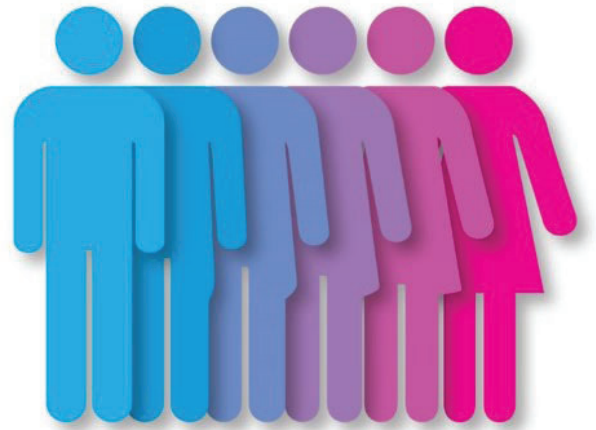


**Equality &
Diversity UK**

Training • Resources • Network



Equality and Diversity UK Contact Details

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This course is available as an In-House Course and we also run it as an Open Course in Manchester

Transgender Awareness Training Course

Our training sessions are provided by experienced and knowledgeable Trans* trainers and are tailored to you/your organisations specific needs. Sessions are tailored to appeal to all levels of management/staff and are designed to inform and increase confidence and respect in interacting with all Trans and Gender Variant people.

Overview

Attendees are introduced to key topics explaining Trans* people's identities, communities, lives and the legal duties. Delegates are encouraged to ask questions throughout the sessions.

The sessions provide best practice guidance and legal information through audio / visual presentation, discussion, case studies, group activities and presentation of real-life scenarios and exercises appropriate to the group(s) being trained.

Feedback from previous attendees indicates that participants leave our training courses far better equipped to engage with Trans* people fairly, with acceptance, respectfully, appropriately and confidently. Participants say that they are better able to understand their needs in supplying services and support and in meeting the Equality Duties.

Workshop Structure

Facilitator notes

Introduction to Speaker

Group Exercise: Is gender really a big deal?

- Thinking about reality of gender in groups
- Feedback/discussion/develop realisation of problems

What is Gender Variance?

- Discussion of Key Concepts and relationship to sexuality
- Understanding the science
- Terminology and sub-cultures
- Diversity and differences across the spectrum of gender variance

Discussion – is it a lifestyle choice?

Gender Dysphoria – explanation and impacts on lives

Group Exercise – what is acceptable?

- Video clip
- Feedback/discussion

Break

Video Case Study - Good practice for helping transpeople live their real lives in the workplace;

Duties on Employers and the Equality Act 2010;

Good (and Bad) practice for supporting TG staff and students

- Reactions to disclosure
- Memorandum of Understanding
- Gender specific facilities and clothing
- Maintaining confidentiality
- Informing others
- Use of names and pronouns
- Transgender Policy

Video Case Study – transpeople as service users

Introduction to the further resources/Final Questions

Workshop Aims

- Consider why gender matters: gender identity versus sexual identity
- Explain the diversity of gender variance and articulate the causes of gender variance
- Engage with the lived experience of gender variance
- Address the barriers to gender variant people living fulfilled lives
- Articulate legal protections and duties – and the gaps in legal protection
- Facilitating the contribution of gender variant people in the workplace
- Better service provision for gender variant people

Workshop Objectives

By the end of this workshop we hope that the participants will have a greater understanding of:

- Why gender matters
- The difference/similarities between gender identity and sexual identity
- Barriers faced by gender variant individuals
- The legal protections and duties and the gaps in legal protection
- How to manage gender diversity in the working/learning environment
- How to provide appropriate/relevant goods and services for gender variant individuals

Cost

Open Course

Delegate Rate: £395.

This includes lunch, refreshments and course pack to take away

This is reduced to £355 per delegate for Network members and where more than one person from an organisation books on to the same course

In House Course

Half Day: £495

Full Day: £795

These rates are for groups of up to 20 delegates

Travel costs are in addition. Please see our [Costs and Agreement](#)