

Inclusive Employers

LGBTQ+ Guide



Introduction

Welcome to our LGBTQ+ guide. This guide will explore what it means to be LGBTQ+, along with further information, advice, and guidance on how to start the process of creating a more inclusive environment for LGBTQ+ colleagues as well as develop on the foundations that have already been set.

Many organisations are committed to making their business LGBTQ+ inclusive. LGBTQ+ inclusion is important for making sure that everybody feels safe, feel as though they can be their true authentic selves, and be able to contribute fully to their role, team, and employer.

Whilst the UK has many successes for developing LGBTQ+ equality; from equal rights for adoption for same-sex couples, as well as changing the law to allow same-sex couples to marry, we also know that LGBTQ+ people continue to face significant barriers in and outside the workplace.

As humans we have a deep evolutionary need to belong, it's a positive sociological function of a cohesive society. A sense of belonging to a group in some form or another is something we all deserve. When employees feel a sense of belonging, their wellbeing is positively impacted, and they can be more productive and build strong connections with their colleagues, their leaders, and their organisation.

Employers that work to make inclusion an everyday reality for their employees know that their LGBTQ+ colleagues should feel welcome, respected, and represented at work. They understand that everyone must work together to make equal and diverse spaces everywhere we go, that inclusion is critical to society, and that it drives better individual, business, and organisational outcomes.

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Please note that terminology within the LGBTQ+ community is personal to the individual and ever-changing. This package aims to present and explain terminology and understanding of the LGBTQ+ community in its most widely accepted context at the time of writing, however Inclusive Employers recognises that language and understanding of the LGBTQ+ community is continually changing and progressing.

We hope you find this resource package useful. Questions, comments, and feedback are always welcome by contacting us on 020 803 0689 or info@inclusiveemployers.co.uk

1. Introduction to LGBTQ+ meaning

Most people will have seen the most common initialism LGBTQ+, with some having seen variations of this such as LGBTQIA+. In global organisations, there are also even more variations that include numbers added to this initialism such as LGBTQIP2SAA. This section will explain the basics of this initialism to gather an understanding on terminology. There is a full glossary of terms in Section 3.

Beginning with the first three letters, The 'L' means 'Lesbian' – a woman who is attracted to other women. 'G' means 'Gay' – and was originally used for men who are attracted to other men. It eventually became more of a wider term used for people who attracted to the same gender, and in more recent times it has morphed into a more umbrella term that could include other areas of the LGBTQ+ community. 'B' means 'Bisexual' – historically the term was bisexual, however more recently the preferred term is 'Bi'. In its simplest form, this refers to someone who is attracted to at least two genders, or their own and other genders.

'T' means 'Transgender' or more commonly now as 'Trans'. This is a very wide umbrella term that can include a number of definitions relating to gender identity. This requires a little more detail. A trans person is someone whose gender differs from the one they were assigned at birth. At birth, the majority of people are assigned a gender (male or female). For cisgender people this gender feels right. The gender assigned to trans people at birth is not right for them. Transgender people may identify as male or female, a trans man or trans woman, or they may use a different term such as agender or non-binary for those who do not identify with the binary view of gender. Individuals may also use a term specific to their language, generation, or culture.

2. Celebrating LGBTQ+ inclusion

The diversity calendar has an abundance of awareness days for celebrating and raising awareness of inclusion topics. Throughout the year, there are many awareness days that relate to LGBTQ+ inclusion that organisations can utilise to raise awareness of LGBTQ+ topics.

Awareness days, or awareness weeks or months, are designated times throughout the year for specific events. These include celebration, visibility, awareness boosters, memorials etc.

In relation to the LGBTQ+ community, these times can be used to look at the positives, the celebrations and progress, but are also a way of reflecting on previous and current barriers for the community. These occasions can be extremely important for communities within the LGBTQ+ community and must be utilised and respected as a time of learning, acknowledgement, and celebration.

