

BEFORE session						AFTER session						One thing you will implement from this session	Overall rating of session: scale of 1-10	Gender	Ethnicity	Age group	Big local
Understanding of GI and sexualities	Understand why it is important for inclusivity	Confident how to create inclusivity	Confident challenging HBT-phobia	BEFORE Total rating average	Understanding of GI and sexualities	Understand why it is important for inclusivity	Confident how to create inclusivity	Confident challenging HBT-phobia	AFTER Total rating average	Difference following training							
3	5	4	5	4.25	5	5	5	5	5.00	0.75		10	Cis Female	Black British Caribbean	45-54	Yes	
2	2	3	3	2.50	5	5	5	5	5.00	2.50		8	Cis Female	Black British Caribbean	16-24	No	
4	3	2	1	2.50	4	3	3	2	3.00	0.50		6	Blank	Black British Caribbean	25-34	No	
3	3	3	3	3.00	4	4	4	4	4.00	1.00	Help promote a positive environment	8	Cis Female	Black British Caribbean	25-34	No	
3	2	5	3	3.25	2	2	4	3	2.75	-0.50		5	Cis Male	Black British African	25-34	No	
4	3	3	4	3.50	4	4	3	3	3.50	0.00	Being able to continue to listen & refer if appropriate at the appropriate time. Where I felt comfortable that it was safe to do so	7	Cis Male	Other ethnic background	45-54	No	
4	4	3	3	3.50	4	4	4	3	3.75	0.25		7	Cis Male	Black British other	Blank	No	
1	5	1	5	3.00	3	5	2	3	3.25	0.25	Think about making my organisation more inclusive. Using different resources / Stonewall poster	7					
3	4	3	3	3.25	4	5	5	5	4.75	1.50	An awareness of use of language & to challenge / educate others when needed	9	Cis Female	Black British Caribbean	45-54	No	
3	4	3	3	3.25	4	5	4	5	4.50	1.25	An organisational no HBT tolerance policy - and leading with a little more understanding of how to make things better	9	Cis Female	White Other	35-44	Yes	
4	5	4	4	4.25	5	5	5	5	5	0.75	Beign more aware of heteronormativity in my own language	10	Cis Female	White British	25-34	Yes	
3	3	3	2	2.75	4	5	5	4	4.5	1.75	To make sure everyone is inclusive into everything and make sure that there is a clear understanding of LGBTQ	10	Cis Female	Black British Caribbean	25-34	Yes	
4	5	4	4	4.25	5	5	5	4	4.75	0.5		9	Cis Female	White British	16-24	Yes	
4	4	4	4	4	4	4	5	4	4.25	0.25	LGBTQ+ history month awareness & Equalities Act!	9	Cis Female	White Other	16-24	Yes	
5	5	4	3	4.25	5	5	5	4	4.75	0.5	Include more LGBT characters in games & shows	9	Cis Female	White British	25-34	Yes	
3	3	2	4	3	4	4	4	4	4	1		8	Blank	Blank	Blank	Yes	
5	4	3	5	4.25	5	5	5	5	5	0.75	Making the workplace more visibly LGBT friendly. Implementing projects during LGBT history month. Challenging HBT phobic language	10	Non-Binary	White British	25-34	Yes	
2	2	2	2	2	4	4	4	4	4	2	Try to be more aware of any issues. Have time to listen if anyone wants to talk about issues	9	Cis Female	White British	65+	Yes	
4	5	3	3	3.75	5	5	5	5	5	1.25	The sharing of my training with others	10	Cis Female	Mixed White & Asian	25-34	Yes	
2	2	1	1	1.5	4	5	4	4	4.25	2.75	How important it is to keep everyone feeling comfortable at (centre name)	7	Cis Male	Chinese	25-34	Yes	
3	4	3	4	3.5	5	5	4	5	4.75	1.25	Get more posters to help instigate conversations	9	Cis male	White British	35-44	Yes	
5	5	5	5	5	5	5	5	5	5	0	More visual LGBT info around the centre	9	Blank	Black British African	45-54	Yes	
5	5	3	5	4.5	5	5	4	5	4.75	0.25	Being open to discuss LGBTQ questions whether they cross over to religious beliefs or not	10	Cis Male	Black British Caribbean	35-44	Yes	
4	5	4	4	4.25	5	5	5	5	5	0.75	Create a more visually inclusive environment at the centre	9	Cis Male	White British	25-34	Yes	
