

Training from The Young Women's Movement



**How The Young
Women's Movement can
support your workforce**



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► **Who we are**

The Young Women's Movement is Scotland's national charity for young women and girls' leadership and rights. Young women are at the heart of everything we do.

Led by and for young women, we create real change. From leading small community groups to influencing policy in the Scottish Parliament and delivering far-reaching research, we exist because we want young women and girls' needs and rights to be met.

Our vision

Our vision is a fairer Scotland for young women and girls: a Scotland where young women are meaningfully heard, valued and supported to lead collective action and enact transformational change throughout society, systems and structures.

Our values

- Equality, diversity, and inclusion underpin everything we do. We are fair and equitable.
- Our work is participatory. We exist for young women and are led by young women.
- We empower participants to build communities of friendship and support networks and find joy in our collective actions and connections.
- We understand the impact of challenging inequality on those most affected by it. We lead with kindness and empathy, putting collective wellbeing at the core of our organisation.
- We deliver our work with integrity and are proud of the work we do.
- We are bold and brave. We do not shy away from challenging the status quo and taking radical steps to make gender equality a reality in Scotland.

How we work

- We take an intersectional feminist approach
- We centre the voices and experiences of young women
- We focus on participatory engagement



➤ *How we can help you*

Whether you want to explore how to support young women in your workplace, understand more about the pressures facing them, boost their careers in your sector or work with young women to enact change, our training can help you find the way forward.

Charities, public sector organisations and businesses are facing unprecedented challenges. Technology is advancing at pace, while marginalised groups are still facing decades-old stereotypes and barriers to equality. Sometimes it can feel like we're living in the past and the future at the same time.

Leading change in culture, policy and attitudes can feel like an impossible task – but that's what we do. Our work across Scotland has shown us that with the right training and resources, anyone can become an effective advocate.

We all need to step up for young women in Scotland so they feel equally valued in our society, otherwise we will lose not only half the talent pool; we will lose future leaders, entrepreneurs, changemakers and thinkers who will define Scotland's future.

The Young Women's Movement offer unparalleled expertise in the issues facing young women in Scotland. Our training is rooted in a century of knowledge and experience drawn from frontline projects, campaigns and research with young women across Scotland. We bring a unique perspective, constantly embedding new learning into our work supporting other organisations.

We offer a flexible and adaptable approach. You can book our ready-to-go evidence-based training courses, and you can also talk to us about developing bespoke support around your specific needs and circumstances.



► *Training services*

Our training draws on research, projects and policy development work carried out with young women and girls across Scotland.

Over the past ten years we have worked on areas as diverse as access to healthcare, workplace equality, feminist town planning and the impact of AI on gender equality.

Our training brings the key messages and learning directly from young women to your organisation or group.

We combine research, experiential learning, young women's experiences and practical action-planning to create sessions that leave you feeling informed, challenged and equipped to make changes.

Delivered by experienced trainers, our training sessions can be delivered online or in person. The format and timeframe of these sessions can be adapted for your team's needs.

Training options include:

- Ready-to-go sessions
- Bespoke sessions
- A combination of ready-to-go and bespoke sessions



► *Ready-to-go training*

Our 'ready-to-go' training covers key learning in the areas young women tell us are most important to them.

AI and Gender

Half-day course

Ever feel like you both understand and don't understand AI at the same time?



Image: A group photo of staff and volunteers at our AI and Gender Conference. (2026)

This course consolidates the learning from our work on the impact of AI on gender equality into a half-day training that equips you to identify, understand and challenge gender bias in AI. The course unpacks how we got here and ensures you understand the most pressing issues for young women around AI.

Movement Building and Mentoring

Full day or two half-day courses

Collective action, mentoring and feminist joy are at the core of The Young Women's Movement. This course takes learning from our decades of experience in campaigning, mentoring and bringing young women together. The course focuses on movement building that is deliberately feminist. We invite you to share our knowledge with your community and potentially start your own campaign.



