LGBTQ+ Awareness

High Speed Training ™

All workplaces have a responsibility to promote equality, diversity and inclusivity amongst employees. Not only is it ethical for your company to encourage tolerance and understanding, but it's also a legal requirement to prevent discrimination and harassment.

This LGBTQ+ Awareness training course raises awareness of the issues and barriers that LGBTQ+ people can face in the workplace. The course details why having a zero-tolerance approach to biphobia, homophobia and transphobia is so important, explains key concepts and terminology and provides tips to help you develop a more inclusive and accepting working environment. By the end of the course, you'll feel confident in your knowledge of LGBTQ+ issues and recognise how to promote equality and diversity in your workplace.

Module One: Gender Identity and Sexual Diversity

This module introduces gender identity and provides some key definitions for terminology that should and shouldn't be used in the workplace. The module also looks at some important concepts and moments in LGBTQ+ history.

• LGBTQ+ terminology
• LGBTQ+ history
• Stonewall and Section 28
• Gender identity
• Sexual diversity
• Intersectionality
• Queer theory
• Mental health

Module Two: Transgender Awareness

This module explains what is meant by the term 'transgender' and raises awareness of the issues that trans people face in the workplace. The module also outlines how you can aim to be more accepting and inclusive of people who identify as trans.

• What does it mean to be transgender?
• Gender variance
• Transitioning
• Transphobia and transmisia
• Trans rights
• Psychological distress
• Gender dysphoria
• Gender non-conformity in children
• Intersex

Module Three: LGBTQ+ Legislation

This module looks at the personal characteristics covered by the Equality Act and how these relate to the rights of people who identify as being part of the LGBTQ+ community both inside and outside of the workplace.

• The Equality Act 2010
• Northern Ireland's Anti-Discrimination Laws
• Types of discrimination
• Occupational requirements in recruitment
• Gender reassignment
• The Gender Recognition Act 2004
• Marriage and civil partnership, sex and sexual orientation

Module Four: Establishing an Inclusive Working Environment

This module explains how prejudice and discrimination are often directed towards people who identify as being part of the LGBTQ+ community in the workplace and wider society. It also helps you to understand the role you play in creating an inclusive work environment.

• Inclusive environments
• Prejudice, stereotyping, discrimination, harassment and bullying
• Derogatory language and trivialisation
• Microaggressions
• Linguistic invisibility
• Effects on mental health
• How to report prejudice, discrimination, harassment or bullying

Aims of the training

By the end of this course, you will:

- Define key LGBTQ+ terminology and use appropriate language in and outside the workplace.
- Explain the meaning of gender variance and gender diversity.
- Adopt a zero-tolerance approach to bimisia, homomisia and transmisia in and outside of the workplace.
- Explain how LGBTQ+ rights are protected under the Equality Act 2010 and the Gender Recognition Act 2004.
- Recognise and challenge prejudice, stereotyping, discrimination, harassment and bullying to support LGBQT+ people in and outside the workplace.