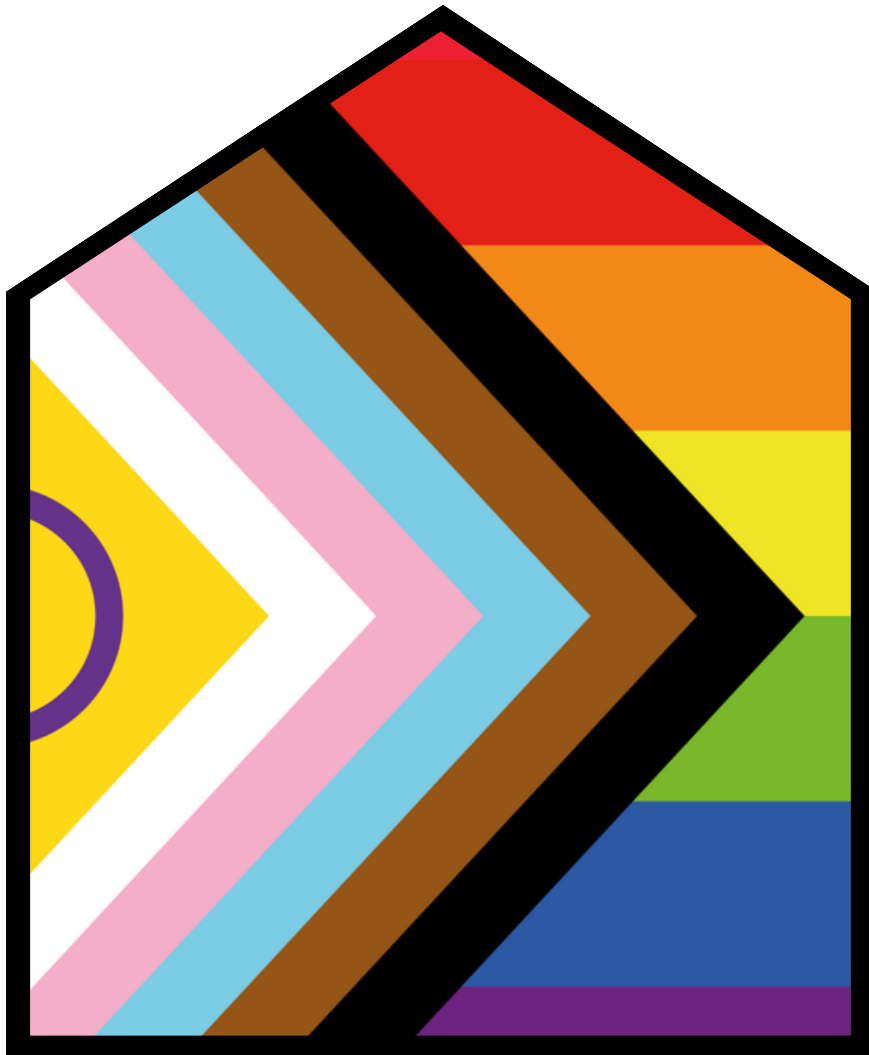


Pledge of Pride

A guide for supporting LGBTQ+
care leavers

April 2023



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Background information about this resource

This resource has been produced as an output from the [Leaving Care With Pride research project](#). The project aimed to address the dearth in knowledge exploring multiple intersecting disadvantages that UK lesbian, gay, bisexual, trans and queer (LGBTQ+) care-leavers face, based on gender, sexual orientation and being care experienced. You can [read the Research Briefing here](#).

One of the objectives from the project was to develop a resource to help inform the local offers for care leavers to be LGBTQ+ inclusive. This resource is what has been produced to meet that aim!

About the research team

Principal investigator (PI) Dr Claire Brown (pronouns she/her), Senior Lecturer in Social Work at Teesside University. Expert by experience co-investigators (Co-Is): Three people with lived experience of being an LGBTQ+ care leaver; Jack Smith (pronouns he/him); Zari Syed (pronouns he/they); Brett (pronouns he/him). Co-investigator with practice experience: Charlotte Andrew (pronouns she/her), Engagement Manager at Three Circles Fostering and as Co-founder of the LGBTQ+ Youth in Care Network.

