



EQUALITY, DIVERSITY AND INCLUSION RESOURCE BANK

**Protected
Characteristic: Sexual
Orientation (LGBTQ+)**

About

The [Equality Act 2010](#) legally protects individuals from discrimination within and outside of the workplace.

The Equality Act outlines the following “protected characteristics”:

- age
- gender reassignment
- being married or in a civil partnership
- [being pregnant](#) or on maternity leave
- [Disability](#)
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation.

This document consists of various external links, tools and guidance relating to **SEXUAL ORIENTATION**.

The tools here have been collated to help the reader learn more about this area. Please refer to the

[Psychological Professions Network South East \(PPN SE\) website](#) for further Equality, Diversity and

Inclusion resources.



Disclaimer

The information provided by this resource bank is for general informational purposes only. All resources presented here are provided in good faith, however, the Psychological Professions Network cannot take responsibility for the accuracy and validity of the information provided within these resources. The Psychological Professions Network cannot endorse any paid services provided by these resources.

The resources have been credited where possible.

This resource bank is also by no means exhaustive. Feel free to suggest any additional resource by contacting Psychological Professions Network South East:

Email: spnt.ppnse@nhs.net

Twitter: [@se_ppn](https://twitter.com/se_ppn)



Sexuality

There has been limited research into sexuality in relation to psychology training opportunities, however the LGBTQ+ are underrepresented on clinical training (Turpin & Coleman, 2010).

Likewise, there remains limited guidance for Psychological Wellbeing Practitioners (PWPs) regarding sexual diversity training and approaching sexual orientation within therapeutic work (Laville, 2020).

A study conducted in the US found that LGBTQ+ Clinical Psychology students were more likely to be told to not discuss personal information (including sexual orientation) than heterosexual, cis-gender students during the admission process (Hsueh et al., 2020).



Sexuality

[sɛkʃʊ'æləti] • noun

Sexuality is about your sexual feelings, thoughts, attractions and behaviours towards other people. You can find other people physically, sexually or emotionally attractive, and all those things are a part of your sexuality. .

[Source: Sexuality explained - Better Health Channel](#)

Online Resources: Sexuality



[Microaggressions](#)

A webinar looking at Sexual orientation and gender identity microaggressions in clinical settings



[Critical issues in CBT with gender and sexual minorities](#)

Carvalho et al. (2021): Journal article on gender and sexual minorities and clinical practice



[Importance of LGBT+ considerations within clinical practice](#)

Dr Allán Laville: CBT Today article on need for training programmes to consider specialist sexual diversity training



[Mental Health in future Clinical Psychologists](#)

Hobaica et al. (2021): Research looking at the mental health difficulties experienced by clinical psychology students.



[Black & LGBTQ: Approaching Intersectional Conversations](#)

Thetrevorproject.org: A guide to approaching intersectional conversations.

Online Resources: Sexuality



[Culturally Competent Psychotherapy for the Asexual Community](#)

Society for Advancement for Psychotherapy:
Definitions and past research into asexuality



[LGBTQ+ Student Mental Health](#)

Student Minds:
Report on challenges and needs of gender, sexual and romantic minorities in Higher Education



[LGBTQ+ Mental Health](#)

Nick Spinks (UKCP Psychotherapist): Talk on LGBTQ+ mental health work



[“People erase my existence”](#)

Thomas York: An article on biphobia and bisexual erasure



[Pink Therapy](#)

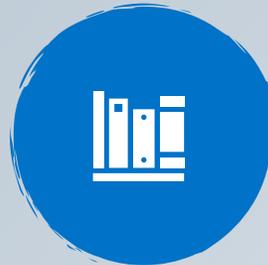
Training provider for therapists working with LGBTQ+ clients

Online Resources: Sexuality



[BPS Psychology of Sexualities Section](#)

BPS: Forum, research and news in the UK



[LGBT Foundations Publications](#)

LGBT foundation: Research and evidence base into LGBT health policies and impact



[UK Workplace Equality Index](#)

Stonewall: Tool for employers to assess gay, bi, lesbian and trans inclusion



[Rainbow Mind](#)

Rainbow Mind: Mental health services and resources for LGBTQ+ Individuals



[Psychological Impact of social distancing on Gender, Sexuality and Relationship Diverse populations](#)

Dr Adam Jowett: BPS article discussing the impact of social distancing and social isolation on gender, sexuality and relationship diverse groups

Prompts for having meaningful conversations (Sensoy & DiAngelo, 2014):

- I'm really nervous/scared/uncomfortable to say [X], but . . .
- From my experience/perspective as [identity], . . .
- I'm afraid I may offend someone, and please let me know if I do, but . . .
- It feels risky to say [X], but . . .
- I'm not sure if this will make any sense, but . . .
- I just felt something shift in the room. I'm wondering if anyone else did . . .
- It seems like some people may have had a reaction to that. Can you help me understand why?
- Can you help me understand whether what I'm thinking right now might be problematic?
- This is what I understand you to be saying: . . . Is that accurate?
- I've been wondering about how we are using [term] in this discussion . . .
- I have always heard that [X]. What are your thoughts on that?
- The author is arguing that only [e.g., men can be sexist]. Can you help me understand that?
- Is [X] a good example of what the author was saying?
- How would you respond to [X] from a social justice framework?
- I am having a "yeah, but" moment. Can you help me work through it?
- Given the reality of inequitable power, would it be better if . . . ?
- How does [X] effect relationships between [Y] and [Z]?
- What is another example of [X]?
- This perspective is new to me, but I'm wondering if it is accurate to say that . . . ?

Key References/Articles

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Acknowledgments:
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