

## Email chain 1

**From:** [REDACTED]@geo.gov.uk>  
**Sent:** 26 February 2018 09:22  
**To:** Evans, Joanne [REDACTED]@ons.gov.uk>  
**Cc:** [REDACTED]@ons.gov.uk>  
**Subject:** RE: ONS Sex and Gender Article

Hi Joanne,

Our position is confusing.

In legislation sex and gender are invariably treated as one and the same. But strictly speaking they are not.

We consider sex to be a biological construct that can be objectively determined based on someone's hormone levels, chromosomes and organs. Gender we consider to be a social construct – an internal sense of identity. In the vast majority of cases this will be the same as sex as assigned at birth but sometimes it isn't.

Thanks,

[REDACTED]

**From:** Evans, Joanne [[mailto:\[REDACTED\]@ons.gov.uk](mailto:[REDACTED]@ons.gov.uk)]  
**Sent:** 21 February 2018 16:14  
**To:** [REDACTED]@geo.gov.uk>  
**Cc:** [REDACTED]@ons.gov.uk>  
**Subject:** RE: ONS Sex and Gender Article

Hi [REDACTED]

As I mentioned, I will run the final draft of this article passed you, but in the meantime I have a question from my head of media, who has a concern over the phrase 'gender is a social construct'. He was wondering what the government position on this is - does the UK Govt think that sex and gender are two different concepts, and that gender is a social construct?

Can you help on this?

Much appreciated!

Jo

**Joanne Evans**

Head of Analysis and Engagement | Sustainable Development Goals | Office for National Statistics |  
Newport | Room 2.164

[REDACTED]



**From:** [REDACTED]@geo.gov.uk]  
**Sent:** 19 February 2018 16:53  
**To:** [REDACTED]@geo.gov.uk>; Evans, Joanne [REDACTED]@ons.gov.uk>  
**Cc:** [REDACTED]@geo.gov.uk>; [REDACTED]@geo.gov.uk>  
**Subject:** ONS Sex and Gender Article

Joanne,

I've just seen the Home Office forward media look and understand that an article on sex v gender is due to be published next Friday. I commented on this in January, with my comments being fed back to you by my colleague [REDACTED] in the below e-mail chain.

[REDACTED]

Sorry if this seems a bit overbearing! I'm sure the article is fine.

I have cc'd in my colleagues [REDACTED] and [REDACTED] as I am not around for most of this week.

Thanks,

[REDACTED]

[REDACTED]  
Government Equalities Office  
6<sup>th</sup> Floor, Sanctuary Buildings, 20 Great Smith Street, London, SW1P 3BT  
[REDACTED]@education.gov.uk / [REDACTED]



**From:** [REDACTED]  
**Sent:** 16 January 2018 11:46  
**To:** Evans, Joanne [REDACTED]@ons.gov.uk>  
**Cc:** [REDACTED]@education.gov.uk>  
**Subject:** RE: help...gender article

Hi Jo,

With many thanks to [REDACTED], please find attached some comments and suggestions for your article. Do let us know if you have any questions.

Best wishes,

[REDACTED]



[REDACTED]  
EU and International Policy  
1st Floor, Sanctuary Buildings, 20 Great Smith Street, London SW1P 3BT  
[REDACTED] @geo.gov.uk | [REDACTED]  
@WomenEqualities | [www.gov.uk/geo](http://www.gov.uk/geo)

**From:** Evans, Joanne [mailto:[REDACTED]] @ons.gov.uk]

**Sent:** 12 January 2018 15:11

**To:** [REDACTED] @geo.gov.uk>

**Subject:** RE: help...gender article

That's great, thank you so much. I should have thought of sending it to you guys earlier, and given you a heads up, so really grateful for your help.

Have a fab weekend, speak soon

Jo

**From:** [REDACTED] @geo.gov.uk]

**Sent:** 12 January 2018 15:02

**To:** Evans, Joanne <[REDACTED]@ons.gov.uk>

**Subject:** RE: help...gender article

Hi Jo,

I've just asked some colleagues here to have a look and let me know what they think and gave them a Tuesday noon deadline so I'll do my best to send you final comments by 1pm – I suspect I'll get comments earlier than that though and the article looks broadly ok having quickly skimmed through it so I don't think you should worry about it.

I also wanted to send you [REDACTED] email in DCLG [REDACTED] @communities.gsi.gov.uk – she works on local government and might be able to help you with your data for 5.5.1 (which I'm guessing we only have the UK parliament data for...). I'm very sorry I didn't send it earlier – pre-Christmas madness caught up with me!

[REDACTED]

**From:** Evans, Joanne [mailto:[REDACTED]] @ons.gov.uk]

**Sent:** 12 January 2018 14:52

**To:** [REDACTED] @geo.gov.uk>

**Subject:** RE: help...gender article

Hi [REDACTED]

if it's at all possible, could you get comments back to me by lunchtime on Tuesday? Our publishing people are nagging me already, because it will take them a while to get it on the website ready for Thursday morning :)

thanks

Jo

**From:** [REDACTED] [@geo.gov.uk](mailto:[REDACTED]@geo.gov.uk)  
**Sent:** 12 January 2018 14:05  
**To:** Evans, Joanne [REDACTED] [@ons.gov.uk](mailto:[REDACTED]@ons.gov.uk)>  
**Subject:** RE: help...gender article

Hi Jo,

Happy new year to you too!

