

Gloucestershire Constabulary
Police Headquarters
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Your reference:

Our reference: FOI_25_1091

E-mail: FOI

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Direct dial: 01452 754304

Postal Address: As above

Date: 12/03/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_1091

On 11/11/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. Please can you provided a copy of any training and info materials your service provides to staff to train them on the Equality Act 2010 and the protected characteristics.
2. Please provide any training and info materials provided to staff covering gender critical beliefs, covered by the religion or belief protected characteristics, post-Fortstater.
3. Please also provide any training and info materials provided to staff covering sex having always meant biological sex in law, per the Supreme Court's ruling.

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

1. Please find attached the following document:
 - FOI_25_1091_Equality Act 2010 Training Slides

As part of the curriculum, Gloucestershire Constabulary delivers lessons on DEI. This was initially covered in 3 separate sessions/deliveries, but has since been reduced and an updated DEI portfolio is delivered.

This package provides information about the Equality Act 2010 and is designed to provide staff with an understanding of the Act, protected characteristics, the public sector equality duty, types of discrimination within the workplace, harassment,

bullying and victimisation. These inputs are delivered in a classroom-based setting, the purpose of which is to nurture debate and understanding. This includes providing an understanding of unconscious bias, which in turn encourages individuals to accept that they may have their own views and beliefs about certain groups and to identify where these may have come from. When the training is delivered to new officers, this overview aims to allow them to challenge untruths about certain groups within societies and cultures, allowing them to use the National Decision Model (NDM) to make accurate risk assessments.

Officers and Staff are made aware of the different support groups available to them within the Constabulary, creating a support network of individuals who have lived experience i.e. the neurodiversity support network provides mentoring and workplace coaching to individuals who have neurodiversity.

Furthermore, reasonable workplace adjustments are available to staff. From an initial training perspective, members of the training team will carry out individual learning plans to establish whether officers require reasonable adjustments for reading/writing, for which software is available for Occupational Health to support individuals.

2. Gloucestershire Constabulary holds no material in relation to gender critical beliefs, covered by religion or protected characteristics, post Forster – the content of training material does not give any focus to any particular religion or belief.

The Constabulary delivers DEI in a manner where individuals feel comfortable to discuss the Equality Act 2010, race, religion, sex etc. This is an overview of the subject matter, designed to be informative. There is an expectation of all police/staff to conduct themselves in a respectful manner towards each other. Within the Learning and Development Department all colleagues are expected to demonstrate behaviours in line with the Code of Ethics.

3. There is no standalone material covering “sex having always meant biological, sex in law, as per the Supreme Court’s ruling”. There is currently no standalone material/training delivered to staff on the recent the decision made by the Supreme Court. Gloucestershire Constabulary is currently waiting for further guidance from the NPCC as this will likely shape internal policies around this matter.

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

Equality Act 2010 & Public Sector Equality Duty

Learning outcomes

- Comprehend the terms 'stereotype', 'bias', 'equality', 'equity', 'prejudice', and 'discrimination'
- ▶ Understand the Equality Act 2010 and the Public Sector Equality Duty
- ▶ Identify Protected Characteristics
- ▶ Recognise bullying, harassment and victimisation
- ▶ Realise ways that being a victim of bias, prejudice, discrimination or stereotyping can impact individuals and,
- ▶ How these experiences can influence public confidence and perceptions of police legitimacy

9 Protected Characteristics

Unlawful to discriminate against someone on the grounds of any protected characteristic

What are the protected characteristics?

