



Your reference:

Our reference: FOI_25_0511

E-mail: FOI

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Direct dial: 01452 754304

Postal Address: As above

Date: 20/06/2025

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0511

On 13/05/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

Under the terms of the Freedom of Information Act 2000, please supply me with full answers to each of the following questions regarding your force's policies in light of the Supreme Court ruling in the For Women Scotland case and subsequent Equality and Human Rights Commission guidance.

- 1 Has your force sent any messages to officers or staff regarding the ruling and its implications? If so, please provide a copy
- 2 Has your force changed or is it considering changing its policies on use of toilets/changing rooms for transgender people? If so please provide details
- 3 Has your force changed or is it considering changing its policy on search of detainees/suspects by transgender officers/staff? If so please provide details
- 4 Has your force held any meetings with external LGBT+ groups or internal LGBT+ staff networks since the ruling? If so please provide details of the groups attending and the minutes of the meeting

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

- 1 Please see the below communication extract from the Senior Leadership Team regarding the Supreme Court's decision

As you may be aware, the Supreme Court has given its judgment on the definition of sex. It holds that the terms "man", "woman" and "sex" in the Equality Act of 2010 refers to biological sex.

I have no doubt that this judgment will have a profound and lasting impact, not just for those directly affected by it, but for all of us in policing - and more widely.

Our Constabulary will treat these issues carefully and compassionately, recognising the sensitivities involved, both within our own workforce and among the communities we serve.

While many views have been expressed, our focus is on creating a safe and inclusive environment for everyone.

On behalf of the Court, Lord Hodge said “we would counsel against reading the judgment as a triumph of one or more groups in our society at the expense of another.”

We will be alive to how some members of the public may perceive this ruling, including the potential for increased harassment or discrimination against Trans people, something expressly prohibited in law.

It will take time to understand the full implications of the Court’s ruling. The National Police Chiefs’ Council (NPCC) is working on this, including seeking legal advice to help clarify guidance.

While it works through the details, I would ask all of you to show patience and understanding please.

The NPCC’s immediate focus will be on updated guidance for transgender searching and single sex spaces, including provision of changing rooms and toilets.

Last year, the NPCC withdrew its guidance on searches by transgender colleagues – and of transgender people. Forces were encouraged to make decisions about them on a ‘case by case’ basis.

For the time being, this remains the national guidance, and we will maintain our current position in Gloucestershire. However, following the Court’s judgment, the NPCC is developing interim guidance on searches, which it will circulate in the next week. We will let you know of any changes.

The judgment is also informing the NPCC’s work on data standards for protected characteristics, an area the entire public sector is looking at.

The NPCC is asking for guidance for use by various agencies, not just the police. Work in all these areas will inevitably be guided by the response of other public bodies, such as the Equality and Human Rights Commission (EHRC) and the Office for National Statistics (ONS). In the meantime, we will work with our Estates teams to ensure there are suitable facilities for all.

Along with other forces, we will work through these issues as quickly as we can and provide updates. You may wish to contact HR, the Better Together team or the Staff Associations (UNISON, the Police Federation and the Superintendents’ Association) for help and guidance. In addition, the Support Associations can provide welfare support too (the LGBT+ Network has provided some links here).

We remain committed to acting compassionately and trust that as a close-knit organisation we remain respectful and understanding of one another, treating all with dignity and respect.

2 Policies are being reviewed to align with the government ruling. This is an ongoing process and one that will evolve over time and will follow normal government processes to ensure compliance.

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4 Meetings have not been held with external LGBT+ groups however all internal staff, particularly any transgender members of our workforce, have been encouraged to provide any insight or thoughts on the supreme court ruling.

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