

**From:** [REDACTED] <[REDACTED]@equalityhumanrights.com>

**Sent:** 27 January 2022 17:10

**To:** [REDACTED] <[REDACTED]@gov.scot>

**Cc:** [REDACTED] <[REDACTED]@gov.scot>

**Subject:** RE: Gender Recognition Catch-up

Hi both

If you still think a meeting would be helpful I would be happy to meet. I can do: Monday 31 between 12 and 2 or Tuesday between 1.30 and 4.

[REDACTED]

[REDACTED]

Equality and Human Rights Commission

**T:** [REDACTED] **Mobile:** [REDACTED]

151 West George Street,  
Glasgow G2 2JJ

**From:** [REDACTED] <[REDACTED]@gov.scot>

**Sent:** 25 January 2022 16:34

**To:** [REDACTED] <[REDACTED]@equalityhumanrights.com>

**Cc:** [REDACTED]@gov.scot

**Subject:** Gender Recognition Catch-up

Hi [REDACTED]

I hope you are well.

I think you last met with [REDACTED] and [REDACTED] in July when the Gender Recognition Unit was set up so we are wondering if it would be helpful to have a general catch-up on the Bill if you have any availability this week or next. As you will likely be aware the Cabinet Secretary also met with [REDACTED], [REDACTED] and [REDACTED] to discuss the Bill last week.

I have suggested a few times below that so far work for us but let me know if those don't suit.

Thursday 27 January between 11.00 – 14.00

Friday 28 January between 9.00 – 10.00 or 11.30 – 12.30

Monday 31 January between 11.00 – 15.00

Tuesday 1 February between 12.00 – 15.00

Many thanks

[REDACTED]

**[REDACTED]**

Scottish Government | Justice Directorate | Civil Law and Legal System | Gender Recognition

---

**From:** **[REDACTED]** <**[REDACTED]**@equality-network.org>

**Sent:** 26 January 2022 17:19

**To:** **[REDACTED]** <**[REDACTED]**@gov.scot>; **[REDACTED]** <**[REDACTED]**@gov.scot>; **[REDACTED]** <**[REDACTED]**@gov.scot>; **[REDACTED]** <**[REDACTED]**@gov.scot>

**Subject:** Letter from EHRC to CabSec

Dear all,

Just to let you know that we're aware of the very disappointing letter that the EHRC sent today to the Cabinet Secretary, and since it seems likely it will get press coverage, we issued the attached press release.

All the best,

**[REDACTED]**

**[REDACTED]** **[REDACTED]**  
**[REDACTED]**



---

**From:** **[REDACTED]**@equalityhumanrights.com>

**Sent:** 26 January 2022 17:03

**To:** **[REDACTED]** <**[REDACTED]**@gov.scot>; **[REDACTED]** <**[REDACTED]**@gov.scot>

**Subject:** RE: Gender Recognition Catch-up

Hi **[REDACTED]**

I don't think I have a number for you. You can get me on my mobile number below

[REDACTED]  
[REDACTED]

Equality and Human Rights Commission

T: [REDACTED] Mobile: [REDACTED]

151 West George Street,  
Glasgow G2 2JJ

From: [REDACTED]@gov.scot <[REDACTED]@gov.scot>

Sent: 26 January 2022 16:36

To: [REDACTED]@gov.scot; [REDACTED]  
<[REDACTED]@equalityhumanrights.com>

Subject: RE: Gender Recognition Catch-up

[REDACTED], it would be very helpful to have a quick chat asap if you're around – quite surprised to see this already in the public domain following the meeting Ms Robison had on Friday. It would be helpful to know in particular if the EHRC Scotland Commission agrees with the position now taken by the board.

