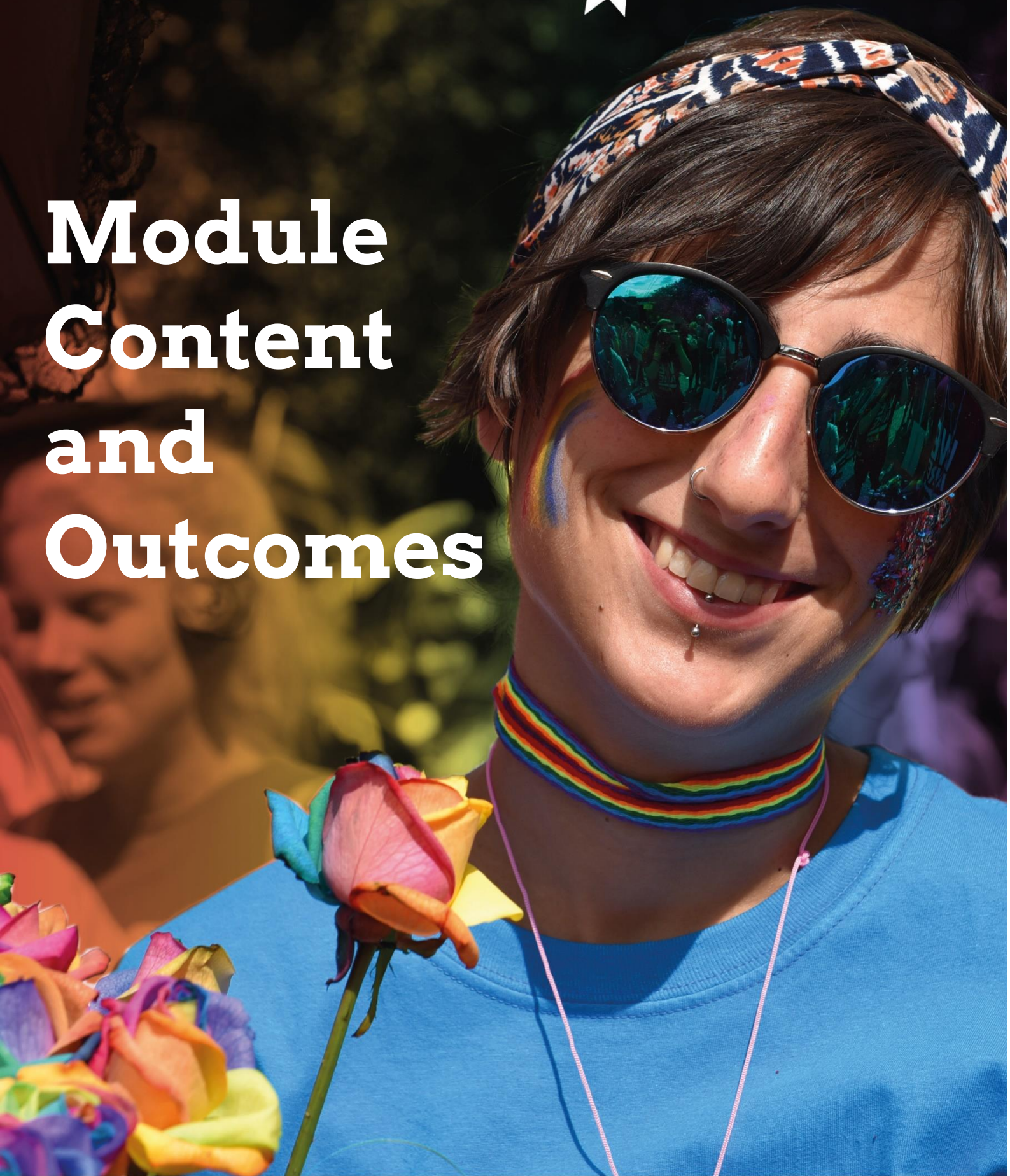


**PRIDE IN
PRACTICE**

**Training
Academy**



Module Content and Outcomes



Training module 1: LGBT 101: terminology, legislation and inequalities

This module does exactly what it says on the tin! It'll give you a great foundation to understand common language within LGBT communities, an awareness of inequalities that LGBT people experience within society, healthcare, and at work and insight into equality legislation relating to LGBT people in a national and global context. This module is ideal if you have little or no experience with LGBT people but want to feel more confident in conversations, understanding the law and sources of support for LGBT people.

