

Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ

Ref: FOI-122023-000526

Date: 14/06/2024

Address / Email:

Dear

Request Under Freedom of Information Act 2000

Thank you for requesting information under the Freedom of Information Act 2000.

Request

Please can you tell me:

- 1. What correspondence you have had with Stonewall or /and other equality diversity and inclusion organisations.**
- 2. Please can you supply copies of any correspondence that you have had with Stonewall or/and other diversity equality and inclusion organisations.**

Response

Please find attached copies of correspondence.

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager
Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ
Email: dgft.dpo@nhs.net

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113

www.ico.org.uk

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

Freedom of Information Team
The Dudley Group NHS Foundation Trust

From: [REDACTED]

Sent: Friday, December 16, 2022 3:28 PM

To: [REDACTED]

Subject: RE: NHS Rainbow badge programme

This message originated from outside of NHSmail. Please do not click links or open attachments unless you recognise the sender and know the content is safe.

Oh you might have [REDACTED] I am accessing emails on my phone currently as travelling, so I can't go on our database, but I can check on Monday for you.

[REDACTED]
[REDACTED]

[REDACTED]

Postal Address: LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

Online: lgbt.foundation : [@lgbtfdn](https://twitter.com/lgbtfdn) : [@lgbtfdn](https://facebook.com/lgbtfdn) : [@lgbtfdn](https://instagram.com/lgbtfdn)

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Reg. Charity No. 1070904 | Reg. Company No. 034765676 | VAT No. 792663881
Reg. Address: Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

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If this message has been sent to you in error, you must not copy, distribute or disclose of the information it contains.

Please notify us immediately and delete the message from your system.

From: [REDACTED]

Sent: 16 December 2022 15:26

To: [REDACTED]

Subject: RE: NHS Rainbow badge programme

Hi [REDACTED]

Thanks for this – just checking have I sent you one of these previously as we were on an information session earlier this year?

Kind Regards

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

disability_staff_network_AW small



LGBTQ_ID_Logo_AW small



From: [Redacted]

Sent: 16 December 2022 15:22

To: [Redacted]

Subject: RE: NHS Rainbow badge programme

This message originated from outside of NHSmail. Please do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [Redacted]

Please complete and return the attached EOI for review. I will be holding info sessions in January also, if you prefer to attend one of these first just let me know.

Kind regards,

[Redacted signature block]

[Redacted signature block]

Postal Address: LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

Online: lgbt.foundation : [@lgbtfdn](https://twitter.com/lgbtfdn) : [@lgbtfdn](https://facebook.com/lgbtfdn) : [@lgbtfdn](https://instagram.com/lgbtfdn)

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Please notify us immediately and delete the message from your system.

From: [REDACTED]

Sent: 16 December 2022 13:06

To: [REDACTED]

Subject: RE: NHS Rainbow badge programme

Hi [REDACTED]

Yes please – that would be great

What would we need to do?

Kind Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

disability_staff_network_AW small



LGBTQ_ID_Logo_AW small





From: [REDACTED]

Sent: 16 December 2022 12:53

To: [REDACTED]

Subject: RE: NHS Rainbow badge programme

This message originated from outside of NHSmail. Please do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

We have a cohort starting in January and another in March which are fully funded for the assessment by NHS England. We have spaces available on the March cohort if you would like to be included.

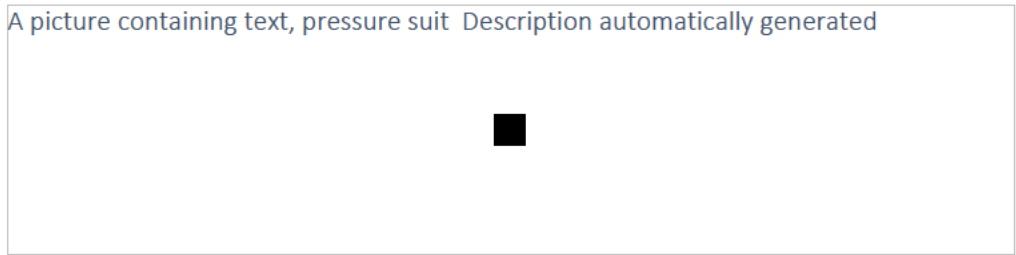
Kind regards,

[REDACTED]
[REDACTED]

[REDACTED]

Postal Address: LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

Online: lgbt.foundation : [@lgbtfdn](https://twitter.com/lgbtfdn) : [@lgbtfdn](https://www.linkedin.com/company/lgbtfdn) : [@lgbtfdn](https://www.facebook.com/lgbtfdn)



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Please notify us immediately and delete the message from your system.

From: [REDACTED]
Sent: 14 December 2022 15:30
To: [REDACTED]
Subject: RE: NHS Rainbow badge programme

Hi [REDACTED]

Hope you are well?

I just wanted to enquire to the costs of the Rainbow badge if we were successful? We are looking at our costs for next year.

Thanks

Kind Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

disability_staff_network_AW small



LGBTQ_ID_Logo_AW small



From: [REDACTED]

Sent: 05 July 2022 10:52

To: [REDACTED]

Subject: RE: NHS Rainbow badge programme

This message originated from outside of NHSmail. Please do not click links or open attachments unless you recognise the sender and know the content is safe.

Thanks [REDACTED] for letting me know. I will place the Trust on our waiting list, we will know come April if that wave will be funded by NHSE or self-

funded by the Trusts and will then notify people of dates for info sessions accordingly.

Kind regards

[Redacted signature]

Postal Address: LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

Online: lgbt.foundation  [@lgbtfdn](https://twitter.com/lgbtfdn)  [@lgbtfdn](https://www.facebook.com/lgbtfdn)  [@lgbtfdn](https://www.instagram.com/lgbtfdn)

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From: [Redacted]
Sent: 05 July 2022 10:14
To: [Redacted]
Subject: RE: NHS Rainbow badge programme

Hi [Redacted]

Thanks for your help with this.

After discussion, we would like to be put on the waiting list for 2023 please.

Can you send anything through that needs completing etc?

Thanks

Kind Regards

[Redacted signature]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

disability_staff_network_AW small



LGBTQ_ID_Logo_AW small



From: [Redacted]

Sent: 01 July 2022 09:12

To: [Redacted]

Subject: RE: NHS Rainbow badge programme

This message originated from outside of NHSmail. Please do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [Redacted]

Thanks for reaching out, we will have another tranche starting in December, if you want to send an EOI in and be placed on that tranche I would be more than happy to do this.

If you wish to go ahead with that plan please just mark it on the email accompanying the EOI.

The alternative is to hang fire on the waiting list and attend another bout of info sessions in 2023.

Kind regards,

[Redacted signature block]

Postal Address: LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

Online: lgbt.foundation

[@lgbtfdn](#)

[@lgbtfdn](#)

[@lgbtfdn](#)

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Please notify us immediately and delete the message from your system.

From: [Redacted]

Sent: 30 June 2022 16:53

To: [Redacted]

Subject: RE: NHS Rainbow badge programme

Hi [Redacted]

Hope you are well?

