

Document 1

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Sent: Tuesday, August 13, 2024 2:27 PM

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Subject: [redacted - s30(b)(ii)]

[redacted - s30(b)(ii)]

[redacted – s38(1)(b)] [redacted – s38(1)(b)]

Hate Crime Policy Manager

DEIHR – Mainstreaming and Inclusion



From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Sent: 13 August 2024 14:24

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Subject: [redacted - s30(b)(ii)]

[redacted - s30(b)(ii)]

[redacted - s30(b)(ii)] | Team Leader | Faith and Belief & Hate Crime Policy Teams |

Mainstreaming Strategy and Inclusion Division | Equality, Inclusion & Human Rights Directorate

| Scottish Government | Tel: [redacted - s30(b)(ii)]

I WORK TUESDAY to FRIDAY

From: [redacted – 38(1)(b)]ales <[redacted – s38(1)(b)]>

Sent: Tuesday, August 13, 2024 12:37 PM

To: [redacted – s38(1)(b)]; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)]; [redacted – s38(1)(b)];

[redacted – s38(1)(b)]; ; [redacted – s38(1)(b)]; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)]; [redacted – s38(1)(b)]

Cc: [redacted – s38(1)(b)]

Subject: [redacted - s30(b)(ii)]

[redacted - s30(b)(ii)]

[redacted – s38(1)(b)]

[redacted – s38(1)(b)]

Pennaeth Polisi Hil, Ffydd, Cred a Sipsiwn, Roma a Theithwyr / Head of Race, Faith, Belief and Gypsy, Roma and Traveller Policy

Cydraddoleb a Hawliau Dynol / Equality and Human Rights Division

Adran Cymunedau a Chyfiawnder Cymdeithasol / Communities and Social Justice Department

Grŵp Addysg Diwylliant a'r Gymraeg / Education Culture and Welsh Language Group

Llwodraeth Cymru / Welsh Government

Ffon / Tel: 0300 025 1285 / 07855193647

E-bost / E-mail: [redacted – s38(1)(b)] / [redacted – s38(1)(b)]

Arbed papur – oes angen I chi printio'r e-bost yma? / **Save paper** – do you need to print this e-mail?

[redacted – s38(1)(b)]

Document 2

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>
Sent: 30 May 2024 16:50
To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>
Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>
Subject: RE: Updated advice on CPG and lines on Adopting a definition of Islamophobia

Yes please – Jeanette and copy to CS too please, and then everyone in our chain of command!



Cheers

[redacted – s38(1)(b)]

[redacted – s38(1)(b)] [redacted – s38(1)(b)]

M&I Strategic Lead | EIHR

Working Days: Mon, Tues, Thurs

È[redacted – s38(1)(b)] | : [redacted – s38(1)(b)]@gov.scot

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>
Sent: Thursday, May 30, 2024 4:15 PM
To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>
Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>
Subject: RE: Updated advice on CPG and lines on Adopting a definition of Islamophobia

I'll get that out, just the usual copy list for this including Jeanette?

[redacted - s30(b)(i)]

[redacted – s38(1)(b)]

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>
Sent: Thursday, May 30, 2024 4:08 PM
To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>
Subject: RE: Updated advice on CPG and lines on Adopting a definition of Islamophobia

Thanks [redacted – s38(1)(b)], happy with the advice, but can you send this up without the lines at this stage please.

Can you also slot some time in for us to have a short catch up to discuss what I'm thinking around [redacted - s30(b)(i)] around our broad approach towards tackling Islamophobia. Easier to talk about it, than for me to type it!

Cheers

[redacted – s38(1)(b)]

[redacted – s38(1)(b)] [redacted – s38(1)(b)]

M&I Strategic Lead | EIHR

Working Days: Mon, Tues, Thurs

È[redacted – s38(1)(b)] | : [redacted – s38(1)(b)]

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Sent: Thursday, May 30, 2024 3:34 PM

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Subject: Updated advice on CPG and lines on Adopting a definition of Islamophobia

Hi Both

Here is the updated advice to Ms Brown on the CPG and also some lines on adopting a definition of Islamophobia, any input or pointers would be appreciated

[redacted – s38(1)(b)]

- [redacted - s30(b)(i)]

[redacted – s38(1)(b)]

Community Cohesion Policy Manager

DEIHR – Mainstreaming and Inclusion



Please not My working week is Tuesday – Friday (non-working day Monday).

