



Put the T+ in teams with

# MERMAIDS TRAINING



# ABOUT Mermaids

## **Who are we?**

We're Mermaids. We've been supporting trans, non-binary and gender questioning children and young people, and the important people in their lives since 1995.

When we talk about "important people" we include parents, grandparents, siblings and any other family member, as well as foster carers, guardians and other trusted adults.

We're one of the UK's leading trans-focused charities. We provide services directly to trans children and young people, to families and work to educate and inform professionals and organisations who want to be part of a society where trans children and young people are safe, included and empowered to be their best selves.

Finally, we campaign for the things that matter most to trans children and young people.

Our vision is a safe, inclusive society where trans children and young people are empowered to live their best lives.

Our mission is to achieve this change by:

- Providing the best quality information, support and empowerment to trans children and young people, families and professionals
- Being a supportive, collaborative partner with others who share our values
- Being a resilient, professional organisation, ready to face any challenge and stand up for the rights of trans youth
- Being a place where people who share our values are proud to work and volunteer and are empowered to thrive

### **Where do we work?**

Mermaids works to support children, young people, families and professionals across the UK.

As well as direct support, we also work to make life better for trans, non-binary and gender-diverse children, young people and their families through campaigning, training and advocacy.

### **For more information**

Visit our website: [mermaidsuk.org.uk](https://mermaidsuk.org.uk)

Email us at [info@mermaidsuk.org.uk](mailto:info@mermaidsuk.org.uk) for general enquiries or at [virtualtraining@mermaidsuk.org.uk](mailto:virtualtraining@mermaidsuk.org.uk) for training enquiries.

# WHY MERMAIDS TRAINING?

Trans youth need support and understanding more than ever. We also understand that the important people in their lives need that support too.

To this end, Mermaids offers a range of training courses tailored to the needs of professionals in health, education, the third sector and beyond.

Our CPD certified training modules for professionals training aim to:

- Empower professionals through increased knowledge of gender diversity, to help them create a trans inclusive ethos in their workplace.
- Equip professionals with the most up to date and relevant information on issues affecting the trans community.
- Enable professionals to be confident in supporting trans, non-binary and gender diverse individuals, and embrace all members of the trans community within their organisation.



## **Who is our training for?**

Our CPD certified sessions are interactive and are suitable for groups of up to 30 people. The sessions can be held virtually or in person.

We train professionals across all sectors, including:

- The public sector including the NHS, schools, social services, CAMHS, police and uniformed services
- The third sector, including charities, social enterprises and community groups
- Corporate clients across a range of industries

We can also deliver training to HR departments and management. We can help you support and understand the needs of transgender employees, and ensure that your organisation's policies and procedures are inclusive.

If you're looking for a more tailored session, we can also create bespoke courses to suit your needs. Simply get in touch to arrange sessions that suit you and your organisation.

Not organising training for a group? Mermaids also offer "individual sessions" that you can take part in without being part of a larger group.

These sessions run on a regular basis throughout the year and are a great chance to interact with other likeminded professionals.

# CPD Accredited Training

## Supporting Trans, Non-Binary and Gender Diverse Young People

Duration: 2.5 hours

- Understanding gender identity and gender diversity: what it means to be trans or gender diverse
- Trans terminology including pronoun use
- Challenges faced by trans young people: isolation, bullying and discrimination, family issues, social situations, mental health, transitioning while in education/workplace etc.
- Accessing healthcare
- Legal responsibilities: the Equality Act, hate crime incidents, transphobia
- Recommended resources

## Neurodiversity and Trans Identities

Duration: 1.5 hours

- Overview of different neurodiverse conditions
- Testimonies from neurodiverse trans people
- Reflections on the latest research into neurodiversity and gender diversity
- The challenges and barriers faced by neurodiverse trans people
- Supporting neurodiverse trans people

## Supporting Trans People in the Workplace

Duration: 1.5 hours

- Essential terminology and pronouns
- The challenges trans people face entering and whilst in employment
- Transitioning at work
- Recommendations for supportive work environments

## **LGBTQ+ Healthcare**

Duration: 1.5 hours

- The needs of LGBTQ+ people accessing healthcare
- The barriers preventing LGBTQ+ people accessing healthcare
- The implications of negative experiences of healthcare
- Health inequalities faced by LGBTQ+ people

## **LGBTQ+ Mental Health**

Duration: 1.5 hours

- The barriers faced by LGBTQ+ people accessing mental healthcare
- The implications of LGBTQ+ people not addressing mental health concerns
- Why LGBTQ+ people may be at higher risk of poor mental health outcomes


## **Service Agreements**

All of our training activity is carried out under a service agreement between Mermaids and the organisation. This is a simple document that covers costs and expectations from both parties.



## **Questions?**

For more information on our pricing, content or to book a place please contact [virtualtraining@mermaidsuk.org.uk](mailto:virtualtraining@mermaidsuk.org.uk) or visit our website [www.mermaidsuk.org.uk](http://www.mermaidsuk.org.uk)


# WHAT OUR PARTICIPANTS SAID



**“The trainer was great, really clear and helpful. I felt at ease to share and talk without fear of judgement. I learnt an incredible amount. I would highly recommend to any professionals working in Education.”**



**“I really enjoyed the training, it was informative, delivered well and enthusiastically and I came away feeling I had a better understanding of what young people go through; plus I now feel more confident talking about this with our students. Thank you.”**








**“The training was incredibly helpful in understanding the importance of gender identity and how we can support everyone with transitions and their mental health. Really well delivered. The trainer was really informative. They kept us engaged and encouraged us to share our thoughts. Incredible training.”**

A yellow five-pointed star is positioned to the left of the speech bubble's tail.



**“The trainer was approachable and non-defensive so we were able to ask honest questions and have meaningful conversations. The course highlighted to me how much additional stress some trans young people experience, which deepened my compassion and understanding.”**

A green five-pointed star is positioned to the right of the speech bubble's tail.

Charity Number: 1160575



*Mermaids*

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