

Jamie Hepburn MSP
Minister for Employability and Training
St. Andrew's House
Regent Road
Edinburgh EH1 3DG

Date: 22 September 2016

Dear Mr Hepburn

I wanted to thank you for the opportunity to meet and discuss issues of common concern to the Commission and the Scottish Government.

As I said in the meeting we are very heartened by the direction of travel that the Scottish Government is pursuing and we commend the work the priority given to addressing the inequality of protected groups in the Labour Market Strategy, the Fair Work Convention and the Workplace Equality fund.

As discussed at our meeting, I wish to confirm our offer of assistance with regard to:

1. The promotion of pregnancy and maternity rights – we discussed the possibility of adding information about pregnancy and maternity rights to the 'baby boxes.' Since our meeting [REDACTED] has been in touch with the Commission to progress this idea and we are grateful for your support with this.
2. Pregnancy and maternity working group - you outlined your commitment to this issue and your intention to Chair the working group. We are open to working with you and Scottish Government staff to discuss how to address the challenges that SMEs face in dealing with pregnancy and maternity as well as how to improve practice in sectors such as finance and social care where women are more likely to report negative or discriminatory experiences. We look forward to working with you on this group.

Tel: [REDACTED] | Email: scotland@equalityhumanrights.com

2nd Floor, 151 West George Street, Glasgow G2 2JJ

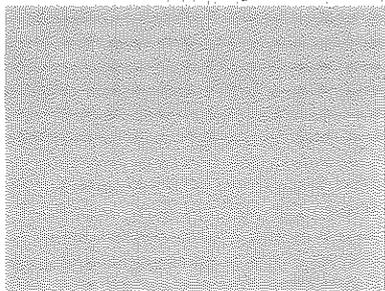
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3. Modern Apprenticeships and conditionality in economic aid - We discussed briefly the need to address occupational segregation in Modern Apprenticeships. We are of the view that Skills Development Scotland could add conditions requiring contractors to be more proactive in attracting and retaining women, disabled people and people from ethnic minorities to their apprenticeships. In our view they have been reluctant to use positive action measures which would help improve the participation of underrepresented groups.

Lastly, as we discussed, I would welcome the opportunity to meet with you on a planned six monthly basis, to ensure we make progress on agreed actions and to evaluate the impact of our joint activity.

In the meantime, I will ensure we keep your office fully updated on our work

Yours sincerely



Scotland Commissioner

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Minister for Employability and Training
Jamie Hepburn MSP



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2nd Floor
151 West George Street
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Our ref: 2016/0031642
12th October 2016

Don [REDACTED]

Thank you for your letter of 22 September and for a useful and enjoyable meeting on 8 September. Thank you also for your offer of assistance around the points raised in your letter, as well as your generous offer to share with the Scottish Government data the EHRC has gathered through recent research work. I'm sure this will add great value to our work going forward.

I am pleased to learn that some progress has been made already regarding the promotion of pregnancy and maternity rights. This issue will also be explored within the remit of the Pregnancy and Maternity Discrimination Working Group. Since we met I have approved the proposed group membership and invitations will be issued by the end of the month. The date of the first meeting has been set for 8 December and I believe my officials have been liaising separately with your EHRC colleagues about this.

With regards to Modern Apprenticeships (MAs) and positive action, I understand that as a Modern Apprentice is an employed individual, the employer is wholly responsible for recruitment, and therefore also responsible for positive action in their recruitment process. SDS is currently working through a number of channels to encourage and promote positive action in employer recruitment practice of MAs. This includes an offer of support and signposting of support for Developing the Young Workforce regional groups, a refreshed employer website, and recruitment incentives linked to positive action for the recruitment of disabled and care experienced MAs. My officials would be happy to provide further information about this if you would find it useful. I understand that Skills Development Scotland (SDS) has also recently discussed the MA recruitment process with the EHRC's [REDACTED].

Thank you for your suggestion to meet twice-yearly to discuss and progress actions around our areas of common interest, which I would also welcome. Please contact my office at ministeret@gov.scot to make the necessary arrangements.



