Ordinary Branch Meeting

Date: 25 November

Time: 12.15-13.30

Location: 3E 2.2 and Microsoft Teams

Agenda TBD

Motion: Trans equality on campus

Proposer: Fran Amery (Branch Equality Officer)

Seconder: Bath UCU Branch Committee

The branch notes:

1. The updated EHRC code of practice for services, public functions and associations, which (among other measures) states that 'single sex' services should be provided on the basis of 'biological sex' (defined as sex registered at birth). The code of practice became statutory on 5 August 2026.

2. The current University of Bath gender identity policy and guidelines, which state that trans people can use 'single sex' facilities according to their lived gender or (in the case of non-binary people) the facility that seems most appropriate to them. The policy and guidelines were passed following consultation with the University community.

3. That the University has established a Task and Finish Group considering the implications of the EHRC code of practice for University policy and procedures – including the gender identity policy and guidelines – which aims to produce recommendations by January 2027.

4. The open letter written by representatives of the campus trade unions and signed by 205 members of the University, which raised concerns that the updated code of practice would out trans people against their will, leave them without facilities they can safely use and result in an increase in harassment of trans people and gender non-conforming women on campus.

5. That UN human rights experts have warned that the code of practice is unduly rigid and risks institutionalising discrimination against trans people.

6. That UCU's Congress has repeatedly carried motions calling for trans-inclusive provision of facilities and services.[i]

The branch believes:

1. Trans, non-binary and intersex members of the University should be free to make their own decisions – as they have always done – about the facilities that are safest and most appropriate for them to use.

2. The updated EHRC code of practice is harmful, unworkable and exposes the University to serious legal and reputational hazard.

3. The University has choices in how it responds to the code of practice and must implement any changes to policy and procedures in a way that minimises harm to trans, non-binary and intersex staff and students.

4. Existing University provision of 'all gender'[ii] facilities and accessible facilities is insufficient and detrimental to the equality of trans and disabled people.

The branch resolves to:

1. Call on the University to ensure that its 'single sex' facilities are safe for trans, non-binary and intersex people and make a clear statement that no one should be challenged on the basis of their (perceived) gender while using these facilities.[iii]

2. Call on the University to substantially increase its provision of 'all gender' facilities and accessible facilities on campus.

3. Support local campaigns for trans equality, including Trans Liberation Bath.

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[i] See for example motions 14 and 15 carried at Congress 2026 and motions 44 and 45 carried at Congress 2025.

[ii] The 'all gender' toilets on campus are single occupancy and fully enclosed, containing a sink, hand dryer and waste bin.

[iii] It is the responsibility of an employer to ensure the health, safety and welfare at work of all their employees and to ensure that other persons are not exposed to risks to their health or safety.