Below is a list of 'occasions' throughout each year, that organisations can use to take the opportunity to maintain and build awareness of important LGBTQ+ awareness dates. These can form part of an inclusion and diversity strategy, and by keeping track, can be planned ahead of time, involving LGBTQ+ colleagues and networks, as well as allies supporting the LGBTQ+ community who can come together, to continuously improve the LGBTQ+ inclusion focus of the organisation.

Month	Awareness Event
February	LGBT+ History Month (UK)
March	International Transgender Day of Visibility (TDoV)
April	Lesbian Visibility Week
May	International Day Against LGBTQIA+ Discrimination Agenda Pride Day Pansexual and Panromantic Awareness Day
Jun	Pride Month (Pride events take place Jun-Oct in the UK)
Jul	International Non-Binary Persons Day Drag Day
September	Bisexual Awareness Week Bi Visibility Day
October	National Coming Out Day Intersex Awareness Day Genderfluid Visibility Week Pronouns Day Ace Week
November	Trans Awareness Month Trans Awareness Week Trans Day of Remembrance (TDoR)
December	World AIDS Day

Find out more about these awareness days on the [Inclusive Employers Diversity Calendar](#) and corresponding [events](#) for these awareness days.

3. LGBTQ+ glossary

Identities

Definitions

Flag

LGBTQ+

The acronym and its usage can vary (LGBT, LGBT+, LGBTQ+, LGBTQIA+) but these letters represent a community of those who have a minority sexuality and/or gender identity.



Lesbian

A woman who is emotionally, romantically and/or sexually attracted to other women. Those who identify as non-binary may also use this term to describe themselves.



Gay

A person who is emotionally, romantically and/or sexually attracted to another person of the same gender.



Bisexual

A person who feels sexual attraction to two or more genders. Bisexual can mean attracted to men and women in the binary view of gender. Bisexual can also mean being attracted to your own and other genders.



Transgender / Trans

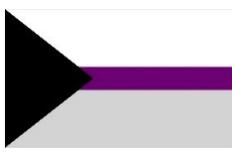
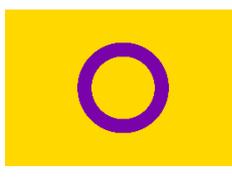
An umbrella term for people whose innate gender identity and/or expression differs from the sex they were assigned at birth.



Queer

Queer is an umbrella term for people who are not heterosexual or are not cisgender. The word queer has been reclaimed by the community for its derogatory meaning but people's opinions on the community vary.



Identities	Definitions	Flag
Represented under the +		
Pansexual	Pansexuality is sexual, romantic, or emotional attraction towards people regardless of their sex or gender identity.	
Demisexual	Demisexuality is a sexual orientation characterised by only experiencing sexual attraction after making a strong emotional connection with a specific person.	
Non-binary	Non-binary is an umbrella term to describe people who identify with a gender outside of the gender binary and can be categorised under the trans umbrella term, although not all non-binary people identify as trans.	
Genderqueer	Genderqueer is a gender identity that's built around the term "queer". To be queer is to exist in a way that may not align with heterosexual or homosexual norms.	
Intersex	Intersex is an umbrella term for differences in sex traits or reproductive anatomy. There are many possible differences in genitalia, hormones, internal anatomy, or chromosomes, compared to the usual two ways that human bodies develop which does not fit the boxes of 'female' or 'male'.	
Gender Non-Confirming	People who do not subscribe to gender expressions or roles expected of them by society.	No specific flag, non-binary and/or trans flag may be used.

4. Gender identity: Definitions and terminology

Terminology/Language

Definition

Cisgender (Cis)

A person whose gender identity aligns with the sex they were assigned at birth.

Deadnaming

Calling someone by the name they were given at birth, instead of their chosen name. This can happen to trans people who have changed their name as part of their transition. Deadnaming may be by accident or maybe intentional - either way, it is hurtful for the individual. You should never ask someone their deadname in conversation.

Gender expression

Gender expression refers to the ways in which people present themselves in gendered ways including clothing, mannerisms, hairstyles, makeup, name, pronouns etc. For most people, gender expression affirms their gender identity, and this can vary from day to day and sit on a spectrum that moves.