Jamie Hepburn



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Jamie Hepburn MSP



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[REDACTED]
Head of National Systems Support
Corporate Services Division
Police Scotland
2 French Street
Glasgow
G40 4EH

26th October 2016

Dear N [REDACTED]

[REDACTED]

Invitation to join the Pregnancy and Maternity Discrimination Working Group

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Following the publication of this research, the Scottish Government committed to working with the ERHC on pregnancy and maternity discrimination as part of our wider measures to deliver a more inclusive workforce. Earlier this year the Cabinet Secretary for Fair Work, Skills and Training announced a series of measures which included the establishment of a working group to help tackle the issues highlighted by the research. Our emphasis on improving the position of women in the economy is an important aspect of the Scottish Government's focus on inclusive economic growth. We know that the gender pay gap is really marked from child-bearing and child-rearing years onwards. Therefore if we can make progress in tackling pregnancy and maternity discrimination we can effect change with benefits which will persist throughout a woman's career.

My purpose in writing to you is to invite you to be part of this working group, which I will chair. I believe your skills, knowledge and experience would bring significant value to this work and I would be delighted if you would agree to join the group.

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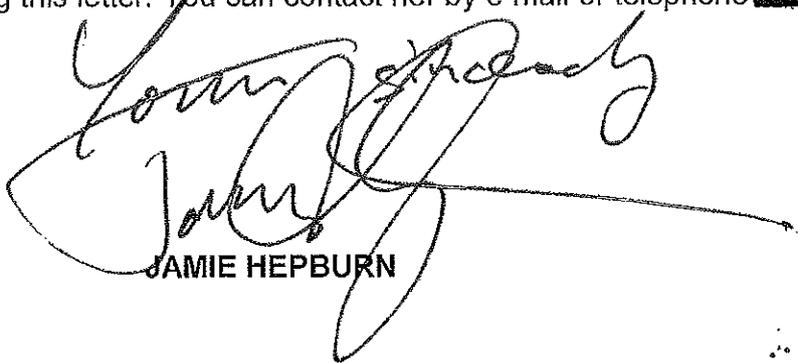


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The first meeting of the working group will take place on Tuesday 6th December 10:00 – 11:30 at Scottish Government, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU. I hope that you will be able to join the group and contribute to this very important area of work. Your experience and input to the discussions in the group would be very welcome. If you are unable to commit to the group personally it would be most helpful if you could nominate an alternative suitable representative from your organisation.

I would appreciate if you could send your response to [REDACTED] at [REDACTED]@gov.scot by Monday 7 November. [REDACTED] would be happy to discuss any queries you may have regarding this letter. You can contact her by e-mail or telephone [REDACTED].



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In scope

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Jamie Hepburn MSP



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[REDACTED]
Director
ACAS Scotland
151 West George Street
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G2 2JJ

26th October 2016

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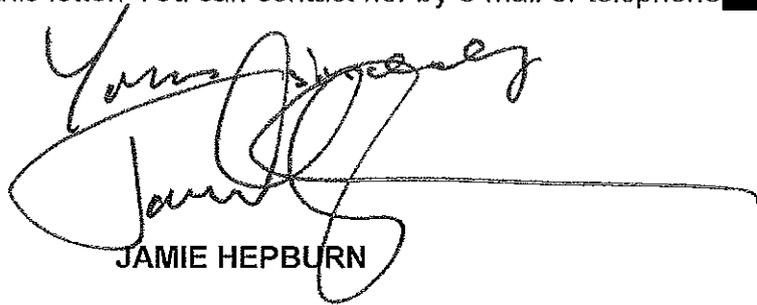
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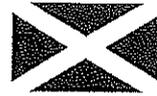
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Policy Manager
Federation of Small Businesses
74 Berkeley Street
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26th October 2016

Don
[REDACTED]

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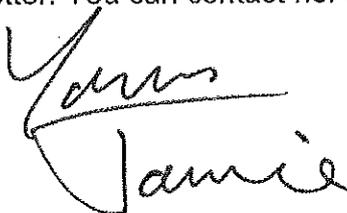


