



**University Hospitals
of North Midlands**
NHS Trust

Royal Stoke University Hospital
Data, Security and Protection
Newcastle Road
Stoke-on-Trent
Staffordshire
ST4 6QG

Ref: FOIA Reference 2022/23-270

Date: 26th August 2022

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 17th August 2022 requesting information under the Freedom of Information Act (2000) regarding Rainbow Badge.

The University Hospitals of North Midlands Trust is committed to the Freedom of Information Act 2000.

However, the NHS is facing unprecedented challenges relating to the coronavirus (COVID-19) pandemic at the current time. Understandably, our resources have been diverted to support our front-line colleagues who are working tremendously hard to provide care for our patients, and to those in need of our services.

We strive to be transparent and to work with an open culture. But at this time, whilst care of our patients and the safety of our staff takes precedent, it is likely that responses to some requests for information will be delayed. We apologise for this position in advance, and will endeavour to provide you with as much information as we can, as soon as we are able.

The Information Commissioners Office has recognised the current situation in the NHS.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 I understand the Trust is engaged in the NHS Rainbow Badge project and is seeking accreditation with regard to this.

Please could you tell me?

1. What organisation will be doing the accreditation/benchmarking.

A1 LGBT foundation in conjunction with NHSE/I

Q2 What guidelines have been given relating to what goals it has been suggested should be attained in order to achieve a positive benchmark.



- A2 This information is held by the LGBT Foundation, they can be contacted at the following address:
- LGBT Foundation
PO Box 5577
Manchester
M61 0TT
- Q3 Please supply all hospital policies that have been supplied to the accrediting organisation for assessment and any that have been changed in relation to this assessment (These should include HR policies as well as any related to patient care etc.) and also any action plan related to the accreditation.**
- A3 See attached documents:
- C64 Supporting Transgender individuals
HR02 Dignity at Work
HR11 Parental Maternity leave
HR31 Standards of dress
HR61 Special Leave
UHNM Welcome Pack
- Q4 Please could you explain how the scoring/assessment will be carried out, including any materials supplied by the organisation in relation to this in order for the hospital to prepare for the assessment?**
- A4 As answer 2
- Q5 Please could you explain what benefits the hospital expects to gain from a positive benchmark?**
- A5 To be able to demonstrate UHNM are an inclusive organisation. To better understand how to support the LGBTQ+ community
- Q6 How much the organisation doing the assessment will charge for this service?**
- A6 No charge
- Q7 Any other fees paid to this organisation over the last year, 2021-2022**
- A7 UHNM Charities paid for the badges and it came to £450 which included Rainbow badges and posters
- Q8 Any costs related to achieving "Rainbow Badge" status, including all branded materials supplied and used, to include rainbow badges and lanyards issued to staff, flags, rainbow painting of road crossings, rainbow road signs at the road crossings and any other branded signage**
- A8 We haven't yet made any purchases for Phase 2 of the Rainbow Badge accreditation scheme.

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

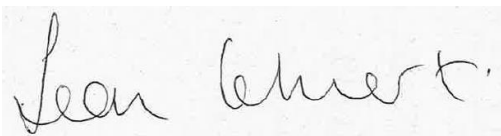
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,



Jean Lehnert
Data, Security & Protection Manager



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