

30 Oct - Allegations about harassment: letter from PO

09 November 2017

13:18

Subject	Allegations about harassment: letter from PO
From	Private Secretary 1
To	Richards N (Nicola); Mackinnon J (Judith)
Cc	DG Organisational Development & Operations; Director Communications, Ministerial Support & Facilities; Permanent Secretary
Sent	30 October 2017 16:34
Attachments	<<Letter from the Presiding Officer and [Redacted] of the Scottish Parliament.msg>>

[file:///C:/Users/\[REDACTED\]/AppData/Local/Temp/OneNoteAttachments/Letter from the Presiding Officer and \[Redacted\] of the Scottish Parliament.msg](file:///C:/Users/[REDACTED]/AppData/Local/Temp/OneNoteAttachments/Letter from the Presiding Officer and [Redacted] of the Scottish Parliament.msg)

Nicky/Judith

To see for info. The PO and [Redacted] have written to all Parliament staff in the attached terms about allegations of sexual harassment. I know you are thinking about anything we need to do as an employer to make sure people know what is acceptable/unacceptable and about how to raise any concern. I mentioned to Leslie the stats we were proposing to release under FOI – pasted below. They prompted concern that, given what we are hearing from other organisations, they might not reflect the true picture? I'd anticipate this coming up at ET downloads tomorrow.

[Private Secretary 1]

Sexual Harassment

Between 1 January 2013 and 03 October 2017 there were fewer than 5 complaints of sexual harassment.

Verbal Harassment

In 2013 there were fewer than 5 complaints of verbal harassment.

In 2014 there were fewer than 5 complaints of verbal harassment.

In 2015 there were 7 complaints of verbal harassment.

In 2016 there were fewer than 5 complaints of verbal harassment.

In 2017, until 30 September 2017, there were 7 complaints of verbal harassment.

From: [REDACTED] **On Behalf Of** Minister for Parliamentary Business

Sent: 30 October 2017 16:13

To: First Minister; Hynd JS (James)

Cc: [REDACTED]; [REDACTED]; [REDACTED]; Somers J (John); [REDACTED]; [REDACTED]
[REDACTED]; Lloyd E (Elizabeth); [Private Secretary 1]; Permanent Secretary; [REDACTED];
[REDACTED]; Minister for Parliamentary Business; [REDACTED]; [REDACTED] [REDACTED]
[REDACTED]

Subject: RE: Urgent

Dear all

To see the attached letter which has issued from PO and [Redacted] and notes that there will be a meeting taking place tomorrow with party leaders.

thanks

[REDACTED]

[REDACTED]||[REDACTED]||[REDACTED]|| [REDACTED] [REDACTED]

From: First Minister

Sent: 30 October 2017 14:24

To: Hynd JS (James); First Minister

Cc: [REDACTED]; [REDACTED]; [REDACTED]; Somers J (John); [REDACTED]; [REDACTED]
[REDACTED]; Lloyd E (Elizabeth); [Private Secretary 1]; Permanent Secretary; [REDACTED]
[REDACTED]; Minister for Parliamentary Business; [REDACTED]; [REDACTED]; [REDACTED];
[REDACTED]

Subject: RE: Urgent

Dear All

Please see attached letter which has now issued to the PO.

Thanks

[REDACTED]

From: Hynd JS (James)

Sent: 30 October 2017 13:31

To: First Minister

Cc: [REDACTED]; [REDACTED]; [REDACTED]; Somers J (John); [REDACTED]; [REDACTED];
[REDACTED]; Lloyd E (Elizabeth); [Private Secretary 1]; Permanent Secretary; [REDACTED];
[REDACTED]; Minister for Parliamentary Business; [REDACTED]; [REDACTED]; [REDACTED];
[REDACTED]

Subject: RE: Urgent

Importance: High

[REDACTED]

As requested, please find attached a draft letter for FM's consideration.

James

James Hynd
Head of Cabinet, Parliament and Governance Division
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: 30 October 2017 12:24
To: Minister for Parliamentary Business; [REDACTED]; [REDACTED]; [REDACTED]; [REDACTED] **Cc:**
[REDACTED]; Hynd JS (James); [REDACTED]; First Minister; Hynd JS (James); [REDACTED]; Somers
J (John); [REDACTED]; [REDACTED]; [REDACTED]; Lloyd E
(Elizabeth)
Subject: RE: Urgent
Importance: High

I have just spoken to the First Minister on this.

She wants this letter to be ready asap – she will be speaking to media at her even in
Dundee later this afternoon and would like to refer to it then.

The FM has a break in her schedule at 1.30pm – can the draft letter be with her then
for clearance please. To be clear, it does not have to be a very long letter – it just
needs to encapsulate the main points listed by [REDACTED] below.

Thanks,

[REDACTED]

From: [REDACTED] **On Behalf Of** Minister for Parliamentary Business
Sent: 30 October 2017 12:14
To: [REDACTED]; [REDACTED]; [REDACTED]; [REDACTED]
Cc: [REDACTED]; Minister for Parliamentary Business; Hynd JS (James); [REDACTED]; First Minister;
Hynd JS (James); [REDACTED]; Somers J (John); [REDACTED]; [REDACTED]
Subject: RE: Urgent

[REDACTED]

Sorry I have spoken to SpAds and just to confirm this should be taken forward by
yourselves.

thanks

[REDACTED]

[REDACTED][REDACTED][REDACTED][REDACTED][REDACTED]

From: First Minister

Sent: 30 October 2017 11:43

To: [REDACTED]; [REDACTED]; [REDACTED]; [REDACTED]

Cc: [REDACTED]; Minister for Parliamentary Business; First Minister; Hynd JS (James); [REDACTED]; Somers J (John); [REDACTED]

Subject: FW: Urgent

Importance: High

Morning

The FM has requested a letter be drafted to the Presiding Officer today regarding the ongoing sexual harassment issue, the FM has stated it is important to make sure that the right procedures are in place to give women/men the confidence to raise any concerns or complaints. The FM has asked that the letter includes what consideration Parliament is giving to strengthening its procedures in this regard and perhaps suggesting that the PO convenes a cross party meeting to discuss. Grateful if [REDACTED] can have a draft by 4.00pm today please.

Thanks

[REDACTED]

[REDACTED]

[REDACTED]

Scottish Government

[REDACTED]

[REDACTED]

[REDACTED]

First Minister's preferences can be found at:

<http://intranet/InExec/AboutUs/Ministers/MinisterialPrivateOffices/OfficeOfTheFM>

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