

Training Course 10

LGBandT equality - Fostering good relations, Tackling trans and homophobia

What is this training about?

Under the inspection framework, providers are expected to promote all forms of equality, foster greater understanding, raise awareness of diversity and actively promote British values. Inspectors evaluate how well learners and staff are protected from harassment, bullying and discrimination. Despite progress, however, Ofsted continues to find examples of bullying, discrimination and harassment experienced by lesbian, gay, bi and trans (LGBandT) students and staff. Recent research from Stonewall, NUS and others backs this up.

To achieve outstanding, staff need to use all opportunities to thoroughly prepare students for life and work in Britain's complex multicultural society. Fully integrating and promoting LGBandT equality is an essential part of students' personal and social development, and an essential part of your organisation's journey to outstanding and beyond – to be the 'best of the best'.

Why should staff attend?

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?

What do terms such as 'trans', 'gender variance' non-binary and 'gender non-conformity' actually mean? What is acceptable language? What terms should we avoid?

How do we deal with knotty issues such as loos or potential conflicts such as deeply held religious convictions? 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? What exactly are Ofsted inspectors looking for?

This practical and engaging workshop provides staff with the knowledge, skills and tools to confidently champion LGBandT equality and tackle homophobic and transphobic bullying. It reflects on outcomes from inspection and shares best practice in the sector.

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



Training Course 10

LGBandT equality - Fostering good relations, Tackling trans and homophobia

Why should we run this workshop?

This course will help your organisation to:

- **Establish an ethos and culture** where there is a shared commitment to value diversity and respect difference.
- **Meet legal requirements**, thereby avoiding court action, costly discrimination pay-outs or damage to reputation and staff morale.
- **Avoid** a 'hierarchy' of equality, **drive up** learner satisfaction and success and **improve inspection outcomes**.

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?

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

Are there any options?

There are a range of options, for example workshops 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 sexual orientation 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.

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

**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 for E&D at inspection.

She has helped thousands of staff 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.

