



EVIDENCE REVIEW SHEET

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

School: Westcliff Primary Academy

Evidence Number	Comments
1. School Uniform Policy	Removing the gender specific references in relation to uniform items is great, and the removal of photos with a 'girl' wearing girls uniform and 'boy' wearing boys uniform items also avoids stereotyping, and assumptions. The inclusion of the 'protected characteristics' statement helps to confirm your stance on equality. (I've made a recommendation, but it's not an expectation, the policy passes as it is.)
2. Policy for PHSE/RHE	Great policy. The section on equality in particular makes it very clear you are an LGBT+ inclusive school, for students and staff, and parents.
3. Teacher Statement	Great feedback from the teacher in terms of their realisation of how gender specific language and instructions can affect a child's experience in school if they identify as nonbinary or are exploring their gender.
4. Ant-Bullying Policy	Your school stance on inclusivity shows in this policy. Homophobia, Biphobia and Transphobia are stated as forms of bullying, and it's great that you have Ant-Bullying Ambassadors in year 6. Great that you also involved pupils in the development of this and supported them to produce a 'child friendly version'.
5. Jigsaw Curriculum	Really good information document to use as a framework to guide the school's curriculum, and policy considerations.

Comments, overall feedback and recommendations going forwards:

Just a tip: No need to action, I don't want to make work for you. It might be worth listing what the 'protected characteristics' are in the uniform policy, so parents are very clear what is meant by that, which is also a declaration of your commitment to inclusivity as a school.

Your submissions are great, I can see you have worked really hard to achieve all that you have done so far. I had a look at Jigsaw website, I see there are downloadable resources and session plans, I haven't come across this organisation before, thanks for sharing 😊

<u>Indicators</u>	Met?
<ul style="list-style-type: none">• Inclusive policies are written and published that reflect a commitment to robustly combat LGBTphobia and create an LGBT+ positive learning environment, in line with legal, statutory and moral obligations.	Yes
<ul style="list-style-type: none">• LGBT+ inclusive policies have been comprehensively and effectively shared with the staff team, understood and implemented.	Yes

“Effective Policies” section award approval: Yes

Filled in by Nina Beavers..... Organisation ..URPotential....

Signed...*Nina Beavers*..... Date...25.5.2023.....