

## School LGBTQ+ Inclusivity checklist

School name:

Date of Assessment:

<b>Online inclusivity</b>	Scoring system	Score achieved
Staff online profiles include pronouns	Y= 1 point   0=points	
Inclusive statement and / or LGBTQ+ flags or symbols on website	Rate 0-5	
Social media posts include LGBTQ+ inclusion during relevant dates (such as Pride month)	Rate 0-5	
Prospectus and any other printed materials include LGBTQ+ info, flags, or symbols	Rate 0-5	
<b>Paperwork</b>		
Facility to update/amend name and pronouns informally	Y= 1 point   N = 0 points	
Register includes chosen name	Y= 1 point   N = 0 points	
Facility to update ID card with chosen name (termly)	Y= 1 point   N = 0 points	
<b>Policies</b>		
Anti-bullying policy - includes a clear process to report HBT incidents	Y= 1 point   N = 0 points	
Pupils are aware of and confident to report	Rate 0-5 via pupil survey	
Gender neutral language throughout all policies	Y= 1 point   N = 0 points	
Inclusive gender-neutral uniform policy	Y= 1 point   N = 0 points	
Choice in clothing style to minimise dysphoria	0-Rate 0-5	
<b>School environment &amp; facilities</b>		
Single cubicle toilets to be gender neutral	Y= 1 point   N = 0 points	
Suitable changing room facilities	Rate 0-5	

Visible statement and / or LGBTQ+ flags or symbols in spaces / windows / displays etc	Rate 0-5	
<b>Curriculum</b>		
LGBTQ+ focused assemblies	0-Rate 0-5	
LGBTQ+ inclusive PSHE lessons	0-Rate 0-5	
LGBTQ+ literature in school library	0-Rate 0-5	
<b>Pupil support</b>		
Mental health workers available to all pupils	Y= 1 point   N = 0 points	
Does the school have an LGBTQ+ forum / group?	Yes   No (for info only - not rated)	
<b>School staff</b>		
Staff wearing pronoun badges	Y= 1 point   N = 0 points	
Staff sharing their pronouns as part of the welcome greeting	Y= 1 point   N = 0 points	
Relevant staff wearing rainbow lanyards	Y= 1 point   N = 0 points	
School staff listening to pupils	Pupil survey	
Gender neutral language used	Rate 0-5 via pupil survey / lesson observation	
Have all staff received LGBTQ+ awareness training? If Yes - how recent was the training?	N = 0 points Last year = 5 points 2 years ago = 4 points 3 years ago = 3 points 4 years ago = 2 points 5 years ago = 1 point More than 5 years = 0	

<p>LGBTQ+ staff role embedded rather than just 1 person's 'interest':</p> <p>How does your school allocate the LGBTQ+ role? (ratio of staff to pupils... 1 per year ideal)</p>	<p>Rate 0-5</p>	
<p>How would they handle a HBT-phobic incident? Record response</p>	<p>Rate: Excellent (5)   good (4)   ok (3)   needs improvement (2)   needs critical improvement (1)   No response given (0)</p>	
<p>Scenario: a YP approaches you and says they think they may be queer – how would you respond? Record response</p>	<p>Rate: Excellent (5)   good (4)   ok (3)   needs improvement (2)   needs critical improvement (1)   No response given (0)</p>	
<p>How does the school respond to challenges regarding their LGBTQ+ activities and inclusivity?</p>	<p>Rate: Excellent (5)   good (4)   ok (3)   needs improvement (2)   needs critical improvement (1)   No response given (0)</p>	
<p><b>TOTAL SCORE</b></p>		