



Why we use pronouns at St Oswald's Hospice (and would encourage others to use them too)

Inclusive language creates inclusive workplaces, and by sharing our pronouns it makes it easier for someone who is gender non-conforming to share their pronouns too.

Gender pronouns are words that a person uses to describe themselves or would like others to describe them. For cisgender people (people who identify as the same gender as the one assigned at birth), the common pronouns are she/her/hers or he/him/his. However, people who do not conform to the male/female categorisation may use they/them/theirs.

By including our pronouns, we hope that we are helping to raise awareness and normalise the clarification of pronouns. We hope we are making it easier for people who are gender non-conforming to share theirs too. Using pronouns, we hope that it helps to demonstrate our commitment to inclusivity at St Oswald's Hospice and with our people both internally and externally, showing consideration and respect that pronouns are an important part of gender identity.