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This project was funded by Teesside University Participatory Research Grant. Thanks are given to the LGBTQ+ care leavers who generously shared their experiences and knowledge through interviews and through co-production of this study. We would also like to thank all the professionals who completed the survey.



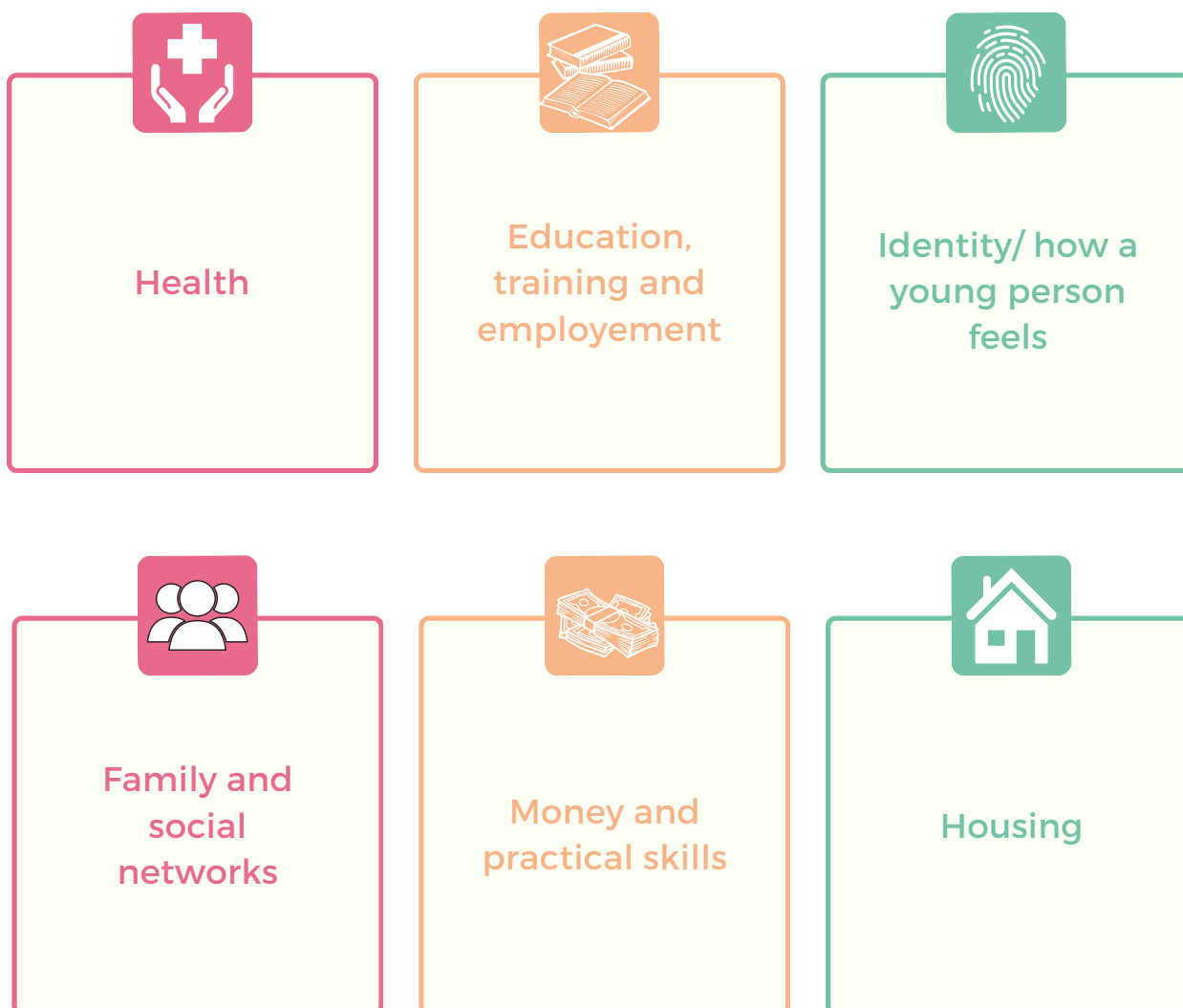
How to use this resource

Most pathway plans and/ or local offers for care leavers have specific sections or headings under which the support offered is listed. To be as helpful as possible we have done the same by splitting this resource into 6 sections.

