

Trans Awareness Week 2026

Journey

LGBTQ+ in Transport

Introductions



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Why this week?

Trans Awareness Week

Trans Awareness Week takes place annually from 13-19 November and is dedicated to increasing understanding of transgender, non-binary and gender-diverse people. The week provides an opportunity to celebrate the contributions of trans communities, raise awareness of the challenges they may face, and promote inclusion, dignity and equality in workplaces and society.

Trans Day of Remembrance

Trans Awareness Week culminates in **Trans Day of Remembrance (TDOR)** on **20 November**. Established in 1999 by transgender advocate **Gwendolyn Ann Smith**, TDOR honours the memory of transgender people who have lost their lives as a result of anti-trans violence and prejudice. It is observed worldwide through memorial events, moments of reflection and educational activities.

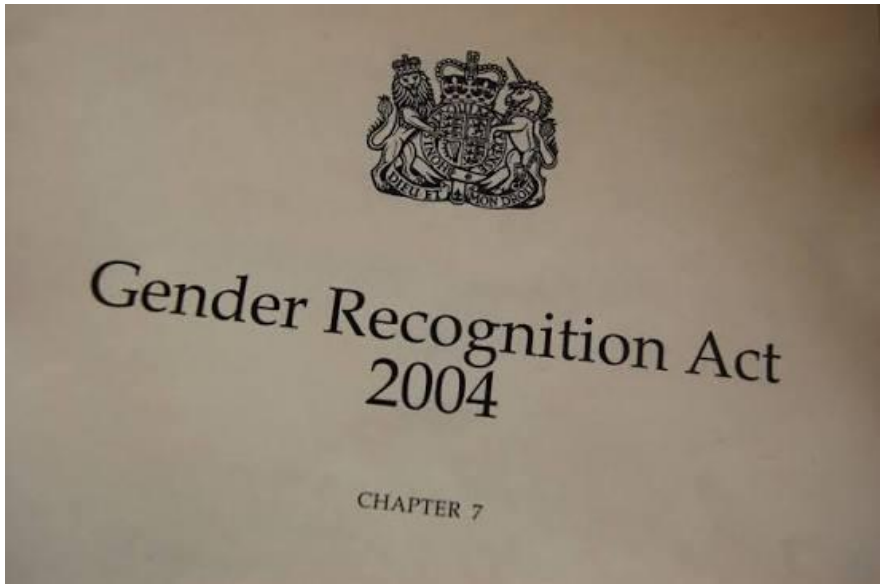
Why it Matters

- Promotes understanding and visibility of transgender and non-binary people.
- Encourages respectful and inclusive workplaces and communities.
- Raises awareness of discrimination, harassment and violence experienced by some trans people.
- Provides an opportunity to remember those who have been victims of transphobic violence and advocate for a safer, more inclusive society.

UK Trans Rights: 2000-2020 progress

2004 - Gender Recognition Act

The Gender Recognition Act 2004 gave transgender people the legal right to obtain a **Gender Recognition Certificate (GRC)**, allowing them to be legally recognised in their affirmed gender for most legal purposes.



2010 - Equality Act

The Equality Act 2010 made gender reassignment a protected characteristic, providing legal protection against discrimination, harassment and victimisation in employment, education and the provision of services.

2013 - Marriage (Same Sex Couples) Act

Changes to marriage law enabled legally recognised transgender people to marry in their affirmed gender, while also introducing updated provisions relating to marriage and gender recognition.

...and 2020s regression

2021 - Forstater vs CGD Europe: the tribunal established that being gender critical is a protected belief per the Equality Act

2024 - Cass Review published leading to closure of the Gender Identity Development Service (GIDS)

2024 - Wes Streeting announced that puberty blockers would be banned for under-18s in the UK indefinitely

2025 - Peggie vs NHS Fife: Sandie Peggie won one claim of harassment against NHS Fife for procedural errors and lost all other claims against both them and Dr Beth Upton, yet this was portrayed as a 'victory' for Peggie in the media.

