

Socially Inclusive Terms

Please use these inclusive terms – for more information please see our BHS language guide.



Race and Ethnicity

- Block list, safe list, allow list, deny list
- Underrepresented groups
- Mixed race / biracial / multiracial
- People from overseas
- Black people / Asian people / people of colour / global majority



Mental health

- A person with mental health conditions
- Living with a mental illness
- Usual typical behaviour
- Substance use disorder
- A person with depression/anxiety



Disability

- Disabled people / people with health conditions or impairments
- Non disabled / people without disabilities
- People with visual impairments / people who are blind / partially sighted people
- A deaf person / user of BSL / people with hearing impairments
- Disabled person
- Wheelchair user



Neurodiversity

- Neurodiverse
- Neurodivergent
- Neurotypical
- Autism spectrum
- Autistic People



Pregnancy, Maternity, and Parents

- Parents
- Parenting
- Parents / guardians / caregivers
- Parental leave



Age

- Elderly person / people
- Older person / people
- Young person / people
- An effective and diverse team
- Proven experience is required



Gender Identity and Sexual Orientation

- Hi all / Everyone / Folks / Team / Friends
- A person's given name
- Partners / spouses
- Person / people / individuals
- Nibling
- Chair / chairperson
- People / humankind
- Step up
- Best person for the job
- Quality of work
- Resources
- Sexual orientation / sexuality



Social Inclusion

- Unemployed
- Under resourced
- Low-opportunity communities / communities with high poverty rates / communities with access to fewer opportunities
- First name / Given name
- Religion / belief
- Christian people, Jewish people, Muslim people, Hindu people
- Substance use disorder
- People experiencing homelessness
- Survivors
- 'People facing barriers'
- I look messy / untidy