Here at the Dudley Group, a few members from our LGBTQ+ Network and EDI team went on the information session and found it really interesting and informative.

However, we wondered if it would be possible to put an expression of interest or to be put on a waiting list for 2023? We feel that whilst we would be able to complete some of the requirements, we are not in a place to submit the level we would like to achieve.

I look forward to hearing your thoughts.

Kind Regards

[Redacted signature block]

[Redacted line]

[Redacted line]

[Redacted line]

disability_staff_network_AW small



LGBTQ_ID_Logo_AW small





From: [Redacted]

Sent: 22 June 2022 10:59

Subject: NHS Rainbow badge programme

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Dear all,

Thank you for your attendance and engagement at today's session, I hope you all found it useful. As promised I have attached a number of items here for you:

- A briefing sheet on the programme
- The slide pack from today's session
- The expression of interest form

The deadline for the EOI submission is 10am on 7th July, those received after will be held and considered in the next intake.

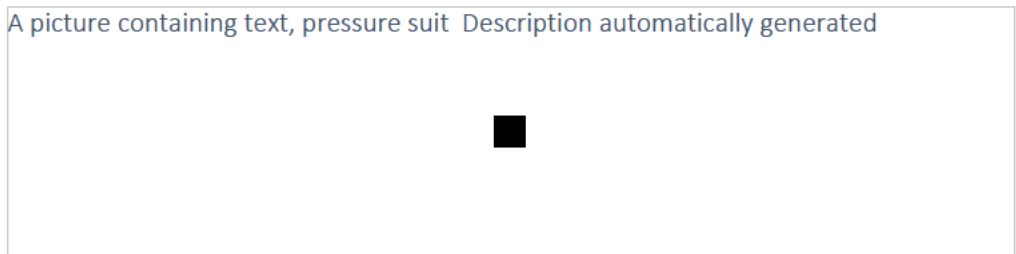
Kind regards,

[Redacted signature]

[Redacted signature]

Postal Address: LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

Online: lgbt.foundation [@lgbtfdn](https://twitter.com/lgbtfdn) [@lgbtfdn](https://facebook.com/lgbtfdn) [@lgbtfdn](https://instagram.com/lgbtfdn)



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From: [REDACTED]

Sent: Tuesday, July 5, 2022 10:52 AM

To: [REDACTED]

Subject: RE: NHS Rainbow badge programme

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recognise the sender and know the content is safe.

Thanks [REDACTED] for letting me know. I will place the Trust on our waiting list, we will know come April if that wave will be funded by NHSE or self-funded by the Trusts and will then notify people of dates for info sessions accordingly.

Kind regards

[REDACTED]
[REDACTED]

[REDACTED]

Postal Address: LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

Online: [lgbt.foundation](#)  [@lgbtfdn](#)  [@lgbtfdn](#)  [@lgbtfdn](#)

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If this message has been sent to you in error, you must not copy, distribute or disclose of the information it contains.

Please notify us immediately and delete the message from your system.

From: [REDACTED]
[REDACTED]

Sent: 05 July 2022 10:14

To: [REDACTED]

Subject: RE: NHS Rainbow badge programme

Hi [REDACTED]

Thanks for your help with this.

After discussion, we would like to be put on the waiting list for 2023 please.

Can you send anything through that needs completing etc?

Thanks

Kind Regards

[Redacted]

[Redacted]

[Redacted]

[Redacted]

disability_staff_network_AW small
[Redacted]

[Redacted]

LGBTQ_ID_Logo_AW small
[Redacted]

[Redacted]

From: [Redacted]

Sent: 01 July 2022 09:12

To: [Redacted]

Subject: RE: NHS Rainbow badge programme

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Hi [Redacted]

Thanks for reaching out, we will have another tranche starting in December, if you want to send an EOI in and be placed on that tranche I would be more than happy to do this.

If you wish to go ahead with that plan please just mark it on the email accompanying the EOI.

The alternative is to hang fire on the waiting list and attend another bout of info sessions in 2023.

Kind regards,

[Redacted]

[REDACTED]

[REDACTED]

Postal Address: LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

Online: lgbt.foundation  [@lgbtfdn](https://twitter.com/lgbtfdn)  [@lgbtfdn](https://twitter.com/lgbtfdn)  [@lgbtfdn](https://twitter.com/lgbtfdn)

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Please notify us immediately and delete the message from your system.

From: [REDACTED]
[REDACTED]
Sent: 30 June 2022 16:53
To: [REDACTED]
Subject: RE: NHS Rainbow badge programme

Hi [REDACTED]

Hope you are well?

Here at the Dudley Group, a few members from our LGBTQ+ Network and EDI team went on the information session and found it really interesting and informative.

However, we wondered if it would be possible to put an expression of interest or to be put on a waiting list for 2023? We feel that whilst we would be able to complete some of the requirements, we are not in a place to submit the level we would like to achieve.

I look forward to hearing your thoughts.

Kind Regards

[REDACTED]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

disability_staff_network_AW small
[Redacted]

[Redacted]

LGBTQ_ID_Logo_AW small
[Redacted]

[Redacted]

From: [Redacted]

Sent: 22 June 2022 10:59

Subject: NHS Rainbow badge programme

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Dear all,

Thank you for your attendance and engagement at today's session, I hope you all found it useful. As promised I have attached a number of items here for you:

- A briefing sheet on the programme
- The slide pack from today's session
- The expression of interest form

The deadline for the EOI submission is 10am on 7th July, those received after will be held and considered in the next intake.

Kind regards,

[Redacted signature]

[Redacted signature]

Postal Address: LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

Online: lgbt.foundation

[@lgbtfdn](#)

[@lgbtfdn](#)

[@lgbtfdn](#)

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From: [REDACTED]

Sent: Wednesday, February 8, 2023 4:15 PM

To: [REDACTED]
[REDACTED]

Cc: [REDACTED]
[REDACTED]
[REDACTED]

Subject: RE: Rainbow badge information session



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Hi [REDACTED]

I've booked all onto the sessions requested. The joining links will be sent out shortly.

Kind regards,

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Postal Address: LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

Online: lgbt.foundation [@lgbtdn](#) [@lgbtdn](#) [@lgbtdn](#)

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Reg. Address: St George's House, 215-219 Chester Rd, Manchester, M15 4JE

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Please notify us immediately and delete the message from your system.

From: [REDACTED]

Sent: 08 February 2023 12:21

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]

[REDACTED]

Subject: Rainbow badge information session

Hi

Please could

[redacted] – Dudley Group NHS Foundation Trust – [redacted] be booked for the session on 15th Feb 10am

[redacted] – Dudley Group NHS Foundation Trust – [redacted] – 15th Feb 10am

[redacted] – Dudley Group NHS Foundation Trust - [redacted] - 13th Feb 12pm

[redacted] – Dudley Group NHS Foundation Trust – [redacted] – 15th Feb 10am

Thanks

Kind Regards

[redacted]

[redacted]

[redacted]

[redacted]

disability_staff_network_AW small



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From: [REDACTED]

Sent: Thursday, March 16, 2023 2:14 PM

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]

[REDACTED]

Subject: RE: NHS Rainbow Badge - Phase 2 induction

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Hi [REDACTED]

Absolutely, I will send over the teams invite now.

