

Diversity: LGBT Awareness

Maximum Participants: 16

Duration: One Day

Timings: 09:30 – 16:30



Suitable for

Any staff who have **already attended** 'Valuing Diversity' training and work with clients or colleagues who are lesbian, gay, bisexual and transgender and who wish to develop confidence working with this particular section of the community.

Aim

To provide knowledge and skills for reaching beyond differences and valuing diversity of all kinds. You will focus on specific issues/needs of lesbian, gay bisexual and transgender clients and colleagues and strategies for involvement.

Learning Outcomes

By the end of the course, you will be able to:

- Define sexuality, Valuing Diversity and Equal Opportunities
- Identify fears and barriers to working with LGBT people and how these can be overcome
- List the main legislation about LGBT discrimination relevant to employees and clients/service-users
- Recognise social attitudes towards LGBT people - common assumptions and labelling
- Describe how needs of LGBT employees and clients/service users might impact on service provision and work practices
- Complete a Diversity/Accessibility Audit and identify areas for potential development

You will also leave the course with:

- A sense of achievement
- A Personal Action Plan to take your learning further
- A toolkit of techniques and practical ideas for releasing your potential

Training Style

All courses are interactive, using diverse participatory, 'brain-friendly' training methods including: exercises; games/quizzes; handouts and workbook; small/large group discussion; skills practice and trainer input.

All courses are accompanied by a **Welcome Pack** (including some essential pre-course activities to prepare for learning) and a **'Bonus Pack'** after the training with additional tools, and follow-up activities to support transfer of learning to the workplace. (*email required)

Other Courses to consider (Visit my website for details of these and other courses)

- ➔ Dealing with Difficult Behaviour in the Workplace
- ➔ Diversity: Becoming 'Diversity Champions'- Skills and Tools (2 Days)
- ➔ Diversity: Cross-Cultural Awareness
- ➔ Diversity: Managing Diversity in the Workplace
- ➔ Effective Recruitment and Selection
- ➔ Employment Practice
- ➔ HIV in the Workplace
- ➔ HIV/AIDS Awareness
- ➔ Interpersonal Communication Skills
- ➔ Managing Grievances and Discipline in the Workplace
- ➔ Meeting the Care Needs of Older LGBT People

Mike Phillips Training

Releasing potential through learning and development



"Thought-provoking day that challenged myths and stereotypes."

"This course was interesting and informative."

Course Participant

London Borough of Hackney

"Very worthwhile indeed, lovely personable trainer."

Course Participant

London Borough of Sutton



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