I'll have a look and also consult my colleagues in the LGBT team – when do you need it by? Would Tuesday be ok for me to send it back to you?

Best wishes,

[REDACTED]



[REDACTED]  
EU and International Policy  
1st Floor, Sanctuary Buildings, 20 Great Smith Street, London SW1P 3BT  
[REDACTED] [@geo.gov.uk](mailto:[REDACTED]@geo.gov.uk) [REDACTED]  
 [@WomenEqualities](https://twitter.com/WomenEqualities) | [www.gov.uk/geo](http://www.gov.uk/geo)

**From:** Evans, Joanne [[mailto:\[REDACTED\]@ons.gov.uk](mailto:[REDACTED]@ons.gov.uk)]  
**Sent:** 12 January 2018 13:17  
**To:** [REDACTED] [@geo.gov.uk](mailto:[REDACTED]@geo.gov.uk)>  
**Subject:** help...gender article

Hiya [REDACTED]

belated happy new year to you :-)

Can I ask a favour? We've drafted an article on the differences between sex and gender, and we're hoping to publish it next Thursday. Would you mind having a look at it and letting me know if you have any comments (nothing like leaving things to the last minute!) I promise it's not very long!

Thanks in advance,

Jo

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**Joanne Evans**

Sustainable Development Goals | Office for National Statistics | Newport | Room 2.164

 [REDACTED]

## Email chain 2

**From:** Evans, Joanne <[REDACTED]@ons.gov.uk>  
**Sent:** 20 February 2019 10:23  
**To:** [REDACTED]@ons.gov.uk>  
**Subject:** RE: sex and gender article

Hi [REDACTED]

Please could you make these small changes:

Change: and it was thought that it would be too confusing to have it  
To: and user feedback was to not put it under well-being.

Remove: (which we copied and pasted)

Thank you!

Jo

**From:** [REDACTED]  
**Sent:** 20 February 2019 10:19  
**To:** Evans, Joanne <[REDACTED]@ons.gov.uk>  
**Subject:** RE: sex and gender article

Jo – is this ok?

Hi Liz,

Thanks for your email. The article will sit under Environmental Accounts on the ONS website because when we first started reporting on SDG we didn't get our own taxonomy and it was thought that it would be too confusing to have it under well-being. It will also be on the publications page of our [National Reporting Platform](#).

Point 1: GEO have sent us that specific wording (which we copied and pasted) and have used it as the government position in court. However, as far as I know there isn't a website/publication with this information on, so we can't link out to it.

Point 2: Yes, I'm happy to move it to the third paragraph. It'll add it after the sentence "It includes the UK government position on these concepts."

Kind regards, [REDACTED]

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██████████, Sustainable Development Goals  
Office for National Statistics | Swyddfa Ystadegau Gwladol

██████████ [@ons.gov.uk](mailto:██████████@ons.gov.uk) | [www.ons.gov.uk](http://www.ons.gov.uk)

[@ONS](#)



**From:** McKeown, Liz

**Sent:** 20 February 2019 09:07

**To:** ██████████ [@ons.gov.uk](mailto:██████████@ons.gov.uk); Everett, Glenn <██████████@ons.gov.uk>

**Cc:** Bell, Iain [@ons.gov.uk](mailto:██████████@ons.gov.uk)

**Subject:** RE: sex and gender article

██████████ Glenn,

Many thanks for the revised article. I am happy to sign it off subject to the following:

- i) Can I double check on the phrasing 'The UK government defines sex and gender as follows' – are GEO definitely content with that, have these definitions been stated elsewhere and is it worth linking to that if so?
- ii) Minor drafting comment. The sentence 'ONS has done a lot of research....' Doesn't seem to fit well into the second para which is otherwise solely focused on the SDGs – might it read better incorporated into the third.

Whereabouts on the website will it be published?

L

**From:** ██████████

**Sent:** 19 February 2019 13:37

**To:** McKeown, Liz [@ons.gov.uk](mailto:██████████@ons.gov.uk); Everett, Glenn [@ons.gov.uk](mailto:██████████@ons.gov.uk)

**Subject:** sex and gender article

Hi Liz and Glenn,

The final version of the sex and gender article can be found on  
SharePoint here:

[https://share.sp.ons.statistics.gov.uk/sites/SusIneq/SDG/Sample/Analyses/Publications/Explainers/sex\\_and\\_gender\\_final.docx](https://share.sp.ons.statistics.gov.uk/sites/SusIneq/SDG/Sample/Analyses/Publications/Explainers/sex_and_gender_final.docx)

The file that is attached shows the changes that were suggested from the Census team. All of these changes have been taken on and added into the final article.

Thanks, ██████████

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████████████████████ Sustainable Development Goals  
Office for National Statistics | Swyddfa Ystadegau Gwladol

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