

THE WAITING SHAME

Councils Stalling on Supreme Court Judgment



A Women's Rights Network Investigation
FEBRUARY 2026

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Foreword

Laws do not require guidance. They are, by definition, the law. Yet an investigation by the Women’s Rights Network (WRN) reveals that half the local authorities in England are “waiting for guidance” on whether or not to uphold the Equality Act 2010 (EA2010).

The Act sets out nine protected characteristics, including sex¹ and gender reassignment, and despite misleading claims and demands to the contrary, it has always afforded women, and men, the right to some single-sex spaces and services.

However, over the past decade there has been a concerted effort to subvert the law and suggest that as gender reassignment is a protected characteristic, if a man says he is a woman he then acquires the right to enter women’s single-sex spaces.

This outrageous claim puts the desires and demands of men ahead of the rights of women and girls. It is unfair, it is dangerous and the Supreme Court has ruled it is unlawful. This prioritisation of men over women is plain to see in many council communications to staff and residents following the Supreme Court judgment, where women and girls were not mentioned outside the title of the judgment itself.

It has been argued that the law is ‘complicated’ or ‘confusing’, but it is crystal clear. A woman is an adult human female, and a man can never become a woman — no matter how he might dress, wear his hair, or present himself. This was confirmed by the Supreme Court on April 16, 2025.

But our investigation reveals that a worrying number of local authorities misunderstand, or misrepresent, the law. As a result, they are failing female employees and service users, and exposing themselves to potentially expensive litigation.

The widespread failure to implement the Supreme Court judgment shows a scandalous disregard for the rights, safety and dignity of women and girls, and for the law itself. It cannot be allowed to continue. Although there is no need to wait for guidance from the Equality and Human Rights Commission (EHRC), the fact that this has been gathering dust in the in-tray of the Minister for Women and Equalities, Bridget Phillipson, for months now is clearly a problem. The sooner the EHRC guidance is published and widely adopted the sooner women and girls will be afforded the rights to which they are entitled under the EA2010.

¹ Throughout this report we use ‘sex’ to mean ‘biological sex’ as confirmed by the Supreme Court judgment.



Time for Action

WRN is calling on all local authorities to:



REVIEW POLICIES IMMEDIATELY

Conduct an urgent review of their policies to ensure all comply with the Equality Act 2010 and the Supreme Court judgment.



COLLECT ACCURATE DEMOGRAPHIC DATA

Ensure all demographic data collected and reported is on the basis of the protected characteristics as defined in EA2010, for example, sex, sexual orientation and gender reassignment. Additional data may also be collected, if necessary.



DEFINE SEXUAL ORIENTATION ACCURATELY

Ensure definition of sexual orientation in Equality Impact Assessments is based on biological sex.



ACCURATELY RECORD THE PROTECTED CHARACTERISTICS

Ensure all references to the EA2010 accurately record the protected characteristics and these are used in any related Equality Impact Assessments.



Executive Summary:

The Supreme Court Judgment

On 16 April 2025, The Supreme Court of the United Kingdom's judgment in *For Women Scotland Ltd v The Scottish Ministers* was unequivocal:

“The definition of sex in the EA2010 makes clear that the concept of sex is binary, a person is either a woman or a man. Persons who share that protected characteristic for the purposes of the group-based rights and protections are persons of the same sex and provisions that refer to protection for women necessarily exclude men.”²

As the Supreme Court ruled, the sex-based protections set out in the EA2010 have always referred to biological sex, not the belief in a self-identified gender identity.

Guidance issued by the Equality and Human Rights Commission (EHRC) in 2022 made the same point.³

And in a television interview eight months after the Supreme Court judgment, the former chair of the EHRC, Baroness Falkner, stated:

“Let me make it clear for your viewers: the guidance is just a navigational tool. The law of the land was determined on the 16th of April.”⁴

² https://supremecourt.uk/uploads/uksc_2024_0042_judgment_aea6c48cee.pdf Paragraph 171

³ <https://www.equalityhumanrights.com/equality/equality-act-2010/separate-and-single-sex-service-providers-guide-equality-act-sex-and>

⁴ <https://www.the-independent.com/news/uk/politics/trans-supreme-court-single-sex-spaces-b2879651.html>



Executive Summary:

The Supreme Court Judgment

The Equality Act 2010 recognises both sex and gender reassignment as protected characteristics⁵, but as the Supreme Court judgment spells out:

Holding the protected characteristic of gender reassignment does not give men the right to demand access to women’s single-sex spaces and services.

Paragraph 212

“It is likely to be difficult (if not impossible) to establish the conditions necessary for separate services for each sex when each group includes persons of both biological sexes...”

In the following paragraph, the judgment points out:

“In other words, if as a matter of law, a service-provider is required to provide services previously limited to women also to trans women with a GRC [Gender Recognition Certificate] even if they present as biological men, it is difficult to see how they can then justify refusing to provide those services also to biological men and who also look like biological men.”

The law is clear

Women, and men, have a legally protected right to single-sex spaces and services. And when a council provides single-sex facilities or services it is both lawful and appropriate to exclude members of the opposite sex — even if they are transgender identifying individuals in possession of a Gender Recognition Certificate.

⁵ <https://www.legislation.gov.uk/ukpga/2010/15/section/4>



Executive Summary:

Our Investigation

Freedom of Information (FOI) requests⁶ made by the WRN Research Group to 317 county councils, district councils, unitary authorities, metropolitan district councils, and London boroughs reveal wholesale lack of compliance with the Equality Act 2010 and women's right to single-sex spaces and services.

Our FOI requests also show that far too many local authorities **use the language of activism and focus on self-declared gender identity and so-called inclusion at the expense of women's rights.**

Our investigation shows:

→ **159**

159 local authorities are 'waiting for guidance' before reviewing their policies to ensure they comply with the law.

→ **21**

21 local authorities have begun or completed reviews of their policies, but will not act on their findings until they receive further 'guidance'.

→ **19**

Only 19 local authorities are confident their policies are legally compliant – a mere 6% of the 317 authorities subjected to FOI requests.

→ **17**

At least 17 of the 118 authorities which did not specifically mention guidance in their response to WRN's FOI requests have policies which are likely to be unlawful.

⁶ Two batches of FOIs were sent to Councils, this information is gleaned from FOI1 sent 28 May 2025



Background

It is no secret that some MPs, and even the Minister for Women and Equalities, Bridget Phillipson, oppose the protections for women spelt out in the Supreme Court judgment — although this position is cloaked in terms such as ‘inclusivity’ and ‘trans rights’.

