

17 February 2026

FOI Ref 22501

Request - You asked Staffordshire Police (SP) the following:

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 of 16th April 2025 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.

SP received your request on 09/02/2026 and have processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:

SP holds some of the requested information.

- 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. – **No information held.**
- 2. Specify if you have the following throughout the force area with regard to toilets, changing rooms and showers: – **Disclosed,**
- a. Single sex provision (strictly on the basis of biological sex only) - **Within all buildings SP have single sex toilets provided. In relation to changing rooms and showers, there is a mixture of single sex or gender-neutral dependent upon the stage SP are at in the capital investment programme.**



- b. Gender neutral provision - **In relation to gender neutral provision, SP have a mixture across the estate. As part of the capital investment programme, SP have designed gender neutral spaces for toilets, showers and changing spaces (these are not communal spaces, but individual cubicles).**
- c. Unisex provision – **As above.**
- 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. – **No information held.**
- 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. – **Disclosed, all gender neutral toilets, changing rooms and showers are fully enclosed cubicles with lockable doors.**
- 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. – **Partially disclosed, SP have existing single sex provision across the estate already. For projects in the pipeline, SP have reviewed the new guidance following the Supreme Court judgement and have found that all designs align with said guidance. For future projects, SP will allow for single sex facilities as well as gender neutral. No information held with regards to copies of documents.**
- 6. Provide a copy of any internal communications made to staff following the above judgment of 16th April 2025 regarding access to workplace facilities and any changes thereof, including those to or from staff networks. – **No information held.**
- 7. Provide copies of any internal stakeholder engagements or consultations regarding access to workplace facilities. Specify which stakeholder groups and when engaged with. – **No information held.**

Please be advised that all Freedom of Information request responses are published on the SP 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 SP, 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:

IAT@staffordshire.police.uk

Or by Post to:

Information Access Team
Staffordshire Police HQ
PO Box 3167



STAFFORDSHIRE
POLICE

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 Information Access Team within two months of the SP 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 a supervisor who is independent from the original Decision Maker. The Information Access Team 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 twenty working days. In more complex cases the review may take up to forty working days.

The independent supervisor 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, considering the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the independent supervisor will reply to the appellant with the result of the review. If the appellant 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 link: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Information Access Team