

# HEDGEHOG COUNSELLING



## Queer Inclusion and Mental Wellbeing Workshops for your workplace



### EMPOWERING ORGANIZATIONS TO CREATE PSYCHOLOGICALLY SAFE AND INCLUSIVE WORKPLACES

- ✓ Expert-led workshops on LGBTQ+ inclusion & mental well-being.
- ✓ Tailored sessions to fit your team's needs.
- ✓ Practical, engaging, and impactful.

**BOOK A WORKSHOP TODAY!**

# Creating a safer and more inclusive workplace, together.

Hi, I'm Kevyn (he/they), a queer counsellor and inclusion specialist with experience in both the corporate sector and the NHS. I understand first-hand the challenges organizations face when it comes to building truly inclusive workplaces, not just in policy, but in culture, language, and day-to-day interactions. That's why I developed these workshops to help businesses move beyond good intentions and make real, lasting change for LGBTQ+ employees and their allies.



Through my work as a counsellor, I've seen how psychological safety, belonging, and mental well-being directly impact workplace performance, retention, and overall happiness. I bring a unique blend of professional expertise, lived experience, and compassionate facilitation to my workshops, ensuring that everyone, from leadership to employees, feels empowered, informed, and confident in fostering inclusivity.

My workshops are interactive, thought-provoking, and practical, tailored to meet the specific needs of your team. Whether you're looking for a quick session to spark conversation or a full-day deep dive into inclusive leadership, I'll work with you to create a session that truly makes a difference.

Let's build a workplace where everyone feels valued, respected, and able to thrive.

## Pricing & Customisation



### Workshop Formats:

- ◆ 1–2 Hour Sessions – £225
- ◆ Half-Day Workshop – £400
- ◆ Full-Day Training – £700
- ◆ Bespoke Sessions – Let's create something tailored to your organisation's needs!

Let's start a conversation about how I can best support your team.  
Reach out today!



# Available workshops

## LGBTQ+ Inclusion & Identity (Page 4)

- **LGBTQ+ 101:** Foundations of Identity & Inclusion
- **Beyond the Binary:** Understanding Gender Identity & Pronouns
- **From Allyship to Action:** Supporting LGBTQ+ Colleagues
- **Microaggressions & Bias:** Recognising and Addressing Workplace Harm
- **Policy not Policing:** Creating an LGBTQ+ Inclusive Policy & Workplace Culture

## Mental Health & Well-being at Work (Page 5)

- **Queer Mental Health at Work:** Challenges & Strategies for Support
- **Trauma-Informed Workplaces:** A Guide for Leaders & Teams
- **Burnout & Boundaries:** Navigating Emotional Labour in the Workplace
- **The Cost of Masking:** Authenticity vs. Professionalism for LGBTQ+ Employees
- **Intersectionality at Work:** Understanding the Full Picture

## Corporate Leadership & Systemic Change (Page 6)

- **Queer Inclusion in Leadership:** Breaking Barriers & Creating Opportunities
- **Navigating Difficult Conversations:** Addressing Resistance & Pushback
- **Beyond the Rainbow Logo:** Authentic LGBTQ+ Inclusion Year-Round
- **Recruitment & Retention:** Attracting & Supporting LGBTQ+ Talent
- **Resolution and Restoration:** Restorative Practices & Conflict Resolution for Inclusive Workplaces

## Neurodiversity in the Workplace (Page 6)

- **Neurodiversity 101:** Embracing Different Ways of Thinking
- **Creating Neurodivergent-Inclusive Workspaces:** What helps and what could be barriers
- **Communication & Collaboration with Neurodiverse Teams:** Do You Come Across As You Mean?
- **Masking, Burnout & Mental Health in Neurodivergent Employees:** Emotional Labour of Fitting In
- **Recruiting & Retaining Neurodivergent Talent:** Making it Work for Everyone



# Queer Identity & Inclusion in the Workplace

## ◆ **LGBTQ+ 101: Foundations of Identity & Inclusion**

This workshop provides an essential introduction to LGBTQ+ identities, terminology, and key concepts of inclusion. Participants will gain a foundational understanding of gender, sexuality, and the impact of societal norms. We'll also explore the importance of visibility, allyship, and how inclusive language fosters a safer and more welcoming workplace for all employees.

