



TRAINING ACADEMY

Empowering people to champion
LGBTQ+ diversity and inclusion
within their workplaces, homes
and communities.



CONTENTS

Who are we?	03	LGBTQ+ Health Inequalities	12
What the training is for	05	Understanding Intersectionality	13
Why us?	06	Challenging LGBTQ+ Discrimination	14
Prices	07	LGBTQ+ Inclusive Monitoring	15
Introduction to LGBTQ+ Identities	08	LGBTQ+ Inclusive Workplaces	16
Introduction to Trans and Non-Binary Identities	09	LGBTQ+ Inclusive Leadership	17
Navigating Inclusive Conversations	10	Champion package	18
LGBTQ+ Allyship	11	Meet the trainers	19

WHO ARE WE?

We're LGBT Foundation. We are a national charity with LGBTQ+ health and wellbeing at the heart of everything we do. We celebrate and empower our diverse communities to realise their full potential, every day.

Our services and activities are a lifeline for those in need. We offer hope and support for LGBTQ+ people on their journey to achieving their aspirations.

Our vision is a world where queer liberation creates meaningful change and a fairer society for us all.

We're proud of the diversity and strength of our communities. We create safe spaces, amplify voices and work with our partners and allies to drive positive change.

We're now the leading LGBTQ+ health and wellbeing charity, led by and created for LGBTQ+ communities across the country.

LGBT Foundation is Registered with the Fundraising Regulator, have Investor in Volunteer accreditation, Investor in People Gold Standard, Real Living Wage employer and is a Disability Confident Employer.

LGBT Foundation has a rich history and training has been developed by an organisation with lived experience across different identities. All of our profits are re-invested into providing services and back into the community.

We've worked with a diverse range of organisations in the private, public and voluntary sector and all have reported **99% satisfaction rates, increased knowledge** and **confidence** and **feel more equipped to support** their LGBTQ+ customers and colleagues.

We monitor feedback closely and continuously to ensure that the quality of the training is maintained and always up to date.



Training is online and flexible to suit you and your organisation. We can create a bespoke package that caters to any specific needs you may have including accessibility needs.

Training Academy is suitable for many roles from front line staff, HR, EDI roles and managers, plus many more!

WHO ARE WE?

We proudly present **LGBT Foundation's Training Academy**.

Our CPD accredited online curriculum is built on our decades of success supporting LGBTQ+ people and offers modules to empower you to become more confident in supporting LGBTQ+ communities.

We can help you:

- **Navigate language and definitions** relating to LGBTQ+ identities such as trans and non-binary
- **Understand the historical and national legislation** that has, and continues to, influence LGBTQ+ people's lives
- **Recognise the barriers and challenges** that LGBTQ+ individuals encounter in society, workplaces, healthcare, and other areas
- **Signpost to sources of support** for LGBTQ+ people within your local area and online
- **Be an LGBTQ+ ally** by identifying discrimination and making positive changes to challenge it



When you take part in our **Training Academy**, you demonstrate your dedication to lifelong learning and your unwavering support for equality, diversity, and inclusion in both personal and professional contexts.

This commitment fosters a sense of hope and joy, as well as celebrates the richness of diversity and inclusion.

WHAT THE TRAINING IS FOR

Our training modules are designed so that you leave a session full of ideas about the changes you can make to **improve LGBTQ+ inclusion in your work.**

How we do this:

We are led by the communities that we work with and this directly informs the training content that you receive. Co-produced and consistently updated alongside current events, our sessions reflect issues affecting LGBTQ+ communities as they happen.

All modules are also fully CPD accredited, so the hours you spend with us count towards your development goals.

Training modules are discussion-based and led by experienced facilitators who create positive and respectful environments so that everyone can feel comfortable to ask questions and be curious. The discussion based nature of the sessions gives you the opportunity to reflect, in the moment, on your own work and context, making it specific to you.

