



My query arises out of a report that Kent County Council has a Trans Awareness Course on its intranet which, among other things, states that "sex is what appears on the outside of a person...gender comes from the inside". That "there is no UK law saying men must use male toilets or women female ones." Also, that its staff are warned that "referring to someone using incorrect pronouns" would be a "microaggression."

Example

Please advise:

1. Do you have any similar material available on your intranet? Specifically, any training video or other resources which reference transgender issues, pronouns, "microaggressions" or "unconscious bias"? If so, please provide copies of any such materials.

We do not currently have any internal guidance on Transgender identity, however we remain an inclusive employer and encourage all employees to bring their full selves to work. Our Dignity at Work Policy outlines our approach to ensure that preventative and proactive measures are established in relation to behaviours in the workplace which could be construed as harassment, discrimination, victimisation or bullying. We believe that a confident and dignified workforce is created by a culture where employees feel valued and listened to and where they are treated with respect. Inappropriate behaviour such as bullying, and harassment has no place in the workplace.

We have mandatory EDI E-Learning that defines both conscious and unconscious bias for colleagues' information, however we are unable to share the file to the online training that we have purchased.

2. What legal advice has been given (if any) as to the accuracy of the claims made in any such training resources given this Supreme Court ruling in April?

We are currently waiting on guidance from the EHRC for a clear definition of terms from which we can provide clear, consistent information.

Supreme Court Ruling