



EVIDENCE REVIEW SHEET

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

School: Bowhill Primary School (amended Jan 2024)

Evidence Number	Comments
1	<u>Bowhill Primary School Website:</u> A link to the school's website providing information about the Rainbow Flag Award. At the bottom of the page, you will find signposting and referral links to appropriate local LGBT+ youth organisations.
2	<u>Poster:</u> Photo of a poster signposting students to appropriate staff and appropriate local LGBT+ positive organisations.
3	<u>Lanyards:</u> Staff wear rainbow lanyards so the children know who they can speak to about anything LGBT+.
4	<u>CPOMS Log:</u> The log indicates that the school supports parents when their children have been talking about anything LGBT+ and offered support where necessary.
5	<u>Light Switches:</u> A nice touch promoting the Rainbow Flag Award beside the light switches and reminding students love is love. This also reminds the children they are in a safe space.
6	<u>Email from PSA Pastoral Support:</u> Email to all teachers stating pastoral support available to students covering a range of topics including gender identity and sexual orientation. Teachers can refer students to the parent support and deputy designated safeguarding lead.
7	<u>Staff Statement (additional evidence):</u> New Deputy Head is aware of the school's commitment to the RFA and is aware that being LGBT+ in itself is not a safeguarding issue and is comfortable to support LGBT+ students and those who "come out" by proxy.

Comments, overall feedback and recommendations going forwards:

A good submission, but unfortunately you have not quite met all of the indicators.

It is good to see that the school advertises their involvement with the Rainbow Flag Award on the school website with links to appropriate local LGBT+ youth positive organisations.

The rainbow lanyards and a poster signposting students to appropriate staff is visible for children to see who they can talk to about anything LGBT+. Teachers are made aware of the pastoral support available to the children by the parent support and deputy designated safeguarding lead.

Moving forward, we would like to see evidence staff are comfortable to support children that come out by proxy through having LGBT+ siblings, parents, or other family members or friends. In addition, we would like to see evidence that staff and students are aware that being LGBT+ in itself is not a safeguarding issue, this can be done in the form of a case study if a staff member has provided this type of support or a testimonial to explain that they would know how to support if not.

Once you have provided that, we will be happy to pass this section. If you could provide this by Friday 10th November that would be great.

25/01/24:

Thank you for this additional evidence. You have now been awarded this section and have successfully achieved the full Rainbow Flag Award. Congratulations!

<u>Indicators</u>	<u>Met?</u>
• Staff are comfortable in offering 1-2-1 support to students wishing to discuss sexual orientation and/or sexuality.	Yes
• Staff are comfortable in offering 1-2-1 support to students wishing to discuss gender identity.	Yes
• Staff are comfortable to support children that “come out by proxy”, through having LGBT+ siblings, parents, other family members, or friends.	Yes
• Staff make themselves visible as LGBT+ allies and are open to reports of LGBTphobic incidents.	Yes
• Staff and students are aware that being LGBT+, in itself, is not a safeguarding issue.	Yes
• Signposting and referral links have been made to appropriate local LGBT+ youth positive organisations.	Yes

“Pastoral Support” section award approval: **Yes**

Initials: DL & DW

Organisation: Intercom Trust

Date: 25/01/2024