

## Annex A

**From:** [REDACTED]  
**Sent:** 29 July 2022 08:04  
**To:** [REDACTED]  
**Subject:** Fwd: Alcohol policy

Hi [REDACTED]

Just a reminder we're issuing the employee notice and social media messaging today for this. Should be around 11.30.

Thanks  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Atrium Court, 50 Waterloo St  
Glasgow  
G2 6HQ


Tel: [REDACTED]  
Mobile: [REDACTED]  
Email: [REDACTED]  
Web: [www.ScotRail.co.uk](http://www.ScotRail.co.uk)



Leaders  
in Diversity  
Award

Achieved  
Valid Until  
March 2024



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**From:**  
[REDACTED]

**Sent:** Thursday, July 28, 2022 11:10:26 AM  
**To:**  
[REDACTED]

**Subject:** Alcohol policy

Hello

As mentioned on the call this morning.

[REDACTED]

– the employee notice can be lined up in Poppulo. Could you also send a test to Ben for his sign-off please?

For social media, if we could schedule in a message for tomorrow and then have the usual rhythm of scheduled alcohol policy ones for the coming weeks please. Any messages already scheduled would need to be replaced.

If you have any questions, please get in touch.

Thanks.

Classified as INTERNAL

## **EMPLOYEE NOTICE**

### **SUBJECT: Alcohol policy update**

Hello,

As you know, the safety of our customers and our colleagues is always our priority.

To that end, I wanted to provide you with an update on our alcohol policy in relation to the carrying and consumption of alcohol on ScotRail trains and in ScotRail stations.

Our previous alcohol policy was introduced in 2012 as a result of an increase in alcohol related reported levels of anti-social behaviour (ASB) on our network.

The key focus of the policy was the introduction of an alcohol ban on our network and services between the hours of 21.00 and 10.00, which was supported under section 4.2 of the existing railway by-laws.

In July 2020, we extended these alcohol restrictions to implement a complete ban on alcohol. This was originally introduced as a temporary measure with the agreement of the Scottish Government, [REDACTED], and trade unions to support COVID-19 mitigations and measures.

Since the removal of the COVID-19 precautions that initiated the current complete ban, we've been working with partners, including Scottish Government and [REDACTED], to review the alcohol ban as we look to welcome customers back to railway and the country continues its recovery from the pandemic.

**As part of this, we have agreed with the Scottish Government our current alcohol ban will remain in place for the foreseeable future to allow time for it to be reviewed as part of its National Conversation on Rail.**

This means that our policy for the carrying and consumption of alcohol on ScotRail trains and in ScotRail stations will remain as follows:

- No alcohol to be consumed at any ScotRail station or on a ScotRail train.

- Customers cannot visibly carry alcohol, opened or unopened. Customers can carry alcohol in a bag where it can't be seen.
- Customers may be refused access to ScotRail services if they are unable to take care of themselves due to the effects of alcohol.

Our station and on-train colleagues will not be expected to challenge customers who are seen to breach the alcohol policy. If you witness a customer in breach of the alcohol ban, you should report this to [REDACTED], who will lead on the enforcement of the policy.

We know this is a topic that has generated a lot of discussion, and some have strong views on the policy. We will update you on any developments.

If you have any questions, please get in touch.

Best wishes,

[REDACTED]

### **REACTIVE MEDIA LINE**

#### **Background**

The current complete ban on alcohol, which has been in place since July 2020, was introduced as a temporary measure with the agreement of the Scottish Government, [REDACTED], and trade unions to support COVID-19 mitigations and measures.

ScotRail's current alcohol policy, is:

- No alcohol to be consumed at any ScotRail station or on a ScotRail train.
- Customers cannot visibly carry alcohol, opened or unopened. Customers can carry alcohol in a bag where it can't be seen.
- Customers may be refused access to ScotRail services if they are unable to take care of themselves due to the effects of alcohol.

Since the removal of the COVID-19 precautions that initiated the current complete alcohol ban, ScotRail has been working with partners, including Scottish Government and [REDACTED], to review the alcohol policy as the train operator looks to welcome customers back to railway and the country continues its post-pandemic recovery.

We have agreed with the Scottish Government that the ScotRail's current complete alcohol ban remains in place for the foreseeable future. The policy will be reviewed as part of the Scottish Government's National Conversation on Rail.