Image: A group photo from our Young Woman Demand round table. (2026)

► Ready-to-go training

Gender Equity

Half-day courses

In the workplace:

Workplace equality and equity have come a long way over the past 50 years, so it can be even harder to spot the barriers facing young women today.



Image: Our Young Women Work presentation at The Gathering hosted by SCVO. (2025)

Building on our Young Women Work campaign, this course creates space to explore the challenges and structural barriers facing young women in the workplace in depth, which are often invisible to others around them. Taking an intersectional perspective, the course spotlights key recommendations made by young women that support the whole workforce.

In accessing healthcare:

Women are higher net users of healthcare services than men, so systems and processes must be set up to meet their needs – right? According to our research, young women and girls don't agree.

Drawing on our Status of Young Women in Scotland reports, this course unpicks the obstacles young women and girls face in trying to access healthcare across Scotland. The course considers what needs to be in place for young women to access essential services. It takes a practical approach to exploring the needs of young women and how you can make a difference.



Image: An ad for "Waiting Room", a short film we collaborated on that highlights the struggles young women face when visiting their GP. (2026)

► *Bespoke training*

As well as our 'ready-to-go' training, we also have extensive experience in both training development and delivery on a wide range of topics.

We can work with you to develop and deliver bespoke sessions that meet the specific needs of your group or organisation.

Some examples of bespoke training we have developed and delivered include:

- Introduction to gender inequality and bias
- Introduction to intersectionality
- Lived experience and participation
- Introduction to participatory research
- Building culture change
- Mentoring and informal mentoring skills
- Skills to reduce inequalities
- Unconscious bias
- Flexible working
- Inclusive recruitment
- Inclusive language

We are always interested in exploring and developing new training sessions, and we'd love to hear your ideas about what would suit your team.



“We asked The Young Women’s Movement to deliver workshops for staff at Citizens Advice Scotland to mark International Women’s Day. From start to finish, they were **brilliant** to work with – so **communicative** in organising the sessions, offering both **in-person** in Edinburgh and Glasgow as well as **online**, and tailoring the content to our needs. The trainer delivered three **fantastic workshops** titled ‘Fighting Gender Inequality: An introduction to the barriers faced by young women and girls and how you can be part of the change’. The sessions were both **informative and fun**, and generated really interesting and valuable discussions. The **feedback from staff was excellent** and we’re keen to hold similar events in future to continue this important work.”

– Citizens Advice Scotland

► Pricing

Our pricing reflects our expertise and knowledge developed over time. We operate a sliding scale of pricing to ensure that our training is accessible to smaller and grassroots organisations and individuals.

Premium rates subsidise our work with smaller groups/organisations and individuals.

Standard rates

Online training:

Ready-to-go half-day	£600
Ready-to-go full day	£1,000
Bespoke half-day	£1,200
Bespoke full day	£1,500

In person training:

Ready-to-go half-day	£900
Ready-to-go full day	£1,200
Bespoke half-day	£1,600
Bespoke full day	£2,000

Sliding scale framework

Tier 1 Grassroots/micro-organisations (<£50k turnover) Self-funding young people	60% discount from standard rates Payment plans available
Tier 2 Small charities (£50–300k turnover) Self-funding voluntary sector workers	40% discount from standard rates Payment plans available
Tier 3 Medium charities (£300k– 1.5m turnover) Large charities (>£1.5M turnover) Small-to-medium public sector organisations Small businesses	Standard rates
Tier 4 Larger private sector and public bodies	Standard rates + 20% premium

➤ *Contact us*

Get in touch at hello@youngwomenscot.org, or call our Partnerships and Events Lead, Elena Soper, on 07507 768694.

Alternatively, send us a message at youngwomenscot.org/contact.





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WOMEN'S
MOVEMENT***

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Charity number: SC034132
Company Limited by Guarantee in Scotland No. SC246153
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