**Feminist democracy: sex and gender equality and gender ID**

**A working document**

Margaret Page, with Marion Scott and Jane Allen

**Free speech and the right to self-organise**

When the consultation on changes to 2004’s Gender Recognition Act (GRA) began in 2017, I felt it was a niche issue that did not much concern me. My views changed when I saw how open meetings, to discuss the impact of the proposed reforms, were systematically and aggressively intimidated, heckled and shut down.

I am now committed to supporting actions in Bristol to challenge the ‘magical thinking’ about sex and gender which has so easily captured mainstream policies. But first, some background, supported by evidence, to explain how this situation has arisen and its impact on women and girls.

In a national context of threats, Woman’s Place UK (WPUK) <https://womansplaceuk.org> was set up to defend women’s “hard won rights” as defined in the Equality Act 2010 and to enable participation in the GRA consultation. UK-wide city-based open meetings were organised to discuss the impact of the proposed GRA reforms on women’s and girls’ rights. WPUK members include activists in trade unions, women’s organisations, and researchers with a long track record of political activism. Meetings were addressed by a panel of researchers, public service managers and activists. In each city, venues were threatened, speakers and participants were intimidated, no-platformed and, in some cases, physically attacked by trans activists. <https://womansplaceuk.org/a-record-of-womans-place-uk-meetings/>

In Bristol, this intimidation made it difficult to find a venue or a sponsor: a small group of us invited WPUK to host Bristol’s meeting, but the venue had to be changed and the new location only announced an hour before the start, due to transactivists threatening to picket and close the meeting down. The young woman who chaired the meeting, a PhD student at the Gender Violence Research Group, Bristol Uni, has since been harassed and bullied by transactivists, and this has affected her studies and visa applications. She has not been protected or supported by Bristol University and is now taking legal action. <https://www.feministcurrent.com/2018/06/07/open-letter-freedom-speech-university-bristol/>

It is clear that attempts to organise spaces to have evidence-based discussions on the impact of the proposed GRA changes on women’s equality have been shut down, silenced, with attacks on the right to speak or to self-organise at all. Helen Joyce has written about a “profoundly anti-feminist…. postmodern patriarchal backlash [which has resulted in] gender identity supplanting biological sex in law and practice”. <https://quillette.com/2018/12/04/the-new-patriarchy-how-trans-radicalism-hurts-women-children-and-trans-people-themselves/>).

UK transactivists, both male and female, and often not transgendered themselves, insist that ‘trans women are women‘, that second-wave feminism is inherently trans-exclusionary, and that any dissent or discussion is labelled ‘transphobic’, a hate crime. However, some transsexuals are now dissenting; for examples, see an extract in Appendix 1 from Canada by Dr Alicia Hendley; and Debbie Hayton’s writing at www.spectator.com.au/author/debbie-haytonexample-com/

In the UK, writers and journalists, such as Janice Turner, Sian Griffiths, James Kirkup, who research these concerns, are more likely to be published in the ‘right wing’ press such as *The Times* and *Spectator*. The more liberal and left wing press, with the exception of the *Morning Star*, have generally taken the line that challenging trans ideology is transphobic. When Suzanne Moore wrote an [opinion piece](https://www.theguardian.com/society/commentisfree/2020/mar/02/women-must-have-the-right-to-organise-we-will-not-be-silenced) in *The Guardian* (2/3/20), which Julie Bindel summarised as “reviewing how feminists are being abused, de-platformed and otherwise silenced by trans-extremists and their allies”, Moore was subsequently denounced as transphobic in a letter supported by 338 anonymous Guardian employees.

