

NHSScotland Pride Badge Toolkit Document



WEAR YOUR BADGE WITH PRIDE
AS AN ALLY TO PROGRESS

New Pride Badge

01

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



NHSScotland has designed a new pin badge as a visual symbol identifying its wearer as someone who LGBT+ people can feel comfortable talking to.

LGBT stands for Lesbian, Gay, Bi, Trans. The plus stands for all other sexual orientations, gender identities or expressions, and sexual characteristics. Including (but not limited to) asexual, intersex, non-binary, pansexual, queer or questioning.

The NHSScotland Pride Badge is worn to signify that those NHSStaff who wear the badge are aware of the issues that LGBT+ people can face when accessing healthcare.

The NHSScotland Pride Badge was designed in recognition of the multi-factorial and intersectional issues of discrimination and exclusion, and incorporates the Progress Flag colours.

These colours represent:



The six-colour rainbow flag, a symbol belonging to the LGBT+ community, which was originally designed by Gilbert Baker in 1979¹. Each of the six colours represents a different aspect of the LGBT+ community and movement.



Black and brown stripes to represent marginalised LGBT+ ethnic minority communities; and



Pink, light blue and white arrow-shaped lines, which make up the trans pride flag.

1 <https://gilbertbaker.com/rainblow-flag-color-meanings/>

The following links will take you to a video which provides an overview of the NHSScotland Pride Badge:

Vimeo: <https://vimeo.com/555773221/0d9c7d25f9>

Youtube: https://youtu.be/FRC_23DPIjw

Why We Need The Badge

The [Equality Network](#) found that almost every LGBT+ person in Scotland experiences prejudice and discrimination, and a quarter report discriminatory treatment when accessing services. 71% of LGBT+ people will hide their identity when accessing services for fear of prejudice they might face.

A study carried out by [Stonewall](#) highlighted the impact on patients when accessing, or deciding not to access, health care as a result of being LGBT+ :

1 in 5

One in five LGBT+ people do not disclose their sexual orientation when seeking general medical care.

1 in 7

One in seven LGBT+ people have avoided treatment for fear of discrimination.

46%

Almost half of trans people (46 per cent) have tried taking their own life in the last year, 31 per cent of LGB people who aren't trans said the same.

41%

Forty-one per cent of non-binary people said they harmed themselves in the last year compared to 20 per cent of LGBT+ women and 12 per cent of GBT men.

Likewise [Off the Record](#)'s (OTR) report found young LGBT+ people experience a greater incidence of depression, anxiety, suicide, and substance misuse. However, the findings from the OTR research also indicates a number of ongoing concerns about how and when young people access support, trust, and the stigma can be attached to reaching out to support services as well as ongoing mental health needs. In Scotland, only half of young people feel safe and supported in the NHS when it comes to their sexual orientation or gender identity.

Older LGBT+ people also face significant [health inequalities](#) compared to non-LGBT+ people, with higher likelihood of long-term limiting illnesses and lower overall life satisfaction. There are [particular issues](#) relating to palliative and end-of-life care for LGBT+ older people, as well as facing barriers when accessing dementia care and mental health provision.

LGBT+ people from minority ethnic backgrounds face additional inequalities and barriers, with [Stonewall Scotland](#) reporting that LGBT+ people from diverse backgrounds are more likely than white LGBT+ people to face discrimination in healthcare services.

over
60%

Over 60% of minority ethnic LGBT+ people experience depression, and many don't feel they receive appropriate support from healthcare professionals.

72%

Seven in ten (72%) of trans people have experienced depression in the past year.

2 in 5

Almost two in five trans people (37%) in Scotland avoid seeking healthcare for fear of discrimination from staff.

Some trans and non-binary people, including trans and non-binary youth, face longer than expected waiting times for gender identity clinics. Hostility in society and when accessing services presents enormous challenges to trans and non-binary people, which can take a significant toll on their physical and mental wellbeing.



