

Emails for FOI 202200332441

Item 1 – Email chain between ZT and officials

Thanks for this <redacted>,

Good to see you again. We'll be monitoring the press and coverage again tomorrow. We switched off tonight!

All best

<redacted>

From: <redacted>@gov.scot <redacted>
<redacted>
<redacted>

Sent: 29 November 2022 14:24

To: <redacted>@zerotolerance.org.uk;<redacted>@zerotolerance.org.uk>

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

Subject: RE: Event photos

Hi <redacted> / <redacted>- just flagging news release from the Scottish Conservatives issued this afternoon, in case you haven't seen it.

<redacted>

First Minister urged to reveal if government pressured charity over gender bill

Scottish Conservative and Unionist Party press office

Tuesday 29 November 2022

FAO: all newsdesks

Embargo: for immediate release

The First Minister has been urged to reveal if a charity was pressured into shutting down discussion of women's safety and the GRR Bill.

Ahead of an event with Nicola Sturgeon today (Tuesday), reports stated that the charity Zero Tolerance sent a note out to attendees asking that they do not bring up women's safety in single sex spaces in relation to the Gender Recognition Reform (GRR) Bill.

Scottish Conservative spokesperson on gender reform, Rachael Hamilton MSP, has asked Nicola Sturgeon to clarify if anybody from the government or her party requested that the charity limit discussion of the GRR Bill.

Ms Hamilton wrote to the First Minister yesterday to ask that the GRR Bill be suspended until evidence could be taken from Reem Alsalem, the United Nations Special Rapporteur on violence against women and girls.

Ms Alsalem said the current bill "presents potential risks to the safety of women" and offered to help the government with it.

After the UN intervention, Ms Hamilton called for a short delay to the Bill and said: "it would be far better to pause this legislation for a few weeks later than rush through a bill that could have potentially damaging consequences for women's rights and safety."

The Scottish Conservatives submitted an Urgent Question to the Scottish Parliament on the issue today (Tuesday), which was rejected.

Scottish Conservative spokesperson on gender reform, Rachael Hamilton MSP said: "Zero Tolerance have done excellent work in Scotland by pushing to tackle men's violence against women and promoting gender equality. I wish them well on their 30th anniversary.

"However, the decision to prevent guests from discussing women's safety with the First Minister is alarming. It raises serious questions about why this message to attendees occurred.

"Women's groups in Scotland and international experts from the United Nations are rightly concerned that the government's GRR Bill could risk women's safety.

"Women should be able to raise potential threats to our safety with the First Minister. It is not for anyone in Scotland to limit free speech over legitimate concerns about women's protection.

“I hope the First Minister will clarify if anyone in the government or her party asked this charity to ban discussion of women’s safety in relation to the GRR Bill. It would be completely wrong to shut down discussion of women’s single sex spaces.

“This is an important issue that demands free debate and full consideration of all views. We must listen to women who are concerned about this bill and the Parliament must hear evidence from experts at the United Nations about its potential consequences.”

ENDS

<redacted>

Sent with BlackBerry Work (www.blackberry.com)

From: <redacted>@zerotolerance.org.uk>
Sent: 29 Nov 2022 12:23
To: "<redacted> @gov.scot>; <redacted>zerotolerance.org.uk>
Cc: "<redacted>@gov.scot>;<redacted> @gov.scot>
Subject: RE: Event photos

Just noticed <redacted> also registered to attend in person.

All best,

<redacted>

From: <redacted>
Sent: 29 November 2022 11:45
To: <redacted>@gov.scot; <redacted>@zerotolerance.org.uk>
Cc: <redacted>@gov.scot; <redacted>@gov.scot
Subject: RE: Event photos

Hi <redacted>,

Further to our chat this morning, this is to confirm that <redacted> is not on the registration list. The only other obvious journalist joining online is <redacted>, . <redacted> will join online, <redacted>. Other than that, I think it’s just <redacted> in the room, who has asked for our key talking points, so fingers crossed for that coverage.

