

Gloucestershire Constabulary
Police Headquarters
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www.gloucestershire.police.uk



Your reference:

Our reference: FOI_25_1005

E-mail: FOI

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Direct dial: 01452 754304

Postal Address: As above

Date: 30/07/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_1005

On 15/10/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

The recent legal judgment by Linden J. confirmed that Northumbria Police acted unlawfully by breaching their statutory duty of impartiality in their involvement with the 2024 Pride event. This breach occurred through their active participation, including uniformed police officers marching alongside participants, displaying the Progress Pride and Trans flags, and showcasing a police van adorned with Trans' colours.

The court found that such actions would likely be perceived by the public as support for a contested and politically charged ideology. The court further determined that this could lead to a reasonable perception that Northumbria Police would be unable to carry out their duties impartially. In response, Northumbria Police have committed to adhering to this ruling in relation to the 2025 Pride event. They have confirmed that no police officer on duty will march in the event, and there will be no branded police vehicles, flags, lanyards, or other displays of affiliation.

Your organisation is undertaking political activism. Your organisation is conveying to the public that you are partial. It is essential that your service ensures it does not take sides in any contentious debates, yet the service has done exactly that. When a public body displays overt ideological symbols (such as Progress Pride or Trans flags), and takes public positions aligned with one side of a highly contested political issue, it sends a clear message: dissent is not welcome. This creates a chilling effect, in which employees and members of the public with lawful, protected views — especially LGB people and those with gender-critical beliefs — may fear professional retaliation, reputational damage, or social ostracism if they raise concerns.



Gloucestershire Constabulary ✓

5. Juni · 🌐

We're excited to see our own Bee Bailey feature alongside other LGBTQ+ figures from the county in this new exhibition.

The project, called Exploring LGBTQIA+ Gloucestershire, was developed by Gloucestershire Community Rail Partnership.

We're proud to see Bee alongside other figures who have helped to shape Gloucestershire's queer history, including our former chief constable Suzette Davenport. Bee is the first openly transgender officer to serve with Gloucestershire Police.

You can see the exhibition, which is running throughout June as part of Pride Month, at Cheltenham Spa Station.



A group of Gloucestershire Police officers in uniform, wearing rainbow leis and holding rainbow flags, participating in a Pride event. The officers are smiling and looking towards the camera. The background is slightly blurred, showing other people and structures. The text 'PRIDE TRANS* IN GLOUCESTERSHIRE' is overlaid on the bottom right of the image.

Given the court's ruling, and the serious matter of your organisation undertaking political activism, despite a duty of impartiality, I would like to know whether your organisation fully understands the significance of this judgment and its implications for any overt political affiliation by public bodies, particularly those subject to a duty of impartiality.

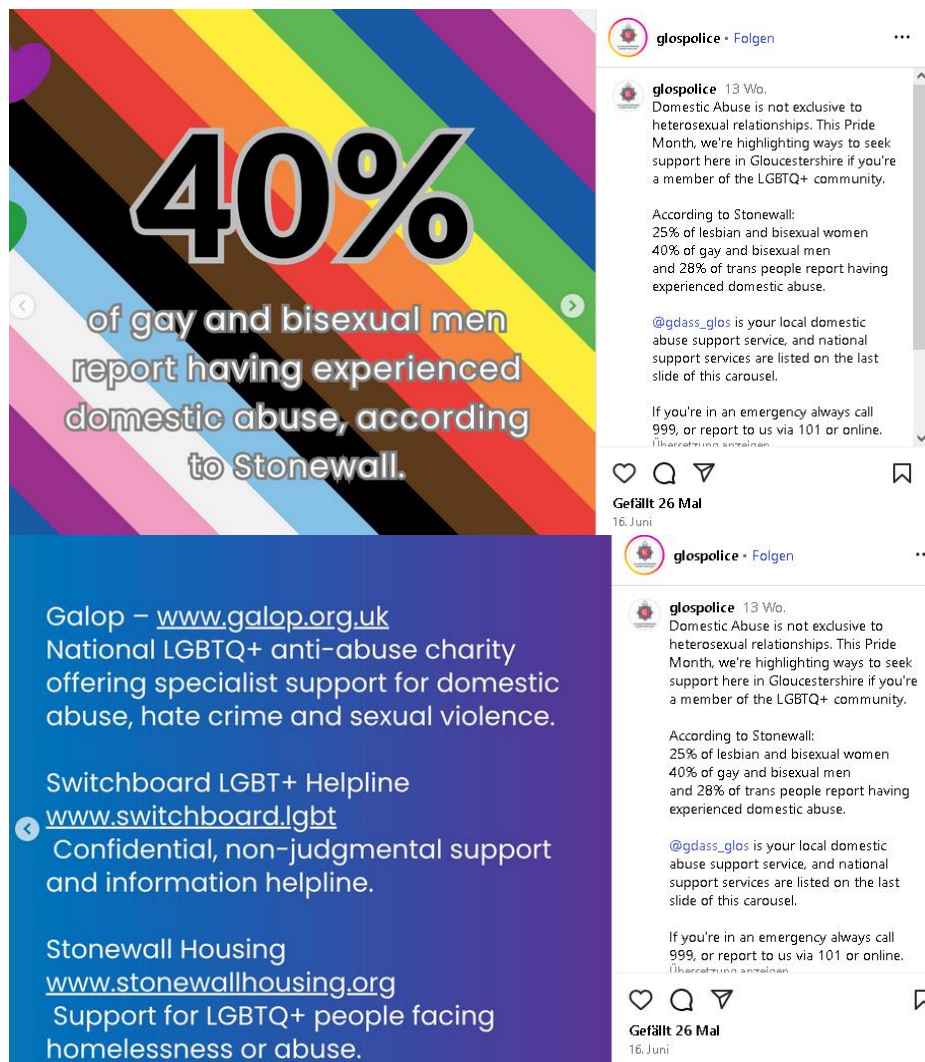
I look forward to your confirmation of understanding, and any steps your organisation plans to take in response to this important ruling.

