

Gender diversity in the workplace training

In recent years, we've been seeing an increasing number of cases before the employment tribunal related to issues of gender diversity. Managers and employees often lack confidence when speaking about gender diversity and commonly have a limited awareness on how to manage a diverse workforce in practice. That's why we've been delivering bespoke training to our clients to achieve exactly that. Here's what they have to say:

- ❧ You and your session were certainly 'a hit' with our Leadership Team.
- ❧ The session was excellent and delivered so well.
- ❧ Very informative and Mollie's presentation style was very engaging.
- ❧ A great session that blew my mind. Where will we be in another 10 years?

What will I learn?

This training workshop can be tailored to suit your needs. We can deliver to managers or employees and cover topics such as:

- How to use language and terminology related to gender diversity.
- What "gender critical" beliefs are and how to balance views.
- The current landscape of discrimination law – not only to prevent discrimination against gender diverse people, but also those with conflicting beliefs.
- Learn practical steps to promote an inclusive workforce and service for employees, colleagues, clients and customers.
- And more!

Sample structure and content

Part 1: The Basics

Language and terminology.

Part 2: Gender diversity

Gender Reassignment discrimination: the law and practical examples.

Part 3: Balancing views

Belief discrimination: the law and practical examples. Identifying issues and resolving conflict.

Part 4: Looking ahead - are you ready?

Practical tips: recruitment, policies, pronouns, gender neutral language etc.



Mollie Gascoigne

(she/her) is an Associate in Employment with Foot Anstey. Mollie was awarded a PhD in Law for her research on legal sex status and gender recognition. She is a published author in leading general and specialist employment law journals on the topic. She is also a qualified mediator.

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