

From: [Redact]

Sent: 26 February 2021 18:08

To: Cabinet Secretary for Social Security and Older People <CabSecSSOP@gov.scot>

Cc: [Redact] Bird L (Lisa) <Lisa.Bird@gov.scot>; [Redact] Beattie C (Caroline)

<Caroline.Beattie@gov.scot>; [Redact] Aitken R (Reuben) <Reuben.Aitken@gov.scot>; [Redact]

Deputy Director for Equality and Inclusion <ddequalityinclusion@gov.scot>; Deputy Director for

Equality and Inclusion <ddequalityinclusion@gov.scot>; [Redact] [Redact]' [Redact]. [Redact],

[Redact] News Desk <Newsdesk@gov.scot>; [Redact] [Redact], [Redact, [Redact]

Subject: Cab Sec clearance - mixed-sex toilets - For Women Scotland - Sunday Times

Private Office,

The Sunday Times will run an article based on a For Women Scotland submission to UKG on expansion of mixed-sex toilets. The charity argues that mixed-sex toilets are not lawful.

While it is a UKG consultation, the submission includes comments on SG, including a claim that “there is confusion between the UK Government and the Scottish Government about jurisdiction over the application of the Equality Act . At our recent judicial review on the Gender Representation on Public Boards Act (Scotland) 2018 the Scottish Government stated that it had the right to “ride roughshod” over the Equality Act”.

The SG counsel did not say that, the judge Lady Wise did. However, there is no decision on that case and we can't comment on it. However we suggest issuing the below as background information, as agreed with SpAds and officials. We would be grateful for clearance on this approach from the Cabinet Secretary.

For info

The Equality Act 2010 is generally a reserved matter for Westminster. The reservation for equal opportunities, and exceptions, are contained in head L2 of schedule 5 of the Scotland Act 1998: [Scotland Act 1998 \(legislation.gov.uk\)](https://legislation.gov.uk). As was [reported at the time](#), the Scottish Government counsel did not use the term 'ride roughshod', it was the judge who used the expression. The Scottish Government cannot comment on the judicial review as this is a live case.

Best,

[Redact]

QUERY

FWS argues that mixed-sex toilets are not lawful and have outlined their arguments in a submission to the UK government, which contains implicit criticism of the Scottish government:

<https://forwomen.scot/wp-content/uploads/2021/02/For-Women-Scotland-Toilet-Provision-25Feb2021.pdf>

Please let me know if SG wishes to comment

From: [REDACT]

Sent: 18 March 2021 15:29

To: [REDACT]

cc: [REDACT]

Subject: FW: [REDACT]: Hate Crime Act, Misogyny Working Group

[REDACT]

To see email correspondence below from ForWomen Scotland. Apparently they tried to send to the WG mailbox but received an error message.

Should a reply come from the WG policy team?

Best,
[REDACT]

From: Central Enquiry Unit <CEU@gov.scot>
Sent: 18 March 2021 14:51
To: [REDACT]
Cc: [REDACT]
Subject: FW: [REDACT]: Hate Crime Act, Misogyny Working Group

Good afternoon

The email enquiry below was received at the Central Enquiry Unit today.

I would be grateful if you would deal with this or forward it to the appropriate person / area of business.

You may wish to acknowledge receipt of this email to the enquirer.

Thank you

[REDACT]

Reminder: If this email contains a request for information please remember that the Scottish Government is required to respond to all requests for information including e-mails, within 20 working days of receipt in accordance with the Freedom of Information (Scotland) Act. Please refer to the [FOI Guidance](#). All FOI requests received must be registered on [Micase](#)

[REDACT] | [REDACT] | iTECS: Central Enquiry Unit | Digital Directorate | Scottish Government
| [REDACT]

 Please consider the environment before printing this e-mail

From: Info forwomen.scot <info@forwomen.scot>
Sent: 18 March 2021 14:41
To: Central Enquiry Unit <CEU@gov.scot>
Subject: FAO: [REDACT]: Hate Crime Act, Misogyny Working Group

Dear [REDACT]

As discussed by phone a few moments ago please pass on the following email to the Misogyny Working Group - the email address misogynyWGsecretariat@gov.scot has bounced back with the error message "The email address that you entered couldn't be found."

