



To: Minister for Equalities, Kemi
Badenoch, MP

From: LGBT Policy

**Meeting
details:** 14:00 - 14:30,
13 July 2020

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Officials [REDACTED] Director GEO; [REDACTED] Head of LGBT Policy
Attending:

Meeting background

This is an introductory meeting with the LGB Alliance to listen to their lobbying priorities. Those priorities are: Relationships and Sex Education guidance in schools, GRA reform, healthcare for young people who are questioning their gender, and diversity of thought on sex and gender identity. The LGB Alliance say they are critical of the concept of gender identity and believe that it poses a danger to the rights of LGB people and women.

We anticipate that this will be more of a listening brief, to allow LGB Alliance to share their concerns and perspective with you, rather than to agree definitive actions.

[REDACTED] previously met with the LGB Alliance on 20 May to discuss their main concerns.

Background and lines to take

GRA Reform

The LGB Alliance opposes any reform of the GRA or move towards self ID. They support the current GRC requirements remaining as they are [REDACTED]

- We are aware that the debate on reform of the GRA has become highly polarised, generating strong views and profound differences of opinion. It is important that any debate on reform should be conducted in an environment of respect and empathy, and that all views are heard.
- The Government believes that transgender people should be able to live their lives with dignity and free from discrimination.
- Changing your legal gender is a serious and meaningful decision. We want to ensure that we maintain the appropriate checks and balances in the system, while removing unnecessary bureaucracy for those taking this step.

- For many years transgender people have used single-sex spaces in their acquired gender without issue. We have no interest in curtailing or policing this.
- [REDACTED]
- [REDACTED]
- This will outline how we intend to make the process of applying for a gender recognition certificate more accessible.
- [REDACTED]
- Improving the gender recognition process is just one aspect of how we can improve the lived experience of transgender people. We are committed to improving services for those undergoing gender reassignment and tackling waiting times for gender identity clinics.
- We are also committed to tackling violence, discrimination or abuse against transgender people wherever it occurs.

Relationships and Sex Education Guidance

The LGB alliance are likely to have concerns over the content of the new Relationships Education curriculum, as well as what additional learning resources may be used in schools. Detailed queries relating to the content of LGBT inclusive RSE should be directed to the DfE, as they are responsible for the Relationships and Sex Education Guidance.

- From September, Relationships Education (RE) will be compulsory in all primary schools in England and Relationships and Sex Education (RSE) compulsory in all secondary schools, as well as making Health Education compulsory in all state-funded schools.
- As outlined in the DfE's statutory guidance, schools should ensure that all of their teaching is sensitive and age appropriate in approach and content.
- At the point at which schools consider it appropriate to teach their pupils about LGBT, they should ensure that this content is fully integrated into their programmes of study for this area of the curriculum rather than delivered as a standalone unit or lesson. Schools are free to determine how they do this, and we expect all pupils to have been taught LGBT content at a timely point as part of this area of the curriculum.
- The guidance states schools must consult parents in developing and reviewing their RE and RSE policy. Schools should ensure that the policy meets the needs of pupils and parents and reflects the community they serve.
- The intention is that through these subjects, children will be taught about the importance of respectful relationships and the different types of loving and healthy relationships that exist. This can be done in a way that respects everyone's views and meets the needs of all pupils.
- [REDACTED]

- As outlined in the DfE's statutory guidance, schools should ensure that all of their teaching is sensitive and age appropriate in approach and content. Schools should ensure that the policy meets the needs of pupils and parents and reflects the community they serve.
- The RSE statutory guidance sets out clear advice on choosing resources. Schools should assess each resource they intend to use, to ensure that it is appropriate for the age and maturity of pupils, and sensitive to their needs. These resources must also be factually accurate. We also expect schools to consult with parents on these matters and to make reasonable decisions about the content of their curriculum.

Healthcare for young people

The LGB Alliance are likely to enquire whether research into the rise in young people being referred to Gender Identity Services is underway. They are concerned that young people should be protected from making life-changing decisions whilst they are still developing. Detailed queries relating to healthcare should be directed to DHSC who are responsible for this area.

- The Government is absolutely committed to ensuring that appropriate support and care is given to any young person who is questioning their gender.
- The Gender Recognition Act only applies to those aged 18 or over. The GRA consultation did not explicitly seek views on this and we have no plans to change it.
- The GRA is also concerned with the process for seeking to change their legal gender, rather than provision of healthcare.
- Healthcare for young transgender people therefore falls outside the scope of reform of the Gender Recognition Act.
- The Minister for Women and Equalities has stated, as a separate matter, that we also wish to ensure under-18s continue to be protected from taking life-changing decisions before they are capable.
- We are clear that protecting young people is about ensuring the appropriate processes are in place, rather than withholding support, and we will be exploring what this means with the Department for Health and Social care who lead in this area.
- We are aware that the Tavistock and Portman NHS Foundation has seen an increasing number of individuals, particularly natal born females, referred to its Gender Identity Development Service in recent years.
- [REDACTED]
- The wellbeing of all young people is a key concern and the appropriate experts will lead on reviewing the facts in this area.

