

10 June 2025

Dear

ATISN 24708

Thank you for your request which I received on 12 May. You asked for the following information:

Copies of all current (as at today's date) policies and guidance published or made available to Welsh Government staff by any means in relation to:

- *Single sex, gender neutral or mixed sex facilities, toilets or changing rooms*
- *Staff who are transitioning, planning to transition or have undergone any part of a process of transition relating to their gender, gender identity or gender reassignment*
- *Advice in relation to their Equality Act 2010 and interpretation of the Supreme Court ruling of 16 April in respect of For Women Scotland vs the Scottish Government*

Please specify when this guidance was issued to staff.

Our response

Relevant policies and guidance available for Welsh Government staff are attached. Please note that links to internal supporting documents within these policies can only be accessed by Welsh Government employees.

- 1) Trans Inclusion and Transitioning policy (published February 2025)
- 2) Gender Neutral and Accessible Toilets policy (published September 2017)

As of today's date, no advice has been issued to Welsh Government staff in relation to the Supreme Court ruling. As an employer, we are working to understand the implications of the ruling on our policies and practices and will be guided by the revised statutory EHRC Code of Practice once it is published. This approach will ensure legal compliance and maintain our duty of care to all employees.

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response.

Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit
Welsh Government
Cathays Park
Cardiff
CF10 3NQ

or e-mail: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Website: www.ico.org.uk

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely