

Dear [Insert name]

I am writing to express my concern around an escalation in what could be considered discriminatory behaviour taking place within the school.

Through staff emails and/or guidance updates, I and others are feeling an increasing pressure to use 'preferred pronouns' to refer to pupils that do not match their sex - sometimes being told that we shouldn't share these new names and pronouns with the child's parent, which is in direct conflict with all safeguarding frameworks and policies that we are required to adhere to. It appears to also be being suggested that teachers are to police other pupils' use of 'preferred pronouns' regarding particular pupils, even if those pupils have used their right to freedom of thought and expression to decide which speech to use.

[Article 9](#) of the European Charter of Human Rights, of which the UK is a signatory, gives individuals the right to freedom of thought and to manifest their protected beliefs. [Article 10](#) of the EHRC gives the right to freedom of expression, which also involves the right not to be compelled to say what you do not believe.

On June 10th, 2021, a legal ruling from a UK judge, Mr Justice Choudhury in an [Employment Appeal Tribunal](#) ruled that holding views critical of gender identity theory are protected under the Equality Act 2010. The Equalities and Human Rights Commission also supported this view.

[Peter Daly](#), the lawyer supporting the case, said that because of the ruling, ***'Education authorities will want to review their policies to determine whether a cohort of pupils and students are being mis-educated by the presentation of a contentious and doctrinaire view of sex and gender as being a matter of settled fact.'***

Currently some appear to presume an adherence to gender identity ideology from all staff and pupils. It is unreasonable to expect everyone to share the same beliefs, there needs to be a balance to make sure that everyone's rights are respected and to mitigate the likelihood of legal action if rights are breached.

I am therefore writing to ask that school leaders stop discriminating against staff and pupils who do not adhere to gender identity theory by the enforcement of compelled speech in this way. Pupils may of course request that preferred pronouns are used but may not compel others to do this.

Regards

[Insert name]