Module Content Description	Learning Outcomes
Terminology <ul style="list-style-type: none"> Exploring the definitions of some commonly used language including identity definitions Inclusive language used within LGBT communities, helping learners to feel more confident to identify, ask about and use the most inclusive language and approach possible Legislation <ul style="list-style-type: none"> Relevant legislation within a historical context delivered in a quiz style to engage learners. Global view of sexual orientation and trans status laws across the world Highlighting the individual and collective responsibility under equality legislation and national standards Health Inequalities <ul style="list-style-type: none"> Key inequalities experienced by LGBT people. Direct towards Module 5 for more detail Where LGBT people can get support 	Terminology <ul style="list-style-type: none"> Knowledge of best practice language and definitions around LGBT identities Confident to identify, ask and use the most inclusive language and approach Legislation <ul style="list-style-type: none"> Awareness of some of the historical context influencing LGBT experiences Awareness of some of the global context influencing LGBT experiences Confident to understand individual responsibility under equality legislation Health Inequalities <ul style="list-style-type: none"> Knowledge of health inequalities experienced by LGBT people and disparity of health outcomes between LGBT people and the general population Confident to identify sources of support available for LGBT people online and in your local area

Training Module 2: Trans and Non-Binary Inclusion

Trans, non-binary, genderfluid, genderqueer – have you heard these words before but felt too nervous about asking ‘what does that mean?’ or unsure where to get a clear explanation? This module will build upon the basics in module 1 and go into greater detail about trans status, gender identities and expression and inclusive language including the use of pronouns and titles. 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.

Module Content Description	Learning Outcomes
<p>What is ‘trans’ and ‘non-binary’?</p> <ul style="list-style-type: none"> Exploring best practice explanations of the term “trans” and “non-binary” and the identities that sit within it Exploring the definitions of some commonly used language related to these identities <p>Barriers</p> <ul style="list-style-type: none"> Highlighting trans and non-binary health needs and relevant statistics on health inequalities experienced by trans communities Discussing barriers trans and non-binary communities experience when accessing services Exploring community assets that exist to help trans and non-binary people overcome these barriers <p>Being an Ally</p> <ul style="list-style-type: none"> Key ways non-trans people can be allies to trans communities Guidance and scenarios to test learning Open conversations to identify the correct language and approach to being a trans ally Direct to module 4 for more information 	<p>What is ‘trans’ and ‘non-binary’?</p> <ul style="list-style-type: none"> Confident to understand the best practice definitions for “trans” and “non-binary” Knowledge of the difference between terms such as “sexual orientation”, “gender identity” and “trans status” <p>Barriers</p> <ul style="list-style-type: none"> Confident to name areas of health inequalities trans and non-binary people experience Confident to discuss barriers these communities face when accessing services Awareness of community resources available to trans and non-binary people <p>Being an Ally</p> <ul style="list-style-type: none"> Confident to understand how to be an ally to trans and non-binary people

<p>Legislation</p> <ul style="list-style-type: none">• Equality Act 2010• Gender Recognition Acts in England, Scotland and Ireland• Changing a name and gender marker	<p>Legislation</p> <ul style="list-style-type: none">• Awareness of key legislation which affects trans people’s rights.
--	---

Training Module 3: Asking LGBT Inclusive Questions and Having Challenging Conversations

Asking questions can feel really daunting – especially if you don't know the best language to use or if you're worried about making a mistake. This module will explore how to confidently ask someone's pronouns and what to do if you make a mistake. You'll also learn how to identify homophobia, biphobia and transphobia and what you can do to challenge it. This module is particularly useful for supporting someone 'coming out' as LGBT.

