

## **Item 1 – Email from Inspiring Scotland to Scottish Government officials**

**Sent:** Monday, April 15, 2024 9:29 AM

**To:** <redacted>

**Cc:** <redacted>

**Subject:** DES Impact report April - sept 23 and monthly Update

Good morning, everyone

Please find attached our regular DES monthly update and a draft copy of the Impact Report findings for the period April – September 2023.

To make the best use of time we don't plan on presenting the findings to you but instead will forward some slides for you to look at prior to the meeting on Thursday. We can use the meeting as an opportunity for any discussion around the Impact Report and answer any questions you may have and provide some further context around the findings.

We look forward to seeing you all on Thursday.

### **Agenda:**

1. DES Monthly Update
2. Organisation update
  - <redacted>
  - Edinburgh Rape Crisis
3. Discussion on Impact Report April – September 2023
4. Ministerial Visit
5. <redacted>
6. AOB

Please let me know if you'd like to add anything else to the agenda.

Regards,  
<redacted>

<redacted>  
<redacted>



**T:** <redacted> **Mobile:** <redacted>  
Suite 2, 14 New Mart Road, Edinburgh, EH14 1RL  
Connect: [www.inspiringscotland.org.uk](http://www.inspiringscotland.org.uk)

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## **Item 2 – April DES Fund Update**

<Not in Scope>

- **Edinburgh Rape Crisis** – <Redacted>
  - Employment Tribunal – final hearing date scheduled for 3 April. No information on when decision will be announced after that. PIA will keep in touch after 3 April to see if there is any indication on when this will be as that is likely to create press interest.

<Not in Scope>

### **Item 3 – Email from Inspiring Scotland to Scottish Government officials**

**From:** <redacted>

**Sent:** Tuesday, May 14, 2024 11:23 AM

**To:** <redacted>

**Cc:** <redacted>

Hello everyone

Please find attached our Monthly Update and Agenda ahead of the meeting on Thursday.

#### **Agenda**

1. DES Monthly Update
2. Approval of Impact Report April – September 2023 for wider dissemination
3. Ministerial Visit
  - Timescales
  - Scope and Purpose of Visit
4. Impact Report October 2023 – March 2024
  - Themes and Spotlights to be considered – any views?
5. Organisation Update
  - <redacted>
  - <redacted>
6. AOB

Apologies from me as I'm taking some annual leave from tomorrow, however <redacted> and the rest of the DES team look forward to seeing you all later in the week.

Regards,  
<redacted>

<redacted>  
<redacted>

**INSPIRING SCOTLAND**

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#### **Item 4 – May DES Funding Update**

<Not in Scope>

- **Edinburgh Rape Crisis** – <redacted>
    - Board has received support from Inspiring Scotland's SVN to discuss governance support after the announcement of the tribunal has been made.
- <redacted>

## **Item 5 – Email from Inspiring Scotland to Scottish Government Officials**

**From:** <redacted>

**Sent:** Tuesday, August 6, 2024 11:37 AM

**To:** <redacted>

**Subject:** Inspiring Scotland - Scottish Government meeting - Thursday 8 August

Hi all,

I hope everyone is well. Yesterday was my first official day as <redacted> in DES, lots to be going on with, but I am looking forward to catching up with you all on Thursday (and meeting you <redacted>.)

The team here have pulled together the attached update and suggest the following agenda. Please let me know if there is anything that you would like to add.

Thanks,  
<redacted>

Suggested agenda:

1. Welcome
2. DES Monthly Update
3. Organisation Update
  - <redacted>
  - <redacted>
  - Edinburgh Rape Crisis Centre
  - <redacted>
  - <redacted>
4. Ministerial Visit - update
5. AOB

## **Item 6 – August DES Fund Update**

<Not in Scope>

- **Edinburgh Rape Crisis** - Update will be given at meeting. PIA has regular meetings with senior staff at ERCC.

<Not in Scope>



## **Item 7 – Email from Inspiring Scotland to Scottish Government Officials**

**From:** <redacted>

**Sent:** Tuesday, July 9, 2024 12:33 PM

**To:** <redacted>

**Cc:** <redacted>

**Subject:** DES Monthly Update

Hello everyone

I hope you're all well and having a good week!

The DES monthly update is attached.

<redacted> and I will be joining the VAWG team meeting tomorrow to discuss a complaint which requires urgent input. However, we would be happy to meet on Thursday if there's any specific follow-up from the update, so please do let us know.

Regards,  
<redacted>

<redacted>  
<redacted>



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## **Item 8 – July DES Fund Update**

<Not in Scope>

- **Edinburgh Rape Crisis**

- There is no further update from the organisation. PIA has a meeting scheduled on 17 July – she will inform thereafter.

