



Response Date: 16/02/2026

2026/149 - Workplace facilities

In response to your recent request for information regarding;

1. Provide a copy of any current policy with regard to officers/staff/witnesses/visitors regarding access to toilets, changing rooms and showers in your force area and whether these are restricted on the basis of sex.

We do not currently have a policy with regard to officers/staff/witnesses/visitors regarding access to toilets, changing rooms and showers. We have pending policy development in this area while we await further national guidance.

2. Specify if you have the following throughout the force area with regard to toilets, changing rooms and showers:

- a. Single sex provision (strictly on the basis of biological sex only)**
- b. Gender neutral provision**
- c. Unisex provision**

As part of our estate we do have single sex, and gender neutral, unisex provisions. There is a mixture of these provisions across the stations/buildings within the estate.

3. Provide any policies that have specific regard to whether you allow persons who identify as 'trans' or 'non binary' to access the facilities of their choice or not. Include any equality impact assessments and risk assessments relating to these.

We do not have a policy in respect of persons who identify as 'trans' or 'non-binary' accessing the facilities of their choice. Our position is to comply with the Supreme Court Judgment.

4. If you provide toilets/changing rooms/showers that are not specifically single sex, specify if they are floor to ceiling doors/partition walls and fully lockable.

Yes, where we provide toilets/changing rooms/showers that are not specifically single sex, they are fully enclosed and lockable.

5. Provide a copy of any changes, proposed or carried out, to the review of existing workplace facilities in your force following the Supreme Court judgment of 16/4/25 by your Estates, Legal, HR, Equalities teams/advisors or by your staff associations /networks. Include any workplace union consultations.

We currently await national guidance in respect of Estates. In the interim, through a Working Group of key stakeholders we have agreed a set of principles to inform Estates professionals, affected staff, Senior Managers, and Staff Associations in respect of providing access to appropriate toilets, changing rooms and showers. The Working Group is attended by Human

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Resources, Estates, relevant staff networks including the LGBT+ Network and the Gender Equality Network as well as the Police Federation and Unison. The principles also assist the Estates team to both concentrate on individual cases while also reviewing the whole estate. These are interim principles to be applied while we await definitive national guidance.

6. Provide a copy of any internal communications made to staff following the above judgment regarding access to workplace facilities and any changes thereof, including those to or from staff networks.

There have been no specific communications to staff following the judgment regarding access to workplace facilities. There have been wider communications regarding the various impacts of the judgment highlighting the support avenues available to affected staff.

7. Provide copies of any internal stakeholder engagements or consultations regarding access to workplace facilities. Specify which stakeholder groups and when engaged with.

There is a Working Group of key stakeholders (including Staff Networks, Staff Associations, Search leads, Estates, HR, Equality Advisors and Senior Management) who have met regularly since the Supreme Court Judgment to work through the various implications and to ensure the staff are consulted and communicated with.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 11/02/2026