

Request: *Please provide information about any Scottish Government communications with or about the charity Mermaids since 1 May 2021. Please details of any meetings, including any dates, agendas and minutes, and any records created in that period relating to past, present or possible future funding.*

1. Email invitation sent to Gender Identity Healthcare team and Family Law team from LGBTI Equality Team 19 May 2021

Subject: Meeting with Mermaids
Location: Microsoft Teams Meeting
Start: Tue 08/06/2021 11:00
End: Tue 08/06/2021 12:00
Show Time As: Tentative
Recurrence: (none)
Meeting Status: Not yet responded
Organiser: **[redacted]**

Required Attendees: **[redacted]; [redacted]; [redacted]**

Optional Attendees: **[redacted]; [redacted]; [redacted]**

Hi **[redacted]**

Forwarding on this invitation to join the LGBTI team's meeting with Mermaids on 8 June, in case you would like to come along. As you'll be aware, we haven't had any previous engagement with the organisation before and it's likely the issues covered will be quite broad.

Not a problem if you're unable to attend of course, we can share a note of the meeting if you are interested in what gets discussed.

Thanks,
[redacted]

Hi all,

Confirming this slot in diaries to meet with Mermaids **[redacted], [redacted] and [redacted], [redacted]** (pronouns **[redacted]**). **[redacted]** and **[redacted]** from political consultant firm Connectpa will also be joining.

[redacted]

2. Meeting invitation decline

From: **[redacted]**

Sent: 04 June 2021 13:37

To: **[redacted]**

Cc: **[redacted]**

Subject: Declined: Meeting with Mermaids

Hi **[redacted]**,

I won't be attending this meeting but **[redacted]** from our team will.

Hope you have a lovely weekend when it comes!

[redacted]

[redacted] (**[redacted]**)

[redacted] | Health Improvement Division | Scottish Government | St Andrew's

House | Regent Road | Edinburgh | EH1 3DG

Tel: **[redacted]**

[redacted]

3. Invitation to LGBTI stakeholder meeting on health and gender identity services

From: **[redacted]** on behalf of Minister for Public Health, Women's Health & Sport
Sent: 11 October 2021 09:31
Subject: 11:00 - 12:00 Stakeholders Roundtable LGBTI health and in particular gender identity services.
Location: Microsoft Teams Meeting
Start: Tue 30/11/2021 11:00
End: Tue 30/11/2021 12:00
Required Attendees: 'maree.todd.msp@parliament.scot'; **[redacted]**; **[redacted]**; **[redacted]**

MiCase 202100239987 – A/O **[redacted]**

Hi **[redacted]**,

Can you please confirm official support and provide the briefing by 4pm on Thursday 25 November.

Regards,

[redacted]

Organisation	Contact	Role	Email address	Confirmed
Stonewall	[redacted]	[redacted]	[redacted]	Yes – confirmed on 05/10
LGBT Health and Wellbeing	[redacted]	[redacted]	[redacted]	Yes – confirmed on 05/10
LGBT Youth Scotland	[redacted]	[redacted]	[redacted]	Yes – confirmed on 06/10
TransparenTsees/ Mermaids	[redacted]	[redacted]	[redacted]	Yes, 11/10/21
Scottish Trans Alliance	[redacted]	[redacted]	[redacted]	Yes – 05/10/21

4. Invitation from Mermaids to First Minister

From: [redacted]
Sent: 03 March 2021 16:52
To: [redacted] <[redacted]@gov.scot>
Cc: [redacted] <[redacted]@gov.scot>
Subject: RE: Thank you from Mermaids

We can add this to the agenda for tomorrow's catch up ☐

[redacted]
[redacted]|Equality and Human Rights Division
Scottish Government|Victoria Quay|Edinburgh|EH6 6QQ
☐ [redacted]
☐ Before you print think about the ENVIRONMENT

From: [redacted] <[redacted]@connectpa.co.uk>
Sent: 03 March 2021 16:46
To: [redacted] <[redacted]@gov.scot>
Cc: [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>
Subject: RE: Thank you from Mermaids

Dear [redacted],

Thank you very much for getting back to me. The Mermaids team would be delighted to meet at an official level. Do any of the following windows work for later in March:

- 23rd after 1pm
- 24th between 11am-1pm
- 25th between 1-4pm

Kind regards,

[redacted]

From: [redacted]@gov.scot <[redacted]@gov.scot>
Sent: 02 March 2021 13:35
To: [redacted] <[redacted]@connectpa.co.uk>
Cc: [redacted]@gov.scot; [redacted]@gov.scot
Subject: FW: Thank you from Mermaids

Hi [redacted]

Many thanks for your below email of 28 January on behalf of Mermaids, requesting a meeting with the First Minister to discuss your work and the support available for the trans community in Scotland. I am replying as I work in the Equality Unit and our team are responsible for LGBTI policy.

