**GENDER RECOGNITION ACT BRIEFING FOR WORKPLACES**

**What’s wrong with the Gender Recognition Act?**

The Gender Recognition Act 2004 (GRA) governs how trans people can have their identity legally recognised. This was ground-breaking in its time – it’s now seriously out of date and needs reform.

At the moment, trans people have to endure a long and demeaning process to ‘prove’ their gender identity. It’s not just distressing, it’s complex, costly and inaccessible to many trans people.

**Stonewall supports a reformed Gender Recognition Act that:**

* Requires no medical diagnosis or presentation of evidence for trans people to get their identity legally recognised
* Recognises non-binary identities
* Gives all trans people, including 16 – 17-year-olds, the right to self-determination, through a much simpler and more streamlined administrative process

**What is the role of workplaces?**

This is a once-in-a-generation chance to improve the legal rights of trans people. We all have a role to play.

Responses from workplaces are crucial, because they have:

**Expertise and experience.** Many organisations, particularly Diversity Champions, have good practice around trans inclusion, or will have direct experience or sector-specific knowledge of the difficulties with the current system. Members from across the public, private and third sectors can use this insight in their consultation responses to show that reform is necessary and push the Government to go further.

**A respected voice.** Organisations carry weight with Government. By responding to consultation, workplaces can demonstrate that there is a commitment to improving legal gender recognition across all sections of society.

**Huge reach.** Our Diversity Champions collectively employ millions of people, and their communications could reach huge numbers of employees, clients and service users to tell them about the consultation and how they can respond.

**What is Stonewall asking workplaces to do?**

* Make an organisational response to the consultation – using their expertise and experience to make a powerful case for an improved system of gender recognition. Staff LGBT networks can also submit a formal response.
* Encourage staff to make their own personal responses through internal communications channels – this might begin with the staff LGBT network but shouldn’t end there.
* Show their commitment to being LGBT allies by sharing publicly that they have responded to the consultation.

**The consultation is open until 19th October**

**What resources can we offer?**

* Organisations can complete their response on the [government website](https://consult.education.gov.uk/government-equalities-office/reform-of-the-gender-recognition-act/consultation/intro/).
* [Top tips on how to respond](https://www.stonewall.org.uk/gender-recognition-act). You can also make an individual response through our website.
* [Posters, stickers, placards](https://www.stonewall.org.uk/i-will-stand-trans-rights) and more.
* [Q&A addressing common myths and misconceptions](https://www.stonewall.org.uk/truth-about-trans).