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2026
Internal Reference: 260717
Email:

Dear ,

Thank you for your request for information, which we received on **09/07/2026**.
We have considered your request under the Freedom of Information Act 2000.
Please ensure you quote the Internal Reference number above in any future correspondence.

Please accept the Trust's apologies for the delay and inconvenience you have experienced regarding your FOIA request.

Your Request

I would be grateful if you could provide copies of the Trust's current versions of any policies, procedures or guidance relating to:

- Equality, Diversity and Inclusion
- Supporting trans staff / transgender staff / gender reassignment
- Non-binary staff
- Inclusive language
- Use of single-sex facilities, including toilets, changing rooms and showers
- Pronouns and names
- LGBT+ or Pride staff networks
- Official Trust participation in Pride events
- Any guidance or communications issued to staff or managers following the Supreme Court judgment of 16 April 2025

If any of these documents are already publicly available, a link would be absolutely fine.

If any of these policies are currently under review, I would also be grateful if you could let me know and, where possible, indicate when revised versions are expected.



If the Trust has amended any of these policies following the Supreme Court judgement, I would also appreciate copies of the versions that were in force immediately before those amendments, where readily available.

If the Trust does not hold documents relating to one or more of the above topics, I would be grateful if you could confirm that.

Formal Response

Equality, Diversity and Inclusion

SECamb is committed to providing an inclusive working environment for its staff and delivering services that are accessible and equitable for the diverse communities it serves.

The Trust's Equality, Diversity and Inclusion (EDI) Policy is currently under review. As part of this review, the Trust is also reviewing associated policies and procedures to ensure they remain aligned with current legislation, case law, NHS guidance and best practice. This policy is available on our external website and we are awaiting NHSE Guidance before a final version will be available

Supporting Transgender Staff / Gender Reassignment

The Trust is currently reviewing its arrangements relating to transgender staff and service users through the revision of relevant policy and procedural documentation. No revised policy has yet been formally approved or implemented.

Non-Binary Staff and Service Users

Consideration of non-binary staff forms part of the current review of the Trust's EDI Policy and associated guidance. The Trust seeks to provide an inclusive and respectful working environment for all colleagues. The EDI Policy is attached to the response.

Inclusive Language

The Trust promotes the use of respectful and inclusive language within its policies, procedures, communications and workplace practices. Inclusive language principles are embedded within the Trust's policy framework and associated guidance.

Use of Single-Sex Facilities, Including Toilets, Changing Rooms and Showers

The Trust's EDI Policy and Supporting Transgender Staff and Service Users Procedure is currently under review. Matters relating to the use of single-sex facilities are being considered as part of that review. At the date of this response, no revised policy position has been formally approved.

Pronouns and Names

The Trust seeks to treat all staff with dignity and respect and expects colleagues to behave in accordance with the Trust's values, policies and standards of conduct.



Consideration of names, pronouns and related matters forms part of the ongoing policy review.

LGBT+ or Pride Staff Networks

The Trust has a Pride Staff Network which provides support, engagement and networking opportunities for LGBT+ colleagues and allies. The network also provides feedback and insight to support the Trust's inclusion agenda. The network helps facilitate policy change following feedback from members / allies

Official Trust Participation in Pride Events

- Sunday 14th June- Dartford Pride
- Saturday 19th July- Trans Pride, Brighton
- Saturday 1st August-Brighton Pride
- Saturday 8th August- Margate Pride

Proposed attendances but not confirmed

- Rochester Pride- Saturday 22nd August
- Crawley Pride- Saturday 22nd August

Guidance or Communications Issued Following the Supreme Court Judgment of 16 April 2025

The Trust is aware of the Supreme Court judgment of 16 April 2025 and subsequent national guidance and discussion.

The Trust reviewed the implications of the judgment and considered the potential impact on staff, patients and Trust policies. Relevant communications and engagement activity, where held.

A communication went out to the Trust from our Chief People Officer on the 18th April 2025

Dear Colleagues,

Following yesterday's Supreme Court ruling, we understand that this may be a difficult time for some of our colleagues.

Please do reach out for support if needed, via your line manager, our [Pride in SECAmb network](#) or [REDACTED] Deputy Director of People & Organisational Development.

Over coming weeks, we will work with and listen to our staff networks and our trade unions to fully understand the impact of the ruling and ensure that we are acting at all times in line with our values.

Please may I reiterate that all members of the LGBT+ community have our full support, and today in particular, our trans colleagues.

A further communication went out to the Trust from our Chief People Officer on 28th April 2026



Dear Colleagues,

Following [my earlier update on 17 April 2025 regarding the recent Supreme Court ruling](#), we recognise that this may be a sensitive and challenging time for many.

I want to thank you for the care, empathy, and integrity you continue to show one another.

Let's continue to be guided by our values of Integrity, Kindness, and Courage, and work together to promote inclusion, dignity, and fairness for all.

The Supreme Court ruling requires all employers to review relevant policies, practices, and communications to ensure legal compliance. At the same time, it reinforces the need for thoughtful, inclusive implementation.

