

Police Scotland: Leaving the Stonewall Workplace Equality Index

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Introduction

On 20 February 2023 the Daily Mail **reported** that Police Scotland had withdrawn from the Stonewall Workplace Equality Index (WEI) scheme. The scheme is **described** by Stonewall as ‘the definitive benchmarking tool for employers to measure their progress on lesbian, gay, bi and trans inclusion in the workplace’. The Times later **reported** that Police Scotland would not comment on why it had severed its formal ties, nor ‘*be drawn on whether it considered membership had an effect on its impartiality, the fundamental bedrock of policing by consent*’.

The move is nonetheless significant. As noted by the Daily Mail, ‘*Police Scotland is understood to be the first high-profile Scottish public body to have quit the scheme*’. It is also a substantive departure for the single service itself, which until recently, **viewed** its participation in the WEI scheme as a marker of its equality and diversity credentials.

This report looks at some of problems and risks potentially associated with membership of Stonewall schemes, and examines the imprint of Stonewall on a range of Police Scotland policies. The analysis also considers the impact of the Scottish Government-funded group Scottish Trans, whose views align with Stonewall. **While the analysis is specific to Police Scotland, many of the observations will be relevant to other UK police forces.** We conclude that Police Scotland should now seek to align its policies with equality law and ensure the needs of all protected characteristics are properly considered.

The problem

Stonewall’s controversial standing relates principally to its lobbying agenda on trans rights, developed from around 2015 onwards, and its departure from equality law in training and guidance. An **analysis** of Stonewall literature by campaigning group Sex Matters explains:

‘Stonewall is committed to the political project of “gender self-identification”. Across all of its guidance and training it advises employers to ignore the legally protected characteristic of sex and to treat self-identified gender as if this was the legally protected characteristic. The charity explicitly argues against taking a compliance approach and opposes using language in line with the Equality Act 2010. It says that the language of the law might be offensive. It calls for organisations to go “above and beyond the law”, and in the process induces them to misinterpret their legal freedom and capacity to act.’

Sex Matters: Understanding the risk of following Stonewall advice, 2021

Together with Scottish Trans, Stonewall has **called** for changes to the Equality Act 2010: to replace the protected characteristic of 'gender reassignment' with 'gender identity', and remove all instances of permitted discrimination (the 'exceptions') which provide for single-sex services and spaces (as opposed to those based on gender self-identification). Stonewall advise that the protected characteristic of gender reassignment is **contested** and instead uses the all encompassing term 'trans', which includes identities such as gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender and bi-gender. Stonewall Scotland **erroneously** advise employers that they must avoid discrimination based on 'gender identity', and do not acknowledge that employers must not discriminate based on the protected characteristics of sex and gender reassignment.

Employers sign up to Stonewall to promote inclusion and diversity, yet as Sex Matters point out, *'it cannot fulfil this role as it does not recognise conflicts of rights'*. Its stance is encapsulated in the slogan *'acceptance without exception'*, and the mantra *'trans women are women'*. A **review** by Barrister Akua Reindorf on behalf of Essex University raised concerns about Stonewall's representation of the law and the impact of its schemes on freedom of speech.

Institutional reach

For organisations, the WEI application is lengthy and resource intensive: a copy of the University of Edinburgh 2020 submission can be accessed **here**, and the Welsh Government 2022 submission **here**. **Analysis** by discrimination barrister Naomi Cunningham argues its point is *'to embed Stonewall's values, and Stonewall's interpretation of the law, deep into the organisation's policies and management and workplace culture. So policies must be drafted. Staff must be trained on them. Senior managers must demonstrate buy-in... Social media accounts must toe the party line.'*

This reach can be seen in Police Scotland procurement practice, described in its 'Equality and Diversity Mainstreaming & Equality Outcomes Progress Report 2021'.

'Police Scotland continue to participate in the Stonewall Workplace Equality Index and use this benchmarking as an opportunity to identify and undertake ongoing improvements... a key example of this is the regular engagement that our procurement team undertake with Stonewall in 2020. This engagement is assisting in the review of our policies and approaches in relation to contracting and how we encourage equality and diversity within the wider marketplace. Police Scotland improved its ranking in the Stonewall Workplace Equality Index (WEI) for 2020 by more than 40 places on the previous year.'

Police Scotland, 2021: 44

Over, a copy of the 2020 WEI application form spells out what Stonewall expect in relation to procurement practices.

