

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.

Contents	Page
Workshops for professionals	3 - 5
Consultancy workshops	6
Workshops for young people	6
Programmes for Schools and Youth Organisations – The Rainbow Flag Award	7 - 8
Costs & Delivery	9
Booking information	9



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 4.84/5 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

Workshops for professionals

Adopting an LGBT+ Inclusive Curriculum (2 hours)

An interactive session for school staff from primary, secondary or SEND settings exploring:

- The need for an LGBT+ Inclusive Curriculum in schools.
- The legal requirements of schools and guidance which supports being LGBT+ inclusive
- The difference between LGBT+ specific and LGBT+ inclusive teaching
- Barriers to LGBT+ inclusion in schools and strategies to manage these
- Resources and support available
- Other ways to make a school LGBT+ inclusive

This session solely focuses on curriculum development and does not provide any basic 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.

This session is particularly useful for schools working towards their [Rainbow Flag Award](#)



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

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

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

Programmes for Schools and Youth Organisations

The Rainbow Flag Award



Humankind is proud to be delivering The Rainbow Flag Award to schools and youth organisations 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:

Schools

SKILLED
TEACHER

SUPPORTIVE
GOVERNORS
& PARENTS

EFFECTIVE
POLICIES

INCLUSIVE
CURRICULUM

PASTORAL
SUPPORT

STUDENT
VOICE



Youth Organisations

SKILLED
STAFF

POSITIVE
OUTREACH

EFFECTIVE
POLICIES

INCLUSIVE
WELCOME

PROACTIVE
SUPPORT

YOUTH
VOICE

How does it work?

Most organisations complete the Rainbow Flag Award in one year.

Term/Phase One	<ul style="list-style-type: none"> Receive LGBT+ inclusion starter training Implement positive LGBT+ inclusion appropriate to your setting Submit one section for review
Term/Phase Two	<ul style="list-style-type: none"> Implement positive LGBT+ inclusion appropriate to your setting Submit two sections for review
Term/Phase Three	<ul style="list-style-type: none"> Implement positive LGBT+ inclusion appropriate to your setting Submit final three sections for review and complete the process

“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!