Within each section we have included a list of bullet points for you to use within your local offers or when pathway planning.

The lists within this resource have been produced from the lived experience and ideas provided by care experienced LGBTQ+ people who had taken part in the project and also professionals who submitted questions through our survey.

The 6 sections that this resource is split into are detailed below:



Health information



Gender affirming treatment for those age 17+:

- Information and advice about accessing a Gender Identity Clinic through the NHS.
- Your GP or another health professional can refer you directly to a Gender Identity Clinic.
- They also accept self-referrals however your GP needs to be involved.
- They accept referrals onto the waiting list from patients who are aged 17 years and over living in England and Wales.
- Getting support from your GP

Information about Gender Affirming Treatment - Puberty Blockers and Cross-Sex Hormones for children

Some of this information is relevant for all children but for this resource we are focusing on those of care leaving age (16+)

- **What are puberty blockers and cross-sex hormones?**
 - Puberty blockers and cross-sex hormones are legal in the UK and are by prescription only.
 - There is no statutory minimum age for when a child can be prescribed puberty blockers.
 - Cross-sex hormones are only available on the NHS for children aged 16 and over who have been on puberty blockers for at least 12 months.
 - Seeking gender affirming treatment for a child is not of itself a safeguarding issue unless there is evidence that the child is suffering or at risk of suffering significant harm, for example, if the child is being pressured into identifying as transgender by a parent or carer.
- **When can a child consent to puberty blockers and cross-sex hormones?**
 - A child of any age who is deemed to be “Gillick competent” by their treating clinician can consent on their own behalf to the administration of puberty blockers and cross-sex hormones (if child is 16 and over).
 - A child who is “Gillick competent” does not need parental consent or the consent of the local authority.
 - “Gillick competent” means that the child has the maturity to make their own decisions and to understand the implications of those decisions.
 - “Gillick competence” is determined by the child’s treating clinician(s), not by the local authority (though if the local authority does not accept that the child is Gillick competent, it can make an application to the court).
 - Parents and local authorities cannot use their parental rights to “override”; the decision of a Gillick competent child.
 - The above applies regardless of whether the child is placed in the care of the local authority under a s.20 agreement, an interim care order, or a final care order.

Tavistock and Portman's Gender Identity Development Service (GIDS) for children and young people

- **Can young people access NHS GIDS services?**
 - NHS Tavistock and Portman's Gender Identity Development Service (GIDS), England's sole provider of gender identity health services for children and young people, is closing its doors in Spring 2023.
 - To help facilitate a smooth transition to the new services, NHS Arden and Greater East Midlands will now manage all referrals to Children and Young People's Gender Dysphoria Service (Cyoung person-GD Service) via their Referral Management Service (RMS) – on behalf of the new providers.
 - Referrals for young people aged 17 years are unlikely to be seen by the time of their 18th birthday which is the cut off point for Cyoung person services so a referral would need to be made to adult services.

“ *It just feels like I'm in a constant battle trying to get the support I feel I need. (Participant 1).* ”

General Health support services:

- Pride in Practice programme works with GP practices, dental surgeries, pharmacies and optometrists to ensure that all lesbian, gay, bisexual and trans people have access to inclusive healthcare that understands and meets the needs of our communities.
- The Pride in Practice Map celebrates primary healthcare services who have undertaken LGBT Foundation's Pride in Practice programme. You can use the map to find your nearest service. It is important to note that this is not yet nationwide.

LGBTQ+ specific mental-health support services:

- Pink Therapy has an online directory of therapists who work with people who are lesbian, gay, bisexual, transgender, intersex and queer or questioning (LGBTIQ), and people who are gender- and sexual-diverse (GSD).
- Albert Kennedy Trust supports LGBTQ people aged 16-25 who are homeless or living in a hostile environment.
- LGBT Foundation Talking Therapies (only available to those in Greater Manchester).
- Better Help is an online therapy service, it has a cost attached but you can request an LGBTQ+ therapist.
- Gendered Intelligence runs youth groups in London, Leeds and Bristol for trans, non-binary and questioning young people. It also runs a peer-led support group in London for people aged 18 to 30.