## ◆ **Beyond the Binary: Understanding Gender Identity & Pronouns**

Many workplaces struggle with understanding gender identity beyond the traditional binary. This session dives into the complexities of gender, the significance of pronouns, and how small language shifts can create a more inclusive culture. Through real-world examples and interactive discussions, we'll explore respectful ways to support non-binary, transgender, and gender-diverse colleagues.

## ◆ **From Allyship to Action: Supporting LGBTQ+ Colleagues**

Allyship is more than just good intentions; it requires action. In this workshop, we will discuss common barriers to meaningful allyship and provide concrete strategies for standing up against discrimination, fostering inclusion, and ensuring that all employees feel supported. We'll look at real-life workplace scenarios and explore ways to intervene effectively.

## ◆ **Microaggressions & Bias: Recognising and Addressing Workplace Harm**

Unconscious bias and microaggressions can have a profound impact on workplace culture. This session will help participants recognise subtle forms of discrimination and their cumulative effect on marginalised employees. Through discussion and case studies, we will explore strategies to address and challenge bias constructively, promoting a more equitable workplace.

## ◆ **Policy not Policing: Creating an LGBTQ+ Inclusive Policy & Workplace Culture**

A truly inclusive workplace requires more than just good intentions; it needs well-defined policies and cultural shifts. This workshop walks through best practices for writing inclusive policies, handling sensitive situations, and ensuring that workplace norms actively support LGBTQ+ employees. We will explore real-world examples of companies leading the way in inclusivity.



# Mental Health and Wellbeing at Work

## ◆ **Queer Mental Health at Work: Challenges & Strategies for Support**

LGBTQ+ employees face unique mental health challenges, including higher rates of anxiety, depression, and workplace stress. This session sheds light on the factors that contribute to these challenges and provides employers and colleagues with the tools to offer genuine, informed support. We'll discuss how to create psychologically safe workplaces that prioritise well-being.

## ◆ **Trauma-Informed Workplaces: A Guide for Leaders & Teams**

Understanding trauma responses can make a workplace more supportive and effective. This workshop explains how trauma manifests in professional settings, how leadership can create an environment of trust and safety, and practical strategies for responding to trauma-related needs with empathy and sensitivity.

## ◆ **Burnout & Boundaries: Navigating Emotional Labour in the Workplace**

Emotional labour, particularly for marginalised employees, is often overlooked in workplace well-being discussions. This session highlights the burden of emotional labour, explores burnout warning signs, and offers practical strategies for setting boundaries while maintaining a healthy, inclusive work environment.

## ◆ **The Cost of Masking: Authenticity vs. Professionalism for LGBTQ+ Employees**

Many LGBTQ+ employees feel the need to "mask" parts of their identity to fit into professional environments. This workshop examines the psychological and professional toll of masking and how employers can cultivate an environment where authenticity is valued rather than penalised.

## ◆ **Intersectionality at Work: Understanding the Full Picture**

Identity is not one-dimensional, and workplace experiences are shaped by the intersection of race, gender, sexuality, disability, and more. This session explores how different aspects of identity interact in professional spaces and how workplaces can address multiple layers of discrimination effectively.

# Corporate Leadership, Responsibility & Systemic Change

## ◆ **Queer Inclusion in Leadership: Breaking Barriers & Creating Opportunities**

LGBTQ+ professionals are underrepresented in leadership positions. This workshop focuses on breaking barriers, addressing biases in promotion processes, and creating career pathways that support LGBTQ+ employees in leadership roles.

