

# Rainbow NHS Youth Supporters Pack

Designed and created by  
young people from Central  
Bedfordshire Youth Voice  
with RCPCH &Us

Inspired by the Rainbow NHS Badge



**family  
friends  
food**

"the people  
wearing the  
badges will help  
you live a happy  
healthy life"

**happiness  
living your full  
potential**



## **Who are Central Bedfordshire Youth Voice?**

Central Bedfordshire Youth Voice is the collective name for all Central Bedfordshire Council run Youth Voice groups. Each group is made up entirely of young people from Central Bedfordshire communities who volunteer their time to campaign, consult, challenge, and change things on behalf of their communities.

Each Young Person is passionate about making a positive contribution to their community and speaking up on behalf of all young people. Together the Central Bedfordshire Youth Voice groups have successfully campaigned for change around Work Experience, Mental Health, tackling racism and discrimination, SRE in schools, and much more...

Currently the Central Bedfordshire Youth Voice groups include: Youth Parliament, Youth Central, and the Central Bedfordshire Youth Forum.

## **Why are we interested in LGBT+ health issues?**

Central Bedfordshire Youth Parliament launched their Campaign: **ALL DIFFERENT, ALL EQUAL** in 2018, following a consultation in 2017 where over 500 young people locally told us they wanted more support to "Protect LGBT+ people". Our aim is to break the stigma around LGBT+, to support the creation of LGBT+ support groups within Central Bedfordshire, and to highlight some of the discrimination still experienced by members of the LGBT+ community. You can support the campaign through social media, follow us on Twitter, Instagram, Facebook, and YouTube, and use the hashtag

# **#AllDifferentAllEqual**

In the summer of 2018, Dr Mike Farquhar who has led the creation of the Rainbow NHS Badge with colleagues at The Evelina Children's Hospital in London came to our residential with Emma Sparrow from the children and young people's engagement team at the Royal College of Paediatrics and Child Health (RCPCH) to get our ideas about LGBT+ health issues. This made us really interested in helping the Rainbow NHS Badge be as successful as possible, so over the last year we have been working with Mike and Emma on different projects, including this resource pack!

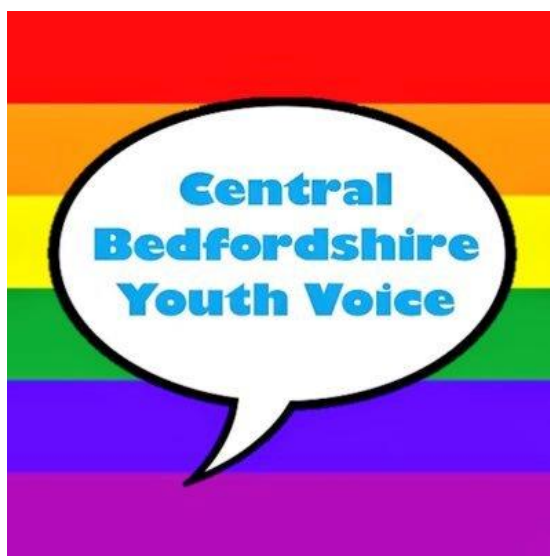
### **The Rainbow NHS Youth Supporters Pack**

This youth supporter's pack will enable young people to work with their youth workers, health workers and schools to think about LGBT+ health issues and to work with local health services to join Rainbow NHS Badge Movement. Throughout this pack you will learn more about the Rainbow NHS Badge itself as well as how to contact and engage your local community in your fundraising efforts to raise awareness, break the stigma and improve health services for LGBT+ children, young people and their families, recognising that we are #AllDifferentAllEqual

### **What is the Rainbow NHS Badge?**

The Rainbow NHS Badge initiative gives healthcare staff a way to show that they are a safe person to talk to, who offers open, non-judgemental and inclusive support for all who identify as LGBT+ (lesbian, gay, bisexual, transgender, the + simply means inclusive of all identities, regardless of how people define themselves). The Rainbow NHS Badge also gives children, young people and families a noticeable symbol within the medical community who can offer support and guidance.

The initiative originated at The Evelina London Children's Hospital which is part of Guy's and St Thomas' NHS Foundation Trust. This hospital tested the Rainbow NHS Badge which has spread across the NHS. Going forward, the idea is to spread the initiative not only across the NHS hospitals but also to school nurses, GPs and others within the NHS community.







