

# Achieving Trans Inclusion & Valuing Gender Diversity In Educational Settings

Support and education for young people and staff in learning environments



## About Gendered Intelligence

### Who are we?

Gendered Intelligence is a registered charity, working since 2008 to increase understandings of gender diversity and improve the lives of trans people, especially young trans people.

We offer a broad spectrum of non-judgmental, practical services to the public, private and not-for-profit sectors, designed to develop, improve and enhance trans inclusion and appreciation of gender diversity.

We are a trans-led organisation with strong roots in the trans community and this, together with our multi-faceted services and direct work with young trans people themselves, and their families, give us a breadth and depth of understanding that's second to none.

### How can we help you?

Gendered Intelligence provides a wide range of interconnected services for educational communities across the UK, from primary education to university.

Contact us if:

- You are committed to an inclusive ethos and want your organisation to provide a welcoming, supportive environment for everyone.
- Your staff would like increased awareness, knowledge and confidence around working with trans students, colleagues and parents, including how to tackle and prevent Homophobic, Biphobic and Transphobic (HBT) or gender-based prejudice and bullying, and fulfil your Ofsted requirements.<sup>1</sup>
- You wish to prepare the entire student body for the opportunities, responsibilities and experience of later life and living in a diverse world and are therefore keen to develop understanding of and respect for gender diversity.
- You want to improve the retention and attainment of young trans students, by addressing their emotional well-being needs and building resilience.
- You would like to develop and demonstrate trans inclusivity for equalities markers such as Athena Swan Charter or Stonewall's Education Champions work programme.

### Use of Language

There is no perfect umbrella term to describe the many different experiences of gender that people have. In this brochure we use the term 'trans' to be inclusive of anyone who feels that the sex/gender they were assigned at birth does not match or sit easily with their sense of self. This includes those who might also (or alternatively) describe themselves as non-binary, gender fluid or gender questioning.

(1) Transgender and LGB children and learners are identified as specific groups for which Ofsted will examine outcomes (Common Inspection Framework 2015:p7)

## How do we work?

Gendered Intelligence delivers four interlinked services:

	Support available	
For professionals	<b>Trans Awareness training</b> To build knowledge and improve confidence amongst educators and support staff	<b>Consultancy</b> Looking at organisational policies, strategies and working practices; problem solving
For young people	<b>Workshops, Lectures and Assemblies</b> To help you meet your PSHE or other curriculum requirements, provide peer group support for the wider student body, and opportunities for group learning	<b>Mentoring</b> A series of 1:1 meetings with trans students, complemented by 'wrap-around' care (debriefs, additional support) for the professionals around the student

This suite of services enables us to provide holistic support to, and around, trans and gender questioning young people, involving their peers and the professionals working with them. Organisations can select which service(s) are relevant to their situation, creating a unique package to meet their needs, prioritisations and timings: we are happy to help and advise with this.

## Our experience

Gendered Intelligence works with around 500 young trans people in the course of a year, have worked with over 100 schools, colleges and universities, and delivered training to over 15,000 people in total, over 40% within the Education sector.

The team consists of skilled trainers, facilitators, youth workers and mentors, and all of our delivery staff have a lived experience of being trans and/or non-binary. We have an in-depth knowledge of the wider trans community and of the young trans community in particular, and a solid understanding of potential challenges within educational settings. All staff working 1:1 with children and young people undertake our safeguarding training and hold an enhanced DBS check.

## For more information

For further details of our services, and to discuss how we can help you, please contact us:

**Email:** [education@genderedintelligence.co.uk](mailto:education@genderedintelligence.co.uk)

**Telephone:** 020 7832 5848

**Website:** [genderedintelligence.co.uk](http://genderedintelligence.co.uk)

# Training and Presentations for Staff working in Education & Young People's Settings

Gendered Intelligence can offer a range of staff sessions from 90 mins upwards. These can be delivered independently or alongside a package of workshops, lectures or assemblies, ensuring that staff feel more confident and ready to deal with issues raised by students.

