

Caroline Russell AM letter to Mayor on EHRC Code of Practice

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City Hall
Kamal Chunchie Way
LONDON E16 1ZE

Sadiq Khan, Mayor of London
City Hall
Kamal Chunchie Way
London E16 1ZE

4 August 2026

Dear Sadiq,

Equality and Human Rights Commission (EHRC) Code of Practice for Service providers, Public Functions and Associations

I am writing following our conversation at Mayor's Question Time (12 June 2026) where I raised concerns about the distress and anxiety trans Londoners tell me they are feeling following the publication of the revised Code of Practice for service providers and associations by the Equality and Human Rights Commission (EHRC). You told me that your "priority is to ensure London remains a city where everyone, regardless of gender identity, can thrive, feel safe and belong." [1]

You'll be aware that this week, on 5 August 2026, the Government's updated EHRC Code of Practice comes into effect, following an order from the Minister for Women and Equalities.

Trans led organisations such as Trans Actual, have maintained that the Code remains unworkable; it does not protect trans people, it does not help service providers and it does not respect the UK's human rights obligations. [2]

Despite cross party condemnation, with 166 MPs signing Early Day Motion (EDM) 240, tabled by Nadia Whittome MP, in an effort to halt this discriminatory guidance, there has been no debate in Parliament.

The government's own Equality Impact Assessment admits that this code of practice would have wide-ranging negative impacts on Trans people and that Trans women could face a "disproportionate risk of violence and sexual assault." [3]

I would like to know what work you and your Deputy Mayors have been doing, since we spoke about this in June, to prepare for the changes coming into effect on 5 August. Londoners need to know how you intend to uphold the rights of trans people and support service providers to remain trans inclusive.

As an elected London politician, I am particularly concerned because London has the highest proportion of people in England whose gender identity differs from their sex assigned at birth. [4] These are people in our community, work colleagues, neighbours, friends and family members, who should be able to participate in public life without fear of being outed, harassed or discriminated

against at work or in public when using a toilet or changing room.

Lambeth Council recently announced that it would challenge the implementation of the Draft Code of Practice on Services, Public Functions and Associations. Councillors backed a motion condemning the draft code as “incoherent and self-contradictory, discriminatory, and impossible to implement in a reasonable and proportionate manner.” [5]

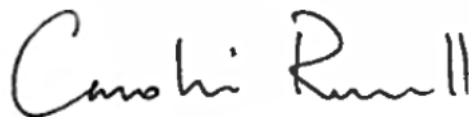
The motion called on the council to protect LGBTQIA+ workers and service users by refusing to implement the guidelines should legal advice confirm that such a move would be lawful.

When we spoke at MQT in June, you said “the GLA will continue to work closely with boroughs, service providers, community organisations and partners to ensure our services remain welcoming, safe and appropriate.” [6]

I urge you now to work with councils across London to support their efforts to make sure the guidance cannot be used to diminish the everyday rights of trans Londoners and to seek the wider adoption of these approaches across our city.

This is about Trans people's right to exist in society free from abuse, discrimination and segregation, with the autonomy to be who they know themselves to be.

Yours sincerely,

A handwritten signature in black ink that reads "Caroline Russell". The signature is written in a cursive, flowing style.

Caroline Russell AM
Leader of the Green Group on the London Assembly

[1]

[2]

[3]

[4]

[\[5\]](#)

[\[6\]](#)

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