

**From:** [FOI](#)  
**To:** [REDACTED]  
**Subject:** Freedom of Information Request NCC-044290-20  
**Date:** 15 June 2020 14:58:00

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Dear [REDACTED]

Thank you for your request for information about the use of a Trans Toolkit and other issues affecting Trans people in Nottinghamshire.

You asked the following questions:

**1: Has your council ever issued a 'trans toolkit'?**

**1.1: If so, when was it issued and where was it used?**

Our first 'Guidance for supporting trans employees' was published in March 2016. It has been updated regularly and the latest version was issued in May 2020. This is available to all staff and is publicised on the Intranet, in Team Talk, via our induction process and linked from our e-learning module for all staff on 'trans awareness'.

Our Trans Toolkit for schools was published on our Schools Portal pages in 2017 available for use by schools we support. We do not have a record of, and so are unable to confirm, where it has actually been used

**2: Have you ever pulled the use of a 'trans toolkit'?**

**2.1: If so, when did this happen and why?**

The council regularly updates its advice and guidance to schools and the Toolkit for Schools was recently taken down as part of a regular review of the guidance available. Work with colleagues in Social Care, the Family Service and Psychology Services has identified further development of the guidance is required particularly in respect of our responsibilities as corporate parent.

**3: Does your council generally support trans people using the toilets they choose to (either M, F, or Gender Neutral where possible)?**

NCC does not have a specific policy in relation to individual circumstances but supports any individual using facilities which are appropriate for them to use having taken account of individual circumstances, statutory guidance (where applicable) and the law.

**4: Does your council support trans young people using the toilets they choose to in schools?**

You later added the following clarification to this question:

**4.1 When split by gender, does your council support trans young people using the changing rooms they choose to in schools, as well as being on sports teams they choose to, and participating in school trips?**

NCC does not have a specific policy in relation to individual circumstances but supports any individual using facilities which are appropriate for them to use having taken account of

individual circumstances, statutory guidance (where applicable) and the law.

**5: Have you received any complaints regarding toilet use by trans people?**

You later added the following clarification to this question:

**5.1 How many complaints or concerns has your council ever received from the general public regarding trans people, in your area, in the following circumstances:**

- a) using toilets
- b) using changing rooms
- c) participating in sports
- d) attending school trips

This information is not recorded in a format which would make these complaints or concerns identifiable, and so we are not able to provide this information. To do so would require an individual review of all complaints and comments ever received by the council and so this exercise would exceed the cost limit applicable to the provision of information in accordance with the Freedom of Information Act. It is therefore exempt under Section 12 of the FOIA

I hope that you find this information to be helpful, however if you are unhappy with the way in which your request has been handled, then please email us at [foi@nottscc.gov.uk](mailto:foi@nottscc.gov.uk) quoting the reference NCC-044290-20 and we will be happy to review your request

With kind regards



Complaints, Information and Mediation Officer  
Nottinghamshire County Council