## ◆ **Navigating Difficult Conversations: Addressing Resistance & Pushback**

Discussions around inclusion can sometimes be met with resistance. This session equips participants with the tools to handle difficult conversations with confidence, respond to pushback effectively, and create a more open dialogue about systemic change in the workplace.

## ◆ **Beyond the Rainbow Logo: Authentic LGBTQ+ Inclusion Year-Round**

Pride Month celebrations are a great start, but real inclusion happens every day. This workshop explores how businesses can integrate LGBTQ+ inclusion into their year-round policies, events, and company culture without it feeling like performative marketing.

## ◆ **Recruitment & Retention: Attracting & Supporting LGBTQ+ Talent**

Creating an LGBTQ+ inclusive workplace begins with recruitment. This session focuses on inclusive hiring practices, onboarding strategies, and long-term retention of diverse talent. We'll explore how to ensure LGBTQ+ employees feel supported from day one.

## ◆ **Resolution and Restoration: Restorative Practices & Conflict Resolution for Inclusive Workplaces**

Workplace conflicts are inevitable, but how they are handled determines the overall culture. This workshop introduces restorative justice approaches, helping teams navigate conflict with accountability, understanding, and a focus on long-term solutions.

# Neurodiversity in the Workplace

## ◆ **Neurodiversity 101: Embracing Different Ways of Thinking**

This introductory workshop explores what neurodiversity is, including conditions such as autism, ADHD, dyslexia, dyspraxia, and more. We'll challenge common stereotypes and misconceptions while highlighting the strengths and unique contributions neurodivergent individuals bring to the workplace. Participants will gain a foundation for understanding how to be more inclusive and respectful in their approach.

## ◆ **Creating Neurodivergent-Inclusive Workspaces**

In this session, we explore how to make physical, procedural, and cultural adjustments to support neurodivergent employees. From sensory-friendly environments to flexible working options, we'll look at both small and systemic changes that can significantly improve workplace accessibility and inclusion. Case studies and practical tools will be shared to bring this learning to life.

## ◆ **Communication & Collaboration with Neurodiverse Teams**

Effective communication is key to team success, and this workshop focuses on how neurodivergent people may experience communication differently. We'll explore strategies for inclusive meetings, feedback delivery, and collaboration that consider different communication styles. This is a valuable session for managers and team members alike.

## ◆ **Masking, Burnout & Mental Health in Neurodivergent Employees**

Many neurodivergent employees mask their traits to fit into conventional workplace norms, leading to stress, burnout, and mental health challenges. This workshop shines a light on the emotional toll of masking and provides strategies for supporting authenticity, reducing stigma, and promoting mental wellbeing among neurodivergent staff.

## ◆ **Recruiting & Retaining Neurodivergent Talent**

Traditional recruitment processes often disadvantage neurodivergent candidates. This workshop examines inclusive hiring practices—from job descriptions to interviews—and explores how to foster a culture of belonging that helps neurodivergent employees succeed and stay. You'll come away with actionable changes to enhance your hiring and retention strategies.



# Let's Build an Inclusive Workplace Together

Creating an inclusive, psychologically safe workplace doesn't happen overnight—but with the right knowledge, tools, and commitment, real change is possible. My workshops offer a space to learn, reflect, and take meaningful action. Let's work together to make your workplace a space where everyone can thrive.

✉ Email: [kevyn.hedgehog@gmail.com](mailto:kevyn.hedgehog@gmail.com)

🌐 Website: [www.hedgehogcounselling.co.uk](http://www.hedgehogcounselling.co.uk)

*Let's discuss how I can tailor a workshop for your team!*

## Testimonials

💬 "Kevyn has a unique blend of educational and caring, which made me feel like no question was stupid."

💬 "I feel like I understand so much more and know how to make the workspace feel safe for everyone."

💬 "This was so fun, and I have so much I have taken away. It'll really change how I think and approach my work interactions."

If you've attended a workshop and would like to share your feedback, I'd love to hear from you! Testimonials help others understand the impact of this work.

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