

From: [REDACTED] on behalf of [Scottish Forestry Freedom of Information](#)
To: [REDACTED]
Subject: FW: Trans/non binary use of sanitary facilities in offices
Date: 05 November 2025 14:42:25
Attachments: [image001.png](#)
[image002.png](#)
Sensitivity: Confidential

From: [REDACTED] <[\[REDACTED\]@forestry.gov.scot](mailto:[REDACTED]@forestry.gov.scot)>
Sent: 16 September 2025 16:40
To: [REDACTED] <[\[REDACTED\]@forestry.gov.scot](mailto:[REDACTED]@forestry.gov.scot)>; [REDACTED] <[\[REDACTED\]@forestry.gov.scot](mailto:[REDACTED]@forestry.gov.scot)>
Subject: RE: Trans/non binary use of sanitary facilities in offices
Sensitivity: Confidential

Thank you [REDACTED] and noted. I'll await the outcomes and guidance from SG.

Best wishes,
[REDACTED]

[REDACTED]
Strategic Lead for Sustainability & Workplace | Scottish Forestry

X (formerly Twitter): @scotforestry | Website: forestry.gov.scot

My working days are Monday to Thursday.

[BRAVE values](#) are the roots that underpin Scottish Forestry, to create a workplace where our staff, and the people we work with, feel valued, supported and respected.

Be professional, Respect others, Act with honesty and integrity, Value teamwork and collaboration and Encourage innovation and creativity.

Scottish Forestry is the Scottish Government agency responsible for forestry policy, support and regulation.

From: [REDACTED] <[\[REDACTED\]@forestry.gov.scot](mailto:[REDACTED]@forestry.gov.scot)>
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Subject: Trans/non binary use of sanitary facilities in offices
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Hi

This is not urgent but just to flag that we may need to consider the above wrt recent legal ruling on biological sex/advice and the buildings we occupy.

SG are making decisions on this soon and encouraging other bodies to consider implications.

To keep it really simple, it will probably be more straightforward in cases to handle where there are gender neutral toilets or an accessible toilet.

Sorry for being cryptic at this stage but will share more details soon from a delivery bodies meeting I attended

Thanks

[REDACTED]

[REDACTED]

Director of Transformation and Corporate Services

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Scottish Forestry

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