Document 3

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Sent: 29 October 2024 15:06

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Subject: RE: Possible UKG Policy Shift on Islamophobia Definition

Sorry [redacted – s38(1)(b)]

My emails are all a mess and thought this was just a recent email! Since I met with UKG more recently it looks like this might not be the case after all! So we wait and see.....

[redacted – s38(1)(b)]

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Sent: Tuesday, October 29, 2024 3:03 PM

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Subject: RE: Possible UKG Policy Shift on Islamophobia Definition

Hi [redacted – s38(1)(b)],

[redacted - s30(b)(i)]

Thanks for sharing

[redacted – s38(1)(b)]

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Sent: Monday, September 30, 2024 11:52 AM

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Subject: Possible UKG Policy Shift on Islamophobia Definition

Hi All,

- Spotted this on a claimed shift in position on the Islamophobia definition by UKG in the daily digest we receive from RICU [redacted - s30(b)(i)].
- Labour has signalled a U-turn on adopting a formal definition of anti-Muslim prejudice, Sunday Telegraph reports. Despite the Labour Party adopting the formal definition while in opposition, Lord Khan, the faith minister, has admitted that it is “not in line” with equality laws. In a letter sent to the Network of Sikh Organisations, Lord Khan said the Government was "committed to tackling religious hatred," but ministers were now approaching the issue in a "more holistic" way, amid some criticisms that a definition would infringe on free speech.

[redacted – s38(1)(b)]

Document 4

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Sent: 27 September 2024 16:18

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@>

Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot> [redacted – s38(1)(b)] <[redacted – s38(1)(b)]>

Subject: RE: Definition of Islamophobia

Hi [redacted – s38(1)(b)]

8th suits 😊

Many thanks

[redacted – s38(1)(b)]

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]>

Sent: Friday, September 27, 2024 4:02 PM

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]>

Subject: RE: Definition of Islamophobia

Hi [redacted – s38(1)(b)],

I'm copying in [redacted – s38(1)(b)], my line manager and head of our policy team.

Are you looking to meet quite soon? We've got a slot 8 October, 11:00am to 12:00pm that both [redacted - s30(b)(i)] and I can do.

If you're looking for something sooner let me know.

Kind regards

[redacted – s38(1)(b)]

Uwch-reolwr Polisi Cydlyniant Cymunedol a Drosedd Casineb / Senior Community Cohesion and Hate Crime Policy Manager

Yr Is-adran Cymunedau Cydlynus / Cohesive Communities Division

Grŵp Addysg, Diweylliant a'r Cymraeg / Education, Culture & Welsh Language Group

Llywodraeth Cymru / Welsh Government

E-bost / E-mail [redacted – s38(1)(b)]

MAE CASINEB YN BRIFO CYMRU

**Safwn gyda'n gilydd yn
erbyn trosedd gasineb.**

HATE HURTS WALES

**Let's stand up to
hate crime together.**



llyw.cymru/casinebynbrifo

gov.wales/hatehurtswales

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Sent: 27 September 2024 13:23

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]>

Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Subject: RE: Definition of Islamophobia

Hi [redacted – s38(1)(b)]

Thanks for coming back so quickly on this. A call would be great to discuss Hatelab and the pilot you participated in and it would be good to include my colleague [redacted – s38(1)(b)] cc'd. Grateful if you can let me know when might suit next week or thereafter.

Many thanks

[redacted – s38(1)(b)]

[redacted – s38(1)(b)]

Team Leader - Faith and Belief and Hate Crime Policy Teams

Mainstreaming Strategy & Inclusion Division

Equality, Inclusion & Human Rights Directorate

Scottish Government

Tel: [redacted – s38(1)(b)]

I WORK TUESDAY to FRIDAY

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]>

Sent: Friday, September 27, 2024 1:06 PM

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]>

Subject: RE: Definition of Islamophobia

Thanks [redacted – s38(1)(b)], and hello [redacted – s38(1)(b)]!

