

# Gender Neutral Language Guide for Wick High School



WICK HIGH SCHOOL  
LEARNING - AMBITION - RESPECT



Developed by the  
LGBT Champions Charter Group

## What is gender neutral language?

Gender Neutral Language is where you refer to people in non-gendered terms. You could use phrases like 'Everyone' instead of 'Guys'. This makes students who are, for example: Genderfluid or Non-Binary, feel more comfortable in school.

## Why is gender neutral language important?

When gendered-language is used, those who don't identify as one of the binary genders can feel uncomfortable and may even doubt themselves on their looks and validity. This could even lead to them not wanting to show up to school.

*E.g.* If a teacher says 'Girls, be quiet', one of those said 'girls' may be a trans male and will think they look feminine and could go on to doubt themselves and potentially feel invalid in their identity.

It is also important so that people don't think the teacher is biased and/or discriminating against the person.

## What are some alternatives to gendered language?

In class you could use terms like:

- People;
- Everyone / Everybody;
- First Year / Second Year / Third Year / Seniors;
- Team;
- Folks.

### **Other ways to create a gender neutral classroom include:**

Instead of grouping 'boys' & 'girls' together, try to mix them up, making everyone feel somewhat comfortable.

Avoid segregating using gender.

Avoid voicing and applying gender stereotypes - e.g. Don't just ask 'boys' to pick up heavy things.

Avoid 'boys vs girls' - create gender neutral teams.

### **Here are some other examples of gender neutral language that you could switch to:**

When discussing family / people in general:

- *Sibling;*
- *Parent(s);*
- *Partner;*
- *Significant other;*
- *Child;*
- *Grandchild;*
- *Mx (This is the gender neutral title which is pronounced mix.)*
- *Adult;*
- *Person / People / Humankind.*

When discussing jobs:

- *Air stewards;*
- *Refuse collectors;*
- *Police officers;*
- *Firefighters;*
- *Chairperson.*

## Thank you!

*We know that using gender neutral language can be easy-to-forget but it makes such a difference to the everyday experience of gender diverse pupils.*

| <b>Glossary</b>  |  |
|------------------|--|
| Cisgender        | Taken from the Latin Prefix meaning 'on the same side', a cisgender person is somebody whose gender identity aligns to the sex that they were assigned at birth.   |
| Transgender      | An umbrella term for people whose gender identity does not correspond with the gender they were assigned at birth.   |
| Non-Binary       | An inclusive umbrella term used for people whose gender identity is not directly associated with one specific binary gender.   |
| Gender Dysphoria | When a person experiences feelings of discomfort or distress because there is a mismatch between their true gender and assigned gender. Gender Dysphoria is a diagnosis which enables trans people to gain access to medication and surgical assistance. |
| Genderfluid      | Referring to a person who shifts between genders or who feels as though their gender changes over time either rapidly or gradually.  |

## Further Reading:

Glossary of Must-Know Gender Identity Terms:

<https://www.verywellmind.com/glossary-of-must-know-gender-identity-terms-5186274>

'Action for Children' Gender Identity Guide:

<https://mermaidsuk.org.uk/wp-content/uploads/2020/03/Gender-Identity-Guide-AFC.pdf>