Reform of the Gender Recognition Act

Introduction

The Westminster Government consultation on reforming the 2004 Gender Recognition Act (GRA) took place in 2018, with the results of the consultation released in September 2020.

Despite reports that 70% of respondents to the consultation on the GRA said that trans people should be able to self identify as a different sex and that the process of obtaining a gender recognition certificate was humiliating and unnecessary, the UK Government decided that the current provisions are safe and fair.

The Government has moved the process of applying for a gender recognition certificate online, and stated that the fee would be reduced from £140 to a £5.

In October 2020, the House of Commons Women and Equalities Committee launched an inquiry, Reform of the Gender Recognition Act, to examine whether the Government’s proposed reforms on gender recognition go far enough. Among other findings, the Committee recommended a diagnosis of gender dysphoria should no longer be a requirement for obtaining a GRC, moving the process closer to a system of self-declaration.

UNISON made its views very clear in our response to the original consultation on the reform of the GRA. Our views have not changed. We welcome the reduction of the fee. But the process remains humiliating and unnecessary, furthermore it excludes trans children and young people. It also excludes non-binary people.

Since the initial consultation, there has been a debate in the media and certain political circles which has purposefully caused confusion about what the 2004 Act covers, its relationship with the Equality Act 2010 and what the proposed reforms would mean. With the current debate playing out around Scotlands GRA reforms, here is our guide to help dispel any myths about what reforming the GRA would mean.

**Why reform is needed**

Apart from birth certificates, the name, title and gender marker on all UK identity documents can already be changed on a self-declaration basis when a trans person starts living permanently in their gender identity. These documents include:

* Passports
* Driving licences
* Medical records
* Bank accounts
* Employment records
* Education records and qualification certificates
* Voter registration cards
* Disclosure and barring service certificate.

By contrast, the process for changing the legal gender on a trans person’s birth certificate is a humiliating and expensive red-tape nightmare. It requires people to submit intrusive psychiatric evidence to a faceless tribunal panel years after they have socially transitioned, with the only right of appeal if their application is rejected being based on process, which is opaque at best.

The current process for legal gender recognition is:

* **Outdated compared to international human rights best practice.** There is more information on this below.
* **Stigmatising** of trans people: it requires a diagnostic psychiatric report, reinforcing the outdated assumption that being trans is a mental illness.
* **Intrusive** and **humiliating:** it requires trans people to provide extensive medical evidence about their bodies despite the 2004 Act making no requirement to undergo hormonal or surgical treatments.
* **Too complicated** for many trans people to navigate, especially if they have poor literacy, are disabled or have lost old paperwork while homeless or fleeing domestic violence.
* **Needlessly slow:** people cannot apply until two years after they socially transitioned.
* **Excludes many trans people** who have transitioned, including under 18s and non-binary people. There is more about this below.

For these reasons, most trans people do not even apply for a gender recognition certificate. This leaves them in a risky legal limbo, with the gender recorded on their birth certificate not matching their other identity documents and contradicting how they live. This can cause harmful errors and difficulties including:

* Problems entering a **marriage or civil partnership** correctly
* Mistakes calculating their **pension entitlement** and start date
* Accidental invalidation of **insurance policies,** especially car, travel or life insurance
* Less protection of their human right to **privacy** about their gender reassignment history
* Increased risk of **harassment and discrimination** from employers and service providers. This could also result in people being identified wrongly after death, particularly if next of kin are not accepting of the trans person’s correct identity

**What change is needed to the Gender Recognition Act**

1. Replace the psychiatric diagnosis requirement with a self-declaration procedure, as already used for identity documents such as passport and driving licence
2. Reduce the age at which people can get legal recognition of the gender they live as
3. Provide legal recognition for non-binary people - people who do not identify as men or women.