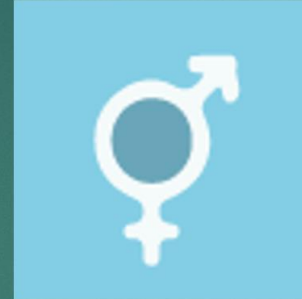
9 Protected Characteristics



Age



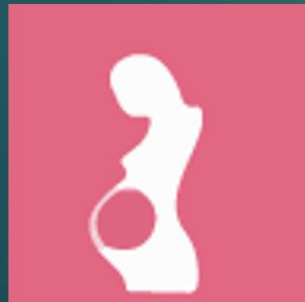
Disability



Gender
Reassignment



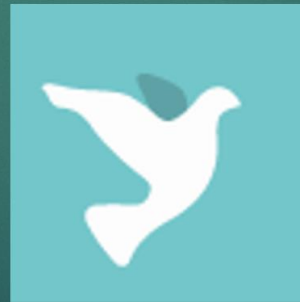
Marriage & Civil
Partnership



Pregnancy and
Maternity



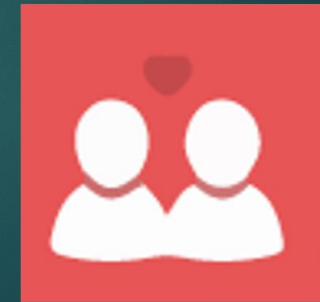
Race



Religion or Belief



Sex



Sexual
Orientation

9 Protected Characteristics



Age

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Race

Religion or Belief

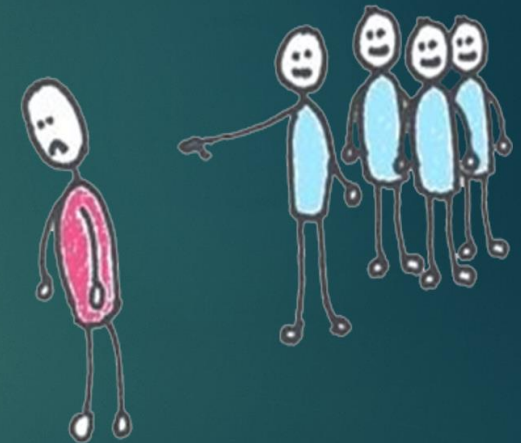
Sex

Sexual
Orientation



Equality Act 2010

- ▶ The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.
- ▶ It replaced over 116 previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations.
- ▶ It sets out a series of protected characteristics against which people cannot be discriminated.



Keywords & meanings

Bias

- A person preference or opinion that interferes with the ability to be objective. It can be one's own perception or experience

Unconscious Bias

Unconscious bias are thoughts or feelings we're not directly aware of, that influence our judgement.

Stereotype

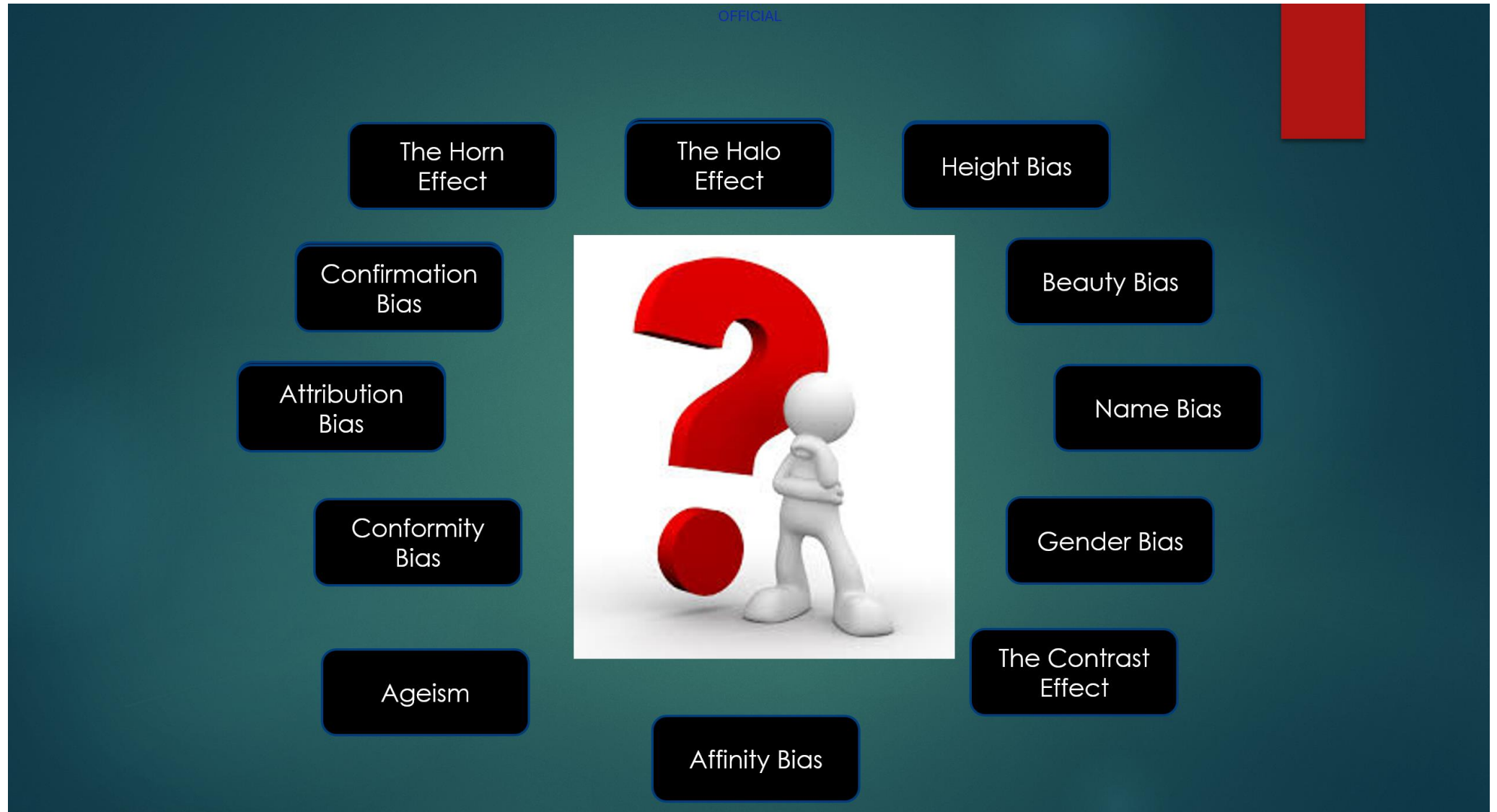
A preconceived idea that attributes certain characteristics to all the members of a group. Can be based on race, ethnicity, gender or any other characteristic

