

Ofsted

<b>General</b>	Include dates throughout so that we know the events / initiatives that you reference took place within the timeframe for questions.
<b>Section 1</b>	<b>1.1</b> in your description of the process make clear how it scrutinises policies to make sure they are LGBT inclusive and add previous outcome if there has been one. <b>1.2B+D</b> language is outdated and potentially harmful and there is no explicit example of transphobia. <b>1.2C</b> as per guidance this should demonstrate a zero-tolerance approach to homophobia <i>and</i> biphobia and include explicit examples of what both of these could look like in the workplace. Best practice is in our Policy Toolkit. I'm happy to separately discuss the benefits of <b>1.6</b> – it's important these are explicitly communicated.
<b>Section 2</b>	<b>2.1</b> good – make sure evidence is clear, include the full statement for B. <b>2.2</b> make sure the training evidence you upload covers sexual orientation and gender identity. <b>2.7A</b> not within timeframe. Perhaps answer 'yes' to <b>2.8</b> and make clearer how network members are encouraged to record network activity in their development plan and if managers are encouraged to actively bring this up. <b>2.9</b> describe further – does everyone get an exit interview and ensure your answer is LGBT specific.
<b>Section 3</b>	<b>3.3D</b> describe any outcomes of consultation. <b>3.4</b> all – provide dates so we know it's 'in the past year'. <b>3.4C</b> make clear this was Network led, it reads like it was a Bristol city event. <b>3.4D</b> good description, transcription not needed in this context. Provide exact date in September 2018. <b>3.4</b> all – dates including year. <b>3.6B</b> – answer doesn't show how it promotes network as being inclusive of LGBT people with multiple identities.
<b>Section 4</b>	<b>4.4C</b> explicitly describe the trans equality awareness aspect of this webinar.
<b>Section 5</b>	<b>5.4</b> please include dates. <b>5.4A+B</b> I recommend including the text from Sean Harford's messages so we can see they are strong messages on sexual orientation and trans equality.
<b>Section 6</b>	No particular comments
<b>Section 7</b>	No particular comments
<b>Section 8</b>	<b>8.2</b> all – include dates (e.g. LGBT History Month February 2019). [...]
<b>Section 9</b>	No particular comments
<b>Section 10</b>	No particular comments

Max Word Count: 500

Please note any comments written here do not guarantee the organisation will receive marks for the specified questions or sections. They have been written to guide your submission to the Workplace Equality Index 2020 through clarifying criteria.