

Section 38(1)(b) – applicant has asked for personal data of a third party

An exemption under section 38(1)(b) of FOISA (personal information) applies to some of the information requested because it is personal data of a third party, and disclosing it would contravene the data protection principles in Article 5(1) of the General Data Protection Regulation and in section 34(1) of the Data Protection Act 2018. This exemption is not subject to the ‘public interest test’, so we are not required to consider if the public interest in disclosing the information outweighs the public interest in applying the exemption.

Section 29(1)(a) – formulation or development of government policy

An exemption under section 29(1)(a) of FOISA (formulation or development of government policy) applies to some of the information requested because it relates to the development of the Scottish Government’s policy.

This exemption is subject to the ‘public interest test’. Therefore, taking account of all the circumstances of this case, we have considered if the public interest in disclosing the information outweighs the public interest in applying the exemption. We have found that, on balance, the public interest lies in favour of upholding the exemption. We recognise that there is a public interest in disclosing information as part of open, transparent and accountable government, and to inform public debate. However, there is a greater public interest in high quality policy and decision-making, and in the properly considered implementation and development of policies and decisions. This means that Ministers and officials need to be able to consider all available options and to debate those rigorously, to fully understand their possible implications. Their candour in doing so will be affected by their assessment of whether the discussions will be disclosed in the near future, when it may undermine or constrain the Government’s view on that policy while it is still under discussion and development.

Section 30(b)(ii) – free and frank exchange of views for the purposes of deliberation

An exemption under section 30(b)(ii) of FOISA (free and frank exchange of views) applies to some of the information requested. This exemption applies because disclosure would, or would be likely to, inhibit substantially the free and frank exchange of views for the purposes of deliberation. This exemption recognises the need for Ministers and officials to have a private space within which to discuss and explore options before the Scottish Government reaches a settled public view. Disclosing the content of free and frank discussions will substantially inhibit such discussions in the future, particularly because [these discussions are still ongoing and decisions have not been taken, and these discussions relate to a sensitive or controversial issue.

This exemption is subject to the ‘public interest test’. Therefore, taking account of all the circumstances of this case, we have considered if the public interest in disclosing the information outweighs the public interest in applying the exemption. We have found that, on balance, the public interest lies in favour of upholding the exemption. We recognise that there is a public interest in disclosing information as part of open, transparent and accountable government, and to inform public debate. However, there is a greater public interest in allowing Ministers and officials a private space within which to explore and refine the Government’s policy position, until the Government as a whole can adopt a policy decision that is sound and likely to be effective. This private thinking space is essential to enable all options to be properly considered, so that good policy decisions can be taken. Premature disclosure is likely to undermine the full and frank discussion of issues between

Ministers and officials, which in turn will undermine the quality of the policy decision making process, which would not be in the public interest.

Section 18(1) and 28 – if information was held it would be exempt

Under section 18(1) of FOISA, a public authority may refuse a request where:

- If the information existed and was held by the authority, it would be exempt from release under any of sections 28 to 35, 38, 39(1) or 41 of FOISA; and
- The authority considers that to reveal whether the information exists, or is held by it, would be contrary to the public interest.

In this instance, if the information you requested did exist or was held by us, an exemption under section 28 of FOISA would apply to that information. This exemption would apply because its disclosure would, or would be likely to, prejudice substantially relations between UK administrations and that any public interest in disclosure would not outweigh public interest in preventing such damage. We also consider that to reveal whether the information you have requested exists, or is held by the Scottish Government, would be contrary to the public interest. For these reasons, we are refusing your request under section 18(1) of FOISA.

Email from Cabinet Secretary for Finance and Economy Office to Clyde Mission, 03 June 2021 12:27

In her new role as Cab Sec for Finance and Economy, Ms Forbes would like to have a meeting with BAE Systems. Grateful if you can confirm whether or not this timing is suitable.

Microsoft Teams meeting

[REDACTED]

Find a local number | Reset PIN

SCOTS Connect

Learn More | Help | Meeting options

[REPLY]

Email from the Head of Clyde Mission to Cabinet Secretary for Finance and Economy Office, 03 June 2021 12:31

Hi,

Just clarifying; is the ask here for us to seek to confirm this time with BAE, or is this already in the diary?

Thanks,

[REDACTED]

[REDACTED]

Head of Clyde Mission | Economic Development Directorate | Scottish Government | 3rd Floor | 5 Atlantic Quay | 150 Broomielaw | Glasgow | G2 8LU

[REPLY]

Email from Cabinet Secretary for Finance and Economy Office to Head of Clyde Mission, 03 June 2021 13:40

Hi [REDACTED],

Sorry, the ask is to confirm that this time works with BAE please.

Thanks,

[REDACTED]

[REDACTED]

[REPLY]

Email from the Head of Clyde Mission to Cabinet Secretary for Finance and Economy Office, 03 June 2021 12:31

Hi [REDACTED],

Confirmed that is fine with BAE. Could you please update the meeting request to include Sir Simon Lister, MD Naval Ships, BAE Systems, and Stuart Gallacher, Business Development at BAE? Details below:

[\[REDACTED\]@baesystems.com](mailto:[REDACTED]@baesystems.com)
[\[REDACTED\]@baesystems.com](mailto:[REDACTED]@baesystems.com)

Is briefing by 15th June sufficient?

