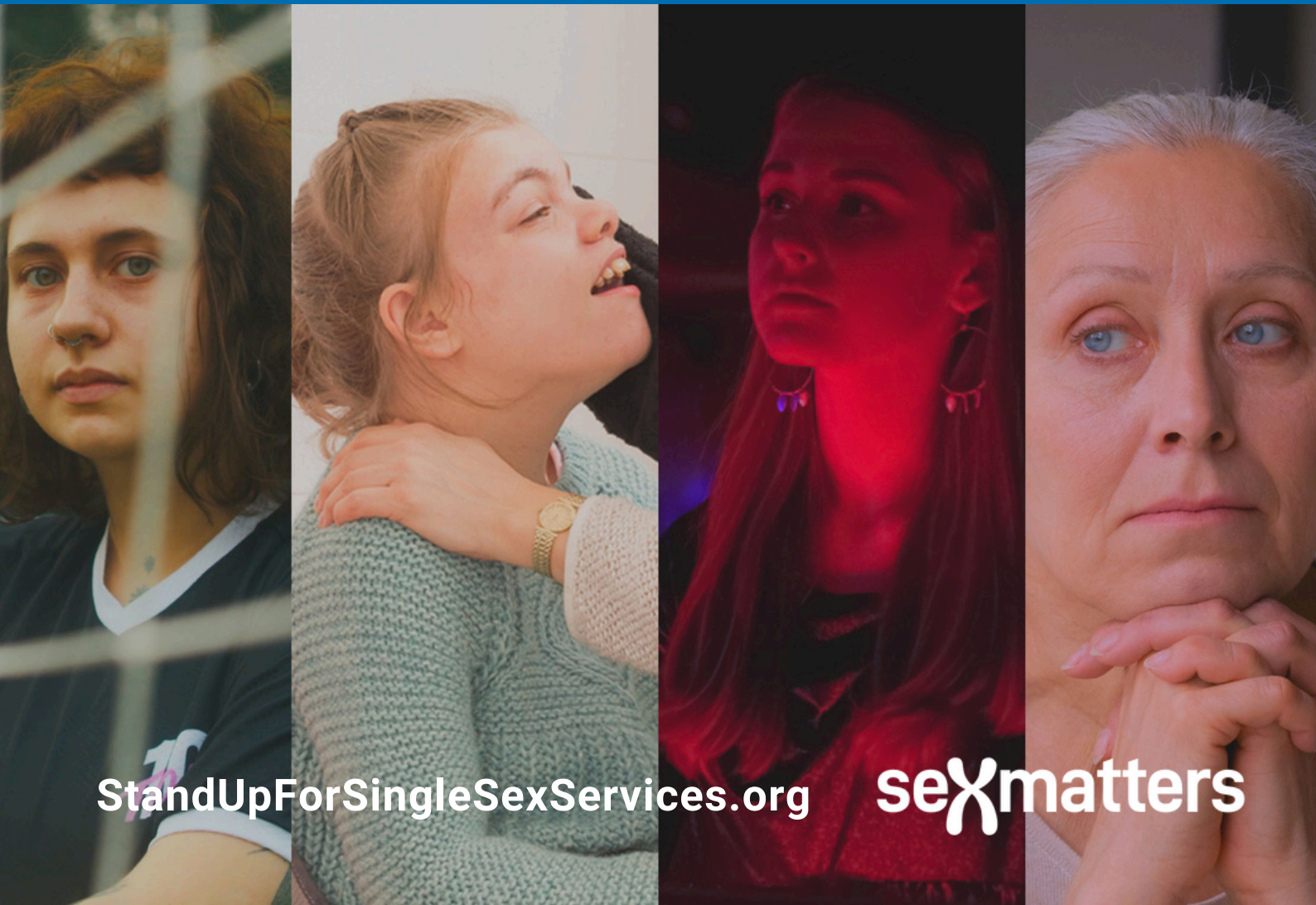


# STAND UP FOR SINGLE-SEX SERVICES

WHY IT'S TIME TO MAKE THE EQUALITY ACT CLEAR



[StandUpForSingleSexServices.org](https://StandUpForSingleSexServices.org)

sexmatters

Women and girls depend on **female-only services, spaces, sports and associations** for privacy, dignity, fairness and safety.

