

Labour Women's Declaration Working Group



Briefing update for MPs, peers and Party members on sex based rights and GRA reform

30th August 2020

We have prepared this briefing in anticipation of the Women and Equalities Minister Liz Truss announcing the outcome of the consultation on the Gender Recognition Act 2004 (GRA), possible changes to guidance on application of the single sex exceptions in the Equality Act 2010 (EA), and a possible ban on conversion therapy for LGBT people.

We contend that if no reform is made to the GRA, this does not represent a roll back of trans people's rights, as has been claimed by lobby groups such as Gendered Intelligence and Stonewall.¹

Moves to clarify the legal guidance on single-sex spaces should be welcomed as entirely in keeping with Labour's 2019 manifesto pledge to "*ensure that the single-sex-based exemptions contained in the Equality Act 2010 are understood and fully enforced in service provision*".²

Executive Summary

1. There is a conflict of rights between women and trans people in terms of the legal definition of sex, which impacts on the Equality Act. Denying this is damaging to both women and trans people - there must be respectful, evidence-based discussion to resolve this conflict of rights, and Labour should lead on this.
2. Single sex spaces and services are required in several contexts for the safety, privacy and dignity of women and girls, and to facilitate their participation in public life. If males are permitted to self-identify as women and access female-only spaces and services, they are no longer single sex. This undermines women's privacy, and undermines safeguarding and risk management in prisons, refuges and healthcare settings.
3. As transwomen who hold a GRC are legally female, their comparator class in a discrimination claim is women. This has the potential to undermine anti-discrimination law.
4. In relation to the possible ban on conversion therapy for LGBT people, the clear distinction between sexual orientation and gender identity, and what conversion therapy means in these two different contexts, must be understood. We urge caution in the detail of such a ban, as this could adversely affect the care that psychiatrists, psychologists and psychotherapists are able to provide for gender-questioning, gender non-conforming or gender dysphoric people without fear of breaking the law.

¹ <https://gra.good.do/trusstme/callyourmp/>, <https://www.stonewall.org.uk/about-us/news/why-were-worried-about-government%E2%80%99s-statement-trans-rights-legislation>

² <https://labour.org.uk/manifesto-2019/tackle-poverty-and-inequality/>

5. Women within the Labour Party have been bullied and harassed for stating their opinions about sex and gender. This is unacceptable, and all MPs should stand up for women's freedom of speech.

Sex in the law - a rights conflict

Our position is that being female has physical, economic and social consequences that are so significant that women require specific protections in law and policy for reasons of safety, health, privacy, dignity and fairness. Advocates for sex self-ID take the view that each individual has an innate "gender identity", an inner sense of being masculine or feminine. They believe that an individual's "gender identity", as stated by that individual, is the only way that they can be categorised as a man or a woman or one of the growing number of alternative genders. According to this belief, biological sex has no continued relevance as the basis for a political category, and so gender identity - which is unverifiable and subjective - supersedes biological sex. Following this logic, the rights and provisions that exist in legislation and policy for women should be held by anyone who states that they believe themselves to be a woman, irrespective of biology. However, evidence from across society and its institutions tells us that women continue to be made vulnerable because they have been born female, and that sex-based rights and protections need to be retained.

Trans people are vulnerable to discrimination, ridicule and attack, and as such they need protection under the law, but eroding women's sex-based rights will not help trans people. The only way we can reconcile rights pertaining to sex and rights pertaining to gender reassignment is by separating the two, and having detailed, respectful, evidence-based debate.

The Gender Recognition Act 2004

The GRA was enacted in response to a ruling against the UK by the European Court of Human Rights in July 2002, in *Goodwin & I v United Kingdom* [2002] 2 FCR 577, that a trans person's inability to change the sex on their birth certificate was a breach of their rights under Article 8 and Article 12 of the European Convention on Human Rights. The GRA provides a mechanism for people to change the sex on their birth certificate, and therefore be recognised "*for all purposes*" as their acquired sex under the law.

There is no requirement to have any medical or surgical treatment in order to acquire a GRC. It should be noted that although acquisition of a GRC enables one to change all pertinent legal documentation to reflect the holder's acquired legal sex, it by no means reflects a physical or biological change of sex. No medical or surgical treatment can produce a literal "sex change", and only a minority of trans people undergo such treatments. The GRA makes two exemptions to the legal recognition conferred by a GRC which demonstrate that the intention of the legislation was not to signal that an individual's sex had literally changed; the descent of peerages remains unchanged (important for primogeniture inheritance), and there is a right of conscience for Church of England clergy not to marry two persons where one holds a GRC.