Bridget Phillipson is yet to sign-off the EHRC guidance she received in September 2025 which spells out women’s right to single-sex spaces and services, and she is supporting a High Court challenge to the judgment on the basis that it is ‘trans-exclusive’.⁷



And in a letter to business secretary, Peter Kyle, nearly 50 Labour MPs argued that implementing the Supreme Court judgment would cause ‘chaos’ and — despite the clarity of paragraph 212⁸ of the judgment — wrongly claimed it is a ‘minefield’ of conflicting rights.⁹

Local authorities have a legal and moral obligation to uphold the law.

However, as the Supreme Court judgment impacts many local government policies and practices, WRN used FOI requests to investigate the extent of this opposition to the judgment and failure to protect women’s rights, dignity and privacy.

At the local level, councils deliver important services for women and girls including children’s services, education, leisure services, provision of rape and domestic violence services and accommodation for vulnerable, homeless women.

This frontline role means that local authorities have a legal and moral obligation to uphold the law and ensure all their policies, practices and services comply with the Supreme Court judgment.

⁷ <https://www.telegraph.co.uk/politics/2025/12/18/bridget-phillipson-trans-guidance-block-ehrc-supreme-court/>

⁸ https://supremecourt.uk/uploads/uksc_2024_0042_judgment_aea6c48cee.pdf paragraph 212

⁹ <https://www.theguardian.com/society/2025/oct/23/dozens-of-labour-mps-warn-of-chaos-for-firms-over-gender-recognition-advice>



Background

Local authorities are also subject to the Public Sector Equality Duty (PSED), which sets out their statutory duty to give “due regard to certain equality considerations when exercising their functions”.

PSED Guidance specifically states:

“Authorities should take care to undertake their assessment by reference to the protected characteristics set out in the act [sic]. They should not use concepts such as gender or gender identity, which are not encoded in the act [sic] and can be understood in different ways.”¹⁰

MYTH BUSTING

Examples of demographics that are not protected characteristics include, as per this section of the guidance:¹¹

→ Class	Not a protected characteristic
→ Gender	Not a protected characteristic
→ Gender identity	Not a protected characteristic
→ Caring responsibilities	Not a protected characteristic
→ Single parenthood	Not a protected characteristic

¹⁰ <https://www.gov.uk/government/publications/public-sector-equality-duty-guidance-for-public-authorities/public-sector-equality-duty-guidance-for-public-authorities> (our emphasis)

¹¹ <https://www.gov.uk/government/publications/public-sector-equality-duty-guidance-for-public-authorities/public-sector-equality-duty-guidance-for-public-authorities#myth-buster> Myth 8 (our emphasis)



Our Questions

We knew, from information on their websites, or in publicly accessible documents, that — contrary to the PSED Guidance — some local authorities were routinely conflating sex and gender, or misrepresenting the protected characteristics set out in the Equality Act 2010. This not only casts doubt on their ability to prevent discrimination based on these characteristics, it suggests some may be slow to ensure compliance with the Supreme Court judgment.

We put eight key questions to 317 county councils, district councils, unitary authorities, metropolitan district councils, and London boroughs in May and July, 2025. (See Annex for full list). Four questions centred on the authorities' outward-facing policies and practices.

BATCH 1, sent on 28 May 2025 asked:

- 1** Please provide copies of any policies, guidelines, internal memos or external communications that set out the Council's approach to allowing males who identify as women (either with or without a GRC) to use spaces or services designated as for women. These services can either be commissioned or provided directly by the Council.
 - 2** Provide a list of all policies and practices that are under review to ensure they align with the Supreme Court's clarification of the Equality Act 2010 following the For Women Scotland judgment. If no policies are currently under review has there been a decision about when this work will be undertaken?
 - 3** Provide a list and copies of all Equality Impact Assessments that are under review to ensure they are in line with the Equality Act 2010, particularly with regard to policies that affect women and sex-based rights.
 - 4** **Monitoring and Compliance:** What measures are in place to ensure that, going forward, women's rights are not compromised under any of the Council's policies once existing policies have been updated to reflect the judgment of the Supreme Court?
-



Our Questions

BATCH 2, sent 28 July 2025 asked:

1

Please provide a copy of any communications to employees regarding the outcome of the Supreme Court judgment.

2

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.

3

Please state what training is planned for employees to ensure their understanding of the legal principles outlined in the judgment, 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.

4

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.



Findings

We did not specifically ask whether local authorities would wait for EHRC guidance before implementing the Supreme Court judgment, but when responses to our first batch of FOI questions revealed that this was a widespread issue, we undertook a more detailed appraisal of the first batch of responses to determine the extent of inertia.

THE RESULTS ARE SHOCKING

Although there is no need to wait for EHRC guidance: **half the local authorities in England are delaying any move to implement the Supreme Court judgment** until such guidance – which has been with the Minister for Women and Equalities since September 2025 – is published.

Our responses reveal:



Inertia

159 are doing nothing to ensure their policies comply with the law until they receive further guidance.



Inaction

21 local authorities have begun, or completed, a review of their policies in light of the Supreme Court judgment, but say **they will not act on their findings until they receive further guidance.**



Low compliance

Only 19 were able to confirm their policies are compliant with the Equality Act 2010 and Supreme Court judgment. This is self-declaration only and is not verified by report authors.



No urgency

118 local authorities did not respond, or their response did not answer the specific questions.

Details of these authorities are provided in Annex A, along with links to the appropriate FOI information. All quotes are from the FOI responses unless otherwise footnoted.



Findings

PUSHBACK – AND PROBLEMATIC POLICIES

Some respondents made it clear they did not agree with the Supreme Court judgment. And a deeper dive into the data suggests a number of local authorities have policies and guidance which do not align with the Supreme Court judgment and the Equality Act 2010. These examples are not exhaustive, but are indicative of what appears to be widespread misunderstanding and/or misinterpretation of the law.

Some of the responses:

City of York Council

as part of the York Human Rights and Equalities Board:¹²

“The ruling is difficult for us as a partnership board focused on Human Rights.

We are made up of organisations that represent a trans inclusive city and one which is proud to have more trans residents who call York home than the UK or regional average (per percent of total population).”

Plymouth Council

“Grievance Resolution Policy is under review and a Dignity at Work Policy is in development”. But Plymouth Council fails to mention any review of its ‘Transgender and Gender Reassignment policy’, which — contrary to the Supreme Court judgment — allows any employee to use the facilities of the opposite sex:

Their Transgender and Gender Reassignment policy:

“It should be agreed with the member of staff concerned at which point the use of facilities such as changing rooms and toilets should change from one sex to the other. This may be at the point at which the person begins to live permanently in the gender with which they identify.”

