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By email to:  
lgballiancefuture@gmail.com  
cc. aileen.mccolgan@11kbw.com

Wednesday 18 March 2020

Dear Aileen

**Subject: Evolution and adoption of policy by public sector organisations in relation to transgender rights**

Thank you for your letter dated 3 February 2020. You have requested, on behalf of the LGB Alliance, that the Commission undertake “an inquiry under s16 of the Equality Act 2006 in the form of a thematic review of the evolution and adoption of policy by public sector organisations in relation to transgender rights.” Your letter provides details of advice given, and activities undertaken, by Stonewall and refers to several NHS policy documents.

As you know, the Commission can conduct an inquiry under section 16 of the

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Equality Act 2006 into any matter which relates to sections 8 or 9 of the Equality Act 2006 (equality and diversity or human rights).

As a strategic regulator with a wide remit, we prioritise our work in accordance with our [Strategic Plan 2019 - 2022](#), which was subject to statutory consultation and was recently laid in Parliament. In deciding on our priorities, we considered our '[Is Britain Fairer?](#)' research as well as the outcome of our consultation on the plan. We have been mindful that our stakeholders want us to prioritise more – to focus on fewer priorities and to achieve real impact in those areas.

We have already concluded our business planning for Year 2 of the Strategic Plan, which focuses on our key priorities in the Plan. Therefore for these reasons, I am afraid we are currently unable to take the action requested in your letter.

You mention in your letter the need for guidance on single-sex services. The Commission is currently scoping guidance for service providers on the Equality Act 2010 separate- and single-sex exceptions; we expect this to take the form of a practical tool to help service providers make informed and considered decisions when providing services.

We note the LGB Alliance's commitment to constructive and respectful dialogue. This is welcome and reciprocated and we are actively considering how best to contribute to this important debate.

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Our current strategic plan comes to an end in April 2022 and we will begin consulting on our next strategic plan in 2021. This consultation will inform our priorities for the following three years and the LGB Alliance may wish to submit a response when this consultation opens.

Yours sincerely,



**Rebecca Hilsenrath**  
**Chief Executive**

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