Best,

[REDACTED]

[REPLY]

Email from Cabinet Secretary for Finance and Economy Office and the Head of Clyde Mission, 04 June 2021 12:20

Good Afternoon [REDACTED],

Thanks for this.

We don't include externals in your invites so grateful if you could send them the link etc.

15th is great for the briefing.

[REDACTED]

Deputy Private Secretary to Cabinet Secretary for Finance and Economy, Kate Forbes
The Scottish Government | St Andrew's House | Regent Road | Edinburgh | EH1 3DG

Email from Clyde Mission, to Scottish Enterprise, 04 June 2021 14:07

Hi [REDACTED],

I am drafting a brief for Ms Forbes who is due to meet with BAE Systems on 22nd June. [REDACTED] advised it would be best to link in with yourself regarding any sensitivities or issues that the minister should be aware of?

Apologies as I have a short deadline, could you come back by 8th please?

Many thanks
[REDACTED]

Policy Officer | Clyde Mission Division | Economic Development Directorate | Scottish Government
3rd Floor | 5 Atlantic Quay | 150 Broomielaw | Glasgow | G2 8LU



[REPLY]

Email from Scottish Enterprise to Clyde Mission, 08 June 2021, 13:52

Good afternoon [REDACTED]

Thanks for getting in touch.

Please see attached extracts from recent 2021 engagements with BAE MD Naval Ships Simon Lister – both SE (Interim CEO Linda Hanna) and SG (Richard Rollison) are involved in these calls.

There are no particular areas of sensitivity that SE are aware.

We have an allocated function at our Government Enquiry Team for all SG requests so if you could use this mailbox for any further requests that would be helpful.

Hope this is helpful

Kind regards

[REDACTED]

[REDACTED] | Corporate Engagement and Intelligence.
Scottish Enterprise

Extracts of notes from recent SE/SG engagement with BAE's MD Naval Ships, Simon Lister (SL)

18th Feb 2021

- **Shared Agenda**

Strong Agreement across all three parties on the value of continued strategic engagement (“symbiotic relationship”) on a shared agenda comprising:

- Skills
- Place
- Inclusive Growth (community / social responsibility / diversity)
- Supply Chain
- Transition to Net Zero
- Technology investment

- **SL key messages**

- Acutely aware of corporate social responsibility and desire for BAE to be a good neighbour.

[REDACTED]

- Commitment to Early Careers programme with an intake of 100 this year

[REDACTED].

- Recognition of the need for BAE to play its part in Scotland's journey to Net Zero and to demonstrate its environmental credentials esp in this COP26 year. [REDACTED]

- [REDACTED]

- [REDACTED]

- Keen to work with NMIS and other Technology Innovation Centres

- **SL Current Priority Areas**

- [REDACTED]

- [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Ageing demographic within BAE Naval Ships and the need to develop skills of the future makes skills investment a key priority. [REDACTED]

- **SE / SG Support & Current Areas of Engagement**

- [REDACTED]

- [REDACTED]

- [REDACTED]

- SL re-iterated BAE's commitment to be private sector partner in SG Clyde Mission initiative

- Two BAE / SE workstreams underway

[REDACTED]

Skills Academy [REDACTED]

24th May 2021

BAE Naval Ships Update – (SL)

[REDACTED]

- Member of BAE leadership team, Paul Feely, assigned to head up the Academy
- [REDACTED]

[REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Infrastructure

BAE Chief Executive visiting Glasgow yards next week (w/c 31st May). [REDACTED]

Email from Clyde Mission to Skills Development Scotland, 04 June 2021 14:37

Hi [REDACTED],

I am drafting a brief for Ms Forbes who is due to meet with Bae Systems on 22nd June. It will be in a similar manner to the meeting Ms Hyslop had in Feb, more an introductory thing.

The doc attached is the update you provided earlier in the year. Can you provide a further updated to be included in this briefing please.

Apologies as I have a short deadline myself, could I kindly ask for the update by 8th June please.

Many thanks
[REDACTED]

[REPLY]

Email from SDS to Clyde Mission, 08 June 2021, 09:24

Hi [REDACTED],

Please find an updated version attached – I have included updated info from [REDACTED] in red text for info.

There might well be an updated position on the [REDACTED] which is being developed – but I don't think [REDACTED] has been in on those conversations at this stage – maybe [REDACTED] or [REDACTED] could update?

There is also the article below which will be useful in relation to BAE:
https://www.fenews.co.uk/press-releases/69870-bae-systems-challenges-scottish-apprentices-to-innovate-for-carbon-net-zero-drive?utm_source=dlvr.it&utm_medium=twitter

Hope this helps.