[EHRC on Twitter: "We have written to the Scottish Government today about reform of the Gender Recognition Act. Download and read our full letter here ↓  
<https://t.co/nvQXr457vn>" / Twitter](#)

Thanks

[REDACTED]

[REDACTED]  
[REDACTED]

From: [REDACTED] <[REDACTED]@gov.scot>

Sent: 25 January 2022 16:34

To: [REDACTED]@equalityhumanrights.com

Cc: [REDACTED] <[REDACTED]@gov.scot>

Subject: Gender Recognition Catch-up

Hi [REDACTED]

I hope you are well.

I think you last met with [REDACTED] and [REDACTED] in July when the Gender Recognition Unit was set up so we are wondering if it would be helpful to have a general catch-up on the Bill if you have any availability this week or next. As you will likely be aware the Cabinet Secretary also met with [REDACTED], [REDACTED] and [REDACTED] to discuss the Bill last week.

I have suggested a few times below that so far work for us but let me know if those don't suit.

Thursday 27 January between 11.00 – 14.00  
Friday 28 January between 9.00 – 10.00 or 11.30 – 12.30  
Monday 31 January between 11.00 – 15.00  
Tuesday 1 February between 12.00 – 15.00

Many thanks

**[REDACTED]**

**[REDACTED]**

Scottish Government | Justice Directorate | Civil Law and Legal System | Gender Recognition

---

**From:** **[REDACTED]** <**[REDACTED]**@gov.scot> **On Behalf Of** Cabinet Secretary for Social Justice, Housing & Local Government  
**Sent:** 26 January 2022 13:02  
**To:** **[REDACTED]**@equalityhumanrights.com>; Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>  
**Cc:** **[REDACTED]**@equalityhumanrights.com>; **[REDACTED]** <**[REDACTED]**@equalityhumanrights.com>  
**Subject:** RE: Letter from EHRC Chairwoman, Baroness Falkner

Hi **[REDACTED]**,

Many thanks for your email, I can confirm that the letter has been received.

Kind regards,  
**[REDACTED]**

**[REDACTED]** **[REDACTED]**  
**[REDACTED]** | Office of Cabinet Secretary for Social Justice, Housing and Local Government  
St Andrews House, Regent Road, Edinburgh, EH1 3DG  
Email: CabSecSJHLG@gov.scot

**From:** **[REDACTED]** <**[REDACTED]**@equalityhumanrights.com> **On Behalf Of** **[REDACTED]**  
**Sent:** 26 January 2022 11:31  
**To:** Cabinet Secretary for Social Justice, Housing & Local Government <CabSecSJHLG@gov.scot>  
**Cc:** **[REDACTED]** <**[REDACTED]**@gov.scot>; **[REDACTED]** <**[REDACTED]**@equalityhumanrights.com>; **[REDACTED]** <**[REDACTED]**@equalityhumanrights.com>  
**Subject:** Letter from EHRC Chairwoman, Baroness Falkner

Dear Cabinet Secretary,

Please see the attached letter, sent on behalf on Baroness Kishwer Falkner, EHRC Chairwoman.

I would be grateful if you can confirm receipt.

Please also note that we will be publishing this letter later today, as updated advice.

Yours sincerely,

[REDACTED]

[REDACTED]

[REDACTED]

Equality and Human Rights Commission

T: 0207 832 7838

Third Floor, Windsor House  
42-50 Victoria Street  
London SW1H 0TL

[equalityhumanrights.com](http://equalityhumanrights.com)



---

**From:** [REDACTED]<[REDACTED]@equality-network.org>

**Sent:** 21 January 2022 09:18

**To:** [REDACTED]@gov.scot; [REDACTED]@stonewallscotland.org.uk';  
[REDACTED]@leapsports.org'; [REDACTED]@lgbthealth.org.uk;  
[REDACTED]@stonewall.org.uk; [REDACTED]@lgbtyouth.org.uk;  
[REDACTED]@equality-network.org'; [REDACTED]@equality-network.org';  
[REDACTED]@equality-network.org'

**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED]@gov.scot

**Subject:** RE: Agenda for Stakeholder Meeting 20 January 2022

Hi all,

Thanks very much for the meeting yesterday.

