

# Reforms to the Gender Recognition Act...

Will not affect 



## Sport

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The Gender Recognition Act specifically permits sports governing bodies to restrict participation of trans people who have obtained legal gender recognition, if that is necessary to ensure fairness or safety. This will not change.



## Who can use changing rooms & toilets

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There has never been any UK law specifying which toilets and changing rooms trans people must use. The Equality Act supports trans women using female services, and trans men using male services, but allows single-sex services to treat trans people differently where this is proportionate and for good reason. This applies whether or not the person has gender recognition. This will not change.

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## Equality law protections for women

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The protected characteristics in equality law, such as race and sex, are legally applied flexibly. The sex provisions protect women from discrimination that happens because of any aspect of being a woman, including your body and the ways you live or are perceived as a woman. All women including trans women are protected. For example, if a trans woman was denied a job because the employer did not want to employ a woman, then that is sex discrimination, whether or not the trans woman has changed her birth certificate sex. Updating the process for changing your birth certificate won't change this.

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## Access to medical treatments

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The Gender Recognition Act already has no requirement for a trans person to take hormones, or have any surgeries, to change the sex on their birth certificate. Obtaining legal gender recognition does not affect the age or conditions of access to any medical treatments. This will not change.



## Prisons

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The Scottish Prison Service takes decisions about where to house trans prisoners based on comprehensive individualised risk-assessment. The priority is always the safety of all prisoners. A trans woman can lawfully be held in a men's prison estate if necessary for safety and vice versa. This will not change.

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## Trans people's birth certificates

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Since 2004, the Gender Recognition Act has allowed trans men and trans women to change the sex on their birth certificate to reflect their lived identity. Passports and other ID can already be changed much more easily. No changes to the legal effects of gender recognition are proposed, but there are proposed changes to the process of applying, and who can apply. Visit [equalrecognition.scot](https://www.equalrecognition.scot) to find out more.



## Trans people's pensions

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Although the state pension age has been equalised for men and women, some remaining differences mean pension companies and the DWP legally require birth certificates to be shown. This is the main way that people without legal gender recognition get 'outed' as trans to employers, causing significant distress and risk of workplace discrimination.