All best,

<redacted>

From: <redacted>@gov.scot <redacted> @gov.scot>
Sent: 28 November 2022 12:23
To: <redacted>@zerotolerance.org.uk>
Cc: <redacted>@gov.scot; <redacted>@zerotolerance.org.uk;<redacted>@gov.scot
Subject: RE: Event photos

No worries <redacted> – I'm keen to get something out before 1830, so have asked one of our photographers to grab a couple of shots while the FM is speaking.

I've copied <redacted> to this email just so you know it'll be her attending from our side.

Thanks,
<redacted>

From: <redacted>@zerotolerance.org.uk>
Sent: 25 November 2022 11:58
To: <redacted>@gov.scot>
Cc: <redacted>@gov.scot>; <redacted>@zerotolerance.org.uk>
Subject: RE: Event photos

Hi <redacted>,

We only have one photographer for the event from 15:00 – 18:30 and a tight programme. I'm afraid he won't be able to send you images of the First Minister by 17:00 without risking missing photographing elements of the event.

The event finished 18:30 and he can send you images later in the evening.

We could try to get you images taken by phone?

Best wishes,
<redacted>

<redacted>

zerotolerance.org.uk 
[@ZTScotland](https://www.instagram.com/ZTScotland)  [@ZeroToleranceScotland](https://twitter.com/ZeroToleranceScotland)

Working to end men's violence against women and girls by tackling its root cause: gender inequality.

From: <redacted>@zerotolerance.org.uk>
Sent: 24 November 2022 15:40
To: <redacted>@gov.scot
Cc: <redacted>@gov.scot; <redacted>@zerotolerance.org.uk>
Subject: RE: Event photos

Thanks <redacted>, good to see you again too.

My colleague <redacted>, copied in, has passed on the request and will let you know if we hear back whether this will be possible. If not, we'll see what we can do on the day!

<redacted>, see email below. And please let <redacted> know if the webpage I thought might be good to link to is appropriate, or if you think there's something better. I'm sure this can all wait till Mon/Tues though.

Thanks all,

<redacted>

From: <redacted>@gov.scot <redacted> @gov.scot>
Sent: 24 November 2022 15:36
To: <<redacted> @zerotolerance.org.uk>
Cc: <redacted>@gov.scot
Subject: Event photos

Hi <redacted>,

Nice to see you again today.

As discussed, we'll mark the FM's attendance with a [@scotgovfm](#) tweet after the keynote and tag @ZTScotland with reference to the 30th anniversary.

I know your event photographer will be busy but would be much appreciated if they could send me a couple of shots of the FM speaking before 5pm so we can include that in tweet – might be nice to include some of the artwork on display and a 'back of heads' shot to show general audience in the room if suitable as well.

Hope all goes well on the day!

Best,
<redacted>

Item 2 – Email Chain between ZT and officials

Hi both,

Thanks so much for the quick replies and sorry for not spotting those bios on the invite – very useful. Thanks <redacted> for also posting below and no worries on the photos 😊

Best wishes,
<redacted>

From: <redacted>@zerotolerance.org.uk>

Sent: 24 November 2022 10:45

To: <redacted>@gov.scot>

Cc: <redacted>@gov.scot>; <redacted>@zerotolerance.org.uk>

Subject: RE: Invitation to Zero Tolerance's 30th Anniversary –Reference <redacted>

I've only got bios I'm afraid!

Jude Henderson

Jude is the Director of Operations for the Edinburgh Futures Institute. EFI is a new institute within the University of Edinburgh, to be located in the Old Royal Infirmary, which aims to pursue knowledge and understanding that supports the navigation of complex futures. EFI's distinctiveness stems from its approach to research, education and engagement – an approach that combines multi-disciplinarity with co-production, recognising that the biggest challenges facing societies globally are interconnected. Previously Jude was CEO of the Federation of Scottish Theatre, the membership body for professional theatre, dance and opera in Scotland; and before that the first Director of the Scottish Graduate School for Arts & Humanities. Jude has been a member of the Zero Tolerance Board since 2016 and its Chair since 2016. She is particularly interested in issues of women's equality in relation to further and higher education, arts and culture, and politics.