Our popular training options include:

## Introduction to Trans Awareness

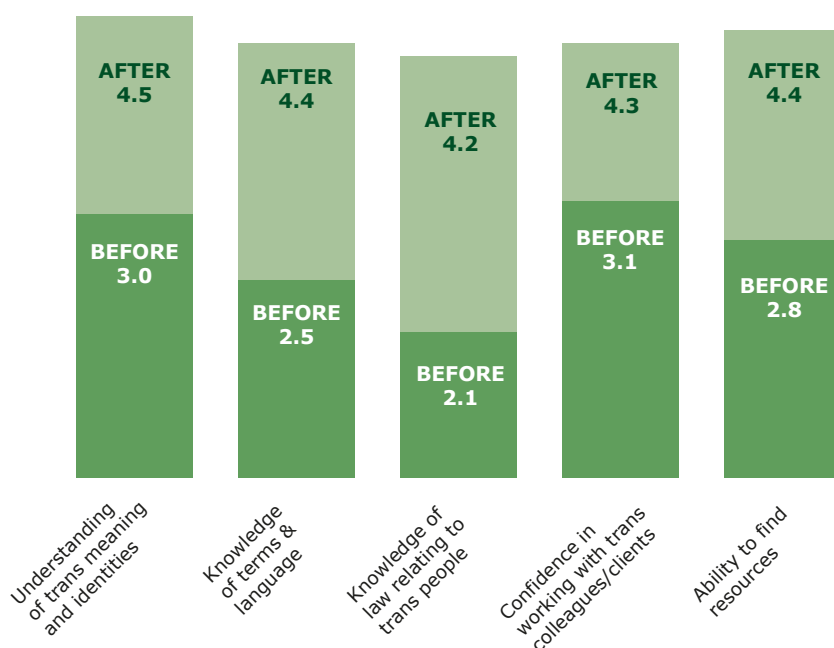
A half day introductory interactive session for up to 15 people. The session gives enough time for discussion and questions around the key topics of context, trans identities and diversity, language, the law and inclusive practices in a relatively short period of time.

## Trans Awareness - The Basics

A good choice if you have limited time for staff training, or want something in addition to the half day training for the wider staff body. This is a 90 minute package which sits well in the context of an INSET day or similar as it can be delivered to unlimited numbers.

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Feedback on training courses has been consistently high: since 2015 delegates on our most popular session have rated us 4.8 out of 5.0 overall (1-5 scale, 94% response rate from almost 4000 delegates). Delegates also reported increases in their understanding, knowledge and confidence as shown below:



Insightful, fantastic training, [the trainer] made everything real, relatable and easy to understand and discuss. I will be more confident in dealing with trans queries and supporting staff/managers.

**Milly Taylor**

HR Officer, University of Portsmouth

Thank you for the brilliant way you facilitated the course. So many questions I didn't even know I had were answered during your thoughtful and informative presentation. I feel very strongly that all academic and administrative staff should do the course.

**Kay Desmond**

Student Records and Examinations Office, University College Cork

## Working Alongside Trans, Gender Diverse and Questioning People

As well as the previous more general courses, we also offer a specialist two-day course for Counsellors and Therapists.

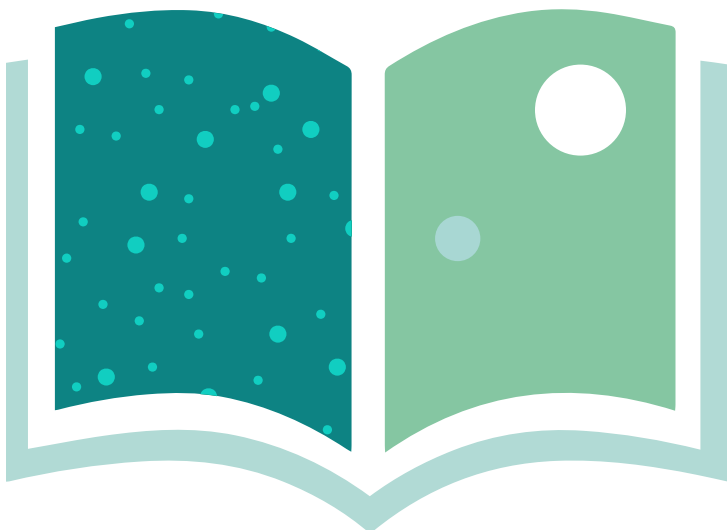
The training is a mix of formal presentations, interactive exercises and reflective discussions delivered in a small group learning environment by two professional trainers who combine extensive therapeutic and trans-specific knowledge and practice.

