



# NEWS FLASH

The most important development in June was the judgement in **Forstater v CGD Europe**, which ruled that 'gender critical' beliefs are protected under the Equality Act Protected Characteristic 'Religion or belief'; and also by Articles 9 & 10 of the European Court of Human Rights and the UK's Human Rights Act.

This has wide-ranging implications. Organisations need to be aware of the potential for litigation on grounds of belief discrimination or harassment.

- **Akua Reindorf QC** was commissioned by Essex University to review its EDI policies. Essex University is a Stonewall Champion. It received policy-advice from Stonewall.

The Reindorf Report stated that Essex University policy states "*the law as Stonewall would prefer it to be, rather than the law as it is*". By misstating the law, Essex University is legally exposed.

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On 2nd July, **FDJ v MOJ** challenged the policy that allows male-born transwomen to be housed in women's prisons. The judgement ruled that the policy 'is capable of being operated lawfully'.

However, the judgement noted serious inadequacies in the data which records transgender prisoners.

The judgement also acknowledged that the rights of women prisoners and those of male-born transwomen prisoners DO conflict, which has long been denied by trans advocacy organisations.



**These are precarious times for organisations in all sectors.**

**Is your organisation's EDI policy compliant with the law?**

**Contact AEA for a confidential policy appraisal.**

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