Leeds City Council
Children and Families Services

Children and Young People's Gender Identity –
Best practice and recording guidance
April 2023

About the Document	
Title	Children and young people's gender identity – best practice and recording guidance
Purpose	The purpose of this guidance is to outline expectations, recording guidance and best practice for working with children and young people whose gender identity differs from their sex registered at birth.
Replaces	Not applicable – new document
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Contents

1. Background and introduction

1.1 About this document

This document was produced and published in March 2023, to support the first update of the Mosaic social care case recording system that will allow for the recording of gender identity in addition to sex registered at birth. Following publication, this document will be reviewed with practitioners to consider the extent to which it supports their understanding and practice when working with trans and non-binary people, and whether any additional information needs to be incorporated.

Language and terminology in relation to gender identity, in common with other [protected characteristics](), is constantly evolving as our collective, societal understanding of people's lived experiences grows and different perspectives are articulated and incorporated through new terminology or expanding existing definitions. The Children and Families directorate commits to reviewing this document on a six-monthly basis to ensure that any such changes are appropriately reflected.

A comprehensive glossary of useful terms is included at appendix A of this document; where terms are used throughout the document that are explained in the glossary, they will be hyperlinked at the first use of the word. People may use, understand and experience things differently to the way they are defined in the glossary, so these definitions are guidelines for the general usage of the terms and should not be considered as the only definitions.

1.2 The difference between sex and gender

The difference between [sex]() and [gender]() is an example of how language and concepts have evolved over time. Older documents and legislation may use the terms sex and gender interchangeably, but in current usage they are distinct concepts.

Sex is now generally understood to refer to an individual's physical characteristics, such as genitalia and chromosomes, and some people refer to sex as being assigned or registered at birth. For most people, sex is a binary between male or female; though this is not true in all cases, as intersex is a term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female.

Gender is generally understood as the way in which a person feels and thinks about themselves in relation to male- and female-ness, or masculinity and femininity. The way you feel about your gender is called your [gender identity](). This is the way the two terms will be used throughout this document.

Trans, or transgender, is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans man is a term used to describe someone who is assigned female at birth but identifies and lives as a man. Trans woman is a term used to describe someone who is assigned male at birth but identifies and lives as a woman. Both trans man and trans woman should usually be written as separate words.

People whose gender is the same as the sex they were assigned at birth can be referred to as cisgender, or cis, although the term non-trans is also used.

Non-binary is an umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

It should be noted that there is a difference between gender identity, as defined above, and gender expression. Gender expression refers to how a person chooses to outwardly express their gender, within the context of societal expectations of gender (though a person who does not conform to societal expectations of gender may not necessarily identify as trans). This distinction is important for trans and non-binary people who, for a variety of reasons or in different contexts, may not dress or present themselves in accordance with

their gender identity; for example, if a young person had not come out to their parents, or was prevented from expressing their gender identity by their family. Not being able to or not feeling comfortable expressing their gender identity does not make it any less valid.

1.3 The trans and non-binary population of England and Wales

The 2021 Census gave a comprehensive picture of the population of trans and non-binary people across England and Wales, by including for the first time the question: 'Is the gender you identify with the same as your sex registered at birth?'. The question was voluntary and asked of respondents aged over 16.

The Office of National Statistics reports the following from the 2021 Census data:
'Across England and Wales, there were responses from 45.7 million people (94.0% of the population aged 16 years and over). A total of 45.4 million (93.5%) answered "Yes", indicating that their gender identity was the same as their sex registered at birth.

A total of 262,000 people (0.5%) answered "No", indicating that their gender identity was different from their sex registered at birth. Within this group:
- 118,000 (0.24%) answered "No" but did not provide a write-in response
- 48,000 (0.10%) identified as a trans man
- 48,000 (0.10%) identified as a trans woman
- 30,000 (0.06%) identified as non-binary
- 18,000 (0.04%) wrote in a different gender identity

The remaining 2.9 million (6.0%) did not answer the question on gender identity.'