Thanks,
[REDACTED]

[CONTENTS OF ATTACHMENT]

SDS Contribution to Scottish Government Briefing Paper on BAE June 2021 Update

General points:

- Climate Emergency:
 - SDS published the [Climate Emergency Skills Action Plan](#) late 2020 and it is currently being implemented. Whilst it may be too early to consider how it will play out in the Clyde Mission or for BAE, we would anticipate that the

Mission (as a whole, and the distinct jobs and skills mission) would have a focus on supporting the transition to a net zero economy, support a circular economy, and support the focus on good and green jobs which is set out in the [City Region Economic Recovery Plan](#).

- Inclusive Growth and Fair Work:
 - [REDACTED]
- COVID-19 response:
 - SDS continues to work with Scottish Government and partners to co-create and support the national response to the COVID-19 pandemic, and to mitigate the economic impacts which it has brought, and limit any potential future shocks. With possible linkages into future BAE activity, this includes:
 - Enhanced Careers Information, Advice and Guidance (CIAG) offer
 - Enhanced employment and redundancy support
 - An enhanced PACE service for those at threat of redundancy, and a National Transition Training Fund of £25m to help those facing redundancy access short-term training opportunities in growth areas of the economy
 - Adopt an Apprentice and Apprenticeship Employer Grants to assist businesses taking on or upskilling an apprentice
 - Development of the Flexible Workforce Development Fund (up to £15,000), supporting businesses in Scotland to up-skill and re-skill their employees to support inclusive economic growth in Scotland.

BAE Systems specific insight:

We also received insight from [REDACTED], who is SDS' Sector Manager for Engineering. [REDACTED] indicated that SDS has a strong working relationship with BAE, and we will look to maintain this through supporting BAE to:

- [REDACTED]
- Continue their efforts on skills delivery in partnership with the National Manufacturing Institute Scotland (NMIS);
- Support their upskilling of the apprentices and recent graduates who they [REDACTED]
- Supporting their education partnership activity, which currently engages with 7,400 school children each year;
- Continue their active work around addressing gender imbalances across the sector; and
- Continuing to deliver [SDS My World Of Work Live](#) activities – a series of interactive activities to help 8-18 year olds understand future careers in which BAE Systems is a willing and valued partner

June 2021 Update

Some updated points from [REDACTED] based on insight from BAE to the Engineering Skills Leadership Group in late May 2021:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Running two online events for International Women in Engineering Day, 23rd June
- They have recruited [REDACTED] under the Kickstart initiative

Email from Clyde Mission to the Scottish Government Manufacturing and Industries Team, 04 June 2021 14:04

Hi both,

You may remember I came to you both earlier in the year for contributions to a briefing for Ms Hyslop, due to a meeting with BAE Systems.

I have been advised today, by [REDACTED] that Ms Forbes is meeting with BAE on 22nd of June. The agenda will be in a similar manner as before, an introductory meeting.

Can you advise of any contributions you have by 8th June please.

Many thanks
[REDACTED]

[REPLY]

Email from Clyde Mission to the Scottish Government Manufacturing and Industries Team, 08 June 2021 16:04

Hi both,

Just checking if anyone is able to pick this up. Let me know if there is someone else within your team I should talk to.

Many thanks
[REDACTED]

[REPLY]

Email from the Scottish Government Manufacturing and Industries Team to Clyde Mission, 08 June 2021 17:37

[REDACTED],

Apologies – update brief attached.

[REDACTED]

[REPLY]

Email from Clyde Mission to the Scottish Government Manufacturing and Industries Team, 09 June 2021 08:22

Heyyyy,

I can't remember but I done a BAE briefing for Ms Hyslop at the start of the year and if my memory is correct you confirmed [REDACTED] in the core brief?

This new brief is for BAE and Ms Forbes meeting. Can you check the section within the MID doc and come back to me by close of play please?

Also just let me know if I have remembered this completely wrong!

[REDACTED]

[REPLY]

Email from the Scottish Government Manufacturing and Industries Team to Clyde Mission, 09 June 2021 09:27

Heyyy

[REDACTED] [REDACTED] division lead on the latest [REDACTED] [REDACTED] would be best contact in her team to check over this brief.

[REDACTED]

[REDACTED]
Policy Officer, Industrial Sectors and Projects
Manufacturing and Industries Division

Directorate for Economic Development
Scottish Government, 3rd Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow G2 8LU

[REPLY]

Email from Clyde Mission to the Scottish Government Manufacturing and Industries Team, 09 June 2021 08:22

Hi [REDACTED],

I was wondering if you would be able to look over the core brief attached today and check [REDACTED] details before I add it to the briefing for the meeting of BAE Systems and Ms Forbes.

Apologies my deadline is tomorrow, I would be very grateful if you could skim over the doc today but totally understand this may not be possible.

Many thanks
[REDACTED]

Policy Officer | Clyde Mission Division | Economic Development Directorate | Scottish Government
3rd Floor | 5 Atlantic Quay | 150 Broomielaw | Glasgow | G2 8LU



[REPLY]

Email from the Scottish Government Manufacturing and Industries Team to Clyde Mission, 09 June 2021 13:53

Hi [REDACTED],

I'll get back to you as soon as I can, a colleague who deals more [REDACTED]

Can I ask what time tomorrow you need finalise the briefing by?