¹² <https://www.york.gov.uk/equality-diversity/human-rights/2>



Findings

PUSHBACK – AND PROBLEMATIC POLICIES

Cambridge City Council

“I wanted to email you all to make clear that the legislation on access to single sex services and facilities has currently not changed for trans women or trans men. I will be working with [redacted] towards the end of June to develop updated guidance for yourselves based on the updated code of practice, identifying any implications of this for your services, facilities, and contracts to ensure we are compliant with the law. I will also be in touch with you all to develop an equality impact assessment around how the council implements any changes.”

Essex County Council (ECC)

“**There is no urgent action for ECC to take.** We need to respond to the decision thoughtfully and calmly in a way which keeps everyone safe.... **We do not need to change guidance on use of facilities in the short term – the guidance does not make anything we are doing obviously illegal, though it may increase the litigation risk in some cases.**”

Exeter City Council

“The Council have limited uni-sex facilities in their buildings, with the majority of these being single sex facilities. **We will not be implementing any change to our current policy and practice until we have an understanding of what the Code of Practice tells us.**”

“If staff or our customers do not feel comfortable doing this then they can use the accessible facilities throughout our buildings. **We would also ask that staff using single sex facilities show compassion and understanding to all our staff and customers at this time.**”



Findings

LOCAL AUTHORITIES FAIL TO UPHOLD WOMEN'S RIGHTS

Many of the local authorities use language which prioritises the desires of the 0.5% of the UK population who identify as transgender¹³ while failing to uphold the legally protected sex-based rights of women and girls, who make up 51% of the UK population.¹⁴

As the Supreme Court judgment makes clear, if men who identify as transgender are permitted to access spaces and services for women, those facilities cease to become spaces and services for women. Yet our investigation confirms that this is happening across England, and is probably the case across the rest of the UK.

Even more worrying is the fact that WRN's FOI requests show that women could be punished for trying to protect their single-sex spaces, as some councils explicitly warn female staff members against challenging men using these facilities.

Kent County Council (KCC)

"What we will not tolerate is anyone challenging others when they use a single sex facility. Making assumptions about a person's sex will not be tolerated by KCC."

Norfolk County Council

"Please remember that you should not challenge any individuals and, if you do so, it may constitute unlawful discrimination or harassment. If you do have a concern, this should be raised through the proper channels, eg via HR, our EDI team, or with your line manager."

¹³ <https://www.bbc.co.uk/news/articles/c3030519849o>

¹⁴ <https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/demographics/male-and-female-populations/latest/>



Findings

In public responses to the Supreme Court judgment, a number of authorities also issued statements which focused on ‘inclusivity’, rather than implementation of the judgment.

London Borough of Barnet

The London Borough of Barnet’s response to our FOIs did not specifically confirm whether or not it was looking into the lawfulness of its policies, but its message to staff suggests a lack of alignment with the Supreme Court judgment:

“‘Inclusive’ is one of our four core values and we remain firmly committed to equalities, diversity and inclusion as a platform for delivering a strong and cohesive community within the council and across the borough. We recognise that the recent Supreme Court judgment has caused significant pain and anxiety to our trans community and want to reassure them we remain committed to providing a safe and supportive environment for our trans and non-binary staff, as we do for all our staff. We will continue to celebrate our trans community, giving colleagues the respect and dignity they deserve.”

Coventry Council

Coventry Council told us it has no plans to review its policies and practices in light of the Supreme Court judgment, while reaffirming its commitment to inclusivity:

“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...”



Findings

London Borough of Haringey

The Borough of Haringey, which also has no plans to review its policies, focused on inclusivity and the use of pronouns:

“Continuing the theme of striving for inclusivity, many of you will have seen last week’s UK Supreme Court ruling setting out that the terms “woman” and “sex” in the Equality Act refer to a biological woman and biological sex. Clearly this is a subject that evokes strong feelings on all sides of the argument, but I wanted to reassure all colleagues that in Haringey we will continue to respect every individual’s pronouns and titles, and also encourage the use of these through our email footers and other communication methods.”

“I can confirm that no policies are currently under review. Any additional work will be undertaken once the EHRC guidance has been consulted on and confirmed or updated.”

“No Equality Impact Assessments are currently under review. In the interim, there has been an initial meeting of an internal working group titled ‘Implications of Supreme Court Ruling and Equality Act’ who will guide any additional work.”



Findings

Norwich City Council

Norwich City Council told its staff to keep using the toilets with which they feel most comfortable:

“Following the recent UK Supreme Court ruling regarding the legal definitions of sex in the Equality Act, we recognise that this may be a time of uncertainty and concern — particularly for our transgender and non-binary colleagues and service users. The council remain committed to being a safe, inclusive, and respectful place for everyone, regardless of gender identity or expression. Like all public sector organisations, we are awaiting formal guidance from the Government to clarify how the ruling may affect the use of single-sex spaces, including toilet facilities at City hall and other council buildings. Until that guidance is published, we recommend that all staff continue to use the toilets they feel most comfortable using.”

In addition:

On 29 September 2022, Norwich City Council affirmed its support for the transgender community as reflected in a motion to council passed at a full council meeting. Through the adoption of this motion, the council stated that:

“Trans women are women. Trans men are men. Non-binary people are non-binary. We believe in the dignity of all people, and their right to respect and equality of opportunity. We value the strength that comes with difference and the positive contribution diversity brings to our community. Our aspiration is for Norwich to be a safe, welcoming and inclusive city for everyone.”



Responses

Westminster City Council

Westminster City Council is one of a number of local authorities which declined to answer WRN’s FOI requests, but its publicly accessible Equality Strategy¹⁵ uses incorrect terms when referring to protected characteristics of sex and gender reassignment, conflates sex and gender, uses gender when referring to sex and gender identity when referring to the protected characteristic of gender reassignment.

