

Big Local SW11 Grant Monitoring and Evaluation Form



Project Title	LGBTQ+ Awareness Training				
Contact Details	Lucie Brooke				
Agreed Start Date	1/4/18	Actual Start Date	1/4/18	Reason for Difference	N/A
Agreed End Date	31/3/19	Actual End Date	15/3/19	Reason for Difference	All booked training completed & evaluation undertaken
Grant Awarded	£1000				
Full Cost of Project	£1000				
Aims <i>Please describe the purpose of your project</i>	To pilot the delivery of LGBTQ+ awareness training to local organisations in order to in order to promote LGBTQ+ inclusivity and champion best practice.				
Outcomes <i>What happened? What changes occurred?</i>	<p>Our evaluation form captured staff self-ratings at the beginning of the training session and then the same questions were scored at the end in order to measure change</p> <p>We asked participants to self-rate 4 statements from 1-5:</p> <ul style="list-style-type: none"> • I have a clear understanding of gender identity and sexualities • I understand why it is important to create an LGBTQ+ inclusive environment • I am confident of how to create an LGBTQ+ inclusive environment • I feel confident challenging homophobia, biphobia and transphobia in the workplace <p>84 people completed an evaluation 81 of the participants completed the evaluation in full (unfortunately 3 participants missed out some of the statements and therefore it was not possible to compare their before and after scores)</p> <p>Exceeding the pilot target 90% of participants showed an increase in their scores and in line with targets, the average increase in ratings was 1 point with a 1.23 increase for the question 3 regarding how to create an inclusive environment. The largest individual increase in score was 2.75</p> <p>We additionally asked participants to give an overall rating out of 10 for the session and the average rating received was 9</p> <p>We were also able to measure change via qualitative feedback. The evaluation asked participants for one thing they will implement from the training – please see example responses below.</p> <p>Additionally, we were able to measure change via observations and ongoing communications with the organisations we engaged.</p> <p>For example, following one training session we were booked by the organisation to deliver a second costed training to their team in another locality.</p> <p>We were invited to deliver at a staff away for KLS and they have now have LGBT inclusivity as part of their overall staff development programme with increased visibility throughout their centre. Likewise, Carneys incorporated LGBT information into their young people’s info board (please see photo below).</p> <p>As a result of greater local visibility we are also now in discussions with the Falcon Road sexual health clinic with the aim of Free2B providing staff awareness training and to provide a monthly youth information service.</p>				

<p>Outputs <i>Number of people and/or organisations Benefitting</i></p> <p><i>Number living or working in SW11</i></p>	<p>84 staff members took part (target 80) in the training together with a group of approx. 15 young people from Carneys community. Due to the informal nature of the youth session, we did not capture demographics or evaluations for the youth session</p> <p><i>9 Organisations reached:</i> <i>Carneys (staff and youth sessions)</i> <i>SENTalk</i> <i>Baked beans</i> <i>Battersea Thrive</i> <i>Regenerate</i> <i>Victim Support</i> <i>KLS</i> <i>CAB</i> <i>GPs / Health staff</i></p> <p>66 Participants <i>live or work in the Big Local area</i> <i>13 are NOT in the Big Local area</i> <i>5 left this blank</i></p> <p><i>62% White ethnic backgrounds</i> <i>7% Asian ethnic backgrounds</i> <i>19% BME ethnic backgrounds</i> <i>4% Other ethnic backgrounds</i> <i>2% Traveller background</i> <i>6% left this blank</i></p> <p><i>61% Cis Female</i> <i>26% Cis Male</i> <i>2% Non-binary</i> <i>11% left this blank</i></p>
<p>Feedback</p>	<p><i>Anonymised results attached</i></p>
<p>Publicity</p>	<p><i>If you took pictures or a video during the project we would like permission to use them on our Web Page and/or Newsletters N/A</i></p>
<p>Lessons</p>	<p><i>What would you do differently?</i> <i>Could the Project be developed? If so, how?</i></p> <p>We found there was a great deal of anxiety and resistance around the topic of LGBTQ+ and whilst we expected this to a certain extent, it was a far greater challenge to get organisations on board than we had anticipated (including those within the Big Local alliance). This included one organisation who arranged a training session with us for their volunteers as part of their volunteer CPD. 7 individuals were booked to attend and then when the subject matter was promoted, all of the volunteers cancelled. Going forward it may have been beneficial to have tried to book a session with a larger, well-known and well-respected organisation such as KLS at the beginning stages of the programme (the KLS training was delivered Dec 18 towards the end of the 1 year). This would have allowed us to work with the staff team to help us spread the word with their 'recommendations' to other organisations. (Though this is of course dependant on organisational availability).</p> <p>We found that whilst our youth trainers were keen to be able to get</p>

involved – most organisations preferred to book day time sessions and therefore it was not possible for our youth members to attend and participate (school & work commitments). The GP/health session was 4-6pm and we were able to invite 2 youth trainers. We utilised project funds to purchase LGBT promotional materials (rainbow display borders, lanyards etc) and each organisations received a small 'starter pack' which was very effective.

Could the Project be developed? If so, how?

We feel there is definitely huge scope to develop this project with further funding, both in terms of being able to offer the training to more organisations in the catchment area as well as being able to offer a 'follow-up' provision to these who have taken part, in order to support them with the next steps in their process of embedding best practise.

Please return to David Stone: ds@davidstone.org.uk

Carneys display board



One thing you will implement from this session – example responses:

- Think about making my organisation more inclusive. Using different resources / Stonewall poster
- An organisational no HBT tolerance policy - and leading with a little more understanding of how to make things better
- An awareness of use of language & to challenge / educate others when needed
- Being more aware of heteronormativity in my own language
- Include more LGBT characters in our games & shows
- Making the workplace more visibly LGBT friendly. Implementing projects during LGBT history month. Challenging HBT phobic language
- Get more posters to help instigate conversations
- More visibility in the waiting room & also speak to staff about starting conversations "do you have a preferred name or title"

- Try to be more aware that apparent gender & identity may be different
- Being braver about challenging comments
- posters in the waiting room & apply for (Free2B inclusivity) award!
- Challenge any negative comments about LGBTQ. Make sure there are prominent displays in the meeting room