

Chief Constable
Chief Constable Robert Carden
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



4th December 2024

Dear

FREEDOM OF INFORMATION REQUEST – FOI 1034/24 Transgender Policy

I refer to your request for information received by Cumbria Constabulary on the 19th of November 2024. I note you seek access to the following information:

- 1. What is your force's policy on Trans officers' warrant cards? While they are transitioning, or if they are gender fluid, are they allowed multiple cards with different identities?*
- 2. Does your force have a specific policy or guidance on allowing biological male civilian and/or police staff who identify as women to share facilities with female civilian and/or police staff?*
- 3. If it does, please let me know which facilities they are allowed to share (toilets? Showers? Changing rooms? Other - please specify) and when was it introduced.*
- 4. If not, is one being considered at present?*
- 5. Are such policies contained in a single document such as a Trans Equality at Work Policy and, if so, can you provide that document please?*

Your request for information has now been considered and I can confirm that Cumbria Constabulary are not obliged to provide this information to you as the information requested is within a policy which is currently under review and intended for future publication. The information requested is therefore exempt under Section 22(1)(a) of the Freedom of Information Act.

Section 22 Information intended for future publication:

(1) Information is exempt information if-

- (a) The information is held by the public authority with a view to its publication, by the authority or any other person, at some future date (whether determined or not)
- (b) The information was already held with a view to such publication at the time when the request for information was made, and
- (c) It is reasonable in all the circumstances that the information should be withheld from disclosure until the date referred to in paragraph (a)

Section 22 is a qualified exemption and as such is subject to a public interest test. This means that Cumbria Constabulary have identified the exemption and have considered whether



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the public interest in not disclosing the information outweighed the public interest test in disclosing the information.

Factors favouring Disclosure for Section 22- Disclosure of the information under FOIA would increase public awareness regarding such matters and provide greater transparency and accountability.

Factors favouring Non-Disclosure for Section 22- Although there is a public interest in knowing the details of FOI requests as this leads to greater transparency, Section 22 allows for circumstances when it is reasonable and correct for public authorities to delay the provision of information until it is made generally available through publication.

We have reached the view that, on balance, the public interest is better served by withholding this information under Section 22 of the FOIA at this time.

You may be interested to know that the information is due to be published soon and will be available via the Cumbria Constabulary website.

Complaint Rights

Your attention is drawn to the attached sheet, which details your right of complaint.

I would like to take this opportunity to thank you for your interest in Cumbria Constabulary.



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