Additionally, given these concerns, I am requesting access to:

-Copies of any Equality Impact Assessments conducted for events between 2020 and 2025 that refer to Pride or any LGB+ (any of the acronyms beyond LGB) involvement.

-Any training materials or internal memos provided to staff regarding the protection of gender-critical beliefs post-Forstater.

Please substantiate your relationship to Stonewall. How should the public understand it?



40%
of gay and bisexual men
report having experienced
domestic abuse, according
to Stonewall.

Galop – www.galop.org.uk
National LGBTQ+ anti-abuse charity
offering specialist support for domestic
abuse, hate crime and sexual violence.

Switchboard LGBT+ Helpline
www.switchboard.lgbt
Confidential, non-judgmental support
and information helpline.

Stonewall Housing
www.stonewallhousing.org
Support for LGBTQ+ people facing
homelessness or abuse.

glospolice • Folgen
13 Wo.
Domestic Abuse is not exclusive to heterosexual relationships. This Pride Month, we're highlighting ways to seek support here in Gloucestershire if you're a member of the LGBTQ+ community.

According to Stonewall:
25% of lesbian and bisexual women
40% of gay and bisexual men
and 28% of trans people report having experienced domestic abuse.

@glass_glos is your local domestic abuse support service, and national support services are listed on the last slide of this carousel.

If you're in an emergency always call 999, or report to us via 101 or online.
Themen und Antworten

Gefällt 26 Mal
16. Juni

glospolice • Folgen
13 Wo.
Domestic Abuse is not exclusive to heterosexual relationships. This Pride Month, we're highlighting ways to seek support here in Gloucestershire if you're a member of the LGBTQ+ community.

According to Stonewall:
25% of lesbian and bisexual women
40% of gay and bisexual men
and 28% of trans people report having experienced domestic abuse.

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What does the "death of George Floyd and the rise of the black lives matter movement" in America have to do with your duties as a police service in Gloucestershire? This appears disconnected from your core statutory duties as a UK police service.

<https://www.gloucestershire.police.uk/police-forces/gloucestershire-constabulary/areas/gloucestershire/ca/careers/better-together/better-together---our-approach-to-diversity-equality-and-inclusion/>

1. Introduction

Better Together - Our approach to Diversity, Equality and Inclusion

Better Together is the title of Gloucestershire Constabulary's approach to diversity, equality and inclusion. We chose the phrase 'Better Together' as it recognises that effective, legitimate policing is enhanced through working closely with all of our communities, staff and volunteers seeking to understand, value and support difference. Our approach will be underpinned by national advice and guidance such as the NPCC Vision 2025, relevant legislation such as the Public Sector Equality Duty (relating to the Equality Act 2010) and our understanding of local communities.

In 2020 we saw the terrible death of George Floyd and the rise of the Black Lives Matter movement. We acknowledge this and similar events and are committed to accelerating our Better Together work in confidence building across all communities but particularly recognising the concerns and fears of those members of the community and staff from all visible and non-visible ethnic minority backgrounds.

- We are committed to working with our communities to continue to build their trust and confidence in us. This means that we must be a learning organisation which welcomes

What is the point of this text? How should the public make sense of why you have included this? You are obliged to comply with your obligations under the Equality Act 2010. Are you doing so reluctantly as this indicates? Do you think the public wants you to virtue signal like this, or just to get on with the job?

