From: Redacted - 38(1)(b) (personal information) On Behalf Of Minister for Equalities
Sent: 04 April 2025 10:11
To: Redacted - 38(1)(b) (personal information) Redacted - 38(1)(b) (personal information)
Cc: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)**>; Director for Equality, Inclusion and Human Rights <**Redacted - 38(1)(b) (personal information)** Catherine McMeeken <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; Emilie-Louise Purdie <**Redacted - 38(1)(b) (personal information)**>; Minister for Equalities <MinisterforEqualities@gov.scot>
Subject: RE: For awareness - Stonewall funding - Telegraph

Hi all,

The Minister would like a meeting on this to discuss. I have held a time of 14:30 – 15:00 on Tuesday next week. Grateful if you can confirm whom should attend. Also if you can provide any relevant papers in advance of this meeting.

Thanks

Redacted - 38(1)(b) (personal information) | **Redacted - 38(1)(b) (personal information) | Office of Minister for Equalities**
Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG ||
Tel: **Redacted - 38(1)(b) (personal information)** | Email:
MinisterforEqualities@gov.scot

From: Redacted - 38(1)(b) (personal information) <**Redacted - 38(1)(b) (personal information)**> **On Behalf Of** Minister for Equalities
Sent: 02 April 2025 16:44
To: Redacted - 38(1)(b) (personal information) <Lee.Pirie@gov.scot>; Minister for Equalities <MinisterforEqualities@gov.scot>
Cc: Cabinet Secretary for Social Justice 2024 <CabSecforSJ@gov.scot>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; Director for Equality, Inclusion and Human Rights <DirectorforEIHR@gov.scot>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; Communications Social Justice Housing <CommunicationsSocialJusticeHousing@gov.scot>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>
Subject: RE: To clear - media enquiry, **Redacted - 38(1)(b) (personal information)** letter calling on SG to end funding to Stonewall and LGBT Youth Scotland

Hi **Redacted - 38(1)(b) (personal information)**,

Ms Stewart is content.

Thanks

Redacted - 38(1)(b) (personal information) | **Redacted - 38(1)(b) (personal information)** | **Office of Minister for Equalities**
Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG ||
Tel: **Redacted - 38(1)(b) (personal information)** | Email: MinisterforEqualities@gov.scot

Please check our Ministerial Preferences
All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.

From: Redacted - 38(1)(b) (personal information) <**Redacted - 38(1)(b) (personal information)**>
Sent: 02 April 2025 15:32
To: Minister for Equalities <MinisterforEqualities@gov.scot>
Cc: Cabinet Secretary for Social Justice 2024 <CabSecforSJ@gov.scot>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>;

Redacted - 38(1)(b) (personal information) <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; Director for Equality, Inclusion and Human Rights <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; Communications Social Justice <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>
Subject: To clear - media enquiry, **Redacted - 38(1)(b) (personal information)** letter calling on SG to end funding to Stonewall and LGBT Youth Scotland

Minister PO,

Cab Sec copied for awareness.

We have been approached by **Redacted - 38(1)(b) (personal information)** to respond to a letter from **Redacted - 38(1)(b) (personal information)** to Ms Stewart urging her to withdraw SG funding from Stonewall and LGBT Youth Scotland.

Attaching the letter for your awareness.

Below lines agreed with policy and spads. Is the minister content to clear? Grateful for returns by **17:00 today.**

A Scottish Government spokesperson said:
“We are committed to supporting LGBTQI+ people, including through funding for Stonewall and LGBT Youth Scotland to advance equality for this group. This is particularly important at a time when we are seeing a rise in attacks against the LGBTQI+ community.”