4	3	2	2	2.75	5	5	5	4	4.75	2	My understanding of lgbtq+ inclusivity & why it is so important for everyone to feel comfortable	10	Cis Female	Black British Caribbean	16-24	Yes	
3	5	3	3	3.5	5	5	5	4	4.75	1.25	Spreading the message of LGBTQ community	10	Cis Female	Mixed White & Asian	16-24	Yes	
2	5	3	3	3.25	5	5	5	5	5	1.75	I am going to implement this in my display for SenTalk. My resources for both parent workshops & children work	10	Cis Female	White British	16-24	Yes	
3	4	3	4	3.5	5	5	5	5	5	1.5		10	Cis Female	White British	25-34	Yes	
4	5	3	3	3.75	5	5	5	5	5	1.25		10	Blank	Blank	Blank	Yes	
5	5	4	5	4.75	5	5	5	5	5	0.25	The information I've gained when supporting & helping to facilitate within the role play in FreeB	10	Cis Female	White Other	35-44	Yes	
3	5	4	2	3.5	4	5	5	4	4.5	1	Posters. Group discussion	10	Cis female	Blank	35-44		
5	5	5	5	5	0	0	0	0	0	0	(Boxes not filled in exclude data as can not compare)	9	Cis female	Gypsy, Traveller or Irish Traveller	35-44		
4	5	3	1	3.25	4	5	4	3	4	0.75		10	Cis female	Gypsy, Traveller or Irish Traveller	16-24		
3	5	1	5	3.5	2	5	4	5	4	0.5	more posters	10	Cis male	Black British Caribbean	25-34		
4	3	3	3	3.25	5	4	4	4	4.25	1	Challenging comments to make LGBTQ the norm. Changing my language to cover more equality	8	Cis Female	White British	35-44	Yes	
3	5	3	3	3.5	4	5	5	4	4.5	1	A review of our policies to ensure inclusivity and website	10	Cis Female	White British	25-34	No	
4	5	3	3	3.75	5	5	4	4	4.5	0.75	To become more aware of my own understanding and communication of LGBT issues to students and staff within the Baked Bean Company	9	Cis Female	White Other	16-24	Yes	
3	5	2	4	3.5	5	5	5	5	5	1.5	Understanding and tolerance, discussion with clients / students	10	Cis Male	White British	45-54	No	
3	5	3	5	4	5	5	4	5	4.75	0.75	Standing up to negative comments to the LGBTQ+ community if I should hear them	10	Cis Male	White British	25-34	Yes	
5	5	5	5	5	5	4	5	5	4.75	-0.25		8	Cis Female	Asian British - Other	45-54	Yes	
3	5	2	3	3.25	5	5	4	3	4.25	1		9	Cis Male	White British	25-34	Yes	

3	5	3	3	3.5		5	5	5	5	5	1.5	More posters. Be more aware of people's comments and confident to discuss this with them.	10	Cis Female	White British	55-64	Yes
2	5	3	3	3.25		5	5	5	5	5	1.75		9	Cis Male	White British	35-44	Yes
4	5	3	3	3.75		5	5	4	4	4.5	0.75	Put up more posters in classroom. Prepare a lesson for LGBT History month.	10	Cis Female	White British	65+	Yes
4	5	2	2	3.25		5	5	5	4	4.75	1.5	Poster in our office	10	Cis Female	White British	55-64	Yes
4	4	4	4	4		4	4	3	4	3.75	-0.25		10	Cis Female	White Other	35-44	Yes
4	3	3	1	2.75		4	4	4	2	3.5	0.75		10	Blank	White Other	25-34	Yes
5	5	5	4	4.75		5	5	5	4	4.75	0		10	Cis Female	White British	35-44	Yes
3	3	3	3	3		5	5	5	5	5	2		9	Cis Female	Blank	35-44	Yes
5	5	4	2	4		5	5	4	4	4.5	0.5		8	Cis Female	Black British African		Yes
5	5	5	4	4.75		5	5	5	5	5	0.25		10	Cis Male	White British	35-44	Yes
4	5	4	3	4		4	5	5	4	4.5	0.5	Put posters up in my office. Do a bit of research.	8	Cis Female	White British	45-54	Yes
3	4	4	4	3.75		5	5	5	5	5	1.25	*Visuals, images everywhere *Verbal, when welcoming new students *Yes, I will always challenge - appropriately	10	Cis Female	White British	65+	Yes
4	5	4	5	4.5		5	5	5	5	5	0.5	Ways to challenge and report	10	Blank	White British	55-64	Yes
3	5	3	3	3.5		5	5	4	4	4.5	1	Classroom sessions challenging behaviour / attitudes	10	Cis Female	White British	55-64	Yes
