

10 June 2025

FOI Ref 21347

Request - You asked us the following:

Under the terms of the Freedom of Information Act 2000, please supply me with full answers to each of the following questions regarding your force's policies in light of the Supreme Court ruling in the For Women Scotland case and subsequent Equality and Human Rights Commission guidance.

1. Has your force sent any messages to officers or staff regarding the ruling and its implications? If so, please provide a copy
2. Has your force changed or is it considering changing its policies on use of toilets/changing rooms for transgender people? If so please provide details
3. Has your force changed or is it considering changing its policy on search of detainees/suspects by transgender officers/staff? If so please provide details
4. Has your force held any meetings with external LGBT+ groups or internal LGBT+ staff networks since the ruling? If so please provide details of the groups attending and the minutes of the meeting

We received your request on 13/05/2025 and have processed this under the Freedom of Information Act (FOIA).

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

Staffordshire Police holds the requested information.

- Under the terms of the Freedom of Information Act 2000, please supply me with full answers to each of the following questions regarding your force's policies in light of the Supreme Court ruling in the For Women Scotland case and subsequent Equality and Human Rights Commission guidance.
- 1. Has your force sent any messages to officers or staff regarding the ruling and its implications? If so, please provide a copy – **Disclosed, please see the accompanying file titled 'FOI 21347 Supreme Court Ruling Data'.**
- 2. Has your force changed or is it considering changing its policies on use of toilets/changing rooms for transgender people? If so please provide details – **Withheld, please see the below exemption.**
- 3. Has your force changed or is it considering changing its policy on search of detainees/suspects by transgender officers/staff? If so please provide details – **Partially disclosed, please see the below exemptions.**
- 4. Has your force held any meetings with external LGBT+ groups or internal LGBT+ staff networks since the ruling? If so please provide details of the groups attending and the minutes of the meeting – **Disclosed, there have been no internal or external meetings recorded.**

The above information has been provided by the senior leadership team.

Please be advised that all Freedom of Information request responses are published on the Staffordshire Police website although personal details are not included.

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 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.

- Section 22(1)(a) – Information intended for future publication

Section 22 is a qualified class-based exemption and as such requires the application of a Public Interest Test.

Public Interest Test

Factors favouring disclosure for Section 22

To release the information that is held at this particular time would provide the public with an awareness of the most recently collated data serving to enhance public knowledge of the subject.

Factors favouring non-disclosure for Section 22

Although the information is available, any data that is researched and prepared will need to be checked and authorised to be fit for release. As the information requested is due to be published in the near future the additional time and resources that would be required cannot be justified.

Balance Test

In this case a decision has been made to publish this information the near future. Section 22 allows for circumstances when it is reasonable and correct for public authorities to delay the provision of information until it is made generally available through publication. The additional resources expended by the force to deal with this request at this time would therefore not be in the public interest.

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.

- [Police search guidance following Supreme Court decision](#)

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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 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



STAFFORDSHIRE
POLICE

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