



**Wigan[♥]
Council**

I am writing to inquire whether you are fully compliant with the provisions of the Equality Act 2010, particularly in light of the recent Supreme Court ruling in *For Women Scotland v. Scottish Government* (UKSC16).

As you will be aware, the Supreme Court has ruled that the legal definition of woman, within the Equality Act, is based on biological sex. The Equality and Human Rights Commission (EHRC) interim guidance confirmed that if facilities are provided for women these facilities are reserved for biological women.

I would be grateful if you could provide the following information.

1. Previous or Current Service Delivery: Please provide copies of any policies, guidelines, internal memos or external communications that set out the Council's approach to allowing males who identify as women (either with or without a GRC) to use spaces or services designated as for women. These services can either be commissioned or provided directly by the Council.
2. Policies: Provide a list of all policies and practices that are under review to ensure they align with the Supreme Court's clarification of the Equality Act 2010 following the *For Women Scotland* ruling. If no policies are currently under review has there been a decision about when this work will be undertaken?
3. Equality Impact Assessments: Provide a list and copies of all Equality Impact Assessments that are under review to ensure they are in line with the Equality Act 2010, particularly with regard to policies that affect women and sex-based rights.
4. Monitoring and Compliance: What measures are in place to ensure that, going forward, women's rights are not compromised under any of the Council's policies once existing policies have been updated to reflect the ruling of the Supreme Court?

We do not have any specific policies that set out the council's approach to allowing males who identify as women to use spaces or services.

We await further guidance following the Supreme Court ruling before determining if any policy reviews are required.

Once further guidance is received, we will consider if a review of our Equality Impact Assessment document will be necessary.

Wigan Council recognises there is further information to be shared from the equality and human rights commission imminently, and we continue to work through the guidance received to date whilst also working closely with our partners and the wider sector. As a council we remain committed to addressing inequalities and we will continue to work through the ruling with sensitivity and care.