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[REDACTED]
Assistant Secretary
STUC
333 Woodlands Road
Glasgow
G3 6NG

26th October 2016

Dear Ms [REDACTED]

[REDACTED]

[REDACTED]

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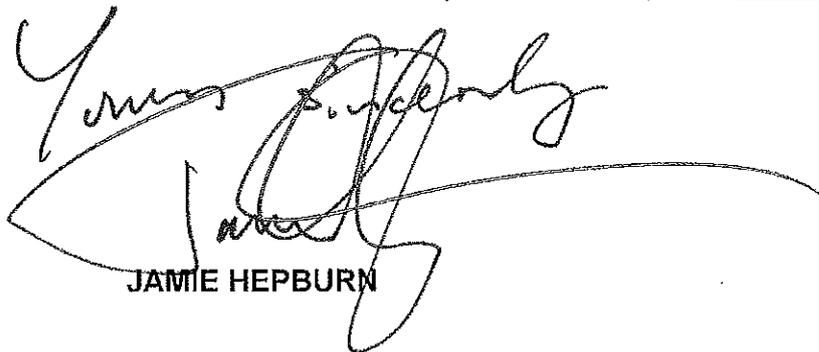


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[Redacted]

Director
CCPS
57 Albion Road
Edinburgh
EH7 5QY

28th October 2016

Dear Ms [Redacted]

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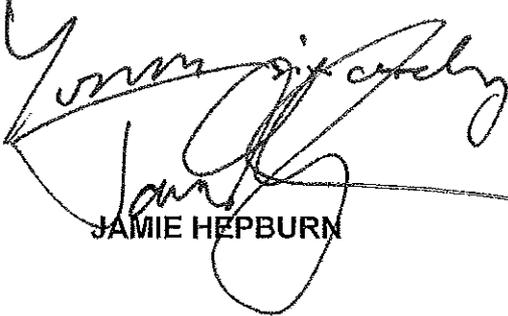


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CBI Scotland
160 West George Street
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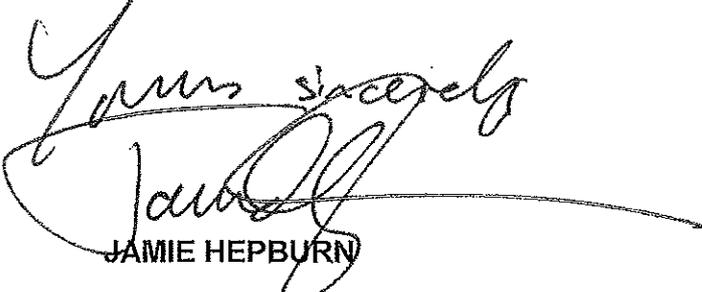


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██████████
Chief Officer – Children and Young People
COSLA
Verity House
19 Haymarket Yards
Edinburgh
EH12 5BH

26th October 2016

Dear M. ██████████

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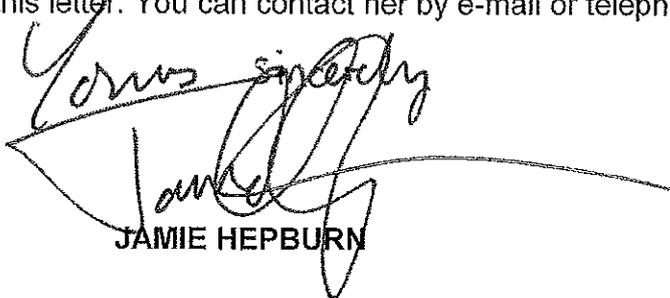


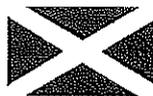
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[REDACTED]
Director of HR
NHS Lanarkshire
Main Street
Coatbridge
ML5 3BJ

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Dear [REDACTED]

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The group's overall aim will be to help reduce the number of women who have negative and discriminatory experiences during pregnancy and maternity by improving employment practices and sharing existing good practice and communication. Its broad remit will include:

- Developing further governance
- Reviewing and embedding existing EHRC and ACAS guidelines
- Improving access to advice for employers
- Public authorities'/ public bodies' compliance
- Health and safety considerations
- Improving advice through NHS channels to pregnant women and new mothers
- Monitoring and evaluation

The first meeting of the working group will take place on Tuesday 6th December 10:00 – 11:30 at Scottish Government, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU. I hope that you will be able to join the group and contribute to this very important area of work. Your experience and input to the discussions in the group would be very welcome. If you are unable to commit to the group personally it would be most helpful if you could nominate an alternative suitable representative from your organisation.