Gender dysphoria

Gender dysphoria is a condition where a person experiences discomfort or distress due to their gender identity not aligning with their biological sex assigned at birth. Often used in a medical and legal sense.

Gender euphoria

The comfort or joy that an individual feels when thinking about or expressing their true gender identity.

Gender affirming/affirmation

Gender affirmation is an umbrella term for the range of actions and possibilities involved in living, surviving, and thriving as an authentic gendered self. What gender affirmation looks like for every individual trans person is unique and based on what is personally affirming, what feels safe to do, and what is accessible and available.

Gender Binary

The term gender binary describes the system in which a society allocates its members into one of two sets (male and female) of gender roles and gender identities. If someone is to go against the gender binary, they do not conform to the limitations of male and female and instead often see gender as a spectrum.

Gender Fluid

Someone who does not feel they have a fixed gender. People may experience this in different ways. Some days an individual may identify more with one gender than another, and other times they may not identify with a gender at all.

Pronouns

Words we use to refer to people in conversation - for example, he, she, or they. They can be used singularly, for example, "Did you see the email from X, they are coming into the office tomorrow."

Neopronouns

A category of new pronouns that are used when referring to a person. Some people find that she/he/they don't fully express their gender identity. For example, ze/zir/zirs.

Non-binary

Someone whose gender identity does not align with the binary view of the gender of being a man or a woman. Some non-binary people identify under the trans umbrella and others do not. Pronouns commonly used are they/them or sometimes a mixture of he/they or she/they.

Queer

The term "queer" is now used to refer to any sexual orientation or gender identity that is not heterosexual or cisgender. Lesbians, gays, asexuals, and transgender people, for example, may identify as queer.

Some people use the term "queer" because their sexuality or gender identity is complex, changes over time, and/or does not fit into any of the pre-existing sexual orientation or gender identity labels.

Transgender (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 man

A person may choose to identify this way to capture their gender identity as well as their lived experience as a transgender person.

Trans woman

A person may choose to identify this way to capture their gender identity as well as their lived experience as a transgender person.

Transition

An individualised process by which transgender people alter from one gender presentation to another. There are three general aspects to transitioning:

social (name, pronouns, interactions, etc.)

medical (hormones, surgery, etc.)

legal (gender marker and name change, etc.)

A trans individual may transition in any combination, or none, of these aspects.

5. How to use pronouns

Pronouns are used when referring to people in conversation which relates to their gender identity. Misgendering occurs when others use the incorrect pronouns which do not match the gender identity of the person to which they are referring, which could potentially lead to a claim of Gender Reassignment discrimination under the Equality Act 2010.

Why are people talking about pronouns?

Pronouns have become a prominent feature and topic of conversation within the workplace. They have become a fixture on colleague's email address signatures, social media accounts and some may even choose to declare their pronouns when introducing themselves at the beginning of a meeting and/or presentation. This might be unusual to see or even hard to consider, especially if this is something a person who is cisgender has never had to consider before.

Over the past few years, there has been a rise in consideration and approach to the use of people's pronouns, as they might not always be what we assume. The LGBTQ+ community has paved the way in challenging society to understand the complexity of gender identity and to recognise that gender is much more than just male or female.

Why do we use pronouns?

Pronouns are connected to gender expression. Sex and gender are very different things. Sex is biological, and gender is a feeling or expression about how one chooses to view themselves. The Gender Unicorn below shows how anyone and everyone can sit differently on the spectrum. Often, gender is expressed through our names, clothing, haircut, pronouns, and many more.

Using gender-neutral pronouns helps to alleviate associating the person that is being spoken about with a specific gender. Human beings are wonderfully complex, so it is understandable that some people do not want to be constrained to two boxes of 'he' and 'she'.

It may be a little difficult to understand and take some getting used to, but it causes no harm to those who identify as cisgender. Using the right pronouns for an individual can make that person feel seen, acknowledged, and validated.