5	3	2	1	2.75		0	0	0	0	0	0	(Boxes not filled in exclude data as can not compare)	6	Cis Female	Black British African	45-54	Yes
4	4	4	4	4		4	4	4	4	4	0		10	Cis Female	Asian British - Bangladeshi	16-24	Yes
3	4	4	3	3.5		4	4	4	4	4	0.5	Keeping my statements 'neutral' (including enquiries of colleagues life situations)	8	Cis Male	White British	45-54	Yes
3	5	3	5	4		5	5	5	5	5	1	I will look at office and ensure LGBTQ posters are visible.	10	Cis male	Black British African	35-44	Yes
3	4	3	4	3.5		4	4	4	4	4	0.5		10	Cis Female	Asian British Indian	25-34	Yes
4	4	3	3	3.5		5	5	5	5	5	1.5	Greater understanding of gender identity and sexualities and more confidence to explore issues/topics with clients	10	Cis Female	White British	25-34	Yes
5	5	2	4	4		5	5	5	5	5	1		10	Non-Binary	Other ethnic background	65+	Yes
4	4	2	3	3.25		4	5	4	5	4.5	1.25	Challenge any negative comments about LGBTQ. Make sure there are prominent displays in the meeting room	9	Cis Female	Black British African	45-54	Yes
5	5	3	4	4.25		5	5	4	4	4.5	0.25	make no assumptions about anyone	8	Cis male	White British	65+	No
3	4	2	3	3		4	4	3	4	3.75	0.75	Make no assumptions & be careful in use of male/female - use partner	6	Cis male	White British	65+	Yes
4	4	3	2	3.25		4	4	4	4	4	0.75	Feel more confident challenging homophobia etc behaviour from service users, colleagues etc	8	Cis Male	White British	55-64	Yes
4	4	4	4	4		5	5	5	5	5	1	Be more thoughtful and challenge more	9	Cis Female	White British	35-44	Yes
3	4	3	3	3.25		4	5	4	4	4.25	1	Challenge discrimination more effectively	9	Cis Female	White British	45-54	Yes
4	5	4	4	4.25		0	0	0	0	0	0	(Boxes not filled in exclude data as can not compare)	10	Blank	White Irish	55-64	Yes
4	5	4	4	4.25		4	5	4	4	4.25	0	Being braver about challenging comments	10	Cis Female	White British	45-54	Yes
4	4	2	4	3.5		4	4	3	4	3.75	0.25	Try to be more aware that apparent gender & identity may be different	7	Cis Male	White British	55-64	No
4	4	2	2	3		4	4	4	4	4	1	Being more aware of taking opportunities to promote inclusivity / putting posters up. Run report on so of project clients to see / improve recording and talk to project staff about discrimination	7	Cis Female	White British	35-44	Yes
3	2	2	2	2.25		4	4	4	4	4	1.75	Awareness	10	Cis Male	White British	45-54	Yes
5	5	3	5	4.5		5	5	4	5	4.75	0.25	Ensure that people know that we are inclusive organisation	8	Cis male	Other ethnic background	55-64	Yes
5	5	2	5	4.25		5	5	4	5	4.75	0.5	Putting up posters / signs that indicate we are a lgbtq friendly organisation		Cis Female	White British	45-54	Yes
3	2	2	2	2.25		4	4	3	3	3.5	1.25		8	Cis Female	White British	55-64	Yes
4	5	3	4	4		4	5	4	5	4.5	0.5		10	Cis Female	White other	55-64	Yes
4	5	4	5	4.5		5	5	4	5	4.75	0.25	More confident in interacting with LGBT patients ie asking what their preferred name is	10	Cis Female	White British	35-44	Yes
4	2	5	4	3.75		4	5	4	5	4.5	0.75	1. more visibility in the waiting room & 2. speak to staff about starting conversations "do you have a preferred name or title"	9	Cis Male	White British	35-44	Yes
4	4	3	4	3.75		5	5	5	5	5	1.25		10	Blank	White Irish	55-64	Yes
3	5	4	4	4		4	5	5	5	4.75	0.75	posters in the waiting room & apply for award!	10	Blank	White British	45-54	Yes
4	4	4	3	3.75		4	5	5	4	4.5	0.75		9	Cis Female	White British	65+	Yes
4	5	4	4	4.25		4	5	5	5	4.75	0.5	Inclusive images / messages & training for staff	9	Cis Female	White British	45-54	Yes
4	5	2	5	4		5	5	4	5	4.75	0.75	Stop my own heteronormativity	8	Cis Female	White British	45-54	No