The course is available as an open course for individuals at city locations across England, ideal for individual School Counsellors, or as an in-house course delivered at your premises for larger educational institutions with counselling teams.

## Understanding Gender Identity: Trans People in the Workplace

Gendered Intelligence has partnered with the Open University to offer a 2 hour online course on the OU's FutureLearn platform. Particularly useful for organisations with trans or gender-questioning staff, the course is based on our extensive experience of face-to-face training, and benefits from the OU's online distance learning expertise. It enables organisations to offer basic training more flexibly and is good for large numbers, geographically dispersed workforces, and 'catch-up' provision for new starters or those unable to attend a session in person.

Contact us for full details of any course and/or for tailored options.



I loved all of it, especially the variety. Great pace, space to debrief and lots of individual activities to help process and reflect. This was such a strong course with fabulous trainers. I feel so much more prepared to have conversations with colleagues/friends around gender identity and how to work with gender variant people. Wish it was 3 days! :-)

### Shannon Leoni

High School Social and Emotional Counsellor (Belgium)

*Working Alongside Trans, Gender Diverse and Questioning People participant*

I feel much more confident and knowledgeable. I feel I am more equipped and comfortable in dealing with a student who may come to me re their gender concerns... I really enjoyed the session and could easily have continued the debates/discussions into the night.

### Gail Fox

House Achievement Leader,  
Parklands High School

Delivering sessions on gender identity and trans awareness allows the students to consider the thinking and opinions about this challenging area in an open and supportive way. It has provided a great starting point for the school to show support for diversity and develop a sense of tolerance within its community. Hearing the...stories was inspiring and reminded the students that coming to terms with your sexuality and/or gender doesn't have to be daunting or scary.

**Head of PSHE**

Lady Eleanor Holles School

# Educational Workshops, Lectures & Assemblies

We aim to deliver age appropriate learning around gender diversity, raise awareness of trans identities, and reflect on what it means to include trans people within the educational setting.

In a school setting this often sits within PSHE curriculum, LGBT History Month events, or drop down 'enrichment' or 'diversity' days. From secondary upwards, we can also tailor sessions to particular courses such as PGCE, sports, drama, sociology, psychology, biology, journalism, nursing etc.

## Content

All Workshops, Lectures and Assemblies share a number of key elements. The sessions:

- Always cover appropriate language and terminologies
- Are based on presentational content and involve interactive exercises
- Challenge binaries and stereotypes
- Incorporate time for Q&A
- Are designed to be safe spaces in which participants can explore their ideas around gender

Beyond that, we ensure that the content is relevant for the age-group, using meaningful language and reference points so that the students' learning is contextualised. We work closely with educators and senior management to ensure that our contribution meets your needs in a timely fashion – this can mean, for instance, returning on an annual basis to work with subsequent cohorts at a particular point in their studies.

At the end of the session students will show an increase in their ability to:

- Recognise and value diversity
- Respect difference and our responsibility to others
- Assertively challenge prejudice and discrimination
- Positively discuss the importance of being an ally of trans people
- Understand gender as diverse and the impact of gender stereotyping

**Duration:** Anything between 15 minutes and a full day.

**Numbers:** Up to 30 for educational workshops; up to 100 for lectures and presentations; up to 300 for assemblies.

**I liked the openness and the willingness to discuss and answer complicated and uncomfortable questions.**

**Student**

Year 10

**The workshop really helped clear things up about terms and stereotypes.**

**Student**

Year 11

**The session... provid[ed] me with exemplary examples of trans and gender inclusive theatre and arts practice. The workshop has benefitted my own educational practice [and] directly influenced my own workshops and planning.**

**Student**

Royal Central School of Speech and Drama, University of London

**I know how to recognise incidents of transphobia in school and make an appropriate professional response.**

**Teacher trainee**

Bishop Grosseteste University



# Mentoring

Gendered Intelligence offers mentoring to trans, non-binary and gender-diverse students, as well as to those who are questioning their gender identity or who have a trans history.

