

LGBT+



Training



humankind®

Welcome!

Humankind's LGBT+ team have a wealth of experience in service development and innovation, frontline delivery, and training.

We deliver informative, thought-provoking, and engaging sessions that encourage discussion and reflection.

If you are interested in commissioning bespoke training that is not listed, please get in touch.

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Workshops for professionals

LGBT+ Awareness (3 hours)

An interactive session exploring:

- Appropriate terminology for a range of sexual orientations and gender identities
- Issues often faced by LGBT+ people
- The legal and moral standpoint for LGBT+ inclusion
- How to ensure LGBT+ inclusive practice

“I feel more confident with terminology relating to the LGBT+ community” Claire, Business Development Officer

Gender Identity Awareness* (2 hours)

An interactive session exploring:

- Appropriate terminology for a range of gender identities
- Attitudes and values around gender
- Issues often faced by trans people
- Trans rights and the law
- How to ensure trans inclusive practice
- Practical tips for working with gender diverse or questioning people

* We recommend participants have some understanding of the LGB community before attending this training, either from our [LGBT+ Awareness](#) session or otherwise.



Attendees rated the quality of our training an average of 4.72/5 stars!

Workshops for professionals

Creating an LGBT+ Inclusive Environment (3 hours)

An interactive session to help organisations become LGBT+ inclusive, covering:

- Appropriate terminology for a range of identities
- How to be an LGBT+ ally
- Gendered spaces/language within your organisation
- How to make LGBT+ inclusion visible
- Information about local and national LGBT+ organisations

“Lovely paced training in a safe space where we could share thoughts and opinions easily.” Helen, Early Help Practitioner

“Everything I have learnt today will help me better understand the people I support.” Lynsey, Emotional Resilience Nurse

Understanding Pronouns (45 minutes)

A bite sized session which will explore:

- What pronouns are and how they are used
- A range of pronoun options
- The importance of respecting pronouns
- Best practice for if a mistake is made
- Strategies for initiating conversations around pronouns and supporting others

This session solely focuses on pronouns and does not provide any wider LGBT+ awareness. We recommend that you refer to our other training sessions if you are looking for more in-depth content about sexual orientation or gender identity.

“The training was clear, easy to follow and understand and seemed really up to date.” Sue, Regional EDI Lead

“The training very much matched our requirements in terms of providing simplistic explanations around pronouns are and why we use them. Visual images used were great, including statistics.” Police Officer, Northumbria Police

Consultancy workshops

Creating LGBT+ Inclusive Policies* (3 hours)

A consultancy session to ensure your policies are inclusive and meet the needs of LGBT+ students, staff members and service users. This session will:

- Provide a refreshed understanding of appropriate terminology for a range of identities
- Critique some example policies
- Review your existing policies and discuss areas for improvement
- Consider strategies for effective implementation of updated policies

This workshop includes 1 hour of us reviewing your policies beforehand and a 2 hour session together.

*We recommend participants complete [Creating an LGBT+ Inclusive Environment](#) before booking this session.

“This will help me create discussion and promote understanding in the workplace.”

Brooke, Social Worker



99% of attendees
said they learned
something new from our
training!

Workshops for young people

Being an LGBT+ Ally (2 hours)

An interactive session, suitable for secondary-age young people, which will help them to better support their LGBT+ peers by exploring:

- Why supporting LGBT+ peers is important
- What makes a good LGBT+ ally
- What an LGBT+ friendly environment should look like
- Where to signpost a peer who needs further support

“What could you do to make the training better? Nothing, I loved it!”
Ava, Year 7 Student

Inclusive Sexual Health (Sexuality aGender v2)* (4 hours)

Sexuality aGender v2 is a pioneering resource from The Proud Trust suitable for all young people aged 13+ regardless of their sexual orientation or gender identity.

This course encourages young people to engage in meaningful conversation about sexual health without gendering body parts, labelling types of sex or feeling shame.

This package can be delivered to young people in four 1 hour sessions exploring:

- A range of identities
- The sexual body
- What is ‘normal’ and what is safe?
- Pleasure, risk and misconceptions

* We offer a 2 hour [Train the Trainer](#) session so that professionals can deliver these sessions themselves. Resource pack (optional) can be purchased for £75.

Programmes for Schools and Colleges

The Rainbow Flag Award

Humankind is proud to be delivering The Rainbow Flag Award to schools and colleges across County Durham, Tees Valley, Tyne and Wear, and Northumberland.