Improving services

We spoke to residents representing each of the protected characteristics in the Equality Act 2010. (Full details in Appendix 1)

The protected characteristics are:

 <p>Age: Protections based on a person’s age, especially for those above or below working age.</p>	 <p>Disabilities: This covers a broad range of conditions, including physical, sensory, and mental health disabilities.</p>	 <p>Gender transitioning: Protects individuals who are transitioning, have transitioned, or are planning to transition their gender.</p>
 <p>Marriage and Civil Partnership: Protects individuals from discrimination based on their marital or civil partnership status.</p>	 <p>Pregnancy and Maternity: Protects pregnant individuals and those on maternity leave.</p>	 <p>Race: Includes protections based on ethnicity, nationality, and national origin.</p>
 <p>Gender: Protects individuals from discrimination based on their gender.</p>	 <p>Religion and Belief: Covers all religions and philosophical beliefs.</p>	 <p>Sexual Orientation: Protects individuals from discrimination based on their sexual orientation.</p>

Westminster City Council Community Equality Strategy (p10) incorrectly using the term ‘Gender transitioning’ instead of ‘gender reassignment’ and ‘gender’ instead of ‘sex’.

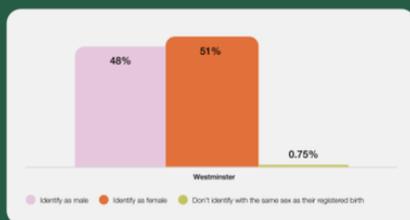
¹⁵ <https://www.westminster.gov.uk/sites/default/files/media/documents/Appendix%20-%20Community%20Equality%20Strategy.pdf>

Responses

Westminster City Council

Sex (Gender)

Sex generally refers to a person's physical characteristics that are typically categorised as male or female or intersex. Gender relates to the social, cultural, and personal identity people associate with masculinity and femininity through personal experience and expression. While often used interchangeably sex and gender are understood in the Equality Act as two different terms.



In Westminster, 48% of residents identify as male, 51% as female, and 0.75% do not identify with their birth sex.

Westminster City Council Community Equality Strategy p56 conflating sex and gender

Westminster City Council also refers to 'gender specific services' rather than sex-based services (page 12), the descriptor used in the Equality Act 2010:

Inclusive services consider the specific needs of communities. For example, gender specific services and services that understand people's cultural values and traditions.

Westminster City Council Community Equality Strategy p22 using 'gender' instead of 'sex'.

Westminster attracts many LGBTQIA+ visitors with Soho being a central hub for the community. The Trevor Report states that two-thirds (66%) of LGBTQ+ young people reported discrimination due to sexual orientation, and 68% reported discrimination due to gender identity (2024 United Kingdom Survey on Mental Health of LGBTQ+ Young People). Stonewall estimates that 20% of Lesbian, Gay and Bisexual people and 25% of Transgender and Non-binary people have experienced homelessness. Many head to cities seeking better acceptance. With high levels of rough sleeping in Westminster it is important to recognise this need that is often not reflected in service data.

Westminster City Council Community Equality Strategy p52 using 'gender identity' instead of 'gender reassignment'.



Responses

Westminster City Council

The same muddled thinking can be seen in Westminster’s Equality Impact Assessment tool¹⁶, which is used to ensure it meets its legal obligations under the Public Sector Equality Duty and the Equality Act 2010. This conflates sex and gender and combines ‘sexual orientation’ with ‘transgender/gender reassignment’.

Gender

As table 3 in Section 1 shows, women are more likely to be affected by the policy change and direction as they are more likely to receive DHP. Women are also more likely to be lone parents⁵ and lone parents are more likely to be impacted by the new policy. Women are also more likely to be carers⁶, who can be impacted by moves away from the people they are caring for.

Westminster City Council Equality Impact Assessment Tool p9 using ‘gender’ instead of ‘sex’.

Sexual orientation and transgender/gender reassignment

Information about the sexual orientation of DHP recipients as it is not part of the HB assessment and is not collected separately by the council. It is estimated that up to 10% of the Westminster population may be gay, lesbian, bi sexual or transgender (LGBT). Survey evidence published in 2009 (Mapping LGTB Westminster: Investigating the Needs and Experience of LGTB People in Westminster) suggests that the proportion of LGTB people living in private and social rented housing in Westminster is similar to that of residents more generally and this tends to confirm that this can be used as an estimate for DHP recipients². There is no evidence to suggest that LGBT people are disproportionately represented among those receiving DHP.

Westminster City Council Equality Impact Assessment Tool p6 combining protected characteristic of ‘sexual orientation’ with ‘transgender/gender reassignment’

¹⁶ <https://westminster.moderngov.co.uk/documents/s24129/Appendix%20-%20EIA%20DHP%20policy%20Sept%202017.pdf>



Responses

Lancaster Council

Lancaster Council told us it is reviewing its ‘Trans Equality Policy’, however this is still accessible on the internet with no indication it is under review. The Council has also issued a motion in support of local trans and intersex community¹⁷ in which it claims:

“Binary definitions of sex and gender are gross oversimplifications of the scientific biological reality and ignore cultural context and individual identity.”

MUDDLING EQUALITY IMPACT ASSESSMENTS

Equality Impact Assessments (EIA) are the mechanism by which local authorities measure their compliance with the Equality Act 2010 requirement to deliver their Public Sector Equality Duty (PSED). The PSED is intended to eliminate discrimination and advance equality of opportunity between people who share “relevant protected characteristics”. However Lancaster misrepresents and muddles the nine protected characteristics in its EIA tool.¹⁸

Perhaps the most egregious example is the use of “Gender including marriage, pregnancy and maternity...” rather than the three protected characteristics of:

- Sex
- Marriage and civil partnership
- Pregnancy and maternity

¹⁷ <https://committeeadmin.lancaster.gov.uk/documents/s90943/Motion+on+Notice+P+Black.pdf>

¹⁸ https://www.lancaster.gov.uk/assets/attach/14165/Equality_Impact_Assessment.pdf



Responses

Lancaster Council

This Council's Equality Impact Statement¹⁹ strays from the definitions set out in the Equality Act 2010²⁰ on multiple counts:

1. **Marriage and civil partnership is a distinct and separate protected characteristic (PC), and should not be combined with sex — let alone 'gender'.**
2. **Pregnancy and maternity are also distinct and separate PCs and should not be combined with sex and/or marriage.**
3. **Sexual orientation and civic partnerships are separate and distinct PCs, and should not be combined.**

Unsurprisingly, the protected characteristic of gender reassignment has not been misrepresented or combined with other PCs.