We don't currently use Hatelab but we took part in a pilot a couple of years ago. I'd be happy to discuss on a call if you want to know more.

Kind regards

[redacted – s38(1)(b)]

Uwch-reolwr Polisi Cydlyniant Cymunedol a Drosedd Casineb / Senior Community Cohesion and Hate Crime Policy Manager

Yr Is-adran Cymunedau Cydlynus / Cohesive Communities Division

Grŵp Addysg, Diweylliant a'r Cymraeg / Education, Culture & Welsh Language Group

Llywodraeth Cymru / Welsh Government

E-bost / E-mail [redacted – s38(1)(b)]



From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]>

Sent: 27 September 2024 13:01

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]>

Subject: RE: Definition of Islamophobia

Hi [redacted – s38(1)(b)]– thanks and you too.

This is another of those examples where having a split faith/belief and community cohesion/hate crime team sometimes isn't helpful. Cc'd in are [redacted – s38(1)(b)] and [redacted – s38(1)(b)] who lead and can answer your questions.

See you next week

Thanks

[redacted – s38(1)(b)]

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>
Sent: Friday, September 27, 2024 11:16 AM
To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>
Subject: RE: Definition of Islamophobia

Hi [redacted – s38(1)(b)]

Good to speak this morning. I meant to ask you about HateLab whilst on as I understand that the Welsh Government uses this at present. Maybe we can get a quick chat about it next week as keen to find out more.

Many thanks

[redacted – s38(1)(b)]

[redacted – s38(1)(b)]

Team Leader - Faith and Belief and Hate Crime Policy Teams

Mainstreaming Strategy & Inclusion Division

Equality, Inclusion & Human Rights Directorate

Scottish Government

Tel: [redacted – s38(1)(b)]

I WORK TUESDAY to FRIDAY

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]>
Sent: Tuesday, September 24, 2024 5:43 PM
To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>
Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@nhs.net>
Subject: RE: Definition of Islamophobia

Perfect – thank you – how are you fixed for Friday afternoon at 10am, alternatively free most of that day if that works?

Thanks

[redacted – s38(1)(b)]

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>
Sent: Tuesday, September 24, 2024 5:40 PM

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]c>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>
Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@nhs.net>
Subject: RE: Definition of Islamophobia

Hi [redacted – s38(1)(b)]

More than happy to have a call with you so if you can include [redacted – s38(1)(b)], [redacted – s38(1)(b)] and myself in the invite that would be great.

Look forward to speaking to you soon.

Many thanks

[redacted – s38(1)(b)]

[redacted – s38(1)(b)]

Team Leader - Faith and Belief and Hate Crime Policy Teams

Mainstreaming Strategy & Inclusion Division

Equality, Inclusion & Human Rights Directorate

Scottish Government

Tel: [redacted – s38(1)(b)]

I WORK TUESDAY to FRIDAY

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]>

Sent: Tuesday, September 24, 2024 5:29 PM

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Subject: Definition of Islamophobia

[redacted - s30(b)(i)]

With thanks in advance

[redacted – s38(1)(b)]

[redacted – s38(1)(b)]

Pennaeth Polisi Hil, Ffydd, Cred a Sipsiwn, Roma a Theithwyr / Head of Race, Faith, Belief and Gypsy, Roma and Traveller Policy

Cydraddoleb a Hawliau Dynol / Equality and Human Rights Division

Adran Cymunedau a Chyfiawnder Cymdeithasol / Communities and Social Justice Department

Grŵp Addysg Diwylliant a'r Gymraeg / Education Culture and Welsh Language Group

Llywodraeth Cymru / Welsh Government

Ffon / Tel: [redacted – s38(1)(b)]

E-bost / E-mail: [redacted – s38(1)(b)] / [redacted – s38(1)(b)]

Arbed papur – oes angen I chi printio'r e-bost yma? / **Save paper** – do you need to print this e-mail?