Thank you,
[REDACT]

FAO: [REDACT] Misogyny and Criminal Justice in Scotland Working Group

Dear [REDACT],

We are writing to ask if you would call on the Justice Secretary to use the powers of Hate Crime and Public Order Bill (Scotland) to add sex as a category now, before Parliament goes into recess and at least until the work of your group is concluded. While the argument for inclusion was made in Parliament last week, it was narrowly defeated on a whipped vote. Recent events have made this more, not less, pressing.

As you will be aware, last night, members of the House of Lords backed amendments to ensure that a trial in recording Hate Crime aggravated by a “hostility based on sex” was rolled out across England and Wales, to be informed by the successful Nottingham pilot. We understand you will be examining this trial in detail. It is concerning that, while [REDACT] based [REDACT] recommendation to include sex in the Scottish Bill on the back of the findings from these trials, this was dismissed by the Cabinet Secretary.

The Scottish Crime and Justice Survey was also released this week: it shows a fall of 39% in overall crime in Scotland in the decade to March 2020 except for sexual offences against overwhelmingly female victims, which continue to rise. These figures do not account for lockdown, during which period we know crimes against women rose sharply.

When giving evidence to the Justice Committee many groups argued that adding sex would enable data to be collected and training undertaken. We believe that such data and findings would be valuable in informing the work of your group and potentially identifying those gaps in law which the Justice Secretary believes exist. In the event that your recommendation was to add sex, a vital year - and potentially longer - may be lost. We would add that while Mr Yousaf has pledged to abide by the findings and act swiftly, there is an election in May and he has no guarantee that he will be in a position to fulfill this obligation.

Adding sex now would reassure women worried about the potential loss of momentum. In light of all that has happened and information that continues to emerge, it may reassure women who feel, naturally, frightened and angry by the relegation of their safety by this administration, especially in light of the protection afforded to others. If women were visible in the current public information campaign on hate crimes it would both encourage women to report crimes and provide reassurance that such reports would be taken seriously, and send the vital message to perpetrators that such crimes will not be tolerated in Scotland.

We look forward to seeing the progress and the recommendations of the working group.

A copy of this letter has also been sent to Humza Yousaf, Cabinet Secretary for Justice.

Kind regards,

[REDACT] For Women Scotland

This email has been scanned by the Symantec Email Security.cloud service.
For more information please visit <http://www.symanteccloud.com>

[PE1876 O For Women Scot submission of 4 October 2021 | Scottish Parliament Website](#)

Colleagues

For info.

For Women have commented on the Equal Treatment Bench Book, produced by the Judicial Institute. I'll draw the JI's attention to the comments by For Women. The specific case referred to in that part of the For Women submission took place in England (and the complainant is a humanist funeral celebrant in England).

The petitioners have now commented on the SG's submission: https://www.parliament.scot/chamber-and-committees/committees/current-and-previous-committees/session-6-citizen-participation-and-public-petitions-committee/correspondence/2021/pe1876_k-petitioner-submission-of-3-october-2021

[REDACT]
Family Law Policy
Scottish Government
[REDACT]

[REDACT]

Many thanks. A revised draft reply to MurrayBlackburnMackenzie is attached, for your signature.

The reply to For Women Scotland has been allocated to me on the micase system and I'll reply to it accordingly.

EMAIL FROM FOR WOMEN SCOTLAND

Hi Public Engagement Unit

Please can I ask you to allocate this response as noted below.

Many thanks

[REDACT]

[REDACT]
[REDACT]
[REDACT]

Scottish Government
1N.11, St Andrew's House, Regent Road, Edinburgh, EH1 3DG



From: [REDACT]
Sent: 21 April 2021 10:39
To: [REDACT]
Cc: [REDACT]
Subject: RE: GRA Consultation responses/findings

Morning [REDACT],

Yes, [REDACT] in Family Law would be best-placed.

