[REDACTED - Section 38(i)(b) – personal details]

From: [REDACTED - Section 38(i)(b) – personal details]
Sent: 03 March 2025 14:48
To: [REDACTED - Sect on 38( )(b) – persona deta s]
Subject: Technical Guidance for Schools

Hi [REDAC ED - Section 38(i)(b) – personal details

You might already know that my legal colleagues at the Commission are undertaking a review and update of our Technical Guidance for Schools, which is separate guidance for the three nations.

Ahead of formal consultation we're reaching out to key stakeholders, and my legal colleagues have asked me to set a meeting up with Scottish Government. I initially planned on contacting Graeme Logan as Director of Learning but wanted to run that by you first, given the guidance is also relevant to your own Directorate.

We're hoping to update on the focus of the guidance/time line for publication, but would also hope to discuss:

- Recent legal cases regarding healthcare needs in schools and reasonable adjustments
- The recent Scottish Government consultation on collective worship/religious observance
- Exclusions
- Mixed toilets provision

For background, the Technical Guidance for Schools in was published in 2014 in Scotland as a document providing guidance on the duties imposed on schools by the "new" Equality Act 2010. Some minor changes were made in September 2023. At that time, it was noted that the Technical Guidance was more broadly out of date in terms of language and examples (in Scotland and England) and in relation to certain aspects of law (notably academies) in England. The current version of the Technical Guidance is available on our website here: https://www.equalityhumanrights.com/technical-guidance-schools-scotland.

If you've any views on who we should be speaking to then I'd really appreciate the pointers!

Thanks,

[REDACTED - Section 38(i)(b) – personal details]

[REDACTED - Section 38(i)(b) – personal details]
Principal - Scotland Policy Manager
Equality and Human Rights Commission

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[REDACTED - Section 38(i)(b) – personal details]

From: Human Rights Office
Sent: 29 April 2025 11:06
To: Human Rights Office
Subject: Meeting with Neil Gray - Date Confirmation

From: [REDACTED - Section 38(i)(b) – personal details] **On Behalf Of** Cabinet Secretary for Health & Social Care 2024
Sent: 03 April 2025 15:59
To: [REDACTED - Section 38(i)(b) – personal details] @equalityhumanrights.com>
Subject: RE: Meeting with Neil Gray - Date Confirmation

Hi,

Yes, that should be fine.

Kind regards

[REDACTED - Section 38(i)(b) – personal details]
Assistant Private Secretary to Neil Gray, Cabinet Secretary for Health and Social Care
Ministerial Private Office
St Andrews House
Edinburgh

From: [REDACTED - Section 38(i)(b) – personal details]
Sent: 03 April 2025 14:23
To: Cabinet Secretary for Health & Social Care 2024
Subject: RE: Meeting with Neil Gray - Date Confirmation

Good afternoon,

Thanks for the update. Please could you let me names when these are confirmed?

Kind regards,
[REDACTED - Section 38(i)(b) – personal details]

[REDACTED - Section 38(i)(b) – personal details]
Senior Associate - Private Office
Comisiwn Cydraddoldeb a Hawliau Dynol
Equality and Human Rights Commission

Ffôn / Phone: [REDACTED - Section 38(i)(b) – personal details]

Ebost / Email: [REDACTED - Section 38(i)(b) – personal details]
@equalityhumanrights.com
www.equalityhumanrights.com

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Croeso ichi ysgrifennu atom yn Gymraeg. Fe gewch chi ateb yn Gymraeg ac ni fydd hyn yn yn arwain at oedi.

We welcome correspondence in Welsh. We will respond in Welsh and this will not cause a delay.