* <https://www.theguardian.com/society/commentisfree/2020/mar/02/women-must-have-the-right-to-organise-we-will-not-be-silenced>
* <https://unherd.com/thepost/the-appalling-treatment-of-suzanne-moore/>

Many feminist speakers have been no-platformed in UK universities, with little or no support to uphold free speech. Feminist academics have received little or no protection from their employers, and, in some cases, have been disciplined, and prevented from carrying out research:

* [www.theguardian.com/education/2020/jan/14/sacked-silenced-academics-say-they-are-blocked-from-exploring-trans-issues](http://www.theguardian.com/education/2020/jan/14/sacked-silenced-academics-say-they-are-blocked-from-exploring-trans-issues);
* [www.timeshighereducation.com/news/kathleen-stock-life-front-line-transgender-rights-debate](http://www.timeshighereducation.com/news/kathleen-stock-life-front-line-transgender-rights-debate).

Feminists can be divided, as demonstrated in the recent case of Professor Selina Todd, eminent feminist historian who, following a complaint by a young Black feminist, was no-platformed at no notice, simply because of her association with WPUK and not for the content of her short speech, at a conference to mark 50 years since the first women’s liberation conference at Ruskin College.

* [www.filia.org.uk/news/2020/2/29/womens-liberation-at-50-the-talk-that-should-have-been-by-selina-todd](http://www.filia.org.uk/news/2020/2/29/womens-liberation-at-50-the-talk-that-should-have-been-by-selina-todd)
* [www.theguardian.com/world/2020/feb/29/row-erupts-womens-liberation-anniversary-conference](http://www.theguardian.com/world/2020/feb/29/row-erupts-womens-liberation-anniversary-conference)

These conflicts have also played out in trade unions and across politics. Caroline ffiske, writing for The Conservative Woman in April 2020, states that the trans lobby “has aggressively promoted the narrative that excluding trans people from opposite-sex facilities amounts to discrimination,” and that “our public sector has generally responded by, often enthusiastically, adopting this interpretation” (<https://conservativewoman.co.uk/the-tories-let-in-trans-mania-now-they-must-drive-it-out/> - full text in Appendix 2).

In contrast, socialist and liberal political parties and publications have distorted and discounted feminist concerns, and silenced individual members by suspending or threatening expulsion, on the basis that they are ‘transphobic’ and/or guilty of ‘hate crimes’.

There are many interests at stake here, not least pharmaceutical companies who produce the hormones and puberty blockers needed for transitioning, such as Ferring Pharmaceuticals, which, according to an article in the Sunday Times, gave £100,000 to the Liberal Democrats’ 2019 election campaign <https://www.thetimes.co.uk/article/puberty-blocker-drug-firm-donated-cash-to-lib-dems-cf3x77nh3>. Is it a coincidence that the Liberal Democrats’ manifesto pledged “complete reform of the Gender Recognition Act to remove the requirement for medical reports, scrap the fee and recognise non-binary gender identities” together with introducing an ‘X’ gender option on passports and extending equality law?

As part of the Labour Party’s 2019 election campaign, the The *Labour Campaign for Trans Rights* published 12 pledges that MPs and members were urged to sign to “rid the Labour Party of transphobia and to stand up for trans people”. Signatories, including several leadership/deputy contenders, pledged to accept that:

*Pledge:*

4. “trans women are women, trans men are men, and non-binary people are non-binary;”

5. “there is no material conflict between trans rights and women’s rights, and that all trans women are subject to misogyny and patriarchal oppression;”

and to:

8. “oppose transphobic motions which run contrary to our own party equalities policy;”

9. “organise and fight against transphobic organisations such as Woman’s Place UK, LGB Alliance and other trans-exclusionist hate groups;”

10. “support the expulsion from the Labour Party of those who express bigoted, transphobic views”.

In response, WPUK were “extremely concerned by the scurrilous mischaracterisation of Woman’s Place UK as a ‘transphobic organisation’ and a ‘hate group’ [and called] on those making such accusations against us to provide evidence for these claims or withdraw them,” while the Fawcett Society commented that “trans people are targeted with violence, abuse and threats and so are women who speak out about the need to defend women-only spaces and sex-based rights. Women’s fear of male violence is real and justified”.