Thanks,
[REDACT]

[REDACT]
[REDACT] | Equality and Human Rights Division | Scottish Government | Victoria Quay | Edinburgh
| EH6 6QQ | [REDACT]

From: [REDACT]
Sent: 21 April 2021 10:32
To: [REDACT]
Cc: [REDACT]
Subject: RE: GRA Consultation responses/findings

I've copied in colleagues from the LGBTI team who can advise, however it may be more appropriate for the response to come via the team in Family Law who are leading on the GRA work? [REDACT], please can you advise?

Thanks

[REDACT]

From: [REDACT]
Sent: 21 April 2021 10:02
To: [REDACT]>
Cc: [REDACT]>
Subject: FW: GRA Consultation responses/findings

Morning [REDACT]

Just looking to see if you can help me - grateful if you can let me know who can pick this up and draft a response to email below? I do not think it needs to go from [REDACT].

Many thanks

[REDACT]

[REDACT]
T: [REDACT]
E: [REDACT]

Scottish Government
1N.11, St Andrew's House, Regent Road, Edinburgh, EH1 3DG



From: [REDACT]>
Sent: 20 April 2021 15:22
To: [REDACT]>
Subject: GRA Consultation responses/findings

Dear [REDACT]

It has been brought to our attention that some MSPs (different political parties) seeking re-election have referenced the findings from the second consultation. As far as we are aware , the analysis has not been published.

Please could you advise if the report has been shared with Scot Gov Officials & MSPs, and when the general public can expect to see the report.

Kind regards

[REDACT]

[REDACT] For Women Scotland

Thanks for clarifying that point, [REDACT]. In fact, [REDACT]

[REDACT]

From: [REDACT]

Sent: 08 January 2021 12:04

To: [REDACT]

Cc: [REDACT]

Subject: RE: [REDACT]

On meeting with Forwomen.scot as part of the lead up to the consultation on the draft Gender Recognition Reform Bill, there was a bit of a dispute about that. Forwomen,.scot said we had not. But [REDACT] had met a constituent of [REDACT] in Inverness and the constituent said she was a member of Forwomen.scot. In part, this reflected that Forwomen.scot was newly formed and not then formally incorporated.

From: [REDACT]

Sent: 08 January 2021 11:57

To: [REDACT]

Cc: [REDACT]

Subject: RE: [REDACT]

[REDACT]

Sorry – I'm only just turning to this having been dealing with other matters this morning.

[REDACT]

Regards

[REDACT]

From: [REDACT]

Sent: 08 January 2021 08:59

To: [REDACT]

Cc: [REDACT]
Subject: RE: [REDACT]

[REDACT]
Thanks very much for your very prompt and helpful comments.

[REDACT]
[REDACT]
[REDACT]
[REDACT]
Equalities and Social Justice Branch
[REDACT]

From: [REDACT]
Sent: 08 January 2021 08:38
To: [REDACT]
Cc: [REDACT]
Subject: RE: [REDACT]

[REDACT]
1. Hi. I am not sure I can say much that is helpful.

2. [REDACT]

[REDACT]
Family Law Policy
Scottish Government
[REDACT]

From: [REDACT]
Sent: 08 January 2021 07:28
To: [REDACT]
Cc: [REDACT]
Subject: [REDACT]
Importance: High

[REDACT]
[REDACT]
[REDACT]

From: [REDACT]
Sent: 07 January 2021 21:04
To: [REDACT]
Cc: [REDACT]
Subject: Re: [REDACT]

[REDACT]

[REDACT]

On 2021-01-07 19:52 [REDACT] wrote:

And also seems to be what UKG thought it was doing bringing forward amendment at Commons Report to make public bodies exception free standing,

Sent with BlackBerry Work (www.blackberry.com)

From: [REDACT]
Sent: 7 Jan 2021 19:44
To: [REDACT]
Cc: [REDACT]
Subject: Re: [REDACT]

[REDACT]

[REDACT]

[REDACT]

On 2021-01-07 19:24, [REDACT] wrote:

[REDACT]

[REDACT]

[REDACT] Scottish Government Legal Directorate/Litigation Division

Victoria Quay, Edinburgh EH6 6QQ

[REDACT]

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From: [REDACT]
Sent: 07 January 2021 19:17
To: [REDACT]
Cc: [REDACT]
Subject: For Women Scotland - Scotland Act

[REDACT]

[REDACT]

[REDACT]

[REDACT]/Scottish Government Legal Directorate/Litigation Division

Victoria Quay, Edinburgh EH6 6QQ

Tel [REDACT]

This correspondence is from the Scottish Government Legal Directorate. To the extent that it may contain legal advice, it is legally privileged and therefore may be exempt from disclosure under the Freedom of Information (Scotland) Act 2002 or the Environmental Information (Scotland) Regulations 2004.

