

Please provide answers for the following questions

1) In line with The Workplace (Health, Safety and Welfare) Regulations 1992, do East Cambridgeshire District Council offer single sex facilities for both men and women?

a) If yes, since what date?

2) In the District Council building how many toilets are designated:

a) Men

b) Women

c) Mixed sex

d) Disabled

e) Are female single sex toilets generally stalls with a bank of shared hand washing areas?

f) Are the mixed sex toilet spaces a fully enclosed room containing a toilet, hand basin and sanitary disposal ?

3) How do women identify a single sex toilet space within East Cambridgeshire District Council?

4) In the Councils Equality, Diversity and Inclusion Policy (2025) under the definition of Sex, it states that a 'trans person can change their legal sex by obtaining a gender recognition certificate (GRC).

a) Do the council allow men with a GRC to use toilets and changing rooms designated as single sex female toilets?

b) Do the council currently differentiate between men with a GRC and men without a GRC?

c) If yes to 4b, how is this managed?

d) Have female staff ever been consulted about males who identify as women using facilities designated as being for women's single sex use?

di) If so what dates?

dii) If not, why not?

5) The Forester (2021) ruling acknowledged that within the Equality Act 2010, an individual's belief in sex/biology should be given the same protection as other characteristics, specifically that of gender reassignment.

a) Do the council think that their Equality Policy and Equality Impact Assessments adequately show that the council have balanced the needs of individuals with the characteristics sex and gender reassignment?

b) Does the Equality, Diversity and Inclusion Policy (2025) adequately show that female employees are offered protection based on their belief in sex/biology?

6) In the 2025 Supreme Court judgement in For Women Scotland V Scottish Ministers it was clarified that in terms of the Equality Act 2010 'man', 'woman' and 'sex' refer to biological sex. The judgement did not change the law.

a) Since the Supreme Court judgement in June 2025 have the council made any changes to practice to ensure that women, on the basis of their sex, have access to single sex toilets or changing rooms?