



**PROUD
FUTURES**

**LGBTQ+
Leadership, Learning
and Wellbeing
Programmes
2025**

*Building a better future for
LGBTQ+ people*

LGBTQ+ Inclusion – Learning Lunch Package

£500

for up to 100 ppl online

You can choose your 3hr live workshop delivered online or in person:

1. LGBTQ+ Inclusion Training (introductory training)
2. Trans and non-binary inclusion Training (advanced training)

Key Topics Covered:

- LGBTQ+/Gender Diversity key terms and definitions
- Using pronouns and best practice inclusive language,
- Practical actions to be a visible LGBTQ+/Trans Ally

What's included:



Pre-training call
and copy/images for invite



1 hour live, interactive training with
LGBTQ+ Inclusion specialist



Live Q&A session
where questions can be
submitted anonymously



plus:

✓ 1 year's access to
online Rainbow
Resource Hub to
support continued
learning

✓ PDF Downloads of
5 Top Tips on
being an LGBTQ+
or Trans Ally



LGBTQ+ Learning Programmes

LGBTQ+ Inclusion – Live Training Package

£1,500

for up to 16 people

Your 3hr live workshop will be delivered online or in person and will focus on:

1. LGBTQ+ Inclusion Training (introductory training)
2. Trans and non-binary inclusion Training (advanced training)

Key Topics Covered:

- LGBTQ+/Gender Diversity key terms and definitions
- Understanding the history, current laws and guidance
- Using pronouns and best practice inclusive language, policies, practices
- Practical actions to be a visible LGBTQ+/Trans Ally
- How to create LGBTQ+ Inclusive/Trans Inclusive services and workspaces tailored to your organisation

What's included:



Pre-course questionnaire
to tailor training to your organisation



1 hour elearning course
to be completed before live training



**3 hours live training with
LGBTQ+ Inclusion specialist**



Post-training evaluation
to measure impact of training



1 hour LGBTQ+ Consultancy
to take forward your Inclusion Action Plan

plus:

- ✓ 1 year's access to online Rainbow Resource Hub to support continued learning
- ✓ CPD certificates for all participants

We help people feel PROUD

LGBTQ+ Inclusion – E-learning Package for individuals and small business

£99 per person
discounts for 10+

This training is aimed at freelancers, small businesses and individual business owners and practitioners. It covers everything you need to know to upskill and ensure your business is inclusive. Plus, you'll have access to a specialist LGBTQ+ Inclusion Consultant who will answer all your questions and share best practices with you.

Key Topics Covered:

- Learning LGBTQ+ key terms and definitions
- Understanding the history, current laws and guidance
- Using pronouns and best practice inclusive language
- Practical actions to be a visible LGBTQ+ Ally
- How to Create LGBTQ+ Inclusive spaces and services

What's included:



2 hour elearning course

bite-sized 10-minute modules so
you can dip in and out



1 hour live Q&A session

with an LGBTQ+ inclusion specialist



Inclusive language guide

for your website and marketing

plus:

- ✓ 1 year's access to
online Rainbow
Resource Hub to
support continued
learning
- ✓ CPD certificates for
all participants



**PROUD
FUTURES**

LGBTQ+ Wellbeing Programmes

Wellbeing Package for LGBTQ+ Network/ERG

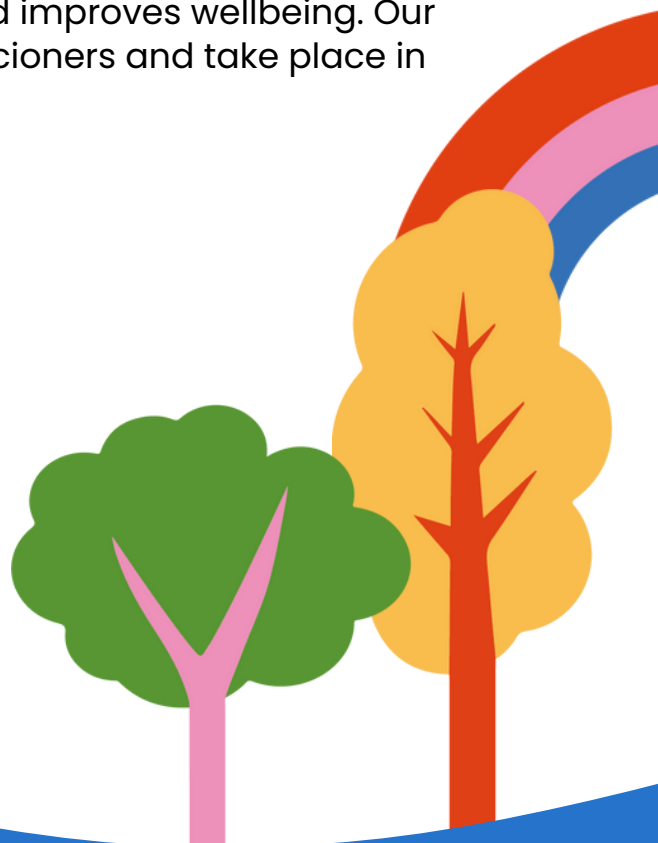
£1,500

for up to 20 people

The best way you can support your LGBTQ+ Network is to invest in their wellbeing. We meet with your network to co-produce a wellbeing day in nature together which supports team building and improves wellbeing. Our days are facilitated by 2 LGBTQ+ Wellbeing Practitioners and take place in a local woodlands or green space.