Although supporters of sex self-ID often characterise the process of applying for a GRC as demeaning and intrusive, the minutes of the Gender Recognition Panel User Group and statistics published by the Courts and Tribunals Service suggest that around 5,000 GRCs have been issued, that most applicants are successful and few find the process distressing or laborious.³

³ <https://drive.google.com/file/d/1WU2ddIYVIRbMf3hEajjHHlrKL3l0zggn/view>

The purpose of the GRC is to ensure that trans people who do not wish for others to know their trans status can go about their lives without fear of being “outed” and subject to discrimination or violence when required to present identification documents, and to enable them to marry prior to the introduction of same-sex marriage across the UK. However, alongside concerted efforts by campaign groups, the GRA has contributed to the decoupling of biological sex from the words “female”, “male”, “man” and “woman” in law and policy, impacting on society in ways that were not intended by legislators, but were perhaps hoped for by some gender ideology activists. Stephen Whittle, the law professor who founded Press for Change, acknowledges that the GRA has profound impact on what “woman”, “man”, “female” and “male” mean in the law, and by extension society:

“The Gender Recognition Act enables legal “sex changes” - what legally constitutes male and female has changed. ... as we can now have men with vaginas and women with penises, the act does undermine the binary of two morphologically distinct sexes. We also agree that this poses no challenge to the idea that there are legally only two sexes. However, what it means to be legally recognised as a man or a woman has now been redefined as it is not based on the body or biology.”⁴

Stonewall, Mermaids, Gendered Intelligence, the Trans Equality Legal Initiative (TELI), Press for Change and the Gender Identity Research and Education Society (GIRES) have long campaigned for the removal of the requirements to demonstrate evidence of “living as a woman/man”, having a medical diagnosis of gender dysphoria, or any other medical evidence, in favour of a process of self-determination, also referred to as self-identification or self-ID. This was the substantive change to the GRA promised by Theresa May, and upon which the consultation process was predicated. Understanding of the problems associated with this approach has subsequently moved on enormously, and many of these organisations are now subject to more critical scrutiny. The BBC has recently removed three of these organisations from its website’s list of recommended sources of information and support.

Labour peer Lord Hunt of Kings Heath tweeted on 26th July :

“When the eventual public enquiry happens, as inevitably it will, there will be many organisations and leaders who will have to face up to the consequences of their inaction.”

As Labour members and supporters, we urge the Labour Party to take heed of his warning.

The Equality Act 2010

The EA consolidated legislation around discrimination, defining nine protected characteristics, which include sex (defined in the Act as referring to “a man or a woman”), gender reassignment (defined as a “person is proposing to undergo, is undergoing or has undergone a process [or part of a process] for the purpose of reassigning the person’s sex by changing physiological or other attributes of sex” or “a transsexual person”), and sexual orientation (defined as “a person’s sexual orientation towards persons of the same sex, persons of the opposite sex or persons of either sex”). The EHRC’s Statutory Code of Practice further defines sex as referring “to a male

⁴ <https://www.socresonline.org.uk/12/1/whittle.html>

or a female of any age. In relation to a group of people it refers to either men and/or boys, or women and/or girls”⁵.

These groups are defined so that claims of discrimination can be made, and so that organisations and employers can be clear on what constitutes discrimination. The EA allows for some forms of discrimination where this is a “proportionate means to a legitimate aim”, and this includes exceptions for single-sex spaces, or job roles restricted to women or to men. The Act allows for exclusion of transwomen from female-only spaces, whether they have a GRC or not, on a case-by-case basis.

Single-sex exceptions - policy and practice have changed ahead of the law

The application of the single-sex exceptions in practice is far from consistent across both the public and private sectors. The lack of clarity about what constitutes a “proportionate means to a legitimate aim”, and lobbying from government-subsidised groups such as Stonewall over a prolonged period, has led many organisations to adopt broad policies permitting or promoting inclusion of transwomen (males) in female-only spaces, effectively rendering those spaces mixed sex.

The Women’s Budget Group notes the following in their response to the GRA consultation in 2018:

“WBG has found through its network contacts that there is widespread confusion and lack of information about the Equality Act exemptions, meaning that many service providers and commissioners do not know what the law does and does not allow. Some commissioners do not believe that single sex services are lawful at all. Many do not appear to be aware of the exemptions for gender reassignment”⁶.

Woman’s Place UK further note that *“ignorance of the Equality Act means that service providers are not invoking single sex exemptions when they are required for fear of attack or loss of funding.”*

The Labour Women’s Declaration working group is aware of multiple examples of workers in the women’s sector feeling unable to express their support for maintaining female-only spaces in rape crisis centres and refuges, or who have experienced intimidation and complaints made to their employers when they do raise their voices. Women’s sector organisations fear loss of funding and decommissioning should they assert the single-sex exemptions. In Scotland women’s organisations were told in private that they could not receive funding if they championed the exemptions. Karen Ingala-Smith, CEO of NIA a London-based domestic and sexual violence charity, and the Founder of Counting Dead Women, the list which MP Jess Philips reads out in the Commons every year, has been openly attacked for her stance on maintaining female-only spaces, and has been denied Labour Party membership on the basis of her “hostility to gender identity”.

⁵ https://www.equalityhumanrights.com/sites/default/files/servicescode_0.pdf

⁶ <https://wbg.org.uk/wp-content/uploads/2018/10/GRA-consultation-response-from-WBG-FINAL.pdf>

There has been widespread confusion over the application of the exemptions as some organisations have been led to believe that “case-by-case” means individual by individual, rather than an organisation or setting being treated as a single case. For example, it would be legal for a women’s refuge to exclude transwomen, if they can show this is a proportionate means to a legitimate aim.

The Equality and Human Rights Commission (EHRC)’s guidance on interpreting the single-sex exceptions in the EA was particularly misleading, stating “*where someone has a gender recognition certificate they should be treated in their acquired gender for all purposes and therefore should not be excluded from single sex services*”. This erroneous interpretation of the law was removed from statutory guidance in 2018 after the Women and Equalities Committee consulted on this lack of clarity, but has not been replaced by clearer guidance on the application of the exceptions.⁷ The EHRC is one of very many Stonewall Equality and Diversity Champions.

This ambiguity has been reinforced by several public bodies, including the EHRC, the Government Equalities Office, the NHS, police forces, the Crown Prosecution Service and many local authorities conflating “sex” and “gender” or “gender identity” in their policy language, or replacing the word “sex” with “gender”, in advance of any law change. Fortunately, these inconsistencies with the EA, and the Public Sector Equality Duty, have been corrected by several bodies, largely in response to grassroots campaigning by women. In July 2018 the EHRC issued a statement intended to bring clarity to the use of language in which they state that

“a trans person is protected from sex discrimination on the basis of their legal sex. This means that a trans woman who does not hold a GRC and is therefore legally male would be treated as male for the purposes of the sex discrimination provisions, and a trans woman with a GRC would be treated as female. The sex discrimination exceptions in the Equality Act therefore apply differently to a trans person with a GRC or without a GRC.”⁸

On 26th August 2020 a crowdfunder was launched by the Authentic Equity Alliance to fund a much-needed judicial review of the inaccurate advice provided to date by the EHRC and GEO.⁹

Stonewall, Gendered Intelligence and the Scottish Trans Alliance all made submissions to the Women and Equalities Select Committee Inquiry into Transgender Equality between 2015-2017 calling for the EA to be amended and the single-sex exceptions removed, or amended to refer to gender identity rather than sex.¹⁰ In response to campaigning from women’s groups, the government ruled out any amendment to the EA while it consulted on GRA reform.¹¹ Such reforms would have done away with sex as a protected characteristic in law, in favour of the

⁷ <https://publications.parliament.uk/pa/cm201719/cmselect/cmwomeq/1470/1470.pdf>

⁸ <https://www.equalityhumanrights.com/en/our-work/news/our-statement-sex-and-gender-reassignment-legal-protections-and-language>

⁹ <https://www.crowdjustice.com/case/action-against-unlawful-official-guidance/>

¹⁰ <https://womansplaceuk.org/references-to-removal-of-single-sex-exemptions/>

¹¹ <https://petition.parliament.uk/archived/petitions/214118>

nebulous concept of 'gender identity'. Similar reforms in other countries have led to women being unable to access support services and justice following discrimination, abuse and violence.¹²

