

By email to: [REDACTED]

Human Tissue Authority
2nd Floor
2 Redman Place
London
E20 1JQ

Tel 020 7269 1900
Web [www.hta.gov.uk](http://www.human-tissue-authority.gov.uk)
Email enquiries@hta.gov.uk

Date: 10 July 2025

Dear [REDACTED]

Freedom of Information Act

Thank you for your email into the Human Tissue Authority (HTA) dated 13 June 2025 for which we gave the case reference number: [REDACTED] Your email has been handled as a request for information under the Freedom of Information Act 2000 ("FOIA").

Your email outlined the following request ("your Request"):

"I am submitting this request under the Freedom of Information Act 2000 to obtain details regarding the HTA's adherence to the Supreme Court's ruling on single-sex toilets in workplaces across all office locations.

Specifically, I seek information on the following:

- 1. Policies and Guidance – Copies of any internal policies, guidelines, or directives issued to ensure compliance with the Supreme Court's decision on single-sex toilet provisions.*
- 2. Implementation Measures – Details of any actions taken to ensure workplaces are fully compliant, including audits, modifications, or directives issued to office locations.*
- 3. Workplace Assessments – Any workplace compliance assessments, reviews, or reports conducted to evaluate adherence to the ruling.*
- 4. Stakeholder Engagement – Records of correspondence or engagement with employees, unions, or external bodies regarding the implementation of single-sex toilet policies.*
- 5. Future Compliance Plans – Plans, budget allocations, or timelines for addressing any outstanding compliance requirements related to the ruling.*

If any of this information is exempt under FOIA provisions, I kindly request an explanation of the exemption applied. I also request that any available information be provided in electronic format where possible."

Response

The draft EHRC Code of Practice is still under consultation and while there may potentially need to be some minor changes to the existing HTA policy (attached here) the main impact of the Supreme Court judgment would be minimal for the reasons explained below.

The ruling from the Supreme Court has limited implications for the HTA as a service provider with staff working remotely from home. On the occasions that our staff are required to work in the office, we have a shared space that has all options available for single sex, and mixed gender toilets.

The HTA is a very small arms length body of the Department for Health and Social Care, the impact of the Supreme Court judgment will be more personal to specific individuals and we offer support available to ensure any concerns or issues can be addressed if raised.

The HTA remains committed to equality for everyone and will adapt sensitively to any aspect of working life that supports continued equality of treatment.

Further information

We hope you found the above response to your Request clear and helpful. If you are unhappy with the way the HTA has handled your request for information in this case, or if you disagree with how we have interpreted FOIA in answering your Request, you may in the first instance ask us for an internal review by writing to us at the above postal or email address, within two months of this reply, specifying that you would like an Internal Review to be carried out.

Any internal review of the HTA's handling of your information request will be reassessed by staff who were not involved in providing you with this response.

Please remember to quote the case reference number above in any future communications.

If you remain dissatisfied after this internal review, you have the right to appeal directly to the Information Commissioner for a decision, at the address below. There is no charge for making an appeal.

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF

Telephone: 08456 30 60 60 or 01625 54 57 45
Website: www.ico.gov.uk

Yours sincerely,

Freedom of Information Officer