2025 - The Supreme Court ruled that the terms 'sex', 'man', and 'woman' in the Equality Act 2010 mean biological sex at birth, rather than an acquired gender recognised by a Gender Recognition Certificate (GRC).

2026 - Girl Guides bars trans girls from joining, following the WI barring trans women in 2025

2026 - EHRC Code of Practice dictates that access to single-sex services must be determined by biological sex.

2026 - New NHS and schools guidance mandate the placing of trans people on wards based on ‘biological sex’ and children being required to use bathrooms, changing rooms and be part of sports teams on the same basis.

...combined with constant erasure, negative spin and attacks in mainstream and social media

Meanwhile access to gender affirming care has suffered

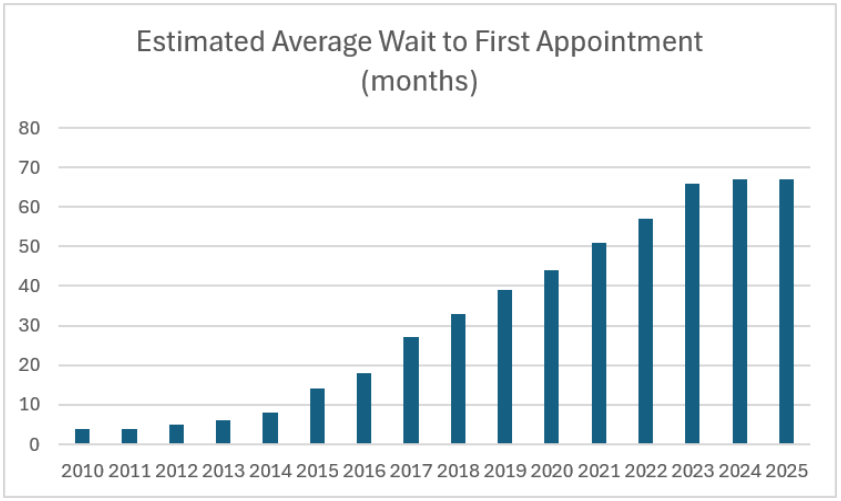
The wait time between GP referral and first Gender Identity Clinic appointment increased 272% between 2016 and 2025, and current wait times are 5+ years.

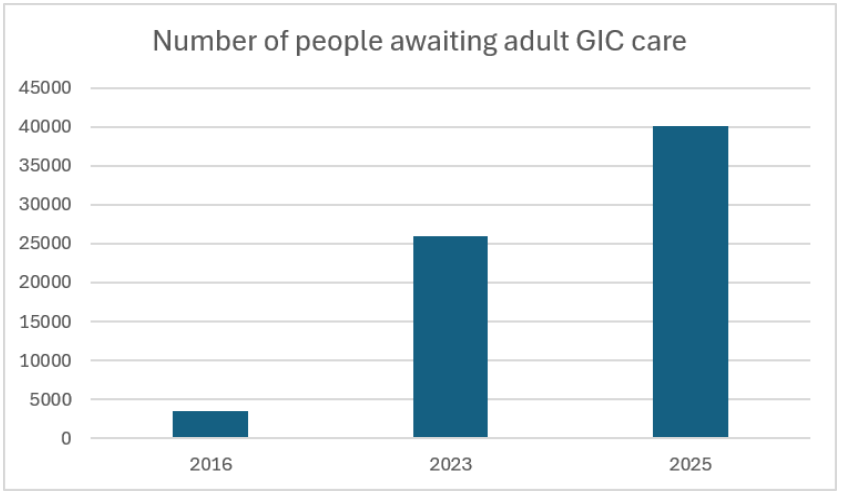
The number of people waiting for adult GIC care increased 1,043% between 2016 and 2025, now 40,000+.

New restrictions are in place for young people on the prescription of puberty blockers and hormone treatments.