[REDACT]

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From: [REDACT]
Sent: 07 July 2021 17:02
To: [REDACT]
Cc: [REDACT]
Subject: RE: [REDACT]
[REDACT]

Thank you very much for this prompt and helpful response. Much appreciated.

[REDACT]

[REDACT]

Have you read [Right First Time – second edition?](#)

From: [REDACT]

Sent: 07 July 2021 16:57

To: [REDACT]

Cc: [REDACT]

Subject: RE: [REDACT]

[REDACT]

[REDACT]

Hope this is helpful.

[REDACT]

[REDACT]

Scottish Government | Justice Directorate | Civil Law and Legal System | Family Law
GW-15 | St Andrew's House | Edinburgh | EH1 3DG



From: [REDACT]

Sent: 06 July 2021 14:11

To: [REDACT]

Cc: [REDACT]

Subject: [REDACT]

[REDACT]

[REDACT]

Thanks.

[REDACT]

Have you read [Right First Time – second edition?](#)

[REDACT],

Just picking up on the first question. In February 2020, the attached submission was provided to Ministers. [REDACT]. At Annex C there is a snapshot of data sets out the current % of women non-executive board members of each of the listed public authorities under the Act. Paragraph 31 of the submission notes *that "Of the Boards subject to the Bill and where information is available, 48% have achieved the 50% objective on women non-executive board members"*. This is a snapshot as at February 2020 and as I explained below, we are not compiling this information for each and every listed public authority on an ongoing basis. We will need to collect this information again in order for Scottish Ministers to publish a report prior to 30 April 2021, as required by the regulations.

[REDACT]

[REDACT] | **Gender Equality Policy** | The Equality Unit | Scottish Government |
Victoria Quay | Edinburgh | EH6 6QQ | T: [REDACT]

From: [REDACT]
Sent: 22 December 2020 12:23
To: [REDACT]
Cc: [REDACT]
Subject: RE: [REDACT]

[REDACT]

[REDACT] | **Gender Equality Policy** | The Equality Unit | Scottish Government |
Victoria Quay | Edinburgh | EH6 6QQ | T: [REDACT]

From: [REDACT]
Sent: 21 December 2020 13:51
To: [REDACT]
Cc: [REDACT]
Subject: RE: [REDACT]

[REDACT]
[REDACT]

From: [REDACT]
Sent: 21 December 2020 13:51
To: [REDACT]
Cc: [REDACT]
Subject: RE: [REDACT]

[REDACT],
[REDACT]
Regards,
[REDACT]

[REDACT]
[REDACT] / Litigation Division / Scottish Government Legal Directorate
G-A North / Victoria Quay / Edinburgh EH6 6QQ
M : [REDACT]

Please contact me by email as I will be working from home (My normal working hours are 8.30a.m to 1.30p.m Monday to Friday)

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From: [REDACT]
Sent: 21 December 2020 13:50
To: [REDACT]
Cc: [REDACT]
Subject: RE: [REDACT]

Thanks [REDACT],

[REDACT]
[REDACT]

[REDACT] | **Gender Equality Policy** | The Equality Unit | Scottish Government |
Victoria Quay | Edinburgh | EH6 6QQ | T: [REDACT]

From: [REDACT]
Sent: 21 December 2020 13:42
To: [REDACT]
Cc: [REDACT]
Subject: FW: [REDACT]
[REDACT],
[REDACT] [REDACT]

[REDACT]
[REDACT] / Litigation Division / Scottish Government Legal Directorate
G-A North / Victoria Quay / Edinburgh EH6 6QQ
M : [REDACT]

