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Ref No: FOI 25_178

16 September 2025

Dear [REDACTED]

Thank you for your email of 18 September 2025 containing your request for information. The Government Legal Department ("GLD") have considered your request under the Freedom of Information Act 2000 ("the Act", "FOIA")

Request

I would like to request the following information:

a. Copies of any and all communications / notices published on your intranet since 01 January 2024, including the date published, which contain any of the following words: (1) greygender, (2) maverique, (3) two-spirit, (4) demiboy, (5) demigirl, (6) neutrois, (7) aporagender, (8) polygender, (9) intergender, (10) trigender, (11) omnigender, (12) multigender, (13) pangender, (14) bigender, (15) agender, (16) androgyne, (17) demigender, (18) genderfluid, (19) genderqueer, (20) genderflux, or (21) non-binary

Response

Pursuant to Section 1(1)(a) of the Act, GLD confirms that it holds the information you have requested.

Please refer to Annexes 1,2 and 3, attached.

Article	Date Published	Created date
Annex 1 – Trans + Awareness Group	28 March 2025	8 November 2021
Annex 2 – Gender Equality Network	28 March 2025	29 June 2021
Annex 3 – LGBT+ Network	28 March 2025	27 June 2023

GLD updated its intranet this year and content was migrated and republished on the new platform on 28 March 2025.

GLD has withheld the disclosure of personal data relating to its staff members contained within the document, citing section 40(2) of the FOIA. Disclosure of this information would contravene one of the data protection principles outlined in Article 5 of the UK General Data Protection Regulation (UK GDPR). As section 40(2) constitutes an absolute exemption, it does not require a public interest test.

Additionally, certain sections have been redacted on the grounds that they fall outside the scope of the request. These include specific web addresses, hyperlinks to pages not relevant to the request,

and other ancillary information.

Your Rights

If you are dissatisfied with the handling of your request, you have the right to ask GLD for an internal review. Internal review requests should be submitted to GLD within two months of the date of receipt of the response to your original correspondence. Please use the contact details provided at the top of this letter in order to request an internal review relating to your original request.

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
www.ICO.org.uk

Yours sincerely,

Freedom of Information Team
Operations, Government Legal Department
102 Petty France, Westminster
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Trans+ Awareness Group

Who we are

The Trans+ Awareness Group (TAG) is a sub-network of the LGBT+ and Gender Equality Networks.

The chairs are:

- [REDACTED]
- [REDACTED]

Our champions are [REDACTED]

'Trans+' is to be interpreted in the broadest sense of the word and includes all transgender, non-binary and gender diverse colleagues and allies.

What we do

- support the full inclusion of trans+ colleagues at GLD and act as culture champions for trans+ equality
- offer a confidential forum where trans+ colleagues can raise issues that affect them and the community
- work with GLD to ensure that we have accurate data on the experiences of trans+ colleagues in GLD
- highlight and help to integrate the experience of trans+ colleagues in GLD policies
- run both educational and social events on trans+ issues

How to join

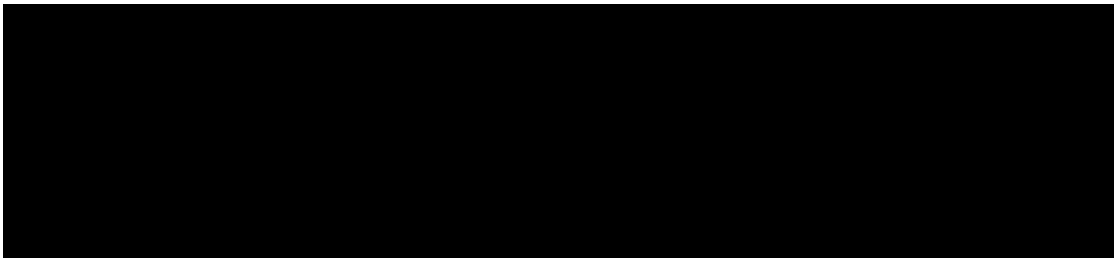
You can [email us](#) to find out more, get updates and hear about our events.

It is possible to participate in this group confidentially.

Related Links

[a:gender](#), the Civil Service Network supporting trans and intersex staff across government

Related Resources



Gender Equality Network

GLD D&I Networks Gender Equality Network (GEN)

Who we are

The GLD Gender Equality Network was set up in 2015 and now has over 250 members.

