

Quality Area	Standard	Do you meet this standard?			Indicators	Possible sources of evidence	Describe how you meet this standard and your evidence
		Not met	Minimum met	Fully met			
Values	Staff and volunteers are committed to the principle of providing non-judgmental, impartial support and accurate information to young people making decisions about pregnancy and abortion and the principle of anti-discrimination, including on the basis of sexual orientation and gender identity		Yes		<p><i>Minimum met</i> The organisation:</p> <ul style="list-style-type: none"> • Has signed the SRE value statement • Uses appropriate referral pathways that do not exclude any of the full range of options available • Ensures that all staff and volunteers commit to working within the SRE value statement <p><i>Fully met</i> Minimum standard + the organisation:</p> <ul style="list-style-type: none"> • Has its own set of values which are in line with the SRE value statement 	<ul style="list-style-type: none"> • Signed SRE value statement • Documentation on recommended referral pathways (e.g. website, flyers) • Records of new staff and volunteer induction including value statements • Copy of organisation's set of values. 	We have signed the SRE value statement. Whilst our organisation does not specifically educate young people on issues of pregnancy and sexual orientation our facilitators are trained on how to direct students to find the information they require or assist school staff on who to make referrals to.

<p>Training & Development</p>	<p>Staff and volunteers working in schools have a comprehensive and up-to-date understanding of the subject area and protocols relating to it and the knowledge necessary to provide high quality SRE</p>		<p>Yes</p>	<p><i>Minimum met</i> At least one staff or volunteer involved in delivery have completed the following essential training covering:</p> <ul style="list-style-type: none"> • Safeguarding • Law and DH guidance on confidentiality and consent (Fraser guidelines) • Basic training relevant to their subject area <p><i>Fully met</i> Minimum standard + at least some of the staff and volunteers involved in delivery have received additional training as relevant, for example:</p> <ul style="list-style-type: none"> • R U Ready • C card • Working with young people • Emergency contraception • Contraception • Pregnancy options • Local care pathways and referral to CAMHS and other specialist agencies 	<ul style="list-style-type: none"> • Records of training courses, workshops, conferences, etc. attended • Training reports and reports of other development events • Induction procedure • Records of internal training 	<p>Russell Symons (Founder) is a fully qualified Youth Offending Team and Probation Officer. He has also previously worked as a full time Learning Mentor and has undertaken training in Safeguarding, Law and Youth Work. He has extensive experience working with young people in an education setting. Record of qualification can be provided.</p>
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Planning & Evaluation	<p>The organisation collects and analyses relevant information appropriately and systematically and uses it to support schools and their own staff to plan and improve SRE delivery</p>			<p>Yes</p>	<p><i>Minimum met</i> The organisation does the following:</p> <ul style="list-style-type: none"> • Have an evaluation system in place • Periodically gather feedback from pupils and staff • Feeds into schools’ own evaluation system when required • Shares feedback with the school when required <p><i>Fully met</i> Minimum standard + the organisation does the following:</p> <ul style="list-style-type: none"> • Has aims and objectives for lessons and periodically evaluates whether these are achieved • Plans input and delivery in partnership with the school when required • Is aware of how their lessons fit into the PSHE framework 	<ul style="list-style-type: none"> • Monitoring, evaluation and planning systems and policies • Feedback questionnaires • Records of previously gathered feedback • Lesson plans detailing aims, objective and links to PSHE framework 	<p>Impressionable Minds gather student and staff feedback. Some of our testimonials can be found on our website http://impressionableminds.co.uk/wordpress/?page_id=175</p> <p>Copies of evaluation forms can be provided. Where appropriate this feedback is shared with the school. Impressionable Minds complements the PSHE and Citizenship National Curriculum. We are also committed to the principles outlined in ‘Every Child Matters’ and work with schools to promote and embrace the Ofsted requirement for Community Cohesion. Our workshops are designed to be interactive and fun using various methods including. Forum discussion group, Lectures, Role-play, Drama, Videos, Quizzes, Games, Drama, Theatre.</p>
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<p>Safeguarding</p>	<p>The organisation works towards a safe environment and non-discriminatory practice and has policies to this effect in place, trains staff and volunteers on these policies and takes appropriate precautions when recruiting new staff and volunteers</p>		<p>Yes</p>		<p><i>Minimum met</i> The organisation does the following:</p> <ul style="list-style-type: none"> • At least one member of staff or volunteer in charge of the delivery are DBS checked (and barred list checked if appropriate) at least every 3 years • Policies are in place on safeguarding, equality, and confidentiality • Staff and volunteers have signed up to the above policies <p><i>Fully met</i> Minimum standard + the organisation does the following:</p> <ul style="list-style-type: none"> • All staff and volunteers involved in delivery are DBS checked (and barred list checked if appropriate) at least every 3 years • A policy on lone working is in place, to which staff and volunteers have signed up 	<ul style="list-style-type: none"> • Copies of appropriate DBS and barred list checks • Policy on DBS and barred list checks, including frequency of checks • Copies of policies and procedures • Signed policy checklist • Induction procedure for new staff and volunteers with training on policies. 	<p>Russell Symons (Founder), as well as some of the other Impressionable facilitators holds full CRB clearance. All staff are aware and have undertaken a minimum safeguarding and confidentiality awareness training.</p> <p>All new members of staff work in pairs and are never left alone with students. We request that there should always be at least one member of school staff present at an Impressionable Minds workshop.</p>
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Delivery Competence	<p>The organisation has the necessary experience, resources, and training to create a positive and inclusive learning environment for young people from different backgrounds and with a range of experiences, learning styles and learning needs</p>			<p>Yes</p>	<p><i>Minimum met</i> The organisation:</p> <ul style="list-style-type: none"> • Has experience of working with young people on the relevant subject area • Uses age-appropriate resources and language to teach • Has staff and volunteers use different learning methods to include young people with a variety of learning needs and styles • Works to make young people feel safe, comfortable and respected in expressing their opinions <p><i>Fully met</i> Minimum standard + the organisation has:</p> <ul style="list-style-type: none"> • Experience of delivering SRE services in schools • Developed some of its resources together or in consultation with young people • Trained staff and volunteers on how to use different learning methods, including, if appropriate, by delivering services 	<ul style="list-style-type: none"> • External reference person(s) to attest for delivery competence • Records of work with young people and in schools • Copies of resources used for teaching • Records of consultations with young people • Records on training on learning methods 	<p>Impressionable Minds incorporate Kolb's learning styles into their work with young people. This learning style distinguishes four learning styles – observers, thinkers, deciders and doers. Each of these has strengths and weaknesses. The idea is that a student becomes more aware of their learning strengths and works on their weaknesses. In order to capture all learning styles our workshops are designed to be interactive and fun using various methods including. Forum discussion group, Lectures, Role-play, Drama, Videos, Quizzes, Games, Drama, Theatre.</p> <p>Our staff have experience delivering crime education. Within our work on 'gangs' we explore sexual exploitation and gender respect. We have developed our resources with a number of other criminal justice agencies.</p> <p>We have delivered our workshops to students across the UK in a variety of education settings including</p>
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