

What we're about

- Rainbow is open to all LGBT staff, as well as others with a real interest in our aims
- Members need not declare their sexuality, and we won't make assumptions
- We're here to support LGBT staff by sharing experiences and providing advice and guidance
- We identify training needs, undertake training and promote good practice
- We act as a consultative body, contributing to KCC policies and practices that affect LGBT staff and service users, and highlighting relevant sexuality issues
- Rainbow supports KCC by providing feedback on the LGBT community's experience of policy and practice
- We work collaboratively with KCC staff groups and diversity champions to promote good practice
- Rainbow meets at least four times a year, and produces an annual action plan

Our Principles

Members and guests of Rainbow must confirm their understanding and acceptance of these principles before attending their first meeting:

- **Confidentiality** – both of issues discussed within the group, and of others' views and contributions
- **Mutual respect** – for different points of view, experience and background
- **Commitment** – to attending meetings and making a contribution to the Forum
- **Positive participation** – to ensure constructive discussion and effective operation



Kent County Council is a member of Stonewall's Diversity Champions scheme, the national good practice forum for issues of sexuality in the workplace.

What we do

- Four full Forum meetings a year, covering a range of subjects and involving KCC and external guest speakers
- At least one additional, less formal session to assist in group learning

What we've achieved so far

- LGBT History Month - County-wide displays of books and other materials in libraries, a timeline of LGBT history, and a developing range of complementary events
- Civil Partnerships - Close working with colleagues in Registration Services leading up to the successful launch of the new ceremonies in Kent
- Development for Rainbow Members - Three-day assertiveness training, and other associated group activities
- Support to policy development - Including issues around young people and mental health



Welcome to Rainbow

Established in 2003, Rainbow Forum is Kent County Council's lesbian, gay, bisexual and transgender (LGBT) staff group.

We welcome members of the LGBT community, as well as others who have a personal or professional interest in issues of sexuality – there is no need for members or guests to declare their sexuality.

We have a dual focus:

- Internal – supporting LGBT staff, considering employment issues and working to support the diversity agenda
- External – examining policy, and providing advice on delivery, to ensure KCC's services are accessible and appropriate to all Kent residents, regardless of sexuality

This leaflet provides an overview of our activity and achievements, as well as information on how to get in touch.

Statement from the Chief Executive

"KCC is committed to promoting equality, valuing diversity in its workforce, and providing the best possible services to the people of Kent. Rainbow plays an important role in ensuring we remain well-informed about issues affecting LGBT staff and service users, and helps us in the vital task of combating prejudice. I hope Rainbow will continue to provide a supportive environment, and I expect managers to support any members of staff who wish to attend."

Peter Gilroy

Contact information

To find out more about the Rainbow Forum and how you can get involved, get in touch in confidence, using the contact information below, or see our pages on KNet.

Contacts

E-mail: rainbow@kent.gov.uk

Telephone: 01622 221744

This leaflet is available in alternative formats. Please contact 01622 221163 or e-mail: diversityinfo@kent.gov.uk