The Equality Act 2010 allows for single-sex provision and protects against sex discrimination and harassment.

But right now service providers and employers are afraid to uphold clear rules.

**THIS HARMS  
WOMEN'S  
RIGHTS,  
INCLUSION  
AND SAFETY.**



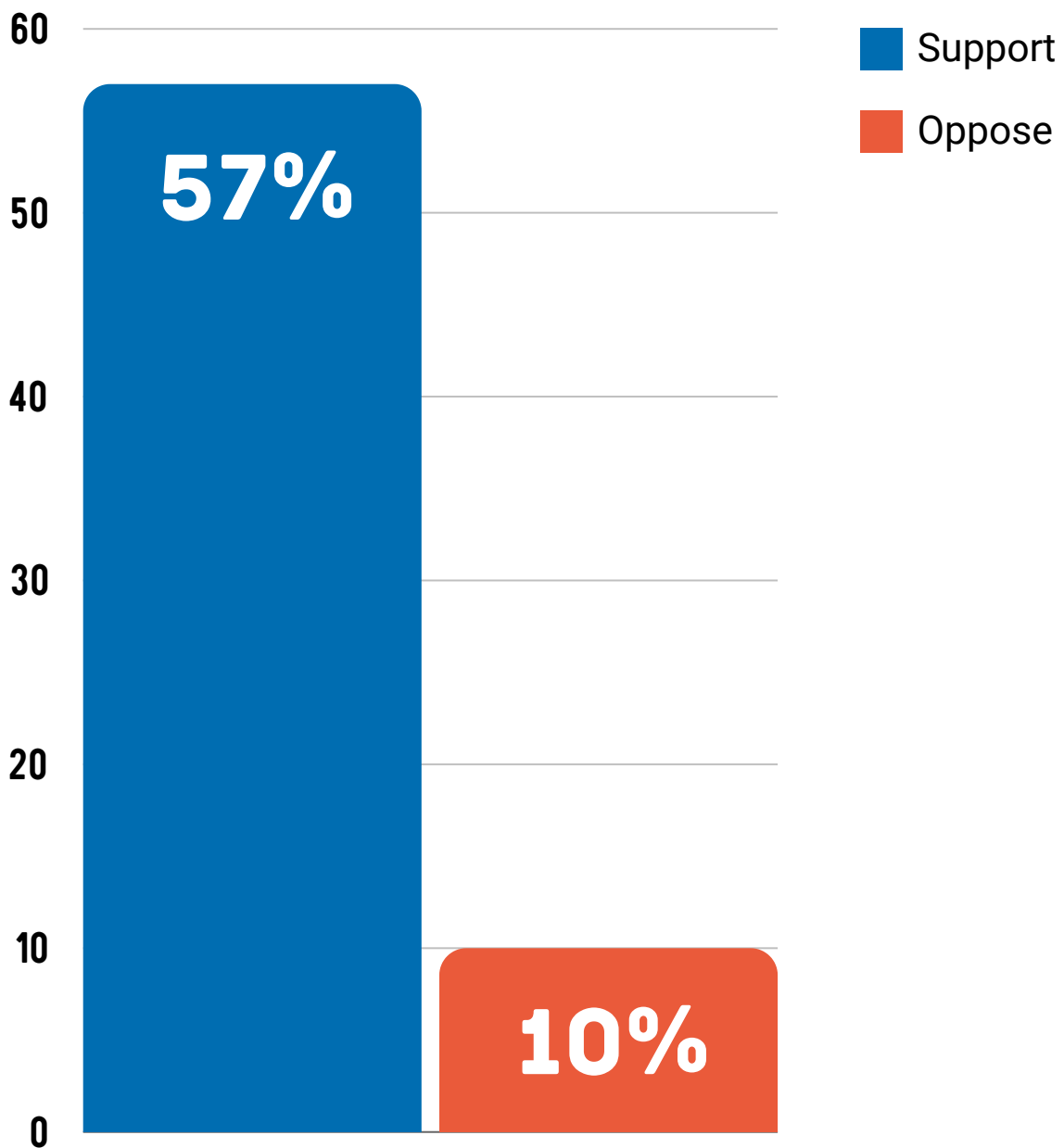


“ I am a nurse in a busy hospital A&E. One night I went to get changed at the end of my shift and found myself alone in the small women’s changing room with a man. I left quickly and complained. But nothing was done.