* <https://www.theguardian.com/politics/2020/feb/12/labour-leadership-row-over-support-for-trans-rights-charter>
* <https://womansplaceuk.org/2020/02/14/dear-lisa-nandy-a-letter-from-ruth-serwotka/>
* <https://womansplaceuk.org/2020/02/13/dear-rebecca/>
* <http://labourwomensdeclaration.org.uk/about-2/>
* https://womansplaceuk.org/2020/03/12/thank-you-labour-womens-declaration//

Within LGBT organisations, lesbians have been subject to bullying by male-bodied self-identified transwomen and labelled transphobic if they reject their sexual advances.

In response, new organisations have formed, including the Lesbian Rights Alliance, to defend lesbian rights, and the Lesbian Gay Bisexual Alliance (LGBA) to “counteract the confusion between sex and gender which is now widespread in the public sector and elsewhere”, following Stonewall’s refusal to acknowledge a range of valid viewpoints about sex, gender and transgender politics. The LGBA argues that homosexuality is *same-sex* attraction, putting it in opposition to Stonewall, which now [defines](https://www.stonewall.org.uk/help-advice/glossary-terms#h) homosexuality as *same-gender* attraction. Stonewall’s interpretation enables male-bodied people to identify as lesbians and female-bodied people to identify as gay men.

* <https://www.rollonfriday.com/news-content/lesbian-barrister-investigated-setting-lgb-group>
* <https://lesbianalliance.org.uk/lesbian-rights-alliance/> https://rdln.wordpress.com/2019/10/26/new-lesbian-gay-bisexual-alliance-formed-in-london/

**What is going on here, lobbyist and/or populist forces at work?**

It seems that we are now facing “attempts to recast biological sex as a social construct… a matter of chosen individual identity, [but these attempts] are wholly ideological, scientifically inaccurate and socially irresponsible”*.* <https://projectnettie.wordpress.com/>. In contrast, as Moore detailed, “the radical insight of feminism is that gender is a social construct – that girls and women are not fated to be feminine, that boys and men don’t have to be masculine. But we have gone through the looking-glass and are being told that sex is a construct”. <https://www.theguardian.com/society/commentisfree/2020/mar/02/women-must-have-the-right-to-organise-we-will-not-be-silenced>.

Sheila Jeffreys (2014, *Gender Hurts: a feminist analysis of the politics of transgenderism*) has detailed how trans ideology, developed by “a powerful international men’s sexual rights movement”, grew out of organisations in the USA to support crossdressing men. In 1995, they issued an “International Bill of Transgender Rights”, which, although it had no legal status, has now “been incorporated in domestic law in many countries” and “provided the template for what became, [in 2005], the gender identity rights section of the Yogyakarta Principles”. <http://drradfem.org/enforcing-mens-sexual-rights-in-international-human-rights-law/>.

Everything trans people had sought for decades, such as better treatment, more research into gender dysphoria and greater protection from harassment and discrimination, became absorbed into a single demand: instant, unfettered gender self-identification. The demand bears a superficial resemblance to a civil-rights movement, says Chetan Bhatt, a sociologist at the London School of Economics. But unlike grass-roots human-rights movements, its development has been top-down: it originated in elite institutions, including governments, universities, gender clinics and large charities, rather than community-based groups.

According to Professor Michael Biggs, the transgender movement has been so successful in transforming cultural norms and institutions because it is well-funded by American billionaires and large American charities, such as the Open Society Foundation, the Arcus and Tawani Foundations, and also supported by sponsorship from pharmaceutical companies and medical providers. <https://4thwavenow.com/2018/05/25/the-open-society-foundations-the-transgender-movement/>

Funding from these sources is also suspected of supporting UK lobby trans groups, for example, Stonewall and Mermaids, who have then received large amounts of public funding, such as from the National Lottery and charities, and public recognition. They have produced free training materials for UK schools and public services, which do not acknowledge the lack of evidence base for their recommendations, or reflect debates between professionals in the field. These groups have also received contracts to write codes of guidance for the NHS, and to deliver training in schools. These programmes often make recommendations that contravene Safeguarding legislation and misrepresent the Equality Act.