Rhagenwau: hi/iddi ayyb / Pronouns: she/her



Rhwydwaith Menywod Ynghyd
Gweithio Gyda'n Gilydd
Women Together Network
Working Together



**WORKING TOGETHER TO
END MEN'S VIOLENCE AGAINST WOMEN**



Sganiwyd y neges hon am bob feirws hysbys wrth iddi adael Llywodraeth Cymru. Mae Llywodraeth Cymru yn cymryd o ddifrif yr angen i ddiogelu eich data. Os cysylltwch â Llywodraeth Cymru, mae ein **Error! Hyperlink reference not valid.** yn esbonio sut rydym yn defnyddio eich gwybodaeth a sut rydym yn diogelu eich preifatrwydd. Rydym yn croesawu gohebiaeth yn Gymraeg. Byddwn yn anfon ateb yn Gymraeg i ohebiaeth a dderbynnir yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi. ----- On leaving the Welsh Government this email was scanned for all known viruses. The Welsh Government takes the protection of your data seriously. If you contact the Welsh Government then our Privacy Notice explains how we use your information and the ways in which we protect your privacy. We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Sganiwyd y neges hon am bob feirws hysbys wrth iddi adael Llywodraeth Cymru. Mae Llywodraeth Cymru yn cymryd o ddifrif yr angen i ddiogelu eich data. Os cysylltwch â Llywodraeth Cymru, mae ein hysbysiad preifatrwydd yn esbonio sut rydym yn defnyddio eich gwybodaeth a sut rydym yn diogelu eich preifatrwydd. Rydym yn croesawu gohebiaeth yn Gymraeg. Byddwn yn anfon ateb yn Gymraeg i ohebiaeth a dderbynnir yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi. ----- On leaving the Welsh Government this email was scanned for all known viruses. The Welsh Government takes the protection of your data seriously. If you contact the Welsh Government then our Privacy Notice explains how we use your information and the ways in which we protect your privacy. We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

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Sganiwyd y neges hon am bob feirws hysbys wrth iddi adael Llywodraeth Cymru. Mae Llywodraeth Cymru yn cymryd o ddifrif yr angen i ddiogelu eich data. Os cysylltwch â Llywodraeth Cymru, mae ein hysbysiad preifatrwydd yn esbonio sut rydym yn defnyddio eich gwybodaeth a sut rydym yn diogelu eich preifatrwydd. Rydym yn croesawu gohebiaeth yn Gymraeg. Byddwn yn anfon ateb yn Gymraeg i ohebiaeth a dderbynnir yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi. ----- On leaving the Welsh Government this email was scanned for all known viruses. The Welsh Government takes the protection of your

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Llywodraeth Cymru, mae ein hysbysiad preifatrwydd yn esbonio sut rydym yn defnyddio eich gwybodaeth a sut rydym yn diogelu eich preifatrwydd. Rydym yn croesawu gohebiaeth yn Gymraeg. Byddwn yn anfon ateb yn Gymraeg i ohebiaeth a dderbynnir yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi. ----- On leaving the Welsh Government this email was scanned for all known viruses. The Welsh Government takes the protection of your data seriously. If you contact the Welsh Government then our Privacy Notice explains how we use your information and the ways in which we protect your privacy. We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Document 5

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Sent: 10 September 2024 15:39

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Subject: RE: First Minister - Submission - Tackling Islamophobia - Update on CPG Recommendations - 25 June 24

[redacted – s38(1)(b)]

[redacted - s30(b)(i)]

[redacted – s38(1)(b)]

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Sent: Monday, September 9, 2024 9:34 AM

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Subject: RE: First Minister - Submission - Tackling Islamophobia - Update on CPG Recommendations - 25 June 24

Thank you for sight of this. I think it is fine and happy to sign off.

[redacted - s30(b)(i)]

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Sent: Friday, September 6, 2024 2:27 PM

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Subject: RE: First Minister - Submission - Tackling Islamophobia - Update on CPG Recommendations - 25 June 24

Hi [redacted – s38(1)(b)]

Please treat this as the version to comment on / clear. I'm also providing the erdm link for ease.