Any discrimination against trans and non-binary people is unacceptable, and everyone who works for the NHS has a role to play in making this better.

Another study conducted by [Stonewall](#) reported that in the last five years alone, 24 per cent of patient-facing staff have heard colleagues make negative remarks about lesbian, gay and bisexual people, and one in five have heard negative comments made about trans people. Lesbian, gay and bisexual staff echoed this, with a quarter revealing they have personally experienced bullying from colleagues over the last five years.

Contrary to this, one in six (16 per cent) patient-facing staff say they would not feel confident challenging colleagues who make negative remarks about lesbian, gay or bisexual people or use discriminatory language towards patients or service users.

1 in 6

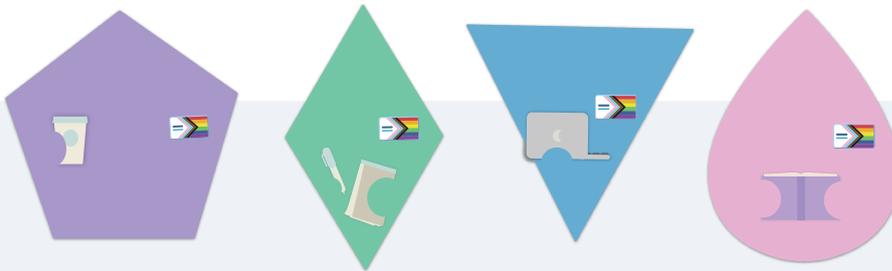
As well as not feeling empowered to challenge colleagues, one in six (16 per cent) would also not feel confident challenging such remarks from patients.

Aims of the Initiative

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Our new Pride Badge initiative emphasises that wearing a badge is a responsibility.

We will provide basic education and access to resources and information for staff who want to sign up to the wearing the badge. The information we provide outlines 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.



When an individual signs up to wear a badge, they acknowledge why the project is needed, and what their responsibility involves including:

- is aware of and considered the impact of the issues faced by LGBT+ people accessing care;
- ▶ being a safe person to talk / disclose to;
- someone who is prepared to listen;
- ◆ someone who uses inclusive language; and
- someone who respects identity

Committing to the Pride Badge emphasises promoting an environment that is open, tolerant and inclusive. The aim of this initiative is to actively break down barriers which LGBT+ people may face within the NHS and promote a national organisation that is inclusive for all.

Signposting people

06

As a badge wear you are expected to be a friendly ally who staff, patients and service users can safely approach.

However, we also realise that some individuals need more tailored and professional support that you may not be able to offer.

Your own Board will have local sources of support that may be useful in these situations, however, please also consider utilising the following list of national organisations:

Helpful website links

- Stonewall Scotland, the LGBT charity have great resources for staff and service users: www.stonewallscotland.org.uk
- Equality Network is a Scottish charity working for LGBTI rights: <https://www.equality-network.org/>
- LGBT Health and Wellbeing promotes the health, wellbeing and equality of lesbian, gay, bisexual and trans people in Scotland: <http://www.lgbthealth.org.uk>
- LGBT Youth Scotland is a national youth organisation working towards the inclusion of lesbian, gay, bisexual and trans young people in the life of Scotland: <http://www.lgbtyouth.org.uk>
- LGBT Age is a service for older lesbian, gay, bisexual and transgender people in Edinburgh and the Lothians: <http://www.lgbthealth.org.uk/content/lgbt-age>
- The Scottish Trans Alliance aims to improve the lives and experiences of all transgender people living in Scotland: <http://www.scottishtrans.org>

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- The LGBT Helpline Scotland provides information and emotional support to lesbian, gay, bisexual and transgender people and their families, friends and supporters across Scotland:
<http://lgbt-helpline-scotland.org.uk/>
 - Breathing Space is Scotland's national mental health helpline:
<http://www.breathingspacescotland.co.uk>
 - TransparenTsees – group for parents of trans people:
TransparenTsees@gmail.com
 - For more information on broader equality and diversity topics please visit: <https://equalityhumanrights.com/en/about-commission-scotland>

