

17 July 2026

Dear

ATISN 27122

Thank you for your request, which I received on 21 June. You asked for the following information:

1. A copy of your latest policy or guidance to staff relating to 'transitioning at work' - to include any circulated to staff up to date of submission of this request. Please confirm date released/effective from.
2. Copies of any communication to staff circulated with this policy/guidance including dates of communication.
3. Names of any staff networks or internal/external groups consulted with in the preparation of this policy/guidance, and dates consulted with.
4. Copies of minutes of any meetings relating to the preparation/publication of this policy.
5. Any Equality Impact Assessment relating to this policy including date finalised.
6. The current Gender Neutral and Accessible Toilets Policy, along with the date released/effective from.
7. Current Dignity at Work Policy.inc release date/effective from.
8. The current Equality, Diversity & Inclusion Policy Inc release date/effective from.

Our response

Our responses to each point are set out below.

1. The current policy is attached. It was reviewed in May 2026.
2. No formal communications have been issued to staff in relation to the revised policy. The HR Director did, however, use routine meetings with staff network chairs to inform them orally that the policy had been updated.
3. The matter was discussed through established Social Partnership arrangements with the recognised Trade Unions.
4. This information is exempt under Section 42 of the Freedom of Information Act 2000, as it is subject to legal professional privilege. Having considered the public interest test, we consider that the public interest in preserving the confidentiality of communications between legal advisers and their clients outweighs the public interest in disclosure.
5. The Equality Impact Assessment for changes to the policy position is attached. It was completed in May 2026.
6. A Gender Neutral and Accessible Toilets Policy was in place previously; however, it has since been withdrawn pending further review. There is therefore no current policy in force.
7. The current policy is attached. It was reviewed in June 2026.

8. The current policy is attached. It was reviewed in June 2026.

Next steps

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 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

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

Yours sincerely