
BMA position on gender identity and tackling discrimination

Our policy work is centred around the need to create safe, inclusive workplaces for trans and non-binary people and tackling discrimination on the basis of gender identity.

Our key principles

- The BMA affirms the rights of **all transgender and non-binary individuals to access healthcare and live their lives with dignity, including having their identity respected**. Trans and non-binary people exist, and their existence is not a matter for debate.
- We oppose discrimination of all kinds and are committed to **ensuring universal, timely access to high quality healthcare for all**, on the basis of their individual needs.
- We are committed to ensuring that **trans and non-binary doctors and medical students can train and work in inclusive environments, free from phobia and discrimination**.
- The BMA supports **informed, respectful discussion by medical professionals of the best ways to manage individual patients**, based on their needs, and taking a patient-centred approach which respects their dignity, autonomy and human rights.

We support

- **A comprehensive ban on so-called ‘conversion therapy.’** The BMA believes the practice of conversion therapy for sexual orientation and/or gender identity is unethical and damaging, with no clinical benefit to those subjected to it. As such we hold a clear policy position that this practice should be banned. ([Read more about this here](#))
- **A simpler, fairer system for trans and non-binary people to gain legal recognition of their identity.** The BMA supports self-identification to allow transgender and non-binary individuals to gain legal recognition by witnessed, sworn statement and without the need for a medical diagnosis. We have called for a simpler, less stigmatising approach to this process. [Read our submission here.](#)
- **Better education for the medical profession about trans and non-binary people’s health needs.** The BMA supports changes to undergraduate and postgraduate curricula to ensure that trans awareness is part of both undergraduate and postgraduate training. We also call for more resources to enable doctors’ continuing professional development, to ensure they can deliver appropriate healthcare to trans and non-binary patients. ([Read our guidance on inclusive care for trans and non-binary patients here](#))



- **Targeted training for senior leaders, managers and medical educators.** The BMA supports the development of guidance and training materials to better equip managers and leaders to create trans and non-binary inclusive workplaces.
- **Access to appropriate facilities at work.** The BMA believes trans healthcare workers should be able to access facilities (such as toilets and changing rooms) appropriate to the gender they identify as where possible, with consideration for local context and availability.
- **Action to identify and address discrimination in education, training and the workplace.** The BMA calls for better data collection on the experiences of trans and non-binary medics, improved reporting routes and greater organisational accountability for addressing discrimination on the basis of gender identity. [Read our research and recommendations here.](#)