Group	Negative	Positive/No Impact	Unclear
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faith, religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender including marriage, pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation including civic partnerships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other socially excluded groups such as carers, areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Lancaster Council Equality Impact Assessment p2

¹⁹ https://www.lancaster.gov.uk/assets/attach/14165/Equality_Impact_Assessment.pdf

²⁰ <https://www.legislation.gov.uk/ukpga/2010/15/part/2/chapter/1>



Responses

South Ribble Borough Council

South Ribble Borough Council referred only to their Equality Strategy pages in their response which gave no information, but in these documents they misrepresent the EA2010 by using ‘gender identity’ not ‘gender reassignment’.²¹

Gender identity

	South Ribble	England
Gender identity the same as sex registered at birth	95.5%	93.5%
Gender identity different from sex registered at birth	0.3%	0.5%
Unknown	4.2%	6%

²¹ <https://southribble.gov.uk/transparency/borough>



Responses

South Ribble Borough Council

Our Borough webpage

South Ribble Borough Council also use the term ‘gender identity’ and conflate sexual orientation and ‘LGBTQI+ people’ in its Public Sector Equality Duty Report 2025-26.²²

- **Gender identity** – South Ribble has a slightly lower proportion of people who do not identify with the sex they were assigned at birth compared to regional and national averages.
- A total of 248 residents aged 16 and over identify as a different gender to the sex they were registered at birth, accounting for 0.3% of residents.

South Ribble Borough Council Public Sector Equality Duty Report p5

- **Sexual orientation** – South Ribble had a lower proportion of LGBTQI+ people compared to national and regional averages.
- 84,262 residents in South Ribble aged 16 and over identified as being ‘straight or heterosexual’, which equated to 92.1% of the population.

South Ribble Borough Council Public Sector Equality Duty Report p6

²² <https://southribble.gov.uk/downloads/file/1131/south-ribble-psed>



Conclusion

The law is not an inconvenient caveat that can be ignored if it does not align with the beliefs or wishes of one group or another – but that is what is happening as a result of systemic delays in implementing the Supreme Court judgment that sex means sex.

As our investigation shows, many of the local authorities dragging their heels with regard to the judgment, and failing to ensure their policies and practices align with the Equality Act 2010, are doing so in the name of ‘inclusion’. That is a laudable ambition but, as they say, the road to hell is paved with good intentions — and, in reality, the widespread misrepresentation and muddled thinking around the EA2010 signposts a hellish pathway for women and girls.

We have uncovered countless examples of local authorities promoting a form of inclusion which facilitates the inclusion of men in women’s spaces and services, while simultaneously downplaying or ignoring the legally protected rights of the women and girls they supposedly represent.

The myriad basic, and critical, errors in council documents which reference the EA2010 give little confidence in the ability or desire of these public bodies to comply with the law and protect women’s sex-based rights. The catalogue of confusion and misrepresentation uncovered by our investigation also begs the question, “Who is advising these authorities?”.

WRN’s FOI requests also show that far too many local authorities have a very poor understanding of their requirements under the EA2010 and are failing to provide the leadership required to reflect the law, rather than desired outcomes of lobby groups.

A nationwide review and reset which ensures all local authorities have policies and practices which reflect the EA2010 and the Supreme Court judgment is needed as a matter of urgency. An obvious first step is for the Minister for Women and Equalities, Bridget Phillipson to do her job and publish the EHRC guidance. There is no excuse or good reason for further delay, because the sooner the EHRC guidance is shared, the sooner this mess can be fixed.



Conclusion

ACTIONS

WRN is calling on all local authorities to:



REVIEW POLICIES IMMEDIATELY

Conduct an urgent review of their policies to ensure all comply with the Equality Act 2010 and the Supreme Court judgment.



COLLECT ACCURATE DEMOGRAPHIC DATA

Ensure all demographic data collected and reported is on the basis of the protected characteristics as defined in EA2010, for example, sex, sexual orientation and gender reassignment. Additional data may also be collected, if necessary.



DEFINE SEXUAL ORIENTATION ACCURATELY

Ensure definition of sexual orientation in Equality Impact Assessments is based on biological sex.



ACCURATELY RECORD THE PROTECTED CHARACTERISTICS

Ensure all references to the EA2010 accurately record the protected characteristics and these are used in any related Equality Impact Assessments.



Annex

Councils whose policies are compliant with the Equality Act 2010 and Supreme Court judgment.

	COUNCIL	FOI 1	FOI 2
1	Bromley Borough Council	FOI 1	FOI 2
2	Chesterfield Borough Council	FOI 1	FOI 2
3	Council of the Isles of Scilly	FOI 1	FOI 2
4	Derby City Council	FOI 1	FOI 2
5	Durham County Council	FOI 1	FOI 2
6	Enfield Council	FOI 1	FOI 2
7	Hull City Council	FOI 1	FOI 2
8	Milton Keynes Council	FOI 1	FOI 2
9	Mole Valley District Council	FOI 1	FOI 2
10	Peterborough City Council	FOI 1	FOI 2
11	Redcar and Cleveland Borough Council	FOI 1	FOI 2
12	Sevenoaks District Council	FOI 1	FOI 2
13	Somerset Council	FOI 1	FOI 2
14	Tandridge District Council	FOI 1	FOI 2
15	Teignbridge District Council	FOI 1	FOI 2
16	Thanet District Council	FOI 1	FOI 2
17	Worcester City Council	FOI 1	FOI 2
18	Wychavon District Council	FOI 1	FOI 2
19	Wyre Forest District Council	FOI 1	FOI 2



Annex

Begun, or completed, a review of policies in light of the Supreme Court judgment, but say they will not act on their findings until they receive further guidance.

	COUNCIL	FOI 1	FOI 2
1	Bassetlaw District Council	FOI 1	FOI 2
2	Bexley Borough Council	FOI 1	FOI 2
3	Bolsover District Council	FOI 1	FOI 2
4	Bolton Metropolitan Borough Council	FOI 1	FOI 2
5	Buckinghamshire Council	FOI 1	FOI 2
6	Cambridge City Council	FOI 1	FOI 2
7	Cornwall Council	FOI 1	FOI 2
8	Croydon Borough Council	FOI 1	FOI 2
9	East Devon District Council	FOI 1	FOI 2
10	Hertfordshire County Council	FOI 1	FOI 2
11	Lambeth Borough Council	FOI 1	FOI 2
12	Maldon District Council	FOI 1	FOI 2
13	North Somerset Council	FOI 1	FOI 2
14	Oxford City Council	FOI 1	FOI 2
15	Stevenage Borough Council	FOI 1	FOI 2
16	Stoke-on-Trent City Council	FOI 1	FOI 2
17	Sutton Borough Council	FOI 1	FOI 2
18	Walsall Metropolitan Borough Council	FOI 1	FOI 2
19	Wealden District Council	FOI 1	FOI 2
20	West Oxfordshire District Council	FOI 1	FOI 2
21	Winchester City Council	FOI 1	FOI 2



Annex

Taking no action to ensure compliance with the law until further guidance (page 1).

