

Appendix 1 - Trans Terminology

The following terms describe the different terminology in use. If staff are unsure what is the correct gender appropriate pro noun you should ask the person how they wish to be addressed.

If you accidentally use an incorrect pro noun, you should apologise and carry on. Repeated and purposeful use of an incorrect pronoun however can constitute bullying and harassment.

Sex

Sex refers to the male/female/intersex biological development. In an infant, the sex is judged entirely to a person on the basis of primary sex characteristics (genitalia) and reproductive functions at birth.

Intersex

There are a number of intersex conditions (disorders of sex development) which may lead the individuals born with them to experience some inconsistency between their gender identity, and the gender role assigned at birth. Inconsistencies in development may be associated with atypical sex, atypical genital appearance at birth.

Sexual Orientation

This is a person's emotional, romantic and/or sexual attraction to another person

Cisgender

A person whose identity gender is the same as the same as the sex they were assigned at birth.

Gender Identity

Gender identity describes the psychological identification of oneself as a masculine/feminine/both/neither. Gender identity is separate from sexual orientation and or trans people; their own sense of who they are does not match the sex that society assigns them when they are born.

Non - Binary Identity

Some people may experience a gender identity which is both masculine and feminine, different mixtures of both at different times, or neither. Often gender is seen as a binary (meaning two poles man and woman) but there are some individuals who don't self-define as either of these as such they may not use pronouns like 'he' 'she' but rather gender neutral pronouns such as 'they', 'ze' or other identifiers.

Gender Expression

This refers to the ways in which people manifest their gender. For example through what they wear, how they speak and how they act.

Gender Dysphoria

This is 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.