SATISFACTION RATES

*Based on feedback of 474 training sessions

99%

Learner Satisfaction

99%

Recommend To Others

99%

Treated with dignity & respect by trainer

99%

Views taken into account by trainer

99%

Easy to access

95%

More confident on issues covered

99%

If asked a question felt listened to carefully

95%

Feel more informed as a result of training

WHY US?

Our training will give you the information and confidence you need to make positive and lasting changes in your own organisations, work and communities. Some examples include Tanya and Louisa, both Training Academy champions:

Once a month I send information to all my colleagues to remind them that I am here as an ally and as a champion and to refresh their knowledge.... My most recent email was around busting the myths around trans people and it went down really well. My manager approached me to say he is now more conscious about making assumptions and using gender neutral language

– TANYA

I work for a Dementia charity in the south...the training was really eye opening for me. Module 1 had a particular impact as it goes into the historical context of LGBT people – we wouldn't know or didn't know that dementia-age people will have grown up during Section 28, but now we know we need to make sure that clear signposting and visibly inclusive materials are available

– LOUISA

Funding for our training is also put directly back into the services we provide to LGBTQ+ communities every day, so choosing us [as a training provider] will offer a significant support to our helpline, counselling, domestic abuse and sexual health services.

Finishing a session/course doesn't have to be the end! Your relationship with us can continue through our network, events and with our corporate partnerships team.



PRICES

Package	Public Sector	Private Sector
1 Module for 20 attendees	£950 plus VAT	£1750 plus VAT
Champion	£650 plus VAT	£900 plus VAT
Open access – for individuals	£50 plus VAT	£75 plus VAT



HOW TO BOOK

Click here to complete our enquiry form
lgbt.foundation/trainingacademy/enquiry

Alternatively, email us at
trainingacademy@lgbt.foundation

If you have any questions or you want to discuss bespoke packages please contact us.

INTRODUCTION TO LGBTQ+ IDENTITIES: UNDERSTANDING HISTORY, TERMINOLOGY AND EQUALITY LEGISLATION

This module offers the foundations you'll need to understand common language within LGBTQ+ communities.

You will explore LGBTQ+ history and key social changes that affect LGBTQ+ people's experiences today. You'll also gain insight into national and global equality legislation, as well as an awareness of inequalities in society and healthcare.

No matter your experience with LGBTQ+ people, this module is ideal if you want to feel more confident in conversations and improve your understanding of the law and sources of support available to LGBTQ+ communities

We offer a range of modules and packages to support your learning, no matter how much prior knowledge and experience you have with LGBTQ+ people. Training modules are live, interactive group sessions with the opportunity to ask questions throughout and anonymously. **Each module is 2 hours. Modules can be booked individually as part of the open access course, or all 10 as part of the Champions Package. Training can be delivered virtually or in person.**



I was inspired and excited, that it generated conversation, the trainer was fully equipped and very knowledgeable and passionate about the community, I felt totally at ease and am really looking forward to the next 9 modules!

INTRODUCTION TO TRANS AND NON-BINARY IDENTITIES:

UNDERSTANDING TRANS AND NON-BINARY INCLUSION

Trans, non-binary, genderfluid and genderqueer: have you heard these words before but felt too nervous to ask 'what does that mean?' Have you been unsure about where to get a clear explanation?

This module will go into detail about trans status, gender identities and expression and inclusive language including the use of pronouns.

You'll gain an insight into legislation relating to gender, name changes and some of the challenges experienced by trans and non-binary people.

This module is particularly useful those wanting to support a trans or non-binary friend, family member or colleague or upskill their knowledge for a professional context.

I felt that my lack of knowledge and insight was not ridiculed. So kind and compassionate. Great mix of learning via slides, videos and active discussion. Great opportunity for self-reflection.



NAVIGATING INCLUSIVE CONVERSATIONS: AVOIDING ASSUMPTIONS AND CORRECTING COMMON MISTAKES

Asking questions can be scary, especially if you're unsure about the right words to use or worried about making mistakes.

This module will help you feel more confident in asking for someone's pronouns and teach you what to do if you do make a mistake. You'll also learn how to recognise and challenge homophobia, biphobia, and transphobia.

