

Statement on EHRC Code of Practice

The University of Edinburgh's Staff Pride Network is a trans-inclusionary network and it advocates for trans people's rights and for their dignity and ability to navigate the workplace and campus. The Staff Pride Network recognises the devastating impact of ongoing campaigns to disempower trans people in the UK over the past ten years, from blocking access to gender affirming healthcare to obstructing the possibility of a supportive environment in schools. Regarding another area currently under attack, namely legal recognition, one of the products of these campaigns is the long-awaited EHRC Code of Practice, finally emerging one year after the UK Supreme Court ruling on trans people's legal recognition in April 2025. As of Thursday 21st May, the Labour Government's Equalities Minister has presented the EHRC's draft of the Code of Practice and has given both houses 40 days to review it and decide whether to oppose it.

While the details of the EHRC statutory guidance require careful analysis over the coming weeks, we ask that people take care in the meantime with the likely misinformation and disinformation that is disseminated across various media. Members of the Staff Pride Network committee are working closely with trans advocacy groups, focusing on the impact the Code of Practice will have on our staff and students and how we can best support them. We call upon the University of Edinburgh to remain true to its principles of trans equality and inclusion.

Our principles and ethos at the Staff Pride Network remain wedded to inclusion and supporting all members of the LGBTQI+ community. Trans rights are human rights. Solidarity with all our trans and non-binary members; and solidarity with all trans and non-binary staff and students.