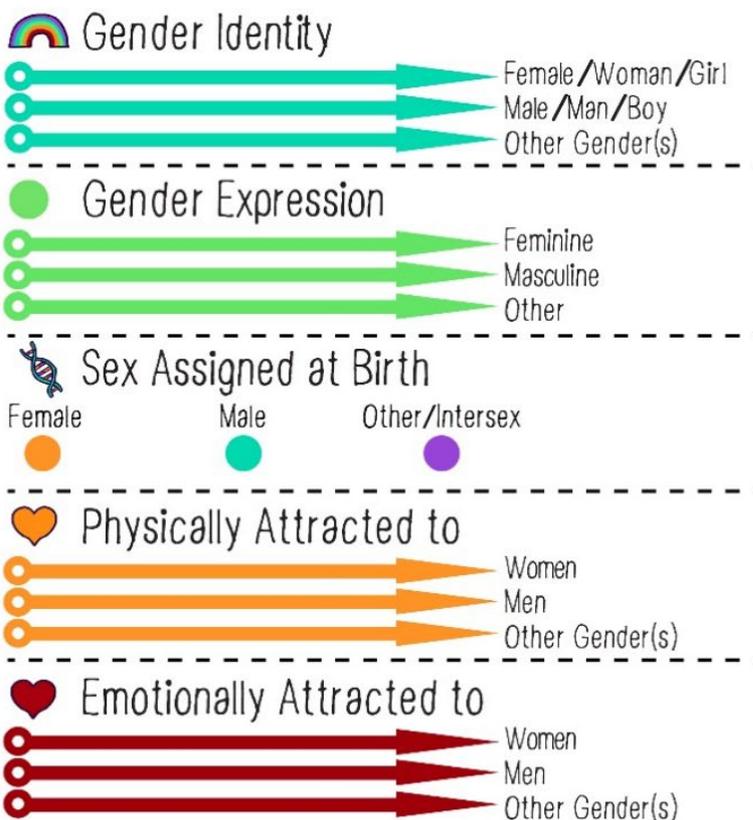
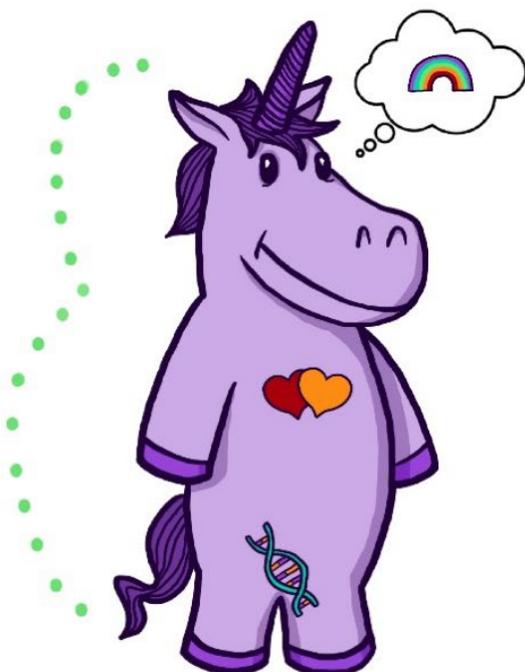
The blank Gender Unicorn can be completed as an exercise to allow colleagues to plot their own identities and share them if they wish or used as an exercise of personal reflection. More information about The Gender Unicorn and Gender Bread Person can be found here:

[The Gender Unicorn](#)

[The Gender Bread Person](#)