Across England, 0.25% of the population recorded a gender identity different from their sex registered at birth. For Yorkshire and the Humber, the percentage was also 0.25% across the region. However for Leeds, in common with many other large cities, the percentage was higher; 0.72% of the population reported a gender identity different from their sex registered at birth.

It should be noted that these figures are likely to be an underestimate, due to the ways in which census information is collected; adults are likely to complete a census form on behalf of the household, when other adults and young people they are living with may not have disclosed that they are trans and non-binary, and some trans and non-binary people may not trust official government sources with the information and so choose not to disclose on the form.

Despite the potential methodological issues with census data, these figures indicate that there is a small but significant population of trans and non-binary people in Leeds. Research indicates that many trans and non-binary people knew that their gender identity differed from their sex registered at birth at a young age; this means that any of the children and young people you work with may identify as trans or non-binary, or may be questioning their identity. The Leeds City Council LGBT+ staff network confirm that they have spoken to many practitioners to offer support and advice on working with trans and non-binary children and young people, indicating that there is a growing need for this guidance.

1.4 The position of the Children and Families directorate

The Children and Families Senior Leadership Team (CFSLT) endorse an affirmative approach to supporting trans and non-binary children and young people; that is, believing what children and young people tell us about their own gender identity and respecting their wishes in relation to, for example, their pronouns and the name they wish to be known as. This aligns with our values as a city, in supporting children to have voice and influence, and with the Twelve Child Friendly Leeds wishes, specifically wish number four: 'Differences are celebrated in Leeds so children and young people feel accepted for who they are.'

The leadership team expect practitioners to support trans and non-binary children and young people and those who may be questioning their gender in line with this affirmative ethos.

1.5 Difficulties that trans and non-binary people may face

It is important to note that, as with any other group of people who share an aspect of their identity, trans and non-binary people are not a homogenous group and will not all have the same needs, opinions or feelings about their gender identity.

Trans and non-binary children and young people will realise and present/ disclose their gender identity at different ages, they will come from different cultural backgrounds, they may experience and articulate their gender identity in a variety of different ways, and they will have a range of different needs and life experiences which will interact with their gender identity and the way this is responded to by those around them. It is important when working with trans and non-binary children and young people that you explore their feelings and experiences on an individual level rather than making any assumptions. For example, while some children and young people may be distressed during a period of questioning their gender identity, which can have an impact on other aspects of their lives, other children and young people may thrive and experience this as a period of liberation and self-reflection.

As a group, trans and non-binary young people and young people in the wider LGBTQ+ community can face significant challenges. For example:
- The charity akt, which supports homeless LGBTQ+ young people aged 16-25, notes that 77% of the young people they work with believe that coming out at home was the main factor in causing their homelessness.
- Research by Barnardo's in 2020 found that trans respondents to their 13-25 survey were more than twice as likely to be experiencing loneliness than their cis peers, with 40% of trans young people reporting feelings of loneliness 'all of the time'.
- Stonewall's LGBT in Britain 2018 research found that:
  - 20% of trans people have been pressured to access services to suppress their gender identity;
  - 64% of trans pupils are bullied for their identity;
  - Four out of five trans young people have self-harmed; and
  - Two in five trans young people have attempted to take their own lives.

Other research evidence shows that 'research on socially transitioned trans children has shown positive mental health and well-being outcomes, in contrast to high levels of depression, self-harm and suicidal ideation in those denied affirmation (Durwood et al., 2017, 2021; Olson et al., 2016; Olson & Gülgöz, 2018).' (quoted in Horton 2022).

Collectively, these findings highlight the importance of practitioners understanding trans and non-binary young people's experiences in order to support them appropriately with any challenges they may face. A government paper published in 2018 found that: 'transgender people commonly report having poor experiences within social and care settings. More specifically, the paper notes that 'evidence suggests childhood gender dysphoria remains poorly understood by social workers, resulting in transgender people experiencing discrimination'. We do not want children and young people in Leeds to experience this.

2. Speaking to children and young people about their gender identity

2.1 Names and pronouns

Some young people who are exploring their gender identity or who have a gender identity different to their sex registered at birth may wish to reflect this by changing their name (though others will not wish to take this step). If a young person asks you to refer to them by a different name, the leadership team expect you to respect this.