**Self-declaration process**

A ‘self-declaration’ procedure to update a trans person’s legal gender:

* Would be administrative in nature, not involving a court or tribunal decision
* Would require a trans person to make a statutory declaration that they are living permanently in their gender identity
* Would not require a psychiatric report or any other medical evidence
* Would not require a trans person to prove they have already lived a long time in their gender identity.
* Deliberately making a false statutory declaration is a serious crime punishable by imprisonment.

Young trans people under 16 can already change their name, title and gender marker on all UK identity documents except their birth certificate, with parental consent.

It is important to note that under 16s aren’t able to have surgery. They can be prescribed puberty blockers. Pausing puberty is the only way to mitigate emotional pain and distress. The Government announced in September 2020 that NHS England have appointed Dr Hilary Cass OBE (former President of the Royal college of Paediatrics and Child Health) to lead an independent review into gender identity service for children and young people.

Self-declaration procedures for changing gender on these UK ID documents have been working smoothly for over 40 years, with no evidence of misuse**.** It is now time to bring the process for birth certificates into line with all other ID by reforming the Gender Recognition Act.

**Legal recognition for non-binary people**

Non-binary people are those whose gender identity is neither female nor male. UNISON is acutely aware of the need to acknowledge non-binary gender identities. Non-binary members have been vocal about how the failure to recognise their identities impacts on their work, their well-being and their lives.

*UK-wide research conducted by Scottish Trans ‘Non-binary people’s experiences in the UK’ (2016) gave clear evidence of this. See* [*www.scottishtrans.org/wp-content/uploads/2016/08/Report-final.pdf*](http://www.scottishtrans.org/wp-content/uploads/2016/08/Report-final.pdf).

This is still the most current and comprehensive research in the UK about non-binary people’s experiences, and little has changed in the last 7 years. Non-binary people should be able to fully participate in all aspects of society in line with their gender identity. The option of legal recognition is an important part of this.

**Myths versus facts**

Concerns have been, and continue to be, raised about problems that may arise if the GRA is reformed in line with international best practice. There continues to be an unfortunate suggestion of a conflict between trans equality rights and women’s equality rights.

In response to the UK Government’s announcement that it would block the GRA reform bill in Scotland, eight of Scotland’s national women’s equality organisations - Close the Gap, Engender, Rape Crisis Scotland, Scottish Women’s Aid, Scottish Women’s Convention, Scottish Women’s Rights Centre, Young Women’s Movement, and Zero Tolerance - all support reform to a self-declaration process. In a joint statement they have said:

*“It is demoralising to see how trusted and highly experienced experts on equality and providers of services to women — many of whom have provided world-leading services in Scotland for decades — have been drowned out in this debate and denigrated for standing against misinformation.*

*There are currently a number of very real threats to women’s rights in Scotland and the UK including but not limited to poverty, the cost of living crisis, cuts to services, rape conviction rates and the experiences of immigrant and refugee women. We find it particularly concerning that so much political and media attention has been devoted to the debate around this Bill in place of tackling these genuine barriers to women’s equality.*

*Trans people across Scotland have endured seven years of being dangerously misrepresented in public discourse. We are deeply concerned about the impact of misinformation around what this Bill actually does, and the perception that it creates that women’s rights and the rights of trans people are in conflict. They are not.”*

Concerns that have continually been raised are based on misunderstandings about what reform would mean. To clarify:

* **GRA reform does not affect access to single-sex services and facilitie**s. It is the Equality Act 2010 (which is not under review), not the Gender Recognition Act 2004, that provides trans people with legal protection from discrimination and addresses access to single-sex services. The Equality Act 2010 protected characteristic of gender reassignment applies from the moment a person proposes to undergo any part of a process of transition. No medical diagnosis is needed.
* Trans people, regardless of stage of transition, have always been lawfully able to use whichever toilet they wish in the UK without showing any ID. Cubicles mean it is not proportionate to restrict trans access.
* The Equality Act 2010 provides an exemption for single-sex services allowing them to treat a trans person differently from other service users providing this is a proportionate response to achieve a legitimate aim. Gender Recognition Act reform will not change this exemption.
* Violence against women services already have robust risk-management and safeguarding policies in place, for example to be able to identify and prevent any lesbian or bisexual female perpetrator of violence from being able to access a service where her abused female partner is staying.
* Such services regularly reject non-trans women who are unsafe to include within group work and/or shared refuge accommodation due to antisocial behaviour, criminal history, drug addiction or severe mental illness.
* Possession of a gender recognition certificate does not circumvent in any way these risk management procedures and exclusion would still be possible.
* A number of services allow trans women to use their services on a self-declaration basis. No problems have been reported.
* **GRA reform does not affect hate crime law**. Whether or not a trans person has received legal gender recognition is irrelevant to prosecution of a hate crime. Polite disagreement about gender is not a hate crime but harassment and threatening behaviour can be aggravated by anti-trans hate.
* **GRA reform does not affect Equality Act 2010 gender reassignment protections and exemptions**. The EA2010 already protects trans people against gender reassignment discrimination from the moment they first propose to start any aspect of social or medical transition away from their birth gender. The existing EA2010 single sex services and genuine occupational requirement exemptions allow a trans person to be treated differently if that is a proportionate means of achieving a legitimate aim.
* **GRA reform does not affect Equality Act 2010 sex discrimination coverage.** The EA2010 protected characteristic of sex already covers not only discrimination based upon an individual’s actual biological sex characteristics but also discrimination based upon perception and wider aspects of sex and gender. Trans women who have not undergone any hormonal or surgical treatments can already become legally female.
* **GRA reform does not affect sports competitions**. Where necessary to ensure safe and fair competition in gender-affected sports, sports governing bodies can set their own restrictions on participation by trans people regardless of legal gender recognition status.
* **GRA reform does not affect any NHS clinical decision-making** about minimum ages and other criteria for approving a trans person to receive hormone blockers, hormone replacement therapy or any surgeries.
* **GRA reform does not affect NHS funding of gender identity services.** De-medicalising the process for gender recognition is irrelevant to NHS evidence-based decisions about trans healthcare.
* **GRA reform does not affect ability to receive NHS cancer screening.** Trans people change gender on medical records before their birth certificates. Methods already exist to enable screening to continue.
* **GRA reform would not permit anyone to ‘flip-flop’ legal genders** across different situations or days. The self-declaration process is a statutory declaration of the intention to live permanently in their gender identity

**International best practice**

International best practice has been identified by the Council of Europe, World Professional Association of Transgender Health, International Commission of Jurists and other bodies. Best practice is already in place in the following places:

**Self-declaration:**

* Countries with simple self-declaration administrative process for gender recognition:
  + Since 2012 – Argentina
  + Since 2014 – Denmark
  + Since 2015 – Ireland, Malta, Norway, Colombia
  + Since 2016 – Boliva, Ecuador
  + Since 2017 – New Zealand
  + Since 2018 – Pakistan, Brazil, Costa Rica and Portugal
  + Since 2019 – Chile, Cyprus, Uruguay, India
  + Since 2021 – Germany
  + Since 2022 – Switzerland

Governments, single-sex service providers and the criminal justice sectors in these countries have not reported any negative impacts in implementation.

**Age:**

* In Argentina, Australian Capital Territory, British Columbia (Canada) and Malta there is no lower age limit for parental application for legal gender recognition for a child.
* In Norway, parental application is accepted for children with a minimum age of six.
* Legislation in these countries refers to the United Nations Convention for the Rights of Children and taking the child’s best interests and views into account. If the consent of parents or guardians is unobtainable, courts can rule that children should have their gender legally recognised if that would be in their best interest.
* Allowing legal gender recognition for young people does not affect the criteria for access to gender reassignment medical treatments such as cross-sex hormones (16+) and genital surgeries (18+).