Thanks

[REDACTED]

[REPLY]

Email from the Scottish Government Manufacturing and Industries Team to Clyde Mission, 10 June 2021 17:49

[REDACTED],

I'm sorry I completely forgot about this, been swamped with other things.

[REDACTED]

[REDACTED]

Thanks

[REDACTED]

Email from Clyde Mission to Head of Clyde Mission, 11 June 2021 12:15

Hey [REDACTED],

Briefing is in a good place now, few wee comments for you on that starter temp
<https://erdm.scotland.gov.uk:8443/documents/A33540839/details>

The attached is the SDS contribution from the last briefing with a wee update at the end of the doc. [REDACTED]

Thanks for all your help!

[REDACTED]

Policy Officer | Clyde Mission Division | Economic Development Directorate | Scottish Government
3rd Floor | 5 Atlantic Quay | 150 Broomielaw | Glasgow | G2 8LU



[REPLY]

Email from the Head of Clyde Mission to Clyde Mission, 11 June 2021 12:55

Hi,

[REDACTED]

[REDACTED]

[REDACTED]

[REPLY]

Email from Clyde Mission to Head of Clyde Mission, 14 June 2021 09:47

Hey – updated added as suggested. Few comments on places I need info or cleared 😊

[REPLY]

Email from the Head of Clyde Mission to Clyde Mission, 14 June 2021 10:00

Looks good, think I've covered your comments/ queries etc.. Can you give it a wee tidy and polish? Then a double and triple check and it should be ready to go!

Cab Sec/Clyde Mission/ BAE Systems
Note of Meeting 22/06/2021
16:00- 16:45

By video conference

Attendees

Ms Kate Forbes, Cabinet Secretary for Finance and Economy (**KF**)
Sir Simon Lister, Head of Naval Ships, BAE Systems (**SL**)
Stuart Gallacher, Business Development, BAE Systems (**SG**)
[REDACTED] Head of Clyde Mission, SG [REDACTED]
[REDACTED] Space and Aerospace, SG [REDACTED]
[REDACTED] Clyde Mission, SG [REDACTED]

Agenda

1. Introductions
2. BAE update and forward look (Simon/ Stuart)
3. Linkages to Clyde Mission [REDACTED]
4. Potential next steps

KF – Referenced SL’s previous meeting with previous Cabinet Secretary for Economy, Fair Work and Culture, advising we are keen to continue conversations. Noted slightly different brief for Finance and Economy.

SL – Congratulated the Minister on her new portfolio.

BAE agreed they felt both economic and social responsibility. [REDACTED]

KF - KF is persuaded that all other objectives, tackling poverty, improving health and social outcome, can only be achieved if people have work, fair and good work. Working with key employers in the Clyde area would be one of KF objectives to ensure robust supply chains as local as possible. KL confirmed there is a vehicle to carry out this work which is Clyde Mission, and keen to explore those mutual beneficial objectives that BAE and Clyde Mission may have.

SL – Thanks KF for support. Confirms BAE feel connected by the Clyde as connected by a cluster of skills that can be exploited. [REDACTED]

[REDACTED] BAE will not be teaching the skills that are in Clydebank College where a welder or planner will learn the basics, the aim is to teach on site, and an industry lead applied skill set. Which is how you take those skills from the national providers and turn them in to the applied skill necessary to get going quickly and reliably in the shipyard.

KF – Question – What has been the experience in terms of recruitment, identifying the skills, particularly if you’ve got growth ambition. Are BAE confident of being able to access the skills?

SL – [REDACTED]

KF – [REDACTED]

SL – [REDACTED]

[REDACTED]

KF – Highlights if there is anything around targeting communities for students and engaging to bring people out of deprived backgrounds.

SL – BAE have realised that focusing on apprenticeships and graduates itself isn't enough, and also need to consider more manual trades who do some of the most difficult parts of shipbuilding. BAE have an outreach campaign particularly emphasising stem along with an early years team that go to job fairs, schools and colleges.

SL [REDACTED] **SL** highlighted that **KF** is attending the event on 28th June 2021 for the Cut Steel Ceremony which is the start of the ship build process. **SL** confirmed the senior guest is the Royal Highness Prince William who will be operating the machine in the moment. **SL** also confirmed the attendance of politicians and Government Officials from MoD.

SL confirmed the above is BAE's key messaging for this meeting, the intent for growth, request to keep in touch with the investment plans. [REDACTED]

SL [REDACTED]

KF – [REDACTED]

KF and SL [REDACTED]

KF – [REDACTED]

SL – [REDACTED]

[REDACTED]

KF – Confirmed the offer of close contact with SG officials and herself as keen to support the progress.

SL – Confirmed the event next week will also have a short brief on the investment that will made in to the site.

KF – [REDACTED]

SL – [REDACTED]

[REDACTED]

KF – Advised again to keep us all up to date. Confirmed actions from the conversation, it's important to continue to progress the conversations and partnerships. Having a number of vehicles that could help and assist, best for ScotGov to stay up to date.

KF invited [Head of Clyde Mission] to speak.