- [Imaan](#) is a charity that supports lesbian, gay, bisexual, trans, queer or questioning (LGBTQ) Muslims, providing an online forum where people can share experiences and ask for help.
- [Hidayah](#) has collective mission is to provide support and welfare for LGBTQI+ Muslims and promote social justice and education about the community to counter discrimination, prejudice and injustice.
- [Consortium](#) works to support LGBT+ organisations and projects around the country. Use the site's [Member's Directory](#) to find local mental health services.
- [London Friend](#) offers support groups and services, such as counselling and drug and alcohol support, to LGBT people in and around London.
- [Mind LGBTQ](#) get information about mental health support for people who are lesbian, gay, bisexual, trans, intersex, non-binary, queer or questioning.
- [Switchboard LGBTQ+ Helpline](#) provides a listening service for LGBT+ people over the phone, via email and online chat. It can provide you with contact details of an LGBT-friendly therapist.
- [MindOut](#) is a mental health service run by and for lesbian, gay, bisexual, trans, and queer (LGBTQ) people.

“ I was feeling quite you know, poor but mentally and I told my personal adviser, I literally I was like on the phone with her and I was really frustrated, and I was like I literally want to kill myself and I shouted at her I want to kill myself, and then she said, you don't have to shout at me though. I was like that's what you took away from this, whatever. (Participant 4). ”

Sexual health information services

- Use this page [developed by Brook](#) to look for organisations that provide LGBT+ sexual health support in your area.
- [Terrence Higgins Trust](#)



Education and employment



The Equality Act 2010:

The Equality Act became law in 2010. It covers everyone in Britain and protects people from discrimination, harassment and victimisation.

Everyone in Britain is protected. Under the Equality Act, there are nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Learn more about the Equality Act on the [Equality and Human Rights Commissions](#) website

Employment

- Finding an LGBTQ+ inclusive employer: some [tips from Stonewall](#)
- Search [Proud Employers](#) for advertised jobs with LGBTQ+ inclusive employers

Education:

- The Proud Trust do lots of work with schools and colleges and have a number of [useful resources on their websites](#)
- Universities and colleges should have dedicated support for LGBT students which can include networks, societies, student services and the Students' Union. Ask your college or universities widening participation or wellbeing team for advice.

Discrimination and rights

- [Information from citizens advice](#) about discrimination because of sexual orientation
- Gender reassignment discrimination information from the [Equality and Human Rights Commission](#)

Reporting a hate crime

- If you've experienced a hate crime or hate incident, you can report it to the police. You can also report it if you saw a hate crime happen to someone else.
 - [Report-it](#) report a hate crime here
 - [Check if you have experienced a hate crime](#)

Identity/ how you feel



Applying for a Gender Recognition Certificate

- Applying for a Gender Recognition Certificate. Having a certificate means you can:
 - Update your birth or adoption certificate, if it was registered in the UK.
 - Get married or form a civil partnership in your affirmed gender.
 - Update your marriage or civil partnership certificate, if it was registered in the UK.
 - Have your affirmed gender on your death certificate when you die.
- You can apply if you meet all of the following requirements:
 - You're aged 18 or over.
 - You've been diagnosed with gender dysphoria in the UK.
 - You've been living in your affirmed gender for at least 2 years.
 - You intend to live in this gender for the rest of your life.

