



Freedom of Information Response

Our reference: FOI 24-0350

Responded to: 29 February 2024

Your recent request for information is replicated below, together with our response.

- 1. Within your organisation, what policies exist to support staff members who identify as transgender and are transitioning?**
- 2. With respect to the question above, could you please provide a copy of the policies to support staff who identify as transgender?**
- 4. How many persons who identify as transgender are employed or volunteer with your organisation, and at what grade or position are they employed?**
- 5. What advice and information do you supply to managers and staff regarding Transgender? Do you provide any specialist training in dealing with colleagues or clients who identify as transgender?**

Please be advised that the above requested information is publicly available.

As such, in terms of Section 16 of the Freedom of Information (Scotland) Act 2002, I am refusing to provide you with the information sought. Section 16 requires Police Scotland when refusing to provide such information because it is exempt, to provide you with a notice which:

- (a) states that it holds the information,
- (b) states that it is claiming an exemption,
- (c) specifies the exemption in question and
- (d) states, if that would not be otherwise apparent, why the exemption applies.

I can confirm that Police Scotland holds the information that you have requested and the exemption that I consider to be applicable is set out at Section 25(1) of the Act - information otherwise accessible:

“Information which the applicant can reasonably obtain other than by requesting it under Section 1(1) is exempt information”

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The information you are seeking is available on the Police Scotland website, from the following links:

Questions 1, 2 & 5 - [Standard Operating Procedures T-W - Police Scotland](#)

Question 4 - [Police Scotland Equality and Diversity Employment Monitoring Report 2021-2022](#).

6. Does your organisation have any connections with Stonewall or similar organisations to support employees from the LGBTQ+ and Transgender community, and if so, please could you provide further details and copies of any documents or policies?

Police Scotland are not currently connected with Stonewall. We are associated with the Scottish LGBTI Police Association which is a staff network accessible to employees.

3. Do you have any information publications or presentations available to staff regarding LGBTQ+ and Transgender, if so please could you provide details and copies of the information.

7. Do you have any specific policies to support staff members transitioning/transgender in where they are deployed or employed in the organisation and in dealing with members of the public, if so please could you provide further information?

9. Do you have specific policies regarding keeping female, LGBTQ+ and transgender staff safe? If so, could you please provide details and copies of any relevant policies?

I can advise that Police Scotland does not hold the above requested information. In terms of Section 17 of the Act, this letter represents a formal notice that information is not held.

By way of explanation, there are no specific policies relevant to the 3 questions noted above.

8. Do you have a specific lead or individual(s) who deal with LGBTQ+ issues or liaison within the organisation? If so, please could you provide details?

ACC Mairs is the executive sponsor for the LGBT Portfolio.

If you require any further assistance, please contact us quoting the reference above.

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You can request a review of this response within the next 40 working days by [email](#) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](#), by [email](#) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](#) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.