

Support for your rights as a LGBTQ+ person

Identifying as a LGBTQ+ person can sometimes lead to harassment, bullying, hate crime or discrimination (treated less by others because of who you are).

You have rights and support is available if you are experiencing problems.

LGBTQ+ meaning

LGBTQ+ is the term used to refer to lesbian, gay, bisexual, transgender, queer or questioning people. Including the + shows that we understand that there are more sexual orientations.

A Lesbian is a woman who is attracted to women.

A Gay person is a man or a woman who is attracted to people who are the same gender.

Bisexual person is attracted to both men and women.

Transgender person, (also known as 'trans') is a person whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Queer The word queer has been reclaimed by both men and women to describe being gay, or attracted to people of the same gender as their own.

Questioning describes people who are questioning or unsure of their sexual orientation.

+ recognises that there are more sexual orientations, this includes

Pansexual people are attracted to people regardless of their gender.

Intersex people may have a combination of what is thought of as male and female anatomy, such as genitals, internal sex organs, chromosomes or hormones

Asexual people are not attracted to anyone.

Straight people are attracted to people of the opposite sex.

Ace or Aro is someone who feels different levels of sexual attraction.

Demi romantic or grey romantic is someone who feels varying levels of love or romantic feelings.

[Stonewall have a helpful list of LGBTQ+ terms](#) and explains what they mean.

Gender Identities

There are more gender identities than just male or female. You may not identify as the gender that you were born as. This is different to sexual orientation, which describes who you are attracted to. Some people are:

Non binary (gender neutral) people identify as neither male or female, or as they don't have a gender at all.

Transgender people are moving (transitioning) or have moved to a gender which is different to the one they were born as. This does not mean that they have or have not had surgery. For example, someone born as female who identifies that they are male, or gender neutral.

Gender fluid people can identify as either, male, female or neutral. Their identify is fluid and changes.

Cis gender people identify as the gender they were born as.

Inter sex people are born with both male and female organs. 1 in 100 people are inter sex. Medical support should be put in place to help identify which gender the person is at birth.

The Genderbread Person Model is a way to look at all the things that make up a persons gender identity.

Gender Identity – How you define your gender. This could be male, female, non binary or genderqueer.

Gender expression – How you present gender through your actions, appearance and mannerisms

Biological sex – The biological sex characteristics you are born with. The sex assigned at birth.

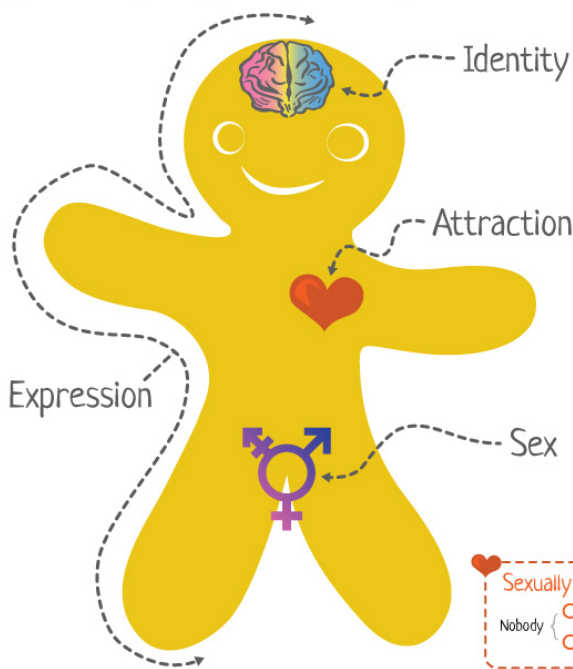
Romantic and sexual attraction – The genders and gender identities you are romantically or sexually attracted to.

The Genderbread Person v3.3

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.

Plot a point on both continua in each category to represent your identity; combine all ingredients to form your Genderbread. 4 (of infinite) possible plot and label combos



Gender Identity

How you, in your head, define your gender; based on how much you align (or don't align) with what you understand to be the options for gender.

Woman-ness

Man-ness

two-spirit

genderqueer

Indicates a lack of what's on the right.

Gender Expression

The ways you present gender; through your actions, dress, and demeanor; and how those presentations are interpreted based on gender norms.

Feminine

Masculine

androgynous

gender neutral

Biological Sex

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Female-ness

Male-ness

Intersex

MTF Female

Sexually Attracted to

Nobody

Women/Females/Femininity

Men/Males/Masculinity

Romantically Attracted to

Nobody

Women/Females/Femininity

Men/Males/Masculinity

For a bigger bite, read more at <http://bit.ly/genderbread>

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.

graphic from <https://www.genderbread.org/>

Coming out can often be seen as something LGBTQ+ people only have to do once. However, people often find themselves having to come out about their gender identity many times. This might be in different situations and as they meet new people throughout their lives.

