

## OVERVIEW

Are you worried about the retention and attainment of young trans students in your educational setting?

Do your staff lack understanding and confidence when working with trans people?

Are you aware of the Equality Act 2010 requirements regarding the inclusion of trans people?

Are you confident around tackling bullying related to students' sexual orientation and gender identity?

Do you need help around your work in trans inclusion with your equalities markers such as Athena Swan Charter or Stonewall's Education Champions programme?

Gendered Intelligence provides a range of services for all educational settings including **Schools in Key Stage 1-2, 3-4, Further Education Colleges and Higher Education Institutes** as well as other educational programmes such as **Pupil Referral Unit, schools in hospitals and other settings** across England and Wales.

These include:

- **Educational Workshops - Key Stage 1-2**
- **Educational Workshops - Key Stage 3-4**
- **School Assemblies - Key Stage 1-2**
- **School Assemblies - Key Stage 3-4**
- **Mentoring for Young Trans People in Schools and Sixth form Colleges**
- **Lectures, Presentations and Educational Workshops in Further Education Colleges and Higher Education Institutes**
- **Mentoring for Trans Students in Further Education Colleges and Higher Education Institutes**
- **Training and Presentations for Staff Working in Education**
- **Professional Consultancy**
- **Public events - presentations, conferences, panel discussions, lectures and workshops**
- **Stalls**

Gendered Intelligence provides a non-judgmental service that supports all educational settings to develop and improve their trans inclusion and gender diversity good practices.

## **About Gendered Intelligence**

Our vision is of a world where people are no longer constrained by narrow perceptions and expectations of gender, and where diverse gender expressions are visible and valued.

Our aims are to increase understanding of gender diversity, to raise awareness of trans people's needs and to improve the quality of life of trans people. We wish to engage the wider community in positive discussions, debates and activities which will bring about change. We work with trans people, and young trans people in particular, and all those who impact on trans lives. We have built a reputation as an organisation which delivers exceptional results through innovative, well-managed, well-delivered services offering excellent value for money.

Gendered Intelligence consists of a team of skilled trainers, facilitators, youth workers and qualified teachers. Some of the team hold doctorates in the area of transgender studies and/or have a lived experience of being trans. We have a working and in-depth knowledge of the wider trans community and of the young trans community in particular. All staff working with children and young people undertake our safeguarding training and hold an enhanced DBS check.

Gendered Intelligence is a registered Community Interest Company. The company is Limited by Guarantee under Companies House regulation, and is an asset-locked not for profit body. For more information about us visit our website.

### **At Gendered Intelligence we can:**

- **Increase confidence and awareness when working and studying alongside trans students and staff**
- **Support to meet the requirements of the law**
- **Help you to retain trans students in your educational setting**

Contact us to find out more

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

**Telephone:** 0207 832 5848

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

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

**Company number:** 06617608

We always aim to work flexibly and to meet your needs in your particular setting. Please do contact us to discuss alternatives. All our services can be mixed and matched to suit your specific needs and circumstances, or bespoke as required.

## School Assemblies - Key Stage 3-4

**Our school assemblies can be carried out in any secondary school setting across England and Wales. They are 15 -20 minute presentation to a large cohort of students, sending broad messages that reflects the school ethos of equality, inclusion and respecting difference. They aim to engage learning around gender diversity, raise some awareness of trans identities and what it means to include trans people in our schools.**

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**School Assemblies - Key Stage 3-4 are useful in one or more of the following circumstances:**

- The school's ethos is committed to equality and inclusion, but would benefit from an increased understanding of gender diversity and what it means to include trans people
- The school wishes to prepare students for the opportunities, responsibilities and experience of later life and living in a diverse world
- The school would like to tackle and prevent Homophobic, Biphobic and Transphobic (HBT) or gender-based prejudice and bullying

**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
- Discuss relationships and feelings
- Understand gender as diverse and the impact of gender stereotyping