[REDACTED] is responsible for enforcing alcohol bans on Scotland's Railway.

#### **Quote**

[REDACTED], said: "The safety of our customers and our colleagues is always our number one priority.

"The current alcohol ban on ScotRail services was introduced to support COVID-19 precautions and guidance, and the current ban will remain in place for the foreseeable future at the request of the Scottish Government.

“The policy will be reviewed as part of the Scottish Government’s National Conversation on Rail.”

**SOCIAL MEDIA**

We’ve agreed with the Scottish Government that we’ll keep our current alcohol ban in place for the foreseeable future. The policy will be reviewed as part of the Scottish Government’s National Conversation on Rail.

The current alcohol ban on ScotRail trains and in ScotRail stations will remain in place for now, as agreed with the Scottish Government, and will be reviewed as part of the upcoming Scottish Government National Conversation on Rail.

Our current restriction on the carrying and consumption of alcohol on ScotRail trains and in ScotRail stations will remain in place for the foreseeable future, as agreed with the Scottish Government. The policy will be reviewed as part of the Scottish Government’s National Conversation on Rail.

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** Alcohol on trains  
**Date:** 20 May 2022 08:41:00

Morning gents,

A couple of months back there was talk of a paper being prepared for SRT board regarding options for the reintroduction of alcohol on trains, a revised approach or to retain the ban.

Could you advise where this stands and what are the next steps. I have been contacted by the Minister as she has an urgent meeting with Justice and Health Ministers where this will be one of the agenda items.

Also if this has been shelved then that would be an equally important update for her.

Thanks

[REDACTED]  
Transport Scotland  
Buchanan House  
58 Port Dundas Road  
Glasgow

[REDACTED]

**From:** [REDACTED]  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: Re-introduction of alcohol on trains  
**Date:** 05 May 2022 08:42:15

Morning [REDACTED]

In Red Below hope it helps, fairly simple approach using the existing bylaws, [REDACTED] have a different approach in that they have amended their bylaws to make the expectation more manageable.

Stay Safe

[REDACTED]

Classified as INTERNAL

[REDACTED]

ScotRail

Atrium Court, 50 Waterloo St

Glasgow

G2 6HQ

Tel: [REDACTED]

Mobile: [REDACTED]

Email: [REDACTED]

Web: [www.ScotRail.co.uk](http://www.ScotRail.co.uk)

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**From:** [REDACTED]  
**Sent:** 04 May 2022 15:33  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Re-introduction of alcohol on trains

Afternoon [REDACTED] -and [REDACTED]

Can I introduce [REDACTED] and [REDACTED] who you may have had previous dealings with. I have asked them to lead on alcohol on trains topic as the Minister has been made

aware that ScotRail is considering options for a potential re-introduction of alcohol (sale and consumption) on rail services. This was also discussed at a meeting the Minister had with [REDACTED]

We have been invited to a meeting with SG Justice, Health Colleagues as well as the Minister. In advance SG colleagues have provided the following bullet points on their understanding of the legal position and rail bye laws (see below).

**[REDACTED Section 29(1)(c)]**

Understanding the above what we need prior to the discussions with the Minister is answers to the following points

**[REDACTED Section 29(1)(c)]**

Could you provide guidance on the above 4 bullet points and share with this circulation list. I assume these may be pretty straightforward and covered by railway byelaws, but appreciate you help with a contribution to the questions. The meeting is due late next week.

Thanks in advance

**[REDACTED]**

**From:** [REDACTED]

**To:** [REDACTED]

**Cc:** [REDACTED]

**Subject:** Re-introduction of alcohol on trains

**Date:** 04 May 2022 15:32:00

Afternoon [REDACTED] and [REDACTED]

Can I introduce [REDACTED] and [REDACTED] -who you may have had previous dealings with. I

have asked them to lead on alcohol on trains topic as the Minister has been made aware that ScotRail is considering options for a potential re-introduction of alcohol (sale and consumption) on rail services. This was also discussed at a meeting the Minister had with [REDACTED].

We have been invited to a meeting with SG Justice, Health Colleagues as well as the Minister. In advance SG colleagues have provided the following bullet points on their understanding of the legal position and rail bye laws (see below).

**[REDACTED Section 29(1)(C)]**

Could you provide guidance on the above 4 bullet points and share with this circulation list. I assume these may be pretty straightforward and covered by railway byelaws, but appreciate you help with a contribution to the questions. The meeting is due late next week.

