

16 February 2024

Case reference: IC-285647-N9N4

We are now in a position to respond to your information request received 1 February.

Request

In your letter dated 26 January you asked the following:

"Please send me all documents, board minutes, policy discussion and consultation papers etc, relating to the phrase in your ICO 'Trans-Policy.pdf' that says "ICO staff can support trans colleagues by; Thinking of the person as being the gender that they want you to think of them as."

We have handled your request for recorded information under the Freedom of Information Act 2000 (FOIA).

Our response

We understand your request refers to the 'ICO Trans Policy and Guidance' document on our website at the following link:

<https://ico.org.uk/media/about-the-ico/policies-and-procedures/4027970/trans-policy.pdf>

We have interpreted your request to be for information (documents, board minutes, policy discussions, consultation papers etc) relating to the phrase within the guidance you have cited: "ICO staff can support trans colleagues by; Thinking of the person as being the gender that they want you to think of them as."

We have consulted with the relevant teams within the ICO. We have been advised that during the development of this policy, they looked at existing policies in this area that had been published by other organisations. The above phrase was taken from one of these policies under their 'Transgender respect guidelines'.

This phrase was included in the draft policy for the internal consultation stage. No comments were received about this phrase and it remained unchanged.

We can therefore confirm that we do not hold recorded information within scope of your request.

This concludes our response to your request. We hope you found this information helpful.

Next steps

You can ask us to review our response. Please let us know in writing if you want us to carry out a review. Please do so within 40 working days. We have enclosed a copy of our review procedure with this response.

If we perform a review but you are still dissatisfied, you can complain to the ICO as regulator of the FOIA. This complaint will be handled just like a complaint made to the ICO about any other public authority. You can raise a complaint through our website.

Your information

Our privacy notice online explains what we do with the personal data you provide to us, and sets out your rights. Our 'Retention and disposal policy' on our website details how long we keep information.

Yours sincerely



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