Bridget Phillipson MP
Minister for Women & Equalities
Women and Equalities Unit,
Cabinet Office,
70 Whitehall,
London,
SW1A 2AS

Peter Kyle MP
Secretary of State for Business & Trade
Department for Business & Trade,
Old Admiralty Building,
Admiralty Place,
London,
SW1A 2DY

Trans+ Solidarity Alliance
on behalf of Safe Space UK and 678 UK businesses & organisations

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15th September 2025

Dear Minister for Women and Equalities and Secretary of State for Business and Trade,

We, the undersigned businesses and organisations, are writing to express our deep concern at proposals seeking to enforce blanket, mandatory exclusion of trans people from gendered spaces and services.

The proposals made in the EHRC's draft Code of Practice to the Equality Act would have serious and far-reaching consequences for UK businesses, our employees, and our customers. Any final code similar to this draft would tell organisations that we must adopt practices that are incompatible with modern business values, create unworkable operational challenges, and cause significant economic harm.

Conflict with business values
Many of us have spent years building inclusive environments where all customers and staff feel safe and welcome. These proposals would tell us to act in ways that directly contradict those commitments; undermining trust, damaging reputations, and risking the loss of valued staff and customers. They are rooted in an assumption that trans people are a threat and that exclusion is the only acceptable outcome. This framing is both harmful and disconnected from the lived reality of the communities in which we operate. Exclusion of anybody should be a last resort, done only where it is proportionate for legitimate reasons which will be different for each individual organisation, not made blanket and mandatory

Legal and operational risks
If enacted, the proposals would place organisations at constant risk of complaints and litigation from multiple directions. They seek to force business staff into the unacceptable role of “gender police”, told to ask intrusive questions or demand documentation about a person’s birth sex. Such practices are not only deeply invasive, but likely impossible to implement without breaching Article 8 of The Human Rights Act, which protects rights to privacy, and risking discriminating against valued trans customers and colleagues. The lack of clarity on when and how organisations can remain trans inclusive would leave every business vulnerable, with each one effectively becoming a test case waiting to happen.

Significant cost burden
For many, compliance would mean costly changes to facilities, such as retrofitting spaces or converting them entirely to gender-neutral provision. For small and medium-sized enterprises in particular, this financial burden could be severe and would threaten economic viability for some. Compliance costs with this would have a significant impact on businesses across the country, which many can ill-afford.

Wider economic damage
The UK's reputation as a welcoming place for all is already under strain. Similar measures introduced in the US state of North Carolina in 2016 triggered boycotts, the cancellation of major events, and a UK Foreign & Commonwealth Office travel advisory for LGBTQ+ travellers. These changes would only worsen the situation for the UK, impacting tourism, trade, and investment.

Our position
We urge the Secretary of State for Business and Minister for Women and Equalities to take immediate action to prevent these proposals from moving forward. Our success depends on inclusion, fairness, economic viability and a strong reputation. These proposals are discriminatory, impractical, and economically damaging. They would harm business confidence, create unnecessary legal exposure, and undermine the values that make the UK competitive in a global market and allow businesses small and large to thrive and be trusted by our communities.

This Government has the power to stop this. We stand for workplaces and public spaces where everyone is treated with dignity and respect. This is not only a moral imperative but also a practical necessity for a sustainable and thriving economy.

Yours Sincerely,

1. Ben & Jerry's UK
2. The Gay Business Association
3. Second Home
4. Lucy & Yak
5. Botanical Garden Liverpool
6. Snag Group Ltd (Snag Tights)
7. Equate Scotland - Women in Science Engineering & Technology
8. Bird & Blend Tea Co.
9. ST Robotics LTD
10. National Society of Apprentices
11. Girls on the Go
12. Mighty Hoopla
13. Lush Cosmetics
14. Allianz Commercial
15. Luxus
16. Awin
17. Ffiona's Restaurant
18. Shangri-La Glastonbury Ltd
19. Darwin Biological
20. myGwork
21. E5 Bakehouse
22. Broadband Genie
23. National Union of Students UK
24. FOLD London

