

Adoption East Midlands'

LGBTQIA+ ADOPTION CHARTER



Transforming lives through adoption.





LGBTQIA+ Adoption Guidelines

At Adoption East Midlands, we value and celebrate diverse families. We recognise the unique strengths of raising children in same-sex, trans, and gender-diverse families.

This guide outlines our foundational commitments to inclusive, respectful, and equitable adoption practice.



Inclusive Language & Identity Respect

- We will keep up to date with terminology that reflects positive attitudes towards diversity and ask sensitively if we aren't sure.
- We will commit to using your chosen pronouns and names and if we are unsure, we will ask sensitively about how you feel about previous names or gender pronouns.
- We will give respect and value to trans people, same-sex attracted people, and asexual people and their families, as we do to heterosexual and cisgender relationships and families.
- We will have open minds about how sexuality or gender affects or does not affect lifestyles and roles within a family, avoiding heteronormative and cisnormative stereotypes.

Professional Practice & Assessment

- We will ask open-minded questions about how your family might offer parenting that meets children's needs.
- We will seek to reflect the strengths of LGBTQIA+ individuals and families within assessments, panel, matching processes, and adoption support.
- We will keep assessments focused on adoption issues, respect privacy, and refrain from asking questions based on personal curiosity.
- All our assessments will reflect the strengths of adults and young people in light of their identity and community.



Learning and Development

- We will take opportunities to use professional reflective safe spaces and forums led by experts by experience, to build on our understanding.
- We will ensure staff have relevant training to ensure they are well informed and up to date.
- We will ensure that all materials and training avoid heteronormative and cis-normative bias and use inclusive language, images and case materials.
- We will continually learn from our LGBTQIA+ staff, partner organisations, social research, and those accessing our services and seek to be better.

Equity, Bias and Accountability

- We will acknowledge heterosexual and cisgender privilege, as well as professional power privilege, and seek to minimise the impact of this on LGBTQIA+ colleagues, parents and adoptees.
- We will reflect on our own unconscious bias, we will “do the work” to acknowledge these, change them, and repair any injury caused to anyone by these.
- We will challenge overt discrimination, unconscious bias, and microaggressions which result in barriers to access or experience of services.

Listening and Representation

- We will avoid assuming that members of the LGBTQIA+ community are responsible or comfortable with “educating or representing ” unless they express interest in doing so.
- We will listen and record challenges that individuals, families, and young people face around their identity—recognising that societal attitudes and structures cause these challenges and not the individual themselves.