INFINITY
INCLUSION & TRANSFORMATION

Infinity Inclusion & Transformation

Everything you need to know before your EDI training session

Inclusive workplaces across the UK



EQUALITY | BELONGING | DIVERSITY | INCLUSION | ACCESSIBILITY | RESPECT

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01 · YOUR SESSION

About your session

Thank you for choosing Infinity Inclusion & Transformation for your in-house Equality, Diversity & Inclusion training. This guide covers everything you need to know about your booked session with us.



QUESTIONS BEFORE THE DAY?

info@infinityitlearning.co.uk

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THE COURSE

Gender Equality & Sexism

How gender stereotypes shape expectations, opportunities and behaviour at work — from everyday 'banter' to sexual harassment — and the practical steps that build a fairer culture.

DURATION
2–3 hours

DELIVERY
Online · Face-to-face · In-house

TAILORING
Available for in-house groups

LOCATION Online, or at your venue anywhere in the UK



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WHAT THE SESSION COVERS

Five conversations that change a culture

01

Gender stereotypes and their impact

Who gets asked to take the notes — and who gets asked to lead?

02

Everyday sexism and 'banter'

When "just a joke" always seems to have the same target.

03

Sexual harassment and the employer's preventative duty

What "reasonable steps" actually look like on a Monday morning.

04

Gender, progression, pay and caring responsibilities

Why so many careers quietly stall after the school run.

05

Practical steps towards a more equal culture

Small, everyday habits that shift a whole team.

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A STORY · MODULE 01

The promotion nobody offered Aisha

Aisha leads the best-performing team in her region. When a regional lead role opens up — with regular travel — her manager quietly gives it to Tom.

"She's got two young kids," he tells HR. "I didn't want to put her in an awkward position." Aisha finds out from the team newsletter.

THE TAKEAWAY Stereotypes rarely announce themselves. They hide inside "kind" decisions made on someone's behalf.

PAUSE & DISCUSS

01 Who was the manager trying to protect — and who paid the price?

02 What would have changed if he'd simply asked her?

03 Where might assumptions like this show up in our own team?

Illustrative scenario — a composite, not a real person.

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STORIES FROM THE WORKPLACE

Three moments, one ordinary office

Realistic scenarios like these drive the discussion in every session — composites, not real people.

MODULE 02 · 'BANTER'

“It's only a joke”

In the team chat, jokes about “women drivers” and comments on a new starter's outfit collect laughing emojis. Jess laughs along to fit in. A month later, she's stopped speaking up in meetings.

The lesson: Banter always has a target. What counts is the impact, not the intent.

MODULE 03 · HARASSMENT

“That's just what he's like”

A senior client keeps messaging Leah late at night and stands too close at events. When she raises it, her manager shrugs: “He's our biggest account.”

The lesson: Since October 2024, employers must take reasonable steps to prevent sexual harassment — including anticipating risks from clients.

MODULE 04 · CARING & PAY

“Can't your wife do it?”

Mark asks to finish early twice a week for the school run and gets a raised eyebrow. Down the corridor, Sarah went part-time three years ago — and hasn't been considered for promotion since.

The lesson: Caring assumptions hold everyone back — and quietly widen the gender pay gap.

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WHY IT MATTERS FOR UK ORGANISATIONS

Inequality still shapes pay, progression and safety at work

250+
employees: the point at which GB employers must publish their gender pay gap

Oct 2024
All employers gained a legal duty to take reasonable steps to prevent sexual harassment

+25%
Maximum uplift tribunals can add to harassment compensation where that duty is breached

13.1%
UK gender pay gap across all employees, April 2024 (ONS)

✓ **Meets the prevention duty**

✓ **Feeds gender pay gap action plans**

✓ **Builds a respectful, equal culture**

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WHAT PARTICIPANTS WILL LEARN

Spot it, name it, change it

1. **Recognise gender stereotypes and their effect on opportunities**
2. **Identify everyday sexism and sexual harassment**
3. **Understand employer duties to prevent sexual harassment**
4. **Take practical steps towards a more equal workplace culture**

WHO IT'S FOR

All staff, managers and HR teams

IDEAL FOR

- Local authorities
- NHS organisations
- Schools, colleges & universities
- Housing associations
- Charities
- Private-sector employers

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HOW IT'S DELIVERED

Scenarios, not lectures

1

REAL WORKPLACE SCENARIOS

Interactive, discussion-based sessions built around situations people genuinely recognise.

2

A RESPECTFUL SPACE

Room to ask the questions people usually keep to themselves — honestly and safely.

3

TAILORED TO YOU

For in-house groups, we adapt examples, length and emphasis to your sector, policies and priorities.

ACROSS THE UK

Live online for teams across sites, or face-to-face at your venue

London · Manchester · Birmingham · Leeds · Bristol · Newcastle · Glasgow · Edinburgh · Cardiff · Belfast — and beyond

WANT MORE?

Combine with other courses in our in-house EDI training, or pair it with EDI consultancy support.



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03 · WHAT TO PREPARE

Venue & equipment

1

WE PROVIDE

Your trainer brings all session materials and resources. A projector and screen can be supplied too — just let us know in advance.

2

THE VENUE PROVIDES

A comfortable, accessible room with space for group discussion. Please tell us about any delegate accessibility needs in advance.



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SEE YOU SOON

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for choosing Infinity Inclusion & Transformation Training

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Practical EDI training · Consultancy · In-house programmes

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