While the First Minister is unfortunately unable to accommodate your invitation on this occasion, we would be very happy to offer a meeting at official level in the first instance if this would be suitable for you. If so, I'd be grateful if you can let us know your availability and I can make the necessary arrangements for the meeting.

I look forward to hearing from you.

Best wishes,

[redacted]

[redacted]

[redacted]

Scottish Government | Directorate for Local Government and Communities| Equality and Human Rights
Area 3H (North) | Victoria Quay | Edinburgh | EH6 6QQ

I am now working from home and can be reached by email, mobile or Skype.

From: [redacted]<[redacted]@connectpa.co.uk>

Sent: 28 January 2021 16:19

To: Nicola.Sturgeon.msp@parliament.scot; Scottish Ministers

<Scottish_Ministers@gov.scot>

Subject: Thank you from Mermaids

AO – [redacted]

Dear First Minister,

I hope this email finds you well.

I'm getting in touch on behalf of Mermaids, a leading charity supporting trans and gender diverse young people and their families. We wanted to thank you for your words condemning transphobia, and offer you our support and advice in your work around gender. The Mermaids team would be delighted to meet with you, to offer our expertise, discuss our work, and collaborate to support the trans community in Scotland.

Let me know if there is a convenient time in the coming weeks for a virtual meeting.

Kind regards,

[redacted]

[redacted]

Senior Account Executive

Email: [redacted]@connectpa.co.uk

Tel: [redacted] Mob: [redacted]

www.connectpa.co.uk

5. Email from Mermaids on Schools Guidance

From: [redacted]
Sent: 12 August 2021 12:48
To: [redacted] <[redacted]@mermaidsuk.org.uk>
Cc: [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>
Subject: RE: School guidance - trans inclusion

Good afternoon [redacted],

Apologies for the delay in responding. As you may be aware, this guidance was published this morning and can be found online at – [Supporting transgender young people - gov.scot \(www.gov.scot\)](http://www.gov.scot)

I hope this is helpful, and please don't hesitate to get in touch if you have any further questions.

Many thanks,

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

 [redacted]  [redacted]
 Before you print think about the ENVIRONMENT



From: [redacted] <[redacted]@mermaidsuk.org.uk>
Sent: 15 July 2021 17:00
To: [redacted] <[redacted]@gov.scot>; [redacted]@connectpa.co.uk; [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>
Cc: [redacted] <[redacted]@mermaidsuk.org.uk>; [redacted] <[redacted]@mermaidsuk.org.uk>; [redacted]@mermaidsuk.org.uk
Subject: School guidance - trans inclusion

Dear all

I hope this email finds you well?

It has been a little while since we last spoke, so thought I'd check in with you all and specifically whether you can confirm if the Scottish Government are going to publish some guidance for schools on trans inclusion, in the near future? If so, are you able to provide us with more information as to when exactly and if there's an opportunity to review an embargoed copy?

Kind regards

[redacted]



Please note there is no obligation to reply outside of your working hours

[redacted]

[redacted]

[redacted]

Mermaids | [Mermaidsuk.org.uk](https://mermaidsuk.org.uk)

Mobile: [redacted]

Leeds Office: Suite 4, Tam House, 77 High Street, Yeadon, Leeds, LS19 7SP

London Office: Room 303, Garden Studios, 71-75 Shelton Street, London, WC2H 9JQ

Helpline: 0808 801 0400

Calls to this helpline are free from landlines and mobile phones within the UK and do not appear on itemised bills

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Registered Charity Number 1160575

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Mermaids would like to draw your attention to our updated Privacy Policy, please read, and if you have any questions please email us.

From: [redacted]

Sent: 12 August 2021 12:48

To: [redacted] <[\[redacted\]@mermaidsuk.org.uk](mailto:[redacted]@mermaidsuk.org.uk)>

Cc: [redacted] <[\[redacted\]@gov.scot](mailto:[redacted]@gov.scot)>; [redacted] <[\[redacted\]@gov.scot](mailto:[redacted]@gov.scot)>; [redacted] <[\[redacted\]@gov.scot](mailto:[redacted]@gov.scot)>

Subject: RE: School guidance - trans inclusion

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Apologies for the delay in responding. As you may be aware, this guidance was published this morning and can be found online at – [Supporting transgender young people - gov.scot](https://www.gov.scot) (www.gov.scot)

I hope this is helpful, and please don't hesitate to get in touch if you have any further questions.