Redacted - 38(1)(b) (personal information) | Redacted - 38(1)(b) (personal information)
Social Justice portfolio |Scottish Government
Redacted - 38(1)(b) (personal information)

From: Redacted - 38(1)(b) (personal information) <**Redacted - 38(1)(b) (personal information)**>
Sent: 08 April 2025 12:00
To: Redacted - 38(1)(b) (personal information) <**Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>
Cc: Redacted - 38(1)(b) (personal information) <**Redacted - 38(1)(b) (personal information)**>
Subject: RE: Stonewall Monthly Report

Hi **Redacted - 38(1)(b) (personal information)**,

Thanks for sending this through, we had a really useful meeting with **Redacted - 38(1)(b) (personal information)** and **Redacted - 38(1)(b) (personal information)** yesterday to discuss their strategy and next steps in Scotland but agree might be useful for us to have a meeting also.

Feel free to pop some time in the calendars over the next couple of weeks whatever suits.

Many thanks,
Redacted - 38(1)(b) (personal information)

Redacted - 38(1)(b) (personal information) (he/him) | **Redacted - 38(1)(b) (personal information)** | Equality and Human Rights Division | Scottish Government | Tel: **Redacted - 38(1)(b) (personal information)**

From: Redacted - 38(1)(b) (personal information) <**Redacted - 38(1)(b) (personal information)**>
Sent: 08 April 2025 11:35
To: Redacted - 38(1)(b) (personal information) <**Redacted - 38(1)(b) (personal information) Redacted - 38(1)(b) (personal information)** <**Redacted - 38(1)(b) (personal information)**>
Subject: RE: Stonewall Monthly Report

Hi **Redacted - 38(1)(b) (personal information)**,

The E&HR funded organisations report quarterly on spending and 6 monthly on progress. The most recent progress report covers the period 1st April – 30th September 2024. The report covering recent activity (Oct 24- Mar 25) is due to be returned on 6th May.

I have attached a pdf of their most recent report. There is very little detail in this report and no programmes were run during the period.

I'd be happy to talk this over with you and my planned actions going forward.

All the best

Redacted - 38(1)(b) (personal information)

Redacted - 38(1)(b) (personal information) (She/ Her)
Redacted - 38(1)(b) (personal information)| Equality and Human Rights Fund
Redacted - 38(1)(b) (personal information))
REDACTED - 38(1)(B) (PERSONAL INFORMATION) | @IS_EqualityHR

From: Redacted - 38(1)(b) (personal information)
Sent: 08 April 2025 11:27
To: Redacted - 38(1)(b) (personal information) Redacted - 38(1)(b) (personal information)>
Subject: [External Email] Stonewall Monthly Report

Hi **Redacted - 38(1)(b) (personal information)**,

Hope you're both well, would you be able to share Stonewall's most recent monthly report on their actions?

We had a discussion with them yesterday and they shared that they provide a more granular progress report with you, if you could send that through that would be greatly appreciated!

Many thanks,
Redacted - 38(1)(b) (personal information)

Redacted - 38(1)(b) (personal information) (he/him) | **Redacted - 38(1)(b) (personal information)** | Equality and Human Rights Division | Scottish Government | Tel: **Redacted - 38(1)(b) (personal information)**

From: Redacted - 38(1)(b) (personal information)
Sent: 07 April 2025 13:57
To: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**
Subject: Minister Meeting - 8 April

Hi **Redacted - 38(1)(b) (personal information)**

Here are some bullet points to inform the catch-up with the Minister tomorrow.

"Stonewall Scotland is funded by the Equality and Human Rights Fund (EHRF).

For the period 1 April 2025 to 31 March 2026, we are providing £106,505 to Stonewall Scotland through the Equality and Human Rights Fund.

You can find their GOL for 2024-2025 here.

You can find their GOL for 2023-2024 here.

The table below shows a breakdown of the funding provided to the organisation from the Equality and Human Rights Fund for the three-year period 2021-24.