	COUNCIL	FOI 1	FOI 2
1	Adur District Council	FOI 1	FOI 2
2	Amber Valley Borough Council	FOI 1	FOI 2
3	Arun District Council	FOI 1	FOI 2
4	Barnsley Metropolitan Borough Council	FOI 1	FOI 2
5	Bath and North East Somerset Council	FOI 1	FOI 2
6	Bedford Borough Council	FOI 1	FOI 2
7	Birmingham City Council	FOI 1	FOI 2
8	Blaby District Council	FOI 1	FOI 2
9	Blackburn with Darwen Borough Council	FOI 1	FOI 2
10	Blackpool Borough Council	FOI 1	FOI 2
11	Bradford City Council	FOI 1	FOI 2
12	Braintree District Council	FOI 1	FOI 2
13	Brent Borough Council	FOI 1	FOI 2
14	Brighton and Hove City Council	FOI 1	FOI 2
15	Bristol City Council	FOI 1	FOI 2
16	Broadland District Council	FOI 1	FOI 2
17	Bromsgrove District Council	FOI 1	FOI 2
18	Broxbourne Borough Council	FOI 1	FOI 2
19	Bury Metropolitan Borough Council	FOI 1	FOI 2
20	Cambridgeshire County Council	FOI 1	FOI 2



Annex

Taking no action to ensure compliance with the law until further guidance (page 2).

	COUNCIL	FOI 1	FOI 2
21	Canterbury City Council	FOI 1	FOI 2
22	Central Bedfordshire Council	FOI 1	FOI 2
23	Charnwood Borough Council	FOI 1	FOI 2
24	Chelmsford City Council	FOI 1	FOI 2
25	Cheshire West and Chester Council	FOI 1	FOI 2
26	City of London Corporation	FOI 1	FOI 2
27	City of York Council	FOI 1	FOI 2
28	Colchester Borough Council	FOI 1	FOI 2
29	Cotswold District Council	FOI 1	FOI 2
30	Coventry City Council	FOI 1	FOI 2
31	Crawley Borough Council	FOI 1	FOI 2
32	Cumberland Council	FOI 1	FOI 2
33	Dacorum Borough Council	FOI 1	FOI 2
34	Derbyshire County Council	FOI 1	FOI 2
35	Devon County Council	FOI 1	FOI 2
36	Doncaster Borough Council	FOI 1	FOI 2
37	Dudley Council	FOI 1	FOI 2
38	Ealing Borough Council	FOI 1	FOI 2
39	East Cambridgeshire District Council	FOI 1	FOI 2
40	East Hampshire District Council	FOI 1	FOI 2



Annex

Taking no action to ensure compliance with the law until further guidance (page 3).

	COUNCIL	FOI 1	FOI 2
41	East Riding of Yorkshire Council	FOI 1	FOI 2
42	Eastbourne Borough Council	FOI 1	FOI 2
43	Epsom and Ewell Borough Council	FOI 1	FOI 2
44	Erewash Borough Council	FOI 1	FOI 2
45	Essex County Council	FOI 1	FOI 2
46	Exeter City Council	FOI 1	FOI 2
47	Fareham Borough Council	FOI 1	FOI 2
48	Forest of Dean District Council	FOI 1	FOI 2
49	Fylde Borough Council	FOI 1	FOI 2
50	Gateshead Metropolitan Borough Council	FOI 1	FOI 2
51	Gravesham Borough Council	FOI 1	FOI 2
52	Greenwich Borough Council	FOI 1	FOI 2
53	Guildford Borough Council	FOI 1	FOI 2
54	Halton Borough Council	FOI 1	FOI 2
55	Harborough District Council	FOI 1	FOI 2
56	Haringey Borough Council	FOI 1	FOI 2
57	Harlow	FOI 1	FOI 2
58	Harrow Borough Council	FOI 1	FOI 2
59	Hartlepool Council	FOI 1	FOI 2
60	Herefordshire Council	FOI 1	FOI 2



Annex

Taking no action to ensure compliance with the law until further guidance (page 4).

	COUNCIL	FOI 1	FOI 2
61	High Peak Borough Council	FOI 1	FOI 2
62	Hinckley and Bosworth Borough Council	FOI 1	FOI 2
63	Hounslow Borough Council	FOI 1	FOI 2
64	Huntingdonshire District Council	FOI 1	FOI 2
65	Hyndburn Borough Council	FOI 1	FOI 2
66	Ipswich Borough Council	FOI 1	FOI 2
67	King's Lynn and West Norfolk Borough Council	FOI 1	FOI 2
68	Kingston upon Thames Borough Council	FOI 1	FOI 2
69	Kirklees Borough Council	FOI 1	FOI 2
70	Lancashire County Council	FOI 1	FOI 2
71	Leeds City Council	FOI 1	FOI 2
72	Leicester City Council	FOI 1	FOI 2
73	Lewes District Council	FOI 1	FOI 2
74	Lichfield District Council	FOI 1	FOI 2
75	Liverpool City Council	FOI 1	FOI 2
76	London Borough of Barking and Dagenham Council	FOI 1	FOI 2
77	London Borough of Hackney	FOI 1	FOI 2
78	London Borough of Havering	FOI 1	FOI 2
79	Mid Devon District Council	FOI 1	FOI 2
80	Newham Borough Council	FOI 1	FOI 2



Annex

Taking no action to ensure compliance with the law until further guidance (page 5).

	COUNCIL	FOI 1	FOI 2
81	Norfolk County Council	FOI 1	FOI 2
82	North Hertfordshire District Council	FOI 1	FOI 2
83	North Kesteven District Council	FOI 1	FOI 2
84	North Northamptonshire Council	FOI 1	FOI 2
85	North Tyneside Metropolitan Borough Council	FOI 1	FOI 2
86	North Warwickshire Borough Council	FOI 1	FOI 2
87	North West Leicestershire District Council	FOI 1	FOI 2
88	North Yorkshire Council	FOI 1	FOI 2
89	Norwich City Council	FOI 1	FOI 2
90	Nottingham City Council	FOI 1	FOI 2
91	Nottinghamshire County Council	FOI 1	FOI 2
92	Nuneaton and Bedworth Borough Council	FOI 1	FOI 2
93	Oldham Metropolitan Borough Council	FOI 1	FOI 2
94	Oxfordshire County Council	FOI 1	FOI 2
95	Plymouth City Council	FOI 1	FOI 2
96	Portsmouth City Council	FOI 1	FOI 2
97	Preston City Council	FOI 1	FOI 2
98	Reading Borough Council	FOI 1	FOI 2
99	Redditch Borough Council	FOI 1	FOI 2
100	Rossendale Borough Council	FOI 1	FOI 2



Annex

Taking no action to ensure compliance with the law until further guidance (page 6).