This module is also helpful for supporting someone who is "coming out" as LGBTQ+, embracing their identity with hope and joy.



It is important to consider how conversations are approached and the language used to ensure everyone is treated with respect.

LGBTQ+ ALLYSHIP: **BEING A BETTER ALLY AT WORK, AT HOME AND IN THE COMMUNITY**

Empowerment lies at the heart of fostering equality, safety, and inclusion. Allies, both from within and outside LGBTQ+ communities, play a crucial role in creating a brighter future.

This module will empower you to create safer spaces (wherever that may be) for LGBTQ+ people by avoiding assumptions, removing tokenism and challenging discriminatory behaviour.

You'll learn how to confidently elevate the voices of LGBTQ+ people and link with legislation to formulate frameworks of support for LGBTQ+ people at home, at work and in the community.

**This course
opens the way
for constructive
engagement and
proper allyship rather
than tokenism
and understanding
what that means.**



LGBTQ+ HEALTH INEQUALITIES: CHALLENGING INEQUALITIES THROUGH EQUITY AND ACCESSIBILITY

Compared to the general population, LGBTQ+ people experience a number of increased health inequalities and risks, as well as more difficulties accessing health services.

In this module, you will explore why this happens.

Using government research and case studies, this module will illustrate the challenges that LGBTQ+ people face in healthcare. We outline the concepts of equality, equity and accessibility and also discuss the importance of signposting. You'll then explore how to apply these in your own context, whether or not you work in healthcare.



It's important to understand the inequities within health care but also the wider factors and consequences they have. Understanding this is beneficial to all.

UNDERSTANDING INTERSECTIONALITY: HOW HAVING MULTIPLE IDENTITIES CAN IMPACT INEQUALITIES

LGBTQ+ communities are not homogeneous. They comprise of people from different ethnicities, faiths, abilities, ages and walks of life.

In this module, you will explore how multiple strands of someone's identity, such as being a Black lesbian woman, can affect your experiences including access to community support.

This module will elaborate on the Equality Act 2010, explaining protected characteristics, the theory of intersectionality and the basics of minority stress.

You'll learn how to confidently discuss barriers faced by LGBT people with multiple minority identities and the importance of targeted spaces for minority groups.

This module enables understanding of the wider picture of inequality through the lens of multiple identities and helps focus attention of identifying specific barriers which can be targeted to be addressed.



CHALLENGING LGBTQ+ DISCRIMINATION: UNDERSTANDING HATE CRIME AND MINORITY STRESS

Did you know that 68% of LGBTQ+ people don't feel safe holding hands with a same-gender partner in public for fear of discrimination?

This module will discuss how discrimination takes place, addressing unconscious bias and the impact of minority stress on the health, wellbeing and safety of LGBTQ+ people.

We will empower you to recognise discrimination (both explicit and implicit) and feel more confident in challenging it. You'll also discover a range of signposting information to support LGBTQ+ people who have experienced discrimination, minority stress and hate crime.



There are so many things that people may not appreciate causes harm. This module helps understand them in the context of minority stress which can help enhance being an ally or acknowledge internalised issues.

