

5 December 2024

FOI Ref 17486

Request - You asked us the following:

1. What is your force's policy on Trans officers' warrant cards? While they are transitioning, or if they are gender fluid, are they allowed multiple cards with different identities?
2. Does your force have a specific policy or guidance on allowing biological male civilian and/or police staff who identify as women to share facilities with female civilian and/or police staff?
3. If it does, please let me know which facilities they are allowed to share (toilets? Showers? Changing rooms? Other - please specify) and when was it introduced.
4. If not, is one being considered at present?
5. Are such policies contained in a single document such as a Trans Equality at Work Policy and, if so, can you provide that document please?

We received your request on 19/11/2024 and have processed this under the Freedom of Information Act (FOIA).

Staffordshire Police's response to your enquiry is as follows:

Staffordshire Police holds/does not hold the requested information.

1. What is your force's policy on Trans officers' warrant cards? While they are transitioning, or if they are gender fluid, are they allowed multiple cards with different identities? – **No information held.**
2. Does your force have a specific policy or guidance on allowing biological male civilian and/or police staff who identify as women to share facilities with female civilian and/or police staff? – **No information held.**
3. If it does, please let me know which facilities they are allowed to share (toilets? Showers? Changing rooms? Other - please specify) and when was it introduced. – **No information held.**
4. If not, is one being considered at present? – **No information held.**
5. Are such policies contained in a single document such as a Trans Equality at Work Policy and, if so, can you provide that document please? – **Withheld, see below.**

The following exemption has been applied:

In accordance with Section 17(1) of the Freedom of Information Act, this letter represents a refusal notice for parts of this particular request.

- Section 21(1) - Information reasonably accessible by other means.

Section 21 is an absolute, class-based exemption and as such there is no requirement to quantify the harm that may arise from the disclosure, nor is there a requirement to perform a Public Interest Test.



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Advice and assistance

In order to comply with our obligations under Section 16 of the Act, the obligation to provide advice and assistance, please find below links to the information requested.

- <https://www.staffordshire.police.uk/SysSiteAssets/foi-media/staffordshire/2024-published-foi-requests/august/foi-16461-transgender-policy-data.pdf>

Please note that although the link above does not reference any specific warrant card or facility sharing policy, this is Staffordshire Police's current Trans Guidance policy.

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Staffordshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing within two months of the date of receipt of this email, and should be addressed to:

foi@staffordshire.police.uk

Or by Post to:

Central Disclosure Unit
Staffordshire Police HQ
PO Box 3167
Stafford
ST16 9JZ

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Central Disclosure Unit within two months of the Force's response to the original FOI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing. The review will be conducted by another Decision Maker who is independent from the original Decision Maker. The Central Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within 20 working days. In more complex cases the review may take up to 40 working days.

The independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt



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information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

ICO Website for complaints link: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Central Disclosure Unit