



EVIDENCE REVIEW SHEET

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

School: Stevenage Education Support Centre

Evidence Number	Comments
Summary	<p>Several training sessions have been held to develop staff understanding, awareness and skills to help create a more inclusive environment within the Centre. A staff survey has also been sent out to determine how effective the training has been and staff confidence, as well as to try and identify any areas of weakness or concern within the Centre. Work has also been done on the Centre's incident reporting system to ensure that there are adequate categories to allow staff to better report incidents of LGBTphobia within the Centre.</p>
1	<p><i>Initial INSET Training</i> It's good to see that some of the information taken from our original training has been used here and built upon to cover the responsibilities and expectations of SESC staff. We usually suggest that you include some thoughts or feedback from the staff who trained the initial Rainbow Flag Award training here too, but it is evident from this presentation that you did attend. This is a great resource, so do revisit it in future training and with new inductees (meets Indicators 1 and 2).</p>
2	<p><i>INSET Attendance sheet</i> This supports the evidence above in that all your staff have had the initial training cascaded to them (meets Indicator 2).</p>
3	<p><i>Post-training Email</i> This is strong evidence that your staff benefited from the training, and that you are keen to keep the learning active through sending out further resources to support colleagues (meets Indicators 2 and 4).</p>
4	<p><i>Staff Evaluation Surveys</i> It's great to see that staff overall have benefited from the training and are also open to further training. Your colleagues have demonstrated that they are more confident in identifying instances of HBT bullying and are familiar with how to report it. They also seem more confident in their use of LGBTQ+ appropriate language and terminology. (Meets Indicators 2, 3 and 4)</p>
5	<p><i>CPOMS report</i> This piece of evidence demonstrates that you have a clear reporting system for any HBT-related incidents. Staff have demonstrated that they can manage the situation in the moment as well as in the longer term. (Meets Indicator 3)</p>
6	<p><i>RSE Inclusive Toolkit training</i> It's so exciting to see that you have already managed to implement some training regarding the RSE inclusive toolkit and resources! This is a great way to carry on the conversation with your colleagues and to build on their confidence (meets Indicators 2 and 4).</p>
Future plans	<p><i>An audit of LGBTQ+ inclusion in the classroom and curriculum will be carried out at a later date this year to assess how staff are including LGBTQ+ in their lessons and subjects/curriculum. Possible future will be held to address areas that staff would like future training on. A policy has also been written, and will be assessed for implementation, to help reinforce and highlight the Centre's stance and inclusive practices.</i></p>

Comments, overall feedback and recommendations going forwards:

This a very encouraging and positive first submission from Stevenage Education Support Centre! You have taken much of the information from the initial training you received and built a brilliant training programme for your own staff teams. Colleagues have clearly benefited from this and have been able to demonstrate that they are comfortable with using LGBTQ+ inclusive language, as well as being able to challenge any homophobic, biphobic or transphobic behaviours at the Centre. You have taken this further by introducing the inclusive toolkit training too which is fantastic to see. Make sure you include this evidence when you submit your Inclusive Curriculum section.

Overall great work and we look forward to reading your future submissions!

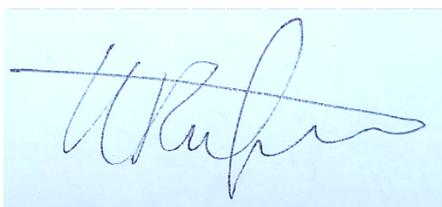
<u>Indicators</u>	<u>Met?</u>
<ul style="list-style-type: none">• At least two staff have attended the one-day course “LGBT+ Inclusion in Secondary Schools and Colleges”. We strongly recommend that this includes one member of the SLT.	Y
<ul style="list-style-type: none">• Effective LGBT+ inclusion training has been cascaded to the wider staff team, including non-teaching staff.	Y
<ul style="list-style-type: none">• Staff can confidently and consistently recognise and appropriately challenge LGBTphobia, supported by organisational systems for recording and reporting such incidents.	Y
<ul style="list-style-type: none">• Staff are confidently using appropriate and positive terminology for LGBT+ people and identities.	Y

“Skilled Teacher” section award approval: Yes

Filled in by: K. Perfect

Organisation: The Kite Trust

Signed:



Date: 9th February 2022