

NWCDTP Statement of Support:
Supreme Court Ruling on Gender Identity (16th April 2025)

The Supreme Court recently ruled (16th April 2025) that a Gender Recognition Certificate does not change a person's legal sex for the purposes of the [Equality Act 2010](#). Full details about the ruling can be found on the [EHRC website](#).

In line with our [Equality, Diversity, and Inclusion Statement](#), the NWCDTP is passionate about creating a positive research culture and promoting sense of belonging so that each student feels valued and supported. We recognise that the Supreme Court ruling on gender identity may have personal and distressing implications for members of the LGBTQIA+ community, particularly transgender, non-binary, intersex, and gender non-conforming people. The NWCDTP remains committed to upholding the dignity, rights, and academic freedom of all our students, and we reinforce our desire to create a wholly inclusive and diverse research environment where our students feel respected and seen. More information about the NWCDTP's approach towards EDI, as well as our most recent EDI Action Plan (September 2025), can be accessed [here](#).

We encourage all NWCDTP students who have concerns in light of the ruling to reach out to their home institutions for guidance. Each university within the consortium provides a range of student support services, including counselling, wellbeing resources, and LGBTQIA+ support networks. University staff and student services are equipped to help you navigate any challenges that may arise and to ensure your safety and wellbeing. Please do not hesitate to ask for support from your institution, supervisor, and/or pastoral tutor.

Each institution's response to the ruling is included in the following section, as well as institutional-specific support services. This information will be updated as the situation develops and changes.

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University of Manchester

Support Contact: EDI Team (equalityanddiversity@manchester.ac.uk)

We want to assure our community that the University of Manchester remains wholly and deeply committed to the values of equity, diversity, and inclusion. We remain committed to providing a safe and supportive environment where every colleague, student and community member can flourish, thrive and fulfil their potential. The best universities are inclusive universities.

Since the ruling, members of our community have been in touch with us to voice concerns and seek reassurance. We are listening. We will be engaging with you to understand your thoughts and concerns as we work through the implications and impact of the ruling in the coming weeks.

In the meantime, please do look out for each other. Many will feel affected by the ruling for a range of different reasons. We also know this issue has generated considerable debate in our community. Disagreement is inevitable in a diverse society, but it must be expressed in ways that demonstrate our fundamental respect for each other. If you know someone is feeling anxious or concerned, please reach out to them, ask how they are feeling and how you can support them. A tiny gesture of care can make a huge difference. If you are feeling impacted by the events mentioned here and need support, we have a number of services that might be helpful:

Support Services for Colleagues

- The University offers a free and confidential [24hr support service, Health Hero](#)

Staying Safe and Reporting Incidents

- **SafeZone:** Download our free [SafeZone App](#), which allows you to quickly and discreetly call for help or share your location if you feel threatened or unsafe in and around the University or other Manchester campuses.
- **Report and Support:** If you or someone you know has experienced or witnessed any form of hate or have a safeguarding concern, we would urge you to report this to the [University's Report and Support Team](#) where trained advisors are ready to provide support. You can give your name or do this anonymously.

For trans colleagues specifically, you can also call [Mindline Trans+](#), which is a confidential, emotional and mental health support helpline for trans and non-binary people, or simply speak to a friend or colleague who you trust.

Humanity is one of our core values at the University of Manchester. Thank you for upholding this value and ensuring that our university remains a safe and supportive place for all of our staff and students.

Manchester Metropolitan University

Support Contact: EDI Team (equalities@mmu.ac.uk)

We know there will be many different views about this news and that some of you may be unsettled by the media interest that has followed. We want to reassure you that our community is intentionally inclusive and a safe space for all students. We will continue to work closely with the University to make sure our campus continues to be a place where everyone feels welcome, safe, supported, and included.

As always, we are here to listen and to support you, and we will be working closely with the University on keeping you informed.