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources

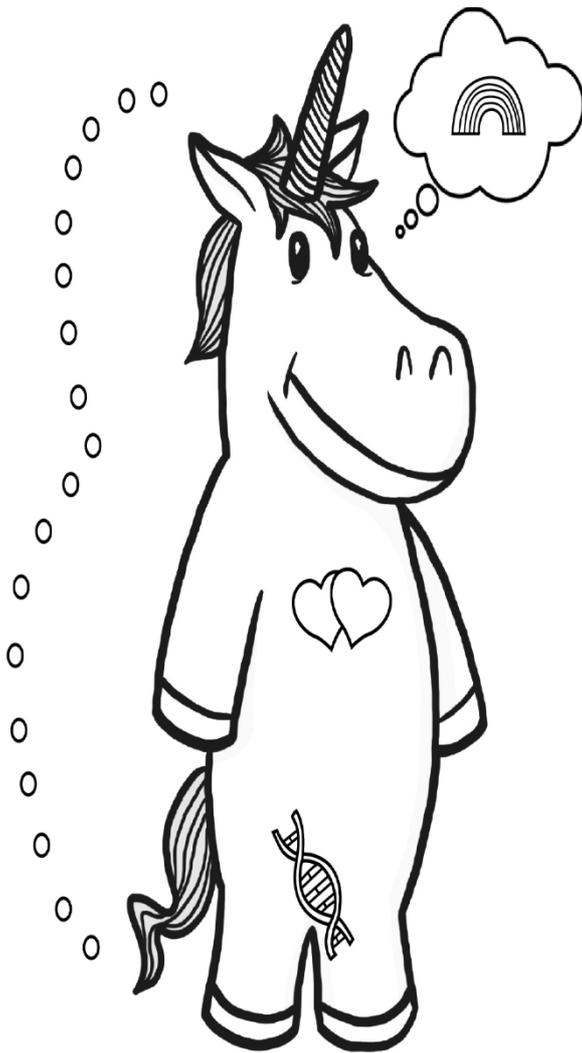


To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pøn and Anna Moore

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity

- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression

- Feminine
- Masculine
- Other

Sex Assigned at Birth

- Female
- Male
- Other/Intersex

Sexually Attracted To

- Women
- Men
- Other Gender(s)

Emotionally Attracted To

- Women
- Men
- Other Gender(s)

To learn more go to:
www.transstudent.org/gender

Design by Landyn Pan
Illustration by Anna Moore

Non-gendered pronouns

More recently, people have started using pronouns that are not the 'traditional' he/him and she/her pronouns such as they/them. This is because the trans and non-binary community has become more visible, and more people are becoming aware of non-gendered pronouns.

Mixed pronouns

Some may choose to use a mixture of pronouns for example (she/they). This does not, and should not, mean that only one is used – it's good to interchange them in conversations.

Neopronouns

Neopronouns are a category of new (neo) pronouns that are progressively used in place of "she," "he," or "they" when referring to a person. Anyone can use neopronouns, but they are mostly used by transgender, non-binary, and/or gender-nonconforming people. There are many variations, and some are listed below:

Xe/Xem/Xyr / Ey/Em/Eir / Zie/Zim/Zir / Ve/Ver/Vis / Ne/Nem/Nir

Neopronouns

Xe / Ve / Ey / Zie / Ne

Xem / Ver / Em / Zim / /Nem

Xyr / Vis / Eir / Zie / Nir

Example

Xe went to make coffee for the team

Ve went to make coffee for the team

Ey went to make coffee for the team

Ze went to make coffee for the team

Ne went to make coffee for the team

I spoke to xem earlier about the project

Xe mentioned xyr family today

Acts of allyship

The pronunciation of these pronouns may be a concern, however there are many variations and some common ways to pronounce these pronouns. It is better to ask the individual how they like to pronounce their pronouns and remember how they pronounce them and use them in this way in the future.

You could ask: "I want to make sure I pronounce your pronouns correctly; can you give me some examples?"

The importance of allyship is to show support and solidarity for the transgender and non-binary community in the acceptance of all genders. It is also to ease the burden for trans and non-binary colleagues and acquaintances from having the same conversations again and again in relation to their gender identity and use of pronouns.

As a society, we are making others' lives easier by declaring our pronouns. By letting people know how we identify, helps to eliminate any confusion, and therefore minimises the chance of anyone being misgendered or "outed". This comes at no risk or burden whatsoever to the cisgender community. Such a simple act can lead to normalising pronouns, and by doing this, it can hopefully make the world a more accepting and inclusive place for all.