2021-2024	2021-22	2022-23	2023-24	2024-25	2025-26
£315,685	£103,992	£105,188	£106,505	£106,505	£106,505

EHRF funded activity for Stonewall Scotland covers:
- Empowering LGBTQ+ people and allies in Scotland to advocate for LGBTQ+ rights in their workplace, community, and in public life
- Enhancing the ability of public service providers to deliver LGBTQ+-inclusive work

RECENT ACTIVITY
- There have been a lot of internal changes at Stonewall over the past year with a number of new and changing posts including a new Chief Executive, Simon Blake.
- 20% of Stonewall's work is dedicated to Scotland and Wales.
- They have 3 full time employees dedicated to Scotland in their organisation of 30 people, who work from an office based in Scotland.
- Officials met with Stonewall on 7th April to discuss funding and Scotland specific strategies and policies.
- They are looking at Stonewall's overall purpose over the coming 3-5 years and are planning to release a strategy which provides more details during Pride month in June this year.
- This strategy will look to 3 key areas:
    - Supporting organisations to navigate turbulence when it comes to ensuring LGBTQ+ equality is protected and promoted.

    - Working within the wider LGBTQI+ organisation community and adapting to convene and partner rather than lead in the space
    - Update domestic policy agenda through collaboration, ensuring rights and freedoms of LGBTQI+ people are protected, and have safe and inclusive places to work and play.
- They have also updated the Workplace Equality Index (WEI) which is a benchmarking tool where Stonewall assess an organisation's achievements and progress on LGBTQ+ equality. The tool will now act as a charter mark, will be iterative, and focus on best practice for organisations to be inclusive to LGBTQI+ people."

Thanks,
Redacted - 38(1)(b) (personal information)

Redacted - 38(1)(b) (personal information) (he/him) | **Redacted - 38(1)(b) (personal information)** | Equality and Human Rights Division | Scottish Government | Tel: **Redacted - 38(1)(b) (personal information)**

From: Redacted - 38(1)(b) (personal information)
Sent: 08 April 2025 11:09
To: Redacted - 38(1)(b) (personal information) Redacted - 38(1)(b) (personal information)>; **Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**>; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**
Cc: Redacted - 38(1)(b) (personal information); Communications Social Justice **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Director for Equality, Inclusion and Human Rights <**Redacted - 38(1)(b) (personal information)**; Catherine McMeeken **Redacted - 38(1)(b) (personal information)**
Subject: RE: MEDIA QUERY: That's TV - LGBT Youth Scotland - Stonewall Funding

These were the lines that were issued at the time, **Redacted - 38(1)(b) (personal information)**. It's the same story I think they can be re-issued.

A Scottish Government spokesperson said:

"We are committed to supporting LGBTQI+ people, including through funding for Stonewall and LGBT Youth Scotland to advance equality for this group. This is particularly important at a time when we are seeing a rise in attacks against the LGBTQI+ community."

From: Redacted - 38(1)(b) (personal information)>
Sent: 08 April 2025 11:07
To: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**
Cc: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**; Communications Social Justice <**Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Director for Equality, Inclusion and Human Rights <**Redacted - 38(1)(b) (personal information)**; Catherine McMeeken <**Redacted - 38(1)(b) (personal information)**
Subject: MEDIA QUERY: That's TV - LGBT Youth Scotland - Stonewall Funding

Hello,

We've been contacted by That's TV for a response to **Redacted - 38(1)(b) (personal information)**'s comments and letter about Stonewall funding.

We've got existing lines on this, which I'll reissue unless there is any policy objection to this?

Redacted - 38(1)(b) (personal information)

Redacted - 38(1)(b) (personal information) | Social Justice
Scottish Government, St Andrew's House
Redacted - 38(1)(b) (personal information)
Mob: **Redacted - 38(1)(b) (personal information)**

A Scottish Government spokesperson said:

“We are committed to supporting LGBTQI+ people, including through funding for Stonewall to advance equality for this group. This is particularly important at a time when we are seeing a rise in attacks against the LGBTQI+ community.”

Background

The Scottish Government continues to fund Stonewall in 2025-26

From: Redacted - 38(1)(b) (personal information)
Sent: 08 April 2025 10:45
To: Redacted - 38(1)(b) (personal information)
Subject: That’s TV enquiry

Hi **Redacted - 38(1)(b) (personal information)**, thanks for taking my call.

