

# 11 Key signposting and Glossary

## Stonewall

A national LGBT charity working to achieve acceptance without exception for LGBT people.  
[www.stonewall.org.uk](http://www.stonewall.org.uk)

## The Kite Trust

The LGBT youth organisation for Cambridgeshire, providing support for schools, training and face-to-face support. [www.thekitetrust.org.uk](http://www.thekitetrust.org.uk)

## The Proud Trust

The LGBT youth work network organisation for the North West and deliverer of training in schools.  
[www.theproudtrust.org](http://www.theproudtrust.org)

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## National Organisations

### BeLonG To

The national organisation in Ireland for LGBT young people, aged between 14 and 23.  
[www.belongto.org](http://www.belongto.org)

### Brook

The UK's largest young people's sexual health charity who provide sexual health services, support and advice to young people under the age of 25.  
[www.brook.org.uk](http://www.brook.org.uk)

### Gendered Intelligence

Based in London Gendered Intelligence (GI) work predominantly with the trans community, particularly specialising in supporting young trans people aged 8-25. [www.genderedintelligence.co.uk](http://www.genderedintelligence.co.uk)

### Gender Identity Development Services

The Gender Identity Development Service (GIDS) is for children and young people, and their families, who experience difficulties in the development of their gender identity. It's a national specialised service, based in London and Leeds, and the only one of its kind in Great Britain. [www.gids.nhs.uk](http://www.gids.nhs.uk)

### GIRES

A charity that hears, helps, empowers and gives a voice to trans and gender non-conforming individuals, including those who are non-binary and non-gender, as well as their families.  
[www.gires.org.uk](http://www.gires.org.uk)

### LGBT Consortium

A national membership organisation focusing on the development and support of LGBT groups, projects and organisations.  
[www.lgbtconsortium.org.uk](http://www.lgbtconsortium.org.uk)

### LGBT Youth Scotland

The largest youth and community-based organisation for LGBT young people in Scotland.  
[www.lgbtyouth.org.uk](http://www.lgbtyouth.org.uk)

### Mermaids

Family and individual support for teenagers and children dealing with gender issues.  
[www.mermaidsuk.org.uk](http://www.mermaidsuk.org.uk)

### Stonewall Cymru and Stonewall Scotland

Working to achieve equality for LGBT people in all aspects of life in Wales and Scotland.  
[www.stonewallcymru.org.uk](http://www.stonewallcymru.org.uk)  
[www.stonewallscotland.org.uk](http://www.stonewallscotland.org.uk)

### Terrence Higgins Trust (THT)

The largest voluntary sector provider of HIV and sexual health services in the UK, running services out of local centres across Great Britain.  
[www.tht.org.uk](http://www.tht.org.uk)

### The Albert Kennedy Trust (AKT)

Provide a range of services to meet the individual needs of those who would otherwise be homeless or living in a hostile environment in London, Newcastle and Manchester. [www.akt.org.uk](http://www.akt.org.uk)

## Staff and volunteer resources

### Advisory, Conciliation and Arbitration Service (ACAS)

ACAS provide information, advice, training, conciliation and other services for employers and employees to help prevent or resolve workplace problems. [www.acas.org.uk](http://www.acas.org.uk)

### The National Council for Voluntary Organisations (NCVO)

NCVO work to connect organisations to people, partners and resources, represent them to government and support voluntary organisations. [www.ncvo.org.uk](http://www.ncvo.org.uk)

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## Local support

Search for your local voluntary and community sector support organisation (VCS) and arrange a meeting. VCS help support local community and voluntary groups and organisations by:

- \_Holding local network meetings
- \_Providing help with funding applications
- \_Delivering training
- \_Advertising local groups, vacancies and events
- \_Helping with lobbying and campaigning

You may also have a VCS who coordinate the youth sector in your area; meet with them too and regularly attend network meetings. Use Stonewall's *What's in my area* database.

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## Terminology

Language is ever-changing. We have listed some commonly used terms below and recommend you revisit this list regularly to update with new words and, sometimes, new definitions for words already here.

Remember that meanings and significance of words can be different for different people. If you're unsure, it's best to ask people in an appropriate and sensitive manner.

**Identity is important for young people and knowing the key, most common identities will be integral in young people having trust and faith in you as a leader. Bearing this in mind, there is lots to know and language is constantly developing so don't worry if you have to ask a young person to clarify what they mean. Don't assume the young people will know any of these words as some of them won't. Rachel Williams, Phoenix Chester LGBT youth group**

You could use this glossary in an exercise with your group. Ask young people to have a go at matching the words to their definition and then discuss them – do they agree with the definitions given? Would they add to or change any of the words or definitions? Should your group have a list of definitions that your young people have created?

# GLOSSARY

## **ALLY**

A person who fights for and supports others in their fight for equality, despite not necessarily being affected themselves e.g. a straight and/or cisgender person who believes in and fights for equality for LGBT people.

## **ASEXUAL**

A person of any gender or sexual orientation who does not experience sexual attraction.

## **AROMANTIC**

A person of any gender or sexual orientation who does not experience romantic attraction.

## **BIPHOBIA**

Discrimination against and/or fear or dislike of bisexual people (including those perceived to be bisexual) or bisexuality. Includes the perpetuation of negative myths and stereotypes through jokes and/or through personal thoughts about bisexual people.

## **BISEXUAL**

Refers to a person of any gender who experiences romantic and/or sexual attraction to people of more than one gender.

## **CIS / CISGENDER**

A person whose gender aligns with the sex they were assigned at birth. e.g. a person who was assigned female at birth and who identifies as a woman.

