

## **On the Women's Institute announcing removal of trans women from their membership – 3<sup>rd</sup> December 2025**

I used to be a member of the WI and I was a Girl Guide for a year or so as a kid.

Both organisations had, to some extent, kept 'moving with the times' and welcoming trans women and girls into their memberships, I guess, came from some founding principles (including religious ones) of leading from love, kindness and compassion. I have friends who are still members or involved with both too - if that's you, please read on...

Interpreting the law as a reason to exclude trans women and girls right now is an ideological decision, not a legal one. Although reading the WI's statement (below) it sounds like they're reluctantly taking balanced advice, there is no case law or precedent for excluding trans women - and indeed they may well face legal challenge for doing so.

The EHRC (Equalities and Human Rights Commission) have withdrawn their flawed guidance that recommended this kind of action and are facing legal challenges for their continuing trans exclusionary stance.

The Equalities Minister (the government is yet to make changes to the law since the Supreme Court Ruling) has stated clearly that any legal changes will take time and require consideration of the impact on trans people.

More urgent, though, is the impact of this on lives.

I think most people don't care much about this 'issue' and just think "live and let live, whatever.." because trans women are a tiny section of the community and there's much bigger things to be concerned about than the chromosomes of members of the WI!!!

But for a trans woman who's found acceptance and sisterhood and is having that taken away... or a trans girl who is too young to fully understand why some people think she might be a danger to other girls... the impact is horrific and devastating. (I've lost too many friends not to understand this).

And the other immediate issue that worries me (and may impact on many more of you) is **HOW WILL THIS BE ENFORCED?**

The 'simplicity' of defining "woman" under the Equalities Act as meaning "biological woman" is not simple at all.

Do you mean someone who has 'female genitals'? And if so, how are you going to check that? And do people who have undergone full medical reassignment surgeries pass this test? Apparently not, but how do you test this in the real world?

Do you mean someone who has F on their birth certificate? (And do you know about the legal processes involved in getting that changed, for trans people, and what it means for other legal and medical documents?) Who are you going to ask to produce their birth certificate at the entrance to your space? Everyone? Do you carry your birth certificate everywhere?

Do you want to live in a world where this is routinely checked when joining social groups and clubs?

Or, as has been suggested by EHRC, are you going to ask anyone who looks like they might not be a "biological woman" (or girl) to prove that they are...? What does that mean for tall, or strong-featured, or non-European, or disabled, or 'unfeminine'-looking women..?

If you haven't thought this through, then don't start changing your rules to exclude people. Because without thinking through how this is put into practice, not only do you run the risk of legal challenge, you're also putting yourself and the very people you're trying to "protect" at risk of serious harm.

If you run a "women only" space or organisation, here is guidance from The Good Law Project which may help you recognise that you are presently legally free to be trans inclusive:

<https://goodlawproject.org/.../trans-inclusion-after-the.../>

If you want support or guidance with this, or training around it, reach out. I'm slowly building some resources and signposting at [genderoutlaw.com](https://genderoutlaw.com)

I'll give very brief, judgement-free advice without charge, if and when

I have the capacity to do so. If you want more depth, you can pay me for my time and expertise or I can signpost you to legal and other experts.

If you're wondering what you can do to help, share information and social media posts from trans people and trans-led organisations, follow The Good Law Project's campaign and donate if you can, write to your MP, the WI, to Girl Guiding, and others.

Take action. It's vital to resist the further scapegoating and division that this manufactured "culture war" is creating.

If you centre kindness, love, compassion, unity, genuine inclusion and equality, then resist the call to behave otherwise.

A few hours after writing this, additional guidance from The Good Law Project in this article: <https://goodlawproject.org/excluding-trans-people-wont-stop-you-getting-sued/>

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