

**Conference notes:**

The Supreme Court judgment handed down on 16 April 2025 which held that the terms “man”, “woman”, and “sex” in the Equality Act 2010 refer to “biological sex” (“sex registered at birth”).

The now withdrawn interim update issued by the EHRC on 25 April 2025 mandating the segregation of trans people, stating it is reviewing statutory and non-statutory guidance following the judgment.

The planned publication of the EHRC’s revised Services, public functions and associations: Code of Practice.

Statements from ministers across Government mandating discrimination against trans people, and the expected publication of guidance for schools and the NHS.

Several sports governing bodies, including the FA, have since banned trans women from playing in women’s sports.

**Conference believes:**

An injury to one is an injury to all.

The judgment, and its subsequent practical interpretations, rely on a bio-essentialist, patriarchal, and misogynist understanding of sex/gender.

These events constitute eliminationist attempts to remove trans people from public life, targeting their dignity, autonomy, and freedom from discrimination.

Attacks on trans people are cloaked in language of protecting women and children in the same way fascists use unserious invocations of protecting women and children to target Black people, migrants, Muslims, Jews, and queer people.

We cannot rely upon the law, the state, or NGOs, to achieve liberation. It must be won by the people.

We must stand in solidarity with trans people, fight for trans liberation and autonomy, and refuse to comply with all attempts to remove trans people from public life.

We must fight patriarchy and misogyny in all their forms and resist rhetoric that seeks to divide and oppress marginalised people.

**Conference instructs the NEC to:**

Publicly express unequivocal solidarity with trans people.

Oppose segregationist and anti-trans laws, policies, and practices inside and outside the union, and work with other unions in this vein.

Write to branches stating that PCS stands with members acting in defiance of anti-trans policies and practices, and will support industrial and legal action taken to defend trans people.

Disrupt and oppose this Government’s anti-trans state violence by supporting groups and branches to campaign against it and launch local collective bargaining.

Make representations to the Cabinet Office opposing discrimination against trans people and launch national collective bargaining on this issue.

Work with other trade unions to campaign for new primary legislation to protect trans peoples’ participation in public life.

Demand access to transition related healthcare for all people who want it.

Campaign against so-called conversion practices, including “exploratory” therapy.

Ensure trans people have swift access to full legal support if they experience discrimination at work.

Work with groups such as Trans Safety Network to develop and rollout active bystander training to reps across the union so they can support their trans comrades.