Trans ideology has been taken up in the UK by Stonewall as a human rights issue.

Today, those who speak out against the erosion of women’s sex-based rights continue to have their words distorted, to be trolled and threatened with physical violence by a mixture of trans people and transactivist supporters, frequently angry young women and men who see it as a discrimination/equal rights issue for a vulnerable group at high risk of suicide. This view derives from research which concluded that almost half of transgender young people attempt suicide. However, fundamental methodology issues have been identified with these UK studies, resulting in poor quality data and questionable findings. <https://www.transgendertrend.com/the-suicide-myth/>.

Further, other trans people have spoken out in support of feminists who say that, while trans people’s rights are important human rights, they should not be achieved at the expense of women’s sex-based rights, and should be separately resolved. There is evidence that some of the trolling and aggression is orchestrated by right wing populist organisations who are exploiting liberal concerns to divide and undermine democracy.

<https://www.theguardian.com/education/2020/mar/10/mccarthyism-uk-universities-academics-fear-shaming-for-leftwing-views?CMP=Share_iOSApp_Other/>

With astonishing speed, the case for female single sex spaces and resources has been eroded, and discredited, replaced by requirements to accept that self-identified male-bodied trans are women, and, on that basis, must be allowed access to what were female-only spaces. There is little attempt to discuss or provide ‘third’ spaces. It should also be noted that trans men do not make equal demands and their needs and interests are seemingly unheard in this struggle.

Many of these patterns, together with the discrediting of evidence-based concerns and a refusal to engage in evidence-based discussions, mirror the misogynist populism that is growing across Europe, eroding popular support for social democracy and women’s rights. As we have seen in relation to Brexit, ideologically driven misleading claims and harmful treatments too often appeal to vulnerable and distressed individuals. There is also evidence of international law firms providing advice as to how to circumvent legal scrutiny of the ideology and associated changes:

* <https://www.spectator.co.uk/article/the-document-that-reveals-the-remarkable-tactics-of-trans-lobbyists/>
* <https://www.rollonfriday.com/news-content/dentons-campaigns-kids-switch-gender-without-parental-approval>
* <https://www.dentons.com/en/whats-different-about-dentons/connecting-you-to-talented-lawyers-around-the-globe/news/2018/september/dentons-launches-first-transgender-legal-service-in-australia>

**What changes were proposed for the reform of the Gender Recognition Act 2004?**

It was in the above context that the government proposed to erase the natal sex categories of female and male from legislation, and to replace them with ‘gender identity’, based on choice and subjective feeling, which would change the definition and meaning of sex equality and the protected characteristic of ‘sex’, as defined in the Equality Act.

**Why does this matter?**

If being female is defined solely on the basis of self-definition, then male-bodied persons self-defining as female have the right of entry to: women’s refuges and other services in relation to sexual violence, women-only shortlists, compete in women’s sports, use women’s and girls’ changing rooms, choose women’s prisons, take a bed in a women’s hospital ward, carry out intimate medical procedures, and, of course, to be included in all sex/gender disaggregated statistics as women. It will also ‘erase’ the definition of ‘lesbian’ as female to female attraction.

* <https://twitter.com/LindsayKhan/status/1245434916185280517>
* <http://drradfem.org/enforcing-mens-sexual-rights-in-international-human-rights-law/>

The proposed changes have already had far-reaching implications for individuals, women’s organisations, and for public services. These are detailed in responses by women’s organisations to the consultations on the proposed GRA reform, such as those from WPUK, Transgender Trend, the Safeguarding Schools Alliance, Lesbian Rights Alliance, including submissions to the EHRC, the CPSA and at parliamentary briefings (see links in Appendix 3).

Although the proposed GRA reforms have recently (2020) been shelved in Scotland and Westminster, following feminist representations in consultation responses, many of the changes have already been implemented by a wide range of organisations.