Our aims are:

- to examine issues that disproportionately affect people in GLD on the basis of their gender and to suggest solutions;
- to provide challenge and encouragement to GLD to promote and achieve gender equality for all;
- to maintain effective links with the other GLD diversity networks and working with them where appropriate;
- to provide a forum for discussion and support on gender issues.

We represent female, male, non-binary and trans colleagues.

Our Chair is [REDACTED] from [REDACTED] and our Deputy Chair is [REDACTED] from [REDACTED]. Our committee is made up of a number of legal and non-legal colleagues from across GLD.

What we do

GEN has a number of initiatives, including putting on confidence workshops for new starters and job changers, examining the GLD gender pay gap statistics and gender statistics from the last People Survey, and feeding into the GLD Diversity & Inclusion Plan.

We have also been actively involved in GLD's Future Ways of Working initiative.

GEN also puts on a number of events each year. We always have an event for International Women's Day in March and International Men's Day in November. Recent events include on working motherhood, men and mental health, and celebrating the first 100 years of women lawyers in the UK.

We also put on quizzes and social events. We are always keen for volunteers to bring ideas for events and to help organise.

GEN has also recently set up Coffee Connect sessions for members, which are an opportunity to discuss issues of relevance to our membership, and to hear from senior leaders across the Civil Service.

GEN often join up with other GLD diversity networks, recently joining up with Greener GLD for an event on women and environmental justice, DAWN for an event on living with multiple health conditions, and the Race Network for an event on positive masculinities.

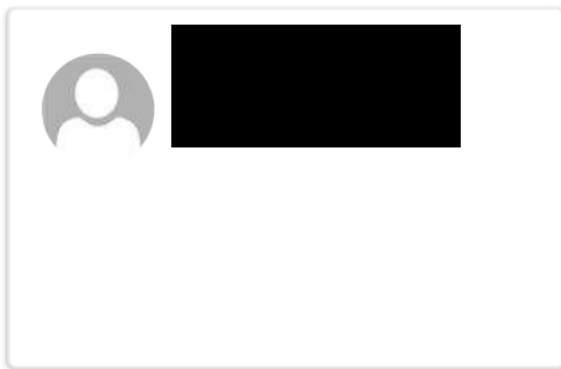
GEN also maintains links with Civil Service-wide diversity networks, such as the Cross Government Gender Network.

How to join

[Email us](#) with any questions or queries, or to be added to the GEN membership list. Joining the membership list means you will get our regular email updates.

Also look out for opportunities to join the GEN committee or to assist with organising an event. If you move department, please let us know and we will update your contact details on the mailing list.

Chairs



Resources



Video Conferencing, Web Conferencing,
Webinars, Screen Sharing



Beyond Equality



LGBT+ Network

Who we are

We are the LGBT+ Network at GLD, supporting and bringing together those who identify as part of the LGBT+ community and their allies.

The Network is run by a committee of GLD staff, both lawyers and non lawyers, and is open to everyone.

What we do

We aim to bring together LGBT+ colleagues and allies to create a more inclusive workplace for all here at GLD.

We do this by:

- supporting the full inclusion of LGBT+ colleagues at GLD and acting as culture champions for LGBT+ equality
- promoting the wellbeing of LGBT+ colleagues, including through a confidential forum where they can raise issues that affect them and the community
- highlighting and helping GLD to integrate the experience of LGBT+ colleagues into its policies
- arranging social and cultural events to bring together the LGBT+ community and its allies
- circulating articles and running sessions to encourage a better understanding of LGBT+ issues



How to join

Please email the [LGBT+ inbox](#) to join the mailing list or to express an interest in joining the committee. We currently have vacancies on the committee for Bristol and Manchester leads.

Committee members and Champions

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[Redacted]

[Redacted]

[Redacted]

[Redacted]

Please get in touch if you would like to be a Manchester or Bristol Lead.

Contact Us

Email the [LGBT+ Network](#)

Useful Contacts

[Trans+ Advisory Group \(TAG\)](#) – supporting trans+ colleagues and the full inclusion of trans+ colleagues in GLD

[GLP LGBT+ Network](#) – sharing information about LGBT+ events across GLP

Champions



Related Links

[Law Society's LGBTQ+ Solicitor's Network](#)

[National LGBTQ+ Bar Association and Foundation](#)

[GLD LGBT+ Role Models](#)