As discussed I was speaking to **Redacted - 38(1)(b) (personal information)** MSP yesterday and she spoke about her concerns relating to the Scottish Government’s funding of Stonewall and LGBT Youth Scotland.

She has written to equalities minister Kaukab Stewart about it.

Redacted - 38(1)(b) (personal information)

She claimed the Scottish Government was "throwing huge amounts of money" to LGBT Youth Scotland, to "create an echo chamber" around gender self-identification.

She claimed LGBT Youth Scotland was "myred in controversy" and had funding pulled by Children in Need. (www.bbc.co.uk/news/articles/cp35652x26yo)

She said the rights of trans women were "trumping the rights and safety and respect" of women and girls, with regards to privacy in toilets and changing rooms, and safety

and fairness in women's sports, and that LGBTY Scotland and Stonewall were strong supporters of Self ID.

Would someone be able to provide a comment on these claims please?

My deadline is 3.15pm

Any issues please get in touch

Thanks

Redacted - 38(1)(b) (personal information)

Redacted - 38(1)(b) (personal information)
That's TV
M: **Redacted - 38(1)(b) (personal information)**
W: www.thats.tv E: **Redacted - 38(1)(b) (personal information)**

From: Redacted - 38(1)(b) (personal information)
Sent: 06 May 2025 09:20
To: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**
Cc: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**
Subject: RE: For clearance: SG and Stonewall - Times

Hi all,

There's been a bit of chat about this on various threads (mainly by me)
We're in the process of updating the FMQ for this week and we're looking for lines about Stonewall Diversity Champions

We have the suggested below but grateful if you can review and improve

STONEWALL SCOTLAND COMMENTS ON JUDGMENT

- I have been clear that the Scottish Government accepts the judgment of the Supreme Court.
- While all organisations have a duty to comply with the law, the Supreme Court noted that the judgment should not be seen as a victory over one group of the other.
- We are committed to supporting LGBTQI+ people, including through funding for Stonewall to advance equality for this group.
- This is particularly important at a time when we are seeing a rise in attacks against the LGBTQI+ community.

Best
Redacted - 38(1)(b) (personal information)

From: Redacted - 38(1)(b) (personal information)
Sent: 05 May 2025 14:16
To: Redacted - 38(1)(b) (personal information) ; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**
Subject: RE: For clearance: SG and Stonewall - Times

I can reach out to **Redacted - 38(1)(b) (personal information)**.

There is a point in their GOL (for 2024-25 as Finance hasn't given us the GOLs for this year) which says:

15. Compliance with the Law
The Grantee shall ensure that in relation to the Project/Programme, they and anyone acting on their behalf shall comply with the relevant law, for the time being in force in Scotland.

What about the below for a starter for ten?

STONEWALL SCOTLAND COMMENTS ON JUDGMENT

- I have been clear that the Scottish Government accepts the judgment of the Supreme Court.
- While all organisations have a duty to comply with the law, the Supreme Court noted that the judgment should not be seen as a victory over one group of the other.
- We are committed to supporting LGBTQI+ people, including through funding for Stonewall to advance equality for this group.
- This is particularly important at a time when we are seeing a rise in attacks against the LGBTQI+ community.

Best
Redacted - 38(1)(b) (personal information)

From: Redacted - 38(1)(b) (personal information)
Sent: 05 May 2025 12:09
To: Redacted - 38(1)(b) (personal information) Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**
Subject: FW: For clearance: SG and Stonewall - Times

All – to note there was some back and forth on lines for Stonewall that we will need to cover in the FMQ.

Can we get clarity that we are part of their diversity champions programme for 25/26 as this was the basis of the query and not our equality funding but that is not clear in our response. **Redacted - 38(1)(b) (personal information)** will know.

The second point we need to catch is on their statement that the judgment is “not law yet”. We should point to the fact everyone has their own obligations to comply with the law, there must be something in our grant offer that is specific to this point.