**Duration:** 15-20 minutes

**Cost:** £145 per hour (minimum charge is one hour) + travel

**Numbers:** Up to 300 students

See 'Gendered Intelligence Fees, Terms & Conditions'

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You may also be interested in:

- Educational Workshops - Key Stage 3-4
- Mentoring for Young Trans People in Schools and Sixth form Colleges
- Training and Presentations for Staff Working in Education
- Professional Consultancy

## Educational Workshops - Key Stage 3-4

**Our Educational Workshops can be delivered in any secondary school setting in England and Wales. They aim to engage learning around gender diversity, raise awareness of trans identities and what it means to include trans people in our schools. We tailor sessions to emphasise particular areas of the curriculum. As well as LGBT History Month events, PSHE class or drop down 'enrichment' or 'diversity' days, we also offer workshops to connect with other subjects such as Drama, English, Art, History, Biology and General Science.**

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**Educational Workshops Key Stage 3-4 is useful in one or more of the following circumstances:**

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- The school wishes to prepare students for the opportunities, responsibilities and experience of later life and living in a diverse world
- The school would like to tackle and prevent Homophobic, Biphobic and Transphobic (HBT) or gender-based prejudice and bullying

**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
- Discuss relationships and feelings
- Understand gender as diverse and the impact of gender stereotyping

**Duration:** Standard session is 1hr

**Cost:** £145 per hour (plus travel expenses)

**Numbers:** Up to 35 students

See 'Gendered Intelligence Fees, Terms & Conditions'

"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*

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You may also be interested in:

- School Assemblies - Key Stage 3-4
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## Mentoring for Trans Students in Further Education Colleges and Higher Education Institutes

Gendered Intelligence offers mentoring to trans, non-binary or gender variant identified students, as well as to those who are questioning their gender identity or who have a trans history. Mentoring can take place in any educational setting across England and Wales. **The mentoring scheme aims to retain the student in the institute of education, 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. It allows us to explore feelings and needs around a young person's gender identity. The service is flexible and considers the specific circumstances of the young person.

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### **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 variant 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:** an initial "needs assessment" which we call 'Capturing your Journey', 5 x 1 hour sessions and 3 staff meetings. This can be carried out over a term or an academic year

**Cost:** £760 per package. Students may draw from their Disabilities Services Allowance or other Access funds can be used

See 'Gendered Intelligence Fees, Terms & Conditions'

"I suppose with my own personal identity support from GI has made me feel more secure. Before I might have thought that being trans is something to keep to myself but now I feel much more comfortable knowing that someone else knows who I am rather than not. Also, I notice how it's now easier to accept my own identity as much as others do. If I know everyone's fine with me for who I am it makes my identity less of a weight on my shoulders and just another thing about me which makes me who I am."

*Trans student*

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You may also be interested in:

- Lectures, Presentations and Educational Workshops in Further Education Colleges and Higher Education Institutes
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- Public events - presentations, conferences, panel discussions, lectures and workshops
- Stalls



## Training and Presentations for Staff working in Education

Gendered Intelligence can offer a range of sessions from 1 hour to two days and beyond. We have two standard training sessions:

**'Introduction to Trans Awareness'** is a half day (3 hour) introductory interactive session for up to 15 people which gives enough time for discussion and questions around the key topics in a relatively short period of time. The session covers language and terminology, understanding legislation and implementing good practice

**'Introduction to Trans Basics'** is a good choice if you have limited time for staff training, or want something in addition for the wider staff body. The session is 1 hour and sits well in the context of an INSET day or similar.

We always prefer to speak with our clients before a final choice of package is made to ensure that it will meet your needs in the most effective way, taking into account both time and budget. Please feel free to contact us.

