

T/Chief Constable
T/Chief Constable Darren Martland
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



16th September 2025

Dear

FREEDOM OF INFORMATION REQUEST – FOI 1233/25 Policies, Procedures and Strategies

I refer to your request for information which was received by Cumbria Constabulary on 17th August 2025. I note you seek access to the following information:

Under the Freedom of Information Act 2000, I request the following information held by Cumbria Constabulary from 1 January 2020 to the present:

1. Equality Act 2010 Compliance and Supreme Court Ruling

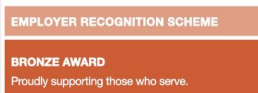
- a. *Copies of all policies, operational guidance, Equality Impact Assessments (EQIAs), or internal communications updated or reviewed following the UK Supreme Court judgment of 16 April 2025 (For Women Scotland Ltd v Scottish Ministers), which confirmed that the protected characteristic of “sex” in the Equality Act 2010 refers to biological sex.*
- b. *Any legal advice, risk assessments, or internal discussions on Cumbria Constabulary’s obligations under this ruling.*
- c. *Steps taken (or planned) to ensure that custody suites, search procedures, detention practices, safeguarding arrangements, and staff facilities comply with the biological definition of sex.*
- d. *Explanations where Cumbria Constabulary has not acted, including the legal or policy rationale.*

2. Safeguarding, Compelled Belief, and Workforce Policies

- a. *Documents relating to how Cumbria Constabulary ensures safeguarding obligations are met in light of the above judgment, particularly in custody and frontline operations.*
- b. *Any HR, workforce, or diversity/equality policies since 2020 referring to “gender identity,” “gender reassignment,” or compelled speech/belief requirements.*
- c. *Complaints, grievances, or misconduct cases concerning staff raising concerns about:*
 - *Compelled belief or pronoun policies,*
 - *Freedom of speech or belief,*
 - *Suppression of lawful gender-critical views.*
- d. *Correspondence with the College of Policing, NPCC, or Home Office on these matters.*

3. Immigration Enforcement and Border Duties

- a. *Records of collaboration with the Home Office, UK Visas & Immigration (UKVI), or Border Force concerning immigration enforcement or cross-border operations with Police Scotland since 2020.*
- b. *Internal procedures for identifying, reporting, and processing individuals suspected of being unlawfully resident, particularly in custody, stop-and-search, or safeguarding contexts.*
- c. *Data held on cases where non-UK nationals accessed police services or victim support while immigration eligibility or status checks were unresolved.*
- d. *Any memoranda of understanding (MoUs) or operational agreements with Police Scotland on land-border policing and information sharing.*



4. Costs, Fraud, and Audit

- a. *Any internal analysis, audits, or reports on resource impact arising from immigration enforcement duties, non-UK national service users, or safeguarding failures since 2020.*
- b. *Records of suspected or confirmed fraud, false documentation, or misuse of public resources uncovered by Cumbria Constabulary in relation to immigration or identity checks.*
- c. *Whether Cumbria Constabulary tracks the effect of inappropriate eligibility or unlawful residency on frontline resourcing, custody capacity, or safeguarding outcomes.*

5. Governance, Oversight, and Public Confidence

- a. *Records of communications with the Home Office, NPCC, HMICFRS, or other oversight bodies regarding risks to legality, safeguarding, or public confidence.*
- b. *Any complaints, FOIs, whistleblower alerts, or media enquiries since 2023 relating to Equality Act compliance, safeguarding, compelled belief, or immigration enforcement.*
- c. *Cumbria Constabulary's position on accountability: what concrete steps will be taken to address failings (if identified) and by what timescale.*

This request is asking for an extensive amount of information and will require checks with a variety of departments to obtain the material required to answer. Once the material is obtained it will need to be thoroughly locally assessed to confirm whether it can be released or whether it would incite an exemption and redactions. It is not specific enough to allow me to provide a response that I could be confident meet the needs of all questions sufficiently. Therefore, I have estimated the time required to extract the relevant information required will exceed the "appropriate limit" in its current form.

The "appropriate limit" is set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 and the current limit for police forces is set at £450, which equates to 18 hours of work.

Section 12(1) of the Freedom of Information Act does not oblige a public authority to comply with a request for information, if the authority estimates that the cost of complying with the request will exceed the appropriate limit. In view of this, and in accordance with Section 17(5) of the Act, this letter serves as a Refusal Notice for your request.

In accordance with my duty under Section 16 of the Freedom of Information Act, 2000 (Duty to provide advice and assistance), I have tried to think of a way to recommend that your request may be refined to bring it under the limit explained above. At this time, I believe that making this request more specific or making it multiple separate requests depending on the topic area may bring it under the appropriate limit. This would allow the required checks to be made in each department and lowering the amount of material needing to be assessed.

Complaint Rights

If you believe your request has not been properly handled, or you are otherwise dissatisfied with the outcome of your request, you have the right to request an internal review.

In the first instance, please email freedomofinformation@cumbria.police.uk quoting the FOI reference number and explain why you are dissatisfied. Your complaint will be considered and a response will be provided to you after your complaint has been investigated.

If you remain dissatisfied following conclusion of the internal review, you have the right, under section 50 of the Freedom of Information Act, to complain directly to the Information Commissioner.

The address for the Information Commissioner can be found below:



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD

Proudly supporting those who serve.



The Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Complaints to the Information Commissioner can also be made online:

[Make a complaint | ICO](#)

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



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD

Proudly supporting those who serve.