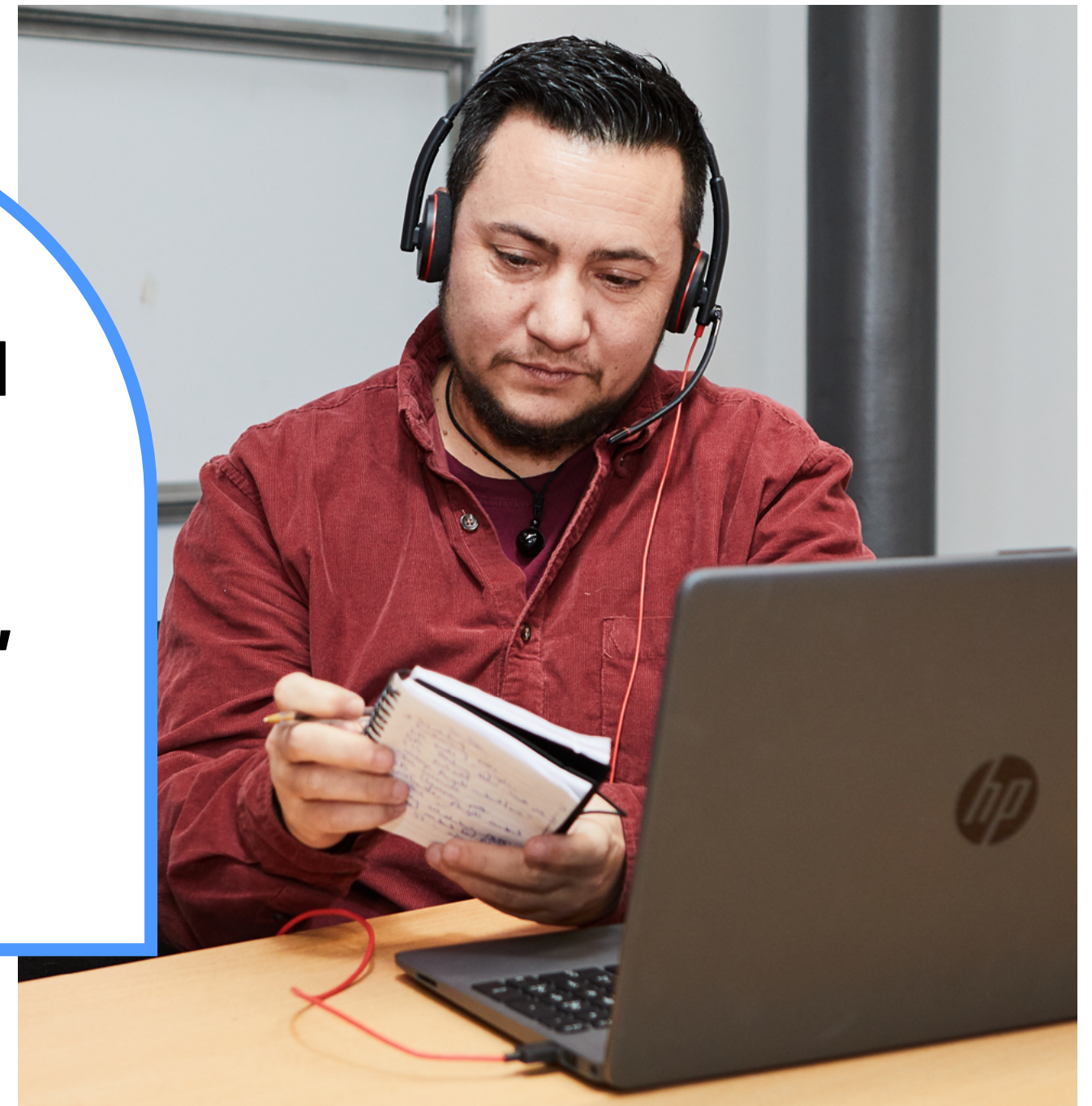
LGBTQ+ INCLUSIVE MONITORING: USING LGBTQ+ DATA AS A TOOL FOR CHANGE

Have you ever been asked about your sexual orientation or gender identity on a registration form? Have you wondered why this information is collected, how it's used and why it's relevant?

This module will answer all of those questions. In addition, it will provide recommendations for phrasing questions around sexual orientation, gender identity and trans status in line with NHS information standards and best practice guidelines.

This module is particularly useful for organisations and professionals who want to implement inclusive monitoring questions and suggestions for how this information could be used to improve your practice or services.

Everyone should know about the importance of data completion, monitoring and reporting.



LGBTQ+ INCLUSIVE WORKPLACES:

DEVELOPING INCLUSIVE PRACTICES, POLICIES AND CULTURES

You might think that your workplace is already inclusive, but look around. Do you see posters, signposting and facilities that are inclusive of all people? If you identified as LGBTQ+, would there be anything to indicate that the environment you're working in is safe and supportive of your needs?

