55960 Internal Training Resources

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.'

https://www.jamesesses.co.uk/p/the-council-ignoring-the-supreme

Please advise:

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'?

The Council has a digital learning resource – LGBT+ Awareness which has been removed from our learning platform at present while it is reviewed to ensure that it is compliant with the Supreme Court decision in 'For Women Scotland Ltd v The Scottish Ministers (the Supreme Court Decision)' and the associated Equality and Human Rights Commission (EHRC) Guidance. Other general equalities learning includes reference to micro-aggressions and unconscious bias in a general context but not in relation to transgender issues.

The Council understands its obligations following the Supreme Court Decision and is taking appropriate steps to implement any changes that are required. The Council continues to take its obligations under the Equality Act 2010, to protect transgender colleagues and service users from discrimination and harassment, seriously.

If so, please provide copies of any such materials.

Not applicable. Please refer to the response to Q1 – the learning is not published at present.

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?

https://supremecourt.uk/cases/judgments/uksc-2024-0042

Not applicable. Please refer to the response to Q1 – the learning is not published at present.