Many thanks,

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

 **[redacted]** |  **[redacted]**
 Before you print think about the ENVIRONMENT



From: **[redacted]** <[\[redacted\]@mermaidsuk.org.uk](mailto:[redacted]@mermaidsuk.org.uk)>
Sent: 15 July 2021 17:00
To: **[redacted]** <[\[redacted\]@gov.scot](mailto:[redacted]@gov.scot)>; **[redacted]** <[\[redacted\]@connectpa.co.uk](mailto:[redacted]@connectpa.co.uk)>; **[redacted]** <[\[redacted\]@gov.scot](mailto:[redacted]@gov.scot)>; **[redacted]** <[\[redacted\]@gov.scot](mailto:[redacted]@gov.scot)>
Cc: '**[redacted]**' <[\[redacted\]@mermaidsuk.org.uk](mailto:[redacted]@mermaidsuk.org.uk)>; **[redacted]** <[\[redacted\]@mermaidsuk.org.uk](mailto:[redacted]@mermaidsuk.org.uk)>; **[redacted]** <[\[redacted\]@mermaidsuk.org.uk](mailto:[redacted]@mermaidsuk.org.uk)>
Subject: School guidance - trans inclusion

Dear all

I hope this email finds you well?

It has been a little while since we last spoke, so thought I'd check in with you all and specifically whether you can confirm if the Scottish Government are going to publish some guidance for schools on trans inclusion, in the near future? If so, are you able to provide us with more information as to when exactly and if there's an opportunity to review an embargoed copy?

Kind regards

[redacted]



Please note there is no obligation to reply outside of your working hours

[redacted]
[redacted]
[redacted]

Mermaids | [Mermaidsuk.org.uk](https://mermaidsuk.org.uk)

Mobile: **[redacted]**
Leeds Office: Suite 4, Tarn House, 77 High Street, Yeadon, Leeds, LS19 7SP
London Office: Room 303, Garden Studios, 71-75 Shelton Street, London, WC2H 9JQ

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Registered Charity Number 1160575

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Mermaids would like to draw your attention to our updated [Privacy Policy](#), please read, and if you have any questions please email us.

6. Note of meeting with Mermaids & SG Officials – Tuesday 8 June 2021

Attendees

[redacted], Mermaids, [redacted]
[redacted], SG, Family Law Policy
[redacted], SG, Family Law Policy
[redacted], SG, Gender Identity and Healthcare Access
[redacted], LGBTI Policy
[redacted], LGBTI Policy
[redacted], LGBTI Policy

1. Welcome and Introductions

2. [redacted] gave an overview of Mermaids and ongoing work to support trans, non-binary and gender diverse young people up until their 20th birthday as well as wider family members where necessary. Discussed helpline service, a core part of Mermaids' work which acts as an info point for anyone wanting to discuss gender identity (e.g. parents, young people, teachers). [redacted] discussed policy work with parliamentary focus and in house campaign department. Mermaids operates a UK wide training programme and has recruited both a Sports Inclusion Officer and Trans PoC Policy Officer.

3. [redacted] noted Mermaids are currently developing a network of trans inclusive lawyers across the UK. [redacted] raised SG engagement with the Scottish law centres and it was agreed that officials would share relevant contacts details with [redacted]. **[Action: LGBTI Policy to share contact details for Child Clan Law and Scottish Child Law Centre.]**

4. [redacted] briefly outlined main issues impacting service users and wider trans community such as sports inclusion and healthcare. Many trans young people are waiting between 2-3 years for appointments at gender identity clinics and misinformation regarding gender identity services/ prescription of puberty blockers was noted as a significant challenge. [redacted] noted perceived differences between Scotland and England and legal landscape post *Bell v. Tavistock* and asked officials if they see potential for similar litigation in Scotland. Officials were not aware of any specific cases in Scotland.. [redacted] noted stakeholders consistently raise these healthcare concerns and highlighted the work of the Working Group for Non-Binary Equality (WGNBE) which will focus on healthcare inequalities (including primary care, fertility preservation, mental health, gender identity services) amongst other topics. **[Action: LGBTI Policy to share link to WGNBE web page]**.

5. On Mermaids' engagement with service users in Scotland via their helpline, [redacted] noted that users more often tend to live in rural locations and have had little to no education around gender identity and trans issues. On education in schools in Scotland, [redacted] highlighted that TIE are key stakeholders and front runners on Scottish policy. **[Action: LGBTI Policy to gather updates from education on trans school guidance publication date and implementation group]**.

