



Further to your information request FOI/EIR 25/26-107, please find your question and our response below.

Request:

Freedom of Information Request Regarding Compliance with the Equality Act 2010.

I am writing to inquire whether you are fully compliant with the provisions of the Equality Act 2010, particularly in light of the recent Supreme Court ruling in *For Women Scotland v. Scottish Government* (UKSC16). 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.

1. Previous or Current Service Delivery:

Please provide copies of any policies, guidelines, internal memos or external communications that set out the Council's approach to allowing males who identify as women (either with or without a GRC) to use spaces or services designated as for women. These services can either be commissioned or provided directly by the Council.

2. Policies:

Provide a list of all policies and practices that are under review to ensure they align with the Supreme Court's clarification of the Equality Act 2010 following the *For Women Scotland* ruling. If no policies are currently under review has there been a decision about when this work will be undertaken?

3. Equality Impact Assessments:

Provide a list and copies of all Equality Impact Assessments that are under review to ensure they are in line with the Equality Act 2010, particularly with regard to policies that affect women and sex-based rights.

4. Monitoring and Compliance:

What measures are in place to ensure that, going forward, women's rights are not compromised under any of the Council's policies once existing policies have been updated to reflect the ruling of the Supreme Court?

Response:

1. None at the present time, whilst the Equality and Human Rights Commission (EHRC) has only published interim guidance. The Council will take action to review our current service delivery after the EHRC's updated Code of Practice has been adopted. In the meantime, we will continue to regulate and enforce the Equality Act 2010, ensuring protection for all protected characteristics including those of sex, gender reassignment and sexual orientation.

2. None at the present time, whilst the Equality and Human Rights Commission (EHRC) has only published interim guidance. The Council will take action to review our policies after the EHRC's updated Code of Practice has been adopted. In the meantime, we will continue to regulate and enforce the Equality Act 2010, ensuring protection for all protected characteristics including those of sex, gender reassignment and sexual orientation.

3. None at the present time, whilst the Equality and Human Rights Commission (EHRC) has only published interim guidance. The Council will take action to review our EIAs after the EHRC's updated Code of Practice has been adopted.

4. None at the present time, whilst the Equality and Human Rights Commission (EHRC) has only published interim guidance. The Council will take action to review this after the EHRC's updated Code of Practice has been adopted.

This concludes your request FOI/EIR 25/26-107.

If information has been refused, please treat this as a Refusal Notice for the purposes of the Act.

If you disagree with our decision or are otherwise unhappy with how we have dealt with your request in the first instance you may approach foi@eastcambs.gov.uk and request a review. A request for review must be made in no more than 40 working days from the date of this email.

Should you remain dissatisfied with the outcome you have a right under s50 of the Freedom of Information Act to appeal against the decision by contacting the Information Commissioner, Wycliffe House, Water Lane, Wilmslow SK9 5AF.