Redacted - 38(1)(b) (personal information)
Redacted - 38(1)(b) (personal information)
Mobile - Redacted - 38(1)(b) (personal information)

From: Redacted - 38(1)(b) (personal information)
Sent: 04 May 2025 16:07
To: Cabinet Secretary for Social Justice 2024 **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Minister for Equalities **Redacted - 38(1)(b) (personal information)**
Cc: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**; Emilie-Louise Purdie **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Communications Social Justice **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**;

Communications Duty Box <CommunicationsDutyBox@gov.scot>; **Redacted - 38(1)(b) (personal information)**; John Somers **Redacted - 38(1)(b) (personal information)**; Director for Equality, Inclusion and Human Rights **Redacted - 38(1)(b) (personal information)**; Kevin McGowan **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Cabinet Secretary for Education & Skills 2024 **Redacted - 38(1)(b) (personal information)**
Subject: RE: For clearance: SG and Stonewall - Times

Thanks **Redacted - 38(1)(b) (personal information)**, we will issue these now, thanks **Redacted - 38(1)(b) (personal information)**
Redacted - 38(1)(b) (personal information) (She /Her) - why I share my pronouns
Redacted - 38(1)(b) (personal information)
Communications Health and Social Care
The Scottish Government, St Andrew's House, Edinburgh
Redacted - 38(1)(b) (personal information)| Redacted - 38(1)(b) (personal information)
Redacted - 38(1)(b) (personal information)

From: Redacted - 38(1)(b) (personal information) On Behalf Of Cabinet Secretary for Social Justice 2024
Sent: 04 May 2025 16:04
To: Redacted - 38(1)(b) (personal information); Cabinet Secretary for Social Justice 2024 **Redacted - 38(1)(b) (personal information)**; Minister for Equalities <**Redacted - 38(1)(b) (personal information)**
Cc: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**; Emilie-Louise Purdie **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Communications Social Justice **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Communications Duty Box **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; John Somers **Redacted - 38(1)(b) (personal information)**; Director for Equality, Inclusion and Human Rights **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Simon Stockwell **Redacted - 38(1)(b) (personal information)**; Cabinet Secretary for Education & Skills 2024 **Redacted - 38(1)(b) (personal information)**
Subject: RE: For clearance: SG and Stonewall - Times

Hi **Redacted - 38(1)(b) (personal information)**,
Ms Somerville is content to clear.
Thanks,

Redacted - 38(1)(b) (personal information)

Redacted - 38(1)(b) (personal information) (she/her)
Redacted - 38(1)(b) (personal information)
E: **Redacted - 38(1)(b) (personal information)**
From: Redacted - 38(1)(b) (personal information)
Sent: 04 May 2025 14:52
To: Cabinet Secretary for Social Justice 2024 **Redacted - 38(1)(b) (personal information)**; Minister for Equalities **Redacted - 38(1)(b) (personal information)**
Cc: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Communications Social Justice **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Communications Duty Box **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Director for Equality, Inclusion and Human Rights **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Cabinet Secretary for Education & Skills 2024 **Redacted - 38(1)(b) (personal information)**
Subject: For clearance: SG and Stonewall - Times
PO/ Cab Sec for Social Justice
Good afternoon PO,
We've been asked to respond to calls for the SG to cut ties with the charity Stonewall, following comments it had made in relation to the Supreme Court judgment. The full query is below.
The following line has been agreed with policy and SpAd colleagues – very grateful for the Cab Sec's clearance.
Many thanks,
Redacted - 38(1)(b) (personal information)
A Scottish Government spokesperson said:
"The First Minister has been clear that the Scottish Government accepts the judgment of the Supreme Court.
"We are committed to supporting LGBTQI+ people, including through funding for Stonewall to advance equality for this group. This is particularly important at a time when we are seeing a rise in attacks against the LGBTQI+ community."
QUERY:
SNP ministers are refusing to quit a controversial scheme run by Stonewall despite the LGBT charity being accused of spreading "disinformation" about the Supreme Court trans ruling.
The Scottish Government has said it has "no plans" to withdraw from the Diversity Champions initiative, which sees it receive ongoing "guidance" from the organisation in exchange for an annual membership fee of around £3,000.
The Scottish Tories claimed the move showed how "out of touch" SNP ministers had become.

