

WILTSHIRE POLICE



Via Email



Police Headquarters

London Road
DEVIZES
Wiltshire
SN10 2DN

Date: 11/02/2026

Our ref: FOI 2025/1149_Clarification

Reply contact name:

Dear

I write in connection with your request for information dated 08/12/2026 concerning training materials used to train staff on protected characteristics.

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 able to respond as follows.

You wrote with **Response:**

- 1) Please can you provided a copy of any training and info materials your service provides to staff to train them on the Equality Act 2010 and the protected characteristics.

The training materials for this subject include nationally owned College of Policing products and locally developed internal classroom resources. These are subject to intellectual property, licensing, and internal governance controls and are not intended for public disclosure.

Releasing them could risk undermining the rights of the content owners and the integrity and effectiveness of the internal training provision.

However, to support the response, a narrative description of the training provision and its scope is provided below.

All newly recruited officers and staff are required to complete the College of Policing online training on the Equality Act 2010. This covers Protected Characteristics, the Public Sector Equality Duty, Direct and Indirect Discrimination, Harassment and Victimisation, and provides an overview of Positive Action. Following the UK Supreme Court ruling of 16 April 2025, this product is currently under review by the College of Policing.

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This is supplemented by classroom-based learning delivered as part of Initial Police Learning and leadership development programmes. These sessions cover the Equality Act 2010, Protected Characteristics, the Public Sector Equality Duty, Direct and Indirect Discrimination, Harassment and Victimisation, Positive Action, Equality Impact Assessments, and reasonable adjustments. They are delivered in a learning environment designed to promote inclusion, ethical decision-making, and application of these duties in policing practice, and signpost participants to internal support, including Staff Support Networks.

Leadership development provision includes structured delivery on these themes across multiple programmes designed to build inclusive leadership capability at all levels. This includes Foundations of Leadership, which is open to officers and staff regardless of whether they hold a formal leadership role, First Line Leaders for Sergeants and staff supervisors, and Sergeant-specific training. These programmes also explore the Force's Equality, Diversity and Inclusion vision and commitments and the latest Wiltshire Police Culture, Equality, Diversity and Inclusion Strategy 2025 to 2030.

Clarification 11/02/2026:

Current delivery reflects the UK Supreme Court ruling of 16 April 2025 and incorporates Wiltshire Police [Transgender Equality Guidance for Custody and Searches](#) (Please see attached PDF) and the NPCC Interim Guidance on searching by transgender officers and employees and the searching of transgender detainees ([2335-20205-npcc-interim-transgender-search-guidance-final.pdf](#)) (Please see attached PDF) It is highlighted within training that this guidance is interim and that content will be updated to reflect the Equality and Human Rights Commission Code of Practice once approved by Parliament, or any further legal or policy developments.

Training for Police staff including PCSOs, DOs, and CCC call handlers includes the completion of the mandated online learning described above.

Furthermore for PCSOs there is a lesson which explains 'it is against the law to discriminate against someone because of one of the 9 protected characteristics'

The learners are then given a quiz to identify them and talk about them.

DOs and Custody Sgts have classroom learning where reference is made to the Equality Act as per below:

1.0 The powers and procedures in this Code must be used fairly, responsibly, with respect for the people to whom they apply and without unlawful discrimination.

Under the Equality Act 2010, section 149, when police forces must, in carrying out their functions, they also have a duty to have due regard to the need to eliminate unlawful discrimination, harassment

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and victimisation, to advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it, and to take steps to foster good relations between those persons.

Clarification 11/02/2026:

Protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation – More information can be found on this using the following links: [Fair | College of Policing Equality Act 2010](#)

- 2) Please provide any training and info materials provided to staff covering gender critical beliefs, covered by the religion or belief protected characteristics, post-Forstater.

There are no standalone training or information materials that focus specifically on gender-critical beliefs or the Forstater judgment.

Relevant content is instead addressed within wider training on the Equality Act 2010, Protected Characteristics, and respectful workplace behaviours, particularly in relation to the religion or belief characteristic and freedom of expression.

All training is delivered in a way that connects to the Force values of courage, respect and empathy, and public service. In-depth classroom-based learning is designed to promote inclusion and to create a safe environment in which a range of lawful views and beliefs can be discussed, understood, and treated with respect, including beliefs protected under the religion or belief characteristic.

This approach is intended to support staff in navigating complex and sensitive issues in a way that is lawful, ethical, respectful, and consistent with the Code of Ethics and the Force's Equality, Diversity and Inclusion commitments.

Nothing is covered with regard to this topic for PCSOs, DOs, or CCC call handlers outside of wider equality training outlined above.

- 3) Please also provide any training and info materials provided to staff covering sex having always meant biological sex in law, per the Supreme Court's ruling.

There are no standalone training or information materials that focus solely on the Supreme Court's statutory interpretation of the meaning of "sex", "man" and "woman" within the Equality Act 2010.

This content is instead addressed within the wider legal and equality training described above. Current delivery includes facilitated exploration of the Supreme Court judgment, including the Justices' interpretation of the terms "sex", "man" and "woman" within the Equality Act 2010, and what this means for lawful and respectful practice.

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This is positioned within broader learning on the Equality Act 2010, the Public Sector Equality Duty, and the need to balance competing rights, and is delivered in a way that supports understanding, reflection, and lawful application in policing contexts.

Nothing is covered with regard to this topic for PCSOs, DOs, or CCC call handlers outside of wider equality training outlined above.

I am satisfied that all the relevant information has been passed to me and been considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely

Force Disclosure Decision Maker

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



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 FoI 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

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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
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/>