The mentoring scheme aims to improve the quality of life of trans students, including aiming to support the student in the educational institution, where retention and attainment may be at risk.

The mentoring scheme is delivered primarily via one-to-one meetings which offer practical support and take a problem-solving approach. All our mentors are trans identified and have professional skills in working with young people. The service is flexible and considers the specific circumstances of the young person.

The mentoring scheme offers an opportunity to:

- Explore feelings and needs around the student's gender identity including social transition
- Discuss some of the more difficult and challenging aspects of living as a trans/gender-diverse person
- Access relevant information so that each trans person can make informed choices about their lives
- Advocate for the student's needs within their educational setting

**Package:** The service is flexible and is responsive to the needs of the student and to the institute. It always involves an initial needs assessment, lasting up to 2 hours, which we call 'Capturing Your Journey,' followed by at least six meetings with the student. These are arranged flexibly, either weekly, fortnightly, or monthly, over a term or an academic year, with an opportunity to review after three sessions. The package includes support to educational professionals around the student.

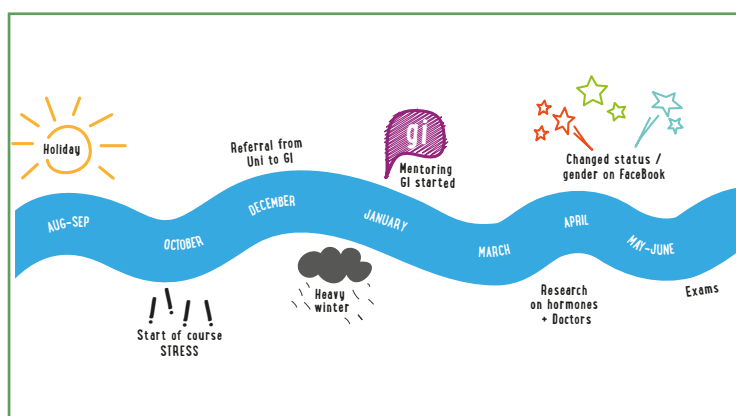
Working with GI has meant that the transgender student has continued to engage in college life and complete a course of study. The student was really struggling with college life when the mentoring was first put in place.

## Director of Studies

Hereford Sixth Form College

I definitely feel more confident after mentoring. For me I really didn't know so well how to talk about gender identity with other people, it was all a bit too awkward so I avoided it. It helps so much to be able to have open conversations about something so important and I feel much freer and much closer to friends and family because of it. The mentoring scheme at GI was really my only source of actual practical help.

## Trans student



Our mentors use a range of tools to engage with young people, and have found helping them to explore elements of their journey through drawing a particularly productive option.



For me the great thing about the sessions was that someone said 'we're just going to talk about what is happening in your life, what you're dealing with, what you want, what are the obstacles and the joys'. The relationship evolved over the year: at the beginning I needed the contact hours, the reflectiveness; later it was more about checking in. I don't think it would have been possible to be where I am now, had I not had support from GI to start that journey. I was not in a good place mental-health wise... now I've completed my Masters with distinction and started another course.

**Trans student**

# Professional Consultancy

Gendered Intelligence offers wide-ranging professional consultancy support. We are open to working together with organisations on any aspect of trans-inclusion, and aim to be client-centred in our approach, consulting in whatever way, or combination of ways, works best for you. We are happy to work via face-to-face meetings, phone, email or any other means.

Consultancy can work effectively in conjunction with mentoring to help resolve issues that students have highlighted, or alongside a programme of workshops, lectures or assemblies for the wider student body.