In September the Welsh NHS ‘paused referrals for gender affirming surgery from the Welsh Gender Service’, suspending planned procedures for people across Wales with no update on timeline for reinstating appointments. In their letters to patients, they included a link to Samaritans.

Delays and uncertainty can have profound effects for the people experiencing them.





Sources: BMJ & NHS England

Campaign for Alice



CAMPAIGN FOR ALICE

The Coroner will make Prevention of Future Death Reports addressing:

- The **knowledge and training** for those in the mental health setting for managing and offering care to those in the transgender community.
- The **delays in access to gender affirming healthcare**.
- The **lack of provision of mental health care** for those waiting for gender affirming treatment.
- The **lack of clarity for clinicians** who are in place to support young transgender individuals in **primary care**.
- The lack of clarity for clinicians who are in place to support young transgender individuals in the Mental Health setting.

These reports will be sent to NHS England, the Gender Identity Clinic, the Royal College of General Practitioners, and Surrey and Borders NHS Trust.

Justice for Joelle

“Joelle was 27. She was a gifted musician, a self-taught coder, funny, generous and deeply loved.

She had an aggressive lymphoma that almost always curable when treated as a medical emergency. A bed was available on the cancer ward when she arrived at Wolverhampton NHS Trust. After staff saw that she was a trans woman, she was removed from the ward and placed in a side ward on the other side of the hospital.

She suffered 16 days in this room, deteriorating in agony, without cancer pain management. Joelle and her mum Jane were told emergency chemo could not start until she was in the right ward and there was not a bed. She explicitly pleaded for a bed on either the male or female ward. Because she was trans they made her wait for a rare single room.

It is unsurvivable to delay treatment for 16 days with this rare but very well understood lymphoma. By the time she received emergency chemotherapy, it was already too late.”



Justice For Joelle | Trans Legal Clinic

We've seen this all before…

Peers vote by a majority of 45 to throw out Labour's bid to lift the ban on promoting homosexuality in schools

PRAISE BE TO THE LORDS

CLAUSE 28:

By STEVE DOUGHTY

Its opponents say that Clause 28 is homophobic. Read the gay 'educational material' on these pages that is presently being pumped into British schools and ask yourself: Why is this Government so obsessed with promoting homosexuality still further?

Daily Record

SCOTLAND'S CHAMPION

Yardie threat to Johnson

Gangs target stoke over Scotland call-up

EXCLUSIVE



Derek's mum on murder charge

CLAUSE OUTCRY AS DOUBTS TO REPEAL PROPAGANDA BAN

GAY SEX LESSONS FOR SCOTS SCHOOLS

The Mail ON SUNDAY

FURY AT BBC SEX CHANGE SHOW FOR 6-YEAR-OLDS



Parents slam 'damaging' influence on young minds

By Sanchez Manning

THE BBC has been accused of acting recklessly after targeting children as young as six with a programme about a schoolboy who takes sex-change drugs.

Parents are angry that the show, available on the CBBC website, features a transgender storyline inappropriate for young children.

And concerned campaigners said it could 'sow the seeds of confusion' in young minds. The programme,

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At last, a moment of clarity – the UK supreme court has upheld the rights of women