25. Autopickr
26. Rare Ltd
27. Optics 3D Limited
28. Outvertising
29. Pangolin Craft Beer
30. Parkway Cars Perton
31. University of Manchester Students' Union
32. Tadcaster Benefice - Church of England
33. Terrenus Land & Water ltd
34. The Felix Project
35. Unitech Engineering
36. Walthamstow Trades Hall
37. Cambridge Student's Union
38. Spectra CIC
39. ProTech - Science, Technical, Engineering and Manufacturing Recruitment
40. ActOne Cinema
41. The Bank Tavern
42. Affilifest
43. Crumbs and Doilies Ltd
44. OUTpatients
45. Shoreditch Nails Limited
46. Kuldea Limited (ufurnish)
47. University of Sunderland Students' Union
48. Harvard Public Relations Limited
49. Vivacity Rail Consulting Ltd
50. Barneys Play
51. Trans in the City
52. A Tavola Gastronomia Siciliana
53. Greener Energy Futures
54. KIN
55. Komedia Ltd.
56. Almanac Cafe Plymouth
57. Really Good Wine Bars T/A KASK
58. Albourne Partners Limited
59. The Spire Church
60. Watershed
61. Ellipsis International Solutions Ltd
62. Bistro Twelve Twenty
63. 92 Degrees
64. Teamspirit
65. The Barley Mow
66. Flux Studios London
67. Bold Hearts ltd TA The Divine
68. Marmadukes
69. Sudbery Software Engineering Ltd
70. The European Pub

71. Cambridge Cyrenians
72. The New Marine Hotel Ltd
73. Rightcharge
74. H J Haulage
75. Good Day Cafe
76. Devonshire Arms
77. Bradford International Film Festival
78. The Grange Pub
79. National Student Pride
80. Mews
81. Foxie Skin Clinic
82. Nineteen48
83. The Stage Door Southampton Ltd
84. The Old Nuns Head
85. STAKEhaus Ltd
86. The Hay Bale Cafe
87. Bristol Junior Chamber
88. Bond and Coyne
89. Bonded Components Ltd
90. Deeneys
91. Brolly Brewing LTD
92. Brighton Wellness Festival
93. LGBT Foundation
94. Nereus Offshore Limited
95. Horsforth Brewery
96. Leeds University Union
97. Livingstone Textiles
98. The Corner Cafe ltd
99. Bianchis Group
100. Dareshack
101. Kinch Robinson Ltd
102. Five Little Piggies Podiatry
103. FM Sings
104. Defiant Sports
105. Bookhaus
106. Suburbs Patisserie
107. Liverpool Queer Minds
108. Small Bar Bristol
109. Studio Lutalica CIC
110. Maddy Shine
111. Frances Celebrates You
112. Mediasage Digital Ltd
113. The Tattooed Teacup
114. Jo Sutherland Hair Studio
115. Leeds Live Sound
116. DEA bar ltd

117. Joy by Sophie
118. Rainbow Migration
119. Namrata Devi
120. Hamish Murray
121. Cardiff Students' Union
122. Warwick SU
123. MC2 Associates Ltd
124. Social Element
125. Live and Breathe Coaching Ltd
126. Chance & Counters
127. Roasted lemon ltd
128. Holistic Approaches
129. Edinburgh Napier Students' Association
130. Liverpool City Region Pride Foundation
131. Viatel Solutions Ltd
132. Modern Vintage Wedding Hair and Makeup
133. WellBN NHS practice
134. Transforming Film
135. ERT Tnterprises T/A Thorp Coaching
136. Edge Of Difference
137. J E Horticulture
138. Loop Massage
139. SH Jewellery
140. Cherry Waves Vinyl
141. The Queery
142. The Emperor’s Old Clothes
143. TransLucent.org.uk
144. Cardiff Queer Orchestra
145. KIN.DER
146. Soma Body Studio
147. Home Live Art
148. Beattie Podiatry
149. Glasshouse Theatre CIC
150. Defined Grind Ltd
151. Hips Social LTD
152. Life on Time Ltd
153. Kipper and Chalk ltd
154. Joyce Treasure
155. Massage by ayden
156. Bohemian Bus Cafe
157. Jess Bacon
158. Pride Sports
159. Puglet Digital Ltd
160. Crown recruitment
161. Transparent Change
162. Stirling Studios