Name changes

- Can you change your name?
 - Simply, yes. Anyone can choose to be called by any name they choose. Young people might like to try out a few names, and that is fine too.
- How can I support a child to change their name via deed poll (under age of 18)?
 - A child's name can be legally changed by deed poll.
 - Deed polls can either be "enrolled" or "unenrolled".
 - "Enrolled" deed polls are kept on record and the child's change of name is published online in the Gazette. "unenrolled" deed polls are not. Both are legally-binding and there is no legal difference between them.
 - The courts have raised concerns about enrolled deed polls in respect of children, particularly transgender child who may not want to be "outed".
 - Unlike other children who've reached the age of 16 or 17, children in care under 18 cannot apply themselves for a deed poll to change their names; an application must be brought on their behalf.
 - If a child is in care and wants to change their first name, the local authority can make an application to change the child's first name by deed poll without the consent of the child's parents/other persons with parental responsibility so long as the local authority is satisfied that it's necessary to do so in order to safeguard or promote the child's welfare.
 - If a child is in care and wants to change their first name but the local authority refuses to do so, a parent/a person with parental responsibility for the child will need to make an application to the court. If public law proceedings are on-going and the child is represented through a Guardian, the Guardian could also make an application on the child's behalf.

- If the child's wishes and feeling are not being listened to, they can request an advocate.
- How can I support a care leaver over the age of 18 to change their name via deed poll?
 - To change your name by Deed poll [follow this link](#)

Pronouns

A young care experienced person can use whatever pronouns they want to. We recommend:

- Having a section on the pathway plan where a young person can add their pronouns (with consent)
- Have a section in the local offer about how the the local authority will respect pronouns

Exploring identity online

- LGBTQ+ information developed by [Think u Know](#)
- [How to report something that you have seen online](#)
- Some tips around keeping safe in the [world of online dating](#)

Trans affirming resources

Young people we have spoken to have asked for local authorities to put into their local offer if they would give any financial support for gender affirming resources/ transport to gender affirming treatment and to list the amount of money they would provide for this.

- [Gendered Intelligence](#) provide a lot of information on their website on various topics including:
 - Binding (and how to bind safely)
 - Make-up
 - Name changing and pronouns
 - Transitioning
 - Mental health and much more

“ *I was told various times when I was given my clothing allowance, even before I moved out right you can't buy these sets of clothes because you're a girl, you're not a man.* (Participant 5). ”

Responding to LGBTQ+ phobia:

It should be detailed in the Local Offer and the Pathway Plan how an LGBTQ+ young person can complain to their local authority with links to reporting hate crimes (SEE bottom of page 6).

“*My PA came round to my flat on my 21st birthday with a birthday card and gift card and he had written my dead name in the birthday card and refused to apologise.*”
(Participant 1).

“*My foster dad was verbally abusive. He used to say a lot of really bad things towards me... he'd send me to my room with nothing, nothing to eat... and my foster mum she was okay but... she just stood by and let it happen.*”
(Participant 3).

- Galop support LGBT+ people who have experienced abuse and violence
- A list of mental health support can be found on page 4

Consent

- Disclosing a person's identity could put them at risk, and break trust.
 - If there is a safeguarding concern which is directly related to a person's sexual orientation/gender identity, make sure that people know their identity is not common knowledge, so this information can be kept on a need-to-know basis.
- Only share information about a person's sexual orientation and/or gender identity with the informed consent of the person.
- Make it clear in the local offer to LGBTQ+ care experienced people that you will not share their LGBTQ+ status unless they have consented for you to do so.

“*I got a message saying, I heard you want to be called [male name] now, and I was like well who the hell's told you because I haven't told you. I said yes that's who I am, that's always been who I am and then I haven't heard anything since.*”
(Participant 3).

Family and social networks



LGBTQ+ youth groups and activities

- Regional LGBTQ+ groups
 - The Proud Trust group find
- As a local authority, run a search in your local area for the local and regional LGBTQ+ groups and support services and include these in the local offer for care leavers for your area.
- Utilise the resources in the Health section of this resource (page 3) where we have listed a number of support services.
- [All Sorts Youth](#) listens to, connects & supports children & young people under 26 who are lesbian, gay, bisexual, trans or exploring their sexual orientation and/or gender identity (LGBT+) and their families.

Equality impact assessment of the services provided

- Are the driving instructors, gym providers etc. you use LGBTQ+ inclusive? How do you know?
 - Run [equality impact assessments](#) on the providers you use and ask how they include LGBTQ+ people.

Keeping in touch

- Have you provided a provision for young people to be able to keep in touch with key people who they feel have provided LGBTQ+ inclusive support? You could include these people in the pathway plan if all people agree to keeping in touch.
- Have you provided a mechanism for young people to request an LGBTQ+ PA/ Social Worker? Is this possible within your local authority, if so this could be included within your Local Offer.