Activities can include:

- Mindful walk and nature connection
- Fire lighting and marshmallows
- Cooking on the fire
- Eco arts and crafts
- Basket weaving
- Herbal Remedies
- Wellbeing Lotions and potions
- Plant and bird nature trail



What's included:



Meet the team
to co-produce
wellbeing day



**3 hour Wellbeing in
Woodlands Event**

plus resources:

- ✓ Personal LGBTQ+ Wellbeing plan to complete (PDF)
- ✓ Recordings and resources so people can continue their wellbeing practices
- ✓ Lifetime access to LGBTQ+ wellbeing resources and support

We help people feel PROUD

Consultancy

contact us at hello@proudfutures.org.uk

Our team are LGBTQ+ Inclusion specialists and have worked with clients around the world to embed LGBTQ+ inclusion within their leadership, staff teams, client services and projects. We love working in partnership with organisations who are as passionate about inclusion as we are and want to make a real difference in the world.

Projects delivered:

- Keynote speakers on LGBTQ+ inclusion or Trans Inclusion
- Specialist LGBTQ+ Inclusion consultancy to ensure all your policies, procedures and practices are updated and inclusive
- Special events for LGBTQ+ History month (Feb), Pride (June), Transgender Awareness month (Nov)
- LGBTQ+ Community Consultation
- LGBTQ+ Inclusion audit of all your services and marketing
- Providing LGBTQ+ specialist advice for creative and film projects



1hr Power Hour

£150 per hour/ from £600 per day

- Your opportunity to have all your questions answered along with curated resources and signposting to specialised resources
- Examples include LGBTQ+ Inclusion statement, reviewing LGBTQ+ policies/procedures, coaching on LGBTQ+ conflict in workplace.

Leadership Packages

contact us at hello@proudfutures.org.uk

LGBTQ+ Leadership Programme (6 months)

- We deliver a 6 month LGBTQ+ Leadership Programme with 8 learning days both in person and online
- Includes LGBTQ+ Leadership Coaching sessions

LGBTQ+ Leadership workshops & guest speaking

- We deliver sessions on LGBTQ+ Leadership or Inclusive leadership as part of wider leadership programmes
- We can be a keynote or guest speaker on LGBTQ Leadership or Inclusive Leadership



LGBTQ+ Leadership Conference – 13th November 2025

- We deliver Scotland's flagship LGBTQ+ Leadership and Changemaker Conference on Thursday 13th November in Glasgow

LGBTQ+ Professional Networking (monthly event)

- We host monthly LGBTQ+ Professional networking events in person and online where LGBTQ+ people can connect, network and build community

LGBTQ+ Leadership Coaching

£150 per session/£400 for 3 sessions

LGBTQ+ leadership coaching is bespoke executive coaching crafted especially for lesbian, gay, bisexual, transgender, queer, and other brilliant professionals in our community. It's like having a mentor who truly gets you – someone who understands both the corporate world and what it's like to navigate it as an LGBTQ+ person. We help you become the leader you're meant to be whilst celebrating everything that makes you uniquely you.

What people say about Proud Futures



"A thoroughly enjoyable, informative and beautifully delivered workshop for our organisation staff group, this has given our team the information and confidence to ensure the LGBTQ+ community feel welcome and included in all our activities."

*Karen Anderson MBE
CEO of Indepen-dance*



"Lou and Ellis are such wonderful trainers; they really take the time to get to know the group; make sure everyone is comfortable; and make space for both discussion and reflection."

Their sessions are informative, interactive, and enjoyable, and they make sure all participants can continue their learning with a plethora of resources. I would highly recommend them!"

*Jess Steele
Engagement Manager
South East Integration Network*



Proud Futures are building a better future for LGBTQ+ people

Proud Futures is an award winning social enterprise founded by LGBTQ+ couple and LGBTQ+ Inclusion specialists Ellis (they/them) and Lou (she/her) Beardsmore.

We are LGBTQ+ Inclusion and Belonging specialists and have worked with over 100 organisations globally. We develop bespoke solutions for organisations to embed inclusion in their work, from gender diversity training to LGBTQ+ Group (ERG/Network) Wellbeing days to keynotes on Inclusive leadership.

We help organisations feel proud through innovative inclusion initiatives that create belonging and result in real change for LGBTQ+ people.

We're on a mission to create a world where all LGBTQ+ people can thrive, so all our profits are invested into our free LGBTQ+ Wellbeing Programme in Scotland.

Join our online community or work with us:



Find out more about our training and consultancy packages at
www.proudfutures.org.uk



Email us at
hello@proudfutures.org.uk to book a call to explore how we can work together.



Connect with us on LinkedIn, Instagram or Facebook
[@proudfutures](https://www.instagram.com/proudfutures)

Thank you for helping us build a better world for LGBTQ+ people.

