Session 8: Winning over Staff and Parents

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Starting points.....

“Some men see things as they are and say why? I see things as they could be and say why not?”

Robert F Kennedy.
Resistance is futile........
Expect the best but prepare for the worst........
The things people say:-

No problem here.....

They are too young.....

What about other people's safety?
Your survival toolkit....

• Confidence
• Knowledge base
• Equality Framework and legislation
• Somewhere/someone to signpost to/offload onto
• Moral purpose and conviction
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Empowering LGBT staff at Newham College

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Introduction

- Large FE college based in East London
- Strategic vision is a learning and skills revolution leading to resilient, high achieving, prosperous residents, and employers.
- Staff: 3.1% LGB –
  - 2.8% teaching staff
  - 3.6% support staff
- Straight Allies programme
- Established LGBT employee group since 2008
Current challenges

- Name calling
- Underhand comments or references
- Open challenges – trying to undermine
- Comments made whilst in a group in corridor
- Trying to disrupt the lesson
Strategies

- Setting boundaries
- Leading from the top
- Zero tolerance
- Using inclusive examples
- Challenge behaviour earlier on and educating
- Training staff to challenge
- LGBT employee group – support
- LGBT mentoring
Creating an inclusive environment

- Whole college approach
- Enrichment activities
- Creating a safe environment
- Inclusive of everyone
- Visibility at the top
- Posters
- Straight Allies
- Robust policies – explicit about what constitutes homophobia/biphobia and transphobia
Learners are highly respectful of one another. They learn from and contribute to the very diverse cultural experiences and values they experience in college.

The culture of the college is highly inclusive

Equality of opportunity and respect for diversity permeates the college environment.
How have we engaged non-LGBT staff?

- Training
- Straight Allies programme
- High profile of LGBT group
- LGBT intranet page
- Managing diverse workforce training
Mandatory E & D training for all staff – refresher every 3 years. Training covers key topics:
- Effect of discrimination on victims
- Unconscious bias
- The power of speaking up and challenging – [https://www.youtube.com/watch?v=XQKGigb5l28](https://www.youtube.com/watch?v=XQKGigb5l28)
- Gendered Intelligence delivered training to all staff
- Challenging behaviour in classroom training
- LGBT Challenging behaviour training
- Advanced Practitioner for Equality & Diversity
Straight allies
How do we support our LGBT staff?

- LGBT employee group – partnership with UEL
- Visibility of Straight Allies
- Raising awareness – events/enrichment/tutorials
- Inclusive language on policies
- Commitment from the Principal
- Challenging behaviour and comments
- Supportive managers
- Secular policy
- Role model
Future plans

- Working and educating parents
- Looking at achievements of LGBT students and holding Heads of School to account
- Developing the partnership with UEL

Dear Past, thank you for all the lessons.

Dear Future, I am ready!!!
THANK YOU
Q&A
Lunch will now be served in the