]

Appendix 1: NHS Rainbow Badge at UHL



What is the Rainbow Badge Initiative?

The Rainbow Badges initiative gives staff a way to show that the University Hospitals of Leicester NHS Trust offers open, non-judgemental and inclusive care for adults, children, young people and their families, who identify as LGBTQ+ (lesbian, gay, bisexual, transgender, queer, the + simply means that we are inclusive of all identities, regardless of how people define themselves.)

The Rainbow Badge initiative originated at Evelina London Children's Hospital to make a positive difference by promoting a message of inclusion.

Sounds good! What do I need to do?

Read all of the information on this page which gives an overview of the issues and why it's important for all healthcare staff to be aware of them. If you want to take part, complete your details at the bottom of this letter to receive an NHS Rainbow Badge to wear at work.

Why wear a Badge?

Despite improving social attitudes in general towards LGBTQ+ people in the UK, negative attitudes (such as homophobia, biphobia, transphobia) are still widely prevalent.

LGBTQ+ young people are often still exploring their own sense of self and identity. Mental health issues such as depression and anxiety are more common in young people who identify as LGBTQ+. Many young people still feel afraid to disclose their sexuality or gender identity and to 'come out' – being unable to do so often increases their risk of physical and mental health problems.

When accessing healthcare, LGBTQ+ people face inequalities. There are barriers to healthcare and services for LGBTQ+ people and research has shown that negative attitudes towards LGBTQ+ people are still common within the NHS. This means that LGBTQ+ 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.

We want to disprove attitudes like these...



Many young LGBT+ people say that they do not have an adult they can turn to or confide in. As advocates, people who work in healthcare can play a key role in making things better.

The Royal College of Paediatrics and Child Health (RCPCH) has recognised the important role of paediatricians and has embedded specific LGBTQ+ content within the Progress Curriculum.

Even the perception that discrimination might happen is enough to cause harm. 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.

For an overview of the challenges young people can face in relation to sexuality and gender read [Stonewall's Unhealthy Attitudes Report](#) which includes a review of key research.

It's not just about wearing a badge, there are simple things we can all do to promote inclusion.

- **Use inclusive language in all discussions**
- **Affirm the identity that a young person chooses to use**
- **Assure confidentiality.**

You may be the first person a person has ever felt confident enough to open up to about how they feel. For them, it may be one of the most important moments of their life, and how you respond to it is something they will remember.

What to do if a person discloses to you?

The Badges aren't designed as a symbol intended to prompt disclosures, but they may prompt someone to disclose information about their own sexuality or gender identity, perhaps for the first time. Wearing the Badge doesn't mean you'll have all the answers but most importantly you should be prepared to listen and signpost to relevant information.

What to do if you feel you need to escalate a conversation?

Occasionally you may feel that a person's disclosure means that they need more immediate support, or that they are at risk, especially if they are a child or young person.

There is always someone to ask for advice at University Hospitals of Leicester NHS Trust.

You should always discuss any queries or concerns with the child or young person's named consultant in the first instance, or the consultant on call for that service. If this is not possible and further advice is needed, the consultant on service for general paediatrics can be contacted via switchboard to discuss how best to access further support.

If you are specifically worried that there is an immediate or serious risk to the young person's physical or mental health, then you should escalate to the Safeguarding team in line with normal Trust procedure ([UHL Safeguarding Children Procedures](#)).

For non-urgent queries, you can email the team behind the rainbow badges project at

Rainbowbadgemailbox@uhl-tr.nhs.uk

Where to signpost people for support:

- The charity [Stonewall](#) have excellent resources to support LGBTQ+ people. For young people including those who are coming out for the first time this includes:
 - * Web pages for young people who are coming out for the first time: [Coming out as a young person](#)
 - * A booklet answering key questions young people might ask about coming out: [Coming Out! Answers to some of the questions you may have.](#)
- The [Leicester LGBT Centre](#) can also help signpost to local services
- [The Albert Kennedy Trust](#) provides support for LGBTQ+ people who are homeless or living in a hostile home environment.
- Juno Dawson's [This Book is Gay](#) is a guide to sexuality and gender for young people, written by a young adult author

- [Gendered Intelligence](#) is a not-for-profit community interest company aiming to increase understanding of gender diversity. [They have A Guide for Young Trans People in the UK.](#)
- The charity [Mermaids](#) work to raise awareness about gender nonconformity in children and young people. They provide lots of useful information on their website for young people, and their families, around gender.
- The “Listening Ear” service run by the Chaplaincy can provide support to Staff and Volunteers from religious and non-religious chaplains via chaplaincy@uhl-tr.nhs.uk or 01509 564218

What next?