Our consultancy service can help you to:

- Answer particular questions or concerns, including those relating to sport, residentials, overseas travel, toilets, changing rooms, names on exam certificates, safeguarding worries, what the law says, and more
- Support individuals in developing a deeper understanding of trans issues, to enhance pastoral support and inclusion
- Find positive ways forward in individual or challenging circumstances, such as negotiating gender fluidity or instances where parental support is lacking
- Manage the period when students or staff transition – thinking about everything from communication to practicalities of record updates
- Tackle specific issues that arise with students, parents and/or staff, such as responding to parental concern around residentials
- Develop policy, resources and/or guidance for education and support staff as well as students
- Develop specific trans inclusive staff or student support systems, practices and packages such as a Transition at School policy or LGBTQ+ student / staff networks
- Identify ways to embed trans awareness and celebration in the curriculum, for example in language lessons, biology, or drama; and in relation to Trans Awareness Week or LGBT History month

## Free consultancy offer

We offer free 10 minute consultancy slots to educational environments. Wherever possible, we aim to suggest constructive steps forward in that time frame. If the issue needs longer to resolve, our discounted consultancy rates apply.

**I just wanted to say a huge thank you for your latest comments which have all been so incredibly helpful. I can't thank you enough, the feedback has been absolutely invaluable. I look forward very much to continued working with Gendered Intelligence for any further/future opportunities**

### **Jo Pinder**

Senior Wellbeing Practitioner & Counsellor, Student Support & Wellbeing Division, Cardiff University

## Fees & Expenses

The prices quoted below are substantially discounted from our standard commercial rates and represent our commitment to delivering affordable services that directly support trans youth and those professionals who work alongside them. They are examples only, so please contact us for a quotation for your particular needs and circumstances.

### 1:1 work - Mentoring for students or consultancy for staff

£90 per hour

### Workshops, Lectures and Assemblies for students

£165 for the 1st hour

£150 for subsequent sequential hours

### Popular Courses for Staff Groups, Delivered In-House at Your Venue

COURSE	MAX NUMBERS	FEE	EQUIVALENT PRICE PER PERSON
<b>Trans Awareness: The Basics (90 min)</b>	Unlimited	£300	As little as £1
<b>Introduction to Trans Awareness (3½ hours)</b>	15	£600	£40

### Other In-House Training and Presentations for Staff

£225 for 1st hour

£150 for subsequent sequential hours

(A bespoke fee based on our consultancy rate may apply in occasional circumstances)

### Open Training Courses For Individuals, Delivered At Central Venues

<b>Introduction to Trans Awareness (3½ hours)</b>	£45-£85/person
<b>Working Alongside Trans, Gender Diverse and Questioning People for counsellors and therapists (2 days)</b>	£275-£355/person

### Online Training

<b>Understanding Gender Identity: Trans People in the Workplace (2 hour, online)</b>	£25/person (bulk purchase discounts available)
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### Expenses

Travel expenses and, where necessary, accommodation expenses will be charged at cost, in addition to the fees stated above. We are happy to provide estimates of these on request and we always seek to minimise these costs for our clients.

A minimum spend will apply, based on travel time required. Please ask for more details.

### Terms And Conditions

All work is subject to our Terms and Conditions, available on request or from our website. We have adopted simple, plain English terms that we believe take a fair approach to covering our costs and are not punitive in any way.

### Questions?

If you have any questions about our fees, discounts, minimum spend, terms and conditions, or anything else, please don't hesitate to contact us:

**education@genderedintelligence.co.uk**

Gendered Intelligence is a registered charity that works to increase understandings of gender diversity and improve the lives of trans people.

We offer a broad spectrum of non-judgmental, practical services to the public, private and not-for-profit sectors, designed to develop, improve and enhance trans inclusion and appreciation of gender diversity.

See inside for full details of our work in education.

Email: [education@genderedintelligence.co.uk](mailto:education@genderedintelligence.co.uk)

Office telephone: **020 7832 5848**

Office address: **200a Pentonville Road, London N1 9JP**

Please contact us if you would like more information about any of our other services:

#### **Trans Youth Work**

Gendered Intelligence runs youth groups for 8-30 year olds, free to access for all trans, non-binary or gender-questioning young people.

**[youthwork@genderedintelligence.co.uk](mailto:youthwork@genderedintelligence.co.uk)**

#### **Membership**

Gendered Intelligence offers a membership scheme for organisations wishing to commit to an ongoing process of improvement around trans inclusion and wider gender diversity, to benefit staff, service users, students, clients and customers.

**[membership@genderedintelligence.co.uk](mailto:membership@genderedintelligence.co.uk)**

**Gendered Intelligence 2019**

A charity registered in England and Wales

Registered charity number 1182558