At SECAmb, we will be working with our staff networks and a wide range of colleagues, to ensure that we find the balance between legal clarity and compassion, by acknowledging and recognising the rights, experiences, and beliefs of all colleagues.

While we await national guidance for the NHS, I want to confirm that the [Supporting Transgender Employees and Service Users Procedure V3.00.docx](#) will remain in place for the time being, as our guiding framework.

We are reinforcing our confidential support mechanisms. If you would like support or wish to talk, please reach out to your line manager, our [Pride in SECAmb](#) or [GEN networks](#), [Freedom to Speak Up](#) or contact:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Over the coming weeks, we will be holding drop-in listening sessions, to ensure we are able to safely hear from all colleagues who feel impacted by this and will share full details of these sessions shortly.

A further comms went out on the 2nd May 2025

LATEST NEWS

Drop-in sessions on UK Supreme Court ruling

[REDACTED]

Published 02/05/2025 · 2 min read

Drop-in sessions are to be hosted for colleagues to provide a safe and supportive space to discuss the recent UK Supreme Court's ruling regarding the legal definition of a 'woman'.

The Court ruled that, for certain legal purposes, the definition of a woman is based on biological sex—a decision that may carry wide-reaching implications. While we await formal guidance from NHS England, we understand this ruling has raised questions, uncertainty, and concern for some of our colleagues.

In response, and as part of our commitment to ensure an inclusive and values-led culture, the Trust has been working closely with our Pride Network and National Trans Lead, [REDACTED] to create opportunities for open, respectful dialogue.





Join a drop-in session

These sessions are open to all colleagues and aim to support understanding and respectful conversation. To ensure psychological safety and relevance, sessions have been grouped as follows:

Group 1: Transgender & Non-binary colleagues

- Thursday 8 May, 9:30am – [Join the meeting now](#)
- Friday 9 May, 9:30am – [Join the meeting now](#)
- Friday 23 May, 9:30am – [Join the meeting now](#)

Group 2: All staff

- Friday 9 May, 9:30am – [Join the meeting now](#)
- Friday 16 May, 9:30am – [Join the meeting now](#)
- Friday 23 May, 11:00am – [Join the meeting now](#)

Group 3: Network Leads

- Thursday 8 May, 4:00pm – Contact your Network lead for details
- Thursday 22 May, 4:00pm – Contact your Network lead for details
- Wednesday 4 June, 1:00pm – Contact your Network lead for details

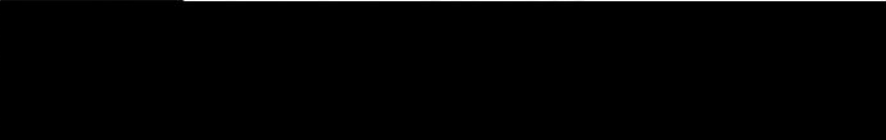
If you prefer not to speak during a live session, you can still contribute. An anonymous MS Form is available for colleagues to submit questions or comments in advance: [Submit anonymously here](#)

While awaiting further national guidance, we want to reaffirm that our

[Supporting Transgender Employees and Service Users Procedure V3.00.docx](#) remains in place and continues to guide our practice.

It's also important to note that the Equality Act continues to offer protections for transgender individuals against discrimination. The Supreme Court specifically stated that it was not their role to engage in wider public debate on these definitions.

If you need support or simply want to talk about any of these issues, please don't hesitate to contact:

- 
- Or your line manager, the Pride in SECamb Network, GEN Network, your union rep or Freedom to Speak Up

The relevant policies and guidance are currently subject to review and will be updated following the publication of anticipated wider National Health Service guidance. At this stage, the Trust is unable to confirm precise timescales for completion of that work; however, it is expected that the review and any resulting updates will be progressed as soon as reasonably practicable once the relevant guidance has been issued. In accordance with legal advice received, the documents





that are currently under review remain available to staff pending completion of that process.

This response is based on information held by the Trust at the date of the request. The Trust's policy review remains ongoing and therefore references to draft proposals or matters under consideration should not be interpreted as formal Trust policy.

Next steps

Some information held by the Trust is routinely published on our [website](#) and may be of assistance.

If you are dissatisfied with the Trust's response to your request, you have the right to ask for an internal review.

Requests for an internal review should be submitted within **40 working days** of the date of this response and should be sent to:

Richard Banks, Head of Corporate Governance at FOI@secamb.nhs.uk

The internal review will be conducted by an individual who was not directly involved in handling your original request, ordinarily the Trust's Data Protection Officer. We aim to complete internal reviews within **20 working days** of receipt.

If you remain dissatisfied following the outcome of the internal review, you may complain to the Information Commissioner's Office (ICO). The ICO generally expects complaints to be raised promptly following the completion of an internal review.

The easiest way to raise a complaint is via the ICO's website:
www.ico.org.uk/foicomplaints

Alternatively, you may write to:
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
SK9 5AF

Yours sincerely,

Corporate Governance Team
South East Coast Ambulance Service NHS Foundation Trust