A month later I turned around in my bra and he was there again. I was shaking. I said I felt **uncomfortable** and **intimidated**.

He said “I’m a woman and have every right to be here.” I complained and then I was suspended from work.\*

# 57% OF THE BRITISH PUBLIC SUPPORT CLARIFYING THE EQUALITY ACT TO PROTECT SINGLE-SEX SERVICES.



Clarify the Equality Act to protect single-sex services



“ I work at a centre for vulnerable women who have been **abused, raped** and **trafficked**. We help them to get off drugs, get back their confidence and get housing, training and work. We have a rack of clothes for women going to job interviews.

One day someone came in. We could all see it was a man but we couldn't say. He gave a woman's name and tried on all the clothes, he laughed when they didn't fit and ripped the seams. He scared the women.

We get funding from the local council and they say we have to be inclusive.

**84%** of people agree that women who have been the victims of rape, sexual assault or domestic violence should be able to access support in a female-only environment.

[sex-matters.org/sector-silenced](https://sex-matters.org/sector-silenced)



“ My 11-year-old **daughter** loves judo. A few months ago, I booked her a place on a female-only training course. The Sensei said the session was female only because there are so few women in judo, and men are stronger.

A survey by the BBC found that more than **70%** of UK sportswomen oppose competing with trans women.

[bbc.co.uk/sport/68564019](https://bbc.co.uk/sport/68564019)

There was a 6ft transgender male there who identified as a woman. I don't think he meant harm but he broke one woman's finger and dislocated another's shoulder. At competitions men who identify as women compete in the female division. It's just not fair or safe, but the organisers are afraid to say no. My daughter is giving up the sport.

“ My **daughter** is a Girl Guide. She went away for her first overnight trip. When she came home she was very quiet.

Eventually she told me that one of the adult leaders who slept in the room next to the girls’ dorm was a man.

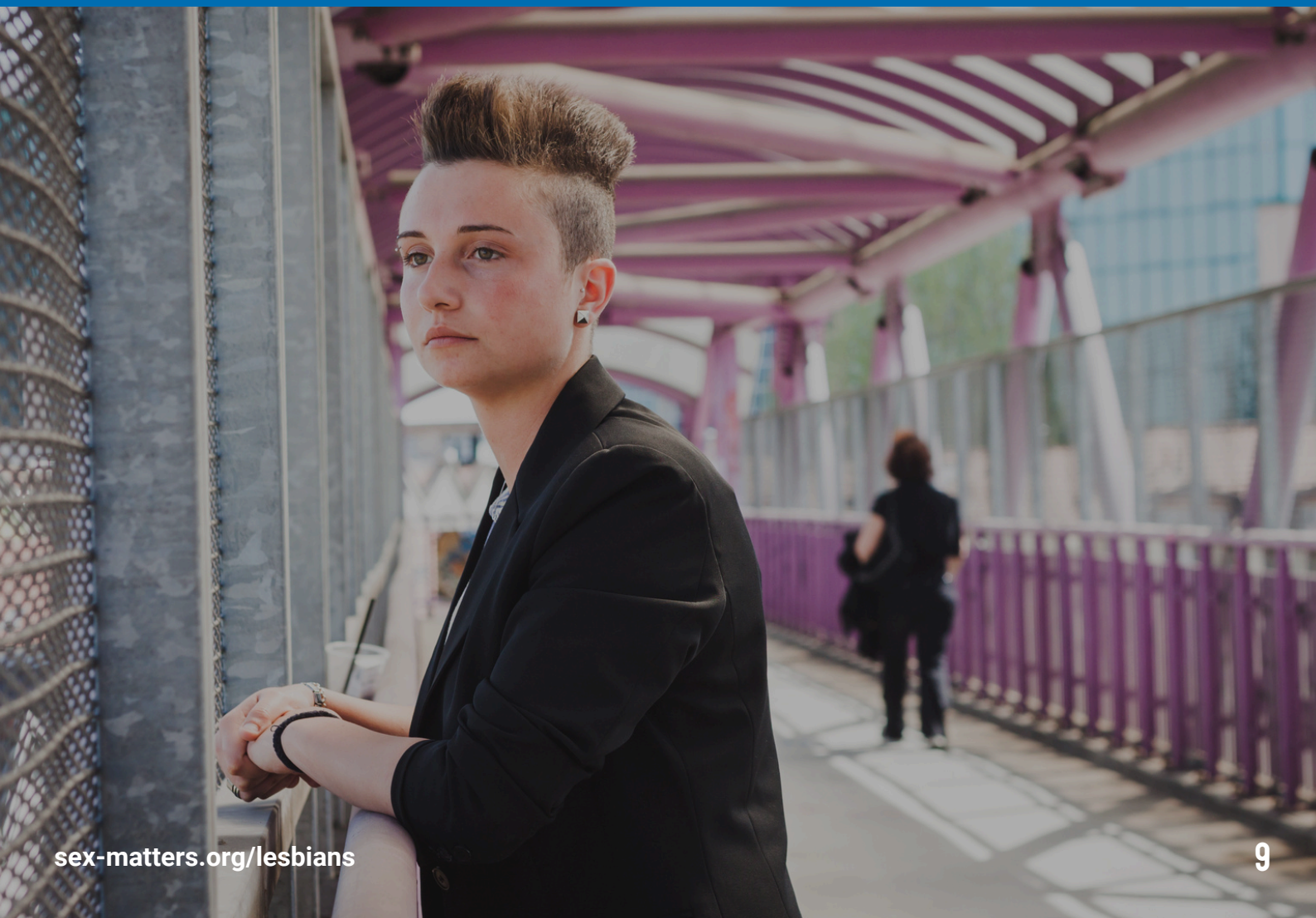
She felt confused and upset. I asked the Pack Leader to tell me the truth. She said that trans women are women, and that the law says so.