Advice and support for family and friends of LGBTQ+ people

- [FFLAG](#) a national voluntary organisation and charity dedicated to supporting families and their LGBT+ loved ones.
- [Helpline](#) provides thousands of hours of support and advice to thousands of people every year, many who feel like they have nowhere else to turn.
- [Stonewall](#) 10 recommendations on supporting LGBTQ+ children and young people.
- Mermaids has been supporting transgender, non-binary and gender-diverse children, young people, and their families since 1995. They run a helpline that can be accessed [via their website](#).
- Gendered Intelligence [report](#) into parents and family members of trans people.

Information for LGBTQ+ people starting a family

- [NHS advice](#)
- [Proud 2 b Parents](#)
- [Pink Parents](#)
- [New Family Social](#)

Money and practical skills



- Financial offer for LGBTQ+ care leavers
 - e.g. for gender affirming resource etc.
 - Will you agree to pay a certain amount for transport too and from gender identity clinics?
- [REES foundation](#) financial assistance page on their website
- [MyBnk](#) reaches over 20,000 young people a year and has the UK's strongest evidence base on the impact of financial education
- Include budgeting resources/classes that the local authority should already provide

General support

For legal advice and information contact:

- Child Law Advice Service (Coram Children's Legal Centre)
 - www.childlawadvice.org.uk
 - 0300 330 5480
- Law Stuff (Coram Children's Legal Centre)
 - www.lawstuff.org.uk
- Find a solicitor (Law Society)
 - www.lawsociety.org.uk/find-a-solicitor

Other advice and support services for care leavers:

- [Help at Hand \(Children's Commissioner\)](#)
- [Care Advice Line \(Become\)](#)
- [Propel](#)
- [The Black Care Experience](#)
- [Rees foundation](#)
- [Care Leavers Association](#)
- [Young peoples benchmarking forum](#)
- [The Care Experienced Movement](#)
- [Coram Voice](#)

For care leavers with disabilities contact:

- SCOPE
 - www.scope.org.uk
 - 0808 800 3333
- Mencap
 - www.mencap.org.uk
 - 0808 808 1111
- MIND
 - www.mind.org.uk
 - 0300 123 3393 or email info@mind.org.uk

Training



“ *She was actually asking me if I knew of any resources because she didn't have a clue. (Participant 1).* ”

Where can you access training:

- We recommend you search locally for your local LGBTQ+ service as they will be able to provide you with regionally specific information.
- Don't assume that someone in your team who is LGBTQ+ will be able/willing to deliver training.

Training providers:

- There are organisations who offer one-off online courses, including [Stonewall](#).
- [LGBTQ+ Youth in care](#) can be commissioned to deliver in person and/ or online events. We have a bank of care experienced LGBTQ+ people who can be commissioned directly. To discuss your requirements please [contact us](#).
- [The Proud Trust](#) can offer training follow the link to submit an enquiry form.
- [The LGBT Foundation](#) offer a variety of training courses.
- [My Generation](#) an all trans and LGBTQIA+ crew, founded in 2012 to celebrate trans lives and experiences.

“ *E+D training generally but not anything as specific as how to support LGBTQ+ people (Survey respondent)* ”

“ *Training has not been offered or unavailable. (Survey respondent)* ”



Housing



- Check to see if the social housing provider is LGBTQ+ friendly by asking them how they support LGBTQ+ people
- Check to see if the housing provider has signed up to the [House Proud pledge](#) and if they haven't, would they consider doing so?
- Provide help finding safe spaces or living spaces which might not feel hostile to the LGBTQ+ community
- Link to the LGBTQ+ Youth homelessness charity the [Albert Kennedy Trust](#)
- [Stonewall Housing](#) help thousands of LGBTQ+ people experiencing homelessness or living in unsafe homes
- For housing and homelessness advice contact [Shelter](#)
- LGBTQ+ inclusive removals firms:
 - [Shirleys](#)
 - [The Female Advantage](#)



Trans inclusion statement (designed to give you a start point to build and develop from)

[Local Authority/Organisation Name] is committed to creating a safe, inclusive, and welcoming environment for all individuals regardless of their gender identity or expression. This includes ensuring that trans individuals are respected, supported, and included in all aspects of our local authority.