Head of Clyde Mission – Confirmed previous conversations with **SL** and **SG** around Clyde Mission and the launch of the Governance meeting on 23 June 2021.

[REDACTED]

SL – [REDACTED]

SG – [REDACTED]

SL – [REDACTED]

SG – [REDACTED]

KF – Agreed and advising government can do regeneration, good jobs and bringing places back to life, but businesses are the job creators, Gov can help create the conditions for business to be able to do it. KF very supportive of the Clyde Mission and working with BAE.

SL – Happy to hear KF advise of the above, as SL can come back to KF and advise of any issues. BAE happy with vision set by Cab Sec. BAE confirmed interest in healthy shipbuilding and relationships. [REDACTED]

SL's [REDACTED]

KF – Inspired by the ambition of SL and BAE, as KFs ambition for the sector is that it has a profound social and economic impact locally. Looking at these things and identifying what it will take to achieve that ambition and competitiveness is what KF wants to create the conditions for SL and BAE to be able to do. KF encouraged engagement with officials as often as beneficial.

Group – closed call.

BRIEFING NOTE FOR KATE FORBES, CABINET SECRETARY FOR FINANCE AND ECONOMY

BAE Systems New Managing Director Naval Ships

22nd June 2021

What	MS Teams meeting with Sir Simon Lister and Stuart Gallacher of BAE Systems Naval Ships.
Where	The meeting will take place via MS Teams
When	<i>16:00 – 16:45 22 June 2021</i>
Key Message(s)	<ol style="list-style-type: none"> 1. When the Clyde thrives so does Glasgow, the city-region and Scotland. This is why Clyde Mission is important to us. 2. Scotland has significant naval shipbuilding capabilities that provide substantial contributions towards the Scottish and UK economies and employment. 3. We welcome BAE Systems’ proposed investments to boost the Scottish Economy and would be keen to know how we can support both expansion and training development at BAE. 4. My officials have engaged with the UK Government on the National Shipbuilding Strategy and have highlighted the strengths of the Clyde, and the positive relationship between Clyde Mission, and SG in general, and BAE Systems.
Who	Sir Simon Lister, Head of Naval Ships, BAE Systems; and Stuart Gallacher, Business Development at BAE Systems
Why	<p>Recent reports from Oxford Economics and the Fraser of Allander Institute estimate that BAE Systems provides 2,700 direct jobs on the Clyde, and through this supports a total of around 6,000 jobs on the Clyde, and 11,000 jobs across Scotland.</p> <p>This is an opportunity to discuss [REDACTED], their Training Academy ambitions, and their developing relationship with Clyde Mission [REDACTED]</p> <p>The previous Cabinet Sec for Economy, Fair Work and Culture met Sir Simon on 23 Feb 2021 as an introductory meeting and discussed the importance of BAE activity to the Clyde and the Scottish Economy. It was agreed to meet again, and you have taken this meeting on as a result.</p> <p>[REDACTED]</p>
Expected outcome	<p>[REDACTED]</p> <p><i>This is also an opportunity to discuss their investment plans and to strengthen the relationship between BAE and SG’s Clyde Mission.</i></p>
Speech details	<i>N/A</i>
Supporting official	[REDACTED] Head of Clyde Mission [REDACTED], Policy Officer

Briefing contents	What is in the briefing pack: Annex A: Agenda & Biographies Annex B: Key Messages Annex C: Clyde Mission Annex D: BAE Systems' Apprenticeship Oversupply Proposal Clyde Ship Building Facilities Annex E: Naval Shipbuilding in Scotland Annex F: Letter of Support from SE to BAE for Investment in Clyde
Media Handling	<i>N/A</i>
Social Media	<i>N/A</i>
Name of the Constituency MSP	<i>Humza Yousaf; Bill Kidd.</i>
Name of Constituency	<i>Glasgow Pollok (BAE operations in Govan); Glasgow Anniesland (BAE operations in Scotstoun).</i>
Name of Region	<i>Glasgow</i>
Local MSP contacted (Y/N)	<i>N</i>
Dress code	<i>N/A</i>
Greeting Party and specific meeting point on arrival (if event is at a non SG Building)	<i>N/A</i>

MEETING PURPOSE, AGENDA, ATTENDEES & BIOGRAPHIES

Meeting Purpose

To meet with the new Managing Director of BAE Systems, Sir Simon Lester, Head of Naval Ships and discuss BAE Systems' plans for the Clyde.

Agenda

1. Introductions
2. BAE update and forward look (Simon/ Stuart)
3. Linkages to Clyde Mission [REDACTED]
4. Potential next steps

Attendees

Sir Simon Lister, Head of Naval Ships
Stuart Gallacher, Business Development at BAE

Biographies

Sir Simon Lister Head of Naval Ships, BAE



Simon Lister officially became Naval Ships Managing Director on 1 January 2021. He joined BAE Systems as Managing Director of the Aircraft Carrier Alliance in 2017, before being appointed Chief Operating Officer (COO) of BAE Systems Maritime and Land in April 2020 and since joining the Company he has been a member of the Maritime & Land UK Board.

