

COURSE CONTENT OVERVIEW

LGBTQ+ Awareness



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 some key concepts and terminology, and provides tips to help you develop a more tolerant and understanding 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 outlines how you can aim to be more tolerant and understanding of people who identify as trans.

- Gender variance
- Transitioning
- Trans rights
- Transphobia
- Professionalism
- Psychological distress
- Gender dysphoria
- Gender non-conformity in children
- Intersex people
- Further resources

Module Three: LGBTQ+ Legislation

This module looks at the personal characteristics covered by the Equality Act and how these relate to the rights of LGBTQ+ people within and outside of the workplace.

- The Equality Act 2010
- Types of discrimination
- Occupational requirements in recruitment
- Gender reassignment
- The Gender Recognition Act 2004
- Marriage and civil partnership
- Sex
- Sexual orientation
- Further legislation
- Further resources

Module Four: Establishing an Inclusive Working Environment

This module explains how prejudice and discrimination are often directed towards LGBTQ+ people in workplaces and wider society, and helps you to recognise the role that you play in encouraging tolerance and understanding in your place of work.

- Inclusive environments
- Prejudice
- Stereotyping
- Discrimination
- Harassment
- Bullying
- Derogatory language
- 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:

- Understand key LGBTQ+ terminology and recognise which terms should and shouldn't be used in the workplace.
- Have an awareness of key moments in British LGBTQ+ history.
- Have an awareness of gender variance, gender diversity, and how to adopt a zero-tolerance approach to biphobia, homophobia and transphobia in the workplace.
- Understand LGBTQ+ law, including LGBTQ+ rights under the Equality Act 2010 and the Gender Recognition Act 2004.
- Recognise what constitutes bullying, discrimination, harassment, prejudice and stereotyping, and understand the mental health effects these have on LGBTQ+ people.
- Understand how to recognise and challenge bullying, discrimination, harassment, prejudice and stereotyping to support LGBTQ+ people in the workplace.