

LGBTQIA+
Glossary / Terms

Believe in yourself because we do!
Unleash your inner superhero! ; Bring us your past and leave with your future! ; Achieve your impossible!"

Introduction

As part of our EDI work and our ethos as a federation, we believe that educating everyone, regardless of their background, sexuality, gender, beliefs etc produces a well rounded and tolerant society.

To aid this, we have created a glossary of terms that cover most aspects of the LGBTQIA+ community. This isn't an exhaustive list so if you experience something that you are unsure of, please contact and we will do our best to explain.

Term	Explanation
Abro (sexual and romantic	A word to describe people who have a fluid sexual and/or romantic orientation which changes over time or the course of their life.
Ace	This is a cover all term to describe a lack of, varying or occasional experiences of sexual attraction. This term covers asexual people as well as those who identify as demisexual and grey-sexual. Ace people who experience romantic attraction or occasional sexual attraction might also use terms such as gay, bi, lesbian, straight, queer in conjunction with asexual to describe the direction of their romantic or sexual attraction.
Aro/Ace and Aro Spectrum	This is a cover all term to describe the wide group of people who experience a lack of, varying or occasional experiences of romantic and/or sexual attraction including a lack of attraction. People who identify under this term may also describe themselves as asexual, ace, aromantic, aro, demi, grey,abro. They may also use the terms gay, bi, lesbian, straight or queer in conjunction with this term.
All (sexual and romantic)	Allo people experience sexual and romantic attraction but do not identify as on the ace or aro spectrum. Allo is ace and aro spectrum identities as straight is to LGB+ spectrum identities.

Aro	A cover all term to describe a lack of, varying or occasional experience of romantic attraction. This covers aromantic people as well as those who identify as demiromantic and grey-romantic. Aro people who experience sexual attraction or occasional romantic attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the direction of their attraction.
Aromantic	A person who does not experience romantic attraction. Some aromantic people experience sexual attraction, while others do not. Aromantic people who experience sexual attraction or occasional romantic attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the direction of their attraction.
Asexual	A person who does not experience sexual attraction. Some asexual people experience romantic attraction, while others do not. Asexual people who experience romantic attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the direction of their romantic attraction.
Ally	A (typically) straight and/or cis person who supports members of the LGBT community.
Bi	Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities.
Bi Phobia	The fear or dislike of someone who identifies as 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.
Butch	Butch is a term used in LBT culture to describe someone who expresses themselves in a typically masculine way. There are other identities within the scope of butch, such as ‘soft butch’ and ‘stone butch’. You shouldn’t use these terms about someone unless you know they identify with them.
Cis Gender	Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.
Coming Out	When a person first tells someone/others about their orientation and/or gender identity. Most LGBTQIA+ people come out frequently.
Dead Naming	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.
Demi	An umbrella term used to describe people who may only feel sexually or romantically attracted to people with whom they have formed an emotional bond. People may also use terms such as gay, bi, lesbian, straight and queer in conjunction with demi to explain the direction of romantic or sexual attraction as they experience it.
Femme	Femme is a term used in LGBT culture to describe someone who expresses themselves in a typically feminine way. There are other identities within the scope of femme, such as ‘low femme’, ‘high

	femme', and 'hard femme'. You shouldn't use these terms about someone unless you know they identify with them.
Gay	Refers to a man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.
Gender	Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.
Gender Dysphoria	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. This is also the clinical diagnosis for someone who doesn't feel comfortable with the sex they were assigned at birth.
Gender Expression	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	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.
Gender Reassignment	Another way of describing a person's transition. To undergo gender 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.
Gender Recognition Certificate (GRC)	This enables trans people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all trans people will apply for a GRC and you currently have to be over 18 to apply. You do not need a GRC to change your gender markers at work or to legally change your gender on other documents such as your passport.
Gillick Competence	A term used in medical law to decide whether a child (under 16 years of age) is able to consent to their own medical treatment, without the need for parental

	permission or knowledge.
Grey	Also known as grey-A, this is an umbrella term which describes people who experience attraction occasionally, rarely, or only under certain conditions. People may also use terms such as gay, bi, lesbian, straight and queer in conjunction with grey to explain the direction of romantic or sexual attraction as they experience it.
Heterosexual / Straight	Refers to a man who has a romantic and/or sexual orientation towards women or to a woman who has a romantic and/or sexual orientation towards men.
Homosexual	This might be considered a more medical term used to describe someone who has a romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used.
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.
Intersex	A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do

	not fit with societal assumptions about what constitutes male or female. Intersex people may identify as male, female or non-binary.
Lesbian	Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.
Lesbophobia	The fear or dislike of someone because they are or are perceived to be a lesbian.
LGBTQIA+	The acronym for lesbian, gay, bi, trans, queer, questioning and ace.
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, while others reject them entirely.
Orientation	Orientation is an umbrella term describing a person's attraction to other people. This attraction may be sexual (sexual orientation) and/or romantic (romantic orientation). These terms refers to a person's sense of identity based on their attractions, or lack thereof. Orientations include, but are not limited

	to, lesbian, gay, bi, ace and straight.
Outed	When a lesbian, gay, bi or trans person's sexual orientation or gender identity is disclosed to someone else without their consent.
Person with Trans History	Someone who identifies as male or female or a man or woman, but was assigned the opposite sex at birth. This is increasingly used by people to acknowledge a trans past.
Pan	Refers to a person whose romantic and/or sexual attraction towards others is not limited by sex or gender.
Passing	If someone is regarded, at a glance, to be a cisgender man or cisgender woman. Cisgender refers to someone whose gender identity matches the sex they were 'assigned' at birth. This might include physical gender cues (hair or clothing) and/or behaviour which is historically or culturally associated with a particular gender. This is a word of contention within the community.
Platonic Partnerships	People who are on the ace and/or aro spectrum may have platonic partnerships. These are relationships where there is a high level of mutual commitment which

	can include shared life decisions, shared living arrangements, and co-parenting of children. These partnerships can include more than two people. Like allosexual and alloromantic people, ace and aro spectrum people may be monogamous or polyamorous.
Queer	Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBT community (racism, sizeism, ableism etc). Although some LGBT people view the word as a slur, it was reclaimed in the late 80s by the queer community who have embraced it.
Questioning	The process of exploring your own sexual orientation and/or gender identity.
Romantic Orientation	A person's romantic attraction to other people, or lack thereof. Along with sexual orientation, this forms a person's orientation identity.
Sex	Assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions. Sometimes the terms 'sex' and 'gender' are interchanged to mean 'male' or 'female'.
Sexual Orientation	A person's sexual attraction to other

	people, or lack thereof. Along with romantic orientation, this forms a person's orientation identity.
Spectrum	A term used to cover a variety of identities that have a root commonality or shared experience.
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, genderqueer (GQ), genderfluid, non-binary, gender-variant, genderless, agender, nongender, third gender, bigender, trans man, trans woman, trans masculine, trans feminine and neutrois.
Trans (MTF FTM)	A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to trans man, or FTM, an abbreviation for female-to-male. A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female.

Transitioning	The steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents.
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.
Transexual	This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. This term is still used by some although many people prefer the term trans or transgender.
Undetectable (U=U)	HIV medication (antiretroviral treatment, or ART) works by reducing the amount of the virus in the blood to undetectable levels. This means the levels of HIV are so low that the virus cannot be passed on. This is called having an undetectable

	viral load or being undetectable. It can be shortened to U=U