



Your reference:

Our reference: FOI_24_1039

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 16/12/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_24_1039

On 20/11/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. What is your force's policy on Trans officers' warrant cards? While they are transitioning, or if they are gender fluid, are they allowed multiple cards with different identities?
2. Does your force have a specific policy or guidance on allowing biological male civilian and/or police staff who identify as women to share facilities with female civilian and/or police staff?
3. If it does, please let me know which facilities they are allowed to share (toilets? Showers? Changing rooms? Other - please specify) and when was it introduced.
4. If not, is one being considered at present?
5. Are such policies contained in a single document such as a Trans Equality at Work Policy and, if so, can you provide that document please?

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

Section 17 of the Freedom of Information Act 2000 requires Gloucestershire Constabulary, when refusing to provide information (because the information is exempt) to provide you the applicant with a notice which: (a) states the fact, (b) specifies the exemption in question and (c) states (if not otherwise apparent) why the exemption applies.

With regards to the disclosure of the Forces following exemption applies:

Section 22 – Information intended for future publication

I can confirm that Gloucestershire Constabulary does hold some of the information requested, however this is not yet collated into a policy document, which is currently in its draft stage and has not yet been ratified.

This exemption is qualified and class based and therefore is subject to a Public Interest Test.

Public Interest Test:

This Public Interest Test is focused on whether the public interest favours the release of a document that has not been completed in its entirety.

Reasons for disclosure:

Disclosure of this information would provide confirmation of Gloucestershire Constabulary's position with regards to the needs of employees and ways to ensure both staff and members of the public feel safe and secure during any interaction that occurs.

It would also enhance public knowledge of the subject, providing information that may better inform public debate.

Reasons against disclosure:

Whilst the policy will seek to articulate a stance on the questions raised, and will be subject to a full Equality Impact Assessment, the document has not yet been finalised. Providing a response to this request would therefore mean releasing an incomplete document into the public domain. The release of this information ahead of its publication would compromise the accuracy of the information held within it.

Balance Test

It is deemed that the efficient and effective conduct of the force would be most harmed in the disclosure of this information before it has been signed off, therefore the balance falls on the side of non-disclosure. Whilst the document will be published within the force at a later date, it has not been determined when this will be.

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary