

COURSE FACT SHEET:

Sexual Orientation

Respecting lesbian, gay and bisexual people in the workplace

Are you sure your LGB staff are not suffering unfair treatment?

Take the case of Tony, who is gay and works in the kitchens of a large hotel. He has to take a lot of banter from his other straight colleagues, both male and female, that borders on harassment, and his boss constantly avoids the issue.

How do you ensure people recognise the grey line between harmless banter and offensive behaviour and deal with it appropriately?

More than one in twenty people in the current UK workforce are lesbian, gay or bisexual (LGB)

The Equality Act 2010 outlaws discrimination in the workplace on the basis of sexual orientation. This exclusive Skill Boosters training solution from Inclusive Learning, available e-learning, via video and trainer-led formats, demonstrates how treating people with respect and dignity creates a working environment which is both pleasant and productive.



'Sexual Orientation: Respecting lesbian, gay and bisexual people in the workplace' will enable your staff to have a better understanding of:

- The legal and moral responsibilities of all levels of staff.
- Why certain behaviours are inappropriate.
- Why it is no defence to say you did not intend to cause distress.
- The fact that more than one in twenty people are lesbian, gay or bisexual.
- Why you can't always be sure of someone's sexual orientation, and therefore should not make assumptions.
- The knowledge and skills necessary to work successfully as part of a diverse team.

A Skill Boosters course from Inclusive Learning.



Sexual Orientation is part of a family of training products.

Other Courses include:
The Diversity Challenge
Race
Understanding Bias
Gender
Religion and Belief
Disability
Challenging behaviour

View our full list of services at www.skillboosters.com

"The video is most impressive - direct, objective, and the case studies at the end really highlighted the points raised."

Joanna Ward
Transport for London

Related Topics

Take a Look at our "Gender Matters" and "Maternity and Paternity" training solutions.



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Overview

Via a choice of e-learning, video or trainer-led formats, or a blend of all three, this course covers a comprehensive range of sexual orientation topics. It is aimed at employees of all levels, including foundation level employees, HR managers, diversity specialists, trainers and advisers, senior managers/executives and operational managers/executives.

Course Content

Sexual Orientation will help employees to work successfully with lesbian, gay and bisexual colleagues and customers. The course content and structure explains the legal obligations of all levels of staff and demonstrates how creating a comfortable climate at work will benefit everyone, whatever their sexual orientation.

Video

Part 1 – Includes • The law • It's good for business • Going forward.

Part 2 – A series of four dramatised scenarios.

E-learning

Part 1 – Includes • Handling harassment • Unlawful harassment on the basis of sexual orientation • Defeating discrimination • Understand why lesbian, gay and bisexual (LGB) people shouldn't be expected to hide their sexuality • Respect the right of confidentiality of LGB people in the workplace.

Part 2 – Includes • The Equality Act 2010 • Case studies • Assessment quiz.

Trainer-led

Includes • Recruiting the best person for the job regardless of sexual orientation • Ensuring that terms and conditions are non-discriminatory on grounds of sexual orientation • How to create a comfortable environment for LGB employees • Respecting and accommodating people's decisions to come out or not • How to set up an LGB support network • The basics of the Equality Act 2010 • How to encourage employees to behave in a professional manner towards colleagues of different faiths.

What sets Skill Boosters apart?

- Our courses consist of credible and best practice learning content developed in partnership with leading subject matter experts.
- We can blend subject matter and delivery methods in a unique way.
- Our training solutions can be tailored to suit the needs of your staff and organisation.
- We create innovative learning technologies to deliver inspiring and accessible training solutions.
- Our background and expertise in television, multimedia and education enables us to create rich media-based training solutions which engage learners throughout their learning journey.
- We offer a no-obligation 'try before you buy' service.

Some of our clients include:

Tesco, Home Office, **M&S**, Cornwall County Council, **KPMG**, Defra, **Glaxo**, Glasgow Council, **MoD**, Sainsbury's, **Eversheds**, Simmons & Simmons, **Canary Wharf Group**, ZSL Group, **Department of Health**, Guy's & St Thomas', **HSBC**, Barclays, **Intercontinental Hotel Group**, Serco

"Skill Boosters are to be congratulated on tackling these sensitive issues and creating a range of invaluable resources."



Delivery formats available

Hosted online.

Installed on your Learning Management System or network.

DVD or video-clips with trainer notes.

In-house and public trainer-led workshops.

Duration

Video: 34 minutes.

Estimated time required to complete this course - 60 minutes. Times may differ depending on individual learning styles.

Trainer-led: Half or full day.

Please contact us for pricing options, special offers or to discuss a tailored model.

