

From: Mackinnon J (Judith) <[\[Redacted\]@gov.scot](mailto:[Redacted]@gov.scot)>
Sent: 25 May 2020 12:14
To: Mackinnon J (Judith) <[\[Redacted\]@gov.scot](mailto:[Redacted]@gov.scot)>
Subject: 22 Nov - Liaison with Scottish Parliament

22 Nov - Liaison with Scottish Parliament

19 January 2018

08:33 Subject	RE: Personal - liaison with Scottish Parliament
From	[Head of Branch, People Directorate 3]
To	Richards N (Nicola); [Redacted]; [Redacted]
Cc	Mackinnon J (Judith)
Sent	22 November 2017 09:05

Thanks for copying me in Nicky.

We had a helpful initial meeting with Parliament HR colleagues on 13 November where we shared the initial work we're taking respectively in response to sexual harassment concerns and agreed to stay in touch while work is ongoing. I've emailed Parliament HR colleagues to set up our next meeting for next week and will follow up on the forum session.

[Head of Branch, People Directorate 3]

From: Richards N (Nicola)
Sent: 21 November 2017 21:10
To: [Redacted]; [Redacted]
Cc: Mackinnon J (Judith); [Head of Branch, People Directorate 3]; Richards N (Nicola)
Subject: RE: Personal - liaison with Scottish Parliament

[Redacted]

Thanks for that. Useful to know.

Our People Survey obviously gives us a good baseline for experience.

[Head of Branch, People Directorate 3] and Judith would be useful contacts here for the Parliament – copied here.

We also have an HR Forum session on 4 December to which the HR contacts would be very welcome – we can check if they're on our invite list - we were intending to have a discussion about sexual harassment.

cheers
Nicky

From: [Redacted]

Sent: 21 November 2017 09:47
To: [Redacted]; [Redacted]; Richards N (Nicola)
Cc: [Redacted]
Subject: RE: Personal - liaison with Scottish Parliament

Adding Nicky to copy list

[Redacted]

From: [Redacted]
Sent: 21 November 2017 09:45
To: [Redacted]
Cc: [Redacted]
Subject: Personal - liaison with Scottish Parliament

[Redacted] Nicky –

[Redacted] and I have been in touch in the past week to compare notes on meetings our respective principals have had in London. That included passing on to [Redacted], at FM's request, some of the substance of the FM's discussion with the PM on sexual harassment. We spoke again earlier this morning, and this email passes on relevant points for you both.

[Redacted] reported that [Redacted] and the PO had what [Redacted] thought was a productive meeting with Andrea Leadsom ([Redacted] hinted that the PO had been a bit less positive, and noted that Ms Leadsom had been "cagey" with him). She had been supported by [Redacted], who appears to be playing a co-ordinating role on the legislative programme associated with EU exit.

They also met:

[Redacted]

[Redacted] repeated [Redacted] thanks for the heads-up from the FM-PM meeting. [Redacted] shared the Parliament's plan for a survey of Parliament staff and "campus users". This will be an anonymous exercise to provide a baseline for the Parliament on the experience of those who work there, whether Parliament staff or not. [Redacted] described this as being a way of addressing the "unknown unknowns" of bullying and harassment. It is being run with input from professional researchers and other organisations, including [Redacted].

The survey is due to launch on 4 December and run to 8 January. The results should be available to the Parliament in February, and [Redacted] hopes to publish them, along with an action plan, in March.

[Redacted] offered to share the questions when [Redacted] has them (which [Redacted] expects will be tomorrow). In return, [Redacted] asked if I could broker some contact between [Redacted] HR professionals and their counterparts here: [Redacted] small team is finding this quite challenging, I think, and would appreciate being part of a wider community of practice; and SG is an obvious example of an organisation in a similar field facing similar issues. I undertook to help [Redacted] on that. Nicky, I'll pass the questions on to you when they appear. Would you let me know which contact name I should feed back to [Redacted]?

[Redacted]

[Redacted]

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