



EVIDENCE REVIEW SHEET

Review of your evidence of meeting the standard and indicators in this section of the Rainbow Flag Award.

School: Sir John Talbot's School

| Evidence Number | Comments |
|-----------------|---|
| 1 | <p>Unconscious Bias Training and Evidence</p> <p>Thank you for including this evidence towards the Skilled Teacher section of your Rainbow Flag Award. I can see the benefit of combining the unconscious bias training with the LGBT+ awareness training; however, I do have a few questions and suggestions. I wonder if doing LGBT+ awareness training first would have helped your staff to fully understand the unconscious bias that young LGBT+ people face, as well as the broader challenges of discrimination and marginalisation. Starting with LGBT+ identities could provide a foundational understanding of the issues specific to the LGBT+ community, which could then be complemented by the unconscious bias training to deepen awareness and foster more inclusive practices. I would also be interested to know if all staff members were present for the training, or if it was just class-based staff, as a whole-school approach is essential for schools to be fully inclusive. Additionally, I wonder how much time was allocated to each section. Although your staff show that they understand the correct terminology, do they feel they had enough time to fully understand and discuss the elements of LGBT+ identities being taught, and how to implement them into their practice?</p> |
| 2 | <p>CPD</p> <p>It is great to see that three staff training days have been allocated to equality and diversity. I would be very interested to find out what the topic for the next training day will be.</p> |
| 3 | <p>Staff Feedback</p> <p>It is a good sign to see that your staff found the training useful and that they are now more confident in using the correct terminology for LGBT+ identities. It is also very pleasing to see that you have a staff member who has altered their email signature to include the 'working towards the Rainbow Flag Award' and a member of staff who has their pronouns on their email signature.</p> |

4

Reporting LGBTphobia

While encountering instances of LGBTphobic behaviour is unfortunate, it's encouraging to see that your pupils feel comfortable discussing them with staff members, who then record them.

I would recommend that your staff provide as much detail as possible about these instances, including any consequences or conversations that occur, as well as the support offered to the victim. This will enable you to track patterns of behaviour and responses more effectively and tailor interventions accordingly.

Additionally, I would suggest separating homophobic and transphobic behaviours, as these are distinct aspects of identity and may require different approaches to address effectively. By distinguishing between the two, you can ensure that interventions are precisely tailored to address the unique challenges faced by individuals targeted based on their sexual orientation or gender identity.

5

Display

Your display has lots of relevant information and covers all aspects of LGBT+ identities. I particularly like the addition of the LGBT+ inclusive books for your young people to choose from.

6

LGBT+ History Month

This email, along with the suggestions for promoting LGBT+ History Month among your staff, is a fantastic initiative. It serves as a constant reminder to all teachers about the significance of LGBT+ inclusion and provides them with practical ways to contribute during this event based on their confidence and awareness levels. Implementing these suggestions will not only foster a more inclusive environment within your school but also demonstrates your commitment to celebrating diversity and supporting your LGBT+ young people.

7

Staff Using Positive Language

It's wonderful to see that some of your staff are gaining confidence in using LGBT+ terminology and integrating it into their lessons. Have you thought about compiling examples of how this terminology has been effectively utilised? Sharing these instances during future LGBT+ inclusion training could further emphasise the simple yet impactful ways lessons can become more inclusive.

Comments, overall feedback and recommendations going forwards:

Thank you for your time and effort in providing this evidence of your school's journey towards LGBT+ inclusion as part of the Rainbow Flag Award. Your commitment to staff training is commendable. It's evident that your school is taking important steps towards fostering a more inclusive environment for all students and staff members. The positive feedback from staff members regarding the training sessions and their willingness to implement changes, such as altering email signatures, indicates a positive shift in the school culture towards greater inclusivity.

Moving forward, I would recommend considering the order in which training occurs, such as starting with training on LGBT+ identities before introducing additional sessions. This approach could provide a more comprehensive understanding of the challenges faced by LGBT+ individuals and help in embedding inclusive practices effectively. Additionally, ensuring that all staff members, including support staff, across various departments and levels, participate in training sessions will promote a consistent and cohesive approach to LGBT+ inclusion throughout the school. I would also encourage staff members to provide more detailed reports of instances of LGBTphobic behaviour, including the actions taken and support offered to victims; this will facilitate better tracking of patterns and the effectiveness of interventions.

To further enhance your school's LGBT+ inclusion efforts, it's recommended to continue providing regular training sessions on LGBT+ inclusion to all staff members, focusing on both awareness-building and practical strategies for creating inclusive spaces. Implementing mechanisms such as surveys, focus groups, or feedback forms for regularly evaluating the effectiveness of inclusion initiatives and gathering feedback from students, staff, and parents to inform ongoing improvements will further solidify your commitment to promoting diversity and inclusion within your school community.

In conclusion, with continued dedication and strategic enhancements, your school can further strengthen the inclusivity of your school environment, ensuring that all students feel valued and supported. Thank you once again for your efforts towards promoting diversity and inclusion within your school community.

| Indicators | Met? |
|--|--------|
| At least two staff have attended all elements of the Rainbow Flag Award starter training with their delivery organisation. We strongly recommend that this includes one member of the SLT. | Met |
| Effective LGBT+ inclusion training has been cascaded to the wider staff team, including non-teaching staff. | Likely |
| Staff can confidently and consistently recognise and appropriately challenge LGBTphobia, supported by organisational systems for recording and reporting such incidents. | Met |
| Staff are confidently using appropriate and positive terminology for LGBT+ people and identities. | Met |

“Skilled Teacher” section award approval: Yes

Organisation: The Proud Trust

Initials: SM Date: 25th April 2024