163. Borderline Personality Disorder Collective
164. Dolla Dolla Bill Ya'll (Tooth Gems and Grillz UK)
165. Folklore Sessions
166. Lucktaylor Ceramics
167. The Ruby Key ltd
168. Betties and Baldwins
169. Hopkinson
170. Roost Bath
171. Jen's Jems
172. Space Youth Project
173. Archer Terry Studios
174. Badibidu by Cat Regi
175. Dinnersinthedog banners
176. Richard Allen Jewellery
177. The Zebra Partnership
178. Indigo Inclusion
179. Phoenix Bristol Ltd
180. TG Productions Ltd.
181. Radiant AI
182. Simon Greenwood Editing
183. Flying Saucers
184. KITTchEN Bar and Beershop
185. Christina Oswin Jewellery
186. Donuts & Dragons
187. Behaviour Digital LTD
188. The Wandering Dragon
189. Collective Festival CIC
190. Rae Lloyd Health
191. ByTamar
192. The Pottery Spot
193. Generate Energy Electrical Ltd
194. Queer Out Loud CIC
195. Harts Bakery
196. We Are Brave Ltd
197. In Your Corner
198. Lou Rio Wild
199. Good Vibe Tribe Creative Collectives ltd
200. Toucan PM
201. Reddy
202. Kareece Peters Design
203. Essential Strength
204. Pancakery ltd
205. Stitched Up Coop
206. Hoc Loco Ltd
207. Liverpool Independent Art School
208. Liverpool Guild of Students

209. Little Silver Star Designs
210. Liverpool Hope Students' Union
211. Asfit Pole and Aerial
212. Astro Cat Tattoos
213. Needle and Dead
214. Amanda Li Hope
215. For Mice and Men
216. Milli Group, The Queer Comedy Club & Betty & Joan's
217. Tweaks Wellbeing
218. Faye Hall Design
219. Citizen checkers CIC
220. Greenwich Dog Club
221. Burley Fisher Books
222. DIVE MARGATE LTD
223. Kingdom School of Arts C.I.C.
224. YouthTheGap
225. Lightning Like Scissors
226. Ranceid Tattoo
227. Weird Rainbow Films
228. Pendeloque Consulting
229. HR Field Services Ltd
230. First Draft Bar
231. Glossop Cinema Club
232. Mud Station Pottery
233. Emmaus Bristol
234. Small Goods
235. Celesti Ink Limited
236. Crew 2000 Scotland
237. Rock Mill Centre CIC
238. Ange B Designs
239. Ancoram Limited
240. Shift Happens Counselling & Psychotherapy
241. Cereal Bakery Ltd
242. London Longsword Academy ltd
243. MindBody Therapy Service
244. Brighton School of Counselling & Psychotherapy
245. Gainagain
246. Erin Dyson Consultancy
247. LGBTQIA+ Little Free Library
248. Destiny May Design
249. Stooge Coffee
250. ARIES ARISE LTD
251. Newark Bookshop
252. Cornelly Development Trust (Amdani)
253. Grace Teeling Patient Advocate
254. Trans Without Abuse

255. SCRUM Studios
256. Greensol Ltd
257. Soho Cigars Ltd
258. HR Optimisation Ltd
259. Lo Digital LTD
260. Shirley-jane Ltd
261. Fearless Futures
262. Hafeez Jewellery
263. Compelling Culture
264. Cybus Audio Visual Services
265. The Queer Store
266. OmniArts GB
267. Blue Bar Productions
268. Sunny Afternoon Nails
269. MissFits Workout
270. Yas Bean Ltd
271. Seven Hills Massage
272. Happy Cakes UK Ltd
273. No12 Easton
274. LGBT Mummies
275. The FORTLAGE Collective
276. Ivory Flowers
277. ONE FIVE TATTOO LTD
278. Rebel Beauty Bristol
279. Edu Training
280. CYCLING UK
281. Childrensalon
282. The Sanctum
283. Octavius Theatre Company Ltd
284. Hawthorne and Ivory
285. BL Systems
286. Tamed & Wild
287. Baere
288. Unhidden
289. Wild Horizons Photography
290. The Black Circle
291. Milk It Digital Ltd
292. Crafty Hawks
293. Wild Sussex
294. Sarah's Baby Yoga
295. Candlewick Studios
296. Locus Counselling
297. Berntogetfit
298. Hull University Students' Union
299. Hidden Voice Productions
300. OddShop Bristol