Local Board contacts

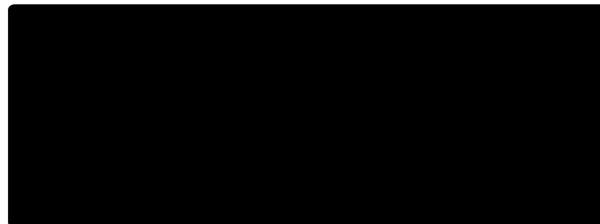
HEALTHCARE IMPROVEMENT SCOTLAND



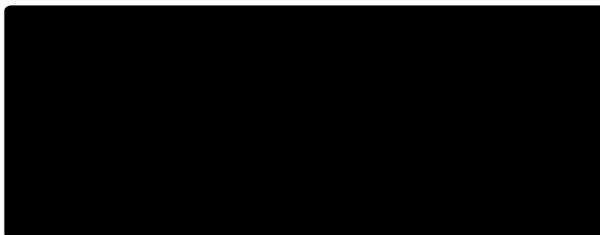
NHS 24



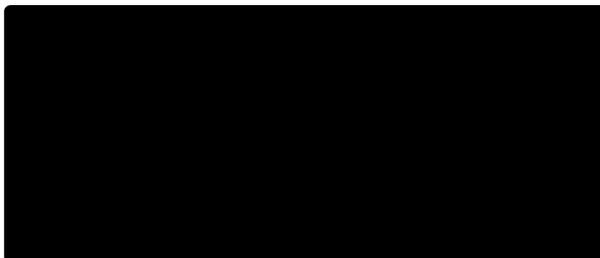
NHS AYRSHIRE AND ARRAN



NHS BORDERS



NHS DUMFRIES AND GALLOWAY



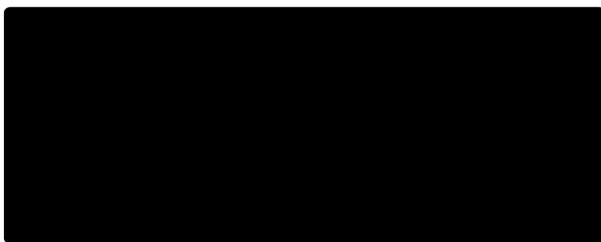
NHS FIFE



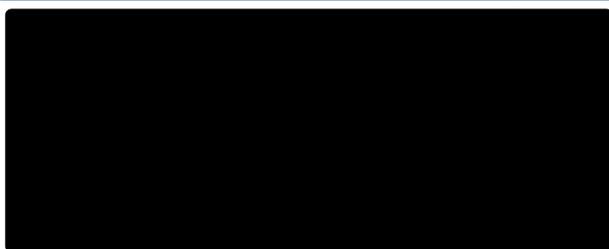
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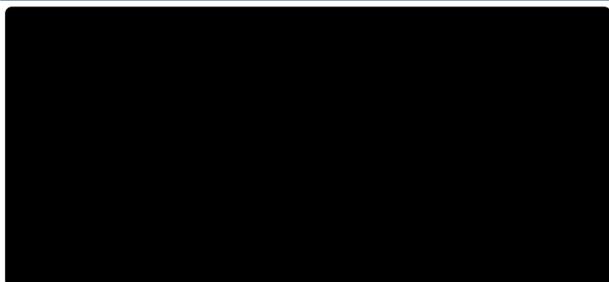
NHS GOLDEN JUBILEE NATIONAL HOSPITAL