We expect any requests from a young person to change their name to be discussed with your manager and for the discussion to be documented in supervision notes. The next section of this document details challenges that can arise when a young person's parent(s)/ carer(s) are not supportive of such a change; recordings of the supervision discussions about name changes may be particularly useful in these situations. It should be noted that children and young people do not need parental permission to change the name they are known by.

It is important to have a specific conversation with the child or young person about how their identity and any requested changes will be recorded on Mosaic and to confirm that they want their records to be updated; please see Mosaic section below for advice on how changes can be made within the system. This discussion should be recorded as a significant case note with an appropriate case note type, using the following wording:

[Birth name] has advised their social worker that they wish to be referred to as [new name] and that they identify as [gender]. They wish/ do not wish (delete as appropriate) for recording of their name and gender on Mosaic to reflect this, at this time.

Recording the discussion as a case note will ensure that the information will pull through into a practitioner's ongoing chronology for the child or young person.

Pronouns are used in sentences where a person's name would otherwise go. 'He' is masculine and used for male, 'she' is feminine and used for female, and 'they' is gender-neutral. There are specially-coined gender neutral pronouns, or neopronouns which can be used, such as 'xe', or 'ze', but these are not universally widely known.

Using the appropriate pronouns when talking to someone who is trans works on the basis of respect for the individual. Generally the name the person chooses to use indicates their gender preference. So, a trans child/ young person called Steve may be referred to as or may use 'he', while another called Rachel may be referred or as or may use 'she'. But if you are unsure, it's best to ask the child/ young person or adult politely how they wish to be known, and to respect their choice. This is especially so if you suspect someone identifies as non-binary, in which case a gender-neutral term like 'they' may be more appropriate until you have been able to confirm their pronouns.

If you are meeting a person for the first time and gathering information, try not to make assumptions about their gender identity; you cannot always tell a person's gender by their appearance or their voice, and you should take their lead in how they refer to themselves. It may be helpful to include your own pronouns when introducing yourself, for example: 'I'm Sam, my pronouns are she/ her, I'm here to talk to you about…'. Some people may not feel comfortable initially sharing their pronouns, but by sharing yours you give the opportunity for the other person to respond with their own, without asking them a direct question they may feel pressured – but not ready - to answer. If you are not sure of a person's pronouns, it may be helpful to use gender-neutral language where possible in conversations with them and in your recording unless and until they advise you otherwise.

The focus of any discussion around gender identity should be one of respect for the young person and their feelings and experiences, for example by using the name they ask you to use and, if you make a mistake with pronouns, correcting yourself and moving on. It is important to use people's correct name and pronouns even when the person concerned is not present, unless they are not open about their gender identity with the people you are speaking to and there could be a risk of outing them. Trans people who have changed their names may refer to their birth/ previous name as their '[deadname](#)' and it is disrespectful to keep using this name if they have asked you not to.

2.2 Individual needs and experiences

As noted above, trans and non-binary children and young people are not a homogenous group, and so it is important not to make assumptions about the way they experience their gender identity, or any processes of questioning that identity, so exploring this with the child or young person and asking how they feel about their identity and any support needs they may have can be very helpful. It is also useful to bear in mind that a person's feelings about and articulation of their gender identity may change over time, as they reflect on their feelings, or read or learn more about gender identity and find a term or explanation that is a better 'fit' for their experience. Their understanding of and use of a term can also change over time. As their understanding of their identity evolves, you may need to update your own understanding and recording of it.

The process of trans and non-binary people telling others about their gender identity is often referred to as 'coming out'. Coming out to somebody can be very stressful, as young people may fear rejection or discrimination. For this reason, young people will often tell someone they trust and have confidence in. If a

young person comes out to you, they may simply want someone to talk to about what can be a confusing and scary time for them, or they may want support in accessing further information, some of which is available in the [one minute guide](#) to working with trans young people.

When exploring a young person's feelings about their gender identity, try to ask open questions that don't have yes or no answers, without interrupting them or offering opinions or advice unless they ask for this. It can take a lot of courage for them to start the conversation and sometimes they may not feel comfortable sharing everything straightaway. Be patient and try not to rush them. Instead, let them know that you're there if they want to continue the conversation at a different time.

It is important not to share information about a young person's gender identity with other family members, young people or practitioners without the young person's consent. Doing so without their consent is called 'outing' and can be very harmful to young people. A child or young person being trans or non-binary is not a safeguarding risk, and so sharing this information without the young person's consent should only be considered in exceptional circumstances, which should be discussed with your manager and/ or safeguarding lead.

3. Parents and carers' views

A lot of trans and non-binary children and young people will have supportive parents, who affirm their gender identity and seek to support their children as they explore that identity and/ or take steps towards social transition, for example dressing in a way that fits their gender identity or adopting a new name and pronouns to reflect that identity.

However, as a practitioner, you should be aware that this experience is not universal to all trans and non-binary children and young people; as noted above, for some LGBTQ+ young people, hostility from their families can be a catalyst for poor outcomes such as homelessness. For this reason, it is important that practitioners explore with any trans and non-binary children and young people what their parents know about their gender identity and how they have responded to it.

If parents and carers do not know about a young person's gender identity, it is critical to listen to the young person's views about how they would be likely to respond. Just as young people themselves have the best understanding of their own gender identity, they are likely to be able to make the most accurate assessment of whether family members will be supportive or hostile to the idea of their child's gender not matching their sex registered at birth. If they feel their parents/ carers are likely to be hostile, you could be putting the child or young person at risk of harm by disclosing their gender identity. For young people in this situation, it is helpful to explore and clarify with them which name and pronouns they would like you to use when speaking to their parents or recording information their parents may see; please see the Mosaic section for advice on how to record this.

Children and young people having and disclosing a gender identity different to their sex registered at birth is not, of itself, a safeguarding risk. If you have further information to believe that the child or young person is at risk of harm and feel the information about their gender identity needs to be shared with other practitioners and/ or their family, you must discuss this with your line manager or safeguarding lead before doing so.

The next section provides some advice on how to record a child or young person's name and pronouns if they differ from their sex registered at birth and parents are not aware of this change. The advice in this section does not preclude practitioners from discussing with children and young people whether and how they might consider discussing their gender identity with their parents/ carers, and offering support to do so; it is merely intended to highlight that if a young person is reluctant to do this because of their perception of the outcome, this should be respected.

In cases where there is conflict or potential conflict between the wishes of children and their parents in relation to gender identity, the concept of [Gillick competence](#) applies. As the NSPCC explain, this concept assesses 'whether a child has the maturity to make their own decisions and to understand the implications of those decisions.' The Court of Appeal in [Bell vs Tavistock (2021)](#) strongly affirmed that Gillick competence

applies in relation to trans young people, which means that 'the law is clear that the views of a young person who is in conflict with their parents should prevail where the young person is Gillick-competent in relation to the decision in question.' *(p30, Guidance for maintained schools and academies in England on provision for transgender pupils 2022)*

4. Recording on Mosaic

The ability to record people's gender identity on Mosaic is a significant step for trans and non-binary people; it is important to be able to represent a person's identity and experiences accurately, to enable us to treat trans and non-binary people with dignity and respect. A number of the children and young people we work with have specifically requested such a function, and it is something that Leeds and other local authorities have been advocating for over a number of years, working with the developers to progress this. We are pleased to confirm that it is now possible within the system, from the version 22.2 (2023) update. The changes were made by the developers in collaboration with two consultation groups of customers and trans and non-binary people.

In the 22.2 update, the **Gender** field is available on the person record. This field is edited in the *Person Details – Basic Details* menu and is a drop-down selection. Within the Mosaic system, definitions of these gender options have not been provided, in recognition that there are a variety of different ways that people experience their gender which may not conform to rigid definitions. Practitioners should ask service users which gender option is most appropriate for them.

