**LGBTQIA+ LANYARD REQUEST FORM**

Cambridgeshire Community Services NHS Trust is committed to its education and awareness programme. Our aim is to increase awareness of sexuality and gender, its importance, and how that impacts on staff in their day-to-day work. We aim create a supportive, inclusive environment for all staff and put in place measures to support our staff whatever their gender or sexual orientation.

Sexuality is about a person’s feelings, thoughts, attractions and behaviours towards other people. You can find other people physically, sexually or emotionally attractive, and all those things are a part of your sexuality.  You can be attracted to one gender or multiple genders. Sexuality is diverse and personal, and it is an important part of someone’s identity.

Gender identity is a person’s understanding or experience of their own gender. It refers to our sense of who we are and how we see and describe ourselves. Gender can be fixed or fluid. Everybody has a gender identity; be it the one assigned at birth or one an individual identifies with.

CCS understands that sexuality and gender identities are expansive and do not need to be confined or conform to perceived "societal norms".  Different terms may be used to describe sexuality or gender. Fundamentally there is no right or wrong answer in collective terminology and no authority that determines boundaries of sexuality or gender, except the individual concerned. CCS stands against oppression and hate in solidarity with all minority and marginalised people and recognises the intersectionality that exists between and within these groups.  
  
**By signing this declaration, I commit to proudly wearing our** **CCS LGBTQIA+ lanyard as a reminder to our staff and service users that they can talk to me freely and without worry about their sexuality and gender identity, and I pledge to;**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

For example: ***I pledge to provide a safe space for people to share and express their identity,***

***I pledge to continue to educate myself about the community - the joy, pride and the challenges that face this minority group.***

***or I will talk to and share resources with*my*colleagues to educate them on*the*needs of the LGBTQIA+ community.***

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| --- | --- | --- | --- |
| **Full Name:** |  | | |
| **Position:** |  | **Service & Locality:** |  |
| **Signature:** |  | **Date:** |  |
| **Base Address** (to send lanyard) |  | | |

**Please delete as appropriate** \*I do/do not given consent for my pledge to be published (intranet, internet, internal comms, social media) and would like my name to appear/to be anonymous.   
**RETURN FORM TO: solitaire.adams@nhs.net**