How to show support and be an ally

Adding pronouns to email signatures, social media profiles and stating them at the start of meetings is a simple step cisgender people can take to enable those from the non-binary and transgender communities to feel included and respected. Best practice should allow colleagues to promote the use of pronouns, however it should not be made compulsory. Some people may not feel comfortable sharing their pronouns or may be on the journey of changing their pronouns and transitioning. Creating a safe space in the workplace in which pronouns can be shared creates a virtuous cycle, allowing those who may be considering changing their pronouns to share when they are ready.

Below are some scenarios to show how employees can be inclusive when using pronouns:

In a conversation:

Two colleagues are having a chat about some training they have attended. One said to the other, "I learned so much earlier and it's really made me think about what I can do differently on a day-to-day basis. I'm going to do some research and use the links that Sam provided, they were really engaging!"

In a meeting:

When at work, colleagues can take the lead by sharing their pronouns when they introduce themselves at the start of a meeting. Not only will this encourage other colleagues to do the same, but it will help everyone get used to talking about pronouns, which will help trans and non-binary colleagues feel more comfortable doing the same.

As part of an introduction at meetings, the chair could say:

"Tell us your name, your role, and if you're comfortable, your pronouns".

Colleagues would then follow with a response similar to the one below:

"Hi, I'm Aisha, I'm a financial officer and my pronouns are she/her".

In an email signature:

Zack Watkinson (They/Them)
Head of Learning & Development

In a 1:1 conversation:

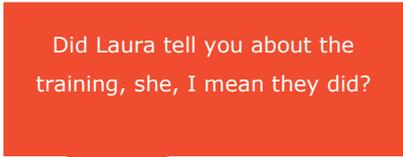
The best way to ask is to be direct. A colleague could ask:

“What are your gender pronouns?” or;

“Can you remind me of which pronouns you like for yourself?”.

What to do if you use the wrong pronouns?

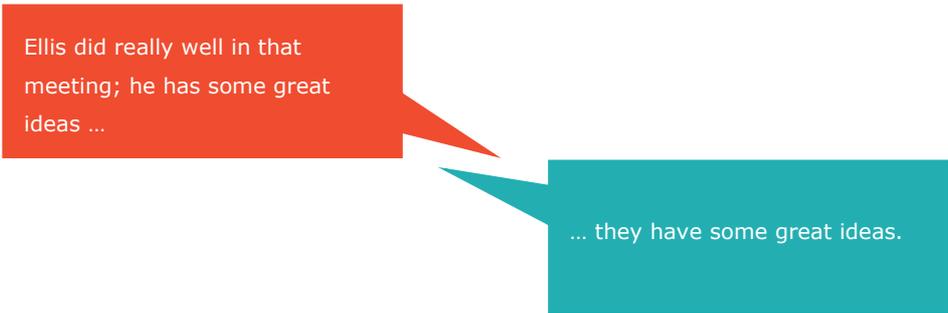
Here is an example:



Correct yourself quickly and carry on the conversation.

What to do if you hear a colleague use the wrong pronouns?

Here is another example:



Politely correct the individual allowing them to recognise their mistake.

Saying “thank you” when somebody is corrected allows the mistake to be recognised and rectified in the future. If somebody is finding it difficult using gender neutral or different pronouns, it is best not to apologise repeatedly, as this can make the individual or ally feel uncomfortable. It is not their responsibility to make the person who has made a mistake feel better. It is also important not to complain if they are finding it difficult, a better response would be:

“Thank you, I am still learning, and I appreciate you correcting me”.

Practice using different / gender-neutral pronouns over email, the phone or in conversation.

6. LGBTQ+ HR inclusive checklist

The most important tool for guiding any inclusion and diversity work is data. Collecting diversity data on all characteristics is essential for creating targets and driving change in inclusion and diversity. A diversity data

Below is a checklist for organisations to create or develop an action plan in becoming a more LGBTQ+ inclusive employer. The list is not exhaustive; however, the considerations below will help to enhance LGBTQ+ inclusion throughout all areas of the workplace.

Data

monitoring form should collect data on sexual orientation and gender identity.