<Not in Scope>

## **Item 9 – Email from Inspiring Scotland to Scottish Government Officials**

**From:** <redacted>

**Sent:** Tuesday, June 11, 2024 12:47 PM

**To:** <redacted>

**Cc:** <redacted>

**Subject:** DES SG Monthly meeting - Thursday 13 June

Hi all

Please find attached the monthly update for the DES fund ahead of our meeting on Thursday 13 June at 11am. The agenda is below. Please let me know if you would like to add anything.

### **Agenda for 13 June 2024:**

1. DES Monthly Update (attached)
2. Approval of Impact Report April – September 2023 for wider dissemination
3. Ministerial Visit
  - Potential dates
  - Focus of Visit
4. Impact Report October 2023 – March 2024
  - Themes and Spotlights to be considered
5. Organisational Updates
6. AOB

I look forward to seeing you then.

Regards

<redacted>

<redacted>

<redacted>

**DELIVERING  
EQUALLY SAFE**

**INSPIRING SCOTLAND**

**@DesFund**



Contact us via an online  
Sign Language Interpreter  
Contact Scotland BSL

<redacted>

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## **Item 10 – June DES Funding Update**

<Not in Scope>

- **Edinburgh Rape Crisis**
  - Tribunal Judgement published publicly. No further press presence at the Centre and organisation has reopened for sessions there.

<Not in Scope>

**Item 11 - Emails between Inspiring Scotland and Scottish Government Officials**

<redacted>

**Item 12 – Emails between Inspiring Scotland to Scottish Government Officials**

<redacted>



## **Item 13 – Emails between Inspiring Scotland to Scottish Government Officials**

**From:** <redacted>  
**Sent:** Thursday, September 5, 2024 9:36 AM  
**To:** <redacted>  
**Cc:** <redacted>

**Subject:** RE: Publication of ERCC report

Really helpful, thanks <redacted> - <redacted> – are you happy to share our lines with IS colleagues?

Thanks  
<redacted>

<redacted>  
<redacted>

Equality Unit | Directorate For Equality, Inclusion & Human Rights |  
Scottish Government |e: <redacted>  
Area 3H (North) | Victoria Quay | Edinburgh | EH6 6QQ

***My usual working pattern is Monday-Thursday***

[Violence against women and girls \(VAWG\) - gov.scot \(www.gov.scot\)](#) | [Striving for a safer Scotland - Safer.scot](#)



**From:** <redacted>  
**Sent:** 04 September 2024 17:13  
**To:** <redacted>  
**Cc:** <redacted>  
**Subject:** Publication of ERCC report

Hi <redacted>,

With regards to the forthcoming publication of the Edinburgh Rape Crisis National Service Standards Report on Monday 9<sup>th</sup>, I am cc'ing in our <redacted> and your comms contact <redacted> so we can be aware each other's approach to media handling of the report.

As Inspiring Scotland is mentioned in the report, we have drafted the below in case we get any enquiries to clarify our role as fund manager through the DES funding. It would be helpful, to have sight of your statement and to understand if you will be publishing pro-actively or taking a more reactive approach?

Please let us know your thoughts on below,

Best wishes,  
<redacted>

*Inspiring Scotland welcomes the publication of the Edinburgh Rape Crisis National Service Standards Report, published on Monday 9 September.*

*In our role as fund managers of The Scottish Government's Delivering Equally Safe fund, we are focused on ensuring the conditions of the grant are met and the funding is making a positive difference. We are pleased that the report highlights the positive impact of the services provided by Edinburgh Rape Crisis to a significant number of survivors who have used their services. We note the recommendations for Edinburgh Rape Crisis Centre within the review and that the Board is committed to implementing them.*

*We will support the Board on an ongoing basis and monitor progress to ensure that Edinburgh Rape Crisis continue to meet the terms and conditions of their grant funding. Funding decisions remain with Scottish Government; we work alongside them as trusted partners.*

<redacted>

<redacted>, **Delivering Equally Safe (DES)**

**My normal working days are Monday - Thursday**



T: <redacted>

T: <redacted>

Suite 2, 14 New Mart Road, Edinburgh, EH14 1RL

[www.inspiringscotland.org.uk](http://www.inspiringscotland.org.uk)

## **Item 14 – Emails between Scottish Government Officials**

**From:** <redacted>  
**Sent:** Tuesday, June 18, 2024 2:55 PM  
**To:** <redacted>  
**Cc:** <redacted>  
**Subject:** RE: [External Email] Edinburgh Rape Crisis Centre

Thanks so much <redacted>

<redacted>

To let you know that this correspondent has also contacted the Scottish Government with queries about this issue.

