

To All NHS Board Chairs

22 June 2021

Dear Colleagues

Further to the briefer than planned consideration of the NHS Scotland Pride Badge work at the recent meeting, I thought it may be helpful to write to you with some further background and a copy of the presentation that had been prepared.

Prior to the Covid 19 pandemic, in response to a proposal paper emerging from NHS Scotland LGBT networks and partnerships, the Health and Social Care Management Board commissioned work to consider how a similar initiative in England – the NHS Rainbow Badge could be developed and implemented in Scotland. All of Scotland's public services have statutory and policy obligations to ensure planning and service delivery reflect equality and diversity, indeed the 'On Board: A Guide for Members of Statutory Boards' guidance revised in March 2017 emphasised that "Equality, diversity and inclusion need to become central to the work and the way public bodies operate". Nevertheless, research carried out on the experiences of lesbian, gay, bi and trans (LGBT) service users and staff has demonstrated that NHS Scotland would benefit from a greater focus on allyship and local support to improve care experiences.

We have worked with Equality and Diversity leads across all NHS Boards to design the NHSScotland Pride Badge and to ensure that communication and implementation support plans were shaped collaboratively with our subject matter experts across NHS Boards. It is easy to underestimate the important of symbols – indeed we know this from our prior work on 'What Matters to Me' and 'Hello My Name is', both of which have enabled improvements in person-centred care within the NHS in Scotland. The NHS Scotland Rainbow Badge has been developed in ways that have explicitly considered the experiences, data, learning from LGBT+ people and how their health, care and support needs are responded to by the NHS in Scotland.

A presentation on the launch of the NHSScotland Pride Badge is attached. If you, your Board Directors and staff are interested to learn more about how they can support the implementation of this work as part of broader work on Equality and Diversity then please do not hesitate to get in touch with the team working on this by emailing James.Vasey@gov.scot, Ondrej.Toloch@gov.scot, or Harry.Dozier@gov.scot. Finally, if Boards wish to purchase additional badges then local leads can contact APS via the following: ScotGovEnquiries@theapsgroup.com.

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