I would appreciate if you could send your response to [REDACTED] at [REDACTED]@gov.scot by Monday 7 November. [REDACTED] would be happy to discuss any queries you may have regarding this letter. You can contact her by e-mail or telephone [REDACTED]

JAMIE HEPBURN

Minister for Employability and Training
Jamie Hepburn MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

T: [REDACTED]
E: scottish.ministers@gov.scot

[REDACTED]
Programme Director
Family Friendly Working Scotland
Robertson House
152 Bath Street
Glasgow
G2 4TB

26th October 2011

Dear [REDACTED],

Invitation to join the Pregnancy and Maternity Discrimination Working Group

You may be aware of research published in July 2015 by the Equality and Human Rights Commission (EHRC) and Department for Business, Innovation and Skills (BIS) which examined the prevalence and nature of pregnancy discrimination and disadvantage in the workplace. This research revealed that 84 per cent of employers believe that supporting pregnant workers and those on maternity leave is in the interests of their organisations. Despite this, however, 77 per cent of the women interviewed said they had a negative or possibly discriminatory experience during pregnancy, maternity leave and/or upon return from maternity leave.

Following the publication of this research, the Scottish Government committed to working with the ERHC on pregnancy and maternity discrimination as part of our wider measures to deliver a more inclusive workforce. Earlier this year the Cabinet Secretary for Fair Work, Skills and Training announced a series of measures which included the establishment of a working group to help tackle the issues highlighted by the research. Our emphasis on improving the position of women in the economy is an important aspect of the Scottish Government's focus on inclusive economic growth. We know that the gender pay gap is really marked from child-bearing and child-rearing years onwards. Therefore if we can make progress in tackling pregnancy and maternity discrimination we can effect change with benefits which will persist throughout a woman's career.

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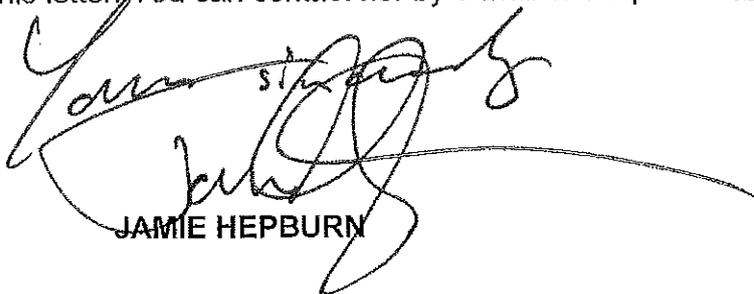


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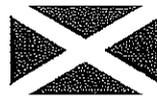
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JAMIE HEPBURN

Minister for Employability and Training
Jamie Hepburn MSP

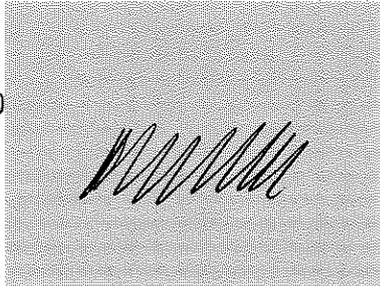


Scottish Government
Riaghaltas na h-Alba
gov.scot

T: [REDACTED]
E: scottish.ministers@gov.scot

[REDACTED]
HR Manager
Carpetright
1 Peacock Drive
Hamilton
ML3 9FJ

26th October 20



Invitation to join the Pregnancy and Maternity Discrimination Working Group

You may be aware of research published in July 2015 by the Equality and Human Rights Commission (EHRC) and Department for Business, Innovation and Skills (BIS) which examined the prevalence and nature of pregnancy discrimination and disadvantage in the workplace. This research revealed that 84 per cent of employers believe that supporting pregnant workers and those on maternity leave is in the interests of their organisations. Despite this, however, 77 per cent of the women interviewed said they had a negative or possibly discriminatory experience during pregnancy, maternity leave and/or upon return from maternity leave.