Susanna Rustin

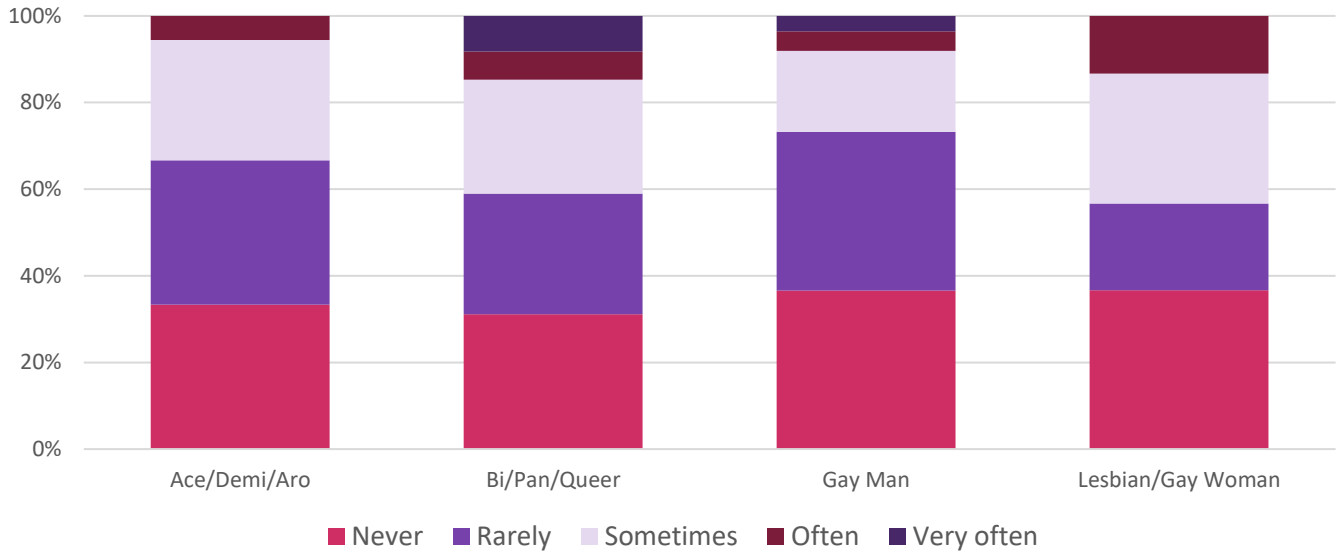


In our transport sector survey, inclusiveness is not experienced evenly across the LGBT+ respondents.

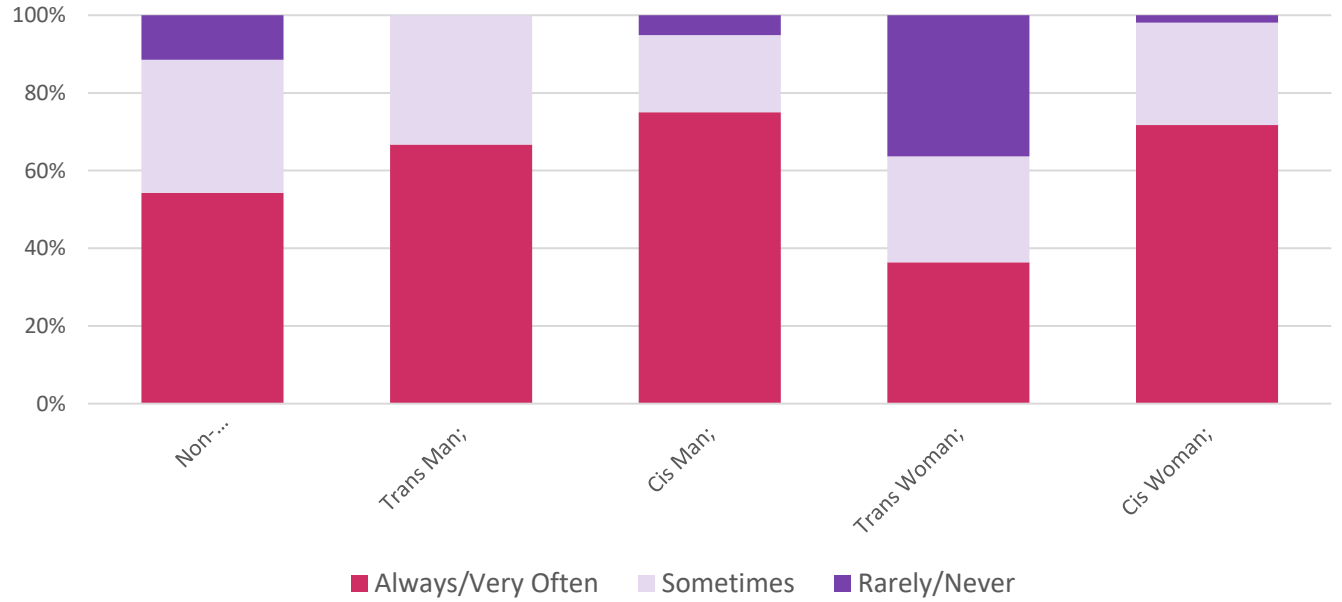
With wider anti-trans movements happening in the UK, trans and non-binary respondents reported feeling less included, and were more likely to experience prejudice at work.