[redacted - s30(b)(i)]

Many thanks

[redacted – s38(1)(b)]

[redacted – s38(1)(b)] I Team Leader I Faith and Belief & Hate Crime Policy Teams I
Mainstreaming Strategy and Inclusion Division I Equality, Inclusion & Human Rights Directorate
I Scottish Government I Tel: [redacted – s38(1)(b)]

I WORK TUESDAY to FRIDAY

From: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Sent: Friday, September 6, 2024 11:25 AM

To: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Cc: [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>; [redacted – s38(1)(b)] <[redacted – s38(1)(b)]@gov.scot>

Subject: First Minister - Submission - Tackling Islamophobia - Update on CPG
Recommendations - 25 June 24

Good Morning

Just before the summer recess the First Minister asked for an update on the progress against recommendations from the Cross Party Group on Challenging Racial and Religious prejudices to tackle Islamophobia. Please find attached a submission to The First Minister setting out this progress.

Could you please review the attached for clearance and let me know of any changes you think are required before I send this on to ministers.

If you need anything else just let me know

Thanks

[redacted – s38(1)(b)]

Document 6

[redacted - s30(b)(i)]

ANNEX A

SUMMARY OF CPG REPORT AND RECOMMENDATIONS

The report has provided a series of recommendations with regards to specific actions which should be undertaken by the Scottish Government and other public bodies to tackle Islamophobia. These are broad in scope and cover a number of different topics.

Islamophobia in Scotland

- The Scottish Government should work to address the shortfall in data about Islamophobia in Scotland.
- The Scottish Government should fund research and projects that adopt an intersectional approach to Islamophobia.
- The Scottish Government and other authorities should pay specific attention to improving the analysis of the intersections of religious and racial discrimination.
- The Scottish Government should work towards adopting a formal definition of Islamophobia to promote understanding, to encourage reporting and to indicate their commitment to addressing it.

Gendered Islamophobia

- All initiatives about Islamophobia in Scotland must pay specific attention to its gendered nature

Misrecognition and Islamophobia

- Include in all training on countering Islamophobia an acknowledgement that people from diverse ethnicities and religious backgrounds can experience Islamophobia, as they may be mistaken for being Muslim

Reporting Islamophobia

- The Scottish Government should actively support initiatives to recruit more officers from within Scotland's diverse communities, including Muslim officers, into Police Scotland.
- Require all local authorities, schools and Police Scotland to ensure that all officers are regularly provided with high-quality training on countering Islamophobia.
- The Scottish Government should fund awareness-raising programmes about the safe reporting of Islamophobia.
- The Scottish Government should review all legislation relevant to Islamophobia and adjust this where appropriate to ensure the full inclusion of Islamophobia within this.

- The Scottish Government should fund restorative justice initiatives to work with offenders.
- Promote and encourage the reporting of Islamophobic incidents, with support offered to victims.

Factors Enabling Islamophobia

- The Scottish Government, all leaders of political parties and Council leaders should be proactive in taking a public stance against Islamophobia.
- The Scottish Government should instigate an independent review into Islamophobia in Scotland.
- The Scottish Government should integrate considerations about Islamophobia into the ongoing work of the Race Equality Framework.
- The Scottish Government should work to ensure the appointment of Muslims to public boards, advisory groups and other senior positions
- The Scottish Government should provide funding for initiatives, organisations and agencies that challenge Islamophobia and racism.
- Given the weight of evidence against ‘Prevent’, Schedule 7 and related counter-terrorism legislation, the Scottish Government should take steps to encourage the withdrawal.

Islamophobia and Education

- The Scottish Government should fund and support initiatives that educate the people of Scotland about the damage that Islamophobia does to Scottish society
- The Scottish Government should fund and support initiatives that demonstrate the positive contributions of Scotland’s Muslim population to Scottish society, politics, culture and history.
- Integrate an understanding of Islamophobia into compulsory components of the Scottish education curricula and all teacher training education.
- Provide all teachers and lecturers in Scotland regularly with compulsory training to counter Islamophobia.
- Require all educational institutions to create safe spaces for discussion, prayer and reflection.
- Require schools to establish dress-code policies that are sensitive to the needs of Muslims.
- Encourage colleges and universities to establish links with employers with a good and/or leading record for diversity and championing ethnic diversity and anti-racist initiatives/policies.
- Conduct a review of Education Scotland’s framework, ‘How Good is Our School’.

- The Scottish Government should ensure that the Public Sector Equality Duty is enforced in schools and provide additional training so that this can be better implemented and enforced.
- Encourage COSLA to develop and implement appropriate programmes of race equality in the school workforce.
- Improve the reporting and recording of Islamophobia in schools.
- Scrutinise Education Scotland and the Race Equality Action Plan to see where improvements can be made.