Here are my requested amendments to the minutes of the previous meeting:

The one I mentioned yesterday:

Paragraph 47: replace “that Scottish Government’s recommended guidance doesn’t include a non-binary option” with “that the Scottish Government guidance in not prescriptive and emphasises that the questions used need to suit the data needs. For our purposes, that requires a sex question with a non-binary answer option.”

A couple of other very minor things:

Para 40, replace “Rainbow Marks” with “LGBTI Rainbow Mark”.

Para 41, replace “one role has been advertised” with “two roles (trans policy officer and finance & business officer) have been advertised”, and delete the second sentence.

Thanks!

[REDACTED]

[REDACTED] [REDACTED]  
[REDACTED]



---

**From:** [REDACTED] <[REDACTED]@stonewall.org.uk>

**Sent:** 26 January 2022 10:00

**To:** [REDACTED] <[REDACTED]@equality-network.org>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>

**Subject:** RE: Current draft of recommendations from the non-binary working group

Hi all,

See attached some minor comments from me on the healthcare and ‘where are we missing’ recommendations – hope these are helpful.

Best wishes,

[REDACTED]

[REDACTED]  
[REDACTED]

Stonewall Scotland

*Pronouns:* [REDACTED]



---

**From:** [REDACTED]

**Sent:** 21 January 2022 09:17

**To:** [REDACTED] <[REDACTED]@equality-network.org>; [REDACTED]@spectra-london.org.uk' <[REDACTED]@spectra-london.org.uk>; '[REDACTED]@gmail.com' <[REDACTED]@gmail.com>

**Cc:** [REDACTED] <[REDACTED]@gov.scot>

**Subject:** Meeting with [REDACTED]

Dear [REDACTED] and [REDACTED],

We have been discussing the work of the Non-Binary Working Group with [REDACTED] for the Equality and Inclusion division. He has requested to meet with you both to discuss the work of the group as we will soon be moving into the next stage of the work. The meeting would ideally happen within the next couple of weeks so could you both send me the dates you would prefer?

Many thanks,  
[REDACTED]

[REDACTED] [REDACTED]  
[REDACTED]

Directorate for Equality, Inclusion & Human Rights | Scottish Government

---

**From:** [REDACTED] <[REDACTED]@equality-network.org>

**Sent:** 21 January 2022 13:40

**To:** [REDACTED] <[REDACTED]@gov.scot>

**Cc:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@equality-network.org>

**Subject:** Update re: intervention into the Judicial Review into NRS' guidance on the sex question for Scottish Census 2022



Cc: [REDACTED] <[REDACTED]@equality-network.org>

Subject: Letter from EHRC to CabSec



Press release - EHRC  
response 26.1.22.pdf

Dear all,

Just to let you know that we're aware of the very disappointing letter that the EHRC sent today to the Cabinet Secretary, and since it seems likely it will get press coverage, we have issued the attached press release.

[REDACTED]

[REDACTED] [REDACTED]  
[REDACTED]



---

From: [REDACTED]

Sent: 26 January 2022 14:33

To: [REDACTED] <[REDACTED]@equality-network.org>; [REDACTED] <[REDACTED]@stonewall.org.uk>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@equality-network.org>; [REDACTED]@lgbtyouth.org.uk

Cc: [REDACTED] <[REDACTED]@equality-network.org>

Subject: RE: Meeting to Discuss Advisory Council on Banning Conversion Therapy Practices

Here you go, sorry about that.