6. [redacted] noted Mermaids are keen to input on policy if and where possible and asked officials about key stakeholders in Scotland. **[Action: LGBTI Policy to share contact details for key stakeholders including LGBT Youth and TIE].**

7. On GRA reform, [redacted] asked Family Law colleagues for an update on next steps. Noting SNP manifesto commitment to reforming the GRA, [redacted] outlined that next steps would be to first ask ministers how they would like to proceed and second, internally recruit staff. [redacted] noted that we can expect a wide range of issues to be raised such as the census, data, sport and single sex spaces for women . On the possibility of stakeholder roundtables with stakeholders representing a range of views, [redacted] was open to the idea dependent on the views of invited groups (i.e. Would not be open to roundtable with group holding openly transphobic views)..

8. [redacted] asked for thoughts on efficacy of trans healthcare pilots in England. [redacted] noted that while they are welcome, ultimately they will not solve long term issue with primary care system.

7. Emails organising the meeting between the LGBTI Equality team and Mermaids

From: [redacted]
Sent: 19 May 2021 09:10
To: [redacted] <[redacted]@gov.scot>
Subject: FW: Thank you from Mermaids

Hi [redacted],

Please can you add [redacted] to the contact database if she isn't already there.

Thanks,

[redacted]

[redacted] | LGBTI Team | Equality and Human Rights Division | Scottish Government | Tel:
[redacted]

[redacted]

From: [redacted] <[redacted]@connectpa.co.uk>
Sent: 18 May 2021 17:48
To: [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@mermaidsuk.org.uk>
Cc: [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>
Subject: RE: Thank you from Mermaids

Hi [redacted],

Thanks for coming back to me, that date and time works fine.

[redacted] from Mermaids will be the main point of contact going forward, please let [redacted] know if you would prefer a meeting over Zoom or Teams.

Thanks so much,
[redacted]

[redacted]
Account Executive

Connect

Email:
[redacted]@connectpa.co.uk
Tel: 020 7592 9592 Mob:
[redacted]
www.connectpa.co.uk

From: [redacted]@gov.scot <[redacted]@gov.scot>
Sent: 17 May 2021 15:21
To: [redacted]< [redacted]@connectpa.co.uk>
Cc: [redacted]@gov.scot; [redacted]@gov.scot; [redacted]@gov.scot
Subject: RE: Thank you from Mermaids

Hi [redacted]

Thanks for getting back to me. Unfortunately diaries have moved on since my email of 19 April and the 27 May now won't be possible.

Would **Tuesday 8 June 11-12** work for yourself and Mermaids as a possible alternative? I'm happy to forward joining details if this is suitable.

Thanks,

[redacted]

[redacted]

[redacted]

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8. Emails organising the meeting between the LGBTI Equality team and Mermaids

From: [redacted]
Sent: 19 May 2021 11:04
To: [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>
Subject: RE: Thank you from Mermaids

Yes, sounds good to me.

[redacted]

[redacted] | LGBTI Team | Equality and Human Rights Division | Scottish Government | Tel: [redacted]

[redacted]

From: [redacted] <[redacted]@gov.scot>
Sent: 19 May 2021 10:22
To: [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>
Subject: RE: Thank you from Mermaids

Sounds good to me, [redacted], if others agree – think this is likely to be quite a broad discussion.

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

From: [redacted] <[redacted]@gov.scot>
Sent: 19 May 2021 09:59
To: [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>
Subject: FW: Thank you from Mermaids

Hi all,

Just wanted to get your views on whether we should invite [redacted] or Family Law along to this before I go back to [redacted]?

Thanks,

[redacted]

[redacted]
[redacted]
Scottish Government | Directorate for Local Government and Communities | Equality and Human Rights

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



From: [redacted] <[redacted]@mermaidsuk.org.uk>
Sent: 19 May 2021 09:50
To: [redacted] <[redacted]@gov.scot>; [redacted]@connectpa.co.uk;
[redacted]@mermaidsuk.org.uk
Cc: [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>
Subject: RE: Thank you from Mermaids

Thanks [redacted], are you able to confirm a delegate list also please?

Kind regards

[redacted]



[redacted]
[redacted]
[redacted]

Mermaids | [Mermaidsuk.org.uk](https://mermaidsuk.org.uk)

Mobile: [redacted]

Leeds Office: Suite 4, Tam House, 77 High Street, Yeadon, Leeds, LS19 7SP

London Office: Room 303, Garden Studios, 71-75 Shelton Street, London, WC2H 9JQ

Helpline: 0808 801 0400

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Registered Charity Number 1160575

From: [redacted]@gov.scot [mailto:[redacted]@gov.scot]
Sent: 19 May 2021 09:20
To: [redacted]@mermaidsuk.org.uk; [redacted]@connectpa.co.uk;
[redacted]@mermaidsuk.org.uk
Cc: [redacted]@gov.scot; [redacted]@gov.scot; [redacted]@gov.scot
Subject: RE: Thank you from Mermaids

Thanks [redacted], that's great. Please find joining details below.