Islamophobia and Employment

- Develop a workplace discrimination toolkit to aid in the identification and combatting of Islamophobia in the workplace.
- Include representatives from Scotland's diverse communities – where possible – on interview panels in the workplace.
- The Scottish Government should pay specific and ongoing attention to issues relating to ethnic and religious health inequalities, employment experiences and poverty.
- Require the STUC to develop a comprehensive strategy to challenge Islamophobia and anti-Muslim prejudice in Scottish workplaces.
- Promote the creation and enforcement of 'dignity at work' policies that pay specific attention to Islamophobia.

Islamophobia and health, well-being and housing

- Include training to counter Islamophobia and its impact in all education for medical and health professionals.
- Include training to counter Islamophobia and its impact in all education provided to mental health professionals and organisations.
- NHS training should include material on Islamophobia and its impact on NHS doctors, nurses, staff and patients.

Politics and participation

- The Scottish Government should promote the positive contributions of Muslim politicians and leaders so that these role models are made visible to current and future generations.
- All political parties in Scotland, at all levels, should proactively adopt a 'no tolerance' approach to Islamophobia.

Everyday Life

- The Scottish Government should fund and support organisations and initiatives that promote social cohesion and integration, particularly for Muslim women.

ANNEX D

Definition of Islamophobia

1. In November 2018, the All-Party Parliamentary Group (APPG) on British Muslims published 'Islamophobia Defined', which provided the following definition of Islamophobia: "*Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness*". Whilst the definition has been endorsed by the Scottish Parliament's political parties as well as the UK Labour Party, it has not been adopted by the UK Government.
2. Officials provided advice to the Minister for Victims and Community Safety in October 2023. This explained that the Scottish Government undertook engagement on the APPG definition in September 2019, which sought views from Muslim, Sikh and Hindu communities on whether the APPG definition would be helpful. That engagement highlighted that, although there was a relatively high level of support for having a definition, this was not universal across the group nor across Muslim communities. There was also no consensus on the APPG definition, with specific concerns around its language and operation. Concerns were raised in relation to adoption of the APPG, or another definition of Islamophobia, with risks including stakeholder criticism, unintended consequences including the risk of exacerbating community tensions, as well as resource implications. Engagement on this particular issue was paused at that point due to COVID-19.
3. [redacted - s30(b)(i)]
4. Since then, there has been an increasing focus on the impact of global events on faith and wider ethnic minority communities in Scotland, alongside a growing need to both maintain and build strong, resilient and cohesive communities where people have a sense of belonging; feel connected within and across communities; and are able to participate to their full potential in society. A key focus of this approach is on preventing and tackling hate crime.

Section 30(b)(i) – free and frank provision of advice An exemption under section 30(b)(i) of FOISA (free and frank provision of advice) applies to some of the information requested.

This exemption applies because disclosure would, or would be likely to, inhibit substantially the free and frank provision of advice. This exemption recognises the need for officials to have a private space within which to provide free and frank advice to other officials and Ministers before the Scottish Government reaches a settled public view. Disclosing the content of free and frank advice regarding sensitive areas of Scottish Government policy will substantially inhibit the provision of such advice in the future, particularly because these discussions are still ongoing and decisions have not been taken. 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 a private space within which officials can provide full and frank advice to other officials and Ministers, as part of the process of exploring and refining the Government’s position on sensitive areas of policy, until the Government as a whole can adopt a decision that is sound and likely to be effective. This private thinking space is essential to enable all options to be properly considered, based on the best available advice, so that good 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 decision making process, which would not be in the public interest.

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 for the purposes of deliberation. This exemption recognises the need for 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 discussion regarding sensitive areas of Scottish Government policy will substantially inhibit such discussions in the future. 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 a private space within which officials can explore and refine the Government’s position on sensitive areas of policy, until the Government as a whole can adopt a decision that is sound and likely to be effective. This private thinking space is essential to enable all options to be properly considered, based on the best available

advice, so that good 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 decision making process, which would not be in the public interest.

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, i.e., names, email addresses, telephone numbers 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.