Unconscious Bias- What is our brain doing?

System 1



System 2





What can I do about my Bias's?

Slow down your decision making: 5 seconds is all we need to check our bias.

Always implement the NDM- National Decision Making Model

Justify your decisions; studies show if we write them down it leads to less bias.

Extend your networks

Surround yourself with good Role Models, Join Staff Networks, expand your knowledge

Get tested: [Implicit Testing](#)

Keywords & meanings

Prejudice

- Preconceived opinion, idea or belief that is not based on reason or actual experience.

Discrimination

- Unjust or prejudicial treatment of different categories of people

Keywords & meanings

Direct Discrimination

A legal term that refers to the unfair or unequal treatment of a person because of their protected characteristics

Indirect Discrimination

Situations where policies, practices or procedures are put in place that appear to treat everyone equally, but in practice, are less fair to those with certain protected characteristics

Prejudice v Discrimination

Prejudice is a negative attitude

Discrimination involves action and behaviour

Prejudice can be caused by lack of knowledge, ignorance or stereotyping

Discrimination can be as a result of prejudice

Legal action cannot be taken against prejudice

Legal action can be taken against discrimination

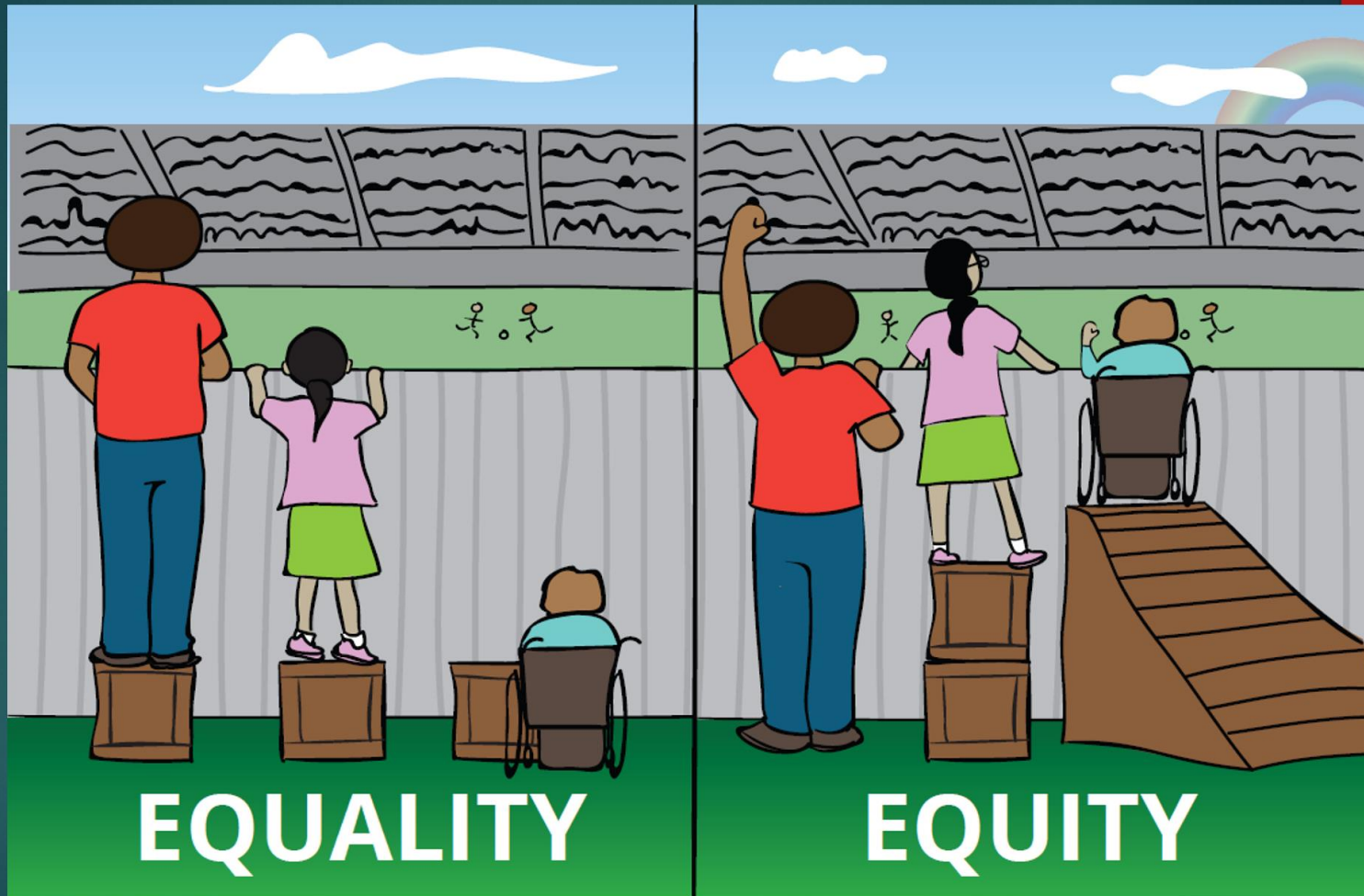
Keywords & meanings

Equality

- Refers to the state of being equal, fair, or having the same rights, opportunities, and status. Treating all individuals fairly and impartially

Equity

- Treating individuals differently based on their specific needs and circumstances to achieve fairness and equal opportunities.



Bullying

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- Often aimed at certain groups

What?
Leave me alone!

C'MON LOVE!
YOU KNOW YOU
