

Gloucestershire Constabulary
Police Headquarters
No.1 Waterwells, Waterwells Drive
Quedgeley, Gloucester. GL2 2AN
www.gloucestershire.police.uk



Your reference:

Our reference: FOI_25_0913

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 09/04/26

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0913

On 15/09/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

- 1) Whether your organisation ORGANISED any events for Pride 2025. If so please provide the date, title/topic of the event, whether employees were being paid whilst they attended (and how many employees if they were being paid whilst in attendance), and whether employees attended in uniform or any clothing identifying them as employees of your service.
- 2) Whether your organisation participated in any events ORGANISED BY OTHERS for Pride 2025. If so please provide the date, title/topic of the event, whether employees were being paid whilst they attended (and how many employees if they were being paid whilst in attendance), and whether employees attended in uniform or any clothing identifying them as employees of your service.
- 3) Whether your organisation has organised any themed merchandise for Pride 2025. If so please provide me with information on what has been purchased, the process undertaken to find a supplier, and the cost.
- 4) Please provide
 - A copy of any internal or external emails concerning Pride 2025.
 - Copies of any Equality Impact Assessments conducted for events between 2020 and 2025 that refer to Pride or any LGB+ (any version of the acronym) involvement.
 - Any training materials or internal memos provided to staff regarding the protection of gender-critical beliefs post-Forstater.

We are committed to being an anti-discriminatory organisation. This means not only acting in a non-discriminatory way, but addressing systemic inequalities, disadvantage and discrimination.

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

Following receipt of your request, searches were conducted. Regarding your request for any internal or external e-mails, I can confirm that the information you have requested may be held by Gloucestershire Constabulary, however, we do not hold it in a format that would allow its extraction within the permitted time constraints. To provide a definitive response would require all officers and staff to search both personal and departmental mailboxes to establish if any communications are recorded. Even by narrowing this request down to the most likely department to potentially hold this information we have estimated that this part of the request would far exceed the permitted time constraints, therefore Section 12 of the Act is applicable. This section does not oblige a public authority to comply with a request for information if the authority estimated that the cost of complying with the request would exceed the appropriate limit of 18 hours, equating to £450.00.

Please see below for suggestions on how you may be able to refine your request to come within the cost constraints of Section 12 of the Act.

Section 17(5) 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.

In relation to your request Section 12 applies.

Section 12(1) – Fee Regulations states:

Section 1(1) of the Act does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit. (As detailed in the Data Protection and Freedom of Information Fees Regulations of 2004)

The appropriate limit at the moment is £450 calculated at an hourly rate of £25 per hour for all staff time incurred in:

- i. Determining whether information is held
- ii. Locating it
- iii. Retrieving it
- iv. Extracting the information to be disclosed from the other information.

In accordance with the Act, this letter represents a Refusal Notice for your request.

Providing Information Outside of the Act

By way of assistance and although excess cost removes the Force's obligations under the Freedom of Information Act, we have supplied the information relevant to your request which has already been retrieved. We trust this is helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request.

Regarding part 1 of your request: Gloucestershire Constabulary did not organise any events for Pride 2025.

Regarding part 2 of your request: some events were attended in a community engagement uniformed policing capacity, as per the government's commitment to the 'Neighbourhood Policing Guarantee' (launched April 2025) with priorities such as 'Safer Streets Mission', 'Anti-social Behaviour Focus' and 'Visible Patrols'.

Regarding part 3 of your request: Gloucestershire Constabulary did not organise any themed merchandise for Pride 2025.

Regarding part 4 of your request: no information is held.

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