



## Sex and Gender in Data Working Group Note of Meeting – 31 October 2019

Attendees
Roger Halliday (RH)
Jon Hunter (JH)
Anneli Lyon (AL)
Elaine Strange (ES)
Mark Hollinsworth (MH)
Matthew Maycock (MM)
Sean Stronach (SeS)
Simon Stockwell (SS)
Poppy Wilson (PW) (Secretariat)
Eliza Swinn (ES) (via phone)
Sarah Munro (SM)
Apologies
Simon Cameron
Melissa Randall

### Welcome, introductions and note of meeting on 23 September

RH welcomed attendees to the meeting, and invited introductions around the table and on the phone. Minutes and actions from the previous meeting on 23 September were reviewed and agreed.

### Sharing knowledge and next steps – progress update

RH recapped what had been discussed at the previous meeting, and set out the aim of this meeting, which is to discuss what the Group understood at this stage about current ways of collecting data on sex and gender, the primary uses of this data, and why there is a need to collect data that is disaggregated between men and women.

He recapped a summary of the high-level points of discussion:

- the purpose and use of data collected on sex and gender is pivotal.
- What are the reasons we need to collect data that is disaggregated between men and women (e.g. for service delivery reasons; equality monitoring; legal distinctions in relation to the rights of women and men, etc.), and, then, whether we need data based on biology or whether data will be based on what people tell the data gatherer.
- there isn't a standard way that data about sex and gender is being collected, either in Scotland or the UK.
- The terms are often used interchangeably in guidance about data collection;
- 'Sex' rather than gender is the protected characteristic in the Equality Act 2010. Section 11 of the 2010 Act provides that " In relation to the protected characteristic of sex— (a)a reference to a person who has a particular protected characteristic is a reference to a man or to a woman;  
(b)a reference to persons who share a protected characteristic is a reference to persons of the same sex."



- There is typically limited guidance on exactly what is being asked for, resulting in interpretation of what a question is asking.
- There is a need to balance recording of data and privacy rights.
- It will be important to manage people's expectations about the working group's output given the inherent challenges.

RH thanked all for attending, and for their input to the meeting.

### Next Meeting

10.00am, Thursday 28 November 2019

St Andrews House, Regent Road, Edinburgh EH1 3DG

### Actions

Members to share anything pertinent with the Working Group.