

In-house training brought to you ... high quality, flexible, cost effective

## Essential Skills to Include and Support LGBTQ Students

Supporting Lesbian, Gay, Bisexual, Trans and Queer students in your school

This course has been specifically designed to equip Pastoral Staff, School Nurses and Student Support Leaders with the understanding, knowledge and practical tools needed to support lesbian, gay, bisexual, trans and queer students in schools, with a specific focus on increasing awareness around young transgender people. This highly interactive course will be led by Lee Gale or Simon Croft from Gendered Intelligence, a Community Interest Company whose aim is to increase understanding of gender diversity and increase the quality of trans people's life experiences. The day will focus on:

- Establishing a basis for understanding LGBTQ people
- Exploring key terms and demystifying language
- LGBTQ students and how to support them using your pastoral skills
- Outlining your school's legal obligations
- Identifying effective strategies to develop inclusive and supportive practices at school
- Promoting positive attitudes and preventing homophobic, bi-phobic and transphobic bullying, behaviour and attitudes

*Thank you so much... the session was so informative. It will help lots in making our school and teaching practice more inclusive.*

*Please see the full In-house programme overleaf*

**Course Presenter: Lee Gale or Simon Croft**

Lee joined Gendered Intelligence (GI) in 2013, having worked in support of the trans communities in a range of voluntary roles and organisations since 2000. He delivers GI's training sessions, presentations and consultation, providing support throughout the UK for organisations from all sectors – commercial, statutory and not-for-profit. Lee has 6 years' experience of training and group facilitation, based on various Train the Trainer courses, including Preparing to Teach in the Lifelong Learning Sector (PTLLS) and honed through work with trans community voluntary work. This grass roots work is his passion and has given him a valued insight into the issues and experiences trans people face. Alongside his work for GI, Lee is a freelance trainer and consultant offering awareness and equality training across the UK.

Simon has been active in the trans community since 1997 and has worked on behalf of Gendered Intelligence (GI) since 2009. He brings 15 years' training, advice and guidance experience to the role, developed originally in the not-for-profit sector as an organisational development worker and thereafter as a consultant. This is underpinned by the recognised training qualification "Level 3 Award in Teaching and Education".

GI is a trans-led organisation and Simon is a trans man himself – he transitioned in 1998 to live as male. As well as working for GI, Simon is a freelance adviser to charities and other voluntary/community organisations, specialising in governance. He's also an internationally exhibited practising artist and has a background of 12 years in commercial manufacturing as a qualified engineer.

## About Gendered Intelligence

*GI is a Community Interest Company, established in 2008, that provides activities, support, training and resources for the trans community and all those who work with or support trans people. They particularly specialise in supporting young trans people between the ages of 8 and 25.*

This professional training course is supported by a comprehensive manual written specifically for the event. The manual contains all materials used throughout the day, reducing the need for extensive note taking. All in-house participants will be provided with a manual and individual certificate of attendance.

9.30 – 10.00	Registration and refreshments
10.00 – 11.30	LGBTQ – setting the scene <ul style="list-style-type: none"><li>• Understanding the context for LGBTQ identities<ul style="list-style-type: none"><li>◦ Sex, gender and sexual orientation: what they are, how they interact</li></ul></li><li>• Key terminology<ul style="list-style-type: none"><li>◦ <i>Activity</i> – Exploring the breadth of LGBTQ identities and experiences through language</li><li>◦ How to manage the changing world of this language</li></ul></li></ul>
11.30 – 11.50	Mid-morning refreshments
11.50 – 12.45	LGBTQ students - stepping into their shoes <ul style="list-style-type: none"><li>• Understanding a young LGBTQ person's perspective, with focus on trans people<ul style="list-style-type: none"><li>◦ Real life examples</li><li>◦ <i>Activity</i> - Exploring a range of situations and challenges faced</li></ul></li><li>• Young LGBTQ people and mental health<ul style="list-style-type: none"><li>◦ Key statistics</li><li>◦ Common issues</li></ul></li></ul>
12.45 – 1.45	Lunch
1.45 – 3.15	Developing inclusive, supportive practices and approaches <ul style="list-style-type: none"><li>• Your school's legal and regulatory responsibilities<ul style="list-style-type: none"><li>◦ The Equality Act</li><li>◦ DPA</li><li>◦ OFSTED obligations</li></ul></li><li>• What an inclusive, supportive practice looks like; workable strategies to successfully support your students<ul style="list-style-type: none"><li>◦ Educating and informing</li><li>◦ Challenging stereotypes</li><li>◦ Policy and procedure</li><li>◦ Awareness and Visibility</li><li>◦ Inclusive practices and facilities</li><li>◦ Confidentiality</li><li>◦ Addressing homophobic, bi-phobic and transphobic bullying</li></ul></li><li>• <i>Activity</i> - Looking at practical scenarios and creating positive solutions</li><li>• Action plan for your school</li></ul>
3.15 – 3.30	Further sources of help and support
3.30 – 4.00	Open forum – your questions answered

*This course is can be delivered to a max of 25 participants (for quality purposes)*

*Please contact Emma for a quote on [emma@rta-training.co.uk](mailto:emma@rta-training.co.uk) or feel free to contact the office directly on 01823 413313*