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[Redacted]
By email: [Redacted]

Our ref: FOI2026/23736
28 October 2026

Dear [Redacted] ,

REQUEST FOR INFORMATION: Updated trans and non-binary employees policy

Thank you for your request for information of 17 October 2026 about our updated trans and non-binary employees' policy. We have handled your request under the Freedom of Information Act 2000 (FOIA).

Your information request and our response are set out below.

In October 2026 government departments produced new policies on trans and non-binary employees, based on a model policy produced by the Cabinet Office.

Please disclose:

a) the policy and guidance adopted by your department

We enclose a copy of the Policy at Annex D and a copy of the Guidance at Annex E.

b) any associated internal communications produced to launch the policy (on or around 15th October

We enclose a copy of the launch article issued to staff on 15 October 2026 at Annex C.

Information disclosed in response to this FOIA request is releasable to the public. In keeping with the spirit and effect of the FOIAs and the government's Transparency Agenda, this letter and the information disclosed to you may be placed on GOV.UK, together with any related information that will provide a key to its wider context. No information identifying you will be placed on the GOV.UK website.

We attach Annex A, explaining the copyright that applies to the information being released to you, and Annex B giving contact details should you be unhappy with the service you have received.

If you have any queries about this letter, please contact us.

Yours sincerely

Information Rights Team
InformationRequests@defra.gov.uk

Annex A

Copyright

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Annex B

Complaints

If you are unhappy with the service you have received in relation to your request you may make a complaint or appeal against our decision under section 17(7) of the FOIA or under regulation 11 of the EIRs, as applicable, within 40 working days of the date of this letter. Please write to [Redacted] Head of Information Rights via email at InformationRequests@defra.gov.uk and they will arrange for an internal review of your case. Details of Defra's complaints procedure are on our website.

If you are not content with the outcome of the internal review, section 50 of the FOIA and regulation 18 of the EIRs gives you the right to apply directly to the Information Commission's Office (ICO) for a decision. Please note that generally the ICO cannot make a decision unless you have first exhausted Defra's own complaints procedure.

The ICO can be contacted using the following link:

https://ico.org.uk/