



Supporting trans rights and promoting trans inclusion following *For Women Scotland*

Date and type of General Meeting: Annual General Meeting, 18th June 2025

Status: Passed

Motion text:

The branch notes:

1. The UK Supreme Court ruling of 16th April 2025 in *For Women Scotland Ltd v The Scottish Ministers*, which declares that sex refers to “biological sex”, defined as “sex at birth”, in the Equality Act 2010.
2. The “interim update” published by the Equalities and Human Rights Commission on 25th April 2025 providing guidance purporting to interpret the Supreme Court’s decision that appears to constitute a significant overreach in its application.
3. The potential adverse consequences of the Supreme Court decision for trans and non-binary individuals, including the ruling’s exclusion of trans men from female single-sex spaces, leaving them with the possibility of having no clear facilities/services provision.
4. The numerous important interpretations of the ruling at odds with the EHRC interim update, including from lawmakers involved in drafting the Equality Act 2010 and from prominent judges and a retired Supreme Court judge.
5. The [statement](#) issued by UCU on the ruling, which affirmed the national union’s policy: “we proudly and actively support trans rights, and we will continue to campaign for fully inclusive practices across our union and workplaces”.
6. Statements from UCU’s [Women Members’ Standing Committee](#) and [LGBT+ Members Standing Committee](#) that “unequivocally reject the ruling of the Supreme Court”.
7. Guidance for UCU branches on the Supreme Court ruling issued on 13th May 2025.
8. LSE’s [Policy on Trans Staff and Students](#), under review as of 29th April.
9. LSE’s [Transiting at work: guidance for staff & managers](#), under review as of 29th April.
10. An email to LSE staff from President Larry Kramer on 30th April 2025 affirming that “trans and non-binary students and staff are protected under this and other UK equality laws, and LSE remains wholly dedicated to upholding their rights.”

The branch believes:

- a. Trans women are women, trans men are men, nonbinary identities are valid, and trans people exist as they say they do, regardless of what any Court or legislature says.

- b. Most UK universities and post-16 institutions honour self-identification, allowing all staff and students to use gendered or “single-sex” spaces that are most appropriate for them and that align with their gender identity, and this practice has been positive.
- c. The *For Women Scotland* ruling and EHRC interim update are in contradiction to the basic human rights and dignity of trans, nonbinary, gender nonconforming, intersex, and other gender-diverse staff and students and could increase discrimination.
- d. LSE’s existing policies on trans staff and students are inclusive, comprehensive, and would ideally be better enforced rather than amended or weakened.
- e. The voices of trans, non-binary, intersex, and other gender-diverse staff and students must be central in consultations on any revisions to policy and practice.

The branch resolves to:

- i. Instruct the Branch Committee and negotiators to fight for trans-inclusive policies and spaces at LSE, with a view to ensuring that any policy changes are made in the most trans-inclusive way possible, with minimum adverse consequences and disruptive effects for transgender, nonbinary, gender nonconforming, intersex, and other gender-diverse staff, students, and visitors at the School.
- ii. Mandate the Branch Committee to work with the LSE Student Union and LSE’s LGBTQ+ staff network, Spectrum, to ensure a trans inclusive community at the School.
- iii. Call on LSE to engage with trans, non-binary, intersex, and other gender-diverse staff to ensure that their perspectives and experiences are meaningfully considered in all ongoing and future reviews of LSE policies.
- iv. Call on LSE not to comply in advance with proposed guidance and not to automatically implement EHRC guidance without prior consultation and agreement with UCU.
- v. Call on LSE to release a statement reassuring staff and students of their unwavering support for trans and non-binary members of the LSE community and the continued right to use facilities matching their identity.
- vi. Call on LSE to enforce the LSE bullying and harassment and dignity at work policies with particular regard to the protection and inclusion of trans staff and students.
- vii. Support local trans rights initiatives, protests and activities.

Amended: No

Total votes:

- For: 53
- Against: 0
- Abstained: 0