Although gender ideology activists often claim that there is no conflict between trans rights and women's rights, this is clearly not the case. These advocates have insisted that there must be "no debate", and that discussing these issues amounts to an "erasure of their existence". Such a view is predicated on the notion that gender identity is the only relevant means by which an individual can be considered (in everyday life and in law) to be a man or woman or both or neither, that biological sex is no longer relevant, and that discussion of women's sex-based rights as they are currently defined in law is transphobic. This has inhibited women from advocating for our sex-based rights. We must be able to talk about the conflicts between women's rights and trans rights, and also the rights of lesbian and gay people, and children. Changing the definition of sex in law and policy, that is changing of the categories of 'man' and 'woman' from sex-based categories to gender-based categories, impacts on everyone in every area of life, and all voices must be heard before embarking on such a change.

Reforming the GRA - the impact on women

Many lawyers and scholars have written about the potential impacts of sex self-identification on women and girls. We recommend reading some of their work referenced below.^{13 14 15 16}

Changing the GRA to a process of self-determination of legal sex through a statutory declaration potentially impacts on women's rights in a number of ways:

- 1 Many more males will be able to change their legal sex, and this will have a direct impact on female-only provision, in terms of resources, risk management, and safeguarding. This will have a disproportionate impact on women from cultural/religious backgrounds that prohibit sharing of intimate spaces with males who are not family members, and on women who are survivors of male violence.
- 2 The comparator class in discrimination claims made by women will be altered to include males, undermining the EA as robust legislation to counter sexist discrimination.
- 3 The comparator class of transwomen who hold a GRC is women. This means that transwomen with a GRC have more standing in discrimination claims against organisations that exclude them from female-only spaces. Allowing many more males to change their legal sex would likely extend the "chilling effect" that has led many women's sector organisations to adopt policies permitting transwomen into female-only spaces.

¹² <https://nationalpost.com/news/canada/kristi-hanna-human-rights-complaint-transgender-woman-toronto-shelter>

¹³ <https://legalfeminist.org.uk/2020/07/02/legally-this-is-not-a-trans-rights-issue-its-a-sex-rights-issue-a-blog-about-boxes/>

¹⁴ <https://mbmpolicy.files.wordpress.com/2020/02/impact-of-gender-recognition-on-sex-based-rights.-r-bull-11-feb-2020.pdf>

¹⁵ <https://www.modernlawreview.co.uk/asteriti-bull-sharpe/>

¹⁶ <https://theconversation.com/why-self-identification-should-not-legally-make-you-a-woman-103372>

- 4 Transwomen with a GRC who commit crimes have their offence recorded as committed by a female. There are significant differences in the patterns of offending between men and women, and there is no evidence to suggest transition alters this, so this has huge implications for crime statistics.
- 5 There are different benefits, pension and leave (maternity/paternity) entitlements for men and women in law, and it is not clear whether having a GRC would change the holder's entitlements.
- 6 Undermining the definition of sex under the law will impact sex disaggregation in data gathering. It will become more difficult to identify, monitor and counter sex inequalities of all kinds without accurate data, and make it impossible to take evidence-based approaches to tackling inequalities. This is likely to disproportionately affect subpopulations where sex inequality is already high. This is a critical issue for all aspects of policy formation, legislation, commissioning, and service provision. The guidance on answering the sex question in the 2021 census is likely to be modified to reflect gender identity rather than sex, for example.¹⁷

17

<https://www.ons.gov.uk/census/censustransformationprogramme/questiondevelopment/genderidentity/guidanceforquestionsonsexgenderidentityandsexualorientationforthe2019censusrehearsalforthe2021census#next-steps>

Single-sex spaces

Single-sex spaces are needed to facilitate women and girls' participation in public life, and for reasons of safety, privacy and dignity. For each of the contexts listed, more detailed briefing is needed, see Section 5 of this paper.