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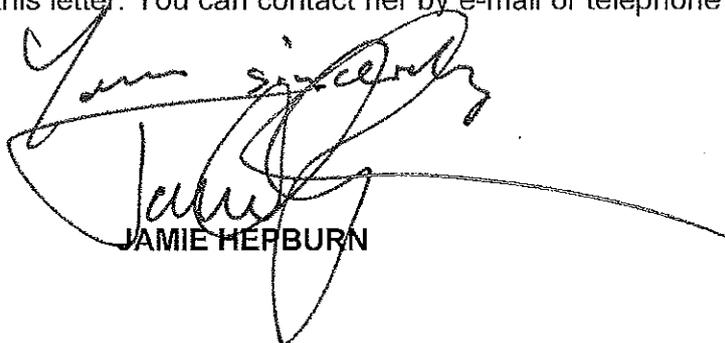


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JAMIE HEPBURN

From: [REDACTED] <[REDACTED]@cosla.gov.uk>
Sent: 31 October 2016 15:45
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Pregnancy and Maternity Discrimination Working Group

Thanks [REDACTED]. I do think they would be an asset to the group.

Kind regards
[REDACTED]

From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]
Sent: 31 October 2016 15:42
To: [REDACTED] <[REDACTED]@cosla.gov.uk>
Cc: [REDACTED]@gov.scot
Subject: RE: Pregnancy and Maternity Discrimination Working Group

Thank you for your quick reply to the working group invitation. Mr Hepburn will be delighted to learn that you're able to accept and we will look forward to meeting you on 6 December. I'll issue the agenda and papers towards the end of November.

Thank you for bringing SPDS to our attention. They haven't been invited to join the working group but we are happy to consider ways in which other groups and organisations can feed in and support the working group as it develops.

I have copied in my colleague Andrew Boney, who will also be supporting the Working Group.

Kind regards,
[REDACTED]

Policy Executive
Fair Pay and Workforce Equality Team | Promoting Fair Work Division | Directorate for Fair Work, Employability and Skills | Scottish Government | 6th floor | 5
Atlantic Quay | 150 Broomielaw | Glasgow | G2 8LU

[REDACTED]@gov.scot
Direct dial: [REDACTED]
Blackberry: [REDACTED]

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From: [REDACTED] [mailto:[REDACTED]@cosla.gov.uk]
Sent: 31 October 2016 08:53
To: [REDACTED]
Subject: Pregnancy and Maternity Discrimination Working Group

Lynn,

My colleague [redacted] forwarded on the invitation to the above working group. I cover this portfolio area within COSLA and I would like to take up the opportunity, on behalf of COSLA to join the group [redacted] receiving an agenda and papers closer to the meeting date.

Please can I ask if SPDS (Society of Directors of Personnel) have been invited to join the working group? I appreciate the size of the group but I think they would bring be an extremely helpful officer group perspective and would be key to practically moving any policy decisions forward in the future, their buy in at an early stage would be extremely helpful from a local government perspective.

Kind regards
[redacted]

[redacted] - Employers' Team

COSLA
Verity House
19 Haymarket Yards
Edinburgh
EH12 5BH

Tel: [redacted]
Mobile: [redacted]
Fax: [redacted]

Our Business Address is : COSLA, Verity House, 19 Haymarket Yards, EDINBURGH, EH12 5BH.
<http://www.cosla.gov.uk> COSLA Manifesto #chooselocal <http://www.cosla.gov.uk/chooselocal>

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Tha am post-d seo (agus faidhle neo ceanglan còmhla ris) dhan neach neo luchd-ainmichte a-mhàin. Chan eil e ceadaichte a chleachdadh ann an dòigh sam bith, a' toirt a-steach

From: [redacted]@scotland.pnn.police.uk>
Sent: 01 November 2016 15:17
To: [redacted]
Cc: [redacted]
Subject: Scottish Government - Pregnancy and Maternity Discrimination Working Group [NOT PROTECTIVELY MARKED]

Follow Up Flag: Follow up
Flag Status: Completed

NOT PROTECTIVELY MARKED

[redacted]

I received Mr Hepburn's letter today in relation to the above, thank you. As you know I start maternity leave next week so I will not be able to attend the first meeting on 6th December 2016.

