



Further to your information request FOI/EIR 25/26-198, please find your question and our response below.

Request:

Freedom of Information Request Regarding Compliance with the Equality Act 2010 I am writing to you under the Freedom of Information Act 2000 to request the following information.

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. 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.

Response:

1. Copy of email to Corporate Management Team and Service Leads in relation to a previous FOI regarding the outcome of the Supreme Court judgement is attached.
2. Copy of email to Corporate Management Team and Service Leads in relation to a previous FOI regarding the outcome of the Supreme Court judgement is attached.
3. The Council's Equality, Diversity and Inclusion course content, provided by SkillGate, will be updated after the Equality and Human Rights Commission (EHRC) publishes its updated Code of Practice later this year.
4. The Council does not provide training specifically for those producing Equality Impact Assessments, only the more general Equality, Diversity and Inclusion course detailed above, provided by SkillGate.

This concludes your request FOI/EIR 25/26-198.

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.