Language and identity

How you view someone's gender based on appearance or name may not be correct. For some people, the gender that they were given at birth may not be the gender that they feel comfortable with, or that they identify with.

When speaking to someone you could ask politely what pronoun they use. Then use it. If you make a mistake, gently apologise. They, them or their are words you can use in place of the pronouns she, he, her or him to be gender neutral. Often using somebody's name as pronouns can be the most respectful.

At work your employer may have their own policy detailing how to share your pronouns at work, so it's always a good idea to check this. Some people choose to include their pronouns on their Email signature, on a Name badge or to mention it when meeting colleagues.

The two main ways you can change your name when transitioning are by [Deed Poll](#) or a [statutory declaration](#).

You can read hints and tips for Trans and non binary people about [Changing your name at Gendered Intelligence](#)

Key Legislation in the UK

Equality Act 2010

As a LGBTQ+ person you cannot be legally discriminated against because of your sexual orientation, marriage or civil partnership, sex or reassigned gender (trans) under a law called the [Equality Act 2010](#). You can read more [about the nine different characteristics that a person might have which are protected](#),

This law applies to:

- your job role and workplace
- public health services such as NHS healthcare,
- education services such as schools, colleges and universities
- local council services
- national government services
- transport services such as train and bus networks
- service and goods businesses such as shops, restaurants and cinemas
- clubs or associations such as a local sports club

Human rights Act 1998

Your gender identity and sexuality are part of the human right to respect for your private and family life under [Article 8](#) of the [Human Rights Act 1998](#). Also [Article 14](#) says that you must not be discriminated against in the enjoyment of your other human rights because of your sexual orientation and gender identity.

Gender Recognition Act 2004

[The Gender Recognition Act 2004](#) gives people with gender dysphoria legal rights as members of the genders they identify as, allowing them to apply for a Gender Recognition Certificate (GRC). It aims to safeguard the privacy of transgender people. Section 22 of the Gender Recognition Act says that it's illegal for representatives of public bodies, services, businesses or employers to share your previous name, gender history or trans identity without your consent.

There are misconceptions about the law around trans people use of gendered bathrooms. There is no law in the UK, which states that only people assigned male at birth can only use male toilets and changing rooms, or only people assigned female at birth can only use female toilets and changing rooms.

Data Protection Act 2018

Your personal information is protected by the [Data Protection Act 2018](#), an organisation cannot normally give your sensitive information to anyone else unless you agree. This includes information about sex, sexual orientation or gender reassignment, it is also illegal for a service or employer to ask if you have a GRC. However sometimes organisations may need to give some personal information to the police or government services if yours or somebody else's life is at risk.

Domestic violence or abuse

It is never ok to hurt someone. If you or someone you know is being abused, please report it.

When contacting Northumbria Police you can ask for a LGBT community liaison Officer.

In an emergency situation, or someone's life is in danger call 999

To report abuse please:

- [complete an online form or referral form](#)
- [contact Adult Social CarePoint](#)
- contact someone you trust, such as a GP, nurse, police officer or care worker, then they will pass on your concerns to the safeguarding agencies

If you're worried someone might see you have visited a domestic violence help page, the Women's Aid website tells you how to [cover your tracks online](#).

Read more about [domestic violence](#) or [adult abuse](#) on InformationNOW.

Hate Crime

Targeting anyone verbally or physically because of a personal characteristic (such as sexual orientation or gender identity) is a hate crime. 1 in 10 of those that identify as transgender have experienced threats of physical or sexual harassment*

When contacting [Northumbria Police](#) you can ask for a LGBT community liaison Officer.

Read more about [LGBTQ+ hate crime support](#) on InformationNOW

Get your voice heard

[Connected Voice Advocacy](#) support LGBTQ+ people to get their voice heard and advocate on their behalf. Their Health and Care Advocacy can support LGBTQ+ people who have experienced issues with health or social care. Their Hate Crime Advocacy supports people who experience hate crime due to their sexuality and or gender identity.

Mental health support

Anyone can experience a mental health problem. But those who identify as LGBTQ+ are more likely to experience mental health problems*. Being LGBTQ+ does not cause these problems, like most people mental health issues come from a wide range of issues; however being LGBTQ+ can bring extra discrimination, bullying, family and identity issues.

If you need to talk about your mental health, wellbeing and get support there are [LGBTQ+ inclusive mental health wellbeing and support groups available in Newcastle](#)

If you are having a mental health crisis where you feel that you are unable to cope or you're not in control of your situation you should contact [Emergency mental health services](#)

[Thinking about suicide?](#) Please read our information to find out more about people to talk to and support available.

Read more on InformationNOW about [Mental health](#)

Legal Support

[Citizens Advice Newcastle, North East Law Centre and The Student Law Office](#) offer free legal information and advice, and you may be able to get further support for free.

There are many legal issues that LGBTQ+ people may need experienced legal advice on: Family law, children and adoption, Marriage and civil partnerships, domestic abuse, Honour Based Abuse, Hate crime.

