



BYM Trustees

Held on 29 June 2026

Online on Zoom

Minutes

Present: Kit King (Clerk for this meeting), Lis Burch (Assistant Clerk for this meeting), Marisa Johnson, Teresa Murray, Ruth McTighe, Paul Whitehouse (Treasurer), Ursula Fuller, Liz Law, Chris Jardine, Catherine Brown, Silas Price, Liz Redfern, Kit Fotheringham (minute BYMT/26/06/03 onwards)

In Attendance: Siobhán Haire (Deputy Recording Clerk), Sarah Donaldson (Senior Change Leader: Quaker Governance), Lisa San Martín (CEO of Quiet Company)

Prevented: Jo Hills

BYMT/26/06/01 Clerking arrangement for this meeting

Our Clerk, Marisa Johnson, has requested to not clerk this meeting due to personal reasons. We appoint Kit King as Clerk for this meeting and Lis Burch as Assistant Clerk for this meeting. This is a temporary arrangement and will only last for the duration of this meeting, after which our usual arrangement will resume.

BYMT/26/06/02 Welcome & Introductions, Agenda Check, Conflict of Interest Check, Opening Worship

Our Clerk welcomed us to the meeting.

We opened our meeting with a period of worship.

We agreed the agenda.

There are no unrecorded conflicts of interest.

BYMT/26/06/03 QiB responses to the draft EHRC Code of Practice on Services

This minute follows the discernment recorded in minute BYMT/25/05/02 and the same principles apply to our discernment today. The context has now changed, in light of the draft Code of Practice for Services, Public Functions, and Associations, a draft statutory guidance which has been laid before parliament.

We have considered paper BYMT 2026/06/01, which shared recommendations on the correct approach to toilet facilities across our estate. The Deputy Recording Clerk spoke to the paper.

In practice, accepting these recommendations means that our provision will remain as it has been for the last 14 months. We note that during this time we have received four informal concerns, and only one formal complaint about this approach. During this time, we have not been informed of any concerns arising from incidents of inappropriate or harmful behaviour in or in connection with our toilet facilities.

We accept and welcome these recommendations, noting that there is no risk-free approach to providing toilet facilities in the current environment, and that we will keep this approach under review as case law in this area develops. We feel that the greatest risk to the other options is not standing for what we believe in, not speaking truth to power, and not upholding our testimony to equality. We note that fundamental contradictions exist in the legal landscape and that the legal guidance on this is far from clear.

We agree that in the longer term, any changes to toilet facilities across our estate will need to happen in alignment with our agreed maintenance schedule and on the basis of affordability.

We ask staff to provide advice to Trustees of Area Meetings on the toilet provisions in their meeting houses, relevant to the context of each Area Meeting.

We ask staff to refresh the *Statement of policy on provision of trans-inclusive facilities on BYM's estate* to match our discernment and communicate the changes publicly. We ask staff to continue our public affairs work on this issue, which we hope can include engaging with Quaker and other Members of Parliament.

Britain Yearly Meeting's position on welcoming trans, non-binary, and gender non-conforming people is clear. We minuted in BYMT/25/05/02 that "We hold in the Light all trans, non-binary, intersex, and gender non-conforming people whose lives are being made more difficult." The phrase "more difficult" has proven to be an understatement and we are deeply saddened and angered that parts of British society, including political leaders, policy makers, and members of civil society, are creating barriers to the social inclusion of trans people and opening the door to hatred towards them.

We reiterate our commitment to continuing to work to make our corner of the Commonwealth of Heaven on Earth a more welcoming and accessible place. We pray that love and light prevail and we pray for an inclusive, loving, and hopeful British society and Religious Society of Friends.

BYMT/26/06/04 Closing worship

We closed our meeting with a period of worship.

Kit King

Clerk

Lis Burch

Assistant Clerk