

GMB Statement on EHRC

Guidance May 2026



Following the publication of updated EHRC Code of Practice on single sex spaces, GMB is undertaking a review with a view to responding more fully with a position informed by our members with relevant lived experience.

With every new publication of guidance which supports the exclusionary definition of woman, there is increased fear and anxiety for trans and non-binary GMB members and many more workers affected by the fallout of the For Women Scotland judgement.

GMB understands that Trans and non-binary members may be left feeling uneasy after yesterday's statement and we want to reassure you that we stand with all our members and continue



to support them in any way you need to create safe workplaces; free from discrimination and harassment.

In 2018 the GMB Central Executive Council underlined our commitment to support and campaign alongside the trans community, and we will continue to do that. Our members remain our priority and supporting Reps to navigate how best to engage in discussions with employers in the wake of these changes is paramount.

As the guidance says, trans and non-binary workers have a right to "access services safely, free from harassment, and with dignity" and we will come together to ensure those principles apply in every workplace.

We call on Secretary of State Bridget Phillipson to instead use her role to clarify the intention of the Equality Act 2010 to be trans inclusive so that there is no further need for legal uncertainty.

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Member requiring help?

Click to contact your local GMB Region

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