

Trans Rights Position Statement

The NASUWT fully supports trans workers' rights, and welcomes the increased visibility and empowerment of trans and non-binary people in our society. We are committed to campaign for a simplified, free, statutory gender-recognition process based on self-declaration and to support rights for gender non-binary people at work and in wider society.

The Union supports the right of all women (including trans women) to safe spaces and the continuation of monitoring that can help identify discrimination and harassment against women and men. The NASUWT's view is that individuals have the right to self-identification and self-determination and the right to assert their gender identity free from fear, intimidation or penalty. The NASUWT has endorsed the position of the TUC on these matters.

The Equality Act 2010 Public Sector Equality Duty (PSED) in England, Scotland and Wales, covers gender reassignment and states that organisations must have 'due regard' to the need to: eliminate discrimination, harassment, victimisation and any other prohibited conduct; advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Similarly, in Northern Ireland, the Sex Discrimination (Gender Reassignment) Regulations (Northern Ireland) 1999, provides protection against discrimination on the grounds of gender reassignment for trans people for the purposes of employment and vocational training.

Both the Equality Act 2010 and the Sex Discrimination (Gender Reassignment) Regulations (Northern Ireland) 1999 include exemptions to protect single sex spaces which the Union believes are fundamental to securing and advancing women's rights.

The NASUWT supports the rights of all members to engage freely in open, democratic and respectful debate about all aspects of equality. The NASUWT asserts that all such debates should be conducted in a manner that avoids personal attacks, threats or intimidation. This right should be respected on all sides of the debate. No-one should be the subject of personal attacks as a result of how they choose to assert their gender identity and neither should they be forced to adopt or comply with an externally ascribed view.

The NASUWT is opposed to all forms of harassment, prejudice and unfair discrimination whether on the grounds of sex, race, ethnic or national origin, religion, class, colour, caring responsibilities, marital status, sexuality, disability, age, or other status or personal characteristic. The NASUWT is also committed to promoting and advancing equal opportunities through all of its structures, union organisation, campaigning and all other services and activities, including employment practices.