

Glossary

Term	Definition
Cis	A shortened version of Cisgender
Cisgender	<p>"denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex": Oxford English Dictionary</p> <p>For those that accept the concept of gender identity, and who feel that their gender is aligned with their sex, (i.e. born female and feel they have a feminine gender) the term cisgender is increasingly used, or cis for short. Commonly, the term cis is used as the opposite of trans, so a transwoman vs a ciswoman.</p> <p>Those that do not accept the concept of a gender identity reject this term and request the term woman or man is used. Cisgender is becoming more commonly used by organisations, which does assume everyone has a gender identity, which is clearly not the case. We feel that the use of ciswoman, for example, reduces biological woman to a subset of their own sex.</p>
Detransitioning	<p>Transitioning can take several forms, and in the same way so can Detransitioning. As there are social, medical and surgical transitions, efforts to undo these processes (where possible) are described as detransitioning. Statistics for those who do detransition are difficult to obtain as no formal process is followed and quite often the medical professionals who may have been in the transition process are the last people the individual wishes to discuss the process with. Stonewall claim around 1% of those that used the Gender Identity Service may detransition, and not necessarily because of regret, however, there is acknowledgement that the number may be as high as 5% or higher.</p> <p>https://www.transgendertrend.com/detransition/ https://www.telegraph.co.uk/women/life/meet-detransitioners-women-became-men-now-want-go-back/</p>
Disorders of sex development/ Differences of sex development (DSDs) / Variations in Sex characteristics (VSC)	<p>People diagnosed with DSDs have been called a range of names in the past that are no longer considered appropriate or accurate (hermaphrodite, intersex, both of which imply an ambiguity which is rarely the case). A diagnosis of DSD (which may not happen as a baby as the condition may only become apparent during puberty) may result in the identification of one of several rare conditions affecting a person's genes, hormones and reproductive organs, including genitals and may affect anywhere from 0.05% - 1.7% of the general population. Most people with DSDs live happily as either a female or male (with ongoing medical consultations), while some may consider surgery if their external genitalia may be ambiguous. Even in this rare situation, these individuals are not a third sex.</p> <p>There is no innate connection between having a diagnosis of DSD and being transgender (since one is a medical condition and one is a gender identity issue) although the I in LGBTQI is intersex for reasons no-one is quite sure about. Approx. 1% of people with DSDs are believed to transition, which is the same as the general population.</p> <p>https://www.nhs.uk/conditions/differences-in-sex-development/ https://www.bbc.co.uk/programmes/p06yhhjj https://www.unfe.org/wp-content/uploads/2018/10/Intersex-English.pdf https://fairplayforwomen.com/chromosomes-biological-sex-gender/</p>
Equality Act 2010	<p>UK-wide legislation, the most recent is from 2010. The Act identifies 9 protected characteristics which require additional protection from discrimination to ensure equality is maintained by employers or organisations, voluntary groups, etc. Of relevance here are sex and gender reassignment (gender, and gender identity, are not protected by the Equality Act 2010).</p> <p>Sex: Generally, women and men should not be treated differently to ensure discrimination cannot exist, however, the EHRC provide some guidance on areas where a person may be legally treated differently on the basis of their sex :</p> <ul style="list-style-type: none"> • A gym could employ a changing room attendant that is the same sex as the users of that room • In competitive sports the organisers can hold separate events for men and women because the differences in stamina, strength and physique would otherwise make the competition unfair • Offering a women-only support service to victims of domestic violence who are women is likely to be justifiable even if there is no parallel service for men due to insufficient demand <p>Gender reassignment: "A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex": Equality Act 2010</p> <p>For some transgender people, the final goal in their transition is to acquire a Gender Recognition Certificate and perhaps even undergo Gender Reassignment Surgery. The numbers acquiring the former are in the order of about 5000 since the GRCs became available, and the numbers of the latter are even smaller, but unconfirmed. At the other end of the spectrum, many more people who describe themselves as transgender are satisfied purely to self-identify (self ID) as the opposite sex, sometimes making changes to clothing, hairstyles, facial hair and sometimes no observable or physical changes are made at all. The protected characteristic of gender reassignment can be broadly applied (someone just needs to consider transitioning, or say they are) but does not override any other right of the protected characteristics.</p>