This module will give you an awareness of how to make your workplace inclusive and offer you ideas about how to adapt and navigate barriers that LGBTQ+ people experience in the workplace. We will also discuss common key updates that can be made to make policies and recruitment practices more inclusive.

Once you've completed this module and feel confident with the basics we have a **Policy Workshop** dedicated to supporting you with ensuring your policies are inclusive and useful for your organisation and its practices!



**This module
should be
compulsory
training for
all managers.**

LGBTQ+ INCLUSIVE LEADERSHIP: EMPOWERING LGBTQ+ LEADERS

Demonstrating leadership doesn't require you to have a particular job title or position. You can be a leader by demonstrating and exemplifying principles of inclusion, awareness and integration of marginalised people.

This module will equip you with an awareness of how to be an LGBTQ+ leader and advocate at home, work and in your local community. As the final module on this programme, these discussions will also be a key step towards the Training Academy Champion accreditation.

Whether it's getting involved with targeted modules or the full training programme, every trainee will receive a CPD certificate of completion of each module to recognise their achievement. By completing all 10 modules and assessment you can become a Training Academy Champion to demonstrate your leadership and commitment.



**Really informative.
Great to meet people
from different
backgrounds.
Good to share
different ideas.**

CHAMPION PACKAGE

If you choose the Training Academy Champion package you have access to:

- The 10 training programme modules with up to 20 hours worth of learning and development
- 1 hour 30 minutes assessment session
- Pre and post assessment support
- Bronze, Silver or Gold Training Academy Champion accreditation upon passing
- Membership of our Training Academy Alumni Network Group

Your journey with us doesn't end when training is complete!

Champions receive ongoing support, resources, training and networking opportunities as part of their membership.



To register for the
Training Academy Champion
package email:
trainingacademy@lgbt.foundation

MEET THE TRAINERS!



Katie Craven (she/her) is a dedicated professional and has been instrumental in providing training services to promote LGBTQ+ inclusion, ranging from link workers to primary care services, through the highly acclaimed Pride in Practice initiative. Katie has expanded her impact by extending her expertise to numerous organisations nationwide through the Training Academy.

In addition to her extensive work in inclusion training, Katie holds a diploma in counselling. Her empathetic nature and commitment to creating a safe and supportive environment ensure that all participants feel valued and heard during training sessions.



Danny O'Sullivan (they/them) leverages their extensive experience as a skilled workshop facilitator to contribute to the Training Academy. Danny's primary goal is to cultivate dynamic and interactive spaces that empower individuals to foster inclusion, both in their professional lives and within their communities.

With a passion for creating engaging environments, Danny strives to inspire and equip people with the tools and knowledge needed to drive meaningful change. Whether it's in the workplace, at home, or within the wider community, Danny is dedicated to promoting inclusion and enabling individuals to play an active role in building a more inclusive society.



Jo Brassington (they/them) As an experienced school teacher, they spent most of their career in education working to make educational spaces more equitable, inclusive, and emotionally honest.

They now use that experience to support schools, universities, charities, and businesses to become more LGBTQ+ inclusive. They joined LGBT Foundation in 2022 as a consultant trainer for the Training Academy.

MEET THE TRAINERS!



Lu Wilson (she/they) is a consultant trainer for LGBT Foundation with several years of experience designing and facilitating creative and engaging workshops.

Lu currently works as an LGBTQ+ Youth Worker, delivering one-to-one and group sessions with young people on gender, sexuality, identity and mental health, and brings this understanding and experience to their training.



June Bellebono (They/She) is a cultural producer, writer and facilitator.

June is an experienced trainer and facilitator having worked with LGBT Foundation, Good Night Out Campaign, GIRES, The New Normal and many other organisations. June's writing has been featured in anthologies 'East Side Voices' and 'Letters from the Grief Club'.

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lgbt.foundation/trainingacademy/enquiry

Alternatively, email us at
trainingacademy@lgbt.foundation



If you have any questions or
you want to discuss bespoke
packages please contact us.

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