

Training workshop

LGBandT equality – valuing and nurturing difference, tackling trans and homophobia

What is this training about?

Outstanding providers promote an inclusive environment that meets the needs of all learners, including those who are lesbian, gay, bi and trans (LGBandT). They integrate and actively promote equality, diversity, inclusion (EDI) and British values so learners understand that difference is positive. This helps thoroughly prepare learners as active citizens who contribute positively to Britain's complex multicultural society.

The 2019 inspection framework has key practical implications for EDI and British values. Fully integrating and promoting these are an essential part of your journey to outstanding and beyond – to be the 'best of the best'.

Why should staff attend?

How do we create an inclusive environment that values and nurtures difference so all are treated with dignity and respect? How do we support staff to gain the skills and confidence to tackle issues that they may feel uneasy about challenging? How can we develop staff competency to challenge transphobic and homophobic bullying? Do staff appreciate the 'bystander effect' which can prevent the effective tackling of discriminatory attitudes and behaviours?

How do we deal with knotty issues or potential conflicts such as deeply held religious convictions? What is acceptable language? What terms should we avoid? What do terms such as 'gender variance'

'non-binary' and 'gender non-conformity' actually mean? What is best practice in supporting staff or students undergoing gender reassignment?

How do we ensure LGBandT equality is fully integrated in the curriculum? How do we capture and act on the 'voice' of LGBandT staff and students? What are the legal requirements and best practice for collecting, evaluating and publishing LGBandT staff and student data?

This practical and engaging workshop provides staff with the knowledge, skills and tools to confidently champion LGBandT equality and tackle homophobic and transphobic bullying. Updated with the very latest findings from Ofsted, this workshop shares best practice in the sector.

Why should we run this workshop?

This course will help your organisation to:

- **Build capacity** for staff to identify and promote outstanding practice.
- **Maximise opportunities** to promote a positive and respectful culture that values difference.
- **Drive up** learner success, narrow achievement gaps and improve inspection outcomes.

**'Dr Rose is the expert in the field, and the best I have come across'.
Anna Openshaw, Director HR,
College North West London**



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A wonderful interactive event run by a very friendly and extremely competent trainer'.
James Levy West Notts College

What will delegates learn?

Objectives of the workshop are for staff to:

- appreciate the legal context and inspection context for LGBandT equality
- examine the experiences of LGBandT staff and students
- appreciate the impact of homophobic and transphobic bullying and discrimination
- discuss real-life case studies and scenarios dealing with difficult and challenging situations and how these should be addressed
- explore knotty issues such as language, loos, confidentiality
- consider potential or actual conflicts with faith
- identify practical strategies to celebrate diversity, tackle discrimination, drive forward LGBandT equality and fully support LGBandT staff and students

Who should attend?

EDI and safeguarding leads, equality champions student services staff and all staff with an interest in the workshop.

Are there any options?

This workshop can be delivered face-to-face or online, via Microsoft Teams. It can be delivered as 90 minute, two-hour or half-day workshops.

Workshops can cover LGBandT equality or can focus specifically on trans equality or lesbian, gay and bi equality.

Workshops can be delivered as a generic session appropriate to all staff or specifically targeted, for example to teaching staff, student services staff or business support staff.

More questions?

Contact Christine for indicative content, programmes, amount for delivery of training sessions and anything else you need to know.

Dr Christine Rose

Christine brings up-to-date knowledge of how to fully integrate and promote equality, diversity, inclusion and British values.

Nationally recognised as an expert, she has worked with over 300 providers, supporting a significant number to achieve outstanding

status at inspection. She has helped thousands of staff and managers improve their practice.

She uniquely combines an ability to inspire with extensive experience and an in-depth knowledge of best practice. Her training events are engaging, interactive and highly practical.