Stonewall WEI Application Form 2020: Procurement

7.1 Does the organisation train or give guidance to the person/team responsible for procurement around diversity and inclusion outcomes, inclusive of LGBT equality?

Describe the role or team responsible for procurement (Max 200 words).

Describe the diversity & inclusion training or guidance they receive (Max 500 words).

7.2 Before awarding a contract, does the organisation scrutinise the following in the tender process?

A. Whether the potential supplier has a policy which explicitly bans discrimination/bullying and harassment based on sexual orientation or gender identity.

B. Whether the potential supplier has equality training which is explicitly inclusive of sexual orientation and gender identity.

C. None of the above.

Describe the options selected below (Max 500 words per option).

7.3 Once a contract is awarded, how does the organisation hold the supplier to account? Tick all that apply.

A. Include a broad diversity and inclusion slot in contract monitoring meetings inclusive of LGBT issues

B. Monitor and analyse LGBT related feedback on supplier

C. None of the above

Describe the options selected below (Max 500 words per option).

7.4 In the past year, how has the organisation engaged or collaborated with its suppliers? Tick all that apply.

A. Joint LGBT diversity and inclusion training

B. Invite suppliers' employees to take part in LGBT employee network group events

C. Joint community outreach projects targeting LGBT people

D. Share best practice and policy around LGBT inclusion

E. None of the above

Describe the options selected below (Max 500 words per option). Please include specific dates or time periods.

See **University of Edinburgh 2020 application form (section 7: pages 31-33)**

Costs to Police Scotland

In addition to resource intensive demands, organisational buy-in to the Stonewall belief system comes with a sizeable direct price tag. Between 2014/15 and 2020/21 Police Scotland paid in the region of £36,000 to Stonewall , principally in membership fees (see [here](#) and [here](#)).

Police Scotland, Stonewall, and Scottish Trans

The imprint of Stonewall and Scottish Trans is writ large on a number of Police Scotland policies that default to gender self-identification principles, at the expense of the protected characteristic of sex, and equality law more broadly. As an indicator of the close relationship between the two organisations, a Freedom of Information (FOI) response stated that Police Scotland was unable to provide copies of its correspondence with Stonewall, due to the size of the task.

'numerous areas of Police Scotland liaise with Stonewall on a regular basis. There is no central register of contact with Stonewall and so the only way to obtain reliable information in this regard would be for all departments to be contacted to conduct a search of their electronic and paper archives. Due to the number of departments we have this would take a large amount of time to complete and would exceed the cost threshold within the Act.'

Police Scotland, Freedom of Information 6 May 2021

The remainder of this report looks at five areas where the influence of Stonewall and Scottish Trans is either made explicit (stated in terms in policy documents) or can plausibly be read across from the content and wording. These are: staff policies; custody searches; stop and search; crime recording and public surveys.

1. Staff policies

The Police Scotland **Transitioning at Work Standard Operating Procedure** (SOP) provides advice for transitioning staff/officers, and for managers. The SOP **Equality Impact Assessment summary of results** states:

'Stonewall have committed to being a consultee in respect of interdependent policies and practices of this document. This will include consulting with them in respect of the Attendance Management SOP and Disability in Employment SOP'.

Police Scotland, 2019: 2

The SOP is based on self-identification and consistent with Stonewall policy, states in terms that it *'goes beyond the requirements of the Equality Act 2010'*.

'we use this procedure to support anyone who tells us they are transgender so that they can come to work in their chosen gender...

Transgender or trans is a word used to describe a wide range of people whose gender identity or the way they express their gender is different from the gender they were assigned at birth. This includes transsexual people (women or men), cross-dressing people, androgynous or non-binary people and others...

Staff policies continued.

We will support all transgender members of staff in the workplace and go beyond the requirements of the Equality Act 2010, which specifically protects people if they propose to undergo, are undergoing or have undergone gender reassignment or have gone through part of the process.

Police Scotland, 2019: paras. 1.1 to 1.3

The SOP sets out a list of terminology which is described as 'very important to create an inclusive workplace', but is for the most part, legally illiterate. It refers to 'birth gender', defined as 'the gender a person was originally registered as on their birth certificate, usually according to the appearance of their external genitals'. It omits the protected characteristic of sex. Other terms include 'Cross-dressing People (also referred to as Transvestite People)', 'Androgynous People (also sometimes called Third-gender People, Bi-gender People and Polygender People)', 'Intersex People', 'Non-binary' and separately, 'Non-binary trans people'.