- Changing facilities, dormitories, hostels
- Single-sex schools, or facilities within schools including toilets and changing areas
- Prisons
- Mental health units
- Hospital wards
- Services to support survivors of domestic or sexual violence, including rape crisis centres and refuges

In schools, girls should be entitled to access toilets and changing rooms without the presence of males. There is evidence to suggest that sexual assault is more common in mixed sex facilities, as well as evidence that sexual harassment and assault in schools is becoming more common¹⁸. We note that guidance to schools supported by the Scottish Trans Alliance encourage schools to allow males to use the girls' toilets and changing rooms¹⁹. There has already been at least one case of a transwoman being housed in a women's prison, despite a conviction for sexual offences, and assaulting women inmates²⁰. Even where transwomen do not engage in threatening behaviour or abuse, their presence in the women's prison estate can re-traumatise women inmates, who are disproportionately victims and survivors of sexual and violent assaults by men²¹. Strong moves towards delivering single-sex accommodation in hospitals have been made in recent years, but this policy is undermined by stating that trans people should be accommodated according to their "presentation".²² Excluding males from female-only spaces in women's refuges and rape crisis centres is not only necessary to reduce risk of further violence and abuse, but also to provide a space for healing and recovery for women in the aftermath of male violence²³.

18" <https://www.theguardian.com/society/2017/oct/09/child-on-child-sexual-assaults-soar-police-figures-reveal>

19" <https://www.lgbtyouth.org.uk/media/1344/supporting-transgender-young-people.pdf>

20" <https://www.bbc.co.uk/news/uk-england-leeds-45825838>

21" <https://www.eupublishing.com/doi/abs/10.3366/scot.2019.0284>

22" https://improvement.nhs.uk/documents/6005/Delivering_same_sex_accommodation_sep2019.pdf

23" <https://kareningalasmith.com/2020/01/20/the-importance-of-women-only-spaces-and-services-for-women-and-girls-whove-been-subjected-to-mens-violence/>

Conversion Therapy

A key point expected to come from Liz Truss is a commitment to stronger regulation preventing conversion therapy. In July she said that the government will first explore the current situation and need for any further legislation, which we welcome.

The psychological professions have had strict codes against such conversion therapy for lesbians and gay men for many years, and there is little evidence of gay conversion therapy, in the usually-understood sense, being offered in any contexts recently in the UK, although of course some may continue.

However, there is a concern that there may be an intention to include what has been termed transgender conversion therapy – in effect, anything that is not unquestioning affirmation of a claim to be transgender. This version of conversion therapy is unfortunately already enshrined in the Memorandum of Understanding, which forms part of the code of practice for counsellors, psychotherapist and psychologists.²⁴

The clear distinction between sexual orientation and gender identity, and what conversion therapy means in these two different contexts, must be understood. Conflating the two risks preventing the valid, indeed crucial, exploration of an individual's consideration of a major life change. While attempts to 'convert' someone from a sexual orientation are known to cause serious psychological harm, a clinician failing to undertake exploratory work with someone contemplating a change of 'gender' will also risk causing harm. To term such exploration 'conversion therapy' is disingenuous, and such conflation of sexual orientation and gender identity is less than helpful for the individuals concerned as well as for professionals.

An added complexity was alluded to in referring to traditional definitions of gay conversion therapy. The recent Newsnight programme²⁵ concerning the Tavistock's Gender Identity Development Service (GIDS) included comments from clinicians that unquestioning affirmation was in itself acting as conversion therapy for lesbian and gay adolescents. Pressure from peers, parents and others, fuelled by homophobia, to transition rather than accept a non-heterosexual orientation, has been strong and growing in recent years and may play a part in the growing numbers of children and young people identifying as transgender. This does not mean that all young people wishing to transition are gay or lesbian, but this aspect, from evidence provided by clinicians at the Tavistock and elsewhere, is certainly of considerable concern.

"There is not enough emphasis or exploration of other issues that relate to gender dysphoria from professionals in gender clinics, for example sexuality... I found information about trans online when I was looking for information about why I felt the way I did about my sexuality."

²⁴ <https://www.psychotherapy.org.uk/wp-content/uploads/2017/10/UKCP-Memorandum-of-Understanding-on-Conversion-Therapy-in-the-UK.pdf>

²⁵ <https://www.youtube.com/watch?v=zTRnrp9pXHY&feature=youtu.be>

- Thomasin Pick, woman who detransitioned after identifying as trans for four years from the age of 16.

"There was a dark joke among staff that 'there would be no gay people left'"

"It feels like conversion therapy for gay children"

"For some families it was easier to say, this is a medical problem, 'here's my kid, please fix them!' than dealing with a young gay kid."

