

17<sup>th</sup> March 2023

Dear Parent/Carer

### **Rainbow Flag Award**

This year, we have been working towards the Rainbow Flag Award (a national framework that quality-assures LGBTQ+ inclusion in schools/youth organisations). Teaching all students (regardless of their gender/sexuality) about LGBTQ+ inclusion is a key part of teaching our ARRK values, as it is important that we teach our students to respect and show kindness to others in both our school community and the society in which we live.

The quality-assurance of this is important to how we approach inclusion as a school, with sexuality, sex and gender reassignment being three of the nine protected characteristics under the Equality Act (2010). This provision also looks at how we meet the statutory 'Relationships and Sex Education' framework. The award is assessed against the Rainbow Flag Award's six milestones of:

- Skilled Teacher
- Inclusive Curriculum
- Pastoral Support
- Supportive Governors and Parents/Carers
- Effective Policies
- Student Voice

We are happy to announce that we have achieved our first standard, the 'Skilled Teacher', following the development of our LGBTQ+ inclusion action plan and development sessions for staff that build on existing policies and practices.

Additionally, we have made significant progress against the other standards, both through our existing provision (the teaching of LGBTQ+ inclusive texts/examples – such as The Black Flamingo being taught in Year 9 English lessons) and our pastoral programme of assemblies, form times and dropdown days.

Moving forward, our next steps are to:

- Progress the work of our student LGBTQ+ group (open to all students, meeting on a Wednesday after school)
- Continue to assess and develop LGBTQ+ inclusion across the curriculum
- Review our existing policies through the lens of LGBTQ+ inclusion
- Work with students to develop displays around school that promote diversity

We are also inviting you to share your views on these plans, using the feedback link below, as well as collating a bank of resources to support with the understanding of LGBTQ+ inclusion. We look

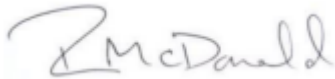
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forward to hearing your feedback, though you are also welcome to email [office@holderness.academy](mailto:office@holderness.academy) to arrange for a conversation with a member of staff, should you have any further questions/feedback.

Website for LGBTQ+ parent/carers support: [LGBTQ+ Support - Holderness Academy](#)

Form for feedback on LGBTQ+ provision: <https://forms.office.com/e/dNgakwSjkA>

Yours faithfully

A handwritten signature in grey ink that reads "R McDonald".

Mr R McDonald  
Assistant Headteacher (Quality of Education)

