

Draft communication – Supreme Court Ruling

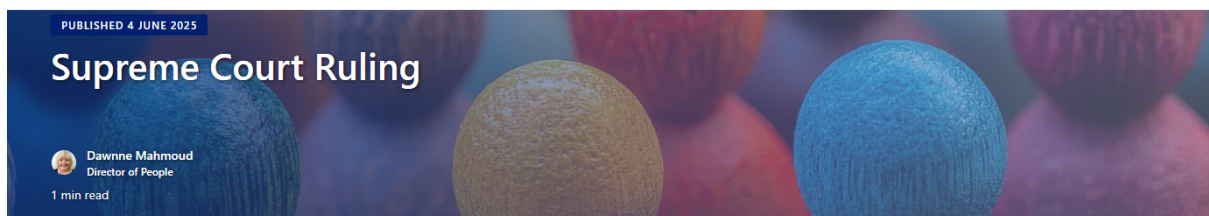
You may be aware of the recent Supreme Court ruling that “sex” in the Equality Act 2010 refers to biological sex which has legal implications for how the 2010 Equality Act is interpreted.

It is important to note that the judgement also emphasised the protections contained in the 2010 Equality Act for both the protected characteristics of ‘sex’ and ‘gender reassignment’ and stressed the ruling should not be interpreted as one group triumphing over another. However, we recognise that this ruling may create additional anxiety for our transgender colleagues.

We are currently reviewing the implications of the ruling. It is anticipated that, after consultation, a new statutory code will be published by the Equality and Human Rights Commission in the summer which will support organisations to understand what this means in practice.

It is important to stress that within SQA, we remain committed to ensuring all colleagues feel valued and respected within our workplace.

We encourage any employee who has concerns or requires support to reach out to the [People Operations Team](#) or refer to the [Wellbeing Hub](#)



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