NHS GRAMPIAN



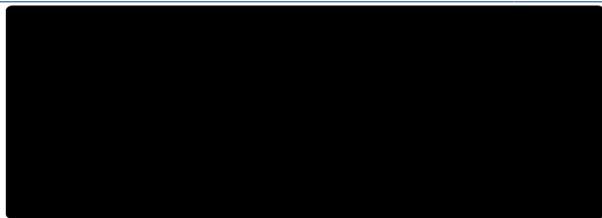
NHS GREATER GLASGOW AND CLYDE



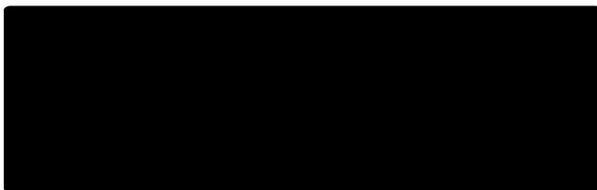
NHS HIGHLAND



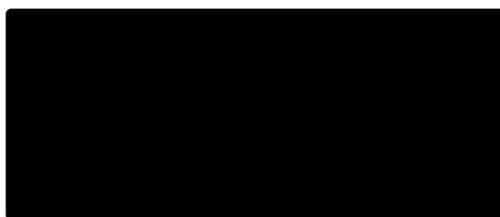
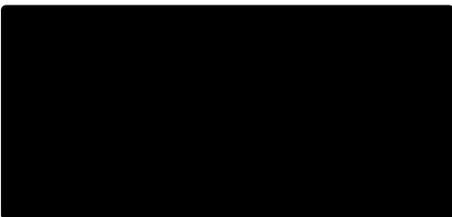
NHS LANARKSHIRE



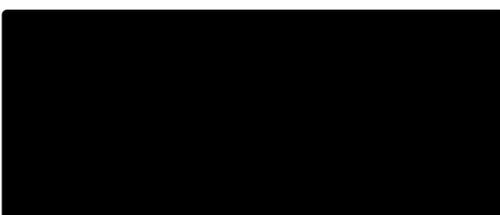
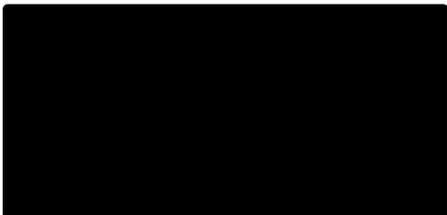
NHS Lothian



