

Dear Francis and the DUCU Committee,

Thank you for your letter of 30 April 2026 in which you also acknowledge our responses to your letters of May and June 2025.

As we said, and as we continue to emphasise, all staff and students at Durham University must be treated with dignity and respect. We will do all we can to ensure this is the case.

This applies equally to staff and students that identify as Trans, intersex, queer, and non-binary. There is extensive support in place, through which they can raise any matters of concern. This includes our staff networks with whom we remain in regular dialogue.

As I said in my letter of 12 June, which goes into some considerable detail, our staff deserve up-to date policies and guidance notes. We continue to anticipate the EHRC guidance, further to their consultation on updates to the statutory Code of Practice. The guidance was paused and has now been amended. It is crucial that we wait for the final version so we can consider its practical implications for Durham University.

You may find useful the 14 April update on the [EHRC website](#).

As I also said in my 12 June letter, these are sensitive matters that require the time to consider and engage and communicate effectively with all our community when we are in a position to do so.

We always encourage staff and students to raise any specific matters of concern through established channels so they can be dealt with appropriately.

Yours,

Shaid

**Dr Shaid Mahmood MBE**  
**Pro-Vice-Chancellor – Equality, Diversity, Inclusion**