Cofrestrwch ar gyfer ein daflen newyddion

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[REDACTED - Section 38(i)(b) – personal details]
Senior Associate - Private Office
Equality and Human Rights Commission

Phone: [REDACTED - Section 38(i)(b) – personal details]

Email: [REDACTED - Section 38(i)(b) – personal details]
@equalityhumanrights.com
www.equalityhumanrights.com

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Equality and Human Rights Commission

From: [REDACTED - Section 38(i)(b) – personal details] **On Behalf Of** CabSecHSC@gov.scot
Sent: 02 April 2025 16:13

To: [REDACTED - Section 38(i)(b) – personal details] <@equalityhumanrights.com>
Cc: CabSecHSC@gov.scot
Subject: RE: Meeting with Neil Gray - Date Confirmation

> **Caution:** This is an external email. Please take care when clicking links or opening attachments. If in doubt, please contact the ICT Service Desk.

Good afternoon,

Yes, Mr Gray is expected to be accompanied by a member from his Private Office Team and a couple of supporting officials for this meeting.

Many Thanks

[REDACTED - Section 38(i)(b) – personal details]
Assistant Private Secretary to Neil Gray, Cabinet Secretary for Health and Social Care
Ministerial Private Office
St Andrews House
Edinburgh

From: [REDACTED - Section 38(i)(b) – personal details] @equalityhumanrights.com>
Sent: 02 April 2025 16:05
To: [REDACTED - Section 38(i)(b) – personal details]; Cabinet Secretary for Health & Social Care 2024 <CabSecHSC@gov.scot>
Cc: [REDACTED - Section 38(i)(b) – personal details]
Subject: RE: Meeting with Neil Gray - Date Confirmation

Dear Alexander,

I hope you are well.

Many thanks for sharing the link with Ila. Please could you confirm if Neil Gray will be accompanied by colleagues?

Kind regards,
[REDACTED - Section 38(i)(b) – personal details]

[REDACTED - Section 38(i)(b) – personal details]
Senior Associate - Private Office
Comisiwn Cydraddoldeb a Hawliau Dynol
Equality and Human Rights Commission

Ffôn / Phone: [REDACTED - Section 38(i)(b) – personal details]
Ebost / Email: [REDACTED - Section 38(i)(b) – personal details]

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Cofrestrwch ar gyfer ein daflen newyddion

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From: [REDACTED - Section 38(i)(b) – personal details] **On Behalf Of** CabSecHSC@gov.scot
Sent: 31 March 2025 13:19
To: [REDACTED - Section 38(i)(b) – personal details]
Cc: CabSecHSC@gov.scot; [REDACTED - Section 38(i)(b) – personal details]; [REDACTED - Section 38(i)(b) – personal details]
Subject: RE: Meeting with Neil Gray - Date Confirmation

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Hello,

Thank you for confirming with us and providing details of attendees below, please see our MS Teams invite for 24th April at 15:45.

Microsoft Teams Need help?

Join the meeting now

Meeting ID: 358 482 760 239
Passcode: i38Dq6g3

Many Thanks

[REDACTED - Section 38(i)(b) – personal details]
Assistant Private Secretary to Christina McKelvie MSP, Minister for Drugs and Alcohol Policy
Ministerial Private Office
St Andrews House
Edinburgh

From: [REDACTED - Section 38(i)(b) – personal details] @equalityhumanrights.com>
Sent: 27 March 2025 12:30
To: [REDACTED - Section 38(i)(b) – personal details]
Cc: Chair and CEO <ChairandCEO@equalityhumanrights.com>; [REDACTED - Section 38(i)(b) – personal details]; Cabinet Secretary for Health & Social Care 2024 <CabSecHSC@gov.scot>
Subject: Meeting with Neil Gray - Date Confirmation

Dear Alexander,

Further to my email dated yesterday, I am writing to confirm the meeting on 24th April, 15.45 – 16.15 online via Ms Teams with Neil Gray & the EHRC.

Attendees from our side will be:
Chairwoman, Baroness Kishwer Falkner
Deputy Chair, Lesley Sawers
Chief Executive, John Kirkpatrick

We will be in touch nearer the time regarding any additional attendance.

