



Information Governance Team

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Dear Sir/Madam

Freedom of Information Act 2000 (FOIA)

Request ID: FOI687536364

Thank you for your request for information relating to Recording of gender and/or sex on case management systems.

You have requested the following information:

I am writing to you under the Freedom of Information Act 2000 to request the following information, which relates to care provided or commissioned for severely learning disabled adults, specifically those who lack capacity to express a view on their own *gender* or any preference as to the *sex* of their care staff, such as the learning disabled female whose rape and infection with HIV by male care staff is described in this Brent Safeguarding Adult Review:

<https://legacy.brent.gov.uk/media/16411756/adult-b-final-report-nov-2018.pdf>

1. Does your social care management system (the database or other systems your organisation uses to record personal data for disabled adults in connection with your duties under the Care Act 2014) include a field for the characteristic of *gender*?

Yes.

a. Are there a defined set of responses from which to select, and if so, what are they?

Yes, please see below:

Gender Fluid
Man/Male

Non-Binary
Not Known
Not Stated (Asked but declined to answer)
Other
Person unable to state
Woman/Female

b. Please provide any documents, such as notes of meetings, internal correspondence etc, recording how you determined what should and should not be included in the defined set of responses

We confirm that discussion took place between the Adults Principal Social Worker and Business Systems manager, where the defined set of outcomes were being primarily based on ONS Census. Engagement also took place with front line teams.

c. How is it populated for adults who lack capacity to express a view on their own gender

It would be populated as 'unable to state'.

2. Does it include a field for the protected characteristic of *sex*?

Yes.

a. Are there a defined set of responses from which to select, and if so, what are they?

Yes, please see below:

Male
Female
Not Known
Indeterminate

b. Is it mandatory to populate this field with some value, or can it be left void/completely blank?

It is mandatory to populate this field with some value.

3. Do you have policies or procedures that have the objective of ensuring that users of your services (commissioned or provided directly) of the female sex is who require assistance with intimate care receive this from carers of the female sex. If so, please provide copies.

We do not have a specific policy on this. Preferences can be asked but cannot be guaranteed.

4. Please provide copies of any policies specific to individual Equality Act protected characteristics (excluding marriage and civil partnership) and the unprotected characteristic of gender of care workers and/or service users, i.e any policies specific individually to:

- a. gender reassignment/trans identified care workers and/or service users**
- b. the age of care workers and/or care workers and/or service users**
- c. the disability of care workers and/or service users**
- d. the pregnancy of care workers and/or service users, but there is no need to provide copies of HR employee maternity leave policies**

- e. the race of care workers and/or service users**
- f. the religion or belief of care workers and/or service users**
- g. the sex of care workers and or service users**
- h. the sexual orientation of care workers and/or service users**
- i. the non protected characteristic of gender of care works and/or service users**

In response to Question 4, we confirm we do not hold this information and are informing you as per Section 1(1) of the Act. We do not hold specific policies relating to the above list on our system.

The supply of information in response to a FOI request does not confer an automatic right to re-use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re-used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

For information, we publish a variety of information such as: [FOI/EIR Disclosure Log](#), [Publication Scheme](#), [Facts about Coventry](#) and [Open Data](#) that you may find of useful if you are looking for information in the future.

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: infogov@coventry.gov.uk

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email icocasework@ico.org.uk.

Please remember to quote the reference number above in your response.

Yours faithfully

Information Governance