



# NEWS FLASH

**17 February 2020.** AEA complained to the Equality & Human Rights Commission (EHRC) about unlawful statements in its guidance on the 2010 Equality Act. After prolonged correspondence, EHRC corrected its guidance in July and Aug 2020.

**6 May 2021.** AEA's High Court Hearing. Permission for a Judicial Review of EHRC not granted. However, in order to defend itself, EHRC was forced to publicly make significant clarifications and concessions, stating that:

- People with a Gender Recognition Certificate can be lawfully excluded from single-sex services
- A policy which states that trans persons must be allowed access to the single-sex services of their choice is directly inconsistent with the law
- It has informed some organisations that their policies are unlawful and will do the same with other organisations that come to its attention
- EHRC isn't responsible for service-providers' unlawful policies and that complainants should take legal action against service providers

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**20 May 2021.** Barrister Akua Reindorf's Report for Essex University published.

<https://www.essex.ac.uk/blog/posts/2021/05/17/review-of-two-events-with-external-speakers>

The Report stated that Stonewall's advice to the university did not comply with the Equality Act. A Times article reports Liz Ward, Stonewall's Director of Programmes, saying, in reference to AEA's 6 May Hearing, that:

**"Our advice on the Equality Act is based on guidance provided by the Equality and Human Rights Commission, which was recently reaffirmed in the High Court."**

**23 May 2021.** EHRC reveals that it has withdrawn from Stonewall's Diversity Champions scheme.

**28 May 2021.** ACAS reveals that it is no longer a Stonewall Diversity Champion.

**29 May 2021.** The Telegraph reports more departures from the scheme: House of Commons Driver & Vehicle Licensing Agency (DVLA) Dorset Police Ministry of Housing and Local Government.

**31 May 2021.** Secretary of State, Liz Truss calls on the 250 government departments that are Stonewall Diversity Champions to quit the scheme.

These are precarious times for organisations.

Are your policies in alignment with equality law?

Is your organisation legally exposed?

**AEA can help you get it right!**

