



Police Headquarters

London Road
DEVIZES
Wiltshire
SN10 2DN

Our ref: FOI 2026/131

I write in connection with your request for information dated 31/01/2026 concerning workplace facilities.

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 and our response:

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 – Wiltshire Police does not have a policy.](#)
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

[Wiltshire Police has single sex and unisex provisions \(toilets, changing rooms and showers\) throughout the force area.](#)

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 – Wiltshire Police does not have a policy.](#)

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.
Keeping Wiltshire Safe

The toilets, changing rooms, showers that are not specifically single sex are all floor to ceiling walls and door (a room) and are 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. [Policy is currently under review](#)

6. Provide a copy of any internal communications made to staff following the above judgment 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](#)

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 offer 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 Keeping Wiltshire Safe

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

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/>