None of these terms are covered by equality law, while 'intersex' is an **umbrella term** for around 40 different conditions that affect the development of the reproductive organs and genitals, and is separate to gender identity.

The SOP states transitioning officers should be 'supportive and considerate of people's needs' but does not elaborate further. Access to toilets and changing facilities is based on 'the sex in which [a person is] currently living'. No evidence of 'transition' is required and aside from a brief reference to 'additional privacy needs', no consideration is given to other staff.

'All members of staff are entitled to use toilet and changing facilities appropriate to the sex in which they are currently living, regardless of whether they undergo gender reassignment, such as hormonal or surgical treatment or having socially transitioned by changing name, appearance, title, clothing etc.

Depending on the facilities that are available there may be a need to consider if additional privacy needs to be provided, such as shower cubicle screens or curtains.'

Police Scotland, 2019: 11

For managers, the SOP states the 'level and consistency of support you provide is not only important to the transgender person but for team members as well. Your job is to ensure you support everyone while delivering our statutory duty under the Equality Act 2010'. This is not explained further. The single-sex exceptions in the Equality Act are not referenced, nor are the **Workplace (Health, Safety and Welfare) Regulations 1992**, which require employers to provide single sex toilet and changing facilities, unless separate lockable rooms to be used by one person at a time are available.

2. Custody searches

Police Scotland's **Care and Welfare of Persons in Police Custody** SOP includes guidance on searching trans identified prisoners held in custody. An FOI response confirms the policy was '*written in consultation with Scottish Trans Alliance to ensure the bespoke requirements of transgender people are considered throughout their time in Police custody*' (**Police Scotland, 2021**).

The SOP states prisoners should be searched by an officer of the same 'gender':

'If a prisoner is thought or known to be transgender or intersex prior to a search being carried out, then they should be searched according to the gender they present and live their lives as. This can be ascertained by asking them...

If a prisoner is unwilling to provide this information the Custody Supervisor must determine the predominant gender in which the person lives their life. This is likely to be indicated by their name, title or gender on their main identity documentation... If they appear to live predominantly as a woman, they should be treated as a woman. If they appear to live predominantly as a man, they should be treated as a man.

Once the prisoner's gender has been established, normal search procedures will apply and the prisoner will be searched by staff of that gender. If staff are not comfortable to carry out the search, then the Custody Supervisor should be informed.'

Police Scotland, 2019: paras. 12.6.5 to 12.6.7

In practice, this potentially puts female officers in the humiliating position of searching male suspects (and vice-versa). While an officer can alert the Custody Supervisor if they feel uncomfortable, to do so would require speaking out, which may carry professional and/or personal reputational risks. More junior officers may not be prepared to do so. It is unclear what happens if other officers refuse, or where final responsibility lies.

More broadly, the SOP illustrates how 'self-declaration' principles, introduces uncertainty in both policy and practice, and in doing so, undermines the ability to set clear boundaries based on sex.

3. Stop and search

The **Code of Practice on the Exercise by Constables of Powers of Stop and Search of the Person in Scotland** (2017) governs situations where a person is searched without first making an arrest. Note responsibility for the Code lies with the Scottish Government and not Police Scotland. A separate **Police Scotland Stop and Search SOP** further supports police practice, with reference to the Code.

In 2016 the Scottish Government **consulted** on the **draft Code**. Annex B [originally C] of the draft Code, titled 'Establishing Gender of Persons for the Purpose of Searching', provided guidance on searching transgender suspects and notes on the meaning of the term 'transgender'. While broadly framed as an 'umbrella term', the draft guidance notes also referred to the Equality Act 2010, the protected characteristic of gender reassignment, transsexuals (covered by gender reassignment), and transvestites (not covered by gender reassignment).

The **Stonewall Scotland submission** to the consultation recommended substantive changes to this section, which were subsequently adopted. As a result, Annex B no longer mentions the Equality Act or associated terms. Instead it refers to cross-dressers, non-binary identities, and describes sex as 'assigned at birth'. These changes can be seen at the end of this report, in Annex 1.

Strip searches

Annex C of the Code of Practice covers strip searches, which involve the removal of more than outer coat, jacket, gloves, headgear, or footwear, and, in some situations, can involve inspection of the genital area:

If necessary to assist the search, the detainee may be required to hold their arms in the air or to stand with their legs apart and bend forward so a visual examination may be made of the genital and anal areas, provided no physical contact is made with a body orifice.'

