



As you will be aware, the Supreme Court has ruled that the legal definition of woman, within the Equality Act, is based on biological sex. The Equality and Human Rights Commission (EHRC) interim guidance confirmed that if facilities are provided for women these facilities are reserved for biological women. I would be grateful if you could provide the following information.

1. **Communication with Employees:** Please provide a copy of any communications to employees regarding the outcome of the Supreme Court judgement.
2. **Communication with Employees:** Please provide copies of any communication to employees since 16 April 2025 that confirms that women's spaces and services provided by the Council are for female people and men's spaces and services are for male people. If this has not been communicated to employees please state when this will be done.
3. **Training and Awareness:** Please state what training is planned for employees to ensure their understanding of the legal principles outlined in the ruling, especially in relation to the distinction between sex and gender reassignment as outlined in the Equality Act 2010. If this training is to be provided by an external organisation, please give the name of the organisation.
4. **Equality Impact Assessments:** Provide details of any specific training, either internal or provided by external organisations, to those producing Equality Impact Assessments to ensure EIAs are in line with the Equality Act 2010.

The requested information is exempt from disclosure under Section 36 of the Freedom of Information Act, as its release would be likely to prejudice the effective conduct of public affairs. In applying this exemption, we have considered the public interest and concluded that maintaining the exemption outweighs the interest in disclosure.

Awareness has so far been provided through our internal communications to staff. At present, no specific training has been commissioned. We are awaiting the publication of full guidance from the Equality and Human Rights Commission (EHRC) before developing any training or awareness materials to ensure accuracy and alignment with the full guidance.

As above.