

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



Your reference:

Our reference: FOI_26_0126

E-mail: FOI
@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 18/06/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0126

On 31/01/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

Dear Police force,

1. Provide a copy of any current policy with regard to officers/staff/witnesses/visitors regarding access to toilets, changing rooms and showers in your force area and whether these are restricted on the basis of sex.
2. Specify if you have the following throughout the force area with regard to toilets, changing rooms and showers:
 - a. Single sex provision (strictly on the basis of biological sex only)
 - b. Gender neutral provision
 - c. Unisex provision
3. Provide any policies that have specific regard to whether you allow persons who identify as 'trans' or 'non binary' to access the facilities of their choice or not. Include any equality impact assessments and risk assessments relating to these.
4. If you provide toilets/changing rooms/showers that are not specifically single sex, specify if they are floor to ceiling doors/partition walls and fully lockable.
5. Provide a copy of any changes, proposed or carried out, to the review of existing workplace facilities in your force following the Supreme Court judgment of 16/4/25 by your Estates, Legal, HR, Equalities teams/advisors or by your staff associations/networks. Include any workplace union consultations.

6. Provide a copy of any internal communications made to staff following the above judgment regarding access to workplace facilities and any changes thereof, including those to or from staff networks.

7. Provide copies of any internal stakeholder engagements or consultations regarding access to workplace facilities. Specify which stakeholder groups and when engaged with.

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

To establish the information held by Gloucestershire Constabulary, requests were sent to several of the Constabulary's subject matter experts. Please find below their responses in answer to your questions.

Q1) No information held

Q2)

a - Yes

b - Yes

c - Yes, some sites

Q3) No information held

Q4) Where there are toilets/changing rooms/showers that are not specifically single sex, there are sanitary/changing/washing provisions contained in a separate room or cubicle, with a door that can be secured from the inside.

Q5) No information held

Q6) The only communication that Gloucestershire Constabulary issued that mentioned toileting facilities was on 28.04.25, updated on 24.06.25, which was an initial communication to the organisation. The communication did not include any instructions but stated that Gloucestershire Constabulary would be working with its Estates team to ensure there were suitable facilities for all.

Q7) No information 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