Scottish Government, 2017: 36

The Code states such searches '*may not be made in the presence of anyone of the opposite sex*'; however, paragraph 6.7 refers officers to Annex B 'for exceptions'.

Under Annex B, a person can ask to be searched by someone of the opposite sex, or by the same sex, regardless of their appearance. It is not clear if, or on what basis, the police would turn that down. It also appears the request would need to be taken on board for crossdressers (under the definition advised by Stonewall).

5. If a search is begun without any knowledge that the person being searched is transgender and it only comes to light during the search then, unless the transgender person requests a different gender of searching constable to take over the search, the search should simply be completed as usual by the original searching constable.

Stop and search continued.

6.If a person is thought or known to be transgender prior to a search being carried out, then the constable should ask that person: 'Is there anything I need to know before I search you?'

*7. A male - female trans woman who still has the male physical characteristics may identify strongly as a woman but may **request** to be searched by a male constable...*

Scottish Government, 2017: 32

In situations where no request is made, it states, '*the constable should try and determine the gender in which the person lives their life*' and that '*If the person appears for example to live as a woman, they should be treated as such.*' (2017: 33).

This suggests that any male, irrespective of appearance, can ask to be searched by a female officer (and vice versa), potentially putting officers in a humiliating position, without clear protections for officers. Again, the lack of certainty undermines the ability to set boundaries based on sex. The potential for abuse here should be obvious. It is open to question as to whether the expectations placed on officers in relation to strip searches and custody searches engage with Article 3 ECHR in relation to degrading treatment.

4. Crime recording

Police Scotland record incidents based on a mix of self-declared gender identity and physical appearance. A position statement developed in 2019 in preparation for Gender Recognition Act reform (as lobbied for by Stonewall, Scottish Trans and others) states:

"The sex/gender identification of individuals who come into contact with the police will be based on how they present or how they self-declare, which is consistent with the values of the organisation. Police Scotland requires no evidence or certification as proof of biological sex or gender identity other than a person's self-declaration, unless it is pertinent to any investigation with which they are linked as a victim, witness or accused and it is evidentially critical that we legally require this proof, or there is reason for further enquiry based on risk. We would look for the most sensitive way to acquire this information."

Letter from Police Scotland to the Criminal Justice Committee, 28 Jan 2022

An FOI response confirmed that this extends to men accused of rape or attempted rape:

'If the male who self-identifies as a woman were to attempt to or to penetrate the vagina, anus or mouth of a victim with their penis, Police Scotland would record this as attempted rape or rape and the male who self-identifies as a woman would be expected to be recorded as a female on relevant police systems.'

Police Scotland, 1 April 2021

Press coverage of the **Adam/Isla Bryson double rape case** has thrown the absurd and offensive implications of its recording policy into even sharper relief, confirming that had Bryson committed the same offences after declaring a trans identity, both rapes would be recorded as having been committed by a female.

'Widespread speculation on social media suggested that official crime statistics would log Bryson's crimes as having been committed by a woman. But a Police Scotland spokeswoman confirmed to the Record that because the offences took place before Graham's transition, they would be recorded as being the act of a male.'

Daily Record, 27 January 2023

Scottish Parliament Public Petition

In June 2021 we lodged a **petition** with the Scottish Parliament Public Petitions Committee, calling on the Scottish Parliament to *'urge the Scottish Government to require Police Scotland, the Crown Office and the Scottish Court Service to record accurately the sex of people charged with or convicted of rape or attempted rape'*.

We and others **argued** that Police Scotland recording policy has significant data reliability implications. For crimes and offences that are rarely committed by women, a few misclassified cases will skew the statistics, making trend data on female offending unreliable. At the same time, prioritising the perspectives of those charged with rape or attempted rape in data collection the policy delivers a stark message about Police Scotland 'values'. In responding to the petition, Police Scotland has repeatedly adhered to its position above, and described the issue as a **'hypothetical debate'**.

The Committee reconsidered the petition on 22 March 2023 and decided to seek further evidence. In discussing the petition, SNP MSP Fergus Ewing stated, *"This is obviously a very sensitive issue and there must be a risk of retraumatising the victims of rape by failure to record the perpetrator as male and possibly recording the gender of that perpetrator as female"*. Convener Jackson Carlaw stated that Police Scotland might wish to *"reflect on their previous response in which they said there are no known cases where a biological male has been charged with the physical crime of rape and has self identified as a woman"*, and noted *"That may have been their view at the time but as parliament knows, subsequently that is not a robust basis on which to form a policy judgement."*

5. Public surveys

The Police Scotland 'Your Police' survey asks the public about a range of topics, including how safe they feel in their local area, their concerns about crime, confidence in different aspects of local policing, experiences of contacting the police, and victimisation. A copy of the 2022/23 questionnaire is [here](#).

