

Colleagues,

You will have seen the recent decision by the Supreme Court that the legal definition of a woman is based on biological sex.

The decision has provided some clarity and we are reviewing our policies and procedures in accordance with the outcome with colleagues nationally.

It is important for us to act on the Supreme Court's ruling as quickly as we can, as both our colleagues and the communities we serve are looking for clarity on some very challenging issues. But it will inevitably take time to consider the full implications of the ruling.

Nationally, we have already sought legal advice, as well as considering where guidance is most urgently required in this complex and sensitive area of policing.

Our immediate focus is on providing updated guidance for transgender search policies, single sex spaces such as changing rooms and toilets, as well as how we record data around protected characteristics, whilst we consider the full implications of the court's decision across wider policies and procedures.

Our work in all these areas will also inevitably be guided by the response of other public bodies, such as the Equality and Human Rights Commission and the Office for National Statistics.

I know we continue our 'Team Staffs' ethos where we are inclusive, respectful and act with care and compassion for one another and for the communities we serve.

We have a range of wellbeing support available for anyone who needs it, details can be found here: **Occupational Health, Safety and Welfare – Intranet**

You can also contact our Staff Networks or ED&I Team. More information here: **Equality, Diversity and Inclusion (ED&I) – Intranet**

Paul Talbot
Assistant Chief Constable