What does "We do continually keep these under review and welcome feedback" mean? What is the lawful basis for you to be advocating against the Equality Act 2010? Any feedback on the law should be provided to legislators, not a local police service. Why have you written this?

The police service uses a variety of descriptive categories to describe groups or individuals which are mandated to us by central government structures. These categories are not always liked or agreed with by all community members and may on occasion cause offence, this is not our intention. We must however use these descriptions in order to report around nationally required monitoring data. We do continually keep these under review and welcome feedback.

2. Better Together - With our communities

There is no mention of your duties under the Equality Act 2010. Why not?

Our priorities

- We recognise the impact hate crime has on victims and communities. We will work to ensure effective reporting and response to hate crimes with a dedicated hate crime action plan, a designated senior responsible officer and specialist resources.
- The legitimate use of policing powers and initiatives will be an area of focus with detailed reporting, analysis and assessment of use of powers such as stop and search and use of force which we know are critical to community confidence.
- Continue to develop opportunities for increased transparency with the support of independent community reference groups and our Community Legitimacy panel.
- Building on our approach to community cohesion we use a focus which includes the OPCC priorities, the 'Prevent' agenda, young people and vulnerable communities. This is supported by specific action plans which assess our progress and impact through victim satisfaction surveys.
- Reviewing complaints related to discrimination to ensure we identify any themes, organisational learning or service improvement that will improve our response to the public.

4. Better Together – With community

Many in the LGB community do not want to be included within the LGB+ umbrella, as their needs and concerns are different from those of other groups in the acronym. Mindful sexual orientation is a protected characteristic, and LGB people make up two (homosexuality, bisexuality) of the three sexualities it covers, can you share the Equality Impact Assessment you conducted before endorsing a "LGBT staff support network" support association? Which LGB groups did you consult with before undertaking this political activism?

Please explain:

-Ability is not a protected characteristic. Why have you listed it?

-Ethnic minority is not a protected characteristic. Why didn't you simply copy and paste the name from the legislation?

-Veganism is not a protected characteristic. Why have you listed it?

-Who approved the inclusion of these categories.

-What legal guidance was followed in developing them.

-Which staff network covers each of these protected groups?

- **Sexual Orientation:** Many in the LGB community do not want to be included within the LGB+ umbrella, as their needs and concerns are different from those of other groups in the acronym, and the sexual orientation protected characteristic solely concerns heterosexuality, homosexuality and bisexuality per the Equality Act 2010.
- **Gender-Critical/ Sex-Realist Beliefs:** The Employment Appeal Tribunal judgment of Mr Justice Choudhury, Mr C Edwards and Mrs MV McArthur on 10 June 2021

found a gender critical belief is covered by the protected characteristic of religion or belief in the Equality Act 2010.

4. Better Together – With our workforce

Increasing the trust and confidence of our existing staff with an emphasis on feedback from groups who are traditionally under-represented.

Our ambition to be an employer of choice recognises that we want to recruit, retain, progress and develop staff from communities that have traditionally been under-represented within the Constabulary. We want all of our staff to feel satisfied with their work, listened to, supported, well led and where they have concerns – confident to raise them without fear and in an environment of openness, support and trust.

Our priorities

- Build on the already vibrant Staff Association Network (SAN), providing opportunity for regular engagement between representatives and senior colleagues, supporting network representatives with facilities time, development and championship. The Constabulary has a number of support associations including:
 - Ability
 - Christian Police Association
 - Gloucestershire Ethnic Minority Association
 - Women's Initiative Network
 - LGBT staff support network
 - Veganism.
- Providing opportunities for action learning and development of the Gloucestershire Ethnic Minorities Association (GEMA), the Gloucestershire Constabulary staff

What is the source for these claims?

Many in the LGB community do not want to be included within the LGB+ umbrella, as their needs and concerns are different from those of other groups in the acronym. Mindful sexual orientation is a protected characteristic, and LGB people make up two (homosexuality, bisexuality) of the three sexualities it covers, can you share the Equality Impact Assessment you conducted before endorsing the acronym "LGBTQ+"? Which LGB groups did you consult with before undertaking this political activism?

Please explain:

- The legal authority you claim for using this non-statutory term.
- Who approved the inclusion of this category.
- What legal guidance was followed in developing it.



What is the source for these claims?

Many in the LGB community do not want to be included within the LGB+ umbrella, as their needs and concerns are different from those of other groups in the acronym. Mindful sexual orientation is a protected characteristic, and LGB people make up two (homosexuality, bisexuality) of the three sexualities it covers, can you share the Equality Impact Assessment you conducted before endorsing the acronym "LGBTQ+"? Which LGB groups did you consult with before undertaking this political activism?