Depending on your internal systems, data may be gathered through employee HR systems and/or staff engagement surveys. It is important to communicate to staff the reasoning for collecting this data, who will have access to this data, how secure and confidential the data is, and how it will be used (to be compliant with GDPR regulations).

Having data-based evidence is essential to guide decisions about what the organisation needs to address and prioritise. This will also help identify what barriers LGBTQ+ colleagues face within the workplace and any possible positive/negative patterns within the data.

You can find more information in the Inclusive Employers '[Guide to Collecting Diversity Data](#)'.

Diversity Monitoring Form Questions

Question example one:

What best describes your gender?

Female
Male
Non-binary
I prefer to self-describe _____
Prefer not to say

Do you consider yourself to be trans?

Yes
No
Prefer not to say

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Question example two:

What best describes your gender?

Agender
Bigender
Female
Genderfluid
Genderqueer
Male
Non-binary
Trans man
Trans woman
I prefer to self-describe _____
Prefer not to say

Question example:

What best describes your sexual orientation?

Asexual
Bi/Bisexual
Gay/Lesbian
Heterosexual/straight
Pansexual
I prefer to self-describe _____
Prefer not to say

Policies and guidance

Having LGBTQ+ policies in the workplace are crucial for setting the guidelines on how to avoid discrimination for LGBTQ+ employees and how to be more inclusive. LGBTQ+ policy should form part of an essential Equality and Diversity policy set, and where possible be developed as standalone policies to demonstrate a clearer and a more committed position of the organisation. Policies should be easily accessible for all employees and managers.

Harassment

In a 'Dignity at Work' policy/guidance, examples of harassment should be given of all characteristics including LGBTQ+ harassment.

Transitioning

Having a 'Transitioning at Work' policy or guidance can ensure LGBTQ+ colleagues know how they will be supported as well as also being a useful tool for managers and HR in supporting colleagues who are transitioning, while avoiding harassment and discrimination. You can find a policy template in the Inclusive Employers '[Transgender Inclusion](#)' guide.

Menopause

All policies should include gender neutral language. An example of this would be in a menopause policy, such as: "for those impacted by menopause".

Parental

A truly inclusive employer will ensure all types of leave are covered and that the amount of leave time offered is fair. Again, gender neutral language should also be considered throughout all policies to include all parents and families. Consider how the organisation's adoption leave compares with other parental leave, and avoid using gendered language such as 'mother', 'father', 'maternity' and 'paternity' to be inclusive of same gender relationships and all gender identities.

Learning and Development

E-learning and training materials should include examples of all gender identities and orientations. The awareness days provided in this guide can be utilised as key moments throughout the year to provide learning and development opportunities as well as communications regarding the LGBTQ+ community and LGBTQ+ employees.

Communications

Internal

The organisations commitment to inclusion and diversity should be continually communicated to all employees throughout the year, including LGBTQ+ inclusion. It is important for executives and senior staff to promote and talk about the organisation’s values, and how the organisation continues to apply these through daily working practices. These messages are crucial to creating an inclusive culture.

Encourage executives and/or senior leadership to get involved with inclusion and diversity work, by ensuring they show their support and engage with LGBTQ+ initiatives. This can include being a sponsor of an LGBTQ+ network or periodically attending network meetings, promoting and attending LGBTQ+ training sessions, sharing their own personal experiences, and/or attending LGBTQ+ events such as Pride.

External

Consider the organisation’s employee brand and the communications that are being shared to show support for LGBTQ+ employees on the website, on recruitment pages and during the recruitment process, as well as social media channels.

Procurement

Organisations have a great opportunity to foster inclusion by influencing who they contract with. When awarding contracts, consider whether your suppliers are committed to being an inclusive employer and whether they are advocates for LGBTQ+ inclusion. Consider whether products or services could also be bought from those within the LGBTQ+ community in relation to LGBTQ+ training, events, and merchandise etc.

LGBTQ+ inclusive workplaces

PDRs / Appraisals

Implement an inclusion and diversity objective for all staff as this is a great way to get everyone in the organisation to contribute to having a more inclusive work environment.

