



**HEDDLU
GWENT
POLICE**



FREEDOM OF INFORMATION REQUEST

FREEDOM OF INFORMATION REQUEST 2024/27919

Dear requester,

Thank you for your recent request under the Freedom of Information Act 2000.

Section 1 of the Freedom of Information Act 2000 (FOIA) places two duties on public authorities. Unless exemptions apply, the first duty at, **Section 1(1) (a)**, is to confirm or deny whether the information specified in a request is held. The second duty at, **Section 1 (1) (b)**, is to disclose information that has been confirmed as being held.

The information that you are seeking is in relation to the following:

REQUEST

- 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?**



RESPONSE

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 – Officers are provided with one warrant card which is not gender specific.

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?

Yes – Gwent Police Trans Inclusion Policy.

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.

Trans members of staff are entitled to use the facilities of the gender which they identify with. This will be the case from the first day that they present in that gender. It is not acceptable to insist that a member of staff transitioning at work should use separate facilities, for examples the nominated accessible toilet, unless they so wish. Where an individual is concerned about the use of facilities, they should inform their line manager.

Through its estates management strategy, the force is implementing a change to gender neutral facilities only in all Heddlu Gwent police-owned workplaces. Future versions of this policy will reflect this change – Gwent Police Trans Inclusion Policy.

Please note, that Gwent Police Headquarters toilets and changing facilities are already gender neutral.

4. If not, is one being considered at present?

See above.

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?

Please see the attached Trans Inclusion Policy.

The following exemption applies in relation to any redactions applied.

Section 40(2) Personal Information



The exemption applicable to the information you have requested for this question can be found at Section 40(2) Personal Information, of the Act and this refusal notice is issued under Section 17.

Gwent Police is withholding the information you have requested on the basis that the exemption contained in s 40(2) of the Freedom of Information Act applies in that the information you have requested is personal data of third parties and the disclosure of the data would breach one of the principles contained in the Data Protection Act. The relevant principle is the first principle which states that:

Personal data shall be processed fairly and lawfully and in particular shall not be processed unless –

(a) at least one of the conditions in Schedule 2 is met and

(b) in the case of sensitive personal data, at least one of the conditions in Schedule 3 is met

It is only necessary to consider (a) in respect of the information requested. The relevant condition in Schedule 2 is condition 6 which states that:

"The processing is necessary for the purposes of legitimate interests pursued by the data controller or by the third party or parties to whom the data are disclosed, except where the processing is unwarranted in any particular case by reason of prejudice to the rights and freedoms or legitimate interests of the data subject."

Please note, every effort is made to ensure that the figures presented are accurate and complete.

Freedom of Information Act is a public disclosure regime, not a private regime. Any information disclosed under the Act is thereafter deemed to be in the public domain, and therefore freely available to the public and will be published on the Gwent Police website.

If, upon receiving a response to a freedom of information request, you are unhappy with the outcome, you may request an internal review. **This should be made within 40 working days of the initial response.**

Please direct any internal review requests to FOI@gwent.police.uk



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You have the right to request an appeal from the Information Commissioners Office about your Freedom of Information request, if you are dissatisfied with your internal review response.

ICO Contact Details:

The Information Commissioner's Office, Wycliffe House, Wilmslow, Cheshire, SK9 5AF

Tel: 0303 123 1113

Web: www.ico.org.uk

Thank you for your interest in Gwent Police.