

WILTSHIRE POLICE



Police Headquarters

London Road
DEVIZES
Wiltshire
SN10 2DN



XXXXXX – by E mail

Date: 21st Nov 2024

Your ref:

Our ref: FOI 2024/1018

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 19th November 2024 concerning transitioning in the workplace.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Your request for information has now been considered and I am not obliged to supply the information you have requested.

You Wrote:

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?

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Response:

The majority of the information you require is exempt under Section 21 of the Freedom of Information Act as it is already easily available by other means. This is as the data can be found on the Wiltshire Police website within the "equal opportunities policy and procedures" document (specifically pages 13-17), which can be found via the following link:

[Policies and Procedures D-F | Wiltshire Police](#)

The questions you have asked that are not specifically covered by the above Policy Document are as follows :-

Q 1

We do not have any policing specifically covering the issuing or handling of warrant cards for transitioning officers.

Our warrant cards state an officer's rank and not their pronoun so there would be no need to issue multiple cards to someone who is gender fluid and/or transitioning.

Q 4

N/a

Section 17 of the Freedom of Information Act 2000 requires Wiltshire Police, when refusing to provide information (because the information is exempt) to provide you the applicant with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies. In accordance with the Freedom of Information Act 2000 this letter acts as a Refusal Notice for those aspects of your request.

Exemptions applied:

Section 21 – Information easily available by other means

Please contact me if you would like to discuss the withheld information.

Yours sincerely,

Nick Penny
Decision Maker

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Wiltshire Police offers a re-examination of your case under its review procedure.



Force Disclosure Unit

Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN



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Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire 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 to the:
Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.police.uk.

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 Force Disclosure Unit within 20 working days of the Force's response to the original Fol request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force 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 twenty 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
Keeping Wiltshire Safe

Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk

Please note that the ICO's offices will be closed for the foreseeable future and are therefore unable to receive correspondence via post.

If you should wish you contact them, please visit <https://ico.org.uk/global/contact-us/>