## Key principles of The Rainbow NHS Badge

The Rainbow NHS Badge is a way for NHS staff to show that they are aware of the issues that LGBT+ people can face when accessing healthcare. Furthermore, the badge is a symbol of support for children, young people and families

The badge itself is intended to be a simple visual symbol that shows the NHS staff member wearing it is someone an LGBT+ person can feel comfortable to talk to about any issues they may face

Wearing the badge is a responsibility; the Rainbow NHS Badge project provides basic education and access to resources for staff who want to sign up for the project. This is a priority for the development of the Rainbow NHS Badge to ensure its continued success.

The aim of the Rainbow NHS Badge is to actively break down barriers that LGBT+ people may face within the NHS; we want the emphasis on education, responsibility, and support to be the focus as well as giving a positive and safe experience for children and young people in the LGBT+ community.



## Comments from Local Community when asked about the Badge:

- 'helps people feel more comfortable' – Young Person from Houghton Regis
- 'helps you feel less judged by authority' – Young Person from Rickmansworth
- 'the badge allows people to feel safe and not alone' – Young Person from Leighton Buzzard
- 'it may decrease the increase of depression' – Young Person from Hemel Hempstead
- 'good to know who to talk to without asking' – Senior Citizen of Hemel Hempstead
- 'will mean I don't have to change GPs due to lack of understanding and tolerance' – Citizen from Watford
- 'means they will treat you the same as a non-LGBT+ person' – Young Person from Central Bedfordshire
- 'everyone = equal' – Citizen from St. Albans

## The Rainbow NHS Youth Supporters Resources

## Step one.

### Get together a group interested in being a Rainbow NHS Youth Supporter

- Make sure there is a trusted adult involved who is happy to talk about LGBT+ topics with young people and knows how and when to get support if needed, knows about safeguarding and how to signpost effectively. They could be a youth worker, participation worker or someone who has a paid role to work with and support children and young people
- Recruit a small group of young people who are interested in improving the healthcare experiences of LGBT+ young people. Make sure you have fully completed consent forms so that you have all their emergency/medical/access and support information before your first meeting, following your organisations safer working practices with children and young people protocols
- At your first sessions, think about LGBT+ health issues, research into campaigns like

**#AllDifferentAllEqual** <https://www.cbyouthvoice.co.uk/priority-campaigns>  
Young Stonewall <https://www.youngstonewall.org.uk/>  
Rainbow NHS Badge <https://www.evelinalondon.nhs.uk/about-us/who-we-are/NHS-Rainbow-Badges.aspx>



warmth  
radiation

light  
happiness  
not scared

Sun/Sunshine

## Step two.

### Write to your local services about LGBT+ health needs

Below is a draft communication template that you can use for contacting local MP's, Council Members, Public Health, Clinical Commissioning Groups, GP Surgery, Medical Centres and Local Hospitals as well as other members within the local community to raise awareness of the badge and why it would be important that they find out more and join up.



Our idea for a Youth  
Supporters button  
badge

Dear .....

Lesbian, gay and transgender (LGBT+) patients face inequalities in their experience of NHS healthcare. A recent Stonewall survey [published November 2018] estimates that one in five LGBT+ people are not out to any healthcare professional about their sexual orientation when seeking general medical care, and one in seven LGBT+ people have avoided treatment for fear of discrimination.

Despite the progress made towards LGBT+ equality in recent years, many LGBT+ people still face significant barriers to leading healthy, happy and fulfilling lives. With high rates of poor mental health and challenges when accessing healthcare services a contributing factor.

The Rainbow NHS Badge is an initiative that gives staff a way to show that your organisation offers open, non-judgemental and inclusive care for patients and their families, who identify as LGBT+ (lesbian, gay, bisexual, transgender, the + simply means that we are inclusive of all identities, regardless of how people define themselves.)

The Rainbow NHS Badge initiative originated at Evelina London Children's Hospital to make a positive difference by promoting a message of inclusion. By choosing to wear the Badge, your staff are sending a message that “you can talk to me”. They aren't expected to have the answers to all issues and concerns, but they are a friendly ear, and will know how to signpost to the support available.

Sounds good! What do I need to do?

Get in touch with your Equality and Diversity lead in your organisation and ask them to email [RainbowBadge@gstt.nhs.uk](mailto:RainbowBadge@gstt.nhs.uk) for more information. They will send you an organisation toolkit that explains how to get involved.