If you or someone you know has any concerns or needs support, here's a quick reminder of some of the options available:

- The Union's [Advice Centre](#) for independent and impartial advice

- Student Welfare Services can provide practical support and guidance to any student experiencing difficulties
- Stonewall has a whole range of resources available
- Manchester Pride's website has a comprehensive list of local and national services and support
- Report and Support line to report incidents should you experience or witness anything relating to dignity and respect

University of Salford

Support Contact: Cath Prescott, Head of EDI Culture Change
(c.prescott5@salford.ac.uk)

We understand that the Supreme Court ruling may have caused concern and uncertainty for some of our trans, and gender non-conforming community members, as well as those who are allies. At Salford, our commitment to fostering a welcoming, inclusive, and respectful environment for all remains unchanged. It's important to note that the ruling reaffirmed the protections for trans people under the Equality Act 2010, specifically in relation to Gender Reassignment.

In light of the ruling, we will be carefully reviewing our policies and processes to understand our next steps.

Discrimination and harassment of any kind have no place on our campus. If you've been affected or need someone to talk to, there is support available.

- Support for students can be found via askUS - students can pop in on campus, call, email or use a live chat to speak to someone.
- Support for colleagues can be found via our Wellbeing pages.

Royal Northern College of Music

Support Contact: Emma Hilton-Wood, Academic Registrar (Emma.Hilton-Wood@rncm.ac.uk)

Following the recent Supreme Court ruling and the definition of sex in relation to the Equality Act 2010, I wanted to reaffirm our commitment to fostering an inclusive environment where everyone feels safe and supported.

We will be maintaining our inclusive approach to single-sex spaces. The RNCM is dedicated to upholding all the protections outlined in the Equality Act, and we are proud to provide a variety of spaces that are accessible to everyone. Offering choice and flexibility is extremely important to us, and we will not tolerate any form of discrimination, harassment, or victimisation.

If you have any thoughts or feedback, please don't hesitate to contact me (Emma Hilton-Wood). I am always very happy to hear from you as we keep our policies under regular review to ensure they meet the needs of all members of our community.

University of Liverpool

Support Contact: Equality and Engagement Team (equality@liv.ac.uk)

We recognise the impact the ruling may have on how Trans and Non-Binary members of our community are feeling. In the days following the Court's decision, colleagues in the University's Equality, Diversity and Inclusion (EDI) team contacted our EDI champions and equality network leads with a reminder of available sources of support for anyone who may need to access it at this time.

Any practical implications in applying the ruling to our facilities and activities are not yet clear and along with other universities, we now need to wait for more detailed guidance. As such, there are no immediate changes to any University policies. We understand that our community may have many questions and at this stage we do not have all the answers, but we will keep you informed. We will also continue to meet and work with our staff equality networks and with the Guild of Students, to understand any questions, areas of uncertainty and concerns they want to raise.

Just like in the rest of society, there will be a broad range of opinions within our own community about this case, and these should always be expressed with respect and tolerance for other viewpoints. It is worth noting that the Supreme Court Judges cautioned that their decision should not be seen as a victory of one side over another. As an institution, our fundamental commitment is to the wellbeing of all our staff and students. Our University is a proudly diverse, welcoming and inclusive environment for anyone who chooses to study or work here. We expect every member of our community to uphold these values. We do not tolerate bullying, harassment and discrimination of any kind.

As we await further guidance, the University will continue to uphold the law, as we are required to do, and we will do so with support and compassion.

Support Services

If you are feeling impacted and need support, the following services are available:

- Staff can access free advice and counselling from our Employee Assistance Programme.
- Students can access a range of support from Student Services
- If any staff or students experience bullying or harassment, they can report this – anonymously if preferred – via Report + Support.
- Staff or students who have concerns about safety can download the SafeZone app or can request a chaperone to escort them around campus.