Thanks
[REDACTED - Section 38(i)(b) – personal details]

[REDACTED - Section 38(i)(b) – personal details]
Senior Associate to the CEO & Deputy CEO
Equality and Human Rights Commission

T: [REDACTED - Section 38(i)(b) – personal details]

[REDACTED - Section 38(i)(b) – personal details] Tintagel House
92 Albert Embankment, Vauxhall SE1 7TY

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From: [REDACTED - Section 38(i)(b) – personal details]
Sent: 07 March 2025 11:07
To: scotlandcommissioner@equalityhumanrights.com
Cc: [REDACTED - Section 38(i)(b) – personal details]; [REDACTED - Section 38(i)(b) – personal details]
Subject: RE: Letter from Minister for Equalities- Kaukab Stewart

Dear John,

Thanks very much for that clarification, I will be sure to circulate it to relevant colleagues. Very helpful.

My Unit Head [REDACTED - Section 38(i)(b) – personal details] and I will be supporting the Minister at the meeting on the 13th so I look forward to seeing you then.

[REDACTED - Section 38(i)(b) – personal details]
Best wishes,
[REDACTED - Section 38(i)(b) – personal details]

[REDACTED - Section 38(i)(b) – personal details] Policy & Engagement Team Leader, Mainstreaming and Inclusion Division, Scottish Government
Job-sharing with [REDACTED - Section 38(i)(b) – personal details]; my working days are Wed - Fri

If I'm emailing early or late that's to help me balance work and caring commitments, I don't expect a reply at those times.

From: Scotland Commissioner <
Sent: 07 March 2025 09:16
To: Scotland Commissioner <scotlandcommissioner@equalityhumanrights.com>; [REDACTED - Section 38(i)(b) – personal details]
Cc: [REDACTED - Section 38(i)(b) – personal details]
Subject: RE: Letter from Minister for Equalities- Kaukab Stewart

Dear [REDACTED - Section 38(i)(b) – personal details]

I am following up with an update on my earlier email.

Would you be able to circulate to your relevant colleagues and note that under 4 (AOB) the Commission will NOT be in a position to comment or discuss our recent correspondence to NHS Fife or the Scottish Government as these may be subject to separate meetings with other Scottish Government Ministers or Cabinet Secretaries. Lesley may mention that we would be seeking a further meeting with Ms Stewart once the outcomes of the NHS Fife issue is known and other matters such as the outcome of the UK Supreme Court judgement on the For Women Scotland case once that is published.

Regards

John Wilkes (he/him)
Head of Scotland
Equality and Human Rights Commission Scotland

T: 0141 228 5915

Equality and Human Rights Commission | Scotland

From: Scotland Commissioner <scotlandcommissioner@equalityhumanrights.com>
Sent: 27 February 2025 09:03
To: [REDACTED - Section 38(i)(b) – personal details]
Cc: [REDACTED - Section 38(i)(b) – personal details] **Subject:** RE: Letter from Minister for Equalities- Kaukab Stewart

Thanks [REDACTED - Section 38(i)(b) – personal details]

We may wish to touch on the following aspects under the agenda items you have outlined;

1. PSED Update – specifically pay gap

As noted we would be intending to ask the Minister for any updates on the timelines for the PSED reform she has outlined on extending pay gap reporting to race and disability, Scottish Ministers use of regulation 11 and timeline on the proposed inclusive communications guidance

2. EHRC Strategic Plan 2025-28

This will be a brief update on our plan which has been signed off by our Board and due to be laid at Westminster by the end of March

3. EHRC Business Plan for 2025-26

Updates on the areas of work we envisage to be carrying out in the first business year of our new strategic plan

4. AOB

We are likely to mention sharing updates on the Commissions recent correspondence to Scottish Ministers on the back of the NHS Fife employment tribunal and use of and adherence to single sex services guidance by health boards and other public authorities. Any feedback on this from the Minister would be welcome.

