

Oxford UCU Branch Motion

Motion Passed at Branch Emergency General Meeting on 30th April 2025

Motion on UK Supreme Court Ruling

On Wednesday 16th April, the UK Supreme Court ruled that the terms 'man', 'woman', and 'sex' in the 2010 Equality Act refer to biological sex. This ruling has enforced the idea that the 'concept of sex is binary'. This decision is neither objective nor just, rather it is the result of a moral panic manufactured to further marginalise trans people as people.

On Saturday 19th April, over 20,000 people attended an emergency demonstration in London, which was called to stand in solidarity with trans and non-binary people and reject the ruling.

On Tuesday 22nd April, Government Prime Minister Keir Starmer not only welcomed the Supreme Court ruling, but made the false and dangerous claim that the court had 'made absolutely clear' that 'a woman is an adult female'. Since their election, this Labour Government has continuously undermined trans inclusive policy, such as the 2004 Gender Recognition Act, while actively fuelling transphobic discourse through the puberty blocker ban and the Cass Review.

It is becoming increasingly dangerous for trans people to live, work, and organise in England, and we must take a stand.

Branch notes that:

- UCU stood in solidarity with other trade unions and organisations on the 19th of April, against the Supreme Court ruling as well as declaring "we will protect and stand with trans people, whether the law cares or not".
- UCU Congress passed a motion of trans and non-binary solidarity in 2022-2023, which affirmed UCU's trans-inclusive position, deplored the rise of transphobia, and called for the union to mobilise in support of trans and non-binary rights.
- UCU Congress passed a motion to defend trans and non-binary rights in 2021-2022, which resolved to oppose 'gender critics' and transphobes promoting 'gender ideology' in an attempt to undermine trans and non-binary people's rights.

Branch believes that:

- Everyone has the right to self-identify.
- Trans women are women; trans men are men. Non-binary people transcend binary gender; intersex people do not fit a binary definition of sex.

Branch resolves to:

- Continue to recognise & support our trans and non-binary members.
- Make donations of £1000 to each of the following national organisations who offer dedicated services for trans and non-binary people in the UK: Switchboard, TransActual, Not A Phase, Gendered Intelligence, Trans Legal Clinic.
- Support local, regional, and national groups who are mobilising against this ruling, as well as the rising persecution of trans people both nationally and internationally.
- Lobby Parliament (via Layla Moran) to enact legalisation to provide legal protections to trans, non-binary, and intersex people, equal to the rights of cisgendered individuals.