Once you’ve had a look at the sources of support, you may wish to save the document for the hyperlinks to the resources. Then read the pledge, and complete the details below and send it back to Rainbowbadgemailbox@uhl-tr.nhs.uk

(please feel free to cut and paste the following section into the body of your return email, or save this document once you’ve completed your details and attach to your return email)

UHL Rainbow Badge Pledge:

Please do not complete this section on behalf of other people. It must be completed by the person requesting the badge so that they fully understand what it means.

Name:

Job title:

Email:

Location (where you work in the Trust so we can get a badge to you):

I confirm that...

* I understand wearing a badge gives a positive message of inclusion and means I have a responsibility to be someone who is a friendly ear for LGBTQ+ young people and families

* I have read the information that accompanied this email and explored the support materials for young people

* I understand what to do if I think a situation requires escalation

By choosing to wear this badge, you are sending a message that “*you can talk to me*” about issues of gender and sexuality. You aren’t expected to solve all their issues and concerns but you are a friendly ear and will know how to signpost to support available.

We’d like to collect information about what motivates people to wear a badge. We may use this quote anonymously to promote the badges to others.

Please tell us in a few words. I would like to wear a badge because... (We will keep this comment anonymous unless you are happy to be named):

Thank you for your support, your badge will be with you soon!

In addition to the Rainbow Badge Project, UHL is developing a **LGBTQ+ network across the 3 UHL sites**. If you’d like to find out more, or get involved, please include this in your email.

Any queries regarding the rainbow badges, please email Rainbowbadgemailbox@uhl-tr.nhs.uk

Appendix 2: UHL LGBTQ+ Network Proposed Terms of Reference

Purpose

UHL LGBTQ+ Network is a group of colleagues who aim to inspire, motivate and support one another and the trust in creating an inclusive culture. It exists to support all staff to promote inclusive related working practices, to promote awareness of LGBTQ+ issues for patients and staff; and to lead developments that support best practice in respect of LGBTQ+ issues for patients and staff.

Definitions

For the purposes of this document, lesbian, gay, bisexual and transgender shall be referred to as LGBTQ+. The use of the + symbol respects that language relating to sexual orientation and gender identity is developing this allows for the inclusion of all people in the group, irrespective of how they choose to identify. An LGBTQ+ network ally is a member of staff who is comfortable to 'champion' or be an 'ally' to the work of the LGBTQ+ Staff Equality Network.

Objectives

The LGBTQ+ Staff Equality Network exists to provide a safe space in which issues of relevance to LGBTQ+ staff and service users can be discussed. Confidential peer support can be sought in respect of any related concerns, such as homophobic, biphobia or transphobic bullying or harassment either in the network meetings or through a buddying system.

- To provide a support network for LGBTQ+ colleagues and allies
- Raise awareness of LGBTQ+ issues
- To provide an opportunity for members to give feedback on any relevant UHL policies/strategies and/or procedures being consulted on
- To provide confidential peer support and offer a buddying system for LGBTQ+ staff and allies who wish to take part
- To provide an opportunity to learn and develop as individuals and as a network, through mutual support and understanding
- To liaise with external organisations to share information and to enhance the network and its events
- Represent the views of lesbian, gay, bisexual and transgender staff and increase their visibility within the trust
- To make a positive contribution to improving LGBTQ+ equality practice at UHL
- Establish task/Finish groups to progress specific areas of interest/focus

Membership

The membership of the UHL LGBTQ+ Network will be made up of:

- Anyone who is a UHL member of staff and LGBTQ+
- Anyone who considers themselves to be an ally for this area
- Anyone who agrees to work to the spirit of these Terms of Reference

Confidentiality

- Minutes of meetings and other paperwork regarding the network will refer to members using their initials, in order to maintain confidentiality
- The LGBTQ+ Network membership list will be maintained as a confidential list
- No member's name will be disclosed outside the LGBTQ+ Network without the member's consent

- The LGBT+ Network membership list will be used to inform members of the Network of events, meetings and other information as determined by the Network members
- Notes and other paperwork regarding the network will be circulated to members who have given consent to have their name and email contact included in the network distribution list and through a UHL Staff LGBT+ closed Facebook group (when set up)

Code of conduct / Ground rules

Members of the LGBT+ Staff Equality Network and those invited to attend network meetings and/or events will:

- Be committed to maintaining the confidentiality of the network and its members
- Act with sensitivity, respecting difference, including of opinion and work cooperatively to create a safe and supportive space for sharing views and respecting diversity
- Make decisions collectively
- Listen to everyone's perspective
- Respect time constraints
- Volunteer to lead on actions and 'do what we say we are going to do'
- Maintain a zero tolerance to discrimination or harassment both within and outside the LGBT+ Network
- Treat others how they wish to be treated