	COUNCIL	FOI 1	FOI 2
101	Rother District Council	FOI 1	FOI 2
102	Royal Borough of Kensington and Chelsea	FOI 1	FOI 2
103	Royal Borough of Windsor and Maidenhead	FOI 1	FOI 2
104	Rushcliffe Borough Council	FOI 1	FOI 2
105	Rushmoor Borough Council	FOI 1	FOI 2
106	Sandwell Metropolitan Borough Council	FOI 1	FOI 2
107	Salford	FOI 1	FOI 2
108	Shropshire	FOI 1	FOI 2
109	Slough Borough Council	FOI 1	FOI 2
110	Solihull Metropolitan Borough Council	FOI 1	FOI 2
111	South Cambridgeshire District Council	FOI 1	FOI 2
112	South Derbyshire District Council	FOI 1	FOI 2
113	South Gloucestershire Council	FOI 1	FOI 2
114	South Hams District Council	FOI 1	FOI 2
115	South Holland District Council	FOI 1	FOI 2
116	South Norfolk District Council	FOI 1	FOI 2
117	South Oxfordshire District Council	FOI 1	FOI 2
118	South Staffordshire District Council	FOI 1	FOI 2
119	South Tyneside Metropolitan Borough Council	FOI 1	FOI 2
120	Southampton City Council	FOI 1	FOI 2



Annex

Taking no action to ensure compliance with the law until further guidance (page 7).

	COUNCIL	FOI 1	FOI 2
121	Southend-on-Sea City Council	FOI 1	FOI 2
122	Southwark Borough Council	FOI 1	FOI 2
123	St Helens Metropolitan Borough Council	FOI 1	FOI 2
124	Staffordshire County Council	FOI 1	FOI 2
125	Staffordshire Moorlands District Council	FOI 1	FOI 2
126	Stockton-on-Tees Council	FOI 1	FOI 2
127	Stratford on Avon District Council	FOI 1	FOI 2
128	Stroud District Council	FOI 1	FOI 2
129	Suffolk County Council	FOI 1	FOI 2
130	Surrey County Council	FOI 1	FOI 2
131	Surrey Heath Borough Council	FOI 1	FOI 2
132	Tameside Metropolitan Borough Council	FOI 1	FOI 2
133	Tamworth Borough Council	FOI 1	FOI 2
134	Telford and Wrekin Council	FOI 1	FOI 2
135	Test Valley Borough Council	FOI 1	FOI 2
136	Three Rivers District Council	FOI 1	FOI 2
137	Thurrock Borough Council	FOI 1	FOI 2
138	Torbay Borough Council	FOI 1	FOI 2
139	Tower Hamlets Borough Council	FOI 1	FOI 2
140	Tunbridge Wells Borough Council	FOI 1	FOI 2



Annex

Taking no action to ensure compliance with the law until further guidance (page 8).

	COUNCIL	FOI 1	FOI 2
141	Vale of White Horse District Council	FOI 1	FOI 2
142	Waltham Forest Borough Council	FOI 1	FOI 2
143	Warrington Borough Council	FOI 1	FOI 2
144	Warwick District Council	FOI 1	FOI 2
145	West Berkshire Council	FOI 1	FOI 2
146	West Devon Borough Council	FOI 1	FOI 2
147	Welwyn Hatfield Borough Council	FOI 1	FOI 2
148	West Lancashire Borough Council	FOI 1	FOI 2
149	West Lindsey District Council	FOI 1	FOI 2
150	West Northamptonshire Council	FOI 1	FOI 2
151	West Suffolk Council	FOI 1	FOI 2
152	West Sussex County Council	FOI 1	FOI 2
153	Westmorland and Furness Council	FOI 1	FOI 2
154	Wigan Metropolitan Borough Council	FOI 1	FOI 2
155	Wiltshire Council	FOI 1	FOI 2
156	Wirral Metropolitan Borough Council	FOI 1	FOI 2
157	Wokingham Borough Council	FOI 1	FOI 2
158	Worcestershire County Council	FOI 1	FOI 2
159	Wyre Borough Council	FOI 1	FOI 2



Annex

Councils that did not respond or did not specifically answer the questions (page 1).

	COUNCIL	FOI 1	FOI 2
1	Ashfield District Council	FOI 1	FOI 2
2	Ashford Borough Council	FOI 1	FOI 2
3	Babergh District Council	FOI 1	FOI 2
4	Barnet Borough Council	FOI 1	FOI 2
5	Basildon Borough Council	FOI 1	FOI 2
6	Basingstoke and Deane Borough Council	FOI 1	FOI 2
7	Boston Borough Council	FOI 1	FOI 2
8	Bournemouth, Christchurch and Poole Council	FOI 1	FOI 2
9	Bracknell Forest Borough Council	FOI 1	FOI 2
10	Breckland District Council	FOI 1	FOI 2
11	Brentwood Borough Council	FOI 1	FOI 2
12	Broxtowe Borough Council	FOI 1	FOI 2
13	Burnley Borough Council	FOI 1	FOI 2
14	Calderdale Metropolitan Borough Council	FOI 1	FOI 2
15	Camden Borough Council	FOI 1	FOI 2
16	Cannock Chase District Council	FOI 1	FOI 2
17	Castle Point Borough Council	FOI 1	FOI 2
18	Cheltenham Borough Council	FOI 1	FOI 2
19	Cherwell District Council	FOI 1	FOI 2
20	Cheshire East Council	FOI 1	FOI 2



Annex

Councils that did not respond or did not specifically answer the questions (page 2).