Kind Regards,

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

Postal Address: LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

Online: [lgbt.foundation](https://www.lgbt.foundation)  [@lgbtfdn](https://twitter.com/lgbtfdn)  [@lgbtfdn](https://www.facebook.com/lgbtfdn)  [@lgbtfdn](https://www.linkedin.com/company/lgbtfdn)

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Please notify us immediately and delete the message from your system.

From: [REDACTED]

Sent: 16 March 2023 11:15

To: [REDACTED]

Cc: [REDACTED]
[REDACTED]
[REDACTED]

Subject: RE: NHS Rainbow Badge - Phase 2 induction

Hi [REDACTED]

Thanks for this – please could we go for 28th March at 10am?

Look forward to the meeting.

Kind Regards

[Redacted signature block]

[Redacted signature block]

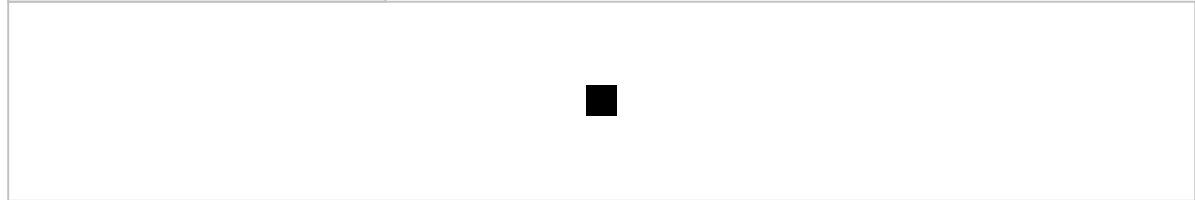
[Redacted signature block]

[Redacted signature block]

disability_staff_network_AW small



LGBTQ_ID_Logo_AW small



From: [Redacted]

Sent: 15 March 2023 15:21

To: [Redacted]

[Redacted]

Cc: [Redacted]

[Redacted]

[Redacted]

Subject: RE: NHS Rainbow Badge - Phase 2 induction

This message originated from outside of NHSmail. Please do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [Redacted]

Apologies for the delay in getting back to you.

I have CC'd in [Redacted] who will be your Trust Assessor.

nd

th

Either the 22 March 1-3pm or 28 at 10-12noon works for us, if you can confirm your preference I will send over a team's invite.

During the induction we can put faces to names, I will go through the induction pack and your assessment timeline and get the ball rolling on your assessment. It will also be a great opportunity for us to talk through any questions or queries you have.

If there is anything you need in the meantime, feel free to get in touch and we look forward to meeting with you soon!

Kind regards,

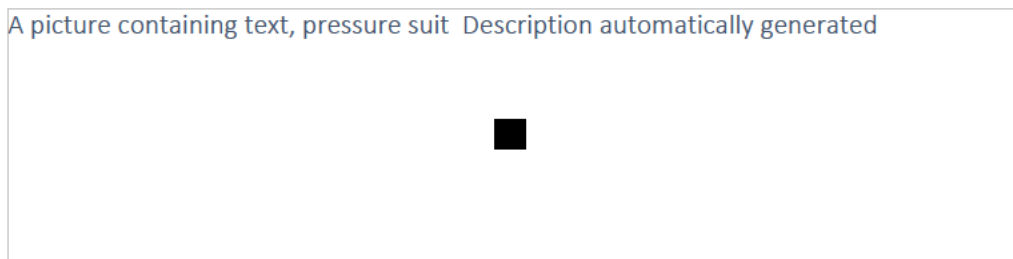
[Redacted]

[Redacted]
[Redacted]
[Redacted]

[Redacted] [Redacted]

Postal Address: LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

Online: [lgbt.foundation](https://www.lgbt.foundation) : [@lgbtfdn](https://twitter.com/lgbtfdn) : [@lgbtfdn](https://www.linkedin.com/company/lgbtfdn) : [@lgbtfdn](https://www.facebook.com/lgbtfdn)



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From: [REDACTED]
Sent: 13 March 2023 15:37
To: [REDACTED]
Cc: [REDACTED]
[REDACTED]
Subject: RE: NHS Rainbow Badge - Phase 2

Hi [REDACTED]

Hope you are well?

Just seeing if I should put a hold in the diary for any of the dates below for the assessor?

Thanks

Kind Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

disability_staff_network_AW small



LGBTQ_ID_Logo_AW small



From: [REDACTED]
Sent: 09 March 2023 17:18
To: [REDACTED]
Subject: RE: NHS Rainbow Badge - Phase 2

Hi

This is great news!

Our preferred dates are:

22nd March 1-3pm

24th March – 9.30am to 3.30pm

28th 9.30am – 12pm

29th – 9.30am to 2pm

31st 9.30am-12pm

I look forward to hearing from you,

Kind Regards

[Redacted signature]

[Redacted signature]

[Redacted signature]

[Redacted signature]

disability_staff_network_AW small



LGBTQ_ID_Logo_AW small



From: [Redacted]

Sent: 02 March 2023 14:47

Subject: NHS Rainbow Badge - Phase 2

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Good afternoon ,

Thank you for submitting your EOI for the NHS rainbow badge phase 2.

We are delighted to offer you a place as part of the 2023 cohort.

Next week you will receive an introduction email from your nominated assessor who will arrange your induction meeting and this will act as the start date for your Trust's assessment timeline.

If you would like to pre-book this so the meeting slot is held in your calendars please let me know your preferred dates/times between 13th to 31st March. These meetings take an average of 2 hours and we recommend that you have your executive sponsor present.

If there is anything you need in the meantime please feel free to get in touch with me.

Kind regards,

[Redacted]

[Redacted]
[Redacted]
[Redacted]

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Online: lgbt.foundation  [@lgbtfdn](https://twitter.com/lgbtfdn)  [@lgbtfdn](https://www.linkedin.com/company/lgbtfdn)  [@lgbtfdn](https://www.facebook.com/lgbtfdn)

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From: [REDACTED]

Sent: Wednesday, July 5, 2023 2:04 PM

Subject: LGBTIQ+ Cancer Conference

Hello,

Sharing the below opportunity that may be of interest to you / your

colleagues based on your involvement in NHS rainbow badges.

LGBTIQ+ Cancer Conference

Live Through This, supported by NHS England's LGBT Health Team is hosting a free conference on Saturday 22nd July at the Royal Society of Medicine.

The day will include interesting talks from experts in their field advancing LGBTIQ+ equity in the cancer sector. We will be hosting a broad range of patient advocates, clinical researchers, and healthcare professionals as they reflect on current barriers and potential improvements to LGBTIQ+ cancer patient experience and outcomes.