If you want to start a project with young people to look at LGBT+ health needs, download the Rainbow NHS Youth Supporters Pack created by young people from [www.rcpch.ac.uk/Rainbow-Youth-Supporter](http://www.rcpch.ac.uk/Rainbow-Youth-Supporter) and contact your local youth service or youth charity to find out what local groups are already happening.

Thank you for your time

Rainbow NHS Youth Supporters

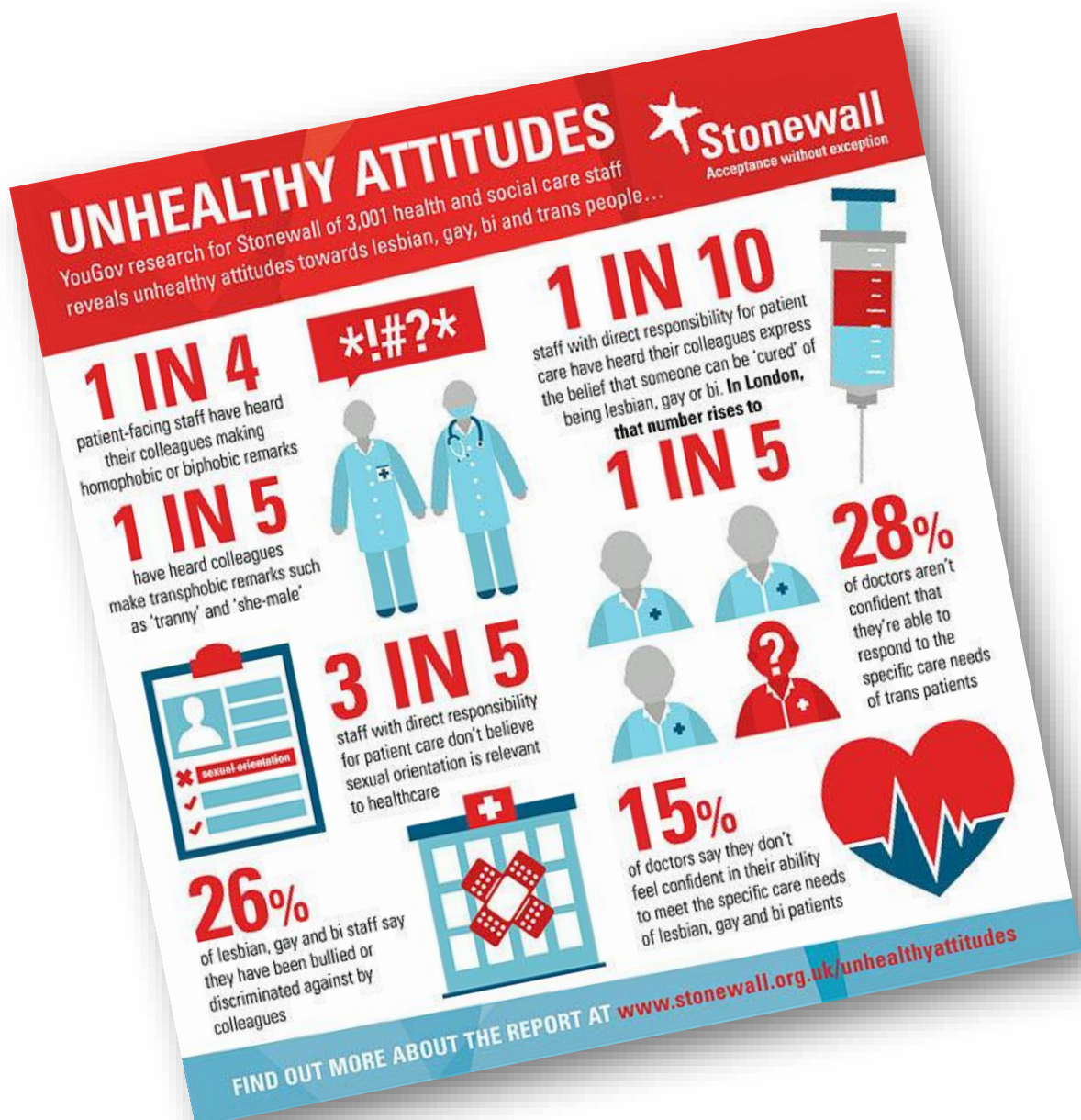


# Step three.

## Share information about LGBT+ health needs

With the youth worker or trusted adult supporting the project and the young people, find out what the views are in your local community. We did this by going with our workers to Herts Pride in 2018 to talk about our project and the Rainbow NHS Badge. You can read more at <https://www.cbyouthvoice.co.uk/post/2018/09/12/herts-pride-2018>