Many Private law firms and solicitors have LGBTQ friendly or specialist practice in the North East some local examples are BenHoareBell, Emmersons, David Gray, Irwin Mitchell

Read more about [Legal support](#) on InformationNOW

Healthcare concerns

Accessing health services might be more difficult for you if you are a LGBTQ+ person. You might be worried about disclosing your sexual orientation or gender identity to health professionals. This may be in case you are misunderstood, or the service can't meet your needs.

[The NHS Constitution](#) says that you have the right not to be unlawfully discriminated against when using NHS services.

If you aren't happy with your treatment, you can:

- talk to your doctor about your treatment and ask for a second opinion,
- get an advocate to help you speak to your doctor,
- contact Patient Advice and Liaison Service (PALS) and see whether they can help, or
- make a complaint.

Read more on InformationNOW about [How to complain about health services](#)

Sexual Health Support

[Sexual Health Services 4 Newcastle at New Croft Centre](#) provides free sexual health support for LGBTQ+ adults and young people

This includes: contraception and testing for sexually transmitted infections (STIs). You can **[request a free STI home testing kit online](#)** or book a face to face appointment for help with:

- pregnancy advice
- contraception, coil fitting
- emergency contraception
- sexual assault support
- HIV testing or treatment before or after you have been exposed to HIV (PrEP and PEP)
- Chems support
- young people's clinic with [Streetwise](#)
- relationships

[Blue Sky Trust](#) offer a confidential service providing one to one and peer support to men, women and children affected by HIV in the Northeast

Read more about [Sexual Health Support](#) on InformationNOW

Problems at work

LGBTQ+ employees are more likely to experience conflict and harassment at work compared to their heterosexual and cisgender colleagues*.

Read more about [Problems at work](#) on InformationNOW

Problems at school

More than half of younger LGBTQ+ people experience homophobic, biphobic or transphobic bullying in Britain's schools*

[The Education and Inspections Act 2006](#) requires schools to promote the safety and wellbeing of young people in their care. This includes young people who experience homophobic, biphobic, transphobic language and bullying.

[OFSTED Inspectors](#) are asked to look at any frequent reports of homophobic, biphobic or transphobic bullying or language. As part of their inspection they may ask pupils, senior leaders and governors whether they have heard any homophobic, biphobic or transphobic language and how it is dealt with by staff.

[The Public Sector Equality Duty](#) requires all state-funded schools, colleges and settings in England, Scotland and Wales to:

- stop discrimination, harassment, victimisation and anything else under the Act – including the protected characteristics of sexual orientation and gender reassignment
 - advance equality of opportunity
 - foster good relations between persons who share a relevant protected characteristic and persons who do not share it – e.g. between LGBT pupils and those who are not LGBT
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LGBTQ+ support services

LGBTQ+ organisations provide mental health support, peer support groups, information and advice, health services and more.

You can find more [about LGBTQ+ local services](#) on InformationNOW

Resources

- [A beginner's guide to pronouns and using pronouns in the workplace | Stonewall](#)
- [A guide to LGBTQ+ personal finance from Bankrate UK](#)
- Stonewall have a [guide for supporting LGBTQ+ children and young people](#)
- [Top 10 tips to tackle homophobia, Biphobia and transphobia in schools](#)
- [Bring Dementia Out](#) is a partnership between LGBT Foundation and Alzheimers Society to support LGBTQ people living with dementia and the issues they may face. They have information for [LGBTQ+ people living with dementia](#) and [for people supporting them](#)
- [The National LGBT Survey 2018](#) measured the experiences of LGBTQ+ people. Statistics from this study are used in this article when you see * next to a sentence.

Last updated: January 29, 2025

Useful Organisations

Connected Voice Advocacy

Email: advocacy@connectedvoice.org.uk

Website: <http://www.connectedvoice.org.uk/services/advocacy>

Telephone: 0191 235 7013

Address: One Strawberry Lane, NE1 4BX

Switchboard helpline

Email: chris@switchboard.lgbt

Website: <https://switchboard.lgbt/>

Telephone: 0191 235 7013

Address: Switchboard, N1 9QS

Humankind: LGBT + North East

Email: lgbt@humankindcharity.org.uk

Website: <https://www.humankindcharity.org.uk/service/lgbt-north-east/>

Telephone: 01325 731160

Address: Humankind, DH6 5PF

The LGBT Federation North East

Email: mail@lgbtfed.com

Website: www.lgbtfed.com

Telephone: No Phone

Address: Carnegie Building, NE4 8XS

Related Articles

[Lesbian, Gay, Bisexual, Transgender, Queer/Questioning + \(LGBTQIA+\) support and groups in Newcastle](#)

[Where to get legal advice](#)

[Problems at Work](#)

[Sexual health](#)

[Mental Health](#)

[Adult abuse](#)

[Hate crime](#)