Rachel Adamson

Rachel joined Zero Tolerance as co-director in 2016 where she oversees campaigns, communications and finance. She also works at the Scottish Funding Council on policy within Scottish universities and colleges. Prior to her current roles, she had equality and diversity related roles in the public sector and volunteered with national and international charities on LGBTI and women's rights and equality. In 2015 she completed a masters in gender studies and in 2018 she became a mum.

Jo Zawadzka

Joanna joined the organization in October 2017. Her role involves connecting with a wide range of stakeholders to help boost awareness on gender equality issues and improve gender based violence prevention practices across the media, voluntary and statutory services.

Laura Tomson

Laura joined Zero Tolerance in October 2010. Her work includes managing the staff team, overseeing all project work and leading on the organisation's policy work and strategic development.

Best wishes,
<redacted>

zerotolerance.org.uk 
[@ZTScotland](https://www.instagram.com/ZTScotland)  [@ZeroToleranceScotland](https://www.instagram.com/ZeroToleranceScotland)

Working to end men's violence against women and girls by tackling its root cause: gender inequality.

From: <redacted>@zerotolerance.org.uk>
Sent: 24 November 2022 10:32
To: <redacted>@gov.scot; <redacted>@zerotolerance.org.uk>
Cc: <redacted>@gov.scot
Subject: RE: Invitation to Zero Tolerance's 30th Anniversary -Reference <redacted>

Hi <redacted>,

Thought I'd save <redacted> an email by letting you know you can find all our biographies on the invite website:

bit.ly/ZT30Anniversary

Click on 'Speakers' and then click on each of our names for the biographies.

Not sure or not if <redacted> has our photos.

All best,

<redacted>

From: <redacted> @gov.scot < <redacted> @gov.scot>
Sent: 24 November 2022 10:25
To: <redacted>@zerotolerance.org.uk>
Cc: <redacted>@gov.scot; <redacted>@zerotolerance.org.uk>
Subject: RE: Invitation to Zero Tolerance's 30th Anniversary -Reference <redacted>

Hi <redacted>,

Thank you so much – this is all really helpful and grateful for you coming back to me so quickly.

Will be great to know about the photographer and if the Sunday Post is attending so thank you for following up on that.

I have one more question (and hopefully my last) which is would it be possible to get the biographies including a picture of Rachel, Laura, Jude Henderson and Jo?

Best wishes,
<redacted>

From: <redacted>@zerotolerance.org.uk>

Sent: 23 November 2022 16:31

To: <redacted>@gov.scot>

Cc: <redacted>@gov.scot>;<redacted>@zerotolerance.org.uk>

Subject: RE: Invitation to Zero Tolerance's 30th Anniversary -Reference <redacted>

Hi <redacted>,

Hopefully this is all the info. I can answer any further questions tomorrow.

1. I was just wondering whether it was still possible to have the additional information alongside the list of organisations planning to attend the event?

See attached.

2. Could I also ask if you will have a photographer on the night and if so, would it be possible to get the photos on the same night so we can use them for our comms.

There is a photographer. I shall ask and get back to you.

3. Additionally, could I ask about the media attending and if they are attending in an official/reporting capacity and if so, if you could provide any more detail on that.

We've asked The Sunday Post to attend and cover the event as they've recently published some great articles covering violence against women and girls with sensitivity and respect. <redacted> said they would attend but I shall email to reconfirm.

4. Would it be possible to know how many people approximately were planning to attend the event?

Current numbers are 65 in person and 87 online. There will be a max of 90 people at the in-person event which includes staff and speakers.

5. Finally, could you please provide any more information you can on the artwork which will be shown during the event?

Our Future Tales brochure has further information and features the artwork created as part of our recent Future Tales Project. The images were created in linocut and have been printed on large strips of material that will be

displayed at the event in the same room.

<https://www.zerotolerance.org.uk/resources/Future-Tales-Brochure.pdf>

You can also watch this video featuring the artwork and the words of marginalised women. Please don't share the video externally. It will be launched at the event on the 29th. <redacted>

Best wishes,

<redacted>

zerotolerance.org.uk



[@ZTScotland](https://www.instagram.com/ZTScotland)



[@ZeroToleranceScotland](https://www.instagram.com/ZeroToleranceScotland)

Working to end men's violence against women and girls by tackling its root cause: gender inequality.

