

CREATING AN LGBT+ INCLUSIVE ENVIRONMENT



Information and
advice on the LGBT+
community for
professionals

WHAT DOES LGBT+ MEAN?

Lesbian - A woman who has a romantic and/or sexual orientation towards women.

Gay - Someone who is romantically and/or sexually attracted to the same gender as themselves (most commonly used in men).

Bisexual - Someone who has a romantic and/or sexual orientation towards men and women.

Transgender - Someone whose gender identity does not match with the sex they are born with.

The plus sign (+) is often added to the end of the LGBT acronym to include other sexual orientations and gender identities which are not listed. You can find some of these in the "terminology" section.

SEXUAL ORIENTATION AND GENDER IDENTITY

Sexual orientation and gender identity are two separate things.

Sexual orientation is all about who someone is romantically or sexually attracted to.

Gender identity refers to how someone feels about themselves and how they want to present to the world. This can be as a different gender to the one assigned at birth, or someone may not identify with any gender.

Having to hide sexual orientation or gender identity can have a negative impact someone's mental health.

It's important for everyone to feel that they can be themselves.

TERMINOLOGY

Ace - Someone who experiences very little romantic and/or sexual attraction (aromantic or asexual).

Agender - Someone who identifies as having no gender or being without a gender identity (also called genderless, non-gendered or ungendered).

Binding - Using a binder or alternative material to push breasts tight to the chest, giving the appearance of a flatter chest. This can cause serious health problems if done incorrectly, or without a binder fit for purpose.

Cisgender/Cis - Someone whose gender identity matches with their sex at birth.

Deadnaming - Using someone's birth name after they've changed their name.

Demisexual - When someone needs to develop a deep meaningful connection with someone before romantic/sexual feelings can occur.

Gender Dysphoria - Discomfort or distress caused by someone's gender identity not matching the sex they were assigned at birth.

Intersex - A person born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male.

Non-binary - A gender identity that is not exclusively masculine or feminine; this may be a combination of both or neither.

Pan - Someone who can be romantically and/or sexually attracted to anyone, regardless of gender (panromantic or pansexual).

Queer - A term used by those wanting to reject specific labels of sexual orientation and/or gender identity. Previously used as an insult to LGBT+ people so some still consider it an offensive term.

Sex - The anatomy of an individual's reproductive system (usually either male or female).

Transsexual - This was used in the past as a more medical term to refer to transgender people. This term is still used by some, although many people prefer the term trans or transgender and some find the term "transsexual" offensive and outdated.

CREATING AN INCLUSIVE WORK ENVIRONMENT

Someone's gender identity or sexuality should be respected. When talking to or about someone, names and pronouns that they are comfortable with should be used. Things you may consider to be "banter" can be very hurtful and offensive to somebody else.

Education is key to creating an LGBT+ inclusive, accepting environment, so we suggest ensuring that colleagues in your team have a basic understanding of different gender identities and sexual orientation.

Everyone has their own set of values, formed by the environment around us. Things like how we are brought up, family members and religious beliefs shape these values. However, it is important to recognise that we should not push our own personal values on those around us, but accept our differences.



USEFUL LINKS

Mermaids – mermaidsuk.org.uk
Stonewall – stonewall.org.uk
GILES – giles.org.uk
Switchboard LGBT – switchboard.lgbt

WHAT LOCAL SUPPORT SERVICES ARE THERE?

There are a number of LGBT+ support organisations local to areas where MPFT operate. These include:

- LGBT Stoke (Galaxy Youth and Gaylife Men's Groups)
- Trans Staffordshire
- North Midlands LGBT Older People's Group

Visit lgbtstoke.co.uk for a list more groups.

EQUALITY AND HUMAN RIGHTS LEGISLATION

Sexual orientation and gender reassignment are protected characteristics under the Equality Act 2010, making it unlawful to discriminate against, harass or victimise someone with these protected characteristics. This protection extends to those who are associated with them, e.g. a relative or carer.

HATE CRIMES AND BULLYING

A hate crime is any incident or crime which is motivated by someone's irrational hatred of the differences of others such as sexuality or gender identity.

You can report hate crime online at report-it.org.uk or by calling the Police on 101. Always call 999 if you think a person is in immediate danger.

If you are being bullied or targeted at work due to your sexuality or gender identity, you can contact your HR Team or Trade Union.

DOS AND DON'TS FOR PROFESSIONALS



DO educate yourself on sexuality and gender identity.

DO refer to the person with the name they choose and with the pronouns they feel comfortable with.

DO let someone express their gender identity through appearance.

DO let someone use their preferred changing rooms and toilet facilities.

DO use gender neutral language where possible.

DON'T assume everyone is heterosexual.

DON'T assume that it's a phase, respecting someone's gender identity or sexuality is important.

DON'T gossip with colleagues about someone's sexuality or gender identity.

DON'T share information on someone's sexuality or gender identity with others unless the person has consented for you to do so, or there is a safeguarding concern whereby this information is relevant to ensuring safety.



GET IN TOUCH WITH OUR TEAM

This leaflet was developed by the Sexual Health Prevention Team in Stoke-on-Trent and North Staffordshire. We're always here to help if you need advice or information on LGBT+ topics.

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