Inclusive language

Use gender-neutral language when addressing people both virtually, in person and via email. This means everyone is included! Subtle changes to language such as saying “Hello everyone” or “Good morning folks” is better than using gendered terms such as “Hello Ladies and Gentleman” or “Good morning guys”.

Toilets

Many trans and non-binary colleagues may fear going to the toilet due to harassment and/or violence. Not all toilets have to be gender-neutral within a workplace but consider if one could be identified or if gender-neutral toilets could be incorporated into a new building design for employees to access. An accessible toilet should not be used as a gender-neutral space.

Toilet signage

There are lots of varied options when it comes to toilet signage, however removing images of stick people in dresses/trousers is a simple yet straightforward way of including everyone.

Uniform

Allow staff the opportunity to choose which uniform items they would prefer to wear, rather than assuming based on their perceived gender, HR systems and/or names.

LGBTQ+ Network

Having an LGBTQ+ staff network can support the organisation in becoming more LGBTQ+ inclusive. This can consist of both LGBTQ+ employees and allies. Staff networks can support with policy updates and terminology, projects and events as well as be a real drive for change. They can often be a critical eye and tool of support for all topics mentioned above. They also offer a safe space, support network and visible champions on the ground for LGBTQ+ inclusion. Remember, that network members do not know everything but may have their lived experiences to share. They also have their own jobs to action.

Pronouns

Pronouns are used when referring to people in conversation which relates to their gender identity. Check out Section 5 of this guide for a more in-depth explanation on the use of pronouns. You can also read the Inclusive Employers blog on '[Why we use pronouns in our signatures](#)' or listen to the Inclusive Employers podcast on '[Trans and non-binary experiences in the workplace](#)'.

7. LGBTQ+ charities and organisations

The resources below can be valuable sources of information and signposting for LGBTQ+ colleagues, employee networks and any HR teams or resource pages that are designed for employee wellbeing.

Organisation / Name	Aim	Dates and Times	Contact
Mindline Trans+	Emotional and mental health support helpline for anyone identifying as transgender, non-binary, genderfluid... Also support family members, friends, colleagues, and carers.	Monday, Wednesday, and Friday 8pm - 12am	0300 330 5468
LGBT Foundation	LGBT Foundation is a national charity delivering advice, support, and information services to lesbian, gay, bisexual, and trans (LGBT) communities.	Weekdays 9am until 9pm	0345 3 30 30 30 helpline@lgbt.foundation
Switchboard LGBT (helpline support for LGBT people)	Provide information, support, and referral service for lesbians, gay men, bisexuals, and trans people – anyone considering issues around their sexuality and/or gender identity.	NA	0300 330 0630 chris@switchboard.lgbt 10am-10pm everyday Online chat via link: Switchboard LGBT+ Helpline
Give us a shout (not LGBTQ+ specific but 24-hour support)	Trained volunteers are there for you 24/7 to listen and support to get to a calmer and safe place. Shout is a free, confidential, anonymous service for anyone in the UK.	NA	Text Switchboard to 85258

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Reporting or support regarding a Hate Crime	<p>How to report</p> <p>How to report anonymously</p> <p>Support</p> <p>Local support and services</p> <p>(In English, Urdu, Polish, Spanish)</p>	NA	<p>Reporting hate crime against LGBT people (stonewall.org.uk)</p>
<p>Terrence Higgins Trust</p>	<p>Free and confidential services for people with HIV and AIDS, including specialist advice and representation on welfare rights, housing and legal matters, practical help and befriending.</p>	NA	0808 802 1221
<p>Positively UK</p>	<p>Offers help to all individuals living with HIV in the UK to live well. From diagnosis and starting treatment to talking about HIV with others, relationships, and employment options.</p>	NA	020 7713 0444
			<p>Or fill in form</p> <p>Contact Us Positively UK</p>
<p>Mermaids</p>	<p>Helping gender-diverse kids, young people, and their families.</p>	<p>Monday – Friday, 9am to 9pm</p>	<p>Call 0808 801 0400</p> <p>Or text MERMAIDS to 85258</p> <p>Email / Web Chat</p>

