

Extract of document where it refers to the user research from November 2018

Removal of Gender Questions

4. Disclosure Scotland has recently led ground breaking research into when and what to ask about sex and / or gender on government forms, including the PAD application forms for the types of disclosure set out above.

5. Disclosure Scotland set up a working group, made up of key representatives from the UK Government and the Devolved Nations, which included the Government Equality Office, Scottish Government, Government Digital Service, Office for National Statistics, National Records for Scotland, Stonewall, the Scottish Trans Alliance and Engender who looked at our shared evidence into when and what to ask about sex and / or gender on forms.

6. The group reached the consensus that the question should only be asked when it is necessary to do so.