Module Content Description	Learning Outcomes
Inclusive behaviour <ul style="list-style-type: none"> Highlighting the importance of avoiding assumptions Guidance on non-inclusive questions Inclusive Questions <ul style="list-style-type: none"> Exploring examples of inclusive questions and asking about Pronouns Tips on what to do when you make a mistake Having challenging conversations <ul style="list-style-type: none"> Defining homophobia, biphobia and transphobia Discussion on challenging discriminatory behaviour. Tips on how to be supportive when somebody tells you they are LGBT 	Inclusive behaviour <ul style="list-style-type: none"> Confident to avoid making assumptions and asking non-inclusive questions Inclusive Questions <ul style="list-style-type: none"> Confident to ask inclusive questions, ask about pronouns and confident about what to do when you make a mistake Having challenging conversations <ul style="list-style-type: none"> Awareness of homophobia, biphobia and transphobia Confident to challenge discriminatory behaviour towards LGBT people Confident to support someone who comes-out to them as LGBT

Training Module 4: Being an LGBT ally at home, at work and in the community

Allies within and out-with the LGBT community are crucial in promoting equality, safety and inclusion for all LGBT people. This module will discuss how you can create safe spaces (wherever that may be) for LGBT people by avoiding assumptions, removing tokenism and challenging discriminatory behaviour. You'll learn how to confidently elevate the voices of LGBT people and link with legislation to formulate frameworks of support for LGBT people at home, at work and in the community.

Module Content Description	Learning Outcomes
Continued Learning <ul style="list-style-type: none"> • Sharing Key Resources • Highlighting the importance of continued research and education • Exploring tokenism 	Continued Learning <ul style="list-style-type: none"> • Confident to continue learning • Awareness and understanding of the tokenism and how to avoid it.
Inclusive interactions <ul style="list-style-type: none"> • Highlighting the importance of avoiding assumptions • Discussing asking inclusive questions and • asking for pronouns 	Inclusive interactions <ul style="list-style-type: none"> • Confident to ask inclusive questions, ask about pronouns and confident about what to do when you make a mistake
Amplifying LGBT voices <ul style="list-style-type: none"> • Key differences between talking about and talking over LGBT experiences • Discussion on challenging discriminatory behaviour 	Amplifying LGBT voices <ul style="list-style-type: none"> • Confident to help make space for LGBT voices and challenge discriminatory behaviour • Confident to communicate LGBT inclusion messages to other people at work, at home or in your community
Confidentiality and Support <ul style="list-style-type: none"> • Discussion on being supportive when someone is coming-out • Confidentiality legislation and in practice 	Confidentiality and Support <ul style="list-style-type: none"> • Confident to support someone who comes-out to them as LGBT and understanding of the importance of confidentiality

Training Module 5: LGBT health inequalities, access and signposting

LGBT people experience a number of increased health risks, such as poor mental health and poorer access to health services, compared to the general population. Despite this being well documented, LGBT people still face a number of systemic barriers when accessing services. This module will outline LGBT health inequalities and explore concepts of equity vs. equality, structural inequality and accessibility. Government research and case studies are used throughout this module to illustrate the challenges that LGBT people experience and possible sources of support and signposting for LGBT people.

Module Content Description	Learning Outcomes
Health Inequalities <ul style="list-style-type: none"> • Key health inequalities experienced by LGBT communities • Discussing barriers to access with case studies and scenarios Access <ul style="list-style-type: none"> • Highlighting Equity vs. Equality in the context of access • Highlighting useful terms and ideas such as 'structural inequality' and 'accessibility' • How services can become more inclusive Signposting: <ul style="list-style-type: none"> • Where LGBT people can access community support 	Health Inequalities: <ul style="list-style-type: none"> • Knowledge of health inequalities experienced by LGBT people and disparity of health outcomes between LGBT people and the general population • Confident to discuss barriers faced by LGBT people Access <ul style="list-style-type: none"> • Knowledge of key terms such as equity, structural inequality and accessibility • Confident to name suggestions on how services can become more inclusive Signposting: <ul style="list-style-type: none"> • Awareness of LGBT community services nationally

Training Module 6: Multiply Marginalised: intersectionality in practice

LGBT people and communities are not homogeneous. They comprise of people from different ethnicities, faiths, abilities, ages and walks of life. This module explores 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.