“ As a lesbian I am at the sharp end of men demanding entry to women’s spaces. There are men on lesbian dating sites and in clubs claiming to be women. We are told we are bigoted for not being attracted to them. It is **intimidating** and **dangerous**. I used to go to women-only groups and lesbian-only groups, but I am too scared now.

I feel threatened and harassed by men saying they are women. With some friends I tried to organise a women-only book club at the local library. We were told we couldn’t advertise it as female-only, as it wasn’t inclusive. We are being forced back into the closet.



# IT IS TIME FOR THE GOVERNMENT TO STEP IN AND MAKE THE **EQUALITY ACT 2010** CLEAR SO THAT IT PROTECTS EVERYONE'S RIGHTS.

- The terms male, female, man and woman in the Equality Act 2010 relate to **sex discrimination and single-sex services**.
- The clear concepts of “same sex” and “opposite sex” are also important for the law to protect gay men and lesbians against **discrimination based on sexual orientation**.
- Transgender people have specific protections under the Equality Act 2010 relating to the characteristic of “**gender reassignment**”.

## A small change to legislation could make a big difference to **women and girls**.

The interaction between the Gender Recognition Act 2004 and the Equality Act 2010 is causing confusion and putting women and transgender people at risk and in conflict. A small change to the law could sort this out. This would:

- » **Remove legal uncertainty** for women, transgender people, employers and service providers.
- » **Make it easier to provide straightforward guidance** that everyone understands and that prevents conflict.
- » **Ensure that public bodies protect both women's rights** and transgender people's rights under the public-sector equality duty.

## WHAT CAN YOU DO?

### VISIT

[www.StandUpForSingleSexServices.org](http://www.StandUpForSingleSexServices.org)

### FIND OUT MORE

Read Sex Matters' case for making the Equality Act 2010 clear

### SUPPORT THE CAMPAIGN

Sign up for updates and tell your friends

### WRITE TO YOUR MP

Write to them, speak to them, meet them

## WHAT CAN MPs DO?

Email [PublicAffairs@sex-matters.org](mailto:PublicAffairs@sex-matters.org) to arrange a discussion or meeting with Sex Matters, and to be added to the list for updates.



## Stand up for single-sex services

Find out more about how a small change to legislation would make a big difference for women and girls.



[www.StandUpForSingleSexServices.org](http://www.StandUpForSingleSexServices.org)

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## Donate to Sex Matters

Setting up a monthly donation to support our work is simple.



[www.Sex-Matters.org/donate](http://www.Sex-Matters.org/donate)

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**Sex Matters is a human-rights charity.  
We campaign for clarity about sex in  
law, policy and language.**



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