



Information Governance Team

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18 August 2025

Dear Sir/Madam

Freedom of Information Act 2000 (FOIA)

Request ID: FOI734998402

Thank you for your request for information relating to Compliance with the Equality Act 2010 Staff & Training.

You have requested 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.

In response to Questions 1 and 2, please see below the internal email communication from the

Chief Executive:

Dear Colleagues, following last week's UK Supreme Court ruling, concerning the rights of transgender women and the protection of single sex spaces, I want to take a moment to reaffirm where we stand – not just as a Council but as communities of people who value and support one another. Our commitment remains on the need for inclusion, dignity, and respect for all. I want every member of staff to feel proud that they work for Coventry City Council. In the light of the decision, we will review and revise any impacted policies as necessary and keep an active watch on the guidance that the Equality and Human Rights Commission is expected to issue later this year.

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.

The Council offers an Equality & Diversity e learning module which covers protected characteristics and the Equality Act 2010.

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.

The following activities are undertaken to train those developing Equality Impact Assessments, to ensure that EIAs are in line with the Equality Act 2010:

Individual Support: One to one training is available to support authors in developing their EIAs.

Team Training: Bespoke training sessions are delivered to service areas / teams in order to support the completion of EIAs.

Corporate Guidance: A video tutorial is available on the Council's intranet to support Council Officers in completing the EIA form. In addition, a Word document is available that provides more detailed guidance on individual questions within the form.

The supply of information in response to a FOI/EIR 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