



REPORT / 2025

TRANS EQUALITY IN ACTION

A **BLUEPRINT** FOR **DECISION MAKERS**

EXECUTIVE SUMMARY

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Trans Equality in Action – A Blueprint for Decision Makers

Executive Summary

Our [full report](#) meticulously details the **unwelcome and escalating systemic discrimination** faced by the transgender and gender-diverse (TGD) community in the United Kingdom.

Representing approximately 0.5% of the population in England and Wales (around 262,000 people), TGD individuals are subject to a "toxic transphobic political discourse," adverse legal interpretations, and persistent societal prejudice, leading to profound marginalisation across various societal domains. Our report underscores that existing legal protections are frequently undermined within this prevailing socio-political climate and proposes comprehensive positive actions to foster genuine equality and inclusion.



[View the full detail report](#)



Key Findings

The extent of discrimination is extensive, manifesting in several critical areas:

Alarmingly High Rates of Hate Crime and Violence:

TGD people are disproportionately targeted. Police recorded **4,780 transgender hate crimes in England and Wales in the year ending March 2024**, marking a continued upward trend. Critically, 88% of transgender individuals do not report serious incidents due to dissatisfaction with the criminal justice response, with less than 3% of reported crimes leading to prosecution. In general, trans people **suffer crime at twice the rate** of cis people. This contributes to significant psychological trauma and a tenfold higher likelihood of suicidal thoughts.

88%

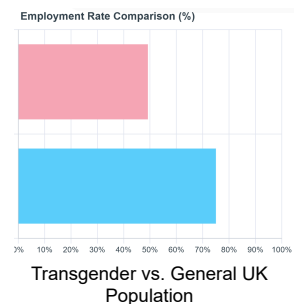
Of trans people do NOT report the most serious hate crimes.

<3%

Of reported transphobic hate crimes in 2023 led to prosecution.

Significant Employment Disparities and Hostile Workplaces:

TGD adults have a **lower employment rate of 49.2%** (compared to the general UK rate of 75%), experiencing nearly double the unemployment rate. Workplace hostility is widespread, with one in three employers admitting they are 'less likely' to hire a transgender person, and 90% of trans people experiencing harassment or discrimination.



Severe Barriers to Accessing Essential Healthcare:

Waiting times for initial assessments at Gender Identity Clinics (GICs) are exceptionally long, over 5 years in some areas and up to 8 years in others, far exceeding the 18-week national target. Beyond gender-affirming care, 41% of trans individuals report a lack of understanding from healthcare staff, and 14% have been refused GP care due to their identity. This results in 57% of trans people avoiding screening and medical attention when unwell, leading to poorer health outcomes.

57%

Of trans people reported avoiding the doctor when unwell due to fear of transphobia.

14%

Were refused GP care simply for being transgender.

Precarious Housing and Social Exclusion:

A quarter of trans people have experienced homelessness. Demand for LGBTQ+ housing services increased by 33% between April 2023 and March 2024, driven by discrimination and familial rejection, with 27.7% of users identifying as trans or gender non-conforming.

25%

Of trans people have experienced homelessness.

Discrimination in Education and Public Spaces:

Over a third of trans students in higher education have experienced negative comments from staff, and **nearly half of trans people (48%) feel uncomfortable using public toilets** due to fear of discrimination.

Supreme Court Ruling

The legal framework, while offering protections through the Equality Act 2010 (EA 2010) and Gender Recognition Act 2004 (GRA 2004), has been significantly undermined by recent legal interpretations and governmental actions. The **Supreme Court ruling in April 2025** held that "sex" in the EA 2010 refers exclusively to "biological sex," which, despite the Court's assurances (para.248), risks excluding TGD people from legal recognition in single-sex spaces, even with a GRC.

The judgment has created a truly fearful community and prompted the **Lemkin Institute for Genocide Prevention and Human Security to issue a Red Flag Alert Warning to the UK** – the first warning of its type in history against a Western European nation.

Government Actions

Governmental actions, such as blocking the Gender Recognition Reform (Scotland) Bill, banning puberty blockers, and youth gender affirming healthcare, further entrench this hostile landscape. We, along with healthcare researchers from other countries, **reject the Cass Review as being "politicised" and methodologically flawed in many areas.**

Cumulative Effect

The cumulative effect of this constant exposure to hostility and systemic barriers leads to profound psychological distress, social withdrawal, and a diminished quality of life. TransLucent has, over the years, actively investigated several prevailing narratives.

Through our own investigations, TransLucent found **only one complaint** regarding a trans woman in female NHS wards out of over six million annual admissions, and **one complaint concerning** trans women using public toilets/changing rooms across large local authorities for entire years.

Based on these findings, TransLucent rejects claims of widespread issues in single-sex spaces and advocates for upholding trans human rights to privacy.

Strategic Recommendations

Our report concludes with an **urgent call to action for comprehensive positive action** across legislative, employment, healthcare, and social spheres. Key recommendations include:

- **Legislative and Policy Reforms: Clarifying the Equality Act 2010 for GRC holders,** and modernising the Gender Recognition Act.
- **Workplace Inclusion:** Implementing explicit anti-discrimination policies and promoting trans-inclusive recruitment and staff training.
- **Healthcare Improvements: Urgently reducing NHS waiting times for Gender Identity Services** and ensuring trans-inclusive general healthcare provision.
- **Combating Hate Crime:** Enhancing reporting mechanisms and police response, alongside public education campaigns to counter transphobia.
- **Support in Housing and Education:** Developing specialised housing support services and implementing inclusive education policies.
- **Political and Public Office Representation:** Initiatives to encourage TGD participation in public life, particularly in government. Equality for all.

Our report posits that the UK stands at a critical juncture, and a **fundamental shift from a climate of hostility to one of active affirmation and protection** is an urgent moral and societal imperative to uphold human rights and dignity for all its citizens.