

## **FOI.133.26 Attachment 1.**

### **Message from Hayley and Carl: UK Supreme Court Ruling – 16 April 2025**

On the 16 April 2025, the UK Supreme Court issued a ruling in the case of For Women Scotland Ltd v The Scottish Ministers regarding the legal definition of "sex" under the Equality Act 2010. The judgment confirms that "sex" within this legislation refers to biological sex.

We understand this ruling may cause concern or uncertainty, particularly among our trans and non-binary colleagues. While we await further guidance from the Welsh Government and the Equality and Human Rights Commission on its practical implications, we want to provide immediate reassurance about our values and commitments as an organisation.

We remain firmly committed to creating an inclusive, respectful and equitable workplace for all and, of course, complying with the law as part of that. At Powys Teaching Health Board, inclusion is not optional. It is fundamental to who we are, how we want to be and why we want everyone to be able to come to work and feel comfortable to be themselves.

We will continue to review our policies and practices to ensure they reflect this commitment and our legal obligations, and to foster an environment where every individual can bring their whole self to work.

We will continue to ensure that everyone who works for us is treated with fairness, dignity, and respect, whatever their identity or protected characteristics. Our approach is guided by both our legal duties and our values.

The judgment does not remove the existing legal protections for people with the protected characteristic of gender reassignment. As summarised by the Chartered Institute of Personnel and Development (CIPD):

"Transgender employees remain protected from discrimination under gender reassignment provisions, and their needs must also be taken into account... this ruling reaffirms sex-based rights and highlights the need for inclusive, lawful workplace practices for all."

We also recognise that this decision may be distressing for some, especially for colleagues who are transgender, non-binary, or who have trans family members or loved ones. Please know that you are valued, you are seen, and you are supported.

If you are affected by this ruling or would like to speak with someone, there are a range of support options available to you:

1. National LGBTQIA+ Support Line: <https://switchboard.lgbt/>

2. MindOut: [MindOut | Mental Health Charity for LGBTQ community](#)
3. Samaritans: [Contact Us | Samaritans](#)
4. PTHB Staff Counselling Services: [Counselling Service](#) including 24 hour support through our Employee Assistance Programme on 0330 380 0658
5. Trade Unions

*Hayley Thomas, Chief Executive Officer*

*Dr Carl Cooper, Chair*