

Siân Berry MP  
By email: [sian.berry.mp@parliament.uk](mailto:sian.berry.mp@parliament.uk)

Our reference: MC2025/07032

17 June 2025

Dear Siân,

Thank you for your email of 29 April, on behalf of your constituents, regarding the implications of the Supreme Court's judgment in the For Women Scotland case.

I want to begin by acknowledging the deep concern and anxiety many people are feeling following the recent Supreme Court ruling and its potential implications for trans people. I know that, for many, this decision has raised serious questions about rights, safety, and belonging. I want you to know that I hear those concerns, and I recognise the very real impact this moment is having on members of the trans community, their families, and allies.

In its judgment, the Supreme Court announced on 16 April it had reached a unanimous decision that the terms 'man', 'woman', and 'sex' in the Equality Act 2010 refer to biological sex. It ruled that a Gender Recognition Certificate does not change a person's legal sex for the purposes of the Act.

It stated the definition of sex in the Act "makes clear that the concept of sex is binary". It further noted that "although the word "biological" does not appear in this definition, the ordinary meaning of those plain and unambiguous words corresponds with the biological characteristics that make an individual a man or a woman."

The Government welcomes the Supreme Court's clarification of the meaning of sex for the purposes of the Equality Act, and the confidence and clarity it provides for women and service providers such as hospitals, refuges and sports clubs regarding single-sex services. Single-sex services based on biological sex are protected in law and will always be protected by this Government.

We also recognise that the application of the ruling to some services and settings is complex. It requires careful work to ensure that service providers have confidence in how they apply the Equality Act on a day-to-day basis.

The independent Equality and Human Rights Commission - Britain's equality watchdog - is currently consulting on its draft updated Code of Practice for Services, Public Functions and Associations. This will provide guidance to service providers. The consultation closes on 30 June, and we would encourage individuals and organisations to participate.

I assure you that the Government remains steadfast in our commitment to uphold the Act which protects everyone, including trans people, from unlawful discrimination, harassment and victimisation in the workplace and wider society. We are committed to protecting trans people, ensuring that they are treated with dignity and respect. The Government is proceeding with its manifesto commitments to deliver a full trans-inclusive ban on conversion practices, and to

equalise all existing strands of hate crime, and we are working to improve adult gender identity services so that all trans people get the high-quality care they deserve.

I hope this information is helpful. Please thank your constituents for writing on this important matter.

Yours sincerely,

A handwritten signature in black ink that reads "Bridget Phillipson". The script is cursive and fluid, with the first name "Bridget" and the last name "Phillipson" clearly legible.

**Rt Hon Bridget Phillipson MP**

Minister for Women and Equalities and Secretary of State for Education