| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 25-1500Responded to: 11 June 2025 |
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Your recent request for information is replicated below, together with our response.

## Under the terms of the Freedom of Information Act 2000, please supply me with full answers to each of the following questions regarding your force's policies in light of the Supreme Court ruling in the For Women Scotland case and subsequent Equality and Human Rights Commission guidance.

## Has your force sent any messages to officers or staff regarding the ruling and its implications? If so, please provide a copy

I have included separately updates sent to Police Officers and Police Staff on the Police Scotland Intranet.

## Has your force changed or is it considering changing its policies on use of toilets/changing rooms for transgender people? If so please provide details

## Has your force changed or is it considering changing its policy on search of detainees/suspects by transgender officers/staff? If so please provide details

I can advise we are currently reviewing the policies surrounding use of toilets/changing rooms or search by transgender officers/staff.

Police Scotland is actively undertaking a review of Sex & Gender. This important work will consider the Supreme Court judgment as well as revised national guidance. The review will consider, terminology, legislative compliance, data recording practices, equality, diversity, inclusion and human rights. As such, it will inevitably look at the interaction of sex and gender with the multiple policies, practices, guidance and Standard Operating Procedures required to cover the various operational and occupational policing situations that arise, including search and toilet/changing facilities. We are working to assess the impact of the ruling and await the EHCR guidance being published to help inform our approach.

## Has your force held any meetings with external LGBT+ groups or internal LGBT+ staff networks since the ruling? If so please provide details of the groups attending and the minutes of the meeting

Unfortunately, I estimate that it would cost well in excess of the current FOI cost threshold of £600 to process your request. I am therefore refusing to provide the information sought in terms of section 12(1) of the Act - Excessive Cost of Compliance.

To explain, your question is currently too wide a range to answer. There may have been numerous meetings with such groups since the ruling, across several subject matters and varying levels. If you would like to rephrase your question we could possibly look at this again?

If you require any further assistance, please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by email or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](https://www.foi.scot/appeal), by email or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.