From: <redacted>@gov.scot <redacted> @gov.scot>

Sent: 23 November 2022 11:59

To: <redacted>@zerotolerance.org.uk; <redacted>@zerotolerance.org.uk; <redacted>@gov.scot

Cc: <redacted>@zerotolerance.org.uk>

Subject: RE: Invitation to Zero Tolerance's 30th Anniversary -Reference <redacted>

Hi <redacted>,

Thank you – that is much appreciated.

Best wishes,

<redacted>

From: <redacted>@zerotolerance.org.uk>

Sent: 23 November 2022 11:55

To: <redacted>@gov.scot; <redacted> @zerotolerance.org.uk; <redacted>@gov.scot>

Cc: <redacted>@zerotolerance.org.uk>

Subject: RE: Invitation to Zero Tolerance's 30th Anniversary -Reference <redacted>

Hi<redacted>,

Just a note to say I've received your email and I'm just working on getting this information to you. Will aim to get it to you by the end of the day.

Best wishes,

<redacted>

zerotolerance.org.uk



[@ZTScotland](https://www.instagram.com/ZTScotland)



[@ZeroToleranceScotland](https://www.instagram.com/ZeroToleranceScotland)

Working to end men's violence against women and girls by tackling its root cause: gender inequality.

From: <redacted>@gov.scot <redacted> @gov.scot>

Sent: 23 November 2022 11:42

To: <redacted>@zerotolerance.org.uk>; <redacted>@gov.scot; <redacted>@zerotolerance.org.uk>

Cc: <redacted>@zerotolerance.org.uk>

Subject: RE: Invitation to Zero Tolerance's 30th Anniversary -Reference <redacted>

Hello again <redacted>,

Apologies for another ask but just adding two more points to my asks below:

1. I was just wondering whether it was still possible to have the additional information alongside the list of organisations planning to attend the event?
2. Could I also ask if you will have a photographer on the night and if so, would it be possible to get the photos on the same night so we can use them for our comms.
3. Additionally, could I ask about the media attending and if they are attending in an official/reporting capacity and if so, if you could provide any more detail on that.
4. Would it be possible to know how many people approximately were planning to attend the event?
5. Finally, could you please provide any more information you can on the artwork which will be shown during the event?

Really grateful if you could send over this information ASAP, by COP today would be great but understand if that is not possible.

Best wishes,
<redacted>

From: <redacted>

Sent: 23 November 2022 08:09

To: <redacted>@zerotolerance.org.uk>;<redacted>@gov.scot>;<redacted>@zerotolerance.org.uk>

Cc: <redacted>@zerotolerance.org.uk>

Subject: RE: Invitation to Zero Tolerance's 30th Anniversary -Reference <redacted>

Morning <redacted>,

Hope you are well. I hope you don't mind but I have a few asks:

I was just wondering whether it was still possible to have the additional information alongside the list of organisations planning to attend the event?

Could I also ask if you will have a photographer on the night and if so, would it be possible to get the photos on the same night so we can use them for our comms.

Additionally, could I ask about the media attending and if they are attending in an official/reporting capacity and if so, if you could provide any more detail on that.

I also just wanted to let you know that the FM will be arriving by 15:00 and departing at some point after her speech.

Kind regards,
<redacted>

Hi <redacted>,

Thank you so much for completing the proforma and for the additional information. All really helpful. We would be grateful for the more detailed outline next week – thank you for that offer.

Have a great weekend.

