

Spectrum's Statement on the Supreme Court's Ruling

We are writing to express our concerns and offer our solidarity with transgender and non-binary staff following the recent UK Supreme Court ruling that sex means “biological sex” under the Equality Act 2010. We are also aware that the EHRC's guidance on the implications of the Court's ruling reflects deeply concerning views on the implications of the ruling and that this guidance will have created significant distress for some of our members, and we share your concerns.

This judgement is said to have created “clarity”, but it has in reality created mostly confusion and alarm. Many trans and non-binary individuals understandably fear that there are heightened risks to their legal rights, personal safety, and basic dignity. Spectrum believes that trans and non-binary people exist as they say they do, no matter what any court or any law says. Notably, the Court’s judgement was reached without the input of trans groups and fails to explain what determines “biological sex” or how it should be demonstrated.

Next Steps

Like many other organisations, we need more time to fully understand the implications of the ruling and the new legal landscape, including what this means specifically for the LSE community. We will continue to liaise with members of the LGBTQ+ community at LSE and with other staff networks, student groups, and trade unions to share information and learn how we can best support our trans siblings at LSE.

In the meantime, it is important to remember that the Supreme Court was clear that discrimination against transgender individuals remains fully unlawful. Trans people are still protected under the Equality Act 2010 (with the protected characteristic of “gender reassignment”). Of course, it is hard to feel protected from discrimination and harassment when you do not know which changing room you are allowed to enter, or when you are forced to out yourself to colleagues simply by using the toilet. There is no doubt that this will make our work lives more difficult. But Spectrum will continue to support all members of the LGBTQ+ community and to advocate for full trans inclusion. We will work with the School to ensure the provision of gender-neutral spaces on campus and to minimise the harm to trans staff as much as possible.

Spectrum is here to support all who are concerned about the ruling. If you are in need of support or want to discuss how these developments are affecting you, please reach out to us.

How to Help

Here are some helpful resources:

- A list of support resources is provided by the [Good Law Project](#).
- Templates (for both trans and cis people) to [email your MP](#).
- Compilation of [petitions for trans rights](#).
- Summary of the [implications for trans women and transfeminine people](#).
- Summary of the [implications for trans men and transmasculine people](#).
- Some other [academic and legal perspective](#).

These views represent those of the LSE Staff Network Spectrum only.