Further details on free registration can be found at the link below. Please circulate to any colleagues that may be interested:

[LGBTIQ+ Cancer Conference Tickets, Sat 22 Jul 2023 at 09:00 | Eventbrite](#)

A livestream of the event will also be available for those that cannot attend in person.

Kind Regards,

[Redacted]

[Redacted]

[Redacted]

LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

W: lgbt.foundation



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From: [REDACTED]


Sent: Tuesday, July 25, 2023 11:18 AM

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]

Subject: RE: Rainbow Badge Accreditation

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the sender and know the content is safe.

Morning [REDACTED]

No that's everything you need to submit and do for now.

Enjoy the rest of your week!



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Manchester, M1 3NJ

W: lgbt.foundation



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your system.

From: [REDACTED]

Sent: 25 July 2023 09:17

To: [REDACTED]

Cc: [REDACTED]
[REDACTED]

Subject: RE: Rainbow Badge Accreditation

Hi [REDACTED]

Thanks for this and that's fantastic news about the patient survey!!

Do we need to submit anything else to you now for the assessment?

Kind Regards

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

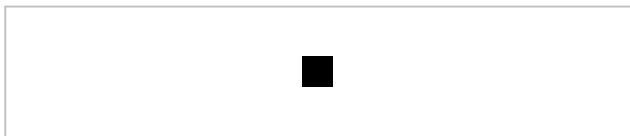
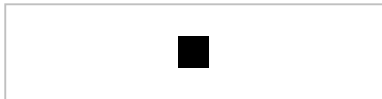
[REDACTED]
[REDACTED]

[REDACTED]

disability_staff_network_AW small



LGBTQ_ID_Logo_AW small



From: [REDACTED]

Sent: Monday, July 24, 2023 12:34 PM

To: [REDACTED]

Subject: RE: Rainbow Badge Accreditation

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Hey Laura,

I'm well thank you, how about yourself?

Yes so are you updates so far are:

Patient survey: 36 responses – this is a fantastic response and the highest from any of my Trusts

Staff survey: 358 responses

Services survey: 15 responses - 1 gynaecology, 2 perinatal/maternity, 1 laboratory/pathology, 11 from none of the options available.

Let me know if there's any help that you will need for this final week before your deadlines.

Thanks,

[Redacted signature block]

[Redacted contact information]

[Redacted contact information]

[Redacted contact information]

LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street,
Manchester, M1 3NJ

W: lgbt.foundation

[Redacted contact information]

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From: [Redacted]
Sent: 21 July 2023 12:29
To: [Redacted]
Cc: [Redacted]
Subject: Rainbow Badge Accreditation

Hi [Redacted]

Hope you are well?

I just wondered if you had an update on our accreditation up to this week?

Thanks

Kind Regards

[Redacted signature block]

[Redacted signature block]

[Redacted signature block]

[Redacted signature block]

disability_staff_network_AW small



LGBTQ_ID_Logo_AW small





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From: [REDACTED]

Sent: Monday, April 3, 2023 1:54 PM

To: [REDACTED]

Subject: RE: Induction for NHS Rainbow Badge

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Hey [REDACTED]

I've attached some documents that should be helpful for you to create some posters and information guides with.

Let me know if there's anything else you need.

Thanks,

[REDACTED]

[REDACTED]

Postal Address: LGBT Foundation, PO Box 5577, Manchester, M61 0TT

Online: lgbt.foundation  [@lgbtfdn](https://twitter.com/lgbtfdn)  [@lgbtfdn](https://www.linkedin.com/company/lgbtfdn)  [@lgbtfdn](https://www.facebook.com/lgbtfdn)

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From: [REDACTED]

Sent: 30 March 2023 17:23

To: [REDACTED]

[REDACTED]

[REDACTED]

Subject: RE: Induction for NHS Rainbow Badge

Hi [REDACTED]

Thanks for this, we all really enjoyed the session and are keen to get started.

Baring this in mind, we had a meeting with our Comms team today and we want to get working on communicating this to patients and staff.

Would you have any logos or pictures that you could send for use with our posters/information? This will help us with the design.

Thanks

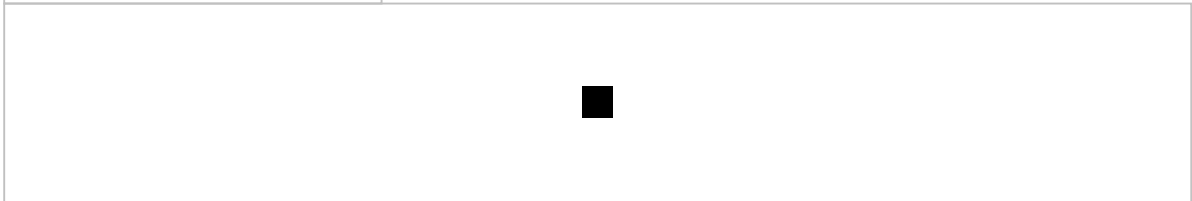
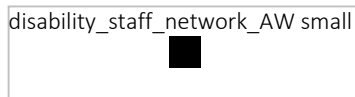
Kind Regards

[Redacted signature block]

[Redacted signature block]

[Redacted signature block]

[Redacted signature block]



From: [Redacted]

Sent: 28 March 2023 17:03

To: [Redacted]

[Redacted]

Subject: FW: Induction for NHS Rainbow Badge

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Also just a follow up from our meeting today. It was mentioned that you would like to include some contact details for the Trust into the patient

survey. This decision was to allow any patients to raise any specific concerns/feedback directly to the Trust if needed.

Please can you provide me with the contact details and I will input them into the survey.

Thanks,

[Redacted signature]

[Redacted name]

Postal Address: LGBT Foundation, PO Box 5577, Manchester, M61 0TT

Online: lgbt.foundation : [@lgbtfdn](https://twitter.com/lgbtfdn) : [@lgbtfdn](https://www.linkedin.com/company/lgbtfdn) : [@lgbtfdn](https://www.facebook.com/lgbtfdn)

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Please notify us immediately and delete the message from your system.

From: [Redacted]

Sent: 28 March 2023 16:15

To: [Redacted]

Subject: Induction for NHS Rainbow Badge

Good afternoon all,

Thank you for attending today's induction, I really enjoyed getting to talk with you all and was delighted to see how engaged you all were with the key elements of the scheme!

As promised, I have attached the induction pack we reviewed in the meeting as well as your Trust Timeline and the promotional documents I

mentioned.

Next steps;

- Policy submission Deadline: **28th April 2023**, Email policies listed and answers to Q1&2 to me - [REDACTED]
- Confirm patient and all staff survey launch dates.

Network Forums

This will be an opportunity for all NHS Trusts – those of you who joined the programme this year, and those who joined last year – to get together to share their experiences of the Rainbow Badges programme. We'll particularly focus on sharing experience and learning around this forum's topic: **Survey promotion and engagement**. There'll also be space for some open discussion (agenda attached).