## **CROSS-DRESSER**

A person who dresses in clothes normally associated with another gender. People cross-dress either privately or publically. Many cross-dressers do not identify as trans, and many find the term transvestite (sometimes used as an alternative) offensive.

## **GAY**

Refers to a man who experiences romantic and/or sexual attraction to other men. Often 'gay' is used by women who are attracted to women too.

## **GENDER**

Often expressed in terms of masculinity and femininity, gender is largely culturally determined, based on the sex assigned at birth.

## **GENDER BINARY**

The idea that there are only two genders - male and female. This is inaccurate and excludes other gender identities.

## **GENDER EXPRESSION**

Refers to how a person outwardly presents their gender. For example, through what they wear, how they speak or how they act.

## **GENDER IDENTITY**

A person's deeply held, internal sense of their own gender i.e. how they feel inside about their gender and who they are. They may identify as a man, a woman, both, neither or in another way. For trans people, their sense of who they are does not match the sex that they were assigned at birth.

## **GENDER FLUID**

A person whose gender is not static and changes throughout their life. This could be on a daily / weekly / monthly basis and will be different for everyone.

## **GENDER QUEER**

A person whose gender identity is neither male or female, is between or beyond genders, or is a combination of genders.

## **HETEROSEXUAL / STRAIGHT**

A person who is attracted to people of a different gender to their own e.g. a man who is attracted to women.

## **HETEROSEXISM / HETERONORMATIVITY**

The assumption that everyone is heterosexual, and that heterosexuality is superior. An emphasis on heterosexual being 'the norm' and a valued position in society. The media often reinforces heteronormativity through images used or the way characters are portrayed.

## **HOMOPHOBIA**

Discrimination against and/or fear or dislike of lesbian and gay people (including those perceived to be gay or lesbian) and homosexuality. This includes the perpetuation of negative myths and stereotypes through jokes and/or through personal thoughts about lesbian and gay people.

## **INTERSEX**

A person is assigned intersex, often at birth, when their sex characteristics don't align with medical definitions of *male* or *female*. The external and internal body as well as chromosomes and hormones can all be factors when assigning someone as intersex.

## **LESBIAN**

A woman who experiences romantic and/or sexual attraction to other women.

## **LGBT/ LGBTQ/LGBTQIA**

An acronym for lesbian, gay, bisexual, transgender and questioning or queer. There is also sometimes an A for asexual and/or an I for intersex.

## **NON-BINARY**

An umbrella term for people whose gender identity does not fit into the gender binary of male or female. A non-binary person might consider themselves to be neither male nor female, both, or sometimes male and sometimes female.

## **OUT / COMING OUT**

LGBT people living openly and telling people about their sexual orientation and/or gender identity.

This is a process; it is not something that just happens on one occasion. Some people will be out in some places and to some people but not others.

## **PANSEXUAL**

A person of any gender who experiences romantic and/or sexual attraction to people regardless of their gender identity.

## **PRONOUNS**

Words used to refer to someone when not using their name e.g. he, she, his, hers, they it. They usually suggest a person's gender. Pronouns are important to everyone for this reason. Some people prefer pronouns that don't indicate their gender (also known as gender neutral pronouns) e.g. they, them, theirs / xe, xem, xyrs, ze, zir

## **QUEER**

In the past a derogatory term for LGBT people, now reclaimed particularly by LGBT people who don't identify with traditional categories or who challenge stereotypes around gender identity and sexual orientation e.g. through lifestyle, politics or appearance. However, some people still use this word as an insult or to offend.

## **QUESTIONING**

A word used to describe people who are unsure or exploring their sexual orientation or gender identity.

## **SEX ASSIGNED AT BIRTH**

People are assigned a sex at birth, based on sex characteristics (genitalia). A person may be assigned *male*, *female* or *intersex*. This does not necessarily reflect how a person will identify or feel about themselves.

## **SEXUAL ORIENTATION**

A word to describe who a person is romantically and/or sexually attracted to, commonly based on gender. Sometimes the word *sexuality* is used instead.

## **TRANS**

An umbrella term to describe people gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms – including (but not limited to) transgender, transsexual, gender-queer, gender-fluid, non-binary, gender variant, cross-dresser, genderless, agender, transman, transwoman, trans masculine, trans feminine and neutrois.

## **TRANSITION**

The process or steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. Transitioning might involve things such as telling friends and family, dressing differently or changing official documents.

## **TRANSPHOBIA**

Discrimination against and/or fear or dislike of trans people (including those perceived to be trans). This includes the perpetuation of negative myths and stereotypes through jokes and/or through personal thoughts.

## **TRANSSEXUAL**

An older term still preferred by some people who have transitioned to live as a different gender than the sex society assigned them at birth. Many trans people do not identify with this word and prefer the word transgender.

## Acknowledgments



Proof reader: **Eluned Cook**

Design: **Lucy Ward**

## With thanks to

Allsorts Youth Project, Brighton & Hove

Gap Youth Club, Wandsworth

Fusion, Manchester

Inside Out Group, Rochdale

Oldham LGBT Youth Group

Utopia Youth Group, Ellesmere Port

Who not What, Hertfordshire

Worksop out on Wednesdays (W.O.W), Nottinghamshire

Young Transgender Centre of Excellence, Leicester

Yorkshire Mixtures, Huddersfield



**The  
Kite  
Trust.**   
Gender and sexuality  
Supporting young people



**Stonewall**  
Acceptance without exception