	<p>The Equality and Human Rights Commission (EHRC) provide some guidance on areas where a person may be legally treated differently despite being within the category of gender reassignment :</p> <ul style="list-style-type: none"> • Competitive sports: a sports organisation restricts participation because of gender reassignment. For example, the organisers of a women’s triathlon event decide to exclude a transwoman. They think her strength gives her an unfair advantage. However, the organisers would need to be able to show this was the only way it could make the event fair for everyone • A service provider provides single-sex services. If you are accessing a service provided for men-only or women-only, the organisation providing it should treat you according to your gender identity. In very restricted circumstances it is lawful for an organisation to provide a different service or to refuse the service to someone who is undergoing, intends to undergo or has undergone gender reassignment (note: this guidance is currently being challenged by the Authentic Equity Alliance on the grounds this does not reflect the wording of the Act). <p>It should be noted that the EHRC also states : “<i>a trans woman who does not hold a GRC and is therefore legally male would be treated as male for the purposes of the sex discrimination provisions, and a trans woman with a GRC would be treated as female</i>”, despite the previous comment about being treated according to a person’s gender identity. However, it appears to be the case that should a sex-based exemption be considered (such as with the competitive sports scenario) the legal sex of the transgender person is what is considered when assessing rights as opposed to their gender identity. This situation has yet not been satisfactorily tested under the Equality Act. However, the recent news that World Rugby have initially proposed protecting the rights (and safety) of women’s rugby teams by excluding transwomen (due to their physical advantages even if medication has been taken to reduce the levels of testosterone) may provide a useful test case. This scenario also demonstrates how balancing the rights of different protected groups is complex, and one group’s right can never automatically override the rights of another.</p> <p>Legislation: https://www.legislation.gov.uk/ukpga/2010/15/introduction</p> <p>Guidance: https://www.equalityhumanrights.com/en/advice-and-guidance/sex-discrimination https://www.equalityhumanrights.com/en/advice-and-guidance/gender-reassignment-discrimination</p>
Gender	<p>"the state of being male or female (typically used with reference to social and cultural differences rather than biological ones)": Oxford English Dictionary</p> <p>Gender is a very contentious subject with some people associating strongly with the socially constructed concept, i.e. feeling very feminine or masculine, while many have absolutely no sense of gender at all. Perhaps because the word sex is associated with the sexual act, gender is frequently requested on forms in place of sex but we would like to emphasise that sex and gender are absolutely not the same thing (in law or life) and we’d encourage use of the correct term, without conflation of the two.</p> <p>https://fairplayforwomen.com/chromosomes-biological-sex-gender/</p>
Gender dysphoria	<p>“Gender dysphoria is a term that describes a sense of unease that a person may have because of a mismatch between their biological sex and their gender identity “: NHS</p> <p>https://www.nhs.uk/conditions/Gender-dysphoria/</p>
Gender Identity	<p>Extending the concept of gender, some people may feel a specific (and sometimes strongly-held) gender identity. In the creation of this identity, stereotypical traits are frequently relied upon to provide a clear indication of either a feminine or masculine identity. These stereotypical traits therefore imply that each sex has stereotypical behaviours, preferences, clothes or even career choices. These pink/blue tinged stereotypes are rejected by many people because they set expectations of how girls, boys, women and men are expected to behave, what clothes they should wear, and what activities they should enjoy and careers they should be engaged in, and would rather both sexes had the freedom to behave, dress and work in whatever role they prefer.