North Midlands LGBT+ Older Peoples Group
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Statement on Trans Inclusion Updated Aug 2026

1. Definitions

'Trans' or 'transgender' describes people whose gender identity differs from their sex assigned at birth. They are umbrella terms that include:

- People who have undergone gender reassignment or intend to do so.
- People who identify as having a gender different from that which they were assigned at birth and:
    - have medical interventions such as hormones or surgery or plan to do so.
    - who are not planning any medical intervention
- People who are non-binary – that is, they are not solely male or female. They may define themselves as both, neither or something entirely different. They may or may not have medical interventions to align their body with their non-binary gender identity.

'Transitioning' is the process undertaken by a trans person in order to bring their gender presentation into alignment with their gender identity. This often involves dressing differently, using a different name and pronoun (e.g. she, he or they) and changing official documentation. It may involve various types of medical or surgical treatment, although this is not the case for all trans people.

The North Midlands LGBT Older Peoples Group recognises there is no right or wrong way to transition and is committed to supporting each individual in their decisions.

2. Statement on Trans Inclusion

We are committed to supporting the rights of our trans, non-binary, and gender diverse communities.

Trans people commonly experience abuse from those who oppose trans inclusion, including misinformation that portrays trans people as predatory, deceptive, and immoral. These are the same tactics that have been used in the past to justify discrimination against all LGBT+ people. We oppose these attacks and will not tolerate any abuse of this nature.

We stand in solidarity with all LGBT+ community organisations that oppose discrimination and breaches of human rights. We will continue to support our trans friends, colleagues, and service users, today and always.

3. Legal Protection for Trans People

Gender Recognition Act 2004

The UK Gender Recognition Act (GRA) enables people aged over eighteen to gain legal recognition for their acquired gender, updating their birth certificate for purposes such as marriage and pensions. However, following recent rulings, a GRC does not alter a person's biological sex as defined under the single-sex exemptions of the Equality Act 2010.

Trans people have other wide-ranging protections under the law that do not depend on having a GRC (see below).

Equality Act 2010

The Equality Act became law in 2010. It covers everyone in Britain and protects people from direct discrimination, indirect discrimination, harassment and victimisation.

Gender reassignment is a protected characteristic in the Equality Act 2010 which states:

> "A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex."

The EHRC Code of Practice in relation to the Equality Act, offers the following clarification:

> "Gender reassignment is a personal process, that is, moving away from one's birth sex to the preferred gender, rather than a medical process."

This means that from the moment someone begins their social transition (for example asking to be called a different name or starting to use different pronouns), trans people of any age are protected under the "gender reassignment" characteristic. There is no requirement to have obtained legal gender recognition or to have had any medical intervention.

Non-binary people are also protected from discrimination under the Equality Act (2010), under the "gender reassignment" characteristic.

People discriminated against because they are wrongly perceived to be trans, or who are discriminated against because of their association with trans people or issues, are also protected.

Our Responsibility

We are a registered charity created for the benefit of all LGBT+ people. As an organisation we are committed to the inclusion of all LGBT+ identities including those that are non-binary or gender-fluid regardless of what the law states.

Private individuals are free to decide who they associate with in their own personal social networks but when individuals undertake roles within our organisation they are expected to be unconditionally committed to the inclusion of all LGBT+ people.

4. Freedom of Speech

Some of our members have previously expressed concern that the inclusion of trans women in lesbian spaces is a threat to their identity as women and as lesbians.

This view is not supported by the North Midlands LGBT Older Peoples Group. However, we do believe that all our members have a right to discuss and debate society's evolving understanding of gender identity even when this means expressing opinions that we, as an organisation, do not agree with.

Our only requirement is that dialogue be respectful, lawful, and directed towards positive outcomes for all.

While it is not always possible for everyone to agree with each other or to get on with each other our aim should always be to remain united and strong in a world where we still face discrimination against people who identify as LGBT+

5. Conclusion

We do not provide single-sex services, and we have no plans to do so. Our social meetings and activities are open to all LGBT+ people. We do not ask people to state their gender or assigned sex at birth when they join our Group.

In the event that any future activities are focused towards women or men, these will generally be delivered as gender-inclusive spaces rather than as single-sex services provided under statutory single-sex exemptions. Trans people will be fully welcome to attend the activity that aligns with their gender identity.

The charity remains open to the possibility of providing a single-sex space if the needs of our members suggest that this is necessary, but our baseline presumption is always toward full inclusion and we will only restrict access based on biological sex if it is proven to be a proportionate means of achieving a legitimate aim.

We are individuals with a broad spectrum of identities. Let's focus on what we have in common and not what divides us.

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Version History

06/07/2026	DRAFT for approval by the Board of Trustees