



## Care under the Rainbow

Online learning materials for making care homes more inclusive for older LGBT+ people.

14.05.19

Dear home manager/ senior member of staff,

You are receiving this package in the post so we can introduce you to our new learning resource, 'Care under the Rainbow' [<https://www.diversitytrust.org.uk/careunderrainbow/>]. This is a free online resource designed for promoting the inclusion of older residents who identify as lesbian, gay, bisexual and trans (LGBT+) in care and nursing homes in England and Wales. The aim of this resource is to provide managers and staff teams with tools for leading discussions and educational sessions about the importance of promoting equality between residents and of valuing diversity amongst staff and residents. We invite you to visit the website and check out the tools available online: <https://www.diversitytrust.org.uk/careunderrainbow/>

The tools include:

1. Four short films on the inclusion of LGBT+ residents – including perspectives from care home staff and managers, and perspectives from older LGBT+ adults (60+ years of age) on this topic.
2. Case studies – five case studies designed to stimulate discussion on how to provide an inclusive environment for older LGBT+ people who identify in different ways.
3. Top tips on promoting inclusion and equality in care homes for LGBT+ residents.
4. Things you can do to make your care home more inclusive for older LGBT+ residents.
5. Legal timeline highlighting key changes in equality law and policy in England and Wales.

Documents are available in English and Welsh/ Cymraeg. This resource has been co-designed by LGBT+ people with older LGBT+ people and is a collaboration between the School for Policy Studies, University of Bristol and The Diversity Trust CIC. In developing this resource, we have consulted with representatives from a wide-range of agencies including Skills for Care and Stonewall Cymru, and the messages in the tools are informed by research, recently conducted in England and Wales, on this topic.

Some ways in which you might use these tools:

- Staff team meeting – watch 1-2 of the films together and/or discuss 1-2 of the case studies to raise discussion about the importance of respect of equality and diversity among residents.
- Recruitment exercise – use one of the case studies in interviews with new staff members as a way of assessing applicants' attitudes and values.

- Induction – request new staff to view the films and read the documents online and then discuss 1-2 of the case studies together to gauge how new staff members would respond to residents from similar backgrounds.
- Continuous professional development – organise a half-day training session for all staff. Start with watching the films together, test participants knowledge of the law with the legal timeline (e.g. quick quiz) and finish with discussion of the case studies in pairs or small groups of 3-4 participants.
- Invite staff to visit the website - Place the postcard included in this envelope on a notice board in a visible place for all staff and residents to see.

We do hope you find this new resource valuable for the ongoing learning and skills development of your staff team and for supporting your team to provide an inclusive, equal environment for all residents. We would like to contact you again in six months to hear any feedback you have to share.

If you have any questions about this resource or want more information please contact Dr Paul Willis, email: [paul.willis@bristol.ac.uk](mailto:paul.willis@bristol.ac.uk) or telephone: 0117 3310640. Paul is based in the School for Policy Studies at the University of Bristol.

Kind regards,

Paul Willis, Berkeley Wilde and Wenjing Zhang  
'Care under the Rainbow' project team.

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