



Further to your information request FOI/EIR 25/26-191, please find your question and our response below.

Request:

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?

Response:

1) Yes

a) Since the formation of the Council

2)

a) 3

b) 5

c) 6

d) 5

e) No, they are generally a fully enclosed room containing a toilet, hand basin and sanitary disposal.

f) Yes

3) Through clear signage on the doors, indicating that it is a single sex toilet space whether they are for men or women.

4) The Council will be reviewing our policies and equality impact assessments after the Equality and Human Rights Commission (EHRC) publishes its updated Code of Practice later this year, including the Equality, Diversity and Inclusion Policy 2025-2028. 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.

5) The Council will be reviewing our policies and equality impact assessments after the Equality and Human Rights Commission (EHRC) publishes its updated Code of Practice later this year, including the Equality, Diversity and Inclusion Policy 2025-2028. 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.

6) The Council was already providing access to single sex and mixed sex toilet facilities for both men and women prior to the judgement.

This concludes your request FOI/EIR 25/26-191.

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.