Module Content Description	Learning Outcomes
<p>Key ideas and terms</p> <ul style="list-style-type: none"> Introducing the theory of intersectionality by Kimberlé Crenshaw Introducing The Social Model Introducing other key theories such as Minority Stress and direct to module 8 for more information Highlighting useful terms and ideas such as 'structural inequality' and 'accessibility' <p>Access</p> <ul style="list-style-type: none"> Highlighting the Equality Act (2010) 9 protected characteristics and other social determinants Discussing barriers to access with case studies and scenarios Highlighting how services can become more inclusive <p>"Separate Spaces"</p> <ul style="list-style-type: none"> Discussing the role of targeted spaces for minority groups Where LGBT people with multiple minority identities can access community support 	<p>Key ideas and terms</p> <ul style="list-style-type: none"> Knowledge of key ideas such as intersectionality, The Social Model and minority stress. Knowledge of key terms such as "structural inequality" and "accessibility". <p>Access</p> <ul style="list-style-type: none"> Awareness of protected characteristics under the Equality Act 2010 Confident to discuss barriers faced by LGBT people with multiple minority identities Confident to name suggestions on how services can become more inclusive <p>Separate Spaces"</p> <ul style="list-style-type: none"> Confident to discuss the role and importance of targeted spaces for minority groups Awareness of support for those with multiple minority identities

Training Module 7: Understanding discrimination, hate crime and minority stress

Did you know that 68% of LGBT 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 LGBT people. This module will enable you to recognise discrimination (both explicit and implicit) and feel more confident in challenging it. You'll also be empowered with a range of signposting information to support LGBT people who have experienced discrimination, minority stress and hate crime.

Module Content Description	Learning Outcomes
Discrimination <ul style="list-style-type: none"> Highlighting the different ways LGBT people experience discrimination Looking at what constitutes a hate crime and a hate incident Discussion on what leads to discrimination and hate crime Impact <ul style="list-style-type: none"> Discussing the impact of discrimination on LGBT communities Looking at case studies of minority stress Support <ul style="list-style-type: none"> Highlighting the importance of "safer" rather than safe spaces How to report a Hate Crime Understanding low rates of reporting Support available for LGBT people who have experienced hate crime 	Key ideas and terms <ul style="list-style-type: none"> Knowledge of key ideas such as intersectionality, The Social Model and minority stress Knowledge of key terms such as "structural inequality" and "accessibility" Access <ul style="list-style-type: none"> Awareness of protected characteristics under the Equality Act 2010 Confident to discuss barriers faced by LGBT people with multiple minority identities Confident to name suggestions on how services can become more inclusive Support <ul style="list-style-type: none"> Awareness of "safer" spaces intentions Awareness of how to report a hate crime and the context of low reporting Awareness of support available for LGBT people who have experienced hate crime

Training Module 8: Making LGBT People Count: Monitoring Sexual Orientation, Gender Identity and Trans Status

Have you ever been asked 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.

Module Content Description	Learning Outcomes
<p>What is monitoring?</p> <ul style="list-style-type: none"> NHS SOM Information Standard Best practice trans status monitoring <p>Key considerations</p> <ul style="list-style-type: none"> Confidentiality Discussing how monitoring data is used in different sectors and contexts Discussing why monitoring is important Discussing “prefer not to say”: when to include it and what it can mean if this is a frequent response <p>Support</p> <ul style="list-style-type: none"> Discussion on how to implement monitoring and any sector-specific barriers and considerations 	<p>What is monitoring?</p> <ul style="list-style-type: none"> Understanding of what monitoring is and awareness of the monitoring guidance for SOM and TSM <p>Key considerations</p> <ul style="list-style-type: none"> Confident to maintain confidentiality around monitoring Awareness of monitoring in context Confident to understand why monitoring is important Awareness of the role and meaning of the “prefer not to say” option <p>Support</p> <ul style="list-style-type: none"> Confident to reflect on implementing monitoring in their professional context

Training Module 9: LGBT inclusive workplaces

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 LGBT, 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, ideas for adaption and an understanding of barriers that LGBT people may currently experience in the workplace, including discussing inclusive updates to policies and recruitment practices.