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From: [REDACT]
Sent: 18 December 2020 16:08
To: [REDACT]

Cc: [REDACT]
Subject: [REDACT]

[REDACT],

Further to my email earlier today

[REDACT]

[REDACT]

[REDACT]

[REDACT]/ Litigation Division / Scottish Government Legal Directorate

G-A North / Victoria Quay/ Edinburgh EH6 6QQ

M : [REDACT]

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Hi. Like [REDACT], I have found a number of emails which mention For Women Scotland: I have added attachments above. Most of these are about [REDACT] and may well duplicate what [REDACT] has found.

I assume this relates to the FOI request on “1) Any internal correspondence among civil servants within the Children and Families Directorate, Equality, Inclusion and Human Rights Directorate, senior civil servants, ministers and special advisers which includes the name of the charity "ForWomen Scotland" or discusses the organisation's work, since the start of 2021.”

If that is right, it may be that what I have found is not in scope. I am in the Justice Directorate and am not a member of the Senior Civil Service

From: [REDACT]

Sent: 06 January 2021 13:19

To: [REDACT]

Cc: [REDACT]

Subject: RE: [REDACT]

Hi [REDACT],

Yes, from a policy perspective we treat trans women as women unless, as [REDACT] says, there is a specific context dictating otherwise. Let me know if there's any more info that would be helpful.

Thanks,
[REDACT]

[REDACT]
[REDACT] | Equality and Human Rights Division | Scottish Government | Victoria Quay | Edinburgh
| EH6 6QQ | [REDACT] |

From: [REDACT]
Sent: 06 January 2021 12:57
To: [REDACT]
Cc: [REDACT]
Subject: RE: [REDACT]
[REDACT]

[REDACT]

[REDACT]
Family Law Policy
Scottish Government
[REDACT]

From: [REDACT]
Sent: 06 January 2021 12:51
To: [REDACT]
Cc: [REDACT]
Subject: RE: [REDACT]
Thanks [REDACT],

[REDACT]
[REDACT]

[REDACT] | **Gender Equality Policy** | The Equality Unit | Scottish Government | Victoria Quay | Edinburgh | EH6 6QQ | T: [REDACT]

From: [REDACT]
Sent: 06 January 2021 12:25
To: [REDACT]
Cc: [REDACT]
Subject: RE: [REDACT]

[REDACT]

[REDACT]

[REDACT]

[REDACT]
Equalities and Social Justice Branch
[REDACT]

From: [REDACT]
Sent: 06 January 2021 12:23
To: [REDACT]
Cc: [REDACT]
Subject: RE: [REDACT]

Hi [REDACT], any objection to me extending to [REDACT]and [REDACT]?

[REDACT]

[REDACT] | **Gender Equality Policy** | The Equality Unit | Scottish Government | Victoria Quay | Edinburgh | EH6 6QQ | T: [REDACT]

From: [REDACT]
Sent: 06 January 2021 11:09
To: [REDACT]
Cc: [REDACT]
Subject: [REDACT]
Importance: High

[REDACT]

[REDACT]
I am still reading back into all of this (after major IT issues yesterday afternoon). Thanks.

[REDACT]

[REDACT]
Equalities and Social Justice Branch
[REDACT]

From: [REDACT]
Sent: 06 January 2021 10:21
To: [REDACT]
Cc: [REDACT]
Subject: Re: [REDACT]

[REDACT]

regards

[REDACT]

On 2021-01-06 10:02, [REDACT] wrote:

[REDACT],

[REDACT]

Thanks,

[REDACT]

[REDACT]

[REDACT]/ Litigation Division / Scottish Government Legal Directorate

G-A North / Victoria Quay/ Edinburgh EH6 6QQ

[REDACT]

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From: [REDACT]>
Sent: 05 January 2021 18:39
To: [REDACT]
Cc: [REDACT]
Subject: Re[REDACT]

Dear [REDACT]

[REDACT]and I think that it might be helpful to have a quick call tomorrow afternoon to discuss a couple of points [REDACT] Do you have any availability and if so are you able to arrange a call?

