

## More About the Trainer Role and GI

We would like to provide you with some context and a little further detail about the role of trainer.

You are very welcome to ask questions about these or any other aspects of the role. Details of who to contact are in the main pack.



**Gendered Intelligence (GI)** was founded in 2008 and is a registered charity that works to increase understandings of gender diversity and improve the lives of trans people.

Our training function was formalised at the end of 2013 and last year delivered around 300 sessions. In total we have trained over 27,000 people across over 1,500 sessions. The demand for our training continues to grow and we need more trainers to meet that demand.

### Who, Where and How We Train

We train across all settings and sectors. The largest purchaser of our services is education – schools, colleges, universities, Pupil Referral Units and others (around 30%). The rest is extremely diverse, including clients such as the National Assembly for Wales, Aviva, a merchant shipping vessel, British Gymnastics, Children and Adolescent Mental Health Services (CAMHS) and other health and social care services, the Immigration and Asylum Tribunal and Employment Tribunal judiciaries, homelessness centres, foster carers, charities such as Amnesty International, rape crisis settings, V&A, The National Theatre, and other arts and culture venues, Royal Mail, Tesco, the Office of the Children’s Commissioner for Wales, The Environment Agency, large multi-nationals with international offices and many others. We are also Stonewall’s trans training provider of choice.

The vast majority of sessions are usually delivered at client premises throughout England and Wales, occasionally Scotland or Ireland, and more occasionally further afield. As mentioned in the role information, this therefore means some overnight stays, and occasional evening or weekend work. It can also mean early starts or late finishes.

At the moment, all sessions are delivered via the Zoom remote conferencing platform. We anticipate a re-growth of in-person delivery in 2022, and expect that in future we will have both remote and in-person offers according to client demand, although it is not yet clear what the proportions of each might be.

The practicalities of the role mean you need to be within readily commutable distance of London and the GI office. London is the biggest travel hub in the country and being in easily commutable distance facilitates travel to the broadest spectrum of client locations. Travel to clients is expensed, but we seek not to incur unnecessary costs for our clients such as accommodation fees which easily happens if someone is not well placed as regards travel. To give you an idea, Manchester, Leeds, Cardiff, Bristol, East Anglia, Kent, Sussex and Dorset should all be do-able as a day trip to deliver a half day session. We also have a significant proportion of sessions that are in London itself.

In addition, you need to be able to attend meetings and other staff activities at GI's office in London. Travel for GI meetings and events is not expensed.

## **Induction**

We have a portfolio of standard sessions and add-on modules that form the basis of virtually all of our delivery. We bespoke these where required; this is typically a minority of circumstances.

You will be inducted into delivery through a process of observing standard sessions, co-delivering standard sessions and then being observed whilst delivering solo. Each stage is supported by preparatory discussion, de-briefs and feedback. You will also be expected to do some preparatory desk work, going through sessions and the accompanying materials, and reading. As part of this, you will be inducted into Zoom delivery.

When circumstances allow, face to face delivery induction will also take place.

Following induction, you will start delivering standard sessions and then, once those are running well and you are confident, you could also begin to take on sessions requiring some bespokeing.

We welcome contributions from all our trainers regarding the ongoing development of our services.

## **The Team**

The current team comprises five front line trainers, supported by an Administrator who handles all the enquiries, quotes and bookings and with whom you would liaise frequently.

We meet regularly as a team and have supervision and appraisal processes in place and a staff handbook.

We have a strong ethos of our "3Ps" - positivity, passion and professionalism.

## **Working Pattern**

As an example, our expectation is that a 0.8 FTE (full time equivalent) trainer will be training the equivalent of 8-10 half day sessions each month, with the rest of your time being preparation, follow up, and participation in team activities and development processes. The delivery requirement would be proportionally slightly lower for a 0.7FTE role, and higher for a 1.0FTE role.

Our established practice for trainers is that you would normally have one week a month as a 'desk week' where you would not be delivering training, to give you time to step back and take a break from front line contact. This will be particularly important when you are doing face to face work – it gives you a week where you are not travelling nationally.

## **Support**

With regard to the sometimes challenging nature of the work and the corresponding resilience required, we want to make it clear that whilst general resilience is necessary, we also provide considerable support to staff in the form of team meetings with reflective time; all-staff reflective groups, and managerial and director support. We remind clients about their responsibilities with regard to

providing an appropriately respectful space for trainers, and raise the issue of active measures where appropriate. In response to extreme situations (which are rare) we can provide further support such as funding counselling sessions.

### **Wider GI Context**

GI is a trans-led and trans-involving grass roots organisation with a wealth of lived experience, community connections of many kinds, and a depth and breadth of trans community knowledge that is second to none.

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

We believe everyone can be intelligent about gender!

Gendered Intelligence is structured into three departments:

- **Professional and Educational Services**  
Work with professionals and organisations to develop trans inclusivity in workplaces and services
- **Youth and Communities Work**  
Work with trans people, especially young trans people, to support well-being and enable trans people to thrive
- **Public Engagement and Central Support Services**  
Work with the media, general public and major institutions like the government to raise awareness;  
All internal support functions such as finance, HR and IT

Our trainers are part of GI's **Professional and Educational Services (PES)** team:

GI's PES Team works throughout the UK, and occasionally beyond, offering a broad spectrum of non-judgmental, practical, fee-based services across all sectors – public, private and not-for-profit.

These services include:

- Training – standard and bespoke
- Wide-ranging consultancy
- Speakers and panelists for events and conferences
- Workshops, lectures and assemblies for students from primary to post-graduate level
- The GI Therapists and Counsellors' Network

PES services are primarily educational, and aim to develop improved inclusivity of trans and gender diverse people across all roles and settings, including in workplaces and services.

To find out more about GI, visit [www.genderedintelligence.co.uk](http://www.genderedintelligence.co.uk)