</p> <p>As with many aspects of this whole area, the issue of not having a gender is not straight forward. Many people have no sense of gender, accepting the body in which they were born, as is. Those which object to the concept of gender, because of the regressive stereotypical constraints associated with it are often referred to as “gender critical” or perhaps “gender non-confirming” (or GNC). However, for those that are happy to embrace the concept of gender identity while not wishing to adopt, or comply with, feminine or masculine traits themselves, the term “non-binary” is commonly used.</p> <p>In addition to feminine and masculine, an ever-growing number of genders also exists (many of which overlap with sexualities as well as personality traits) :</p> <p>https://deconforming.com/gender-identities/</p> <p>We would point out that regardless of what gender anyone identifies as, the person always remains the sex they were born at all times.</p>

Gender Reassignment Surgery	<p>This surgery is optional and is not required as part of any transition, or gender reassignment as defined by the Equality Act, or to obtain a Gender Recognition Certificate. The exact number of people that have undergone this surgery is unknown but it believed that approximately 80-90% of transgender people have had no genital reassignment surgery.</p> <p>For men wishing to feminise their bodies :</p> <ul style="list-style-type: none"> • “bottom” surgery or the creation of a neo-vagina by penile inversion and some scrotal material • Non-genital related surgery such a facial feminisation surgery, breast implants <p>For women wishing to masculinise their bodies :</p> <ul style="list-style-type: none"> • “bottom” surgery or the creation of a neo-penis and testicles with skin from other parts of their body (frequently the lower arm) • Non-genital related surgery such as a hysterectomy and “top surgery” or a mastectomy (increasingly carried out on young girls, which may or may not be followed other surgery)
Gender Recognition Act 2004	<p>The Gender Recognition Act (GRA) was introduced primarily as a route of allowing trans individuals to legally change the gender with which they identified (bear with me now) by allowing the sex on their birth certificate to be modified. None of us have a “legal gender” which means the wording of the act is a bit of a mess but it does have “the effect that some trans women (i.e. the very small number who hold a GRC – only a few thousand to date) are deemed for most legal purposes to be women, although exceptions apply”, as the same is true of transmen. The reason for this “legal fudge” is that in 2004 same-sex marriages were not legal so the GRA provide a route for a legally-male transsexual to obtain a birth certificate indicating a female sex, which would then allow marriage to go ahead to a male.</p> <p>However, the consequence of the GRA providing a route for transsexuals to change the sex on their birth certificate once a GRC is obtained, is that the individual is legally defined as the opposite sex and may be entitled to the rights associated with that sex (so a male to female transsexual with a GRC would be treated as a female when considering the protected characteristic of sex under the Equality Act - the two acts are closely linked as one interacts with the other). There of course exemptions (as covered in the Equality Act) so not all rights are granted in some specific circumstances.</p> <p>There has been a recommendation by both Westminster and Holyrood to reform the GRA to make it cheaper and easier to acquire a GRC in effect by “Self ID” - no medical diagnosis, live in the “acquired gender” for a couple of months rather than years, reduce the costs, etc. The concern from “gender critical” people is that the acquisition of a GRC grants a great deal of access to single-sex spaces and activities and this would now be achievable without a medical diagnosis, without surgery or medication, with only a short-term social transition. At present Westminster are reportedly stalling their GRA reforms while Holyrood are keen to implement their changes.</p> <p>https://fairplayforwomen.com/gender-recognition-act-2004-explained/ https://legalfeminist.org.uk/2020/07/ https://fairplayforwomen.com/scotland/ https://www.legislation.gov.uk/ukpga/2004/7/contents</p>
Gender Recognition Certificate (GRC)	“As of July 2018, only 4,910 GRCs had been issued since the GRA came into force in 2005, which falls far short of the number of trans people estimated to be living in Britain”: EHRC Guidelines
Intersex (see DSD / VSC)	" the condition of having both male and female sex organs or other sexual characteristics": Oxford English Dictionary
LGBTQIA+	Lesbian Gay Bisexual Transgender Queer/Questioning Intersex Asexual/Ally Others
Non-binary	A gender identity where the individual feels they do not want to display stereotypical male or female behaviour or presentation (or wishes to display both), regardless of their sex. In reality, non-binary is a wide-ranging description and can equally apply to a woman who wears trousers and a man wearing nail varnish.

