

Sexual Orientation

1. Addressing Stereotyping of LGB apprentices in construction

Aim

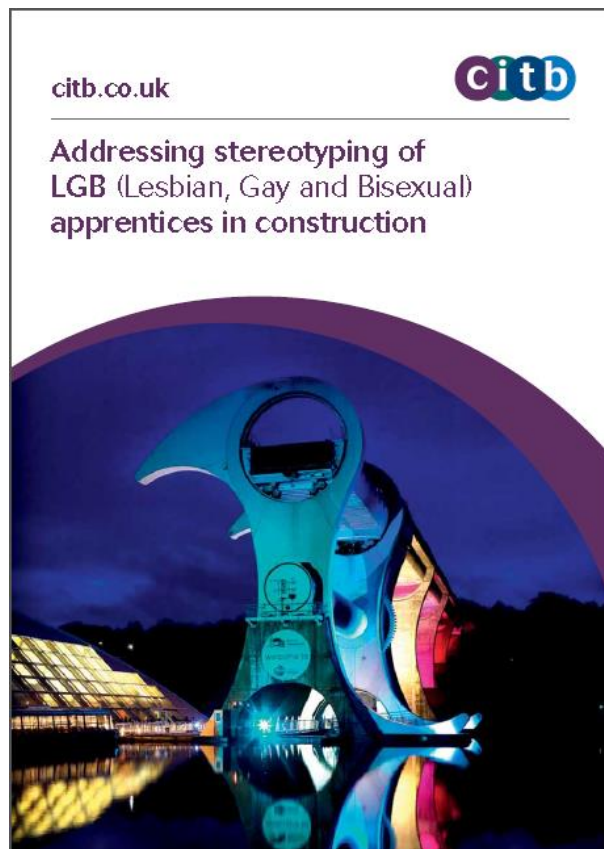
The project run by the Construction Industry Training Board (CITB) aimed to provide up to 80 CITB staff who work directly with potential and current apprentices with the tools, techniques and confidence to tackle homophobic bullying, and to create an inclusive learning and working environment for lesbian, gay and bisexual (LGB) people.

Outcome

The 'champions' programme provided an effective vehicle for identifying and embedding good practice. Success stories were used as a discussion tool to share experience of growing up lesbian, gay or bisexual and significance and importance of coming and being out.

Three regionally based one day workshops for LGBT champions were delivered, preparing them for their role. A staff training programme was also created and will be widely available and used in CITB training.

A suite of learning and development materials have been developed that will be used by staff and employers. All of these materials are aimed at developing understanding and improving practice, with our prospective and current learners the key beneficiaries.



2. Inclusion in Action for LGBT students



Aim

The aim of the project was for the Mary Ward Centre and Blackfriars Settlement to ensure that practices in providing education to adults with a lesbian, gay, bisexual and trans (LGBT) identity are developed in full consultation with them. The project findings will be implemented as part of our ongoing wider Inclusion in Action project, to ensure that LGBT students are fully represented. The Inclusion in Action project has three objectives: to increase the visibility of equality and diversity, review policies and procedures, and improve practices.



Outcomes

It is essential that LGBT students feel safe and confident, and are well supported so that they achieve their learning aims and benefit fully from the additional benefits of adult learning. To achieve these aims, the project recruited a user group of LGBT students using hard copy and digital publicity materials and through awareness events. The user group was facilitated by a staff member with an LGBT identity, with a Camden and Islington LGBT Forum representative as adviser or co-facilitator.

The user group was consulted on their own college experiences, looking at areas where individuals are most/least satisfied with their experience using various methods to collect information, such as meetings and questionnaires. Summaries of

the consultations were agreed with the group, and then published. The college will now implement the best practices identified, and publicise concrete examples across the colleges, as both information and as a celebration of the inclusion of LGBT identity.

Specific training based on the results of the consultation was delivered to tutors and staff at both centres.

Resources

The following project resources are available for download. Please note the resources are as supplied by the project and may not be fully accessible.

[Web site banner](#)

[Web Page](#)

[We are LGBT Web Page](#)

[We are LGBT poster](#)

[Submission guidelines LGBT](#)

[Submission for Mary Ward Exhibition Work](#)

[Student Charter](#)

[Recruitment Leaflet](#)

[Questionnaire](#)

[Poster 1](#)

[Poster 2](#)

[Newsletter Copy](#)

[Invitation to Wine and Cheese Event](#)

[Ethical Statement](#)