Please explain:

- The legal authority you claim for using this non-statutory term.
- Who approved the inclusion of this category.
- What legal guidance was followed in developing it.



I would also like clarification on whether your service has undertaken similar public displays of support for groups with protected characteristics under the Equality Act 2010. For example:

- **LGB Individuals:** Many in the LGB community do not want to be included within the LGBTQ+ umbrella, as their needs and concerns are different from those of other groups in the acronym. Has your service taken any public steps to specifically support LGB individuals? Can you provide any social media posts, webpages pledging allegiance, or other declarations of support for LGB people who do not want to be included within the LGBTQ+ acronym?
- **Gender-Critical/ Sex-Realist Beliefs:** Could you detail any public actions taken by your service in support of individuals with such beliefs, including social media posts, webpage pledges of support, or other declarations of support?
- **People with Disabilities:** Can you provide any examples of similar public support for people with disabilities? Please include any relevant social media posts, webpages pledging allegiance, or other declarations of support for disabled people.
- **Age Discrimination:** Has your service undertaken any specific public actions to address or support individuals facing age discrimination? Please provide any corresponding social media posts, webpages pledging allegiance, or other declarations in support of this group.

Given the seriousness of the issues outlined, I urge your organisation to review its current practices, communications, and affiliations in light of the recent court ruling and its long-standing statutory obligations under the Equality Act 2010 and the Public Sector Equality Duty. It is essential that the organisation refrains from promoting or aligning with contested ideological stances. I request a formal response addressing the questions and concerns raised, alongside the relevant documents and impact assessments requested.

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

Below, the questions you raised have been numbered. To establish the information held by Gloucestershire Constabulary, a request was sent to several of the Constabulary's subject matter experts. Following your questions (numbered), are their responses.

Questions

1. Copies of any Equality Impact Assessments conducted for events between 2020 and 2025 that refer to Pride or any LGB+ (any of the acronyms beyond LGB) involvement.
2. Any training materials or internal memos provided to staff regarding the protection of gender-critical beliefs post-Forstater.
3. Please substantiate your relationship to Stonewall. How should the public understand it?
4. What is the point of this text? How should the public make sense of why you have included this?
5. What does "We do continually keep these under review and welcome feedback" mean? What is the lawful basis for you to be advocating against the Equality Act 2010?
6. There is no mention of your duties under the Equality Act 2010. Why not?

7. Can you share the Equality Impact Assessment you conducted before endorsing a "LGBT staff support network" support association?
8. Which LGB groups did you consult with before undertaking this political activism?
9. Ability is not a protected characteristic. Why have you listed it?
10. Ethnic minority is not a protected characteristic. Why didn't you simply copy and paste the name from the legislation?
11. Veganism is not a protected characteristic. Why have you listed it?
12. Who approved the inclusion of these categories.
13. What legal guidance was followed in developing them.
14. Which staff network covers each of these protected groups?
15. Has your service taken any public steps to specifically support LGB individuals? Can you provide any social media posts, webpages pledging allegiance, or other declarations of support for LGB people who do not want to be included within the LGBTQ+ acronym?
16. Could you detail any public actions taken by your service in support of individuals with such beliefs, including social media posts, webpage pledges of support, or other declarations of support?
17. Can you provide any examples of similar public support for people with disabilities? Please include any relevant social media posts, webpages pledging allegiance, or other declarations of support for disabled people.
18. Has your service undertaken any specific public actions to address or support individuals facing age discrimination? Please provide any corresponding social media posts, webpages pledging allegiance, or other declarations in support of this group.

Responses

1. No information held.
2. No information held.
3. No information held.
4. This section is currently under review. No recorded information held.
5. This section is currently under review. No recorded information held.
6. This section is currently under review. No recorded information held.
7. No information held.
8. No information held.
9. Staff network names are chosen by colleagues. The names of the networks align with those from the protected characteristics, listed under the Equality Act, giving colleagues the choices to self-identify.
10. This section is currently under review. No recorded information held.
11. Veganism falls under a support association networks, and that is why it is listed. It is also recognised as a protected philosophical belief under the Equality Act 2010, offering legal protection against discrimination.
12. No information held.
13. No legal guidance is required to create a Support Association Network. It is however, in line with the Equality Act 2010.
14. Gloucestershire Constabulary has a support network group for all nine protected characteristics.
15. No information held
16. No information held
17. No information held
18. Public bodies must follow the public sector equality duties which requires them to consider age equality and decisions produced disadvantages linked to age makes services fair for all age groups. Human Rights Act 1998 Article 14 says the enjoyment of the rights and freedoms shall be secured without discrimination such as age.

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