



LGBTQ+ TOOLKIT





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Welcome to the LGBTQ+ Toolkit. This toolkit has been devised by OAS and The Diversity Trust CIC for apprentices and trainers.

The toolkit aims to support everyone to create a safe and inclusive environment for all apprentices regardless of protected characteristics.*

*Protected characteristics in the Equality Act 2010 include: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

DEFINING SEXUAL ORIENTATION TERMS

LESBIAN

Females who are attracted to other females

GAY MAN

Males who are attracted to other males

BISEXUAL

People who are attracted to people of both sexes

PANSEXUAL

Attraction towards people of all gender identities, including those who do not fit into a gender binary, i.e. non binary people

ASEXUAL

Someone who does not experience sexual attraction or desires

AROMANTIC

Someone who does not experience romantic attraction

HETEROSEXUAL

People who are attracted to someone of a different sex



WHAT ABOUT THE Q?

You may have seen the initials 'LGBTQ', for example. Q acknowledges inclusion of people who are queer or questioning.

- Q can be for Questioning
- Q can be for Queer

Some LGBTQ+ people dislike the term 'queer' because it has been used as an historical term of abuse. If you are unsure, it is ok to ask!

DEFINING GENDER IDENTITY TERMS

TRANS / TRANSGENDER

An umbrella term for people whose gender identity and / or gender expression diverges in some way from the sex they were assigned at birth.

CISGENDER

A term for people whose gender identity and / or gender expression is the same as the sex they were assigned at birth.

INTERSEX

Someone whose genitalia, reproductive organs, chromosomal or hormonal make up cannot be defined clearly as either 'male' or 'female' when assigned at birth.

NON-BINARY

An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'

GENDER NONCONFORMING

A term for people whose behaviour or gender expression does not conform to society's expectations of masculinity or femininity.



WHY ARE PRONOUNS IMPORTANT?

- Using pronouns demonstrates respect and inclusion
- Try not to assume people's pronouns
- It is ok to ask about people's pronouns
- If you make a mistake – apologise and move on
- Ignoring pronouns can exclude trans, non-binary and gender non-conforming people
- A study in the US in 2016 found that affirming people's pronouns lowered depression and raised self-esteem
- Singular use 'they' is ok. Chaucer and Shakespeare both used them!
- Oxford English Dictionary traces back the singular use 'they' to 1375

FURTHER SUPPORT AND RESOURCES

FFLAG – FAMILIES & FRIENDS OF LESBIANS AND GAYS

A national voluntary organisation and charity dedicated to supporting parents and their lesbian, gay, bisexual and trans children.

Website www.fflag.org.uk

GALOP

The LGBT+ anti-violence charity.

Website www.galop.org.uk

HIDAYAH LGBT

A national volunteer led organisation, providing support and advice to LGBT+ Muslims.

Website www.hidayahlgbt.co.uk

LGBT FOUNDATION

Information for Lesbian, Gay, Bisexual and Trans communities on sexual health, wellbeing, groups and events, Manchester.

Website <https://lgbt.foundation>

LESBIAN AND GAY SWITCHBOARD

Provides support 24 hours a day about love, life and safer sex.

Website <https://switchboard.lgbt>



MESMAC

A group of sexual health, support and information projects working with Gay and Bisexual men in the region.

Website mesmac.co.uk

NATIONAL LGBT CONSORTIUM

National membership organisation focusing on the development and support of LGB&T groups, projects and organisations.

Website www.lgbtconsortium.org.uk

PINK THERAPY UK

Organisation to promote high quality therapy and training services for people who are Lesbian, Gay, Bisexual and Trans.

Website www.pinktherapy.com

STONEWALL UK

Stonewall working for equality and justice for lesbians, gay men, bisexual and trans people.

Website www.stonewall.org.uk

TRAVELLER PRIDE

Traveller Pride is a loose collective made up of Travellers (used as inclusively as possible who are LGBT+ (likewise) who want to provide a platform for their intersectional community. They act as a network that can provide guidance, support and information to make life easier for LGBT Travellers.

Website www.lgbttravellerpride.com



TRANS SUPPORT

GENDERED INTELLIGENCE

Arts programmes and creative workshops for Trans youth from across the UK.

Website www.genderedintelligence.co.uk

GENDER IDENTITY CLINIC

The largest and oldest gender identity clinic in the world and has been in operation since the 1960s, London.

Website <https://gic.nhs.uk/>

GENDER IDENTITY RESEARCH EDUCATION SERVICE (GIRES)

Research and education on gender identity.

Website www.gires.org.uk

MERMAIDS

Family and individual support for teenagers and children with gender identity issues.

Website www.mermaidsuk.org.uk

PRESS FOR CHANGE

UK's leading experts in Transgender law.

Website www.pfc.org.uk

TRANSGENDER EUROPE

Transgender Europe envisions a Europe free from discrimination, where each person can live according to their gender identity and gender expression without interference and where trans people and their families are respected and valued.

Website <https://tgeu.org>

TRANS MEDIA WATCH

Guidance on Trans issues for the media and Trans people.

Website www.transmediawatch.org

TRANS UNITE

Access over 100 verified UK Trans support groups. Detailed profiles offer specific information on the scope of support provided, meeting schedules and contact information.

Website <https://www.transunite.co.uk>

MINDLINE TRANS+ HELPLINE

A confidential emotional, mental health support helpline for people who identify as Transgender, Agender, Gender Fluid, Non-binary...

Call 0300 330 5468 (Mondays and Fridays from 8pm to midnight)

Website <https://bristolmind.org.uk/help-and-counselling/mindline-transplus/>