



## Ursula Doyle v Hachette UK

### *UK publisher's trans inclusion policy challenged at tribunal*

**Jurisdiction:** Employment Tribunal 2025

**Sector:** Publishing

**Causes of action:** Belief discrimination, Sex discrimination

**Legal representation:** Richard Linsell at Gunnercooke LLP (solicitor), Naomi Cunningham (counsel)

**Updates:** [Ursula Doyle's crowdfunder](#)

### Summary of events

Ursula Doyle, a senior publisher with over 30 years of experience, worked at Hachette UK, one of the UK's largest publishing houses, where she led Fleet, a specialist division she founded in 2016.

In 2021, Doyle published *Material Girls* by Kathleen Stock, a book critically examining gender-identity theory. Following the publication, Doyle became the target of sustained abuse from colleagues within the publishing industry, who labelled her transphobic and called for her to be shunned.

Online harassment was common, with critics frequently tagging Hachette and its staff networks. Organised campaigns, including one by the social media group "The Young Refuseniks", included Doyle in blocklists identifying so-called "transphobes" within the industry. Doyle claims that nothing was done to protect her from this abuse, which created a hostile environment for her.

At the same time, Hachette introduced a new trans-inclusion policy, allowing male employees who identify as women to access female-only facilities. Doyle raised concerns about the policy's legality and safety implications under the Equality Act 2010, and pointed out that women's networks and faith networks had not been consulted. Her concerns were dismissed.

Over time, two authors requested to move their books away from Doyle's imprint explicitly due to her gender-critical views and Fleet's publication of writers with similar beliefs. Hachette agreed to these requests without prior consultation, undermining Doyle's professional standing and leaving her unable to continue working in what had become a hostile and isolating environment.

Doyle resigned in April 2024 and brought a claim for discrimination against Hachette. She also challenged the legality of Hachette's self-ID policy.

### Outcome

On 5th June 2025, the parties reached a confidential settlement, bringing legal proceedings to an end. The case will not proceed to a tribunal hearing, and no public judgment has been issued.