The University also has the following networks and societies:

- The Trans & Nonbinary Peer Support Network– for staff and postgraduate students.
- The LGBTQIA+ Network– for staff and postgraduate students.
- The LGBT+ Society for all students

A full list of staff networks and groups is available at <https://staff.liverpool.ac.uk/our-workplace-and-community/>

Lancaster University

Support Contact: EDI Team (edi@lancaster.ac.uk)

The recent UK Supreme Court ruling concerning the legal definition of a woman in the Equality Act 2010 has been widely reported. This news will take some time to digest and the practical implications for the higher education sector are not yet clear. While we wait for the Equality and Human Rights Commission to update its Code of Practice, we will be working alongside other universities to understand how we can respond to the ruling.

We know there will be different opinions and views about this news within our community and that it may be a time of uncertainty and anxiety for some of you, or those close to you. We want to assure you that we remain committed to ensuring Lancaster is a welcoming, inclusive and supportive place for everyone in our community, and this will not change as a result of this judgment.

Transgender people are still protected from discrimination on the basis of the protected characteristic of their gender reassignment under the Equality Act 2010.

We also remain committed to upholding the right of our community to engage in debate and to exercise academic freedom. Staff can find out more about free speech within the law on the [Staff Intranet](#), and students can access it within [the Portal's ASK system](#) beneath 'Code of Practice on Freedom of Speech'.

How to Access Support

Lancaster University will not tolerate bullying or harassment in any form. If you experience or witness inappropriate behaviour at Lancaster University, you should report it. You may choose to use [Unisafe](#) if the incident affects a student, or contact your line manager initially, or HR contact, if you are staff. Any reports will be taken seriously.

Students can find out more about [wellbeing support within ASK](#), including a 24/7 helpline and specialist support. Students can also seek support directly from the Students' Union through its [advice service](#).

Staff can discover wellbeing support available to them on the [staff wellbeing page](#). It also includes details on 24/7 access, as well as specialist help.

Students and staff can contact [the Anti-Harassment and Bullying Team](#), which offers an informal source of support and advice. Students and staff also have supportive networks available to them, with [staff equality networks detailed on the EDI page](#), and [student liberation societies supported by the Students' Union and explained on its website](#).

Keele University

Support Contact: Emma Scott, Associate Director for Equity, Diversity, and Inclusion
(e.scott1@keele.ac.uk)

Existing students and staff have been given reassurance, by email, of Keele's commitment to providing a supportive and respectful environment for all students and staff, including those who have made, or wish to make, gender identity changes. Keele will not implement any immediate policy changes until official guidance is finalised, consulted on, and has a statutory basis. Students are invited to make contact with Emma (details below) or Chief Operating Officer Dr Mark Bacon (m.bacon@keele.ac.uk) to arrange a confidential conversation to help inform the University's response to the consultation on implementation of guidance.

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If you seek further support beyond the university setting, you might find the following resources useful:

- [Manchester Pride](#)
- [Mindline Trans+](#)
- [Stonewall](#)
- [The LGBT Foundation](#)
- [The Proud Trust](#)

You can also access the NWCDTP's Welfare Support guidance here:
<https://www.nwcdtp.ac.uk/home/current-students/student-support/welfare-support/>

In addition, here are some basic tips for helping LGBTQIA+ peers and colleagues feel a sense of welcome and belonging:

- Invite peers to share pronouns and preferred names if they wish to avoid misgendering (tip: include your own pronouns in your email signature to normalise this practice).
- If you make a mistake, apologise, correct yourself, and move on respectfully without drawing too much attention to the mistake.
- Respect confidentiality and privacy: never "out" someone or assume they are comfortable sharing their identity in every setting. Always ask before sharing information about somebody's gender identity.
- Always aim to use gender-neutral and inclusive language to create space for people of all gender identities (e.g. use 'everyone' instead of 'ladies and gentlemen', or 'partner' instead of 'girlfriend, boyfriend, wife, and husband').

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If you need further support directly from the NWCDTP, please email our EDI Advocate, Hannah (h.j.helm@edu.salford.ac.uk)