The person's registered sex will appear in the **Sex (as per Health system)** field, to allow for matching records across other systems which record sex only. If a young person you are working with has a gender identity that is not available in the drop-down list, you can request that this identity option is added by raising a request through the applications helpdesk.

When a person record is created, the create person screen will appear the same as it did previously. The **Sex (as per Health system)** field will pre-populate to the matching Gender in the new **Gender** field. The pre-population is for practical reasons; for the majority of people, the **Sex (as per Health system)** field and the **Gender** field will match, and pre-population means not adding an extra step for users to complete for every new record. The developers also felt that leaving the **Gender** field blank as the default would result in the **Gender** field only being completed when Sex (as per Health system) and Gender differed, which could hint at people not being cisgender and risk 'outing' them inappropriately.

The free text field, **Pronouns**, is available on the person record. This field is edited in the *Person details – Basic details* menu and has a maximum of 30 characters. This field also has some guidance available for users, provided and agreed by the consultation groups.

There is also a free text field, **Gender/pronoun notes**, available on the person record. This field is edited in the *Person details – Basic details* menu. Where this field is completed, it will trigger an information icon (blue triangle with the letter i inside) to show against the **Gender** field and, where completed, the **Pronouns** field in the person summary and the group summary. This will inform users there are relevant notes recorded and the user can click on the icon to view the notes in a pop-up window. If you know that a young person is not open to their parents or to particular agencies (e.g. school) about their gender identity, you can record that information here, and use this field to note which names and pronouns should be used when addressing or referring to the young person in meetings with people who do not know about their gender identity, or in documents which these people will see.

For most purposes, it is appropriate to reference an individual's gender rather than their Sex (as per Health system), unless there are specific reasons why sex assigned at birth might be relevant; for example, in reference to cervical screening for trans men and non-binary people assigned female at birth. For most other purposes, a person's gender is more relevant as it is more likely to reflect the way they present and understand themselves as an individual and the way other people interact with them.

Our affirmative recording approach includes the recording of family relationships, and documenting these

relationships in line with the way the individual views them. For example, if a person whose Sex (as per Health system) is recorded as female wishes to change their Gender to male on Mosaic, practitioners should check with them whether they also want to update their personal relationships; for example, from daughter to son for their relationship with their parents, and from sister to brother for sibling relationships. If their identity is non-binary, there are gender-neutral options available including 'child' and 'sibling'.

Practitioners should be aware that genograms produced through Mosaic will continue to use Sex (as per Health system) to determine the shapes used for people within the genogram. The developers advise that this is a complex change to make on the system and they will be reviewing this in the future, based on feedback from local authorities using the new fields. If you are working with a trans or non-binary young person and need to produce a genogram, please speak to your supervisor about alternative ways to do this outside of what Mosaic can generate automatically which will ensure that their gender will be accurately represented.

Names

The Mosaic 22.2 update introduced in early 2023 separates the recording of a **Display name** from a **Registered name**. Registered name is required in Mosaic for things such as integrations with other system such as in the NHS or systems which do not allow for variance in gender recording, and for some legal documentation.

Display name is the name that should be used for a person, should show across the system and should be used everywhere that registered name is not a requirement. Display name will show in all of the places that the main name previously showed in Mosaic, e.g. person summary bar, and registered name will show on the front screen in the Demographics section.

The search function has been updated in line with these changes, to show the user which types of name the search is returning. Display names will be returned in bold text, to show the user which name should be used for the person, and any other names (including registered) will show the name type in brackets after the name, to make it clear which type of name it is and therefore in which circumstances it should be used.

As with the gender option, display name will pre-populate for all users to match with the registered name; as explained above, the rationale for this is that display and registered name will match for most users, and leaving display name as a free text option could mean that this field was left blank for the majority of users, which would risk outing a person as having a potentially different gender identity if the field was completed for them.

Practitioners should be aware that the display name is the one that will be pulled through into forms and documents; please be mindful of this when printing information or documents and sharing with family members who are not aware of or not supportive of the young person's change of name.

Children and young people do not need parental permission to change the name they are known by (their display name, in this instance).