Module Content Description	Learning Outcomes
Culture <ul style="list-style-type: none"> What does an LGBT inclusive workplace look like and feel like? Policies <ul style="list-style-type: none"> Highlighting inclusivity in Confidentiality, Equality and Diversity and Zero Tolerance Policies Creating an LGBT and Trans Inclusion policy Recruitment <ul style="list-style-type: none"> Understanding key terms and ideas such as inclusion, diversity and tokenism Discussing increasing representation through inclusive hiring 	Culture <ul style="list-style-type: none"> Confident to discuss experiences and knowledge of inclusive practices Policies <ul style="list-style-type: none"> Knowledge of inclusive policies and common key updates Confident to create an LGBT and/or trans inclusion policy Recruitment <ul style="list-style-type: none"> Confident to understand key terms such as inclusion, diversity and tokenism and how they relate to recruitment and management Awareness of inclusive hiring practices

Training Module 10: LGBT Leadership

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 LGBT 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 Pride in Practice Champion accreditation.

Module Content Description	Learning Outcomes
What is Leadership? <ul style="list-style-type: none"> Highlighting effective leadership models Discussing who you are as a leader 	What is Leadership? <ul style="list-style-type: none"> Confident to discuss experiences and knowledge of inclusive practices Awareness of effective leadership models including Kurt Lewin's styles of leadership, Hersey Blanchard's situational leadership model and Goleman and Boyatzis – emotional intelligence, coaching and compassion Confident to discuss who you are as a leader
Being an LGBT Leader <ul style="list-style-type: none"> Discussing how being LGBT impacts on one's journey as a leader Highlighting how to be an inclusive leader and represent intersectional causes 	Being an LGBT Leader <ul style="list-style-type: none"> Understanding of how being LGBT can impact on a leadership journey Awareness of how to be an inclusive leader and how to represent intersectional causes
Supporting LGBT Leaders <ul style="list-style-type: none"> Highlighting barriers to leadership Discussing how to encourage LGBT people to be leaders 	Supporting LGBT Leaders <ul style="list-style-type: none"> Understanding of barriers to leadership Confident to encourage LGBT people to be leaders

Training Schedule

Monday 25 th May	Tuesday 26 th Module 1: LGBT 101	Wednesday 27 th Module 2: Trans and Non-Binary Inclusion	Thursday 28 th Module 3: Questions and Conversations	Friday 29 th Module 4: Being an LGBT ally
1 st June Module 5: LGBT health inequalities	2 nd Module 6 Multiply Marginalised	3 rd Module 7 Understanding discrimination	4 th Module 8 Making LGBT People Count	5 th Module 9 LGBT inclusive workplaces
8 th Module 10 LGBT Leadership	9 th Module 1 LGBT 101	10 th Module 2 Trans and Non-Binary Inclusion	11 th Module 3 Questions and Conversations	12 th Module 4 Being an LGBT ally
15 th Module 5 LGBT health inequalities	16 th Module 6 Multiply Marginalised	17 th	18 th Module 7 Understanding discrimination	19 th Module 8 Making LGBT People Count
22 nd Module 9 LGBT inclusive workplaces	23 rd Module 10 LGBT Leadership	24 th	25 th Module 1 LGBT 101	26 th Module 2 Trans and Non-Binary Inclusion
29 th Module 3 Questions and Conversations	30 th Module 4 Being an LGBT ally	1 st July	2 nd Module 5 LGBT health inequalities	3 rd Module 6 Multiply Marginalised
6 th Module 7 Understanding discrimination	7 th Module 8 Making LGBT People Count	8 th	9 th Module 9 LGBT inclusive workplaces	10 th Module 10 LGBT Leadership