Whilst I am off [redacted] (copied in) will be covering for me in relation to matters concerning Pregnancy and Maternity and I have passed him a copy of your letter. [redacted] will confirm his attendance shortly.

check Whilst I am off I am happy to receive correspondence and dates for future meetings at my home email address [redacted] I will also be checking in on my work emails periodically as part of my Keeping in Touch days.

Police Scotland are delighted to be part of the Working Group and look forward to contributing to its overall success over the next two years.

Kind regards and speak soon.

[redacted]

[redacted]
Head of National Systems Support
Deputy Chair SWDF
Corporate Services Division

Police Scotland
2 French Street
Dalmarnock
Glasgow
G40 4EH

Tel: [redacted]
Mobile: [redacted]
Email: [redacted]@scotland.pnn.police.uk

Website: www.scotland.police.uk
Twitter: @policescotland
Facebook: www.facebook.com/policescotland

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❖S ann a-mhàin airson an neach-uidhe a tha e.
Mura tusa an neach-uidhe no mura h-eil dleastanas ort a chur air adhart chun an neach-uidhe, thathar le seo a' leigeil fios dhut gu bheil e toirmisgte am post-d seo a chleachdadh air dhèigh sam bith, no fhoillseachadh, no sgrìdadh, no sgaoileadh, no riarachadh, no lethbhreac a dhèanamh dheth.

Ma thèinig am post-d seo thugad le mearachd, leig fios sa bhad chun an neach a sgaoil e, a' cleachdadh a' ghòireis fhreagairt ann am bathar-bog a' phuist-d agad no le fios a chur gu POILEAS ALBA air (+44) 1786 289070 agus cuir ❖s dhan phost-d.

***** [REDACTED]

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***** [REDACTED]

[REDACTED]

[REDACTED]

From: [redacted]@stuc.org.uk> redact
Sent: 08 November 2016 10:39
To: [redacted]
Subject: RE: Pregnancy and Maternity Discrimination Working Group

Hi [redacted]

Sorry for delay in response –I was swamped with our Women’s Conference
Happy to accept invitation and I can attend the meeting on the 6 December
thanks
Catch up soon

From: [redacted]@gov.scot [mailto:[redacted]@gov.scot]
Sent: 08 November 2016 10:37
To: [redacted]@stuc.org.uk>
Subject: Pregnancy and Maternity Discrimination Working Group

Hi [redacted]

I hope you’re well. I just wanted to check whether you received Mr Hepburn’s invitation to join the Pregnancy and Maternity Discrimination Working Group? If so, I’d be grateful if you could please let me know whether you wish to accept the invitation. I’m working from home today but happy to give you a call if you have any questions.

Thanks,

[redacted]
[redacted]
Policy Executive
Fair Pay and Workforce Equality Team | Promoting Fair Work Division | Directorate for Fair Work, Employability and Skills | Scottish Government | 6th floor | 5 Atlantic Quay | 150 Broomielaw | Glasgow | G2 8LU
[redacted]@gov.scot
Direct dial: [redacted]
Blackberry [redacted]

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[REDACTED]

Tha am post-d seo (agus faidhle neo ceanglan còmhla ris) dhan neach neo luchd-ainmichte a-mhàin. Chan eil e ceadachd a chleachdadh ann ar [REDACTED] a' toirt a-steach còraichean, foillseachadh neo sgaoileadh, gun chead. Ma 's e is gun d'fhuair sibh seo le gun fhiosd', bu choir cur às dhan phost-d agus lethbhreac sam bith air an t-siostam agaibh, leig fios chun neach a sgaoil am post-d gun dàil.

[REDACTED]

Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

[REDACTED]

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