Scope

This statement applies to all care experienced LGBTQ+ people.

Definitions

Gender identity: An individual's internal sense of their own gender, which may or may not correspond with the sex assigned to them at birth.

Gender expression: The external manifestation of a person's gender identity, which may include behaviour, clothing, hairstyles, and other characteristics.

Transgender (trans) individuals: 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.

Policy

- 1. Respect and dignity:** We will respect the gender identity and expression of all CEP, including trans individuals. We will use the name, pronouns, and other gender-specific language that each individual requests, regardless of their legal name or gender marker.
- 2. Nondiscrimination:** We will not discriminate against any individual on the basis of their gender identity or expression
- 3. Accommodations:** We will provide reasonable accommodations to meet the needs of trans individuals, such as access to gender-neutral bathrooms and changing facilities, privacy for medical appointments etc.
- 4. Harassment and discrimination:** We will not tolerate harassment or discrimination based on an individual's gender identity or expression. This includes verbal, physical, and visual harassment, as well as retaliation for reporting such instances.
- 5. Confidentiality and privacy:** We will maintain confidentiality and respect the privacy of trans individuals, including their gender identity or expression. We will not disclose this information to others without the individual's explicit consent, except as required by law.
- 6. Training and education:** We will provide training and education to all employees to promote understanding and awareness of trans issues and to ensure compliance with this statement.

Enforcement

Any person who violates this statement will be subject to disciplinary action, up to and including termination or exclusion from our organisation. Any individual who experiences or witnesses harassment or discrimination based on their gender identity or expression should report it to [name of person or department designated to receive reports].

Conclusion

This statement reflects [Local authority/organisations name]'s commitment to creating an inclusive and welcoming environment for all individuals, regardless of their gender identity or expression. We recognise that trans CEP may face unique challenges and barriers, and we are committed to working to overcome them and to support all individuals in our local authority/organisation.

Example LGBTQ+ inclusion statement from which to start building your own (in consultation with the care experienced community)

At our local authority/organisation, we are committed to creating an inclusive and welcoming environment for all individuals, regardless of their sexual orientation, gender identity, or gender expression. This policy outlines our commitment to promoting LGBTQ+ inclusion and sets out our expectations for all employees and stakeholders.

- 1. Non-Discrimination:** We will not tolerate discrimination of any kind based on sexual orientation, gender identity, or gender expression. This includes in our hiring practices, organisational decisions, treatment of employees. We will also ensure that all LGBTQ+ care experienced people are not subject to discrimination or harassment on the basis of their sexual orientation, gender identity, or gender expression.
- 2. Inclusive workplace:** We are committed to creating a safe and supportive workplace for all care experienced LGBTQ+ people and all employees. This includes providing training and resources to ensure that all employees understand and respect the rights of LGBTQ+ individuals.
- 3. Pronoun use:** We will respect the pronouns and gender identities of all CEP, employees and community members. We will ask for individuals' preferred pronouns and ensure that they are used consistently and respectfully in all communications and interactions.
- 4. Inclusive language:** We will use inclusive language in all communications, including written materials, job descriptions, and training materials. This includes avoiding gendered language and using gender-neutral terms wherever possible.
- 5. Support for LGBT CEP community:** We are committed to supporting the LGBT CEP community through philanthropic efforts, signposting, community outreach, and participation in LGBTQ+ events and initiatives. We will also partner with local LGBTQ+ organisations to promote inclusivity and equality.
- 6. Reporting and enforcement:** We take reports of discrimination and harassment very seriously. We will investigate all reports promptly and take appropriate action, up to and including termination of employment or termination of a contract, for any employee or stakeholder found to be in violation of this policy.

We are committed to promoting LGBT inclusion and equality both within our local authority/organisation and in the broader community. This statement sets out our expectations for all employees and stakeholders, and we will work to ensure that it is followed consistently and without exception.

