

GENDER IDENTITY

A BIT ABOUT GENDER IDENTITY AND SEX

When someone is born, a healthcare professional lists them as male or female depending on what their genitals look like. This is known as someone's assigned sex at birth.

How someone feels about themselves (whether that's male, female a mix of both or neither), is known as gender identity.



DIFFERENT GENDER IDENTITIES

There are lots of different gender identities and ways people identify. These include:

Transgender (trans)

Someone whose gender identity does not match with the sex they were assigned at birth.

Non-binary

Non-binary is a spectrum of gender identities which are not exclusively masculine or feminine; this may be a combination of both or neither.

Agender

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

Fluid

A term often used by people whose feelings or sense of self in relation to their gender identity or sexuality are not fixed and can change over time; most commonly paired with another term, e.g. gender fluid or sexually fluid.

There are many more gender identities; you can find a list of these, as well as other LGBT+ terms, in the glossary on our website, www.lgbtstoke.co.uk.

Some people find labels important and feel supported knowing others share their identity. Others may choose not to use labels, and just identify as themselves.

However someone identifies should be respected.

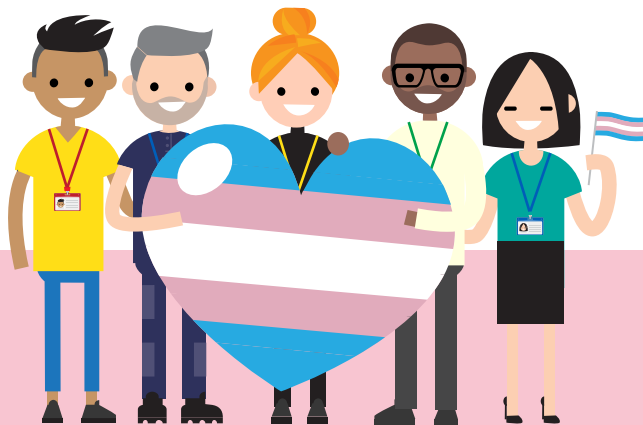
WHEN SEX AND GENDER IDENTITY DON'T MATCH

Gender identity can be fluid and people can identify as one gender but still express traits of another gender (e.g. someone who identifies as female but wears men's clothes).



Sometimes someone's gender identity doesn't match the sex they were assigned at birth, which can cause discomfort or distress. This is known as gender dysphoria (dysphoria means unhappiness or unease).

Gender dysphoria is not a mental illness, but it can affect someone's mental health, by making them feel uncomfortable, unhappy, anxious and like they are struggling to cope.



INFORMATION
AND ADVICE FOR
PROFESSIONALS

SUPPORTING A YOUNG PERSON

Young people's understanding of their own gender identity should be respected.

When talking to them, or about them, names and pronouns that they are comfortable with should be used.

If a young person confides in you, it's important that you listen and let them know that you're there to support them.



INCLUSIVE ENVIRONMENTS

An inclusive environment means people can feel safe and able to be themselves. This could include:

- **Zero-tolerance policies** - Developing clear policies on transphobic bullying, discrimination and harassment.
- **Visible resources** - Display literature about gender identity
- **Education and training** - Ensure that staff and young people have an understanding of gender identity.

The team at LGBT Stoke offer an LGBT+ Awareness training session, which covers a number of topics including gender identity.

Email lgbt@mpft.nhs.uk for information.

YOUNG PEOPLE'S RIGHTS AND THE LAW

The Equality Act 2010 is a law which says that everyone has the right to be treated fairly, equally and be respected.

This means:

- Preferred name and pronouns should be used and respected
- Every child should be given equal opportunities
- People can use the changing rooms and toilets which match their gender identity



The law applies to organisations, as well as individual people. Use the Equality Act 2010 as a basis when developing your policies.

If someone's rights are ignored because of their gender identity, this could be a hate crime or incident.

You can report hate crime and find more information on hate crimes and incidents at www.report-it.org.uk.

You can also report a hate crime by calling the police on 101 (always call 999 in emergencies).

LOCAL YOUTH SUPPORT

The LGBT Stoke Team run a youth group for LGBT+ people aged 13-18, called Galaxy. Visit lgbtstoke.co.uk/galaxy for service information.

FIVE TOP TIPS FROM OUR TEAM

1. Encourage others to refer to people by their preferred name and pronouns.
2. Support young people to work out how they could express their gender identity through clothes, make-up and social group.
3. Check out useful websites like gires.org.uk and mermaidsuk.org.uk.
4. Challenge offensive language or "banter" when you hear it. Find advice on how to do this on lgbtstoke.co.uk/BeingAnAlly
5. Don't share information on someone's gender identity with others, unless they have consented for you to share it.

MORE INFORMATION & CONTACT DETAILS


You can find more information about gender identity, including information on transitioning, on our website.

www.lgbtstoke.co.uk

Or you can get in touch with our team:

✉ Email lgbt@mpft.nhs.uk

☎ Call 0300 123 0970

Find us on social media
f LGBT Stoke NHS / @lgbtstokenhs 

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