

## 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)

Since 2003, The Employment Equality (Sexual Orientation) Regulations have outlawed discrimination in the workplace on the basis of sexual orientation.

Developed in partnership with Stonewall, this exclusive training solution from Skill Boosters, available via video, e-learning and trainer-led formats, demonstrates how treating people with respect and dignity creates a working environment which is both pleasant and productive.



### Key learning outcomes

**'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 tell someone's sexual orientation, so don't make assumptions
- The knowledge and skills necessary to work successfully as part of a diverse team

Produced by Skill Boosters in partnership with:



Stonewall is the UK's leading gay equality organisation. It designs and disseminates good practice on a range of issues from homophobic bullying to employment practice and pension provision.

“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" training solutions

[www.gendermatters.tv](http://www.gendermatters.tv)



SO-CFS-0807

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### Course details

#### Overview

Via a choice of video, e-learning or LIVE trainer-led formats, or a blend of all three, this course covers a comprehensive range of sexual orientation topics. Aimed at employees of all levels, it has been developed to suit anybody in your organisation 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** Legislation • Case studies • Assessment quiz

#### LIVE 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 Civil Partnership Act 2004

#### 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

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

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DEVELOPMENT



#### Delivery formats available

Video with trainer notes and self-study guide.

CD-ROM and Intranet with user booklet.

LIVE in-house and public trainer-led workshops.

#### Duration

Video: 37mins.

E-learning: 75mins approx.

LIVE trainer-led: 1 day.

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



Organisations that have already invested in and reaped the benefits of this course: COMMISSION FOR SOCIAL CARE INSPECTION, KENT COUNTY COUNCIL, EUROSTAR, CROWN PROSECUTION SERVICE, KENT FIRE AND RESCUE, GREATER MERSEYSIDE LEARNING PROVIDERS, FEDERATION, NATIONAL EXPRESS, DVLA, HARROW COLLEGE, TESCO, LONDON FIRE BRIGADE, NATIONAL GRID, FOOD STANDARDS AGENCY, HERIOT WATT UNIVERSITY, SCOTTISH POLICE, THE QUALITY IMPROVEMENT, THE PLANNING INSPECTORATE, LIVERPOOL JOHN MOORES UNIVERSITY, THE POST OFFICE, TRANSPORT FOR LONDON, UNIVERSITY OF HUDDERSFIELD, WEST SUSSEX HSC NHS TRUST, VICTORIA ALBERT MUSEUM