



Warwickshire Pride

Registered Charity Number: 1162449

Training Approval Policy

Reason for the Policy

Warwickshire Pride delivers high quality LGBT+ and trans awareness training to a variety of organisations, such as schools and colleges, local authorities, charities, public sector organisations, and corporates. The training is reviewed regularly and after some complaints about the content of the training, it was agreed that a policy should be created to give trustees greater involvement in the approval of training.

When the Need for Approval Arises

All training content will be circulated to all trustees upon the creation of this policy and subsequently when there is a need to update the training content and involve trustees.

Trustees will be invited to provide feedback, should they have any, by a certain date (usually one week before the next trustee meeting). This allows time for amendments to be made. Trustees will then approve the training content at the next trustee meeting.

If an update to the training content involves something like updating information on legislation, the timeline of LGBT+ rights, or any other legal process, trustees do not need to approve the update. Only if there is a major update to the training content, should trustees need to approve it.

Other Engagement

As Warwickshire Pride works with the LGBT+ community, it is recognised that local LGBT+ people should be provided with an opportunity to review the training content and make recommendations. The trustees will then review the recommendations at the earliest opportunity. It is at the trustee's discretion whether to act on the recommendations.

Complications and Conflicts

Due to the subject matter of the training, it is possible that people who are homophobic, biphobic, and/or transphobic will make claims about the training content that is not true. Trustees are aware of their responsibility to not be led by people with such motives and to look at the training content with an objective mind that is free from influence, other than what Warwickshire Pride's charitable objectives are.

Last reviewed: January 2026

Next review due: January 2027