

Reference: 01983211

Information Requests
information.requests@ofcom.org.uk

7 May 2025

Dear,

Freedom of Information request: Right to know request

Thank you for your request for information concerning single sex policies and facilities.

We received this request on 9 April 2025 and we have considered your request under the Freedom of Information Act 2000.

Your request

- 1. Does Ofcom have a written policy on access by trans-identified staff to facilities such as toilets, changing rooms and showers? If so, can you please send a link.*
- 2. Does Ofcom headquarters have single sex toilets, changing rooms and/or showers which are accessible only to members of one sex and not to trans-identified members of the opposite sex? If so, are these facilities clearly signposted?*
- 3. Without revealing personal data such as names or location, has Ofcom dealt with one or more complaints to HR about a lack of single sex facilities? If so, without revealing personal details, how was this managed?*
- 4. Which organisations and/or staff networks have advised Ofcom on the policy and operation of single sex facilities?*
- 5. Does Ofcom have a staff network for 'gender critical' staff - that is, staff who understand that people do not change sex and do not affirm gender identity?*

Our response

1. Ofcom does not currently have such a policy.
2. Most toilets at Ofcom Headquarters are in rooms for individual use (not cubicles), and we have both single sex and gender-neutral toilets. We are reviewing the accessibility of our facilities in light of the EHRC Interim Guidance.
3. I note you have not mentioned a time period, so we have searched for the last 2 years. Ofcom has no record of such a complaint being submitted to HR.
4. Ofcom has taken and will continue to take legal advice on the operation of its policies, including those which affect the use of facilities. Other than to take legal advice, Ofcom has not been advised in this regard by other organisations or staff networks.
5. Ofcom does not have such a staff network.

I hope this information is helpful. If you have any further queries, then please send them to information.requests@ofcom.org.uk – quoting the reference number above in any future communications.

Yours sincerely,

Information Requests

Request an internal review

If you are unhappy with the response you have received to your request for information, or think that your request was refused without a reason valid under the law, you may ask for an internal review. If you do, it will be subject to an independent review within Ofcom. We will either uphold the original decision, or reverse or modify it.

If you would like to ask us to carry out an internal review, you should get in touch within two months of the date of this letter. There is no statutory deadline for us to complete our internal review, and the time it takes will depend on the complexity of the request. But we will try to complete the review within 20 working days (or no more than 40 working days in exceptional cases) and keep you informed of our progress.

Please email the Information Requests team (information.requests@ofcom.org.uk) to request an internal review.

Taking it further

If you are unhappy with the outcome of our internal review, then you have the right to [complain to the Information Commissioner's Office](#).