WANT IT...

Harassment

Harassment comprises of unwanted behaviour that makes another person feel offended, humiliated or intimidated

Harassment is a criminal offence.

Victimisation

I wish I hadn't
said anything.

Unless there are criminal elements , the police can only sign post people to relevant agencies for advice (eg. Citizens Advice Bureau, Employment Tribunal)

Victimisation

When a person is treated badly or subjected to detriment because they complained about discrimination or supported another victim of discrimination, this may be considered victimisation.

Unless there are criminal elements , the police can only sign post people to relevant agencies for advice (eg. Citizens Advice Bureau, Employment Tribunal)

What is the Public Sector Equality Duty?

The Public Sector Equality Duty is a rule in the Equality Act 2010 that says public organisations must think about fairness and equality in everything they do. It means they must actively consider how their decisions, policies, and services affect protected characteristics.

Public Sector Equality Duty Background

Public Sector Equality Duty (Equality Duty) came into force on 5 April 2011 under the Equality Act 2010.

Replaced the race, disability, and gender equality duties.

Originated from the Macpherson Report following the murder of Stephen Lawrence, exposing institutional racism in the Metropolitan Police.

Shifted the focus from rectifying discrimination to promoting equality and preventing discrimination.

The Public Sector Equality Duty

- The three aims of the general equality duty are:
 1. Eliminate unlawful discrimination, harassment, and victimisation.
 2. Advance equality of opportunity between protected characteristic groups and others.
 3. Foster good relations between protected characteristic groups and others.

What have you learnt?



Any questions?