Prior to joining BAE Systems, Simon enjoyed a successful career as a nuclear and marine engineer in the Royal Navy, concluding as a Vice Admiral, Member of the Navy Board, Chief of Materiel (Fleet), and Chief Naval Engineer.

[REDACTED]

Stuart Gallacher

Stuart works alongside Sir Simon Lister at BAE, in **Business Development**. Stuart is also a national representative on the Aerospace, Defence and Security Sector group.

Clyde Mission

We welcome BAE Systems’ interest in, and engagement with, the Clyde Mission. Marine engineering and shipbuilding can be a core asset for the Clyde, particularly in light of the Clyde Mission’s goal to create new, good and green jobs, and a workforce with the skills to secure those jobs.

BAE has shown great interest in Clyde Mission, [REDACTED]

I hope that we can work together to identify further opportunities for creating growth and jobs along the Clyde.

Potential BAE investment at Scotstoun and Govan

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Note - Clyde Mission Marine Engineering Study

As part of Clyde Mission, Scottish Enterprise has commissioned a study into maritime opportunities in the Clyde area. This will explore the existing assets and markets, as well as potential (global) opportunities and the conditions required to support the development of the sector. It will be completed at the end of June and we envisage being able to share with BAE and others shortly thereafter.

Sensitivity: [REDACTED] [REDACTED]

Naval Shipbuilding in Scotland

- Scottish shipyards have proven time and again that they are able to deliver contracts of quality to generate prosperity for the whole of the UK.
- My officials have been engaged with the development of the National Shipbuilding Strategy Refresh led by the UK Government, [REDACTED]

We welcome your commitment to the Clyde, and your ongoing engagement with our enterprise and skills agencies.

[REDACTED]

Note - [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Sensitivity: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Apprenticeships

[REDACTED]

- [REDACTED]
- [REDACTED]

BAE's contribution to apprenticeships is noted, and I welcome your recent work to promote greater gender equality within the sector. Is there more we could be doing to support this?

Sensitivity: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

In addition, we would like to see a model which develops routes into apprenticeships/ employment, to increase participation from underrepresented and disadvantaged groups and support the aims of the Young Person's Guarantee.

ANNEX C – CLYDE MISSION

The Clyde Mission is a national, place-based, mission to **make the Clyde an engine of sustainable and inclusive growth for the city, the region and Scotland**. It has defined Missions to:

1. Create new, good and green jobs and a workforce with the skills to secure those jobs
2. Use vacant and derelict land for the benefit of the economy, the environment and communities.
3. Adapt to climate risks, especially flooding.
4. Accelerate Scotland's progress to net zero.
5. Use the river to create better places for people and communities.

Our focus is on the unique opportunities and competitive advantage of the river and immediate surrounding land - and on tackling risks such as flooding which have the potential to limit those opportunities.

[REDACTED]

The Mission also seeks to:

- Build on industries such as shipping, shipbuilding and marine engineering; Attract international talent and investment;
- Bring vacant and derelict land back in to productive use;
- Improve and open up the river for visitors, local people and communities;
- Integrate land use and transport and draw on the work of the Connectivity Commission to enhance connectivity;
- Ensure the Clyde is climate ready, adaptable and resilient to climate change; and
- To use the river as a source of heat and energy for businesses and communities

As part of this, Clyde Mission has £25m to provide towards low carbon energy infrastructure along the Clyde during this parliament. [REDACTED]

Clyde Maritime projects funded by Clyde Mission

INCHGREEN MARINE PROJECT – PLATERS SHED (£1.36M)

Inchgreen is a unique asset: a 10.77 ha site and associated dry dock, which is still one of the largest dry docks in the UK at 305m long and 45m wide, offers unique access to 600m of quay wall and deep water access to the River Clyde.

Realising the opportunity to promote economic activity on the Inchgreen site is a priority for Inverclyde Council and its partner Peel Ports, with the support of the wider community.

Following a decline in the shipbuilding sector, the “Platers” shed on which the project is based has been used sparingly leading to dilapidation.

The project involves repurposing the Platers Shed through investment in the fabric and equipment of the building by making it fit for modern shipbuilding. This will allow a tenant to initially construct luxury motor yachts and then realise unmet demand for tugs, fishing vessels and other small to medium sized vessels, using traditional techniques, whilst at the same time maximising modern and green technology.

As well direct support through an employability initiative, there will be a recruitment of apprentices. The local economy will benefit from the obvious activities around new work and it is envisaged that this will continue for years to come.

[REDACTED]

SCOTTISH MARINE TECHNOLOGY PARK – ENABLING WORKS (£2M)

This project will support the development of the Scottish Marine Technology Park at the former Exxon site near Bowling – a site with significant physical remediation requirements.

Clyde Mission funding will deliver enabling infrastructure in the form of an open access heavy-lift quayside with a core aim of attracting new marine manufacturing businesses to the Clyde.

This is a strategic investment, alongside further planned investment from West Dunbartonshire Council in the form of a JV with the site owners. It will enable a leveraging of third-party investment in marine manufacturing services on an adjacent brownfield site bringing it back into long term productive use.