The survey does not ask about the sex of respondents. Instead, it asks about the respondent's gender identity, whether the respondent considers themselves trans or has a trans history, and sexual orientation. This is largely consistent with joint guidance by Stonewall/Scottish Trans on equalities monitoring for employees and service users, which, under the heading 'Sex or Gender?', advises:.

UK law treats sex and gender as the same thing and in general conversation people often use these terms interchangeably. However, when it comes to monitoring questions, it is better to use the term gender rather than the term sex. This will help make it clear to people that you are asking them to tell you about their self-perception of their gender rather than about their biological sex.

Asking questions specifically about biological sex at birth will be ineffective - most trans people find this question offensive and will provide their gender identity, making the data collected inaccurate. However, gender data can still be used to help plan services relating to biological sex, as most people will have a biological sex that corresponds with their gender.

The technical term for someone's self perception of their gender is their gender identity - it's the term we use most often in this guide. But it's absolutely fine to use the term gender instead on forms, particularly for staff or service users, as this is more widely understood.'

Stonewall/Scottish Trans, 2017: 10

In response to a query from a member of the public about the lack of a sex question, the Police Scotland Research and Insight Team stated 'we do not need to know someone's biological sex characteristics. What is important, is how they identify their gender':

'We aim to ensure that the way in which we ask equality monitoring questions is as accessible and inclusive as possible. And, importantly, that we only ask questions where it is relevant to do so. For us, this particular question is important so that we are able to ensure our services (in this context, local policing) are relevant, accessible and inclusive for everyone.

We ask about someone's gender identity, rather than their biological sex characteristics, because we know that the gender of a person (which may or may not be the same as they were assigned at birth) is a key factor which shapes people's experiences of local policing. Understanding the...

Public surveys continued

views and experiences of Scotland's diverse communities is critical for our approach to policing in Scotland.

As a key public service in Scotland, it is vital that we are inclusive to all; including people who are LGBTI, and those who aren't. Having a question which asks about gender identity, rather than biological sex, is part of our inclusive approach. As we don't deliver services where the physical sex characteristics of a person would change how we deliver those services, e.g. health services, we do not need to know someone's biological sex characteristics. What is important, is how they identify their gender. For most people, their biological sex will match the gender identity assigned to them at birth. For people where this is not the case, we want to create an environment where they know that their experiences and views are welcomed and valued.

Police Scotland Research and Insight Team, email correspondence, June 2021

Police Scotland took a similar approach when consulting on its 2021-25 Equality Outcomes. The consultation paper **stated**: *'it is important to us that our Equality Outcomes are representative of the views and priorities of the diverse communities we serve. The survey talks about protected groups - by this we mean people or groups who identify with one of the protected groups detailed in the Equality Act 2010'*. The consultation paper correctly listed the protected characteristics, including sex; but only collected data on respondent gender identity and trans histories.

As discussed **here**, a large body of research and data shows sex is a key determinant of policing related outcomes, including areas directly asked about in the survey. The assumption that sex and (self-identified) gender produce identical data on victimisation and interactions with the police is also most likely to be untrue for subsets of the population; lesbians, for example, where the experience and vulnerabilities of same-sex attracted women cannot reliably be assumed to be the same as males who identify as women and are attracted to them.

Conclusion

Irrespective of Stonewall's influence on Police Scotland, sex remains an established determinant across a range of policing related outcomes and experiences. Sex is the single strongest predictor of offending and criminalisation: frontline police officers deal with this hard fact on a daily basis.

Police Scotland is required to comply with the Equality Act 2010, which balances the interests of and conflicts between different protected characteristics, including sex and gender reassignment. Under the Public Sector Equality Duty, Police Scotland is required to take sex into account for equality monitoring purposes, and when developing its policies. It must give due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups, and foster good relations between different groups.

In (literally) buying into the Stonewall belief system, Police Scotland abandoned the 2010 Act across a range of policy areas. It implemented policies based on a jumble of subjective gender identities without any basis in law, and without any evidence of due consideration for detrimental effects on other groups, including its own officers. Its policies on searching created potentially degrading situations for staff, in particular women officers. Similarly, its policies for transitioning staff failed to clearly provide for the needs of other staff, beyond a cursory nod to shower cubicle screens and curtains.

