

# Positive Identities Service

Celebrating  
diversity with pride

Commission our services

Believe in  
children



Barnardo's

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# Introduction

All children and young people should have the opportunity to enjoy and develop during their childhood, making a successful transition into adult life.

It is vitally important that schools, organisations and wider communities create a safe and supportive environment for young people where they feel respected and where prejudices are challenged. Homophobic, biphobic and transphobic (HBT) bullying has a significant impact on the wellbeing, attendance and attainment of many lesbian, gay, bisexual, trans young people, and those questioning their sexual orientation or gender identity (LGBTQ). Since September 2013, Ofsted inspections explore the school's actions to undertake and tackle HBT bullying.

Our aim is to provide LGBTQ young people a safe environment where they can reach their full potential; creating communities where diversity is celebrated and difference is accepted. We all have a responsibility to tackle and prevent all sexuality and gender identity based bullying and discrimination.

**Ofsted: [www.schools-out.org.uk](http://www.schools-out.org.uk)**



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# Who we are and what we do

The Positive Identities Service offers sexual orientation and gender identity expertise through the provision of training, consultancy and direct work interventions. We offer services to schools, organisations and wider communities so that they can provide safe spaces for LGBTQ staff, volunteers and service users.

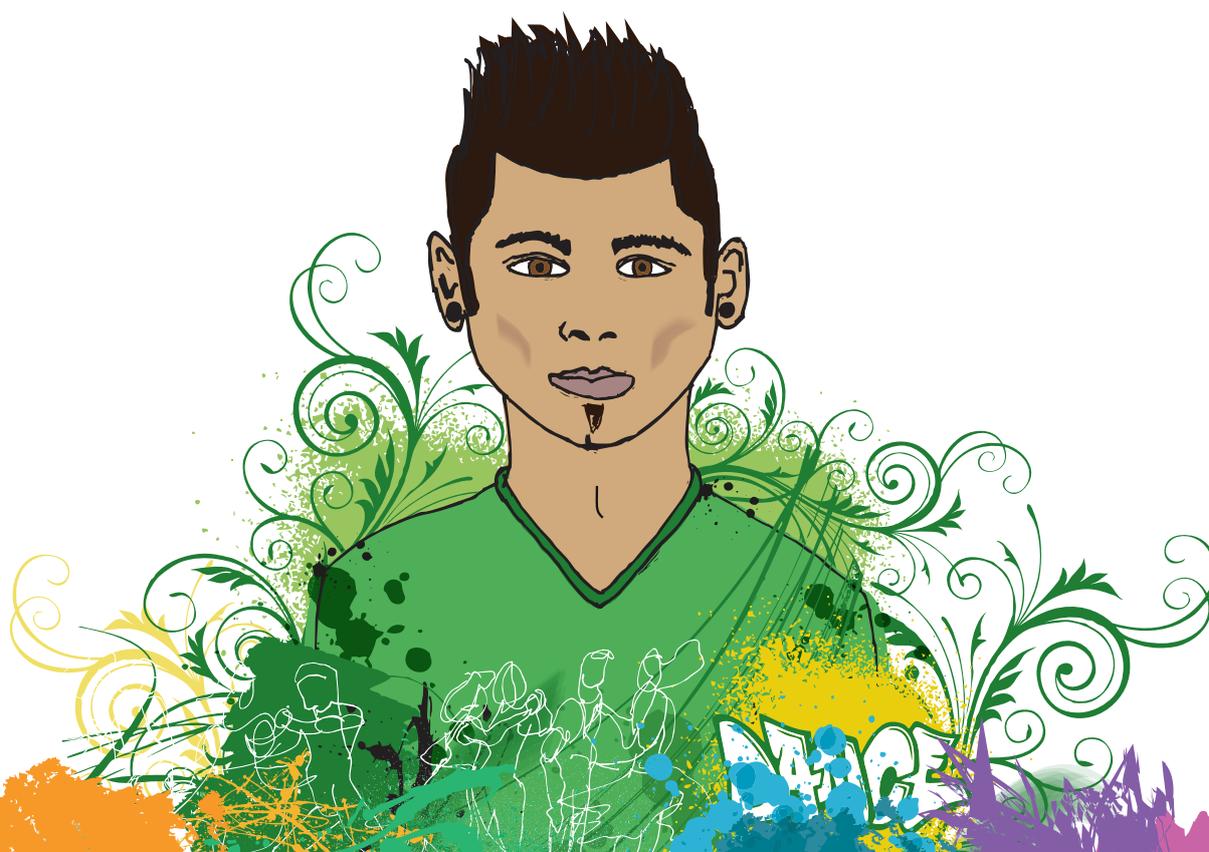
We have developed a range of services that can be commissioned including:

- Our toolkit addresses issues relating to faith and culture to prevent and tackle HBT bullying
- A two tiered professional membership network – ‘Barnardo’s LGBTQ Allies Network’ which empowers schools and organisations to champion the needs of LGBTQ young people, adults and families. A baseline assessment and action plan is completed to offer a tailored package of training, consultancy and support to address the need identified. Our aim is to increase the confidence of member organisations by providing a network that increases skills, knowledge and experience of LGBTQ issues and needs and effectively meeting these. The membership is open to schools, colleges, statutory and voluntary organisations, youth groups, sports clubs, faith organisations, statutory departments and local authorities.