We hope this will enable trusts who are starting out with their survey processes to gain insights and support from one another. My colleagues Mylo and Neen will be facilitating this session and will help answer any of your questions. Both sessions take place on **Tuesday April 11th** ;

- 11am - 12pm [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
- 2 – 3pm [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

If you have any questions or want any further clarification on anything please feel free to get in touch.

Kind regards,

[REDACTED]

.....
[REDACTED]
Postal Address: LGBT Foundation, PO Box 5577, Manchester, M61 0TT

.....
Online: lgbt.foundation  [@lgbtfdn](https://twitter.com/lgbtfdn)  [@lgbtfdn](https://twitter.com/lgbtfdn)  [@lgbtfdn](https://twitter.com/lgbtfdn)

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From: [REDACTED]

Sent: Wednesday, August 2, 2023 1:24 PM

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: Missing Evidence

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Would you be able to send it to me by 1pm on Friday?

Thanks,

[Redacted]

[Redacted]

[Redacted]

[Redacted]

LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street,
Manchester, M1 3NJ

W: lgbt.foundation

[Redacted]

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From: [Redacted]

Sent: 02 August 2023 13:22

To: [Redacted]

Cc: [Redacted]

Subject: FW: Missing Evidence

Hi [Redacted]

I'm sorry just to send this over to you but I'm not in the Trust today and it's my last day before I break up and won't be able to send the evidence.

[Redacted] – when do you need this by?

Thanks

Kind Regards

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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LGBTQ_ID_Logo_AW small



From: [Redacted]

Sent: Wednesday, August 2, 2023 1:03 PM

To: [Redacted]

Subject: Missing Evidence

This message originated from outside of NHSmail. Please do not click links or open attachments unless you recognise the sender and know the content is safe.

Hey [Redacted]

For the workforce assessment Q3 there has been no evidence provided to back up what you have said the Trust does.

Please see the information below to the question and your responses.

How does the Trust enable non-binary employees to have their identities recognised within the work environment?

Select all that apply.

- Employees are able to update pronouns on email signatures
- Employees are encouraged to use pronoun introductions within internal meetings and it is expected that these are respected if given
- Non-binary is available as a gender option on staff registration forms
-

Comments:

Pronouns are included within the LGBTQ Awareness Training, we do encourage staff to share their pronouns in meetings and to ask the pronouns of patients. We cannot evidence how widespread this practice is. The training slide deck is too large to attach, will send in email.

On our Recruitment form (NHS Account); it is a free text box and the applicant can write what their preferred option is.

On our [redacted] system, there are multiple options from a drop down menu.

For our New Starter forms, when the member of staff receives a new pack prior to them starting their role, it is a free text box as above.

For our [redacted] system it is a drop down menu and there are 3 options which are: male, female and unknown.

Can you please provide evidence to support your comments and selected options.

Thanks,

[redacted]
[redacted]
[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street,
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W: lgbt.foundation



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From: [REDACTED]

Sent: Friday, June 30, 2023 10:52 AM

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]

Subject: Reviewed Policies

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Hey,

Here are your reviewed policies.

I use a traffic light highlighting system when reviewing policies which means the following:

- **Green** – inclusive, progressive and supportive information that we like to see in policies. Great work, keep this standard up when creating future policies.
- **Orange** – slight amendments could be made to improve inclusivity for individuals/groups. Grammar and punctuation mistakes will also be highlighted in orange.
- **Red** – language and terminology that can be offensive or upsetting to read and should be removed from the document.
- **Blue** – when there is a constant repeated grammar, punctuation or word amendments needed.

Don't forget that all of my notes are suggestion and you don't have to make any amendments if you do not wish to do so.

If you would like to have a policy review meeting where we go through selected comments or all of the policies, then let me know and we can schedule something in for the end of July when I've returned from my holiday.

Thanks,

[Redacted signature block]

[REDACTED]

[REDACTED]

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From: [REDACTED]

Sent: Thursday, August 31, 2023 4:20 PM

To: [REDACTED]

Cc: [REDACTED]

Subject: Your NHS Rainbow Badge Report

| This message originated from outside of NHSmail. Please do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear [REDACTED]

I hope you are well!

I am pleased to let you know that the Trust has achieved Initial Stage in your NHS Rainbow Badge assessment. Congratulations!

I have attached your NHS Rainbow Badge Report and the resources pack.

Moving forward from the 1st September I will end my position as a [REDACTED] as I am moving on to a new role. This means that my manager [REDACTED] will be taking over my Trust's and will be your new point of contact. I have cc'd her into this email and her email address is also here: [REDACTED]

Your next step would be to book in an action plan with [REDACTED] which is a great opportunity for you to ask questions around the report and steer the meeting to your needs moving forward. Please contact [REDACTED] if this is something that you would like to arrange.

If you can also take 10 minutes to complete our exit survey that would be great! This will help us evaluate and measure the impact of the programme. [REDACTED]

It's been a pleasure working with yourself and the Trust and I wish you all the best of luck in the future!

Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street,

Manchester, M1 3NJ

W: [lgbt.foundation](https://www.lgbt.foundation)



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From: [REDACTED]

Sent: Tuesday, November 21, 2023 3:31 PM

To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Rainbow Badge accreditation

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Hi [REDACTED]

I have attached an updated copy of the Dudley's report for you.

It appears that the original report which was sent, contained the feedback and actions within the policy section from a template report.

I have replaced this section with the feedback relevant to the Dudley's policies and have updated your actions within this section to reflect your Trust's polices. It is worth noting that the Trust has done exceptionally well with regards to the trans inclusion policy!

I have also attached copies of the annotated policies for your reference.

Apologies once again for any inconvenience caused by this, and if you have any further questions or want any support as you work through the actions, please feel free to get in touch.

Kind regards,

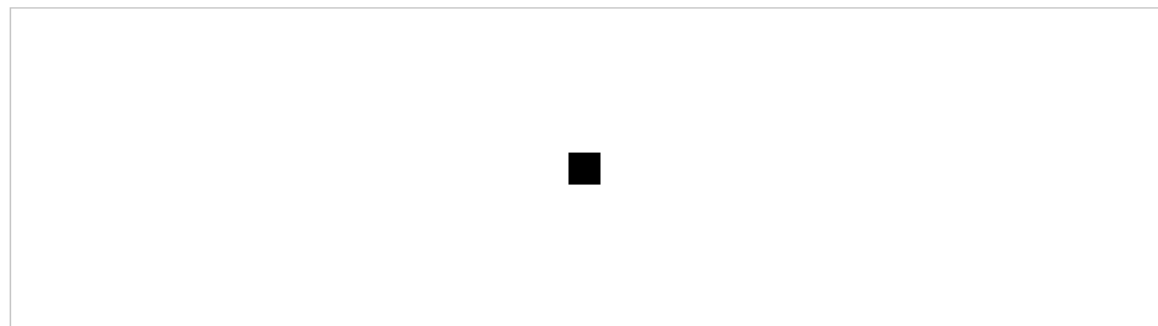
[REDACTED]

[REDACTED]

[REDACTED]

Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

W: lgbt.foundation



Reg. Charity No. 1070904 | Reg. Company No. 03476576 | VAT No. 792663881
Reg. Address: Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