301. Undeb Aberystwyth
302. Desert Frost Limited
303. Mama Liz's Ltd
304. MSH Salon Ltd
305. Toni Rhoden Psychotherapy
306. Free to Be Yoga
307. I Am Female*
308. Blood and Honey Tattoo Co
309. Scottish Universities' International Summer School
310. 13Fields Ltd
311. Que Delícia
312. Oryn Jewellery
313. Middle Child
314. Brighton Institute of Cosmetic Treatments and Hair
315. Hockley Mint
316. Royal Mile Jewellers Ltd
317. New Barn Therapy & Consultancy Ltd
318. Danny Ford
319. Global Butterflies
320. Alma Physiotherapy Ltd
321. Insert Here Prosthetics
322. Something Special Flowers
323. The Hummingbird Archives
324. Siobhan Strode (This Sister Scribes)
325. Bristol Pride
326. Combination Dance
327. Byre Books
328. Flushed
329. MAKE Southwest
330. JM Connections Ltd
331. BR Coffee Events Ltd
332. Dan Jones Therapy
333. In The Meadow Floral Design
334. Bumble Aesthetics
335. Daydream Forever LTD
336. Ariel Music School London
337. Elyse Marks Ltd
338. Naz and Matt Foundation
339. Passionflower
340. Bleeding Hearts Tattoo
341. Jake Shoes
342. The Common Press CIC
343. Dedanan Consulting Group ltd
344. Rainbow & Co
345. BetterSelf Coaching
346. Mela Jewellery

347. LEA OGUNLAMI LTD
348. Joanna Hepworth Counselling
349. J Mario Jewellery
350. Without Educational Boundaries CIC
351. ADHD Connect
352. Storysmith
353. Creativity Unbound
354. Coherence Research Limited
355. Benefice cheriton with Newington, Church of England
356. Zao An Collective LTD
357. Beer & Bean
358. Katie Allen Consulting Limited
359. Chepstow Pride
360. Vas Mikellides
361. Equitea & Coffee Ltd
362. Spc Machine Services ltd
363. Corner New Cross Ltd
364. BLOOMING QUEER
365. Maisie's Kitchen
366. Yoga with Astrid
367. Dr Oli Aesthetics Ltd
368. Dog Days Grooming
369. Fern & Sage Counselling
370. Small Dog Silver
371. CAMP Margate
372. Shake PR
373. Aberdeen University Students' Association
374. Stephanie mann Jewellery
375. Hillgrove Porter Stores
376. Grand Union Arts CIO
377. Emperorscloth Ltd t/a The Emperor's Old Clothes
378. Gender Nebulous / TransClusive
379. Rightlander Ltd
380. Gwyllgi studios
381. The Bottle Store
382. Based Upon
383. GoDragons
384. Help Around the House
385. Morfa Nefyn Pilates studio
386. Wye Valley Wellness Ltd
387. Kickass Gatherings
388. Autistic Mutual Aid Society Edinburgh (AMASE)
389. The Cutting Corner (willow park Ltd)
390. Go With The Flow Yoga
391. Wild hare hairdressing
392. Lean and Green Consulting Ltd

393. Aderyn Dafis Carpentry
394. Peace & Justice Project
395. Unlimited
396. MCMA - Miltiadou Cook Mitzman LLP
397. The Split Screen Coffee Co Ltd
398. Suzanna Hopwood Associates
399. Smarty Pants Consultancy Limited
400. The Bookish Type Ltd
401. Stereo CIC
402. Apricity Theatre Ltd
403. Amplify Inclusion
404. Scandals
405. MB Associates
406. Jems Spa Ltd
407. Pumpkin Wholesale Ltd t/a Last Bookshop
408. Keeble Cask Company Ltd
409. NB Ink
410. Red Rodeo Club
411. Luna Leadership
412. Bristol Frontrunners
413. Bruhaha Ltd
414. Cool2BTrans
415. Top Rack Beauty
416. The Apple Tree Centre (South Yorkshire) Ltd
417. Merakai Brewing Co limited
418. Trade Sexual Health
419. Labour-Tech Recruitment
420. Neuro XR
421. Take One TV
422. Autistic and Living The Dream
423. Dinsdale Residents Association
424. Off The Record Bath and North East Somerset
425. Holistics on The Hill
426. The Zink Project CIO
427. LoveWell
428. Pride Community Foundation
429. Selfworks
430. Connected Routes CIC
431. Liverpool Independent Art School
432. Ayres Punchard Investment Management Limited
433. Stefan Tomaszewski
434. Sector 3
435. Triratna Buddhist Community (York)
436. Poly Philia Ltd
437. Carnivàle
438. The Mother Lode