Many respondents also left comments stating their support for trans colleagues, and support for trans and non binary people working in transport.

Have you personally experienced Biphobia, Homophobia, or Transphobia at work?

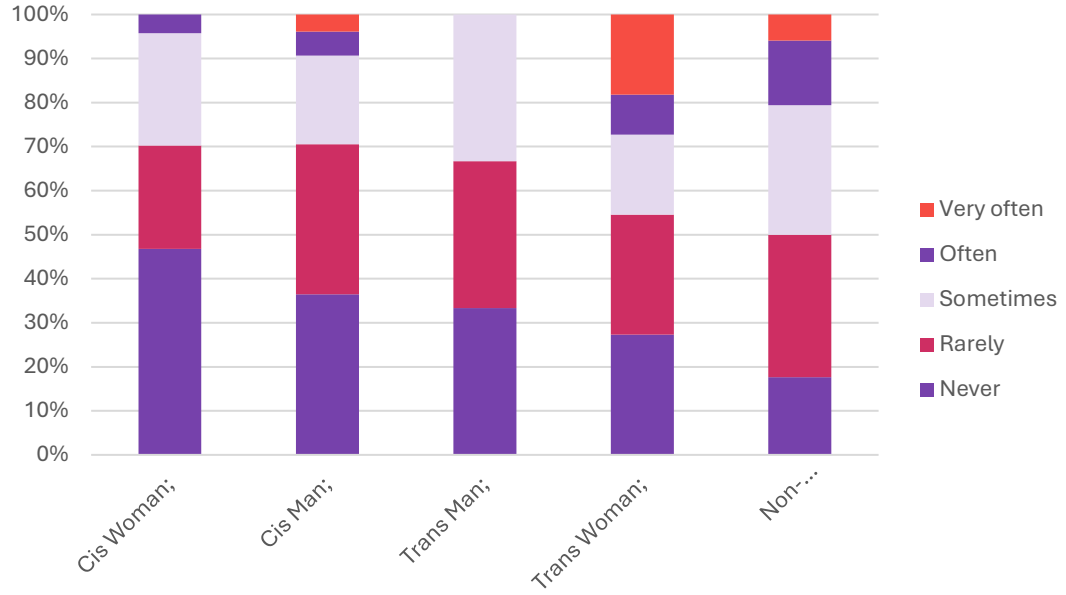


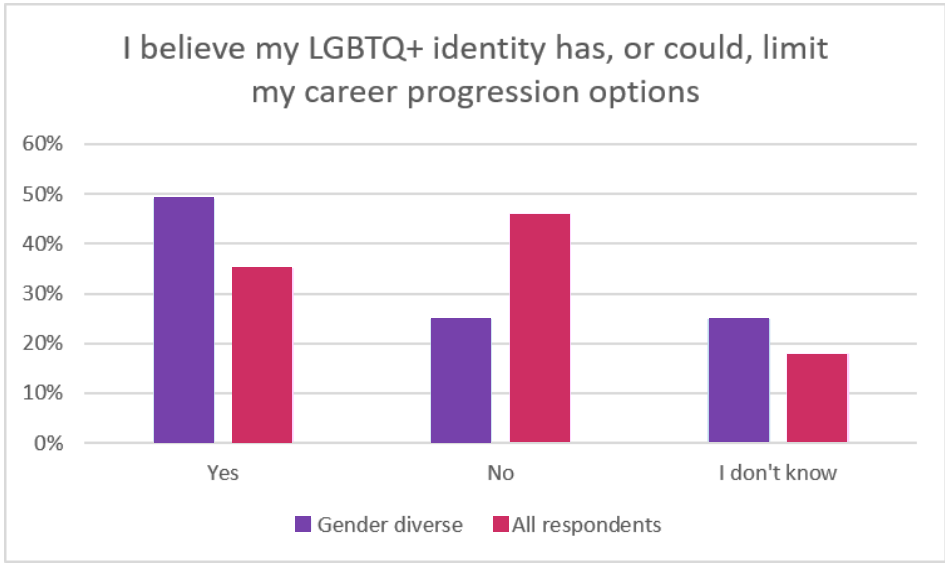
I feel included at work



Respondents had both experienced homophobia, biphobia or transphobia at work, and were more likely to feel their identity could limit their career.

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A glimmer of positivity

In 2026 150,000 people attended Trans Pride in London, an increase from 100,000 in 2025. 8000 people also attended Trans Pride Manchester.

100 MPs signed an Early Day Motion to disapprove the EHRC Code (though with no one party supporting it). A challenge has been brought against the Code, supported by the Good Law Project.

The Green Party are committed to self-identification for trans and non-binary people, and the Liberal Democrats published a policy platform on restoring trans rights.



Key points to remember

Gender diverse people remain protected by the Equality Act 2010 under the 'gender reassignment' protected characteristic: this applies whether people have or intend to undergo social or medical gender affirmation or not. This applies in the workplace but also education, through providing services, clubs and associations, etc.

While holding 'gender critical' (= transphobic) beliefs may also be protected, this does not allow someone to discriminate against or harass a colleague because they are gender diverse.

The EHRC Code of Practice only applies to our organisations as service providers, not as employers, though the High Court’s workplace health and safety ruling does apply to employees. Excluding gender diverse people from services is not 'proportionate', i.e. alternatives must be provided.

