

55315 Compliance with the Equality Act 2010

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.

We do not hold any specific corporate policies regarding this. However, services will risk assess on a case-by-case basis should the above scenario arise.

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?

The Council is currently reviewing its internal "Transgender colleagues in the workplace guidance" and other relevant documentation to ensure that it is compliant with the Supreme Court decision and EHRC Guidance in relation to facilities within the workplace.

In relation to the provision of services, the Council is also considering the implications of the UK Supreme Court decision and how this will be implemented practically in line with any updated guidance.

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.

We are not reviewing any previously completed EIA/IAs at present. We are reviewing the "Transgender colleagues in the workplace guidance" and will undertake an EIA/IA as part of this review once the Council has considered the implications of the Supreme Court decision.

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?

Please see response to second question above.