The Rainbow Flag Award is a quality assurance framework with a focus on positive LGBT+ inclusion, for all schools and colleges.

Effectively implementing The Rainbow Flag Award will help you meet your legal, statutory, moral and Ofsted requirements to be LGBT+ inclusive.

We will support you to take a whole-organisation approach to LGBT+ inclusion, across six key areas:

SKILLED
TEACHER

SUPPORTIVE
GOVERNORS
& PARENTS

EFFECTIVE
POLICIES

INCLUSIVE
CURRICULUM

PASTORAL
SUPPORT

STUDENT
VOICE

Most schools and colleges complete The Rainbow Flag Award within one academic year following the below process:

1. **Term one** Attend Rainbow Flag Award training and submit three pieces of evidence for one section of your choice (usually skilled teacher).
2. **Term two** Submit three pieces of evidence for two sections of your choice.
3. **Term three** Submit three pieces of evidence for each of the remaining three sections.

Rainbow Flag Award membership includes:

- two places on LGBT+ inclusion starter training
- access to LGBT+ positive classroom resources
- ongoing support, detailed feedback through an evidence review process
- 20% off all further training or resources
- two years of accreditation upon completion

What people say about the Rainbow Flag Award:

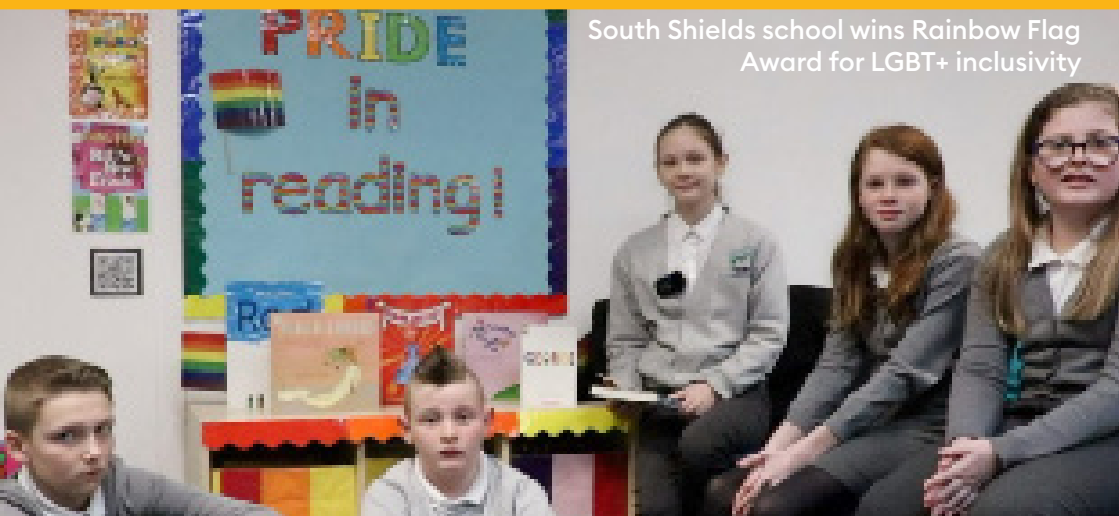
“Diversity is celebrated across the school. Staff and pupils are rightly proud of achieving [...] The Rainbow Flag Award for their commitment to inclusion and the prevention of homophobic, biphobic and transphobic bullying.” Ofsted Report

“I would absolutely recommend to other schools to do The Rainbow Flag Award... It has really changed the school, for the better.” Head of Year

“I think The Rainbow Flag Award is amazing, it teaches us [...] about how different people live and want to be respected.” YR5 pupil, West Cornforth Primary School



For more information, click [here](#) to visit the Rainbow Flag Award website.



Costs and Delivery



For up to 20 participants:

Private organisations: **£300 +VAT / hour**

Statutory and voluntary organisations: **£150 +VAT / hour**

Our sessions can be delivered in person or online. For in person sessions, mileage will be added onto a quote.

We can be flexible with the way that our sessions are delivered e.g. our LGBT+ Awareness session can be delivered in one 3-hour block or three 1-hour sessions.

If you would like to book multiple courses or sessions, please contact us; we may be able to offer a reduced rate.

Booking information

To book training or request more information, click **here** to complete our enquiry form.

Email us at **lgbt.training@humankindcharity.org.uk**

Click **here** to visit our website.

Call: **01325 731160**

We are open:

Monday-Thursday: 8:45am-4:45pm

Friday: 8:45am-4:15pm

98% of attendees
would recommend our
training to others!