# Barnardo's LGBTQ Allies Network explained

Offer	Resources provided	Cost
<p><b>Level 1 membership</b></p> <p><b>Professional member of the Barnardo's LGBTQ Allies Network</b></p>	<ol style="list-style-type: none"> <li>1. Initial baseline assessment</li> <li>2. One full day training course</li> <li>3. One day of consultancy from Positive Identities Service</li> <li>4. Email communication updates/training available and links to other professionals</li> <li>5. Faith toolkit briefing included – 3 hours</li> <li>6. One faith toolkit pack included</li> </ol> <p>Following the training, the membership also includes one day of consultancy for you to utilise. This gives a chance for you to have time embedding and implementing the learning but if experiencing any stumbling blocks, this is a great way of resolving these issues.</p> <p>Additional consultancy time can be added to this membership and can be negotiated with you.</p>	<p>£850 plus travel costs</p> <p>Membership is for 12 months</p>
	<p><b>Renewal of membership after initial 12 months:</b></p> <ol style="list-style-type: none"> <li>1. One visit to organisation/school</li> <li>2. Half day training course</li> <li>3. Review of baseline assessment and action plan</li> </ol>	<p>Further 12 month membership</p> <p>£450 – plus travel costs</p>



# Barnardo's LGBTQ Allies Network explained

Offer	Resources provided	Cost
<p><b>Level 2 membership</b></p> <p><b>Professional member of the Barnardo's LGBTQ Allies Network</b></p>	<ol style="list-style-type: none"> <li>1. Initial baseline assessment</li> <li>2. Two days of training courses</li> <li>3. Two days of consultancy from Positive Identities Service</li> <li>4. Email communication updates/training available and links to other professionals</li> <li>5. Faith toolkit briefing included – 3 hours</li> <li>6. One faith toolkit pack included</li> </ol> <p>Following the training, the membership also includes two days of consultancy for you to utilise. This gives a chance for you to have time embedding and implementing the learning but if experiencing any stumbling blocks, this is a great way of resolving these issues.</p> <p>Additional consultancy time can be added to this membership and can be negotiated with you.</p>	<p>£1,250 – plus travel costs</p> <p>Membership is for 12 months</p>
	<p><b>Renewal of membership after initial 12 month period:</b></p> <ol style="list-style-type: none"> <li>1. Two visits to your organisation/school</li> <li>2. One day training course</li> <li>3. Review of baseline assessment and action plan</li> </ol>	<p>Further 12 month membership</p> <p>£650 plus travel costs</p>



# Professional Membership



**Initial Baseline Assessment**

One day training course

One day consultancy

Email communication on available training & links to other members

Faith Toolkit briefing (3 hours)

**Faith Toolkit Pack**

Renewal of membership after 12 months:

- One visit to organisation
- Half day training course
- Review of baseline assessment and action plan



**Initial Baseline Assessment**

Two days training course

Two days consultancy

Email communication on available training & links to other members

Faith Toolkit briefing (3 hours)

**Faith Toolkit Pack**

Renewal of membership after 12 months:

- Two visits to organisation
- One day training course
- Review of baseline assessment and action plan