	COUNCIL	FOI 1	FOI 2
21	Chichester District Council	FOI 1	FOI 2
22	Chorley Borough Council	FOI 1	FOI 2
23	Dartford Borough Council	FOI 1	FOI 2
24	Darlington Borough Council	FOI 1	FOI 2
25	Derbyshire Dales District Council	FOI 1	FOI 2
26	Dorset Council	FOI 1	FOI 2
27	Dover District Council	FOI 1	FOI 2
28	East Hertfordshire District Council	FOI 1	FOI 2
29	East Lindsey District Council	FOI 1	FOI 2
30	East Staffordshire Borough Council	FOI 1	FOI 2
31	East Suffolk Council	FOI 1	FOI 2
32	East Sussex County Council	FOI 1	FOI 2
33	Eastleigh Borough Council	FOI 1	FOI 2
34	Elmbridge Borough Council	FOI 1	FOI 2
35	Epping Forest District Council	FOI 1	FOI 2
36	Fenland District Council	FOI 1	FOI 2
37	Folkestone & Hythe District Council	FOI 1	FOI 2
38	Gedling Borough Council	FOI 1	FOI 2
39	Gloucester City Council	FOI 1	FOI 2
40	Gloucestershire County Council	FOI 1	FOI 2



Annex

Councils that did not respond or did not specifically answer the questions (page 3).

	COUNCIL	FOI 1	FOI 2
41	Gosport Borough Council	FOI 1	FOI 2
42	Great Yarmouth Borough Council	FOI 1	FOI 2
43	Hammersmith and Fulham Borough Council	FOI 1	FOI 2
44	Hampshire County Council	FOI 1	FOI 2
45	Hart District Council	FOI 1	FOI 2
46	Hastings Borough Council	FOI 1	FOI 2
47	Havant Borough Council	FOI 1	FOI 2
48	Hertsmere Borough Council	FOI 1	FOI 2
49	Hillingdon Borough Council	FOI 1	FOI 2
50	Horsham District Council	FOI 1	FOI 2
51	Isle of Wight Council	FOI 1	FOI 2
52	Islington Borough Council	FOI 1	FOI 2
53	Kent County Council	FOI 1	FOI 2
54	Knowsley Metropolitan Borough Council	FOI 1	FOI 2
55	Lancaster City Council	FOI 1	FOI 2
56	Leicestershire County Council	FOI 1	FOI 2
57	Lewisham Borough Council	FOI 1	FOI 2
58	Lincoln City Council	FOI 1	FOI 2
59	Lincolnshire County Council	FOI 1	FOI 2
60	Luton Borough Council	FOI 1	FOI 2



Annex

Councils that did not respond or did not specifically answer the questions (page 4).

	COUNCIL	FOI 1	FOI 2
61	Maidstone Borough Council	FOI 1	FOI 2
62	Malvern Hills District Council	FOI 1	FOI 2
63	Manchester City Council	FOI 1	FOI 2
64	Mansfield District Council	FOI 1	FOI 2
65	Medway Council	FOI 1	FOI 2
66	Melton Borough Council	FOI 1	FOI 2
67	Merton Borough Council	FOI 1	FOI 2
68	Mid Suffolk District Council	FOI 1	FOI 2
69	Mid Sussex District Council	FOI 1	FOI 2
70	Middlesbrough Council	FOI 1	FOI 2
71	New Forest District Council	FOI 1	FOI 2
72	Newark and Sherwood District Council	FOI 1	FOI 2
73	Newcastle upon Tyne City Council	FOI 1	FOI 2
74	Newcastle-under-Lyme Borough Council	FOI 1	FOI 2
75	North Devon Council	FOI 1	FOI 2
76	North East Derbyshire District Council	FOI 1	FOI 2
77	North East Lincolnshire Council	FOI 1	FOI 2
78	North Lincolnshire Council	FOI 1	FOI 2
79	North Norfolk District Council	FOI 1	FOI 2
80	Northumberland County Council	FOI 1	FOI 2



Annex

Councils that did not respond or did not specifically answer the questions (page 5).

	COUNCIL	FOI 1	FOI 2
81	Oadby and Wigston Borough Council	FOI 1	FOI 2
82	Pendle Borough Council	FOI 1	FOI 2
83	Redbridge Borough Council	FOI 1	FOI 2
84	Reigate and Banstead Borough Council	FOI 1	FOI 2
85	Ribble Valley Borough Council	FOI 1	FOI 2
86	Richmond upon Thames Borough Council	FOI 1	FOI 2
87	Rochdale Metropolitan Borough Council	FOI 1	FOI 2
88	Rochford District Council	FOI 1	FOI 2
89	Rotherham Metropolitan Borough Council	FOI 1	FOI 2
90	Rugby Borough Council	FOI 1	FOI 2
91	Runnymede Borough Council	FOI 1	FOI 2
92	Rutland County Council	FOI 1	FOI 2
93	Sefton Borough Council	FOI 1	FOI 2
94	Sheffield City Council	FOI 1	FOI 2
95	South Kesteven District Council	FOI 1	FOI 2
96	South Ribble Borough Council	FOI 1	FOI 2
97	Spelthorne Borough Council	FOI 1	FOI 2
98	St Albans District Council	FOI 1	FOI 2
99	Stafford Borough Council	FOI 1	FOI 2
100	Stockport Metropolitan Borough Council	FOI 1	FOI 2



Annex

Councils that did not respond or did not specifically answer the questions (page 6).

	COUNCIL	FOI 1	FOI 2
101	Sunderland City Council	FOI 1	FOI 2
102	Swale Borough Council	FOI 1	FOI 2
103	Swindon Borough Council	FOI 1	FOI 2
104	Tendring District Council	FOI 1	FOI 2
105	Tewkesbury Borough Council	FOI 1	FOI 2
106	Tonbridge and Malling Borough Council	FOI 1	FOI 2
107	Torridge District Council	FOI 1	FOI 2
108	Trafford Metropolitan Borough Council	FOI 1	FOI 2
109	Uttlesford District Council	FOI 1	FOI 2
110	Wakefield City Council	FOI 1	FOI 2
111	Wandsworth Borough Council	FOI 1	FOI 2
112	Warwickshire County Council	FOI 1	FOI 2
113	Watford Borough Council	FOI 1	FOI 2
114	Waverley Borough Council	FOI 1	FOI 2
115	Westminster City Council	FOI 1	FOI 2
116	Woking Borough Council	FOI 1	FOI 2
117	Wolverhampton City Council	FOI 1	FOI 2
118	Worthing Borough Council	FOI 1	FOI 2



Contact



Women's Rights Network is a network of women from England, Wales, Scotland and Northern Ireland who promote the human rights of women and girls.

WRN has around 60 geographical groups and in the region of 3000 members. Our members are of all ages, sexual orientation, ethnicity, disability, employment status and socio-economic backgrounds. Some of us are parents and/or carers. We have differing religious beliefs. But, we are all committed to free speech and to putting the sex based needs of women and girls first.

And we are all women — adult human females.

**Press
Contact**

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Website

www.womensrights.network