Thanks in advance

**[REDACTED]**

**To:** [REDACTED]

**Cc:** [REDACTED]

**Subject:** RE: Proposed changes to Alcohol Prohibition on ScotRail Services

**Date:** 05 April 2022 08:28:00

**Attachments:**

Hi [REDACTED]

Could you advise where this paper currently sits and what the next steps are. The Minister is aware of the paper and has made her opinion known. Could you also share the final paper with us.

TIA

[REDACTED]

**From:** [REDACTED]

**To:** [REDACTED]

**Cc:** [REDACTED]

**Subject:** RE: Proposed changes to Alcohol Prohibition on ScotRail Services

**Date:** 24 March 2022 12:27:04

Afternoon [REDACTED]

[REDACTED] **Section 30(b)(ii)**

The key aspect of this option would be the ability to extending it to dry lines of route, when anti-social and crime levels dictate.

Kind Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

cid:image001.png@01D676EA.54B940A0

**“Unless otherwise stated above, this e-mail is considered OFFICIAL”**

**From:** [REDACTED]

**Sent:** 24 March 2022 11:29

**To:** [REDACTED]

**Cc:** [REDACTED]

**Subject:** RE: Proposed changes to Alcohol Prohibition on ScotRail Services

[REDACTED]

[REDACTED] is still off I am afraid.

For my perspective – Option 3 looks like the most appropriate although – the option refers to point 4 in the background – I assume that is from your execpaper which I haven't seen so can't comment on that.

Regards

[REDACTED]

*Rail Directorate – Transport Scotland*

**Mobile - [REDACTED]**

I am working remotely however e-mails are still being monitored and I can be contacted on the mobile number above

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Transport Scotland, the national transport agency  
*Còmhdhail Alba, buidheann nàiseanta na còmhdhail*

**To:** [REDACTED]

**Cc:** [REDACTED]

**Subject:** RE: Proposed changes to Alcohol Prohibition on ScotRail Services

**Date:** 24 March 2022 11:29:18

[REDACTED]

[REDACTED] is still off I am afraid.

For my perspective – Option 3 looks like the most appropriate although – the option refers to point 4 in the background – I assume that is from your exec paper which I haven't seen so can't comment on that.

Regards

[REDACTED]

*Rail Directorate – Transport Scotland*

[REDACTED]

I am working remotely however e-mails are still being monitored and I can be contacted on the mobile number above

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Transport Scotland, the national transport agency  
*Còmhdhail Alba, buidheann nàiseanta na còmhdhail*

**From:** [REDACTED]

**Sent:** 24 March 2022 11:09

**To:** [REDACTED]

**Cc:** [REDACTED]

**Subject:** RE: Proposed changes to Alcohol Prohibition on ScotRail Services

Gents

We are submitting the paper this afternoon to be put forward at the next exec for support.

if possible can you give any comment around the proposal as it stands and we can pick up the wider discussion on Friday.

Apologies for the rush but we want to get this across at the next exec

.



If you can get back to me it would be appreciated  
[REDACTED]

[REDACTED]

Atrium Court, 50 Waterloo St, Glasgow, G2 6HQ.

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-----Original Appointment-----

**From:** [REDACTED]

**Sent:** 23 March 2022 10:16

**To:** [REDACTED]

**Cc:** [REDACTED]

**Subject:** Proposed changes to Alcohol Prohibition on ScotRail Services

**When:** 25 March 2022 13:30-14:00 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.

**Where:** Microsoft Teams Meeting

Gents

Can you spare 15 to 30 minutes so we can update and seek your thoughts on our proposals around the alcohol ban going forwards. We are looking at the below options, with our preference being No.3 , also being aligned to a medium/long term plan to amend our By-laws to Mirror [REDACTED] rail in relation to the carriage Alcohol.

**Options**

1. Status Quo-adopting the Covid measures total ban, as business as usual
2. Revert to the 2012 implemented ban, 2100-1000hrs curfew, including the ability to implement Dry trains for events
3. Revert to the 2012 implemented ban, 2100-1000hrs curfew, including the ability to
  - a. implement Dry trains for events
  - b. but additionally extending it to Dry lines of route, when anti-social and crime levels dictate (see point 4 in Background)

Let me know if you can attend

Stay Safe

[REDACTED]

---

Microsoft Teams meeting

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