ANNEX D - BAE Systems' [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

ANNEX E - NAVAL SHIPBUILDING IN SCOTLAND

Facts and Analysis

- An economic analysis of the Scottish defence sector by the Fraser of Allander Institute revealed that;
- 5,943 jobs and £162.7 million in wages are supported by BAE's yards on the Upper Clyde; and
- 3,870 jobs and £105.9 million in wages are supported by the Rosyth dockyard in Fife.¹

Work in Scotland

[REDACTED]
[REDACTED]

The second and last of the QEC vessels, HMS Prince of Wales, left Rosyth September 2019 for sea trials while the class leader, HMS Queen Elizabeth, commissioned in December 2017 and became fully operational in January 2021, assuming the role of fleet flagship.

The completion of the QEC Programme [REDACTED] [REDACTED]

UK Integrated Security Review and National Shipbuilding Strategy

- Published in March 2021, confirmed the UK Government commitment to develop the next generation of naval vessels, including Type 32 frigates and Fleet Solid Support ships, and deliver eight Type 26 and five Type 31 frigates, which are the next generation warships.
- UKG are currently working on a refresh to the National Shipbuilding Strategy, which is currently planned for a summer 2021 publication.
- This is a refresh of the original 2017 strategy, which followed, and accepted all the recommendations of, Sir John Parker's November 2016 report - "An Independent Report to inform the UK National Shipbuilding Strategy".
- [REDACTED]
- [REDACTED]

Type 31 Frigate: Announcement of preferred bidder

- On 12 September 2019, the Ministry of Defence announced that the £1.25 billion contract to build five Type 31 frigates had been awarded to the Team31 consortium led by Babcock.
- Team31 is based on a Babcock lead with Thales as the key supplier (partner in essence).
- [REDACTED]
- [REDACTED]
- [REDACTED]

1

<http://www.gmbScotland.org.uk/assets/media/documents/campaigns/defence/Fraser%20of%20Allander%20Shipbuilding%20Report%20%20FINALGMB%20Cover.pdf> (JULY 2016)

[REDACTED]

[REDACTED]

- [REDACTED].
- In May 2020, Harland and Wolff, BMT and Spanish shipbuilder Navantia announced they had formed a partnership, 'Team Resolute,' to bid for the Fleet Support Ship Programme, in a move that would see some of the work on the vessels taking place in Belfast.
- On 21 May 2021, UK Defence Secretary Ben Wallace announced a renewed tender for the three planned vessels, which would be built by "British-led Teams".
- Under the competition, the successful bidder can work in partnership with international companies but would be required to integrate the ships in a UK shipyard. International shipbuilders are invited to collaborate with UK companies, but a British firm must lead the successful bid.
- Shipbuilding unions have welcomed the policy shift but are concerned around what constitutes a 'significant proportion' of work for the UK which they believe "is open to interpretation and lacks clarity."
- [REDACTED]

Letter of Support from SE to BAE for Investment in Clyde

[REDACTED – OUT OF SCOPE]

Hi [REDACTED],

Just a couple of tweaks to make it clear that BAE Systems haven't taken this forward:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Sensitivities

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Thanks, [REDACTED]

[REDACTED] | Head of Apprenticeships & Education Alignment Unit | Young Person's Guarantee Division | Directorate for Fair Work, Employability & Skills | Scottish Government | 6th Floor, 5 Atlantic Quay, 150 Broomielaw Glasgow, G2 8LU

Mobile: [REDACTED] | Email: [REDACTED]@gov.scot

[Developing the Young Workforce – Scotland's Youth Employment strategy.](#)



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

Sent: 08 June 2021 08:16

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

Cc: [REDACTED] <[REDACTED]@gov.scot>
Subject: RE: BAE System Briefing for Ms Hyslop

Hi all,

Thank you very much for your help with this, much appreciated.

[REDACTED]

From: [REDACTED] <[REDACTED]@gov.scot>
Sent: 08 June 2021 07:48
To: [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>
Cc: [REDACTED] <[REDACTED]@gov.scot>
Subject: RE: BAE System Briefing for Ms Hyslop

Hi [REDACTED]

Let me have a quick check in with [REDACTED] this morning, the lines may remain unchanged, but I want to make sure there is nothing additional to add/change given the time lag from sending these at the beginning of the year.

Regards

[REDACTED]

From: [REDACTED] <[REDACTED]@gov.scot>
Sent: 08 June 2021 05:51
To: [REDACTED] <[REDACTED]@gov.scot>
Cc: [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>
Subject: RE: BAE System Briefing for Ms Hyslop

Hi [REDACTED]

My role is to support the employer engagement for the Guarantee, hence [REDACTED] cc me into the email about BAE sign up.

The information below would need to be approved by one of my colleagues in the apprenticeship team. I have cc in [REDACTED] and [REDACTED] from that team who should be able to assist.

