



# Check your training

## Review your training to see if it's lawful and fit for purpose.

SEEN in Health has put together this checklist to help you assess the quality of training such as equality, diversity and inclusion in your organisation. Please note, not all checks may be relevant to the training being reviewed.

You can use the checklist if you have good or bad examples of training. You can use it internally to raise any issues with your line manager or to support you through other internal processes including Freedom to Speak Up Guardians.

There is an **accompanying checklist guide** to some of the questions which will give you references and sources to use. Where relevant, we have added numbers in square brackets to show you which part of the guide to reference.

We also have a **guide to navigating your sex-based rights in the workplace** on our website.

If you do not receive a favourable response when raising this internally or have other reasons for not raising it internally in the first instance, send us the completed form, together with quotes, screenshots or training materials used, and ask us to follow up.

If you would like SEEN in Health to contact your organisation to flag good or bad (evidenced) practice, email us at [seeninhealth@outlook.com](mailto:seeninhealth@outlook.com) and include the name and email of your:

- Head of EDI
- Head of HR and/or Education
- Chief Executive Officer

# 1. Legislation

## Understanding of the Equality Act 2010 (EA10)

1. The training/trainer demonstrates an understanding of the Equality Act and accurately lists the characteristics **[1]**.

Yes                      No                      Unsure

2. The training/trainer discussed Equality Act exemptions **[2]**.

Yes                      No                      Unsure

3. The training is clear on single sex spaces and exemptions **[3]**.

Yes                      No                      Unsure

4. The training/trainer/discusses the NHS's Public Sector Equality Duties (PSED) under s149 of EA10 **[4]**.

Yes                      No                      Unsure

5. **Union training only:** The training references the union's specific responsibilities under s57 of EA10 **[5]**.

Yes                      No                      Unsure

## Understanding of the Worker Protection (Amendment of Equality Act 2010) Act 2023

6. The training/trainer demonstrates an understanding of an employer's new responsibilities under this Act **[6]**.

Yes                      No                      Unsure

# Understanding of the Workplace (Health, Safety and Welfare) Regulations 1992, Regulation 20

7. The training/trainer references an employer's responsibilities under the Workplace Regulations [7].

Yes                      No                      Unsure

# Understanding of the Human Rights Act 1998 (HRA 1988)

8. The training/trainer demonstrates an understanding of the right to freedom of expression under the Human Rights Act 1998 (HRA 1988) [8].

Yes                      No                      Unsure

## 2. Training facts

1. The training/trainer asks participants to state their pronouns.

Yes                      No                      Unsure

2. The training/trainer asks participants to use the preferred pronouns of others.

Yes                      No                      Unsure

3. Sex and gender are used interchangeably during training.

Yes                      No                      Unsure

4. The training/trainer uses accurate and up to date statistics [9].

Yes                      No                      Unsure

5. If using Office of National Statistics data, the training/trainer explains that certain data (relating to sex and gender) is currently declassified.

Yes                      No                      Unsure

6. If suicide data is used, the data and/or explanation is not misleading [10].

Yes                      No                      Unsure

7. The training recognises gender identity as a belief separate to gender reassignment and not a protected characteristic.
- Yes                      No                      Unsure
8. Sex is factually stated and not conflated with belief in relation to healthcare practice.
- Yes                      No                      Unsure
9. The training acknowledges that it is lawful to hold and to express sex-realist knowledge and/or gender critical beliefs.
- Yes                      No                      Unsure
10. The training/trainer references disorders of sexual development only if training is exclusively on this subject matter.
- Yes                      No                      Unsure
11. Does the trainer use the term intersex?
- Yes                      No                      Unsure

### 3. Supporting information

1. All facts and figures are sufficiently and accurately referenced.
- Yes                      No                      Unsure
2. The training/trainer provides examples of up to date/recent employment tribunal outcomes to support training material **[11]**.
- Yes                      No                      Unsure
3. Where additional sources of information are cited, there is equal weighting of support organisations per protected characteristic.
- Yes                      No                      Unsure
4. The signposted organisations are fair and impartial.
- Yes                      No                      Unsure

## 4. Training environment

- 1. A fair amount of the training was given over to personal opinions and debate.  
Yes                      No                      Unsure
  
- 2. The training felt like a safe space for me to discuss my beliefs and opinions.  
Yes                      No                      Unsure

## 5. Governance

- 1. The training is from an internal/external provider.  
Internal                      External                      Unsure
  
- 2. What was the name of the trainer and their organisation?
  
  
- 3. The training is accredited.  
Yes                      No                      Unsure  
If yes, by whom?
  
  
- 4. The training organisation is accredited.  
Yes                      No                      Unsure  
If yes, by whom?
  
  
- 5. If externally commissioned, there is evidence that a fair procurement process was undertaken.  
Yes                      No                      Unsure
  
  
- 6. The training aligned with the Nolan Principles **[12]**.  
Yes                      No                      Unsure
  
  
- 7. The training is mandatory.  
Yes                      No                      Unsure

## 6. Other

1. How long was the training in hours?
2. Who was the intended audience?
3. Any other feedback from attendees that should be recorded