

## Appendix 4

### Trans Glossary of Terms

The language used in relation to transgender issues evolves continuously, and reflects the changing position and perspectives of trans people in society. Its use can be highly individualised. It is important to be mindful of these changes as some trans people may use terms that others perceive as inappropriate.

This glossary covers terms that are frequently used in our policy and guidance. Unless otherwise indicated, they have been taken from the Stonewall Glossary of terms.

**Cisgender or Cis** - someone whose gender identity is the same as the gender 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.

**Gender** - Gender refers to the cultural and social distinctions between men and women. It includes behaviours which are essentially based on the sex assigned at birth; gender identity, which a person lives in society and interacts with others. Gender does not necessarily represent a simple binary choice: some people have a gender identity that cannot be defined simply by the use of the terms woman or man.

**Gender expression/presentation** - 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** - something else (see non-binary below), which may or may not correspond to the sex assigned at birth.

**Gender non-conformity**

**Gender reassignment** - 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 variance** Gender variance, also referred to as gender non-conformity, is behaviour or gender expression that does not match socially constructed gender norms for men and women. E.g. someone who identifies as a man but dresses as a woman.

**Intersex** an umbrella term used for people who are born with variation of sex characteristics, who do not always fit neatly into the categories of male or female. Intersex is not the same as gender identity or sexual orientation. Intersex people may identify as male, female or non-binary.

**Non-binary** - an umbrella term for a person who has a gender identity which is in between