**How is this affecting women and girls in public services?**

Women and girls are impacted as employees and as service users: they are vulnerable to accusations of transphobia, have been disciplined and even sacked if they question policies and practices that ‘affirm’ gender identity and are promoted as ‘LBGT’ rights. Maya Forstater lost both her job at the Centre for Global Development and an employment tribunal (appeal pending) after saying that people cannot change their biological sex .

* <https://hiyamaya.net/sex-and-gender/>
* <https://www.crowdjustice.com/case/lost-job-speaking-out/>
* <https://fairplayforwomen.com/jkrowling/>
* <https://www.christian.org.uk/news/trans-tweet-case-likely-to-be-overturned-says-equality-expert/>
* <https://www.bbc.co.uk/news/uk-50858919>
* <https://www.timeshighereducation.com/news/kathleen-stock-life-front-line-transgender-rights-debate>
* <https://www.timeshighereducation.com/news/conference-axed-after-threats-transgender-activists>

As the impact becomes apparent, organisations and individuals are speaking out. They are parents, teachers and family members whose children are directly adversely affected by policies and practice informed by gender identity ideology in schools and health services.

* <https://www.transgendertrend.com/>
* <https://lesbianalliance.org.uk/about/>
* <https://safeschoolsallianceuk.net/about/>
* [https://www.mumsnet.com/Talk/am\_i\_being\_unreasonable/3785332-to-think-my-daughter-shouldn-t-have-to-share-a-room-with-a-boy?](https://www.mumsnet.com/Talk/am_i_being_unreasonable/3785332-to-think-my-daughter-shouldn-t-have-to-share-a-room-with-a-boy)
* <https://www.theguardian.com/society/2019/feb/23/child-transgender-service-governor-quits-chaos>
* <https://www.thetimes.co.uk/article/review-ordered-into-rules-on-child-gender-transition-djl5l8lsz> (20 April 2020)

**What concerns have these organisations and individuals raised about the impact on women and girls?**

The proposed reforms, and the ideology that supports it, are based on scientific claims that have been discredited concerning the physiology of sex, and are harmful to women and girls. The response to the dramatic increase in ‘gender dysphoria’ among young girls (70% of referrals to the Gender Identity Development Service (GIDS) at the Tavistock and Portman NHS Trust <https://gids.nhs.uk/about-us>) is met by ideology promoted by lobby groups, promoting uncritical use of puberty blockers and sex change hormones which have evidenced harmful long term effects on sexual health and development.

* <https://www.transgendertrend.com/wp-content/uploads/2019/10/Current-Evidence-in-the-Treatment-of-Gender-Dysphoric-Children-and-Young-People.pdf>
* <https://www.transgendertrend.com/current-evidence/>
* <https://www.telegraph.co.uk/women/life/meet-detransitioners-women-became-men-now-want-go-back/>

Other health practitioners claim that many of the young girls referred would have been lesbians, if transition had not been offered. ‘Lesbian erasure’ is a term which refers to the bullying and harassment of young lesbians to have sex with male-bodied adults identifying as female, and the ‘reframing’ of being gender non-conforming into becoming transgender before anything else. Attraction to another female or rejection of gender conventions are interpreted that the young woman may be ‘trans’, while lesbian or just “non-traditional” options are not mentioned.

Evidence-based concerns, expressed and publicised by many scientists and medical practitioners, demonstrate that it is not only impossible to change our chromosomes or specific sexed physical and key reproductive functions, capacity and characteristics, but that the means of attempting to do so are harmful, such as drugs with long-lasting untested effects, hormone blockers that prevent physiological and sexual development in young people, and surgery to remove and transform sexed physical characteristics . Other concerns include the speed of prescription of drugs, the absence of scope for exploration of sexuality, or mental health issues, and pressure on staff to take the medical route. They are well evidenced by 21 former practitioners at GIDS, while a legal case brought by a teenager and her mother is in process.