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From: [REDACTED]
Sent: 21 November 2023 08:33
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Rainbow Badge accreditation

Hi Limor

Thanks for coming back to me and I will wait to hear from you,

Kind Regards

[REDACTED]

[REDACTED]

[REDACTED]

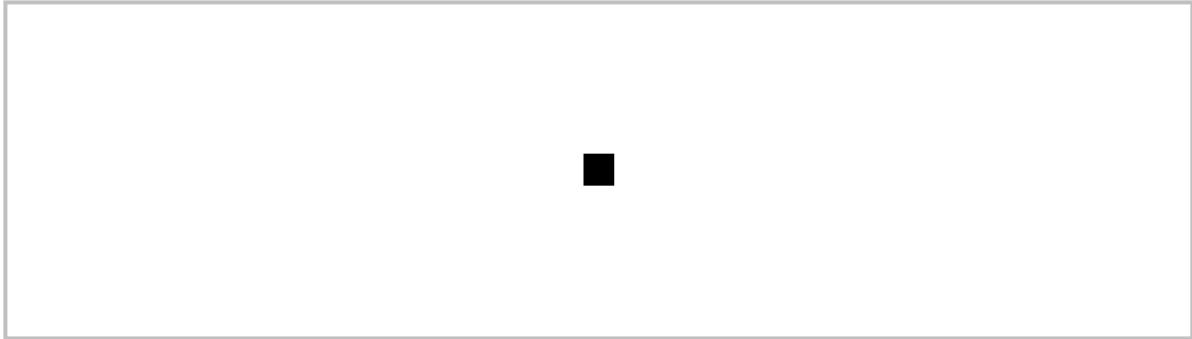
[REDACTED]

disability_staff_network_AW small



LGBTQ_ID_Logo_AW small





From: [REDACTED]
Sent: Monday, November 20, 2023 12:43 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Rainbow Badge accreditation

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Hi [REDACTED]

I'm well thanks, hope you are too.

Thank you for bringing this to our attention. I will review this further and send over a reissued report with the correct policy feedback for your Trust as soon as possible.

Apologies for any inconvenience caused.

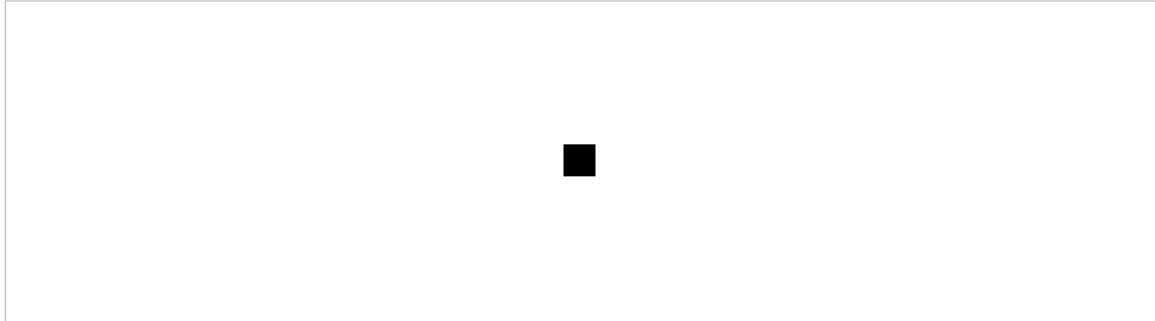
Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]
LGBT Foundation, Fairbairn House (2nd Floor), 72 Sackville Street, Manchester, M1 3NJ

W: lgbt.foundation





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From: [Redacted]
Sent: 17 November 2023 12:34
To: [Redacted]
Cc: [Redacted]
Subject: Rainbow Badge accreditation

Hi [Redacted]

Hope you are well?

We are currently working through the Rainbow Badge Assessment Report along with members of different teams we need to liaise with regarding the action plan.

It has been picked up by a member of the HR Team, whilst reviewing the report, that we cannot account for a piece of evidence in the feedback of the policies.

On page 5 it states: *The New parent support leave and policy was submitted which contains the provision for shared parental leave but unfortunately this policy was in draft format at the time of submission therefore cannot be scored. It is worth noting that the title of this policy is an excellent way to be inclusive of all new parents who wish to take leave. Further comments are detailed on this policy.*

However, looking at the evidence submitted and speaking to staff, the Trust don't have a policy of that name? Please could you look into this for me?

If you need anything further, please let me know.

Kind Regards

[Redacted signature]

[Redacted signature]

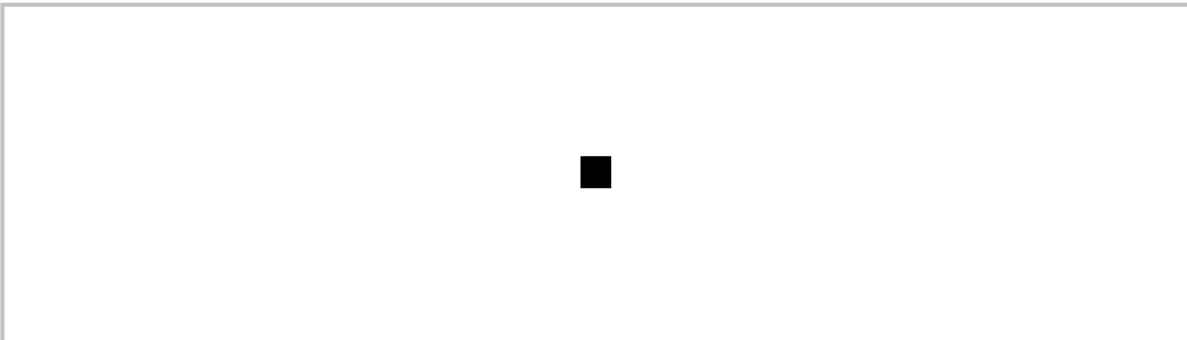
[Redacted signature]



disability_staff_network_AW small



LGBTQ_ID_Logo_AW small



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From: [Redacted]
To: [Redacted]
Cc: [Redacted]
Subject: RE: Stonewall DC Membership Invoice
Date: 11 January 2022 15:02:00
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image010.png](#)

Hello,

Before we re-new our membership can we seek some assurance from you concerning the below publication:

[Stonewall: Letter to Nursing and Midwifery Council - Woman's Place UK \(womansplaceuk.org\)](#)

Can you confirm that Stonewall's approach in itself is not discriminatory or could lead to registrants (our Organisation) being placed in positions that may mean we are in breach of our code of conduct.

Our Organisation, particularly the LGBTQ+ Network have found stonewalls support to be invaluable since we became Champions. As you can appreciate we want to make sure we have the right balance of support and affiliate with organisations our staff members and patients benefit from and can relate to.

We also would like to raise we have had quite a few different Account Managers over recent months and found contact to be difficult and sporadic. On some occasions we have struggled to make contact and found support from elsewhere. Can you also confirm this will be resolved going forward and we will have dedicated support?

