



The Insolvency  
Service

**Information Rights Team**  
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Our ref: FOI25/26-047

Date: 3 July 2025

Dear [REDACTED]

**Re: Freedom of Information Act 2000 (FOIA) Request**

Thank you for your email of 6 June 2025 in which you requested from the Insolvency Service (the agency):

*"1. Could you please provide a copy of your current Gender Identity policy and procedures. [REDACTED] If the document is no longer in use, please send me whatever guidance has replaced it.*

*2. Please provide any official communications from management and/or network groups to staff relating to the Supreme Court ruling on 15/04/2025 regarding the definition of 'sex' in the Equality Act 2010."*

Your request has been dealt with under the Freedom of Information Act 2000 (FOIA).

I can confirm the agency holds the information that you have requested, and I have provided answers to your questions below and have attached the document, "Guidance – Gender Identity and Intersex FC", which you sent with your request to this email, for information.

**1. Could you please provide a copy of your current Gender Identity policy and procedures. For reference I attach the document sent to me last year. If the document is no longer in use, please send me whatever guidance has replaced it.**

The document is unchanged from the document attached to your request.

**2. Please provide any official communications from management and/or network groups to staff relating to the Supreme Court ruling on 15/04/2025 regarding the definition of 'sex' in the Equality Act 2010.**

While there was no 'official' statement or communication from management, the following message was issued in the LGBT allies chat which was a reiteration of a central message on 22 April 2025.

"Sharing this following the Supreme Court decision last week:

We have now had an update from the Civil Service Inclusive Practices (CSIP) team which we can share with you.

We have been told that, with regards to accessing bathroom/toilet facilities, following the recent judgement policies will need to be reviewed, as they would following any change to legislation. In the interim existing policy, and any existing culture and arrangements around use of facilities should continue to be followed.

Should individuals have concerns around this, they are encouraged to speak to their local HR.

We have also been told that, where an individual is concerned about their safety and wellbeing in the office and is feeling vulnerable about office attendance, that CSIP support arrangements allowing that individual to work from home.

This should be discussed with your manager.

This is a decision for individual departments to make, based on business needs, but the message was clear that the safety and wellbeing of staff is a priority, and that where working from home is not an option, other options should be explored to ensure staff safety and wellbeing.”

## **Complaints**

If you are not satisfied with the response we have provided to you and would like us to reconsider our decision by way of an internal review (IR), please contact our Information Rights team within 40 working days of this letter at [foi@insolvency.gov.uk](mailto:foi@insolvency.gov.uk) or by post at:

Information Rights Team  
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You also have the right to contact the Information Commissioner’s Office (ICO) if you wish for them to investigate any complaint you may have regarding our handling of your request. However, please note that the ICO is likely to expect an IR to have been completed in the first instance.

Yours sincerely

Information Rights Team  
The Insolvency Service

The Department for Business and Trade, Official Receivers and the Adjudicator are Data Controllers in respect of personal data processed by the Insolvency Service. For the details about how personal data is processed by the agency, please see the full Insolvency Service Personal Information Charter here:

<https://www.gov.uk/government/organisations/insolvency-service/about/personal-information-charter>