* <https://www.telegraph.co.uk/news/2020/01/22/former-transgender-patient-tells-court-sex-change-clinic-putting/>
* <https://www.theguardian.com/society/2019/feb/23/child-transgender-service-governor-quits-chaos>
* <https://tavistockandportman.nhs.uk/about-us/kids-edge-channel-4-documentary/kids-edge-gender-clinic/>

The interpretation of the Equality Act with respect to single sex provision has fallen into confusion as evidenced by briefings prepared in advance of the Scottish GRA reform consultation (see Appendix 3 and 4). Public and charitable services are already conflating sex based rights with ‘gender identity’, removing single sex spaces and services, including toilets, changing rooms, hospital wards, women’s refuges and rape crisis centres, prisons and sport.

Women’s organisations, such as refuges and rape crisis centres, have been forced by funding organisations to ‘include’ male-bodied trans self-identifying women as users and workers. Male-bodied trans have been placed in women’s prisons, despite examples of histories of sexual assault and evidence of a high proportion of sexual assault.

* [womenarehuman.com/former-prisons-minister-says-female-officers-were-raped-by-trans-inmates/](https://www.womenarehuman.com/former-prisons-minister-says-female-officers-were-raped-by-trans-inmates/)

There are documented cases of sexual assault in primary and secondary schools, and on mixed mental health wards. The rights to request health treatment by a female can no longer be guaranteed, as male-bodied trans, self-identifying as women, may now be carrying out intimate procedures such as cervical smears. Staff, service users and students who question these arrangements are designated ‘transphobic’, and some have been suspended and even dismissed.

Data collection will be impacted as the proposed GRA reforms erase all record of previous sex from birth certificates. <https://www.bbc.co.uk/news/uk-42221629> (see also Appendix 5 and 6).

**‘Policy Capture’ and how it has happened**

Directives and codes of practice designed to protect trans rights have been issued by national and professional bodies, including the EHRC, the NHS, the CPS, policing and education, media, the arts and sport. These codes encourage the teaching of ‘gender ideology’ and trans narratives within sex and relationship education, through the distribution of guides and toolkits from trans lobby ‘education’ groups.

Teaching about gender and biology and sex is confused and problematic across science, social science and the personal, social, health and economic (PSHE) curriculum in England, which focuses on developing the knowledge, skills and attributes to keep children and young people healthy and safe and to prepare them for life and work. This BBC video, designed for use in relationship and sex education classes for key stage 2, illustrates what is happening in many schools: <https://www.bbc.co.uk/teach/class-clips-video/rse-ks2-identity-understanding-sexual-and-gender-identities/zfqrhbk>. Fiction written for children promoting trans narratives is increasingly exposing young children to the ideology that you can be born in the “wrong “ body, that “sex is assigned at birth” and that you can change sex, and without implications for your health and well-being.

* <http://www.heather-brunskell-evans.co.uk/body-politics/inventing-transgender-children-and-young-people-2/>
* <https://www.transgendertrend.com/parliamentary-briefing-teaching-gender-identity-rse-curriculum/>

Several important legal cases are in process, taken by employees, parents, schoolgirls, mental health practitioners, policy and female ‘detransitioners’.

* + <https://safeschoolsallianceuk.net/2020/02/05/occjudicialreview/>
	+ <https://www.bbc.co.uk/news/health-51676020>
	+ <https://www.england.nhs.uk/2020/01/update-on-gender-identity-development-service-for-children-and-young-people/>

**How is this affecting women and girls in Bristol and what action is being taken?**

**In Bristol schools**

I am part of Bristol Education Research Group (BERG), a very small group of grandparents, teachers, medics and campaigning feminists who came together to respond to the GRA consultations and helped organise 2 open meetings, with WPUK, in Bristol.