Sex and Gender

The LGB Alliance are critical of the view that gender and sex are different. They are concerned that sex-based rights are in danger of being eroded in favour of gender-identity.

- Language and our understanding of terms relating to sex and gender have moved on a lot over the last decade, and we are aware that this may be causing confusion and difficulty for people.

- Although many people make a distinction between a person's sex and their gender, this is not a distinction that is often re-produced in day-to-day usage of the terms, nor in the law, which uses the two terms interchangeably.
- This may cause confusion in some circumstances. However, it is important to note that any passing or structural use of the term gender does not affect how the law works in practice.
- As the UK's national statistics institute, the Office for National Statistics take the lead on researching and defining terms which are key to data collection, such as sex and gender identity.
- Different data collection methodology and question designs are being explored by the ONS as part of a multi-year programme of work.
- The 2021 Census will include a binary 'male/female' option for recording sex, as it always has done, as well as a voluntary question on 'gender identity'

International Conference

- Unfortunately we have had to postpone delivery of our international LGBT Conference, Safe to Be Me in light of the Covid-19 crisis. We are exploring a variety of alternative options and will provide an update in due course. Ensuring the safety of our delegates remains an utmost priority.

Participation in the International Conference via the Equal Rights Coalition (ERC):

- The international LGBT conference civil society attendance will be based on ensuring equal coverage of global participation.
- The Equal Rights Coalition (ERC) is a grouping of 42 states committed to progressing LGBT equality internationally.
- The ERC's membership works with international civil society and allows governments and international civil society to share their national policies and practices on this agenda.
- The United Kingdom took over as co-chair of the ERC on 14 June 2019, along with Argentina.
- Stonewall and Kaleidoscope Trust are two active UK international LGBT human rights organisations in the Equal Rights Coalition and were asked to provide support to the UK government for the duration of our tenure as ERC co-chairs in partnership with Argentina. It is their role to co-ordinate the international civil society participation.
- They were chosen for their record and expertise in working with international stakeholders at a government level. An international civil society organisation is expected to have active international programmes or charity work across multiple countries.
- There is no domestic focus to the work of the ERC.

Organisational background and biographies

LGB Alliance

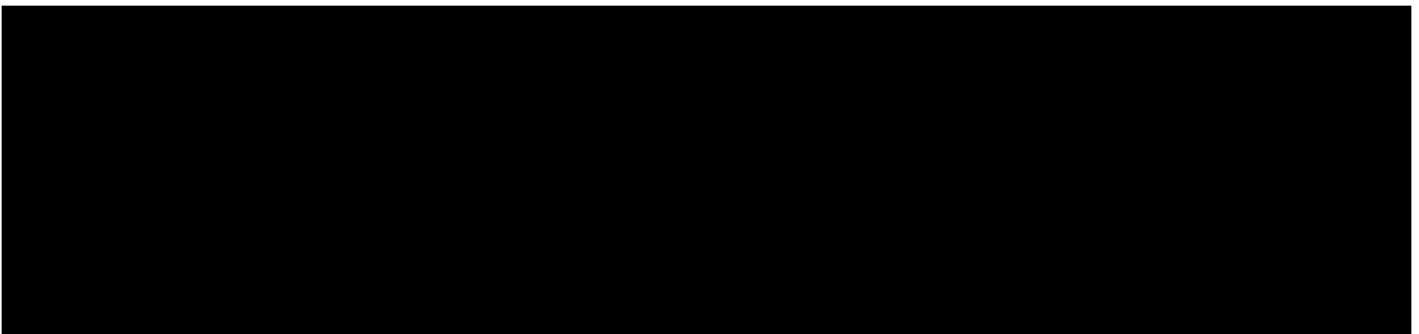
The LGB Alliance was established in 2019. Their four stated aims are:

1. To advance the interests of lesbians, gay men, and bisexuals at a time when they are under threat from concerted attempts to introduce confusion between biological sex and the notion of gender;
2. To amplify the voices of lesbians and highlight the dual discrimination we experience as women who are same-sex attracted in a male dominated society. We support women's reproductive rights and bodily autonomy;
3. To protect children and young people from being taught unscientific gender doctrines, in particular the idea that they may have been born in the wrong body, which may lead to life-changing, and potentially harmful medical practices;
4. To promote respectful freedom of speech and informed dialogue.”

They have expressed their foundational reasoning on their website, and have summarised their views in the below paragraph:

“We believe that biological sex is observed at birth and not assigned. In our view, current gender ideologies are pseudo-scientific and present a threat to people whose sexual orientation is towards people of the same sex, or both sexes. In addition, we believe that these ideologies are confusing and dangerous to children.”

They are critical of the view that gender and sex are diverse, not necessarily aligned, and are opposed to the self-identification of gender and any efforts to recognise this in law.



In this meeting, you will be meeting with:

Bev Jackson

Bev Jackson's bio on the LGB Alliance website states that she was a founding member of the UK Gay Liberation Front (founded 1971), and is a pro-refugee activist and author.

Kate Harris

Kate Harris's bio on the LGB Alliance website states she was once a fundraiser with Stonewall, that she is a lesbian and veteran civil-rights campaigner.