Hope that helps.

Regards

John Wilkes (he/him)
Head of Scotland
Equality and Human Rights Commission Scotland

T: 0141 228 5915

From: [REDACTED - Section 38(i)(b) – personal details]
Sent: 26 February 2025 10:49
To: Scotland Commissioner <scotlandcommissioner@equalityhumanrights.com>
Cc: [REDACTED - Section 38(i)(b) – personal details]
Subject: RE: Letter from Minister for Equalities- Kaukab Stewart

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Morning all,

I am preparing briefing for Minister ahead of meeting on 13th March.

I have included the below agenda items as outlined in your email:

1. PSED Update – specifically pay gap
2. EHRC Strategic Plan 2025-28
3. EHRC Business Plan for 2025-26
4. AOB

On items 2 & 3, I am wondering if there is anything specific the EHRC wants to discuss or ask of the Minister or this is just an opportunity for you to share an update.

More generally, for each agenda item are there any specific questions you are looking to discuss with the Minister.

Appreciate the heads up, thanks

[REDACTED - Section 38(i)(b) – personal details]
Policy & Engagement Officer
Mainstreaming and Inclusion Division

From: Scotland Commissioner <scotlandcommissioner@equalityhumanrights.com>
Sent: 18 February 2025 10:19

To: Minister for Equalities <MinisterforEqualities@gov.scot>
Cc: [REDACTED - Section 38(i)(b) – personal details] [REDACTED - Section 38(i)(b) – personal details]
Subject: RE: Letter from Minister for Equalities- Kaukab Stewart

Hi [REDACTED - Section 38(i)(b) – personal details]

We have some suggested agenda topics which we would like to discuss in addition to what the Minister wants to cover. These include;

- Update on the EHRC Strategic Plan 2025-28 which we will be laying at Westminster at the end of March
- Update on our Business Plan for 2025-26 and priorities for Scotland
- Discussion on PSED reform – including Scottish Government views on UK Government proposals for extension of pay gap reporting to race and disability
- We would be happy to also pick up on other topical and current issues that the Minister may wish to ask us about e.g. the Mental Welfare Commission report, legal cases in the public domain

Regards

John Wilkes (he/him)
Head of Scotland
Equality and Human Rights Commission Scotland

T: 0141 228 5915

Equality and Human Rights Commission | Scotland

From: Chair and CEO <ChairandCEO@equalityhumanrights.com>
Sent: 21 February 2025 15:38
To: Cabinet Secretary for Health & Social Care 2024 <CabSecHSC@gov.scot>
Cc: Chair and CEO <ChairandCEO@equalityhumanrights.com>; Correspondence Team <Correspondence@equalityhumanrights.com>; Parliamentary <parliamentary@equalityhumanrights.com>; First Minister <firstminister@gov.scot>; Neil.Gray.msp@parliament.scot

Subject: Letter from EHRC CEO, John Kirkpatrick

Dear Cabinet Secretary,
CC: First Minister, John Swinney

Please see the attached letter, sent on behalf of John Kirkpatrick, CEO.

I'd be grateful for confirmation of receipt.

Kind regards,

[REDACTED] - Section 38(1)(b)

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equalityhumanrights.com
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Cabinet Secretary for Health and Social Care
Rùnaire a' Chaibineit airson Slàinte agus Cùram Sòisealta
Neil Gray MSP
Niall Gray BPA

T: 0300 244 4000

Scottish Government
Riaghaltas na h-Alba

John Kirkpatrick
Chief Executive
Equality and Human Rights Commission

Your ref: 20250221Gray

20 March 2025

Dear John

Thank you for your correspondence on this matter.

I am happy to meet with you and the Chair of the EHRC Scotland Committee to discuss these matters further.

My office will be in touch with you to arrange a meeting.

Yours sincerely

NEIL GRAY

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