Kindest regards

[Redacted signature block]



From: [Redacted]
Sent: 14 December 2021 15:53
To: [Redacted]

Cc: [REDACTED]
Subject: Stonewall DC Membership Invoice [REDACTED]

Stonewall DC Membership Invoice



Dear [REDACTED]

Please find attached your invoice for membership of Stonewall's Diversity Champions programme. We'd be grateful if you could acknowledge receipt.

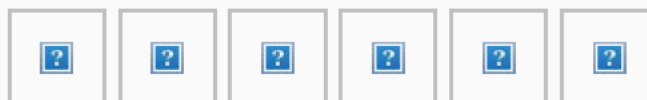
We'd also like to draw your attention to our [terms and conditions](#), which require payment to be made within 30 days of receiving the invoice.

- If this invoice has been sent to the wrong contact, please advise us via [email](#) as soon as possible of the appropriate contact
- If you require a purchase order number to be quoted and it has not been included, please [let us know](#) this number and the invoice will be amended.

For any other questions regarding the invoice, contact us by [email](#) or contact the Memberships team on [REDACTED]

Many thanks for the support you have given Stonewall through membership of our Diversity Champions programme. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Warm regards,
Stonewall Finance team



Blue DC footer



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London, EC1V 4JY
United Kingdom

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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: New Stonewall Client Account Manager
Date: 01 March 2022 10:02:13
Attachments: [image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)
[image010.png](#)

Hi [REDACTED]

Thank you for your message and it's great to hear from you.

I hope you and all the team are doing well! How have you been getting on?

I'm so sorry to hear you're having trouble getting in touch. Let me pick this up with [REDACTED] and the team today and we'll be back in touch soon to make sure you have everything you need.

In the meantime though, just to reassure you, our guidance is not discriminatory. There is some information on [our website here](#) which you may find helpful. You can also find the NMC's [response to the letter here](#).

Please could I also introduce you to [REDACTED], who is [REDACTED] line manager, and is another good point of contact for you in the team alongside [REDACTED] and myself ([REDACTED] please meet [REDACTED], who is doing incredible work at the Dudley Group NHS Trust!).

I'll let [REDACTED] and [REDACTED] come back to you around the renewal and levels of support, and if there's anything else you'd find helpful or are waiting to hear back on, please do let us know.

Best wishes,
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]



[REDACTED]
[REDACTED]

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From: [REDACTED]
Sent: 28 February 2022 15:19
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: New Stonewall Client Account Manager

Hi [REDACTED]

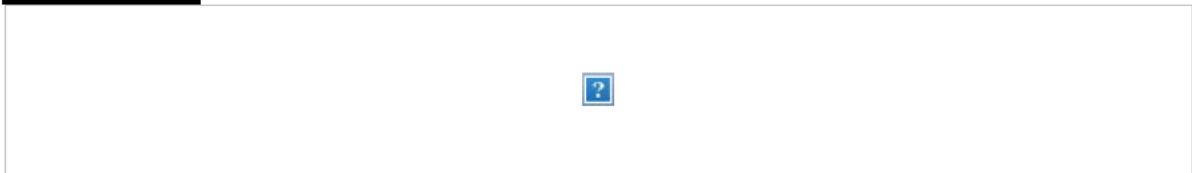
Hope you are well, it seems like a lifetime since I last spoke to you.

I'm wondering if you can help me, I'm really struggling to get contact from [REDACTED] and I'm conscious we need to renew our membership. My Organisation wanted some assurance around a letter organised by women's rights campaign group; Woman's Place UK, that had been signed by nurses and midwives (please see attached email) [REDACTED] said [REDACTED] would provide some assurance to us on the 2nd Feb, see email trail below.

I'm now more concerned about the level of contact or should I say lack of contact, we really wanted to embark on the Index next year and would like to re-new our membership but I do have concerns now on the level of support. We have had a number of client managers since I spoke to you last and had similar issues with [REDACTED] I'm sorry to reach out to you like this but you were always so helpful and committed, can you help or point me in the right direction?

Kindest regards

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]



From: [REDACTED]

Sent: 21 February 2022 14:40

To: [REDACTED]

Cc: [REDACTED]

Subject: FW: New Stonewall Client Account Manager

Hello [REDACTED]

I still haven't had an update on the below, I'm concerned we asked for this before renewing out membership so we could gain some assurance. Has our membership continued and can you provide the email to provide assurance? once we have this I can arrange payment.

Can we arrange to meet via teams soon, again I'm slightly concerned about contact, I've been chasing this since 13th January, see emails attached.

Kindest regards

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]



From: [REDACTED]

Sent: 08 February 2022 13:20

To: [REDACTED]

Subject: RE: New Stonewall Client Account Manager

Hello [REDACTED]

Have you got the response to the Women's place letter as described below, not sure if I've missed it?

Kindest regards

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]



From: [REDACTED]

Sent: 02 February 2022 15:44

To: [REDACTED]

Subject: New Stonewall Client Account Manager

Good evening [REDACTED]

I hope you are well! This a quick hello just to introduce myself and check in on how everything is going regarding your Stonewall membership.

My name is [REDACTED] and I am going to be your new dedicated client account manager at Stonewall going forward, taking over from your previous account manager [REDACTED]. I really do apologise for the lengthy transitional period. I've recently joined Stonewall but [REDACTED] did provide me with a handover regarding the work you've been doing together.

If you submitted for the workplace equality index this year, I'll be getting in touch with you soon about the WEI results (in the week commencing 7th February) and we'll then schedule a meeting between mid-March and May to deliver your feedback.

However, given the length of time it's been, I would love to prioritise an introductory call for us to meet sooner so we can further understand your goals, what you've been working on and how you would prefer to work together in future. You are more than welcome to book a meeting with me via this link:



If you're struggling to find a time that works for you, let me know and I'll see what I can shuffle around on my end.

I'll be your point of contact going forward so you do not need to wait for catchups for support, I'm always at the end of an email. I'm very much looking forward to working with you and meeting you soon.

In regard to the Woman's Place letter that was sent to you, I will be responding to that in a separate email following this one by the end of today.

If I've missed anyone off, please let me know and I'll ensure to keep them looped in. Speak soon!

All the best,





[Join us in a world where all LGBTQ+ people are free to be.](#)

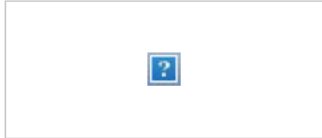


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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Stonewall Membership
Date: 25 November 2022 17 08:11
Attachments: [image003.png](#)
[image001.png](#)

This message originated from outside of NHSmail. Please do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

I hope you are doing well. It's lovely to e-meet you and the team.

By way of introduction, my name is [REDACTED] and I am your new Client Account Manager. I've been with Stonewall for over a year now, and my portfolio consists of mostly insurance, public sector, and manufacturing clients. [REDACTED]

I am really looking forward to working with you. Please do feel free to reach out to me via email whenever you would like support, and we can also set up some quarterly calls if that is helpful. Glad to see you all have access to the hub, too. If there is ever a specific resource you're looking for on there, please let me know and I can send it over to you.