## Commissioned Services explained – for members and non-members of the Professional Network

Offer	Resources provided	Cost
<p><b>Consultancy Work</b></p>	<p>We can offer a whole school/organisational approach to tackling homophobic, biphobic and transphobic bullying which can include:</p> <p><b>Consultancy days in school delivering any of the following which are seen as a priority area within the baseline assessment:</b></p> <ul style="list-style-type: none"> <li>■ Workshops to students</li> <li>■ Training to staff – SafeZone and Trans Awareness sessions</li> <li>■ Consultations</li> <li>■ Reviewing policies and practice development</li> <li>■ Governor and senior leadership training</li> <li>■ Setting up LGBTQ groups</li> <li>■ Distributing posters and materials</li> <li>■ Developing Barnardo’s Equality Ambassadors (BEAMs) programmes</li> <li>■ Action planning to meet Ofsted requirements</li> <li>■ Promoting and developing good practice – Transition of LGBTQ service users – from children to adult services</li> <li>■ Supporting service providers to be LGBTQ friendly through planned package of training and development.</li> </ul>	<p>£400 for half day plus travel costs</p> <p>£750 for full day plus travel costs</p>
<p><b>Faith toolkit</b></p>	<p><b>Resource only:</b>  <b>“Tackling homophobic, biphobic and transphobic (HBT) bullying relating to faith and culture”.</b>            The toolkit is made up of 3 sections:</p> <ol style="list-style-type: none"> <li>1. The information pack includes the law, what HBT bullying is, school responsibilities, information from different faiths, case studies and links to LGBT faith communities; highlighting the importance of respect, difference and tolerance. A number of guides have been produced including challenging HBT bullying; supporting young people with faith and includes personal case studies from individuals who identify as LGBTQ and their experience of faith/identity.</li> <li>2. Classroom resources which include lesson plans and activities on values, communities and homophobia, biphobia and transphobia and Faith.</li> <li>3. A classroom PowerPoint including assembly and a presentation and posters and postcards to be displayed in your organisation.</li> </ol>	<p>Full resource pack – £120 plus postage and packing</p>



## Commissioned Services explained – for members and non-members of the Professional Network

Offer	Resources provided	Cost
<b>Faith Toolkit delivery and workshops</b>	Faith toolkit Resource and briefing – 3 hour workshop to give schools and organisations the opportunity to increase their knowledge about the resource, its content and the learning behind developing it.	£450 – 2 packs included plus travel costs
	1 day workshop – building the confidence of professionals to deliver the faith toolkit – up to 12 people per course	£950 includes two packs plus travel costs
	Direct delivery of the faith toolkit by staff – 3 x 1 hour sessions	£450 plus travel costs
<b>Delivery of direct work</b>	1:1 work with young people – six sessions	£350 plus travel costs
	Group work with young people – six sessions	£900 plus travel costs
<b>SafeZone training</b>	An introductory course to sexual and gender identity 3 hour course – up to 25 delegates Additional charges for additional delegates to cover costs for information packs.	£400 per session plus travel
<b>Trans awareness training</b>	An in-depth exploration of gender identity, gender dysphoria and transitioning in schools and organisations. 3 hour course – up to 25 delegates	£400 per session plus travel



## Commissioned Services explained – for members and non-members of the Professional Network

Offer	Resources provided	Cost
<p><b>Student teaching module</b></p>	<p>3 x 2 hour workshops delivered in teaching institutions, colleges and universities as required. These workshops are for student teachers, Newly Qualified Teachers (NQTs) and teaching and non teaching staff working with children and young people.</p> <p><b>Workshop 1: Lesbian, Gay, Bisexual, Trans, Questioning awareness</b> Increase participants’ awareness and sensitivity around Lesbian, Gay, Bisexual, Trans and Questioning (LGBTQ) students, staff, families and visitors; examine how participants’ school(s)/ organisations can be a safe and positive place for LGBTQ young people, staff, families &amp; visitors; look at ways in which participants can support LGBTQ young people in their school(s)/ organisations.</p> <p><b>Workshop 2: Homophobic, Biphobic and Transphobic bullying</b> Increase participants’ awareness of Homophobic, Biphobic &amp; Transphobic (HBT) bullying; examine who experiences HBT bullying and why; look at why, and how, HBT bullying needs to be tackled in schools/organisations; examine the impact of HBT bullying on victims.</p> <p><b>Workshop 3: LGBTQ &amp; HBT bullying in the classroom</b> Increase participants’ understanding in the classroom of why it is important to include LGBTQ lives and issues in the curriculum and in practice; look at ways in which participants can do this in their work.</p>	<p>£300 per session plus travel costs</p> <p>All three workshops for £750 plus travel costs</p>
<p><b>Bespoke workshops</b></p>	<p>These can be designed and delivered depending on organisational needs and requirements. We will work with you to ensure your required event meets learning needs.</p>	<p>£550 per session for half day plus travel costs</p> <p>£950 per session for full day workshops plus travel costs</p>



**To book your initial assessment please:**

**Email: [yasmeen.sharif@barnardos.org.uk](mailto:yasmeen.sharif@barnardos.org.uk)  
[positive.identities@barnardos.org.uk](mailto:positive.identities@barnardos.org.uk)**

**Telephone: Yasmeen Sharif on 01422 371993 or 07785 252603**

**Web: [www.barnardos.org.uk](http://www.barnardos.org.uk)**

**Positive Identities  
Service**

Celebrating diversity  
with pride

Commission our  
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**Believe in  
children**



**Barnardo's**

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