



Course Outline

EDI: Gender Identity and Gender Diversity Awareness

Minimum and Maximum Learners: 06 - 16 Duration: One Day Timings: 10:00 – 16:30

Suitable for

Any staff and volunteers who have **already attended** 'EDI: An Introduction to Equality, Diversity and Inclusion' training who wish to consider valuing diversity about gender identity and gender diversity and how it can improve their working relationships with staff, volunteers, clients/service-users and others.

Aim

To provide those working with Equality, Diversity and Inclusion with an overview of Gender Identity and Gender Diversity. You will consider how to create an inclusive environment for trans and non-binary people (staff or clients) in your organisation.

Learning Outcomes

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

- ✔ **Define** Sex, Gender, Gender Identity, Gender Expression and Gender Diversity - what it means to be trans or have a non-binary gender identity.
- ✔ **Recognise** some of the myths relating to gender identity and gender diversity.
- ✔ **Identify** appropriate language and terminology.
- ✔ **Explain** the legal framework, including the Equality Act, Gender Recognition Act, hate crime incidents and transphobia.
- ✔ **Recognise** some of the challenges faced by trans people.
- ✔ **Describe** transition pathways, including healthcare.

✔ **Discuss** how to create an inclusive environment for trans and non-binary people (staff or clients) in your organisation.

✔ **List** sources of information and support.

Benefits of Attending

✔ Feel confident and ready to put your learning into practice.

✔ Create a Personal Action Plan to apply your learning in your workplace.

✔ Take away a practical toolkit with proven techniques and ideas you can use straight away

Training Style

This course is highly interactive and uses engaging, 'brain-friendly' methods such as exercises, quizzes, group discussions, skills practice, storytelling and practical tools to support real-world application.

You'll receive a **Welcome Pack** with pre-course activities, a **Learner Workbook** during training, an **E-Book** on this topic and a **Bonus Pack** afterwards with extra tools and follow-up activities to help you put learning into practice. (*email required)

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

➔ Dealing with Difficult Behaviour in the Workplace

➔ Managing Mental Health and Wellbeing in the Workplace

➔ EDI: Disability Awareness

➔ Managing Staff Absence and Presenteeism

➔ EDI: Learning Disability Awareness

➔ Managing Workplace Bullying

➔ EDI: LGBT+ Awareness

➔ Meeting the Care Needs of Older LGBT+ People

➔ EDI: Managing and Leading Equality, Diversity and Inclusion in the Workplace

➔ Effective Recruitment and Selection

➔ Protecting Client Confidentiality and Professional Boundaries

➔ Employment Practice for Non-HR Staff

➔ Managing Grievances and Discipline in the Workplace

