

## PREPARATION OF TRAINERS

Training organisers and trainers should be familiar with Equality and Diversity policy and should have undergone unconscious bias training themselves.

Women may be more responsive to female-led training interventions - where possible use a female trainer.

## PREPARING FOR A COURSE



**Advertise:** publicise well in advance so cover can be arranged. Advertising should make it clear that all are welcome.



**Topics:** pick in-demand topics - a comprehensive list of training topics asked for by women in Scottish agriculture is **available**<sup>i</sup>.



**Participants:** should positive action be taken to ensure a gender balance? Would the course work better for women only? Should numbers be restricted to ensure more one-on-one training?



**Childcare:** consider local childcare facilities when choosing training locations.



**Venue:** localised training reduces travelling time. Can the training be done on a holding, or can it be delivered through a mix of online and practical sessions?



**Timing:** try to cater for family caring commitments. Do dates clash with the school holiday periods or the farming calendar? Can you offer a choice of weekday and weekend training?

## ON THE COURSE

Consider the practical needs of attendees on the day. Use effective teaching aids, appropriate to physical strength. If the group is mixed gender, pay special attention to dynamics and try to involve women in practical training which may previously have been considered for males only.

[i] P.76 'Women in Farming and the Agriculture Sector'.

[ii] <http://www.tax-free-childcare.info/>