**Non-binary recognition:**

* Malta, Argentina, Australia (most states and territories) and Oregon and California (USA) all provide for non-binary people to have their gender fully legally recognised.
* Denmark, Australia, New Zealand, Bangladesh, India, Pakistan, Nepal, Canada, Iceland, Uruguay, 14 states in the United states of America and Germany all allow non-binary people to be recognised on some legal documents, such as passports, driver’s licences or voter registration cards.

**What MPs and Peers can do**

The controversy and misunderstandings in the debate on reforming the Gender Recognition Act have led to trans people feeling very much under attack. MPs and Peers can have a key role in being clear about their support for trans people and trans equality. They can reassure colleagues, constituents and others about proposed reforms and offer information in place of myths and unfounded fears. You can also add your name to letters in support of change, share information on social media and of course vote for positive amendments to the GRA.

***What CLPs can do***

*It has never been more important for non-trans people to show that they want to be good allies to trans people. UNISON has produced guidance and training for its members on how to be a good trans ally. CLPs may wish to agree a motion expressing, or reaffirming, their support for trans equality.*

***Model CLP motion***

*“This CLP celebrates the role of women in the labour movement and the Labour Party’s commitment to women’s equality. We affirm our commitment to tackling sexism, discrimination and harassment of women. We note the diversity of women and the impact of intersectionality: race, age, disability, sexual orientation, gender identity, gender expression, poverty and other factors all impact on women’s experiences and risk of discrimination.*

*“This CLP notes that trans people face particularly high levels of discrimination at work, when receiving services and in public. We welcome Labour’s track record on trans equality, including encouraging trans participation in public life and in the Party and in working to strengthen trans equality laws.*

*“We welcome calls for the Gender Recognition Act 2004 to be updated, in line with international human rights best practice. This would base the legal process of gender recognition on the declaration of the individual concerned, rather than a person’s gender being ‘judged’ by a panel of medical and legal ‘experts’, as it is now. This would bring the process for updating birth certificates in line with the current process for updating all other UK ID.*

*“We are concerned at attempts to oppose reform which spreads doubt and confusion. Suggestions that trans rights and women’s rights are opposed to each other and that trans equality puts women’s safety at risk are not supported by evidence. However unintended, they contribute to the discrimination and harassment of trans people.*

*“They contrast sharply with inclusive and progressive voices within women’s movements who welcome the proposed reforms.*

*“This CLP resolves to:*

1. *Reaffirm that trans women are women and trans men are men and that trans rights are no threat to women’s rights*
2. *Encourage all members to be active allies for trans equality, supporting trans members and speaking up for trans equality*

*“The Labour Party is the party of equality, diversity and inclusion, and we must all act as such.*

*Or*

*“This CLP continues to celebrate the role of women in the labour movement and the Labour Party’s commitment to women’s equality. We reaffirm our commitment to tackling sexism, discrimination and harassment of women. We note the diversity of women and the impact of intersectionality: race, age, disability, sexual orientation, gender identity, gender expression, poverty and other factors all impact on women’s experiences and risk of discrimination.*

*“This CLP notes that trans people continue to face particularly high levels of discrimination at work, when receiving services and in public. We welcome Labour’s track record on trans equality, including encouraging trans participation in public life and in the Party and in working to strengthen trans equality laws.*

*“We continue to call for the Gender Recognition Act 2004 to be updated, in line with international human rights best practice. This would base the legal process of gender recognition on the declaration of the individual concerned, rather than a person’s gender being ‘judged’ by a panel of medical and legal ‘experts’, as it is now. This would bring the process for updating birth certificates in line with the current process for updating all other UK ID.*

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*“They contrast sharply with inclusive and progressive voices within women’s movements who welcome the proposed reforms.*

*“This CLP reconfirms its position:*

1. *That trans women are women and trans men are men and that trans rights are no threat to women’s rights*
2. *Encourage all members to be active allies for trans equality, supporting trans members and speaking up for trans equality*
3. *That the Labour Party is the party of equality, diversity and inclusion, and we must all act as such.*

***For further information:***

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