My tips for professionals working with LGBTQ+ cep (written by an LGBTQ+ CEP):

- If your beliefs go against your young persons identity, don't take this out on them. Treat them with kindness and compassion. You can go back to your supervisor and in your session speak about your personal and professional values and reflect in a safe space with them. Always stay professional.
- If a young person comes out to you, be mindful of your reaction. Take a second to pause. Listen attentively to your young person and allow them a safe space to speak about how they feel if they so wish.
- If you don't know what to say here are some things I would be happy to hear as an LGBTQ+ cep:
 - Consider the context and the feelings the young person is presenting:
 - "Thank you so much for sharing that with me. I'm here to listen"
 - "Hey that's ok. I support you"
 - "Thank you for sharing that with me. Is there anything you need from me at all to support with?"
 - "I'm really proud of you. You're incredible"
- Do your research. Don't rely on the young person to teach you everything.
- Seek out training to help you understand LGBTQ+ experiences and how to support LGBTQ+ young person in the right way.
- Reflect on your own personal and professional values.
- Remind yourself of your 'why'. Why are you in this profession? Allow your purpose to fuel your intention to learn, unlearn and practice more inclusively.
- Learn how to be an ally. An ally is someone who fights for the rights of a marginalised group. Support LGBTQ+ rights. Show your young person that they are heard by you, supported by you, and you take an interest in their experiences.
- An LGBTQ+ care leaver may have differing needs to their cisgender heterosexual counterparts. Have open and respectful conversation with your young person (only if they want to have this conversation) about their needs.
- Don't believe everything you see and hear in the media please. The media will always paint marginalised groups in a bad light. They do this with LGBTQ+ people, especially the transgender community. Trans pride 2022 was not even televised and there were more than twenty thousand people who were marching in London. LGBTQ+ identities and especially trans identities are being vilified and erased. As a transgender, care experienced person, it feels alienating and horrible being targeted in the media for just being me. Please make sure you question everything you see in the media about us.



How can I be a good ally?



PRONOUNS

Add your pronouns to your email signature. Share your pronouns with others if you feel comfortable doing so.



VISIBLE SIGNS

Purchase LGBTQ+ lanyards, badges and have signs and symbols in spaces.



INFORMATION

Add resources, youth groups etc. to welcome guides/ websites that young people access in your service.



PLEDGE OF PRIDE

Share the [leaving care with pride report](#) and resources with your networks.



JOIN THE NETWORK

Join the [LGBTQ+ Youth in Care Network](#).



CELEBRATE DIFFERENCE

Not just in pride month, look out for other awareness days such as trans day of visibility etc.



POLICY AND PAPERWORK

Audit policies, local offers and pathway plans... do they go far enough in the support they provide to LGBTQ+ people?



CONNECT WITH US

Connect with us to continue your journey to inclusive care. Email claire.brown@tees.ac.uk or get in touch at lgbyouthincare@gmail.com

Glossary

Stonewall's definitions are outlined below.

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

Coming out: When a person first tells someone/others about their orientation and/or gender identity.

Cyoung person: Children and young people.

CEP: Care experienced people.

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.

Family and chosen family: Those who a young person identifies as their family. This may include any or a combination of a group of one or more parents and their children living together as a unit, biological or legal family that do not live together, or a group of people that have an emotional closeness even if they are not legally or biologically related.

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.

Homophobia: The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.

LGBTQ+: The acronym for lesbian, gay, bi, trans, queer, questioning, asexual and other non-cisgendered or non-heterosexual identities.

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, and those who sit outside them entirely.

PAs: Personal Advisors in work in Leaving Care Teams with care experienced people aged 16-25 to help them to navigate their education, employment, finance, housing and anything else they are dealing with as they move into adult life.

Sexual Orientation: A person's sexual attraction to other people, or lack thereof. Along with romantic orientation, this forms a person's orientation identity.

Staying Put: Arrangements that allow children in care to stay living with their former foster carers after they turn 18.

Staying Close: A government pilot a scheme to enable young people leaving residential care to live near to, and retain links with, their former homes.

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.

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.



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Thank you for reading this guide. Please feel free to contact me if you would like to know more or to take part in future projects supporting improved practice for LGBTQ+ care leavers in the UK or internationally:
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