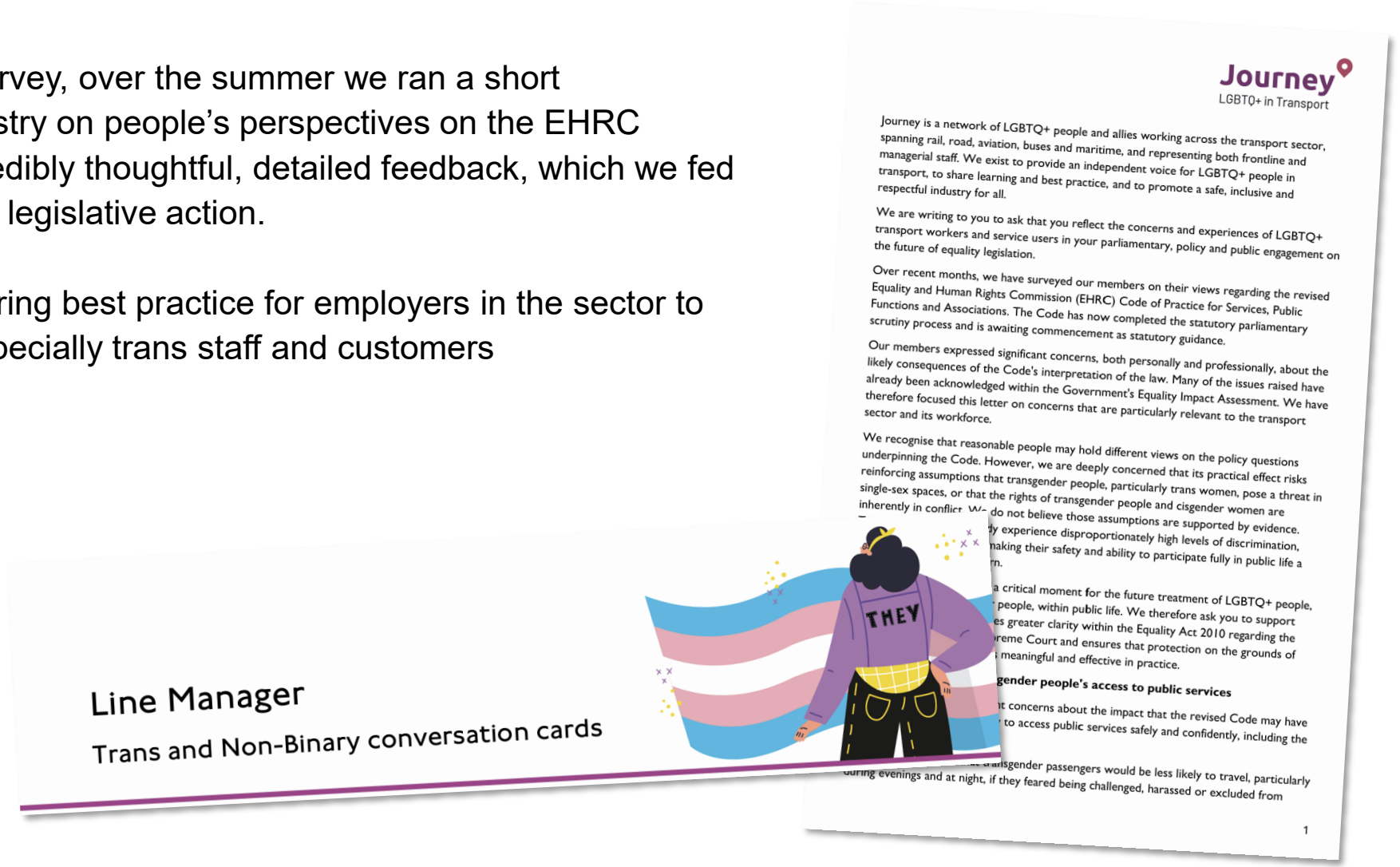
The Peggie tribunal found that NHS Fife's trans inclusive policy allowing Dr Beth Upton to use the female changing facilities was lawful, and that Peggie harassed Upton.

A trans or gender diverse person entering a single sex space misaligned with their sex at birth is not breaking the law.

What actions Journey has been taking

In addition to our network survey, over the summer we ran a short consultation across the industry on people's perspectives on the EHRC guidance, and received incredibly thoughtful, detailed feedback, which we fed into an open letter calling for legislative action.

We are planning to start sharing best practice for employers in the sector to support their LGBT+ and especially trans staff and customers



What we can do across the sector

- Safe, respectful workplaces
- Inclusive customer experiences
- Working together as an industry
- Listening and acting on feedback
- Dignity, respect and belonging

While policies and guidance may evolve, the fundamentals remain the same:
treating colleagues and customers with dignity, respect and professionalism

Useful resources

Trans Legal Clinic
Run by and for trans people, the Clinic provides advice and support on a range of issues including housing and discrimination. Home | Trans Legal Clinic

Mermaids
Family and individual support for teenagers and children.
www.mermaidsuk.org.uk

Trans*formation network
trans*formation is a new, thrice-yearly networking evening for professionals who identify as trans* and their friends and supporters. It seeks to connect and inspire trans* professionals in a safe and welcoming environment.
www.interbanklgbtforum.co.uk/transformation-network

Trans in the City is an open collaboration between global organisations, corporates and companies to further inclusion of transgender, non-binary and gender diversity in business by raising awareness. https://www.transinthecity.co.uk/

Gender Identity Research & Education Society. GIRES is a UK wide organisation whose purpose is to improve the lives of trans and gender diverse people of all ages. https://www.gires.org.uk/

Gendered Intelligence, established in 2008, is a registered charity that exists to increase understandings of gender diversity and improve trans people's quality of life.
https://genderedintelligence.co.uk/


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