



LGBT+ Safe Space Values



Title	Description	How met?	Comments
Gender identity inclusive dress code	Staff and customers can dress in a way that reflects their identity but is appropriate for the space.		
Zero tolerance to LGBT+ discrimination	Champion the rights of LGBT+ people and challenge discriminatory behaviour		
Respects names and pronouns	<p>Make a conscious effort to use the correct name and pronouns if known.</p> <p>Understanding and respecting when people wish to change their pronouns or name.</p>		
Visible LGBT+ support	Show support to the LGBT+ Community through events, Pride support, donation to LGBT+ causes or any way you can show support.		

Title	Description	How met?	Comments
Inclusive marketing language including website and social media	Prioritise gender-neutral terms and use gender-neutral pronouns – ‘Hello everyone’, ‘Partner/Spouse’		
Seeks inclusive feedback	<p>It’s ok to get things wrong but learning from it is key.</p> <p>Ask LGBT+ organisations for support if unsure.</p>		
Policy	Informal or formal policy that is inclusive of all LGBT+ people and experiences.		
Specific policies available	<ul style="list-style-type: none"> • Anti-discrimination policy • Equality, Diversity & Inclusion Policy • Transgender & Non-Binary Policy • Parental Leave Policy • Anti-discriminatory hiring policies • Toilet/Changing Policy 		
LGBT+ training & support for staff	<ul style="list-style-type: none"> • EDI Training • Specific LGBT+ Training • LGBT+ Network • Training and support available via LonGBoaT Wakefield and other organisations 		