All the best  
<redacted>

<redacted>  
<redacted>  
Equality Unit | Directorate For Equality, Inclusion & Human Rights |  
Scottish Government | e: <redacted>  
Area 3H (North) | Victoria Quay | Edinburgh | EH6 6QQ

***My usual working pattern is Monday-Thursday***

[Violence against women and girls \(VAWG\) - gov.scot \(www.gov.scot\)](#) | [Striving for a safer Scotland - Safer.scot](#)



**From:** <redacted>  
**Sent:** 18 June 2024 14:53  
**To:** <redacted>  
**Cc:** <redacted>  
**Subject:** FW: [External Email] Edinburgh Rape Crisis Centre

Hi <redacted>

We received the enquiry below last week. I've included our intended reply below.  
<redacted>  
Thanks,  
<redacted>

---

Dear <redacted>

Thanks for your email. We understand your interest in the Employment Tribunal. Contractually we cannot respond to requests for information about grant holders that we hold on the Scottish Government's behalf. These requests must be directed to the Scottish Government.

As Fund Managers for the Scottish Government, I can confirm we carried out due diligence of applications to the Delivering Equally Safe fund and undertake ongoing monitoring. As the Scottish Government states, due diligence takes place at the application stage. For applications to Delivering Equally Safe in 2021 this involved a review of information submitted by applicants, such as governance, leadership and management arrangements, financial and reserves position, engagement with national and local VAW partnerships, need and efficacy of proposed services, understanding of gender-based violence within the context of women's and girl's subordinate status in society, contribution to DES (Equally Safe) outcomes, evaluation plans, service planning, accessibility of services, key staff, relevant skills and experience, training, accreditation and supervision of staff/ volunteers, clinical review of proposed therapeutic work, proposed budget and sustainability of services. The Scottish Government used this due diligence as part of its decision-making process.

In line with our Scottish Government contract, we undertake ongoing monitoring of funded groups. This monitoring is focussed on financial monitoring of reported grant expenditure and delivery of activities and impact, as well as progress against agreed plans and the terms and conditions of the Scottish Government grant. We are not contracted to monitor service standards. All member Rape Crisis Centres are signed up to work within UK-wide National Service Standards. An independent review of the practices and procedures at Edinburgh Rape Crisis Centre has been commissioned. We welcome that a review is to take place.

**From:** <redacted>

**Sent:** Tuesday, June 11, 2024 4:22 P

**To:** <redacted>

**Subject:** [External Email] Edinburgh Rape Crisis Centre

**Importance:** High

**Cyber Security Warning:** This email came from an external sender – please be careful when responding or clicking any links or attachments.

Dear <redacted>

I have recently contacted the Cabinet Secretary of Social Justice in relation to the recent Employment Tribunal involving ERCC as an employer and the related issues around its function as a service provider, all wrapped up with the significant funding ERCC receives from Scottish government.

I was looking for indications that government was actively addressing the issues that have arisen from the Tribunal's decision, both for staff and for service users.

Government has made it clear it does not see a role for it. In their response, they did say:

Frontline services for women and girls affected by gender-based violence are crucial which is why we are investing over £5m for the Rape Crisis network through our annual £19m Delivering Equally Safe (DES) fund. The DES fund is managed by Inspiring Scotland on behalf of Scottish Government. Inspiring Scotland carry out appropriate due diligence at application stage and on an ongoing monitoring basis.

Given your role on behalf of government, I would ask for a status report on 'due diligence' in relation to the grant awarded to ERCC and what checks were put in place to satisfy Inspiring Scotland that ERCC's employment practices and cultures were fit for purpose, particularly as it has been found by the Tribunal that they were not fit for purpose ?

Could you also please advise in Inspiring Scotland operating 'due diligence' and ongoing monitoring, what standards of service provision have been checked in relation to vulnerable women using ERCC services and who require support from ERCC to be provided by biological women. Has Inspiring Scotland checked that aspect of services and service users in awarding the most recent round of grants and in whatever ongoing monitoring has been put in place ?

regards

<redacted>

<redacted>

<redacted>

**Item 15 – Emails between Inspiring Scotland and Scottish Government Officials**

**From:** <redacted>

**Sent:** Tuesday, July 16, 2024 9:09 AM

**To:** <redacted>

**Subject:** FW: [External Email] (Case Ref: SB19489 ) Edinburgh Rape Crisis Centre Funding

Morning <redacted>

I hope you are well.

We have received this enquiry from Sarah Boyack MSP regarding ERCC.

We have drafted a reply based on previous correspondence that has been issued. I just want to check that you are happy for this to be sent to Ms Boyack?

If you have any changes please let me know.

Best wishes

<redacted>

Dear <redacted>

Thank you for contacting us regarding the concerns from your constituents.

We are aware of the Edinburgh Rape Crisis Centre employment tribunal decision and welcome that a review of service practices and procedures is to take place. As Fund Managers day-to-day involvement in employment matters of funded groups is outside the scope of our role, and contractually we are unable to respond to any specific requests for information about funded groups. These should be directed to the Scottish Government.