439. Queer District Collective
440. Keele Students' Union
441. Sparkle - The National Transgender Charity
442. Bridget Garrood Consultant
443. Light With A Lens - Photography by Dan Jones
444. (The) Bristol Junior Chamber
445. Social Farms & Gardens
446. Patterned Frog
447. Little Bean
448. Hot Metal Works
449. Underwood Tattoos
450. Silver & Sand Jewellery
451. Queer Sober Social
452. Online Media Works
453. Norwich Bicycle Repair Cooperative LTD
454. Evan Garrett Queer Wellness
455. GT Science & Software Ltd
456. Caring in Bristol
457. Alchemy by Abbie
458. Anne Health
459. Solidarity Dogs
460. Maisies Smallholding ltd
461. The Alternative Bazaar
462. GEP Counselling
463. Andfinally Ltd
464. Fukthekclockhairstudio
465. Blackstage LTD
466. Clippers
467. Muddy Puddle Club CIC
468. J Kadow Editorial Services
469. York Creatives
470. The Skateboarder's Companion
471. Avicraft Wool
472. Bamboo Events Ltd
473. Libertybelle UK LTD t/a Clonezone
474. Drops Margate
475. Bagelry Box
476. ARCADE
477. Tanya Paulo Art
478. Stack-in-a-box
479. Beta Climbing Designs Ltd
480. Lincoln Bishop University Students' Union
481. The Queer Student Awards
482. Daisy Carter LGBTQ Therapy and Training
483. Inland Distribution Limited
484. Skin&Spirit

485. The Moonshine Adventure Company
486. EOTAS Matters Ltd
487. Gratitude Skateshop
488. Edinburgh University Students' Association
489. Glasgow Zine Library
490. Camden Locks Alternative
491. Everlong Photography
492. The Kiwi Fruit is Cute
493. Bristol Alternative Market
494. The Fields Beneath
495. Sassy and Soft
496. Sports Media LGBT+
497. 2diverse (Acuo Ltd)
498. Ashwell & Co
499. Ormerod Electrical Ltd
500. SustainaBrum CIC
501. SAS and lash
502. Transliving International
503. University for the Creative Arts Students Union
504. Clarita Digital
505. The Rainbow Stores
506. The Art Eternal
507. Casadei Foods
508. Patrick McDowell
509. Insomnia Cookies
510. Card Lair Ltd
511. Amy Butterworth Consultancy Ltd
512. Holohan Produces
513. Before Sunset Studio
514. Glad Cafe CIC
515. Purple Knight Claims
516. Rosheen O'Hanlon Community Theatre
517. The Riah Hair Studio
518. UCB Guild Of Students
519. Pints and Purpose
520. The New Feminist
521. Proud Wellness CIC
522. Camden Enterprise Ltd
523. Vox Motus
524. Summit Mastering
525. Mimo Brighton Ltd
526. QUILL Scotland
527. Forward CIC
528. In Common
529. Calon Beauty
530. Bold Body Squad