Best wishes,
[REDACTED]

From: [REDACTED] <[REDACTED]@gov.scot>
Sent: 07 June 2021 16:05
To: [REDACTED] <[REDACTED]@gov.scot>
Subject: RE: BAE System Briefing for Ms Hyslop

Hi [REDACTED]

Thank you very much for the below and the attachment.

Can you confirm that you are content for the below (which was provided last time) to be included in the briefing again with a note to advise the minister that BAE have signed up to the Young Person's Guarantee (attaching the pro-forma).

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED]

From: [REDACTED] <[REDACTED]@gov.scot>
Sent: 04 June 2021 18:38
To: [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>
Subject: RE: BAE System Briefing for Ms Hyslop

Hi [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED] <[REDACTED]@gov.scot>
Sent: 04 June 2021 17:06
To: [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>
Subject: RE: BAE System Briefing for Ms Hyslop

Hi [REDACTED]

[REDACTED]

I'm off on Monday, but around on Tuesday if you want a quick chat about it.

Kind Regards, [REDACTED]

[REDACTED] | Head of Apprenticeships & Education Alignment Unit | Young Person's Guarantee Division | Directorate for Fair Work, Employability & Skills | Scottish Government | 6th Floor, 5 Atlantic Quay, 150 Broomielaw Glasgow, G2 8LU

Mobile: [REDACTED] | Email: [REDACTED]@gov.scot

[Developing the Young Workforce – Scotland's Youth Employment strategy.](#)



From: [REDACTED] <[REDACTED]@gov.scot>
Sent: 04 June 2021 14:40
To: [REDACTED] <[REDACTED]@gov.scot>
Subject: RE: BAE System Briefing for Ms Hyslop

Hi [REDACTED]

I hope you are well.

I am drafting a briefing for Ms Forbes who is due to meet with BAE Systems on 22nd June. Similar to last time I was hoping for a further update on the below to include in the briefing if necessary. Along with anything else you feel we should make the minister aware of.

I have forwarded on the update you provided earlier in the year for ease.

Apologies as I do have short deadline myself, could I kindly ask that you provide an update by the 8th June.

Many thanks
[REDACTED]

From: [REDACTED] <[REDACTED]@gov.scot>
Sent: 12 February 2021 11:54

To: [REDACTED] <[REDACTED]@gov.scot>
Subject: RE: BAE System Briefing for Ms Hyslop

Hi [REDACTED]

Apologies, a wee bit later than I'd hoped but it's been a morning of meetings! Hope this is helpful, but do let me know if you need anything else. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Sensitivities

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Kind Regards, [REDACTED]

[REDACTED] | Head of Apprenticeships & Education Alignment Unit | Young Person's Guarantee Division | Directorate for Fair Work, Employability & Skills | Scottish Government | 6th Floor, 5 Atlantic Quay, 150 Broomielaw Glasgow, G2 8LU

Mobile: [REDACTED] | Email: [REDACTED]@gov.scot

[Developing the Young Workforce – Scotland's Youth Employment strategy.](#)



From: [REDACTED]
Sent: 11 February 2021 16:35
To: [REDACTED]
Subject: RE: BAE System Briefing for Ms Hyslop

Hi [REDACTED]

I am doing great, I hope you are well!

That would be perfect, as Ms Hyslop is meeting the new Managing Director so that would be very useful information to be aware of throughout.

Tomorrow is fine, thanks very much!!

Many thanks
[REDACTED]

From: [REDACTED] <[REDACTED]@gov.scot>
Sent: 11 February 2021 16:16
To: [REDACTED] <[REDACTED]@gov.scot>
Subject: RE: BAE System Briefing for Ms Hyslop

Hi [REDACTED]

It's lovely to hear from you and I hope you are well?

I'm not sure if this is the same topic, but [REDACTED] was liaising with Stuart at [REDACTED] I can give you a couple of lines to cover this, but likely to be tomorrow as I'm in meeting for the rest of the day.

Kind Regards, [REDACTED]

[REDACTED] | Head of Apprenticeships & Education Alignment Unit | Young Person's Guarantee Division | Directorate for Fair Work, Employability & Skills | Scottish Government | 6th Floor, 5 Atlantic Quay, 150 Broomielaw Glasgow, G2 8LU

Mobile: [REDACTED] | Email: [REDACTED]@gov.scot

[Developing the Young Workforce – Scotland's Youth Employment strategy.](#)



From: [REDACTED] <[REDACTED]@gov.scot>
Sent: 11 February 2021 16:09
To: [REDACTED] <[REDACTED]@gov.scot>
Subject: FW: BAE System Briefing for Ms Hyslop

Hi [REDACTED]

I am wondering if you could help me, I am preparing a briefing for Ms Hyslop, due to meet BAE Systems on the 23rd of this month. I have been advised they have interest in a potential [REDACTED]. Are you the best placed person for me to contact regarding any lines on this matter?

Many thanks
[REDACTED]

Policy Officer | Clyde Mission Division | Economic Development Directorate |
Scottish Government
3rd Floor | 5 Atlantic Quay | 150 Broomielaw | Glasgow | G2 8LU
M: [REDACTED] E: [REDACTED]@gov.scot



[contents attached]

[REDACTED – Out of scope]