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## **Training and Presentations for Staff working in Education is useful in one or more of the following circumstances:**

- The institute's ethos is committed to equality and inclusion, but would benefit from an increased understanding of gender diversity and what it means to include trans people
- The institute would like to tackle and prevent Homophobic, Biphobic and Transphobic (HBT) or gender-based prejudice and bullying
- The institute needs more insight into the legislation around the rights and responsibilities around trans identities with the Equality Act 2010

## **At the end of our 3 hour session staff will have:**

- An appreciation of how sex, gender and sexual orientation interact
- Improved understanding of trans identities, terms and language
- A basic grounding in the key laws relating to trans people
- Increased awareness of trans issues and ways to be trans inclusive
- Increased confidence in working with trans colleagues/students
- Information about helpful resources

## **'Introduction to Trans Awareness'**

**Duration:** 3hrs

**Cost:** £660 standard fee, discount for education sector £495 (plus travel expenses). Includes a booklet and attendance certificate for each delegate as well as summarised evaluation for your HR records.

**Numbers:** up to 15 members of staff

See 'Gendered Intelligence Fees, Terms & Conditions'

If you need to train larger numbers please contact us – we can offer packages of multiple sessions and/or extensions to some sessions if required.

## **'Introduction to Trans Basics'**

**Duration:** 1hr

**Cost:** £195 (plus travel expenses). We also offer a 1.5 hour version including 30 mins Q&A for £270 (plus travel expenses)

**Numbers:** up to 150 members of staff

See 'Gendered Intelligence Fees, Terms & Conditions'

“One of the best training sessions I have attended. [The trainer] was fantastic, friendly and helpful and it was great to finally feel comfortable and confident talking about these issues. Thank you!!”  
*Jamie Graney, Student Recruitment, Lancaster University, 2015*

“Feel very empowered to talk to colleagues and students about all things trans”  
*Course participant, University of Hertfordshire, 2014*

“Excellent session, good discussions. I feel much more informed and able to answer questions that might arise”  
*School Counsellor, Solihull School, 2014*

“Well-paced, informative training session which met our needs perfectly. [The trainer] established a very comfortable environment in which people were able to ask questions”  
*Senior Tutor, Merton College, Oxford, 2014*

“Very well presented ... [The trainer was] very knowledgeable. Felt very able to contribute. [The trainer] set a perfect tone to the session which encouraged discussion”  
*Careers Consultant, Lancaster University, 2015*

“Thank you very much! Very valuable information and discussions. Really good presentation, friendly atmosphere”  
*Welfare Manager, School and Sixth Form Centre, Kent, 2015*

“Excellent - really clear, concise and enlightening. Thanks very much”  
*Denise Brahms, Deputy Headteacher, St Mary's School, Wigan, 2015*

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You may also be interested in:

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- Educational Workshops - Key Stage 3-4
- School Assemblies - Key Stage 1-2
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## Professional Consultancy

Gendered Intelligence offers professional consultancy support to help with specific needs. Our consultancy service can:

- Address particular questions or concerns
- Support individuals in developing a deeper understanding of trans issues
- Develop guidance or policy for your field of work
- Find positive ways forward in individual or challenging circumstances
- Assist with any other trans-related queries.

We are open to working together with organisations on any aspect of trans-inclusion and welcome opportunities to collaborate on responses to new or developing requirements. We aim to be client-centred in our approach and to consult 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.

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**Professional Consultancy is useful in one or more of the following circumstances:**

- The institute's ethos is committed to equality and inclusion, but would benefit from an increased understanding of gender diversity and what it means to include trans people
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- The institute needs more insight into the legislation around the rights and responsibilities around trans identities with the Equality Act 2010

**Professional Consultancy support may be useful to:**

- Manage the period when students or staff transition
- Tackle problems that arise with students, parents and/or staff
- Improve monitoring and reporting through adoption and adaption of monitoring forms and other practical processes
- Develop policy, resources and/or guidance around trans inclusion.

**Package:** Our package of support is negotiable.

**Cost:** Our consultancy rate is £80 per hour (plus travel expenses for any face-to-face meetings). When we work remotely, e.g. by phone/ email, our minimum charge is 30 mins (£40) and then pro rata

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