- Clinicians from the Tavistock and Portman NHS Trust GIDS clinic, quoted in the Times, April 2019.

Detransitioned People

Labour Women's Declaration working group have been communicating with detransitioned women about the issues they face. We strongly recommend that politicians receive specific briefing from detransitioned people, and the professionals who are supporting them. As theory and practice has shifted around gender transition, and with the explosion of referrals to gender identity clinics, we anticipate many more people will detransition. Detransitioned people have been marginalised by the trans lobby, with claims that such people were "never really trans", are lying about their history, or are deliberately trying to undermine efforts to increase access to medical transition. None of these claims are true.

Ignoring the experiences of detransitioned people poses significant risks to the trans population, and to the NHS. Keira Bell, a detransitioned woman, and Susan Evans a former GIDS psychotherapist, have filed a case for a judicial review of the GIDS service's practices with regards the medical treatment of gender dysphoric children at the Tavistock and Portman NHS trust. The case is due to be heard in October 2020²⁶.

Keira Bell and the other detransitioned women we have spoken to are clear that their needs are not being represented by the current trans rights lobby, and that they require specialist healthcare, legal support and a voice in these debates, all of which are currently denied them. We ask that you consider meeting with detransitioned women to hear their stories. We can help to facilitate this.

²⁶ <https://www.crowdjustice.com/case/protect-children/>

Related topics that require further detailed specialist briefing

In this document we have only skimmed the surface of the issues which will need to be tackled in the forthcoming months and years. Here is a list of topics that require specialist briefing and detailed consideration. It is not exhaustive, but does demonstrate that the definition of sex in law and policy has wide-reaching impacts.

1. Detransitioned people's rights
2. GIDS and the medicalisation of gender non-conforming children
3. Census and sex-disaggregated data collection
4. Prisons
5. Organisations supporting those affected by sexual and domestic violence, including refuges and rape crisis centres
6. NHS services
7. Education - single-sex provision in schools and colleges
8. Education - promotion of a non-scientific and regressive conception of gender identity through the RSE curriculum
9. Impact on LGB rights – “same-gender attraction” undermines same-sex attraction, and associated protections in law and policy
10. Impact on disabled women and girls
11. Impact on BAME women and girls
12. Women's sport
13. Suppression of women's speech in the Labour Party: women experiencing abuse in their CLPs, changes to the rule book in 2017 to include “gender identity”, the GLU ruling that TERF is acceptable, mass resignation of women in 2018, legal challenge to the policy of opening all-women shortlists to transwomen
14. Suppression of women's speech in the Trade Unions
15. Inter-relation of equalities law in Scotland with law in England and Wales
16. No-platforming and abuse of women in universities and academic trade unions
17. Establishing Labour and cross party advisory groups to develop political and legal solutions to conflicts of rights

Groups advocating to uphold sex as a protected characteristic in law and policy, women's rights, children's rights and LGB rights

Over the last few years in response to the lack of advocacy from organisations traditionally associated with these causes, grassroots organisations and groups have been established to campaign for women's rights and lesbian and gay rights in law and policy to be upheld.

Woman's Place UK - founded in 2018, partially in response to the assault of a woman at Speaker's Corner by a trans rights activist, a group of women from various backgrounds including trades unions, the Labour Party, women's organisations, the NHS and academia. WPUK has run a series of meetings around the country with a variety of speakers. Despite welcoming (and platforming) trans people, their meetings have been subject to violent intimidation and threats. <https://womansplaceuk.org/about/> @Womans_Place_UK

Fair Play for Women - founded in 2017 and led by a team of lawyers and scientists, Fair Play for Women is a campaigning and consultancy group which raises awareness, provides evidence and analysis, and supports policy-makers to protect the rights of women and girls in the UK. <https://fairplayforwomen.com/> @fairplaywomen

Safe Schools Alliance - founded in 2018, a group of parents, teachers, school governors and health professionals focused on working with schools and educators to ensure that school policies meet the safeguarding needs of all students whilst taking into account the protected characteristics of the Equality Act 2010. <https://safeschoolsallianceuk.net/> @SafeSchools_UK