<p>Pronouns</p>	<p>“Words we use to refer to people’s gender in conversation - for example, ‘he’ or ‘she’. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their and ze/zir”: Stonewall</p> <p>There is an increasing move for individuals to state the pronouns they wish to be referred to when they are not present, so she/her, they/them, etc. The motivation appears to be that it provides a way for those who consider themselves to be trans to identify their preference at the same time everyone else does, so reducing the exposure for the trans individual. We’re seeing pronouns pop up in social media bios, some celebrities and politicians have declared them at the start of an interview, and increasingly some employers are requesting their staff display their pronouns in their email signatures. This of course supposes that an individual may wish to identify as something other than their sex (which we can almost always determine from observation of other people) and that everyone else has a gender, which may or may not be the same as their sex.</p> <p>There are a couple of problems with this pressure to declare pronouns :</p> <ul style="list-style-type: none"> • If you do not accept that you have an innate gender identity, and don’t wish to define a pronoun, you are exposed in your beliefs if you refuse to define one at work, when everyone else has. After years of fighting not to disclose marital status, many find it regressive for women to feel they are compelled to define their non-existent gender, or risk being accused of being transphobic • When an employer, in particular, request that pronouns are defined it can feel like compelled speech by employees that do not wish to engage. • By forcing an employee to define their pronouns in an email, the female employee is then exposed to the possibility of sex discrimination because their sex has been identified and may be vulnerable to “stereotype threat” and unconscious bias on the part of the recipient. • When an incorrect pronoun is used - whether intentionally or unintentionally - it is claimed that the resulting misgendering is a “hate crime”. This has been followed up by several Police forces, and a case is being progressed by Police Scotland as the result of the incorrect pronoun being used (despite the message then deleted) on social media. <p>Pronouns are clearly more important than many realise. The compulsion to provide your own pronouns and to be compelled to use others’ was at the core of Maya Forstater’s employment Tribunal, which is proceeding to appeal. While the outcome of an employment tribunal ruling will not set legal precedent, it is expected it will could be part of a legal argument regarding the protection of legal identity.</p> <p>https://hiyamaya.net/sex-and-gender/ https://www.crowdjustice.com/case/lost-job-speaking-out/ https://uklabourlawblog.com/2020/02/19/the-forstater-employment-tribunal-judgment-a-critical-appraisal-in-light-of-miller-by-karon-monaghan/ https://www.thetimes.co.uk/edition/news/bbc-advises-all-staff-to-use-trans-friendly-pronouns-56t9mb02r https://legalfeminist.org.uk/2020/07/19/pronouns-compulsion-and-controversy/</p>
<p>Protected Characteristic</p>	<p>The Equality Act defines 9 protected characteristics :</p> <ul style="list-style-type: none"> • Age • Disability • Gender reassignment • Marriage and civil partnership • Race • Religion or belief • Sex • Sexual orientation <p>“It is against the law to discriminate against someone because of a protected characteristic”: EHRC Guidelines</p> <p>Under the Equality Act people within some settings are not allowed to discriminate, harass or victimise another person because they have any of the protected characteristics. There is also protection against discrimination where someone is perceived to have one of the protected characteristics or where they are associated with someone who has a protected characteristic. It is possible for one person to be covered by more than one protected characteristic.</p> <p>https://www.equalityhumanrights.com/en/equality-act/protected-characteristics</p>

Sex	<p>"either of the two main categories (male and female) into which humans and most other living things are divided on the basis of their reproductive functions" : Oxford English Dictionary</p> <p>"In UK law, 'sex' is understood as binary, with a person's legal sex being determined by what is recorded on their birth certificate": EHRC Guidelines</p> <p>The category that was observed by the medical professional at the time of your birth, i.e. female or male. This category cannot change, ever. There is a "legal fudge" that allows the sex on your birth certificate to be changed via a confusingly named Gender Recognition Certificate.</p> <p>https://fairplayforwomen.com/chromosomes-biological-sex-gender/</p>
Trans	<p>"One of the report's recommendations was that the use of the terms 'gender reassignment' and 'transsexual' in the Equality Act 2010 are outdated and misleading, something that we fully agree with. The preferred umbrella term is trans": EHRC Guideline</p> <p>A shortened version of Transgender</p>
Transsexual	<p>Transsexual has a variety of definitions, so it is suggested that when it is used you clarify exactly which of these definitions is intended:-</p> <ul style="list-style-type: none"> • "a person who emotionally and psychologically feels that they belong to the opposite sex : a pre-operative male-to-female transsexual person who emotionally and psychologically feels that they belong to opposite sex": Oxford English Dictionary • Similarly, "A reference to a transsexual person is a reference to a person who has the protected characteristic of gender reassignment": Equality Act 2010 • Frequently term is now more commonly replaced with transgender, and when transsexual is used it tends to refer specifically to "a person who has undergone treatment in order to acquire the physical characteristics of the opposite sex . person who has undergone treatment to acquire physical characteristics of opposite sex": Oxford English Dictionary