We have written FOI requests to all 50 of Bristol’s secondary schools and had 32 replies. Of these all have consulted with lobby groups on how to cater for trans children and changed their toilet and washing facilities and teaching on the basis of their advice. See also below We wrote to express legal concerns, sent schools resource packs setting out Safeguarding concerns put together by Transgender Trend <https://www.transgendertrend.com/schools-resources/> and offered to meet head teachers - **and have had no replies.**

**In the Labour Party**

Most of us are LP members and have initiated attempts to open discussion in constituency and ward meetings, and the Women’s Forum - to support each other in standing for office – with very limited success. We have lobbied our MPs and encouraged them to take part in parliamentary briefings on the GRA. We participate in FB groups to regularly exchange news and information as networks emerge. We have met considerable aggression and one of us was suspended over a year ago by the LP, for a ‘transphobic’ view expressed on her personal FB page. We hope for a more considered approach from Keir Starmer, but both Jess Phillips and Angela Rayner insist that ‘transwomen are women’ and signed the LGBT charter …while Jess Phillips now has the brief for ‘Safeguarding’…

**In the NHS**

BERG members are lobbying the CCG to consult and carry out an EIA on the new toolkit, “guidelines for supporting trans people” commissioned from SARI by BNSSG, which were drawn up by lobby groups without consultation with Bristol Women’s Voice, women’s organisations or service heads. They advise that any objection by patients or staff to male-bodied self-defining women on female wards should be treated as a hate crime.

**Overall**

We have discovered that many who share our concerns and who are in public office or positions of responsibility in public services and the women’s voluntary sector, including VAWG, will not express their views or evidence based concerns publicly because they risk personal trolling, professional damage or loss of funding. MPs, women and men in public services and women’s organisations have also been threatened with loss of funding and loss of credibility unless they comply.

**As a result, many women are simply unaware of the implications and harmful consequences of the changes proposed by the GRA reform on children, the false science on which trans ideology is based, and the impact of women’s services and rights.**

**We are in danger of losing the basis of our equality law and policy in plain sight.**

**What can FPSW do?**

1. **Watch out for use of terms - gender and sex equality - in equality statements, consultations and protocols.** Equality law protects sex, not gender identity, yet many equality policies now confuse the terms, referring to protecting gender identity instead of sex-based rights.
2. **Integrate awareness of the issues into our discussions and responses to consultations -** eg on the EHRC‘s current review of the specific duties. Work to ensure that lesbian and feminist organisations are consulted.
3. **Demand EIAs on guidelines and protocols intended to protect trans rights,** insist that local women’s organisations, parents and children in schools, and service users of health, VAWG, and public services, are consulted and informed on the toolkit, ‘*Supporting trans people best practice guidance’*.
4. **Support** demands for EIAs in primary and secondary schools to review how they are implementing the new ‘sex and relationship’ education guidelines (most of which are informed by lobby groups), what arrangements are made for single sex toilets to ensure Safeguarding compliance, and what equality impact assessments they have carried out on the impact on girls of gender neutral toilets and washing facilities.
5. **Support initiatives to hold open discussion, in women’s organisations and networks,** to draw attention to the proposed changes, encourage open discussion of the issues they seek to address, and challenge attempts to shut these down.
6. **Insist** on women’s involvement in consultations in their capacity as parents, family members, researchers and professionals on the impact on women and girls of public service policy practices and resourcing that address trans rights, including health, education, policing and VAWG.
7. **Engage** with young people who are ‘pro trans’ and support their ‘gender questioning’. Encourage ways of non-conforming to gender norms - and sexuality- and highlight the harmful long term effects on health and sexuality of hormone therapy and surgery.
8. **Make this information more widely available.** The links in this paper are good sources and provide a good deal of information - from scientists, psychologists, educators and campaigners in a variety of fields. They include voices of trans who do not subscribe to ‘trans activist’ lobby groups such as Mermaids, and younger voices of detransitioners.

**And finally, a reminder**

* Feminist concerns about the GRA are not directed at ‘trans rights’ to services, or legal recognition, but at the insistence of vocal, and sometimes powerful, lobbying groups that male-bodied self-identifying trans have a right to access women’s single sex spaces, including women’s refuges, hospital wards, women’s sport, single sex toilets in public spaces and girls sleeping accommodation in education and youth groups such as girl guides.
* Feminist concerns are also directed at the evidence-based harmful effects on young people of the ideology on which the case for reform is based, its false claims to be ‘scientific’ and the often medical and mutilation route to “gender change” that it promotes.