5. Relevant legislation

The central principles of the approach set out by the Children and Families directorate are based within our own Leeds ethos: our commitment to respecting and listening to the voice and influence of children and young people, and making Leeds a child friendly, inclusive city. Whilst these approaches are not driven by legislative requirements, the relevant UK legislation does support our commitment to affirmative approaches.

The Equality Act (2010) defines a number of different protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation. It is against the law to discriminate against someone because of a protected characteristic. It should be noted that the Equality Act came into effect over a decade ago, and so some of the terminology it uses is now outdated; for example, few people use the word 'transsexual' now, as the differences between sex, sexuality and gender are more commonly understood, and the word has largely been replaced by

'transgender' or 'trans'.

The Equality Act (2010) defines gender reassignment as follows:

'Gender reassignment

(1) A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

(2) A reference to a transsexual person is a reference to a person who has the protected characteristic of gender reassignment.

(3) In relation to the protected characteristic of gender reassignment –
    (a) a reference to a person who has a particular protected characteristic is a reference to a transsexual person
    (b) a reference to persons who share a protected characteristic is a reference to transsexual persons.'

This definition means that a person may have the protected characteristic of gender reassignment if they are 'proposing to undergo' a process or part of a process of reassignment. This is important for trans children and young people, as they are unlikely to be able to progress any medical transition before they reach legal adulthood, but they could still have the protected characteristic because of their intention. The reference to 'part of a process' also means that a person can have the protected characteristic without any settled intention to complete all possible aspects of reassignment. There is no requirement for a person to be under medical supervision to have the protected characteristic of gender reassignment.

Non-binary is not legally recognised as a gender in the UK. People who identify as non-binary may not identify, or may identify to different degrees, with either sex and may not, therefore, intend to undergo a process of reassignment, which would mean that they do not have the protected characteristic of gender reassignment under the Equality Act (2010); though they may be protected from discrimination as a result of any other protected characteristic such as sex, sexual orientation or disability. The Equality Act also prohibits discrimination against someone who is <u>perceived</u> to have the characteristic of gender reassignment, which may apply to some non-binary people. In 2016, the House of Commons Women and Equality Select Committee recommended that the protected characteristic be amended to that of 'gender identity' but there has been no legislative change to that effect.

The Gender Recognition Act (2004) is mainly concerned with the process by which a person can get a Gender Recognition Certificate (GRC) and correct their original birth certificate to match their true gender (if their birth was registered in the UK, and again only for binary trans people as non-binary is not legally recognised as a gender). This can only occur after a person turns 18, and so is unlikely to apply to the majority of children and young people practitioners will be working with. For people over the age of 18, it is not unlawful to ask whether they have a GRC, but it is almost always unnecessary, given the limited number of applications the document has, and could compromise a person's right to privacy.

The Human Rights Act (1998) is UK legislation based on the provisions of the European Convention on Human Rights (EHCR). Article 8 of the EHCR protects the right to private life, which includes a right to develop one's own personal identity as one matures towards adulthood and to determine one's own sexual orientation and lifestyle. This right is clearly applicable to trans and non-binary children and young people.

In relation to children's rights, UNICEF note that: *'Children are neither the property of their parents nor are they helpless objects of charity. They are human beings and are the subject of their own rights.'*
The United Nations Convention on the Rights of the Child (commonly abbreviated as the CRC or UNCRC) is an international human rights treaty consisting of 54 articles which set out the civil, political, economic, social, health and cultural rights of children. It came into effect in 1990. Of particular relevance to trans and non-binary children and young people are the following articles:
- Article 5 (parental guidance and a child's evolving capacities) - Governments must respect the rights

and responsibilities of parents and carers to provide guidance and direction to their child as they grow up, so that they fully enjoy their rights. This must be done in a way that recognises the child's increasing capacity to make their own choices.

- Article 12 (respect for the views of the child) - Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously. This right applies at all times, for example during immigration proceedings, housing decisions or the child's day-to-day home life.
- Article 13 (freedom of expression) - Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.
- Article 16 (right to privacy) - Every child has the right to privacy. The law should protect the child's private, family and home life, including protecting children from unlawful attacks that harm their reputation.