531. Unlock:ED
532. Kolly Coffee
533. The Hot Potato
534. Sarah Dixon Studio
535. Rosie Roberts Beauty
536. Greedy Pig Theatre Company
537. Studio Spranks
538. Living It Up
539. Liz Ridgway Fitness
540. Alexandra Cordon Jewellery
541. Bristol Sauna Project
542. Pepper Tree Studio
543. Vagina Museum
544. The Backyard
545. Esh London
546. Pretty Vacant Collective
547. Queer Filmmakers Network CIC
548. The Pole Loft
549. Glamorama Makeup
550. EFORESTS LTD
551. Voodou
552. Greenhouse Studio
553. Denalis Jewellery
554. We Want Women CIC
555. LondonGut Health Ltd
556. People's Bookshop Durham
557. A Aesthetics & Laser
558. ScreenCraft Works
559. EASYPAGE SOLUTIONS LTD.
560. The Full Moon and Attic Bar
561. Macknowlogist Ltd
562. Time to Play Sensory Limited
563. Aspire To Birth
564. We Are Masterplan
565. A New Normal Ltd
566. Sage Hair Studio
567. LanthaGen Bio Ltd
568. Butch Salads
569. Hells Bells FC
570. The Dame
571. The Alternative
572. Lost Horizon
573. Liverpool Tool Library CIC
574. The Jewellery Makers
575. Violette Enterprises ltd
576. The Waiting Room

577. [Removed from published version]
578. Hot Chocolaterie
579. Made My Wardrobe
580. Sound Together
581. Emrys Jones - Sewing
582. ‘Cause
583. Three Villages Youth Project (3VYP) Suffolk
584. University of Sussex Students' Union
585. Mollies Childcare
586. Hexen Haus
587. University of Essex Students' Union
588. The Grey Area
589. Soulful Counselling
590. Cariad Glass.
591. Glasgow Sound Gallery
592. Jokoto Tailoring
593. Your D+I Ltd
594. Changing Corporate Culture LTD
595. James Harris Associates Ltd
596. Happy Crab Lets Ltd
597. Jimi’s Barbershop
598. Kirstie MacLaren Jewellery
599. Belas Asset Ltd
600. Walker’s Social Solutions
601. Peoples Republic of Stokes Croft CIC
602. Mix Works Ltd
603. Love, Loud & True
604. Atmos Art
605. In Focus Education and Development
606. Bracken and Paws
607. Friendly Urchin
608. Go Coiff Yourself
609. Olive Can Fly
610. Bulwark Games Limited
611. Deepdale Systems Limited
612. OakPath Therapy
613. Salon 22 Bedford
614. Worm Factory
615. 4YaParty Weddings & Events
616. Rethrindle
617. Street Trash Food Industries Ltd.
618. Pup Paws Grooming Studio
619. The King's
620. Nexer Digital Ltd
621. FITU FITNESS LTD
622. Lioness Writing Ltd

623. Tina The Tutor
624. Strange Brew Bristol
625. The Old Queeriosity Shop
626. Daughter of Mercury Metalworks
627. Cleckheaton Group Practice
628. Medicine Bakery
629. Blewbury Bread Ltd
630. Wheel of Fate, LTD
631. Simply Gut Health
632. Bake Battle Roll CIC
633. Oakring Counselling
634. Tin Can Barbers
635. Silvers Holdings Ltd
636. Jane Ide Celebrant
637. Queer Running Club
638. Jamie Hall Jewellery Design
639. Hyde Park Hotels
640. Massage Man Bristol
641. Tiia Karoliina LTD
642. Strathclyde Students' Union
643. Eat Cute Supperclub
644. JBR CREATIVE MANAGEMENT LTD
645. Bath Pride
646. Quilt Stitch Social
647. Alphabetti Theatre
648. We Create Space
649. Esse House
650. Adele Hendy Piercings
651. Centrala CIC
652. Beauty Guru Salons ltd
653. MS365 Future
654. Dewsy Ltd
655. Cherry & Fern Celebrations
656. Del Harries Training & Consultancy
657. Off The Record BANES
658. Timmo The Barber Limited
659. Hound Help
660. Gubbinz & Cogs
661. Limuni
662. Curiosity Cottage
663. Kate Rostance Celebrant
664. Staffordshire Students' Union
665. The Queer Emporium CIC, The Queer Emporium Foundation CIC
666. The Diversity Trust
667. Alchemy Games Ltd
668. Open Out

669. Queens Students' Union
670. JD Mobile Hairdressing
671. Shiney Electrical Ltd
672. Lelalo
673. Union of Brunel Students
674. Stack-in-a-box Ltd
675. The Body Hotel CIC
676. Mantis Tattoo LTD
677. Falmouth & Exeter Students Union
678. Dynamo Glasgow CIC

Facilitated by Trans+ Solidarity Alliance and Safe Space UK