[Link to Microsoft Teams Meeting]

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

Directorate for Equality, Inclusion & Human Rights | Scottish Government

From: [REDACTED] <[REDACTED]@equality-network.org>

Sent: 26 January 2022 14:31

To: [REDACTED] <[REDACTED]@stonewall.org.uk>; [REDACTED]

<[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>;  
[REDACTED] <[REDACTED]@gov.scot>; [REDACTED]  
<[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>;  
[REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@equality-  
network.org>; [REDACTED]@lgbtyouth.org.uk  
Cc: [REDACTED]@equality-network.org>  
Subject: RE: Meeting to Discuss Advisory Council on Banning Conversion Therapy  
Practices

Just messaged you to say the same – I don't seem to have a link to join

From: [REDACTED] <[REDACTED]@stonewall.org.uk>  
Sent: 26 January 2022 14:31  
To: [REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED]@gov.scot;  
[REDACTED] <[REDACTED]@equality-network.org>;  
[REDACTED]@lgbtyouth.org.uk  
Cc: [REDACTED] <[REDACTED]@equality-network.org>; [REDACTED]  
<[REDACTED]@equality-network.org>  
Subject: RE: Meeting to Discuss Advisory Council on Banning Conversion Therapy  
Practices

Do we have a Teams link for this meeting?

[REDACTED]

---

From: [REDACTED]  
Sent: 27 January 2022 13:15  
To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>  
Cc: [REDACTED] <[REDACTED]@gov.scot>  
Subject: RE: Purple Friday

Hi [REDACTED],

Just checking to see if you've seen this email and if you have any update on when we could expect to receive the script? We appreciate the tight turnaround so we are aiming to meet your deadline of 31 January.

Many thanks,  
[REDACTED]

[REDACTED] [REDACTED]  
[REDACTED]

Directorate for Equality, Inclusion & Human Rights | Scottish Government

From: [REDACTED]  
Sent: 26 January 2022 14:30  
To: [REDACTED] <[REDACTED]@lgbtyouth.org.uk>

**Cc:** [REDACTED] <[REDACTED]@gov.scot>

**Subject:** Purple Friday

Hi [REDACTED],

I have been in touch with the First Minister's Diary Secretary about arrangements for the Purple Friday request that LGBT Youth Scotland sent at the end of last year. I note in your original letter you said you would send a suggested script and prop for the First Minister to use. Would you be able to send the script through to [REDACTED] at [firstminister@gov.scot](mailto:firstminister@gov.scot), making sure I'm also copied in? Could you also please send information about the prompt you mentioned? Apologies for the delay in getting back to you!

Many thanks,

[REDACTED]

[REDACTED] [REDACTED]

[REDACTED]

Directorate for Equality, Inclusion & Human Rights | Scottish Government

---

**From:** [REDACTED]

**Sent:** 26 January 2022 12:33

**To:** [REDACTED] <[REDACTED]@lgbtyouth.org.uk>

**Cc:** [REDACTED] <[REDACTED]@lgbtyouth.org.uk>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>

**Subject:** RE: Meeting to Discuss Advisory Council on Banning Conversion Therapy Practices

Hi [REDACTED],

No problem at all! I've copied in [REDACTED] and [REDACTED] in my team who are leading on banning conversion practices.

Thanks for letting us know,

[REDACTED]

[REDACTED] [REDACTED]

[REDACTED]

Directorate for Equality, Inclusion & Human Rights | Scottish Government

**From:** [REDACTED] <[REDACTED]@lgbtyouth.org.uk>

**Sent:** 26 January 2022 12:29

**To:** [REDACTED] <[REDACTED]@gov.scot>

**Cc:** [REDACTED] <[REDACTED]@lgbtyouth.org.uk>

**Subject:** Re: Meeting to Discuss Advisory Council on Banning Conversion Therapy Practices

Hello [REDACTED],

Apologies for the short notice – I've asked [REDACTED] to represent LGBTYS in this afternoon's meeting as [REDACTED].

Best wishes,  
[REDACTED]

[REDACTED] [REDACTED]  
[REDACTED]  
LGBT Youth Scotland  
Mob: [REDACTED]

**From:** [REDACTED]@gov.scot  
**When:** 14:30 - 15:30 26 January 2022  
**Subject:** Meeting to Discuss Advisory Council on Banning Conversion Therapy Practices

Sorry, rescheduling due to a clash with the SG Human Rights Bill Advisory Board

---

**From:** [REDACTED] <[REDACTED]@stonewallscotland.org.uk>  
**Sent:** 26 January 2022 18:06  
**To:** [REDACTED] <[REDACTED]@gov.scot>  
**Subject:** Stonewall response to EHRC statement

Dear [REDACTED]

Please find attached Stonewall's response to the two EHRC statements published today about key LGBTQ+ legislation. We are deeply concerned by this approach to trans rights specifically. We'll be in touch with more once we've had a chance to take stock.

