



Equality &  
Diversity UK

*Training • Resources • Network*

# Transgender Awareness Course

<https://equalityanddiversity.co.uk/transgender-awareness-course>

Our training sessions are provided by experienced and knowledgeable Trans\* trainers and are tailored to you/your organisations specific needs. Sessions are tailored to appeal to all levels of management/staff and are designed to inform and increase confidence and respect in interacting with all Trans and Gender Diverse people.

## Overview

Attendees are introduced to key topics explaining Trans\* people's identities, communities, lives and the legal duties. Delegates are encouraged to ask questions throughout the sessions.

The sessions provide best practice guidance and legal information through audio / visual presentation, discussion, case studies, group activities and presentation of real-life scenarios and exercises appropriate to the group(s) being trained.

Feedback from previous attendees indicates that participants leave our training courses far better equipped to engage with Trans\* people fairly, with acceptance, respectfully, appropriately and confidently. Participants say that they are better able to understand their needs in supplying services and support and in meeting the Equality Duties.

## Workshop Aims

- Consider why gender matters: gender identity versus sexual identity
- Explain the diversity of genders
- Engage with the lived experience of gender diverse individuals
- Address the barriers to gender diverse people living fulfilled lives
- Articulate legal protections and duties – and the gaps in legal protection
- Facilitating the contribution of gender diverse people in the workplace
- Better service provision for gender diverse people

## Workshop Objectives

By the end of this workshop we hope that the participants will have a greater understanding of:

- Why gender matters
- The difference/similarities between gender identity and sexual identity
- Barriers faced by gender diverse individuals
- The legal protections and duties and the gaps in legal protection
- How to manage gender diversity in the working/learning environment
- How to provide appropriate/relevant goods and services for gender diverse individuals

## **Workshop Structure**

Facilitator notes

Introduction to Speaker

Group Exercise: Is gender really a big deal?

- Thinking about reality of gender in groups
- Feedback/discussion/develop realisation of problems

What is Gender Diversity?

- Discussion of Key Concepts and relationship to sexuality
- Understanding the science
- Terminology and sub-cultures
- Diversity and differences across the spectrum of gender diversity

Discussion – is it a lifestyle choice?

Gender Dysphoria – explanation and impacts on lives

Group Exercise – what is acceptable?

- Video clip
- Feedback/discussion

Break

Video Case Study

- Good practice for helping transpeople live their real lives in the workplace;

Duties on Employers and the Equality Act 2010;

Good (and Bad) practice for supporting TG staff and students

- Reactions to disclosure
- Memorandum of Understanding
- Gender specific facilities and clothing
- Maintaining confidentiality
- Informing others
- Use of names and pronouns
- Transgender Policy

Video Case Study – transpeople as service users

Introduction to the further resources/Final Questions

## **Cost**

**Please see our Costs and Agreement ([www.eduk.uk/docs/eduk-costs-and-agreement.pdf](http://www.eduk.uk/docs/eduk-costs-and-agreement.pdf))**