



# LGB Awareness Course

Exploring sensitive issues and identifying effective solutions around lesbian, gay and bisexual staff

## Aims of the course

- Introduce you to the terminology, issues and discrimination that LGB people face
- Enable you to implement good practice around working with and engaging with LGB communities and people
- Support you to gain insight to dealing with homophobia, heterosexism

## Course Objectives

- Give you examples of good practice in working with LGB people
- Explore what homophobia, heterosexism and internalised homophobia are and offer advice to combat them.
- Offer practical advice on improving service provision to LGB people and communities.
- Offer practical advice on dealing with Homophobia, Heterosexism and Internalised Homophobia

## Course Outline

- Introduction.
- Defining LGB (Sexual Orientation)
- Appropriate/inappropriate language, behaviours and actions  
Challenging homophobic language, behaviours and actions
- Understanding the needs of LGB individuals
- Respecting LGB individuals and their needs.
- Equality legislation.
- Strategies for embedding good LGB policies, processes, procedures and practices

## The Benefits of attending LGB training

The course introduces the Equality Act 2010 and details the Sexual orientation protected characteristic so you can learn more about what it is are and how to avoid discrimination through your behaviours, language, attitudes, conscious and unconscious bias and actions.

The course looks at good LGB processes, practices, procedures and policy and aims to help you to manage/promote a fairer, more accepting and more diverse working environment.

## Who should take this course?

This course is suitable for individuals of all levels, including employers, managers, supervisors, full-time and part-time workers, support/frontline staff as everyone in the workplace has a responsibility for promoting equality, tackling discrimination and fostering good relationships between diverse groups

## How is the course structured?

The course is run as a 1-day workshop. Delivery is through a mixture of methods and involves delegates in group exercises and discussions. Training is practical and interactive.

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