Transgender	<p>"denoting or relating to a person whose sense of personal identity and gender does not correspond with their birth sex": Oxford English Dictionary</p> <p>"A trans person can change their legal sex by obtaining a GRC. A trans person who does not have a GRC retains the sex recorded on their birth certificate for legal purposes": EHRC Guidelines</p> <p>"Trans is 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.": Stonewall</p> <p>Over the last 10 years or so, transgender has become a more popular description than transsexual to describe a sense that the person's sex doesn't match with their perceived gender identity. The term has broadened over the years and includes both those that have been given a medical diagnosis of gender dysphoria and those that just self ID. Transgender covers those that undergo a social transition (to dress and behaves as the opposite sex), and those taking medication (puberty blockers and/or hormone replacements), those that undergo surgery and those which make no changes to their dress or behaviour.</p> <p>The Government Equalities Office (GEO) tentatively estimate that there are approximately 200,000-500,000 trans people in the UK.</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721642/GEO-LGBT-factsheet.pdf</p> <p>https://fairplayforwomen.com/penis/</p>

Transition	<p><i>“the process by which a person permanently adopts the outward or physical characteristics of the gender with which they identify, as opposed to those associated with their birth sex. The process may or may not involve measures such as hormone therapy and gender reassignment surgery”</i>: Oxford English Dictionary</p> <p>In reality, transition may take a variety of forms or even no action at all. It should not be assumed that anyone who refers to themselves as transgender has necessarily undergone any “transition” at all.</p> <ul style="list-style-type: none"> • Social transition - adopting a stereotypically feminine or masculine appearance (long hair, pink dresses or shaved head and xxx as an example), modifying the pitch of the voice, adopting the pronouns of the opposite sex, changing their name to one more stereotypically associated with the opposite sex) • Medical transition - Gender Identity Research and Education Society (GIRES) estimate that approx. 20% of the transgender population seek medical treatment for their dysphoria and this may involve : <ul style="list-style-type: none"> ○ Puberty blockers ○ Hormone replacements • Genital / surgical transition - a variety of elective surgeries are available, euphemistically (perhaps to downplay the severity of what is majorly invasive surgery) referred as ‘top’ and ‘bottom’ surgery, but more formally is known as Genital Reconstruction Surgery (GRS). For transmen, increasingly so for transboys, a mastectomy may be the only surgery undergone. It is believed that surgery may be undergone by a small % of those that have undergone medical transition, with an estimate of approximate 3,500 surgeries at most and estimates from the US of about 0.1% of the transgender population (meaning that the vast majority of transwomen retain their penis. All surgery attracts the risk of side effects (skin harvested from the lower arm other parts of the body leaving significant scarring, a lifetime’s requirement for dilation and intimate issues with neo-vaginas, for example) • GRC - there is an expectation of social transition by the GRC panel - “you’ve lived in your acquired gender for at least 2 years” prior to the application. A medical diagnosis of gender dysphoria is required by two medical professionals and while a medical transition may be expected, it is not required, nor is a GRS. The number of Gender Recognition Certificates (GRCs) that have been granted since 2004 is 4,910 (June 2018). <p>In general, transition is associated with either a male adopting a female identity or a female adopting a male identity for an extended, or even permanent duration. There will also people who refer to themselves as trans which may switch back and forth between gender identities at different times (and cross dressers and drag queens are also included within under some definitions of transgender so their transition may be for a couple of hours or so). Stonewall’s definition of transgender includes non-binary people who may also claim to transition but are more likely to carry out no transition or a limited social transition, perhaps to remove stereotypical clothing or presentation traits, or perhaps change their name to something less likely to be associated with a particular sex.</p> <p>http://www.gires.org.uk/wp-content/uploads/2014/09/Monitoring-Gender-Nonconformity.pdf https://fairplayforwomen.com/penis/ https://www.gov.uk/apply-gender-recognition-certificate</p>
Transwoman / Transgirl	<p><i>"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"</i>: Stonewall</p> <p>This term is used to describe a boy or male who wishes to be described as female, whether or not there is any outward modification of appearance or behaviour. An alternative term that is also sometimes adopted (usually by those critical of gender identity ideology) is a ‘trans-identifying man’.</p> <p>The term transwoman provides no indication of whether the person has socially transitioned, is taking medication, has undergone GRA or has a GRC. There appears to be a greater number of older men identifying as women than younger men (reflected in the figures reported by the Tavistock Clinic).</p> <p>https://www.transgendertrend.com/from-adult-males-to-teenage-girls-the-movement-from-etiology-to-ideology/</p>
Transman / Transboy	<p><i>“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”</i> : Stonewall</p> <p>This term is used to describe a girl or woman who wishes to be described as male, whether or not there is any outward modification of appearance or behaviour. An alternative term that is also sometimes adopted (usually by those critical of gender identity ideology) is a ‘trans-identifying woman’.</p> <p>The term transman provides no indication of whether the person has socially transitioned, is taking medication, has undergone GRA or has a GRC. There appears to be a great number of younger girls identifying as men than older women (reflected in the figures reported by the Tavistock Clinic).</p>