



Response Date: 17/03/2026

2026/320 - Police SEEN UK

In response to your recent request for information regarding;

This request concerns the existence, recognition, and operation within your force of any staff network or group affiliated with 'Police SEEN UK', or any internal staff network organised around what is commonly described as "gender critical" ideology.

For clarity, this request concerns staff networks, associations, or groups operating within the police force structure, whether recognised formally or informally (including those linked to staff associations or Police Federation branches).

Please provide the following information (from 01/01/2022 to-date):

1. Existence of networks

1.1 Does your force currently recognise, permit, host, or otherwise facilitate a staff network affiliated with Police SEEN UK or a comparable gender critical network?

1.2 If yes, please state:

- * The name of the network**
- * The date it was established or recognised by the force**
- * Whether it is formally recognised as a staff network**

1.3 If no such network currently exists, please confirm whether any proposal or application has ever been made to establish one.

2. Applications and decisions

2.1 Has any individual or group applied (formally or informally) to establish a branch of Police SEEN UK or a similar gender critical network?

2.2 If yes, please provide:

- * The date(s) of the application or request**
- * The decision maker(s) responsible for considering it * Whether it was approved, refused, or remains pending**

2.3 Please provide copies of any policy documents, internal guidance, or decision records relating to the approval or refusal of such a network.

3. Governance

If such a network exists, please identify:

- * The senior officer or manager who authorised recognition**
- * Any governance framework, recognition agreement, terms of reference, constitution, or memorandum of understanding relating to the network Please provide copies of any relevant documents.**

Pencadlys yr Heddlu,
Glan-y-Don, Bae Colwyn LL29 8AW
www.heddlugogleddcymru.police.uk

Police Headquarters,
Glan-y-Don, Colwyn Bay LL29 8AW
www.northwales.police.uk

4. Membership

4.1 Please provide the number of current members within the force.

4.2 Please provide the number of police officers and police staff who are members.

4.3 If available, please provide a rank or role breakdown (e.g. constable, sergeant, staff roles), without identifying individuals.

4.4 Please confirm whether the force holds a membership list identifying individuals. If personal data exemptions apply, please still provide the total membership numbers.

5. Use of force resources

Please confirm whether the network receives any of the following:

- * Official recognition as a staff network**
- * Access to internal communication platforms (e.g. intranet groups)**
- * Use of police premises for meetings**
- * Administrative or financial support**
- * Participation in senior leadership or diversity forums If so, please provide details.**

6. Equality assessment

Please provide copies of any Equality Impact Assessment (EIA) or similar equality analysis undertaken prior to recognising or supporting such a network. If none was undertaken, please confirm.

7. Complaints

Please state whether the force has received internal or external complaints regarding such a network. If so, please provide the number of complaints, the year received, and the outcome (with personal data redacted if necessary).

8.

Public interest

This request relates to public confidence in policing, equality duties, and the Public Sector Equality Duty under section 149 of the Equality Act 2010, including whether police forces support internal networks organised around ideological positions relating to protected characteristics and what governance safeguards apply.

Please find answers below to the relevant questions:

Q1.1 - No such network exists in North Wales Police.

Q1.3 - No such proposal or application has ever been made.

Q2.1 - as per 1.3.

The above being the case, then no other questions apply.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 16/03/2026