As you state, we carried out due diligence on applications to the Delivering Equally Safe fund in 2021. This involved a review of information submitted by applicants, on areas such as governance, financial and reserves position, engagement with national and local VAW partnerships, need and efficacy of proposed services, understanding of gender-based violence within the context of women's and girl's subordinate status in society, contribution to DES (Equally Safe) outcomes, evaluation plans, service planning, accessibility of services, key staff, relevant skills and experience, training, accreditation and supervision of staff/ volunteers, clinical review of proposed therapeutic work, proposed budget and sustainability of services.

The Scottish Government used this due diligence as part of its decision-making process for funding. Our ongoing monitoring of funded groups is focussed on

financial monitoring of reported grant expenditure and delivery of activities and impact and progress against agreed plans and the terms and conditions of the Scottish Government grant. We are not contracted to monitor service standards.

All member Rape Crisis Centres are signed up to work within UK-wide National Service Standards. An independent review of the practices and procedures at Edinburgh Rape Crisis Centre has been commissioned, which we welcome.

Best regards

<redacted>  
Inspiring Scotland.

<redacted>  
<redacted>

**From:** <redacted>  
**Sent:** Monday, July 15, 2024 3:44 PM  
**To:** Enquiries <[enquiries@inspiringscotland.org.uk](mailto:enquiries@inspiringscotland.org.uk)>  
**Subject:** [External Email] (Case Ref: SB19489 ) Edinburgh Rape Crisis Centre Funding

**Cyber Security Warning:** This email came from an external sender – please be careful when responding or clicking any links or attachments.

Please find attached a letter from Sarah Boyack MSP for the attention of <redacted>

<redacted>

The Scottish Parliament | Edinburgh | EH99 1SP

## Item 16 – Letter from Sarah Boyack MSP to Inspiring Scotland



The Scottish Parliament  
Pàrlamaid na h-Alba

Sarah Boyack MSP for Lothian Region



[REDACTED]  
Inspiring Scotland  
Suite 2  
14 New Mart Road  
Edinburgh  
EH14 1RL

Our Ref: SB19489

15 July 2024

[REDACTED]  
**Re: Edinburgh Rape Crisis Centre Funding**

I have been contacted by two of my constituents following the decision of an Employment Tribunal to uphold claims made by Roz Adams against the Edinburgh Rape Crisis Centre (ERCC). The Tribunal found that Ms Adams had been unlawfully harassed, discriminated against and constructively dismissed on account of her gender critical views. Such views were confirmed as a protected belief under the Equality Act 2010 in the case of Forstater in 2022.

The Scottish Government is a major funder of ERCC through the Delivering Equally Safe (DES) Fund and I understand that Inspiring Scotland manages this fund and has responsibility for carrying out appropriate due diligence at application stage and on an ongoing monitoring basis.

Following the Tribunal's judgement, my constituents are concerned that this money has not been wisely or responsibly spent, and believe that management standards and ethics within the organisation are poor.

*My constituents say, 'We ask that no further public funds are provided to ERCC until it is clear that both the Board members and the senior staff are capable and suitably qualified to run such an organisation; that meeting and responding to service users' needs are its primary concerns; that service users wanting a female-only service are never again labelled as bigots who must 'reframe their trauma'; that service users' queries are addressed truthfully and fully transparently; that staff are treated with respect and dignity; that the PCP which requires staff to adhere to gender-identity ideology is withdrawn; and that there is no further possibility that any money or staff time will be spent promoting an extremist and dangerous ideology.'*

*'We are deeply concerned that so long as ERCC continues to work without significant organisational change, service users will continue to be denied a quality service, and staff will continue to be at risk of disciplinary action for even the most courteous of*



## **Item 16 – continued**

*queries should the current CEO, or possibly more junior members of staff, take exception to it.*

*'We understand that Rape Crisis Scotland has instigated a review into ERCC, but the terms of that review are not clear, so we cannot comment on whether or not this will fulfil the task that we believe is required. We note that RCS has strongly supported gender-identity ideology in the past, supporting the Gender Recognition Reform Bill, ([here](#) and [here](#)); attending a meeting at which rape survivors were told that [RCS accept a man is female](#) based on no more than a verbal declaration, and were wrongly informed that single-sex services are not legal; and also claiming - possibly not entirely truthfully - that rape crisis centres have supported men who say they're women for 15 years without any difficulties. All of which raises significant questions in our mind as to the ability of RCS to conduct a wholly independent review in regard to the circumstances at ERCC.'*

I would welcome your comments on the matters raised so that I may respond to my constituents.

Yours sincerely



**Sarah Boyack**  
**Member of Scottish Parliament**  
**for Lothian Region (Scottish Labour)**