<https://www.stonewall.org.uk/stonewall-response-ehrc-statements-upcoming-lgbtq-legislation>

Best wishes  
[REDACTED]

[REDACTED]  
[REDACTED]  
Stonewall Scotland  
Pronouns [REDACTED]



Find out more at [www.stonewallscotland.org.uk](http://www.stonewallscotland.org.uk)

---

**From:** [REDACTED] <[REDACTED]@gov.scot>  
**Sent:** 26 January 2022 16:49  
**To:** [REDACTED] <[REDACTED]@equality-network.org>  
**Subject:** RE: Letter from EHRC to CabSec

Thanks for making us aware, [REDACTED].

[REDACTED]

[REDACTED] | [REDACTED] | Equality and Human Rights Division | Scottish Government | Tel: [REDACTED]

[REDACTED].

**From:** [REDACTED] <[REDACTED]@equality-network.org>  
**Sent:** 26 January 2022 16:35  
**To:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>  
**Cc:** [REDACTED] <[REDACTED]@equality-network.org>  
**Subject:** Letter from EHRC to CabSec

Dear all,

Just to let you know that we're aware of the very disappointing letter that the EHRC sent today to the Cabinet Secretary, and since it seems likely it will get press coverage, we have issued the attached press release.

[REDACTED]

[REDACTED] [REDACTED]  
[REDACTED]



---

**From:** [REDACTED] <[REDACTED]@lgbtyouth.org.uk>  
**Sent:** 27 January 2022 10:20  
**To:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]@spectra-london.org.uk  
**Cc:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@lgbtyouth.org.uk>  
**Subject:** LGBTYS Focus group

Hi [REDACTED] and [REDACTED],

Having had chats with [REDACTED] I just wanted to check with you about my plans to do a final engagement with young non-binary people before the final working group meeting. I've done this before every meeting, where possible, so the result would be just my normal contribution to meetings as opposed to having a whole other set of feedback to add to the recommendations.

As this session would be about reviewing the recommendations, my main question is, would it be ok/ appropriate for me to share the draft recommendations with a group of young non-binary people to get their final thoughts before the meeting, would I need the wider group's consent on this and if so you could ask them for me? I'll do a sign-up focus group so it will be with a closed group of young people known to LGBTYS.

In terms of your suggestion regarding the Scottish Youth Parliament [REDACTED] - I'm interested to hear more about your thoughts on this as it hadn't actually crossed my mind. I could potentially reach out to SYP to see if any of their non-binary MSYPs wanted to participate in the focus group or if they could promote it with their non-binary constituents- though this would be more work given it would mean working with young people who aren't already known to LGBTYS. You are correct that we do have 2 (fairly new) MSYPs within LGBTYS and part of their role would be to consult with their peers so while I would have worked with [REDACTED] on this initially, it may be that they also have a role in leading this proposed session (if it goes ahead). You have also made me think that once the recommendations have been published our MSYPs might want to work with SYP to gain their support, they may even want to submit a motion supporting the recommendations.

Also if it is not possible to share the draft recommendations that's fine, [REDACTED] is able to come to the final meeting so there will at least be some youth voice there!

**[REDACTED]** I'm just CC-ing you in as we had been discussing the focus group idea.

I hope that all makes sense!  
Best wishes

**[REDACTED]**

**[REDACTED] [REDACTED]**  
**[REDACTED]**

**30 (3/2) Bell Street, Glasgow, G1 1LG**

**Mobile: [REDACTED]**

***Making Scotland the best place to grow up for LGBTI young people***

---