In adhering to ideological principles that are not codified in law, Police Scotland is failing to collect data on the protected characteristic of sex in its public surveys, whilst its crime recording polices have rendered data on female offending unreliable.

In embedding self-identification principles, Police Scotland has exposed itself to legal risks. Some of these are discussed in this [article](#) by employment discrimination barrister Naomi Cunningham, which cautions, '*membership of the Stonewall Champions or Workplace Equality Index schemes is capable of leading to a significant legal problems for organisations of any kind, in any sector*'.

Leaving the Stonewall WEI scheme is a significant step forward for Police Scotland. Set against the deeply politicised backdrop of gender recognition reform in Scotland, the decision feels timely. The single service is also dealing with high profile court cases involving offenders with trans identities and the prospect of enforcing new hate crime legislation, which protects those with trans identities and cross-dressers, but does not protect women.

In this heated environment, any semblance of partisanship risks reputational damage and a loss of public trust. In severing its ties with Stonewall, Police Scotland should now take the opportunity to review and rewrite its policies, realign these with equality law, and properly balance the needs and interests of all protected characteristics

Annex 1. Stop and Search Code of Practice

The following extracts relate to the Scottish Government consultation on the Stop and Search Code of Practice, undertaken in 2016. The extracts show the original draft for consultation; suggested text by Stonewall Scotland; and the final published version.

Draft version: Stop and Search Code of Practice

'A1. While there is no agreed definition of transgender (or trans), it is generally used as an umbrella term to describe people whose gender identity (self identification as being a woman, man, neither or both) differs from the sex they were registered as at birth. The term includes, but is not limited to, transsexual people.

A2. Transsexual means a person who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of gender reassignment, which is a protected characteristic under the Equality Act 2010, by changing physiological or other attributes of their sex. This includes aspects of gender such as dress and title. It would apply to a woman making the transition to being a man and a man making the transition to being a woman, as well as to a person who has only just started out on the process of gender reassignment and to a person who has completed the process. Both would share the characteristic of gender reassignment with each having the characteristics of one sex, but with certain characteristics of the other sex.

A3. Transvestite means a person of one gender who dresses in the clothes of a person of the opposite gender. However, a transvestite does not live permanently in the gender opposite to their birth sex.'

Scottish Government: consultation draft 2016: 33

Stonewall submission: suggested text

'The term "transvestite" is one that is not routinely used by the trans community in Scotland, and one which many trans people find outdated and offensive. Instead, the term "transgender" should be used throughout the document, and the guidance should include a definition of this term which highlights that it is an umbrella term which also includes non-binary identities. Notes A1-3 should also be amended accordingly. The definition that we would recommend is:

The terms "transgender people" and "trans people" are equivalent inclusive umbrella terms for anyone whose gender identity (including their gender expression) does not fully correspond with the sex they were assigned at birth. This is inclusive of:

- *Trans women (people who were assigned male at birth but who identify as a woman)*
- *Trans men (people who were assigned female at birth but who identify as men)*
- *Non-binary people (people who do not identify solely as men or solely as women. Instead their gender identity is between or beyond the man/woman binary or they have no gender.)*
- *Cross-dressing people (people whose gender expression includes dressing in clothing which does not fully correspond with the sex they were assigned at birth but otherwise identify with their assigned sex.)'*

Stonewall submission, 2016

Published Stop and Search Code of Practice

'While there is no agreed definition of transgender (or trans), it is generally used as an umbrella term to describe:

- Anyone whose gender identity (including their gender expression) does not fully correspond with the sex they were assigned at birth. This is inclusive of
- trans women (people who were assigned male at birth but who identify as a woman)
- trans men (people who were assigned female at birth but who identify as men)
- non-binary people (who do not identify solely as men or women; instead their gender identity as between or beyond the man/woman binary or they have no gender)
- cross-dressing people (including people whose gender expression includes dressing in clothing which does not fully correspond with the sex they were assigned at birth but otherwise identify with their assigned sex).

Scottish Government, 2017: 33-34

About us

Established in late 2018, MurrayBlackburnMackenzie is an independent policy analysis collective, made up of Dr Kath Murray, Dr Lucy Hunter Blackburn and Lisa Mackenzie. Between us, we have extensive experience in policy-making, research and communications.

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