

18 March 2025

FOI Ref 17921

Request - You asked us the following:

Please can you advise me what your policy is on the gender and pronouns you use when a suspect/criminal is transgender? My enquiry relates to the recording of crimes and public communications/press releases, not internal HR procedures for police officers.

Please can you give me direct answers to the following questions.

1. Would the force describe someone as having a gender and/or pronouns that are different to their birth sex if they DO NOT have a gender recognition certificate (GRC)? E.g. if a person born male identifies as a woman but does not have a GRC, would you call them a woman and use she/her pronouns?
2. Would the force describe someone as having a gender and/or pronouns that are different to their birth sex if they DO have a gender recognition certificate (GRC)? E.g. if a person born male identifies as a woman and has a GRC, would you call them a woman and use she/her pronouns?
3. In cases of rape, which requires male genitalia to commit, would the force use she/her pronouns and record the suspect/culprit's gender as female, if they identity as a woman but DO NOT have a GRC?
4. In cases of rape, which requires male genitalia to commit, would the force use she/her pronouns and record the suspect/culprit's gender as female, if they identity as a woman and DO have a GRC?

We received your request on 05/03/2025 and have processed this under the Freedom of Information Act (FOIA).

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

Staffordshire Police holds/does not hold the requested information.

- 1. Would the force describe someone as having a gender and/or pronouns that are different to their birth sex if they DO NOT have a gender recognition certificate (GRC)? E.g. if a person born male identifies as a woman but does not have a GRC, would you call them a woman and use she/her pronouns? – **Disclosed, The gender of suspects/offender is recorded in accordance with law and clarified for the police in the Home Office Annual Data Return Notice 2024/25, ADR 153. A persons gender will be recorded as that stated on their birth certificate or, where that person is in possession of a Gender Recognition Certificate (GRC), the gender recorded on the GRC. No information is held relating to how the press office refer to transgender/different birth sex in press releases.**
- 2. Would the force describe someone as having a gender and/or pronouns that are different to their birth sex if they DO have a gender recognition certificate (GRC)? E.g. if a person born male

identifies as a woman and has a GRC, would you call them a woman and use she/her pronouns?
– **As question 1.**

- 3. In cases of rape, which requires male genitalia to commit, would the force use she/her pronouns and record the suspect/culprit's gender as female, if they identity as a woman but DO NOT have a GRC? – **As question 1.**
- 4. In cases of rape, which requires male genitalia to commit, would the force use she/her pronouns and record the suspect/culprit's gender as female, if they identity as a woman and DO have a GRC? – **As question 1.**

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

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.



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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
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