LGBT+ factsheet

NHS
Midlands Partnership
NHS Foundation Trust
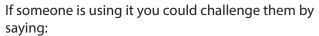*A Keele University Teaching Trust*

How to support an LGBT+ person

- Say you appreciate their trust in you
- Be cool
- Ask if there is any support you can offer
- Don't gossip with colleagues and/or out other people
- Ask if they know about local services

Challenging homophobia and transphobia

"That's so gay"

This is usually used in a derogatory way to mean something is bad.

#@!&!

If someone is using it you could challenge them by saying:

"If something's rubbish, say it's rubbish. If you say it's gay then you're implying being gay is a bad thing."

"They're not really a woman though, are they?"

If someone identifies as a different gender than the one they were assigned at birth, this doesn't mean that they're less of, or not a real, woman or man.

If someone says a statement like this, you could challenge them by saying:

"If they identify as a woman then they are a woman."

Local services

18 and under

Galaxy Youth Group - lgbtstoke.co.uk

CAMHS (under 13) - camhs-stoke.org.uk

18 and over

Gaylife Men's Group - lgbtstoke.co.uk

Trans Staffordshire - trans-staffordshire.org.uk

North Midlands OLGBT Group - olgbstoke.org.uk

Reporting hate crime

A hate crime can be reported by calling the police on **101** or online at **www.staffordshire.police.uk**

How to be an LGBT+ ally in the workplace

- Support LGBT+ initiatives
- Challenge offensive language or "banter" when you hear it
- Don't force someone to come out because you think they may be LGBT+
- Display visible LGBT+ posters and resources
- Don't assume everyone is heterosexual
- Learn about local and national LGBT+ services

Pronoun dos and don'ts

DO Use the same pronouns that the person refers to themselves as
DO Use neutral pronouns if you're unsure how someone identifies (e.g. they/them)

DON'T Say someone's pronouns aren't real (e.g. Mx, Ze, Xe)
DON'T Say using "they" as a pronoun isn't grammatically correct

If in doubt it is best to ask the individual how they would like to be addressed

Values

Everyone will have a different set of values, these are formed by the environment around us. Things like how we are brought up, family members and religious beliefs shape these values.

It is important that we recognise that we should not push our own personal values on those around us, but accept the differences.

National services

Mermaids – Family and individual support for gender diverse and trans children/young people. mermaidsuk.org.uk

Stonewall - Campaigns for the equality of LGBT people across Britain. stonewall.org.uk

GIRES – Improving the environment in which gender non-conforming people live. gires.org.uk

Switchboard LGBT – LGBT+ helpline and online chat service open 10am-10pm every day 0300 330 0630 / switchboard.lgbt

LGBT+ glossary

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).

Bisexual - Someone who is attracted to both men and women.

Binding - When someone with breasts uses 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 the sex they were assigned at birth.

Deadnaming - Using someone's birth name after they've changed their name. This could be a crime if it's done with an intent to distress.

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

Gay - Someone who is attracted to the same gender as themselves (most commonly by men attracted to other men).

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

Gender Identity - A person's internal sense of being male, female, some combination of male and female, or neither male nor female.

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

Lesbian - A woman who is attracted to other women.

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 which has previously been used as an insult to LGBT+ people; some still consider it an offensive term. It can also be used by some people to describe their sexuality or gender identity.

Sex - Decided by a health professional at birth based on someone's genitals/genes. In the UK, the two options at birth are "male" or "female".

Sexuality - A person's sexual orientation or preference.

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

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.

HELLO, I'M lesbian

HELLO, I'M GAY

HELLO, I'M bisexual

HELLO, I'M transgender