[REDACT]

Kind regards

[REDACT]

On 2020-12-31 08:34, [REDACT] wrote:

[REDACT],

Thanks for your email. I have asked for the matter of appointments to be checked and should be able to update you on 5th January.

Kind regards,

[REDACT]

[REDACT]

[REDACT]/ Litigation Division / Scottish Government Legal Directorate

G-A North / Victoria Quay/ Edinburgh EH6 6QQ

M : [REDACT]

Please contact me by email as I will be working from home (My normal working hours are 8.30a.m to 1.30p.m Monday to Friday)

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From: [REDACT]
Sent: 30 December 2020 11:21
To: [REDACT]
Cc: [REDACT]
Subject: Re: [REDACT]

[REDACT]

[REDACT]

Kind regards

[REDACT]

On 2020-12-29 13:49, [REDACT] wrote:

[REDACT],

[REDACT].

Kind regards,

[REDACT]

[REDACT]

[REDACT]/ Litigation Division / Scottish Government Legal Directorate

G-A North / Victoria Quay/ Edinburgh EH6 6QQ

M : [REDACT]

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From: [REDACT]>
Sent: 29 December 2020 11:25
To: [REDACT]
Cc: [REDACT]
Subject: Re: [REDACT]

Dear [REDACT]

Thanks for your email. I hope you also have enjoyed a festive break. [REDACT]

Kind regards

[REDACT]

On 2020-12-29 09:59, [REDACT] wrote:

Dear [REDACT],

I hope this email finds you well and having enjoyed a bit of a festive break.

[REDACT]

Thanks,

[REDACT]

[REDACT]

[REDACT]/ Litigation Division / Scottish Government Legal Directorate

G-A North / Victoria Quay/ Edinburgh EH6 6QQ

M : [REDACT]

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*** This email has been transmitted via the **Criminal Justice Secure eMail** service.

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Hi [REDACT]

Apologies for the delay in response. I attach correspondence received from FWS since the start of 2021.

Criminal Justice and VAWG colleagues – Apologies, also copying you in as I am not sure whether had sight of [REDACT]'s original ask (apologies if you have!) but would be grateful if you could check your respective records.

To note, [REDACT] has also received a separate FOI from the same requester which asks for, '*Any correspondence submitted to the Scottish Government by the charity LGB Alliance since the start of 2021.*' Nothing found on our side for this one but thought it worthwhile making you aware in case you held anything which fell within scope.

Many thanks

[REDACT]

From: [REDACT]
Sent: 18 May 2021 11:36
To: [REDACT]
Cc: [REDACT]
Subject: RE: Consultation with women, follow on from PQ

Good morning [REDACT]

[REDACT] has now been in touch in relation to the below, and given [REDACT]'s diary at the moment, [REDACT] was wondering if this could go out in your name instead?

I have attached the correspondence again for ease of reference. I can change the signature/headings once you're happy with it.

Best wishes

[REDACT]

From: [REDACT]
Sent: 27 April 2021 12:09
To: [REDACT]

Cc: [REDACT]

Subject: RE: Consultation with women, follow on from PQ

Hi [REDACT]

Thank you, that's helpful. I'll keep you updated as things progress.

Best wishes

[REDACT]

From: [REDACT]

Sent: 27 April 2021 12:00

To: [REDACT]

Cc: [REDACT]

Subject: RE: Consultation with women, follow on from PQ

Hi [REDACT]

I've not marked whether I've dealt with this or not!

In case I haven't just to say that I'm happy for it to issue from [REDACT] when [REDACT] is back – unless that turns into a longer absence and/or we start to get chased for it.

Thanks

[REDACT]

From: [REDACT]>

Sent: 26 April 2021 11:50

To: [REDACT]>

Cc: [REDACT]

Subject: RE: Consultation with women, follow on from PQ

Hi [REDACT]

We had a chat with [REDACT] to provide [REDACT] with the necessary background before [REDACT] clears it, and also to get [REDACT] thoughts. I don't think [REDACT] had any specific concerns about the main thrust of the response, but when we spoke to [REDACT] [REDACT] hadn't had a chance to look at the letter in details.