One part of the **#AllDifferentAllEqual** campaign is to raise awareness of LGBT+ issues. This is a report written by Stonewall (LGBTQ+ Charity) which shares our thoughts regarding what we want to stop and tackle:







Nature

photosynthesis

care

anaerobic  
respiration

plants  
animals

If you are doing a presentation as a group to raise awareness, here are our top tips

- Know the subject matter; what the Rainbow NHS Badge actually is, what the stats and facts are and what support is (or isn't) available in your local area
- Use PowerPoint or handouts with information that will engage the audience and give them something to look back on
- Create a script that the presenters can look back on while presenting the presentation to the audience. This will allow for a steady flow while presenting

We have created an example training and activity session for you to use or adapt: You can download the pack at [www.rcpch.ac.uk/Rainbow-Youth-Supporter](http://www.rcpch.ac.uk/Rainbow-Youth-Supporter) which includes

- LGBT+ Flag activity – what does it mean to you? What does it represent? Create your own version of the flag for your group
- LGBT+ Terms activity – what do the terms mean to you? Look at the youth led pack by Sports For All for hints
- Top tips for supporting someone who is coming out – think as a team how you would support a young person who is coming out. Look at the Young Stonewall guide for tips <https://www.youngstonewall.org.uk/get-support/coming-out-lgbt>
- Role play group discussion – think about a scenario we have create and how you would support young people
- Your LGBT+ action plan – think about what you need to do to be LGBT+ accessible as a health service. Contact the Rainbow NHS Badge team for the trust toolkit to get everything in place you need for your health service to have take part



## Step four.

### Raise money to support your project

We have held #AllDifferentAllEqual bake sales across our area (<https://www.cbyouthvoice.co.uk/post/2019/01/17/alldifferentallegal-bake-sale>), to help raise funds to start LGBT+ support groups. You could also do them to support your local health services to join the Rainbow NHS Badge initiative where money might be a barrier to them joining. Some of our top ideas for fundraising are;

#### Community Activity's and Other Events:

- Face painting – Painting LGBTQ+ Flags and Rainbows for a donation
- Glitter tattoos – Stick On tattoos for a small donation
- Bake sale – Selling cakes and drinks for a small donation
- Sweets in a jar – Guess the amounts of sweets in a jar for a donation
- Lucky dip – Small wrapped gift for donation
- Raffle – range of prizes that can be won for a ticket bought
- Coconut shy – Try and hit the coconut down with a ball and win a prize
- Eating competition – How many chicken nuggets can you eat in 5 mins
- Car wash – Wash someone's car for £5

#### Schools or Groups:

- Mufti day - £1 to come into school without uniform
- Sponsored silence – Sponsor a chatter box not to speak
- Mad hair day - £1 Donation to change the colour of you hair for the day
- 5 aside football – 50p to take part in a teacher student game
- Water balloon challenge – Through a water balloon at a teacher





## Top tips for a successful fundraising event

- Step 1: Choose what event to host
- Step 2: Make a plan that includes why you are doing it, how you will organise it, what you will be doing, any things you need to do to be safe (risk assessment with the worker, there will be lots of things to think about, your youth worker can help!) and what will happen with the money
- Step 3: Create any fundraising resources needed – like donation tubs and T-shirt's.
- Step 4: Contact local council to get a collection permit (normally free of charge)
- Step 5: Inform local shops, schools, or organisations and see if they are willing to have you there, don't collect without contacting permission first
- Step 6: Gather a group that is willing to support the event
- Step 7: GET COLLECTING! And enjoy the satisfaction of supporting helping LGBT+ young people!

We have merchandise like wristbands, rainbow lanyards and other items that we sell to raise money to support our project. You could also use a badge making machine to make a Rainbow NHS Youth Supporter button badge.





# Thank you!

We hope that this toolkit will be an asset to your awareness raising project and helps in supporting the NHS Rainbow Badge Project to improve LGBT+ health experiences. Please feel free to contact the project at any point you need any assistance, we are happy to help. Thank You!

Young People from Central Bedfordshire Youth Voice

Inspired by the Rainbow NHS Badge

Supported by



**Central  
Bedfordshire  
Council**