Best wishes,
<redacted>

From: <redacted>@zerotolerance.org.uk>

Sent: 17 November 2022 16:37

To: <redacted>@gov.scot>

Cc: <redacted>@gov.scot>;<redacted>@zerotolerance.org.uk>

Subject: RE: Invitation to Zero Tolerance's 30th Anniversary -Reference <redacted>

Hi <redacted>,

Thanks for sending the proforma through.

a) Absolutely fine for the FM to speak for 5-8 minutes total.

b) The programme of the event is as follows:

14:15 in-person registration

15:00 Welcome – Jude Henderson, Chair of Zero Tolerance

15:10 Keynote from the First Minister

15:20 Future Tales: A Scotland Free from Men's Violence Against Women and Girls – Jo Zawadzka, Zero Tolerance; Magdalena Czarnecka, CEO of Feniks; Sarra Wassu, Scottish Arab Womens Associaton

16:00 From Now to There?- Rachel Adamson and Laura Tomson, Co-directors of Zero Tolerance

16:55 Close

17:00 Drinks reception

c) The event aims to create a vision of a Scotland free from men's violence against women and girls and then to discuss how to achieve this. We'd therefore be grateful if the First Minister could share her personal view on this. Perhaps speaking to what a Scotland free from men's violence against women would look like, feel, or what it would mean for you.

We're happy to provide a more detailed outline early next week.

d) see attached proforma.

e) Due to data protection I can't send you a full delegate list but can send a list of organisations attending, I hope that will suffice.

Happy to provide any further detail – I wasn't sure how much you needed. I can also send twitter communication assets if that would be helpful.

Best wishes,

<redacted>

<redacted>

zerotolerance.org.uk



[@ZTScotland](https://www.instagram.com/ZTScotland)



[@ZeroToleranceScotland](https://www.instagram.com/ZeroToleranceScotland)

Working to end men's violence against women and girls by tackling its root cause: gender inequality.

From: <redacted>@gov.scot <redacted> @gov.scot<

Sent: 16 November 2022 19:49

To: <redacted>@zerotolerance.org.uk<

Cc: <redacted>@gov.scot

Subject: RE: Invitation to Zero Tolerance's 30th Anniversary -Reference <redacted>

Hi again <redacted>,<

I've just discussed this with FM's PO and have a couple of further questions/requests:

a) Their preference is for FM to speak for 5-8 minutes in total.

- b) Would you be able to send a programme of the event, and a (unless it's shown in the delegate list or programme) a list of who is speaking at the event?
- c) would you be able to provide an outline of your expectations of FM's speech/what you'd like FM to cover in it; and of the format of the speech – will there be questions?

Also just to note, the FM's visits and events team will be in touch separately to scope out the venue before the event.

All best,

<redacted>

From: <redacted>

Sent: 15 November 2022 12:34

To: <redacted>@zerotolerance.org.uk; <redacted> @zerotolerance.org.uk

Subject: RE: Invitation to Zero Tolerance's 30th Anniversary -Reference <redacted>

Dear <redacted>,

I hope this finds you well – I work with <redacted> and am supporting our preparations for this event. I just wanted to get in touch to ask for a few details:

- a) I've attached a form to gather key information for the event – it would be great if you could fill it in with relevant details and send it back to me. We'd be interested to support any comms you are planning for the event, such as through re-tweeting your tweets. Apologies if you've already been sent this form already by one of my colleagues – if so please of course just forward that on.
- b) Would you be able to send us a list of the delegates that you are currently expecting to attend? We can of course handle this discreetly, but it will help our planning.

Best regards,

<redacted>

From: <redacted>@zerotolerance.org.uk

Sent: 27 October 2022 16:53

To: <redacted>@gov.scot

Subject: Invitation to Zero Tolerance's 30th Anniversary -Reference <redacted>

Dear <redacted>,

We're pleased to invite Scottish Ministers and the Violence Against Women and Girls Unit to our 30th anniversary, 'A Scotland Free From Violence Against Women and Girls'.

Please see the attached invitation.

When: 15:00, **Tuesday 29 November** with a drinks reception at 17:00

Where: Dovecot Studios, 10 Infirmary Street, Edinburgh, EH1 1LT or
Online

Guests can register for a place at bit.ly/ZT30Anniversary by **Friday 11 November** for an in-person ticket and Thursday 24 November to attend online.

Best wishes,
<redacted>

zerotolerance.org.uk 
[@ZTScotland](https://www.instagram.com/ZTScotland)  [@ZeroToleranceScotland](https://www.instagram.com/ZeroToleranceScotland)

Working to end men's violence against women and girls by tackling its
root cause: gender inequality.