I followed-up with [REDACT] again last week, but haven't heard back. I'm conscious [REDACT] is now going to be off for a couple of days, so let me know if you think we should issue this in your name at this point? Grateful for any suggestions on the approach to take.

Best wishes

[REDACT]

From: [REDACT]>

Sent: 26 April 2021 11:31

To: [REDACT]>

Subject: RE: Consultation with women, follow on from PQ

Hi [REDACT]

Just catching up with this – has it issued?

Ta

[REDACT]

From: [REDACT]>

Sent: 09 April 2021 14:02

To: [REDACT]>

Cc: [REDACT]

Subject: RE: Consultation with women, follow on from PQ

Hi [REDACT]

I have now checked with colleagues in Cabinet Secretariat who are happy for us to issue this. Thanks again for flagging in the first instance.

Can I check whether [REDACT] would now be able to clear this? [REDACT] – happy to have a quick chat with [REDACT] next week [REDACT] feels like that'd be helpful in terms of background.

Have a lovely week-end when it comes,

Best wishes

[REDACT]

[REDACT]

Gender Equality Policy Team

Scottish Government | Directorate for Equality, Inclusion and Human Rights

Area 3H (North) | Victoria Quay | Edinburgh | EH6 6QQ



I am now working from home and can be reached on [REDACT] if urgent.

From: [REDACT] **Sent:** 08 April 2021 17:41

To: [REDACT]

Cc: [REDACT]

Subject: RE: Consultation with women, follow on from PQ

Hi [REDACT],

It was Cabinet Secretariat I was wondering if we had a steer from (different but confusingly similar name to Cab Secs!). They oversee the pre-election guidance. Although going out at official level I'm concerned it might be used politically.

[REDACT]

[REDACT]

I am currently working remotely and can be contacted by mobile [REDACT] or on Skype for Business
Equality and Human Rights Division | Scottish Government | 3-H North, Victoria Quay | EH6 6QQ

From: [REDACT]>

Sent: 08 April 2021 15:02

To: [REDACT]>

Cc: [REDACT]

Subject: RE: Consultation with women, follow on from PQ

Hi [REDACT]

[REDACT]

Thanks a lot

[REDACT]

From: [REDACT]

Sent: 08 April 2021 13:59

To: [REDACT]>

Cc: [REDACT]>

Subject: RE: Consultation with women, follow on from PQ

Hi [REDACT]

Thanks for sending this across. Have you checked with Cabinet Secretariat what can go out? We just want to be double sure on the timing of response.

[REDACT] is on leave tomorrow however is available for discussion on Monday morning if suitable?

Thanks,

[REDACT]

[REDACT] | [REDACT]

Area 3H North | Victoria Quay | Edinburgh | T [REDACT]

From: [REDACT]>

Sent: 07 April 2021 11:26

To: [REDACT]>

Cc: [REDACT]

Subject: RE: Consultation with women, follow on from PQ

Hi [REDACT],

Hope you're doing well. Our team has now drafted a response (see attached) to the below email from For Women Scotland to Perm Sec, which [REDACT] has now cleared and is happy to go to [REDACT].

I'm conscious that [REDACT] will be extremely busy, but we were wondering whether [REDACT] have time for a quick chat sometime this week so we can talk [REDACT] through the context of the response, which [REDACT] may find helpful given our relationship and previous exchanges with FWS?

Let me know if this would be possible at all.

Best wishes

[REDACT]

[REDACT]
Gender Equality Policy Team
Scottish Government | Directorate for Equality, Inclusion and Human Rights
Area 3H (North) | Victoria Quay | Edinburgh | EH6 6QQ



I am now working from home and can be reached on [REDACT] if urgent.

From: [REDACT]
Sent: 04 March 2021 10:09
To: [REDACT]
Cc: [REDACT]
Subject: RE: Consultation with women, follow on from PQ

Hi [REDACT]

Let me know when you expect this to come up for clearance and I can protect some time in [REDACT] diary.