Looking forward to meeting with your team,

Best,

[redacted]

[redacted]

[redacted]

Scottish Government | Directorate for Local Government and Communities | Equality and Human Rights

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



Scottish Government
Riaghaltas na h-Alba
gov.scot

From: [redacted] <[redacted]@mermaidsuk.org.uk>

Sent: 19 May 2021 08:58

To: [redacted] <[redacted]@gov.scot>; [redacted]@connectpa.co.uk

Cc: [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@gov.scot>

Subject: RE: Thank you from Mermaids

Hi [redacted]

Great to connect. Yes, Teams is fine with us - please do forward on a link to myself and [redacted]@mermaidsuk.org.uk

Looking forward to chatting with you all soon.

Kind regards

[redacted]



[redacted]

[redacted]

[redacted]

Mermaids | [Mermaidsuk.org.uk](https://mermaidsuk.org.uk)

Mobile: [redacted]

Leeds Office: Suite 4, Tam House, 77 High Street, Yeadon, Leeds, LS19 7SP

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Registered Charity Number 1160575

From: [redacted]@gov.scot [mailto:[redacted]@gov.scot]
Sent: 19 May 2021 08:21
To: [redacted]@connectpa.co.uk; [redacted]@mermaidsuk.org.uk
Cc: [redacted]@gov.scot; [redacted]@gov.scot; [redacted]@gov.scot
Subject: RE: Thank you from Mermaids

Hi [redacted]/ [redacted],

Thanks so much for confirming, we're really looking forward to meeting with your organisations. Teams would be ideal for us if this also works for you? If so, happy to forward on joining details.

Many thanks,

[redacted]

[redacted]
[redacted]
Scottish Government | Directorate for Local Government and Communities | Equality and Human Rights

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



From: [redacted] <[redacted]@connectpa.co.uk>
Sent: 18 May 2021 17:48
To: [redacted] <[redacted]@gov.scot>; [redacted] <[redacted]@mermaidsuk.org.uk>
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Thanks so much,

[redacted]

[redacted]
Account Executive



Email:

[redacted]@connectpa.co.uk

Tel: 020 7592 9592 Mob: [redacted]



www.connectpa.co.uk

From: [redacted]@gov.scot <[redacted]@gov.scot>
Sent: 17 May 2021 15:21
To: [redacted]< [redacted]@connectpa.co.uk>
Cc: [redacted]@gov.scot; [redacted]@gov.scot; [redacted]@gov.scot
Subject: RE: Thank you from Mermaids

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9. Emails discussing note of the meeting with Mermaids

From: [redacted]
Sent: 22 June 2021 10:35
To: [redacted]<[redacted]@gov.scot>; [redacted]<[redacted]@gov.scot>
Subject: RE: Mermaids - Note of meeting - June 21 (A33630271)

Thanks, [redacted]. Yes, I think that they'll be a useful stakeholder for us going forward so would be good to stay in touch.

[redacted] – please can you send on to other SG colleagues at the meeting to check, if you haven't already done so. Then when everyone's content, send on to [redacted].

Thanks,

[redacted]
[redacted] | LGBTI Team | Equality and Human Rights Division | Scottish Government | Tel:
[redacted]
[redacted]

From: [redacted]<[redacted]@gov.scot>
Sent: 18 June 2021 08:18
To: [redacted]<[redacted]@gov.scot>; [redacted]<[redacted]@gov.scot>
Subject: RE: Mermaids - Note of meeting - June 21 (A33630271)

This looks like it was a useful meeting! Are we intending to stay in more regular contact going forward?

I've highlighted one point for [redacted] in particular that I don't think's been noted accurately.

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

From: [redacted]<[redacted]@gov.scot>
Sent: 17 June 2021 16:23
To: [redacted]<[redacted]@gov.scot>
Cc: [redacted]<[redacted]@gov.scot>
Subject: Mermaids - Note of meeting - June 21 (A33630271)

Click on the link to open 'Mermaids - Note of meeting - June 21' -
<https://erdm.scotland.gov.uk:8443/documents/A33630271/details>

Hi [redacted],

I've just made a few minor tweaks to [redacted]'s note. When you've a moment, please can you send onto other SG officials who were at the meeting to check that they're happy with the note. Then send on to [redacted]. I note that there are a few actions for us.

Thanks,
[redacted]