Have a lovely weekend!

Best wishes,
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[Donate now to support our vision of a world where all LGBTQ communities are free to be](#)



Website: www.stonewall.cymru



[REDACTED] Stonewall Equality Ltd, 192 St John Street, London EC1V 4JY
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From: [REDACTED]
Sent: 25 November 2022 16:36
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Stonewall Membership

Hi [REDACTED]

I hope you're doing ok and you've had a good week so far?

Apologies for the delay in getting back to you- it's currently marking season at Stonewall which means capacity has been limited across the team. I'm pleased to let you know however that I have added everyone above to our contacts database and they should have access to the memberships hub next week. If anyone experiences any issues with access please do let us know.

I'm also really pleased to be able to introduce you to your new Client Account Manager [REDACTED] who I have copied in. [REDACTED] is an experienced Client

Account Manager with a wealth of knowledge on LGBTQ+ inclusion. You're in safe hands.

I'll drop [REDACTED] a separate email to arrange a meeting with [REDACTED], myself and your team in the coming weeks.

Have a good weekend.

Thanks

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: 15 November 2022 09:39
To: [REDACTED]
Cc: [REDACTED]
[REDACTED]
Subject: RE: Stonewall Membership

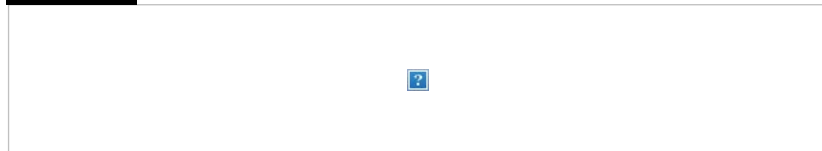
Hi [REDACTED]

Thanks for getting back to me, I am happy with the proposal below. The people copied in are the people who require access to the website along with our new Head of Equalities [REDACTED]

Can you work with [REDACTED] to book a meeting for us all to attend to talk through how we can maximise our remaining membership?

Kindest regards

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]



From: [REDACTED]
Sent: 11 November 2022 10:26
To: [REDACTED]
Cc: [REDACTED]
[REDACTED]
Subject: RE: Stonewall Membership

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Hi [REDACTED]

Thank you for being so candid about your experience of your Diversity Champions membership over the last year. I'm really sorry this has been the case for you and I understand the frustration caused by the gaps in service delivery.

I'm keen to make sure that you're able to get the most out of your membership for the remaining months you're with us, so with that in mind I'd like to propose some actions:

1. I understand the reticence of working with an account manager who you have previously had concerns about regarding service delivery. I would therefore suggest that I match you with a new permanent account manager who sits within my team for the rest of your membership- they've got a fantastic track record and I know you'd be in safe hands.
2. Once I've introduced you to your new permanent Client Account Manager, both they and myself would be happy to jump on a call with you and other key stakeholders to discuss any areas of work we can support you with over the next few months.
3. I've checked your logins for our memberships hub and it looks like currently yourself, [REDACTED] and [REDACTED] have access. If this isn't correct or needs amending please let me know who you would like to be replaced and I can update.

Any other questions in the meantime, please let me know.

Thanks

[Redacted]

From: [Redacted]
Sent: 08 November 2022 08:45
To: [Redacted]
Cc: [Redacted]
Subject: Stonewall Membership

Hi [Redacted]

Thank you for the email.

To be perfectly honest we haven't had any support from [Redacted] other than when [Redacted] chased us for our membership payment. We were unsure whether to re-new our membership this year (2022) because again last year we had no support and communication seemed very difficult. [Redacted] was our account manager during this time, [Redacted] assured us it would be different and to be honest, it hasn't been.

I doubt very much at this time that we will be renewing our membership for 2023. We have no contact from anyone at Stonewall, no catch up meetings and have limited access to the website because log in's are not given to everyone like at the employers network for equality and inclusion.

I have attached an email I sent to [Redacted] in March 2022 about these same issues with [Redacted] and [Redacted] for your information. When we first joined [Redacted] supported us and that was the best time with Stonewall, since then we haven't had a good experience at all.

We have decided we are going to embark on another LGBTQ+ assessment method in 2023 so will not be entering the index.

Kindest regards

[Redacted]



From: [Redacted]
Sent: 07 November 2022 14:35
To: [Redacted]
Cc: [Redacted]
Subject: Account Manager Update

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Hi [Redacted]

I hope you had a good weekend and your Monday is off to a good start?

I don't believe we've met yet- my name is [Redacted] and I'm a [Redacted] at Stonewall. I'm also [Redacted] line manager. It's nice to meet you.

[Redacted]

I wanted to reassure you that we will be putting measures in place with immediate effect to ensure that Dudley receive any necessary support while [Redacted] is away, and will ensure that this continues once [Redacted] returns.

In mind of this, I'd like to introduce you to my lovely colleague [Redacted] [Redacted] has a wealth of experience and knowledge on LGBTQ+ inclusion, you're in safe hands. Please reach out to them until further notice if you have any questions or support needs.

It is currently marking season at Stonewall, meaning that the team are spending a lot of time marking submissions for the Workplace Equality Index. During this period, response times to emails may understandably take longer than usual. We aim to respond to all client enquiries within five working days during this time and we appreciate your patience while waiting for a response.

I hope that's all clear, but if you have any questions you can drop [redacted] a line.

Thanks

[redacted]
[redacted]
[redacted]



[redacted]

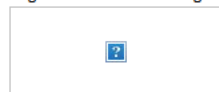
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From: [REDACTED]
Sent: 13 December 2022 11:33
To: [REDACTED]
Cc: [REDACTED]
Subject: The Dudley Group NHS Foundation Trust Diversity Champions - Renewal

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I hope that you and your team have been keeping well.

Thank you for working with us over the last year at Stonewall. I'm writing to invite you to renew your Diversity Champions membership.

It's been such a pleasure working with you and your colleagues at The Dudley Group NHS Foundation Trust this year, and I do hope you're able to renew your membership so that we can keep working together in the year ahead.

Your current Diversity Champions membership is up for renewal on 15 March 2023. [REDACTED]
[REDACTED]. Please click the link below to ensure your membership continues and The Dudley Group NHS Foundation Trust doesn't lose:

Access to good practice guides and resources

- Advice and support from our expert team
- Assistance with your Workplace Equality Index submission
- Priority discounted access to learning opportunities and events
- Stonewall Diversity Champion branding to show your commitment to LGBTQ+ inclusion

[Click here to renew your membership now](#)

If you have already completed this renewal form, thank you and we'll be in touch soon.

If you want to end your Diversity Champions membership, please email your account manager ahead of your renewal date for us to ensure your account and benefits are closed down in time.

If you have any questions, please email your account manager at

[REDACTED]

All best wishes,

The Diversity Champions Team



Stonewall Diversity Champions

■ ■ ■ ■ ■

Website: www.stonewall.org.uk

■ [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]