Thanks,
[REDACT]
[REDACT]
Area 3H North | Victoria Quay | Edinburgh | T [REDACT]

From[REDACT]
Sent: 04 March 2021 09:43
To: [REDACT]
Cc: [REDACT]
Subject: RE: Consultation with women, follow on from PQ

Yes that's perfect, thanks so much all 😊

Take care

[REDACT] | [REDACT] | [REDACT]

[REDACT] DG Education & Justice, DG Communities, DG Health & Social Care and DG Corporate Scottish Ministers, Special Advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot



From: [REDACT]>

Sent: 03 March 2021 17:36

To: [REDACT]

Cc: [REDACT]

Subject: RE: Consultation with women, follow on from PQ

Thanks for clarifying [REDACT], can I just double check that you are happy for us to clear the response with [REDACT] before it's issued?

Best wishes

[REDACT] | **Gender Equality Policy Team**

t: [REDACT] | m: [REDACT] e: [REDACT]

Scottish Government | Directorate for Local Government and Communities | Equality, Human Rights and Third Sector Division

Area 3H (North) | Victoria Quay | Edinburgh | EH6 6QQ

*** Find out more about the Scottish Government [commitment to equality](#) ***

From: [REDACT]

Sent: 03 March 2021 16:09

To: [REDACT]

Cc: [REDACT]

Subject: RE: Consultation with women, follow on from PQ

I think this should come from policy if that's ok – noting Perm Sec has asked you to respond. Can we be sighted on the final response just for our records please?

Thanks so much

[REDACT]

[REDACT] DG Education & Justice, DG Communities, DG Health & Social Care and DG Corporate Scottish Ministers, Special Advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot



From: [REDACT]
Sent: 03 March 2021 16:05
To: [REDACT]
Cc: [REDACT]
Subject: RE: Consultation with women, follow on from PQ

Hi [REDACT]

Thanks for bringing this to our attention.

Could I just check whether you'd like us to draft a response to FWS from Perm Sec, or whether you'd like it to be answered via MiCase from our team?
If it's the former, when would you need it by, and who would you like us to clear it with?

Best wishes

[REDACT]

[REDACT]
Gender Equality Policy Team
Scottish Government | Directorate for Equality, Inclusion and Human Rights
Area 3H (North) | Victoria Quay | Edinburgh | EH6 6QQ



I am now working from home and can be reached on [REDACT] if urgent.

From: [REDACT]
Sent: 03 March 2021 15:01
To: [REDACT]
Cc: [REDACT]
Subject: FW: Consultation with women, follow on from PQ

Hi [REDACT]

I hope you're well. Perm Sec has received the below email from For Women Scotland. I'd be grateful if you could please take this forward – I note For Women Scotland have been

posting about the PQs on their social media.

Thanks v much

[REDACT]

[REDACT] DG Education & Justice, DG Communities, DG Health & Social Care and DG Corporate Scottish Ministers, Special Advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot



From: Info forwomen.scot <info@forwomen.scot>

Sent: 03 March 2021 13:43

To: [REDACT]

Subject: Consultation with women, follow on from PQ

Dear [REDACT],

I am writing to you as a consequence of Parliamentary Questions lodged by Elaine Smith MSP on 5th Feb (refs S5W-35023 and S5W-35024) which concern consultation with women.

I would like to inquire about the process the Scottish Government uses to ensure policy teams comply with the Scottish Government Consultation Good Practice Guidance.

For example, in section 2B the Guidance states that:

“Even where relevant stakeholder, community and voluntary groups exist, it is worth remembering that they may not be representative of all individuals with an interest in an issue. Consultation teams are, therefore, encouraged not to rely only on existing groups and organisations, but also to think creatively about how to ensure the views of a full range of relevant individual citizens are included in the policy process.”

With particular reference to consultation with women as stakeholders, are you able to provide more detail about any oversight used to ensure that alternative views are sought given that existing groups may not be representative?

Also from section 2B, it states that:

“If you choose not to make efforts to reach certain group(s), you should have good reasons and evidence to support this decision.”

Can you provide further information regarding how and where these reasons and evidence would be lodged and if there is any oversight and evaluation of this?

Kind regards,

[REDACT] For Women Scotland

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