(note - some of the content for this section of the guidance document was taken from 'Guidance for maintained schools and academies in England on provision for transgender pupils' (November 2022), produced by a group of education organisations including the Association of School and College Leaders and the National Governance Association.)

6. Further information

There is further information available in relation to working with trans young people from the One Minute Guide, which includes links to additional sources of support, both local and national. The guide can be found here: https://www.leeds.gov.uk/one-minute-guides/working-with-trans-young-people

There are also one minute guides available on working with lesbian, gay and bi young people; as gender identity is distinct from sexuality, any of the trans/ non-binary young people you are working with may also be lesbian, gay or bi.
https://www.leeds.gov.uk/one-minute-guides/working-with-lesbian-and-gay-young-people
https://www.leeds.gov.uk/one-minute-guides/working-with-bi-young-people

7. Appendix A – a glossary of useful terms

The following glossary and definitions are taken and/ or adapted from the Stonewall website. Stonewall is a charity, and the largest LGBT rights organisation in Europe. The terms are organised alphabetically, and not in order of importance:

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

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

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 orientation and/or gender identity.

Deadnaming - Calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition.

Gay - Refers to a man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.

Gender – (1) Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.
(2) - 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 dysphoria - Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity. This is also the clinical diagnosis for someone who doesn't feel comfortable with the sex they were assigned at birth.

Gender expression - How a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not conform to societal expectations of gender may not, however, identify as trans.

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 reassignment - 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 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. It is a term of much contention and is one that Stonewall's Trans Advisory Group feels should be reviewed.

Gender Recognition Certificate (GRC) - This enables trans (but not non-binary) people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all trans people will apply for a GRC and you currently have to be over 18 to apply. You do not need a GRC to change your gender markers at work or to legally change your gender on other documents such as your passport.

Gillick competence - A term used in medical law to decide whether a child (under 16 years of age) is able to consent to their own medical treatment, without the need for parental permission or knowledge.

Homosexual - This might be considered a more outdated term used to describe someone who has a romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used.

Intersex - A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people may identify as male, female or non-binary.

Lesbian - Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.

LGBTQ+ - The acronym for lesbian, gay, bi, trans, queer and questioning.

Non-binary - An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Outed - When a lesbian, gay, bi or trans person's sexual orientation or gender identity is disclosed to someone

else without their consent.

Person with a trans history - Someone who identifies as male or female or a man or woman, but was assigned the opposite sex at birth. This is increasingly used by people to acknowledge a trans past.

Passing - If someone is regarded, at a glance, to be a cisgender man or cisgender woman. Cisgender refers to someone whose gender identity matches the sex they were 'assigned' at birth. This might include physical gender cues (hair or clothing) and/or behaviour which is historically or culturally associated with a particular gender. Please note that this definition of passing is focused on the binary terms of man or woman; some non-binary people may only feel that they 'pass' when they read as neither a cisgender man or a cisgender woman.

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 and ze/zir.

Queer - Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBT community (racism, sizeism, ableism etc). Although some LGBT people view the word as a slur, it was reclaimed in the late 80s by the queer community who have embraced it.

Questioning - The process of exploring your own sexual orientation and/or gender identity.

Romantic orientation - A person's romantic attraction to other people, or lack thereof. Along with sexual orientation, this forms a person's orientation identity. Stonewall uses the term 'orientation' as an umbrella term covering sexual and romantic orientations.

Sex - Assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions. Sometimes the terms 'sex' and 'gender' are interchanged to mean 'male' or 'female'.

Sexual orientation - A person's sexual attraction to other people, or lack thereof. Along with romantic orientation, this forms a person's orientation identity. Stonewall uses the term 'orientation' as an umbrella term covering sexual and romantic orientations.

Trans - An umbrella term to describe people whose 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 (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

Transgender man - A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to trans man, or FTM, an abbreviation for female-to-male.

Transgender woman - A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female.

Transitioning - The 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 also might involve things such as telling friends and family, dressing differently and changing official documents.

Transphobia - The fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.

Transexual - 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.

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