

Appendix 1

Glossary of Terms

Acquired gender: Used in the Gender Recognition Act 2004 to describe a person's gender after transitioning. As this is a legal term, many people now prefer to use the term "affirmed" gender.

Ally: A (typically) straight and/or cis person who supports members of the LGBT community.

Assigned gender: The gender assigned to someone at birth, based on their physical characteristics.

Bi: An umbrella term used to describe a romantic and /or sexual orientation towards more than one gender. Bi people may describe themselves using one of more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and other non-monosexual identities.

Biphobia: The fear or dislike of someone who identifies as bi based on prejudice or negative attitudes, beliefs or views on out bi people. Biphobic bullying may be targeted at people who are, or who are perceived to be, bi.

Cisgender or Cis: Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

Coming out: When a person first tells someone/others about their identity as lesbian, gay, bi or trans.

Cross dresser: Someone who chooses to wear clothes not conventionally associated with their assigned gender. "Cross dresser" is now used in preference to the term "transvestite", which is considered to be outdated and can cause offence. Cross dressers are generally comfortable with their assigned gender and do not intend to transition.

Gender: The socially constructed roles, behaviours, activities, and attributes that a given society considers appropriate for men and women.

Gender dysphoria: A recognised medical condition where the individual experiences severe discomfort and anxiety because their gender identity does not align with their biological sex.

Gender expression: How someone manifests their gender identity in society, for example through their appearance and behaviour.

Gender identity: A person's innate sense of their own gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.

Gender fluid: Having a gender identity which varies over time

Gender reassignment (or transitioning): Another way of describing a person's transition. To undergo gender reassignment usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing

Appendix 1

differently and living in their self-identified gender. Gender reassignment is a characteristic that is protected by the Equality Act 2010, and it is further interpreted in the Equality Act 2010 approved code of practice.

Gender Recognition Certificate (GRC): issued by the Gender Recognition Panel – signifies full legal rights in acquired gender and allows the issuing of a replacement birth certificate.

Intersex: An intersex person is born with ambiguous genitalia and/or sex chromosomal variations, making it difficult to classify their biological sex. There are many different intersex conditions. An intersex person may self-identify as a man or a woman or neither.

LGBT: The acronym for lesbian, gay, bi and trans.

Non-binary: An inclusive term to describe people whose gender identity is "fluid" and not exclusively male or female. A non-binary person may identify as neither male nor female or may feel that they embody elements of both genders, or that they are something different. The terms intersex and non-binary are not interchangeable.

Pan: Refers to a person whose romantic and/or sexual attraction towards others is not limited by sex or gender.

Pronoun: Words we use to refer to people's gender in conversation – for example, 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their.

Sex: The biological and physiological differences that define men and women.

Transgender (or trans): An umbrella term describing the diverse range of people whose gender identity or gender expression differs from the gender they were assigned at birth. The term can encompass individuals who are transsexual, cross dressers or non-binary.

Transitioning: The steps taken by individuals to live in the gender with which they identify. These steps will vary but may include choice of dress, changing names, medical procedures and telling other people.

Transphobia: The fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity.

Transsexual: This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. This term is still used by some although many people prefer the term trans or transgender