NHS ORKNEY



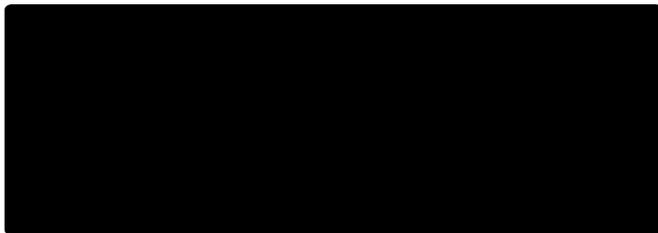
NHS SHETLAND



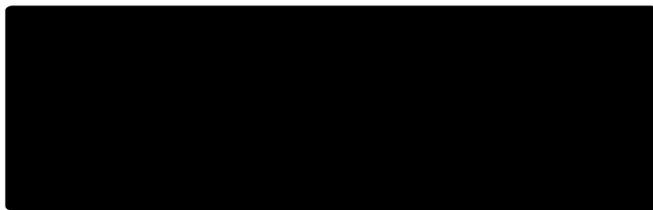
NHS TAYSIDE



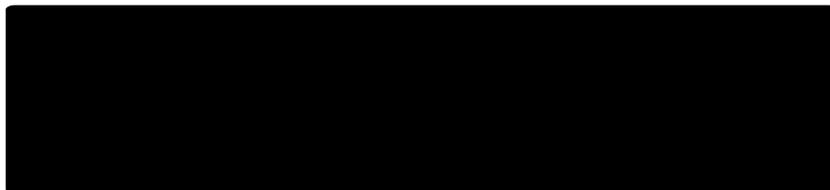
NHS WESTERN ISLES



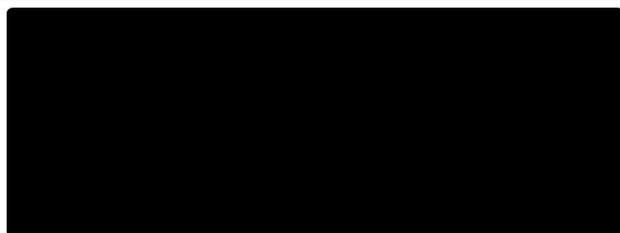
NHS EDUCATION SCOTLAND



NATIONAL SERVICES SCOTLAND



NATIONAL WAITING TIMES CENTRE



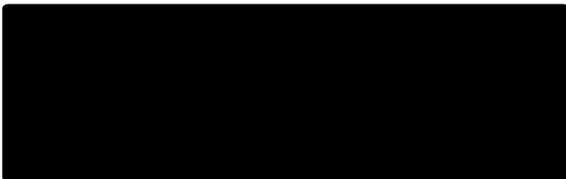
PUBLIC HEALTH SCOTLAND



SCOTTISH AMBULANCE SERVICE



THE STATE HOSPITAL



ALISS website

ALISS website has a list of LGBT groups:

https://www.aliss.org/search/?radius=49000&location_type=&q=lgbt&postcode=EH1+1BQ&category=&page=3



You can also contact your Board's Diversity and Inclusion leads about any equality and diversity issues.



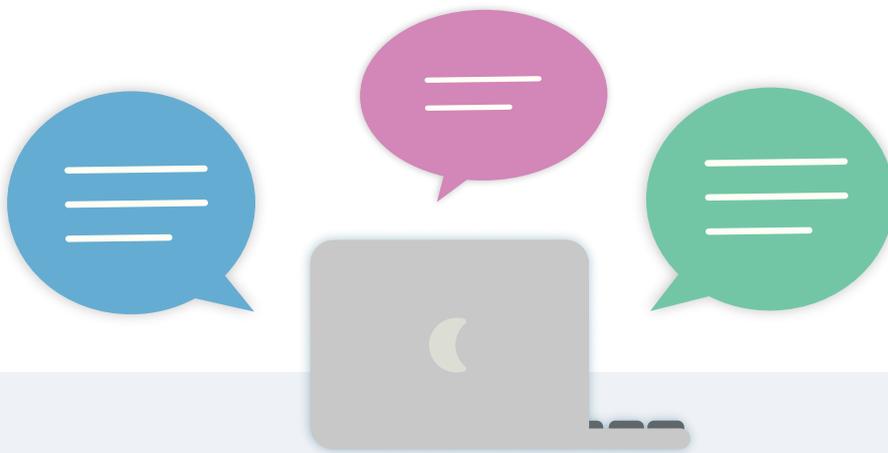
For any urgent/emergency situations please consider contacting Police Scotland.

Dealing with social media:

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You are allowed to post on social media about the Pride Badge. If you are posting on social media (from either your personal and/or professional accounts) you may receive both positive and negative attention.

These instances have the potential to be extremely distressing and as such it is important that you respond to these in an appropriate manner.



Things to consider when posting on social media:

- **Write a draft** and come back to it when any initial emotional reaction has less potential to influence your response and decision.
- **Consult** your communication colleagues who have diverse views about the issues and/or the options when it comes to responding to social media. You may also wish to speak to other local contacts such as Equality and Diversity leads or champions, or members of your LGBT+ Staff Network (if relevant to your Board).
- **Consider** how you post on your personal account versus your professional account. This can influence how and what you respond with.

Things to consider when posting on social media:

- **Remember** there is the option not to respond at all and block the account or the person's ability to send any further tweets.
- You can **adjust the settings** on the account to ensure they reflect what you want – e.g. being tagged into other messages.
- **Consider** posting generic content from media releases about the issue, links to statements from reputable organisations and/or direct people to official channels of communication about the issue/question being raised.
- **Consider** how your posts will be viewed without any context.
- **Remember** that there are laws and processes where hateful or threatening speech can be reported to Police Scotland.



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