Women Uniting - formed in late 2019, as a cross party coalition of women from six major UK political parties, they published a joint petition on International Women's Day, now signed by over 6500 people, calling on the government not to replace "sex" with "gender identity" in law. <https://filia.org.uk/resources/2020/6/21/women-uniting>, @WomenUnitingUK, womenunitinguk@gmail.com

For Women Scotland - a group of ordinary women from all over Scotland who have come together to protect and strengthen women's and children's rights. <https://forwomen.scot/> @ForwomenScot

Transgender Trend - an organisation of parents, professionals and academics who are concerned about the current trend to diagnose children as transgender, including the unprecedented number of teenage girls suddenly self-identifying as 'trans' (Rapid Onset Gender Dysphoria or ROGD). Transgender Trend have developed resources for schools, parents and teachers. <https://www.transgendertrend.com/> @Transgendertrd

MurrayBlackburnMackenzie - Established in late 2018, MurrayBlackburnMackenzie (MBM) is an independent policy analysis collective, made up of Dr Kath Murray, Lucy Hunter Blackburn and Lisa Mackenzie. MBM recognise that both sex and self-identified gender may be relevant to people's lived experiences, and believe that public authorities need to ensure that the interests of everyone are balanced fairly, in the least discriminatory way possible. To achieve this, public policy-making needs to recognise the importance of sex as a protected characteristic under the Equality Act 2010, as well as gender reassignment. <https://murrayblackburnmackenzie.org/> @mbmpolicy

LGB Alliance - founded in 2019, a group of lesbian, gay and bisexual people formed to oppose attempts to confuse the concept of biological sex with gender and thus undermine the rights of people who are same-sex attracted. <https://lgballiance.org.uk/> @ALLIANCELGB

Lesbian Rights Alliance - consisting of many individual lesbians, lesbian groups and lesbian networks across England and Wales, the Lesbian Rights Alliance was established by lesbians who felt their interests were no longer represented by LGBT organisations. They aim to promote positive images of lesbianism, stop hate crime against lesbians, and oppose those who suggest lesbians must accept biological males who identify as women/lesbians as possible sexual partners. <https://lesbianalliance.org.uk/>

Authentic Equality Alliance - a Community Interest Company Limited by Guarantee which was established in 2018 to promote the personal and professional development of women and girls through conferences, workshops, and training. Properly and fairly applied, the EA has the power to reduce discrimination and disadvantage experienced by women and girls. <https://aealliance.co.uk/> AEAlliance@protonmail.com

FiLiA - a women's rights organisation working for the liberation of women and girls internationally by building sisterhood and solidarity, amplifying the voices of women (particularly those less often heard or purposefully silenced), and defending women's human rights. <https://filia.org.uk/> @FiLiA_charity

Labour Women's Declaration - launched in November 2019 by a group of women Labour activists from around the UK, the declaration asserts women's sex-based rights, and our right to organise and advocate for ourselves free from intimidation. The declaration has 300 founding signatories, including three MSPs and many Labour councillors, and over 5,000 supporting signatories including many CLP officers, NEC candidates, a Labour peer and many more councillors. Similar women's declarations exist for all the major parties, and we have developed cross-party working with the organisers of these petitions via Women Uniting (@WomenUnitingUK).

<http://labourwomensdeclaration.org.uk> @LabWomenDec
<https://www.ipetitions.com/petition/labour-womens-declaration>

Terminology

Sex - the state of being male or female; referring to one's reproductive sex class.

Gender - range of characteristics pertaining to, and differentiating between, [masculinity](#) and [femininity](#), that is, the roles and characteristics stereotypically associated with men and women. Gender is used as a synonym for sex in common usage, but not within the law pertinent to this debate.

Gender identity - is the personal sense of one's own gender, of being male or female, masculine or feminine, or neither. One's gender identity may or may not correlate with one's sex, and may change over time or remain in a constant state of flux. This term is frequently defined in a circular fashion, and is sometimes conflated with sex, or with gender expression which refers to one's external presentation or appearance. Some people reject the idea that they have a gender identity.

Trans - an umbrella term developed in the 1990s in order to draw together a wide variety of gender non-conforming people, posited to be part of the same phenomena, because their gender identity does not match their sex; including, but not limited to, transsexuals (those who undergo medical transition), gender-queer, gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine, neutrois.

Transwoman - a male person who identifies as a woman.

Transman - a female person who identifies as a man.