The party urged the government to instead cut ties with Stonewall after it made unfounded claims about the recent judicial ruling which found biological men could not legally become women.
Stonewall publicly claimed that the Supreme Court judgment, issued in April, was “not law as yet” in an attack on the English and Scottish FAs for announcing a ban on trans women competing in women’s football.
It suggested that organisations wait for statutory guidance from the Equality and Human Rights Commission (EHRC) before making any changes to policies, a position also adopted by the Scottish Government, the losing party in the ruling.
However, Akua Reindork KC, an EHRC commissioner, clarified that the 88-page ruling “is the law” and had “immediate effect”.
Michael Foran, a legal academic at Glasgow University whose work was cited in the judgment, accused Stonewall of “shocking ignorance” by making the claim and warned organisations could face “significant liability” if they followed the misleading advice.
“It is shocking that SNP ministers remain in thrall to this organisation who are peddling misinformation about a ruling from the highest court in the land,”
Redacted - 38(1)(b) (personal information)
First Minister’s Communications
Scottish Government, St Andrew's House
e: Redacted - 38(1)(b) (personal information)
m: Redacted - 38(1)(b) (personal information)

From: Catherine McMeeken **Redacted - 38(1)(b) (personal information)**
Sent: 02 April 2025 18:37
To: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**
Subject: RE: ** Correspondence from **Redacted - 38(1)(b) (personal information)** MSP on the EHRF **

Redacted - 38(1)(b) (personal information)

This is a live issue that we have issued lines on today. Grateful if you could keep **Redacted - 38(1)(b) (personal information)** closely in the loop. I note that Ms Stewart has asked Tess White for a meeting to discuss if she would like but that has never been taken up.

Cat

From: Redacted - 38(1)(b) (personal information)
Sent: 02 April 2025 18:13
To: Catherine McMeeken <**Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**
Subject: FW: ** Correspondence from Tess White MSP on the EHRF **

Cat & **Redacted - 38(1)(b) (personal information)**,

Can you recall if we did put up a submission to Ministers on renewing EHRF ?

Or was it just dealt with in emails and then an AO template ?

Redacted - 38(1)(b) (personal information) – for you to note as it concerns LGBTQI+ organisations. (See excerpt below). I think there have been various previous items of correspondence on funding for Stonewall and LGBT Youth Scotland. Presumably **Redacted - 38(1)(b) (personal information)** / **Redacted - 38(1)(b) (personal information)** could help with lines to contribute to this?

I would like to know whether – as the Minister for Equalities – you were involved in the latest funding decisions for the EHRF, what factors were taken into consideration when renewing funding for organisations such as Stonewall and LGBT Youth Scotland, and what oversight both you and the fund manager, Inspiring Scotland, have of the activities and outputs of these organisations.

Redacted - 38(1)(b) (personal information)

From: Redacted - 38(1)(b) (personal information) On Behalf Of Minister for Equalities
Sent: 02 April 2025 15:20
To: Central Correspondence Unit <**Redacted - 38(1)(b) (personal information)**
Subject: FW: ** Correspondence from Tess White MSP on the EHRF **

For MiCase- MR please/Fast Track

Redacted - 38(1)(b) (personal information) (she/her)
Redacted - 38(1)(b) (personal information)
Minister for Equalities– Kaukab Stewart
The Scottish Government | St Andrew's House, Edinburgh, EH1 3DG |
Email: **Redacted - 38(1)(b) (personal information)**

From: White T (Tess), MSP **Redacted - 38(1)(b) (personal information)**
Sent: 01 April 2025 16:58
To: Minister for Equalities **Redacted - 38(1)(b) (personal information)**
Subject: ** Correspondence from Tess White MSP on the EHRF **

Dear Minister,

Please see attached this important letter.

I look forward to your reply.

Kind Regards,

Tess

From: Redacted - 38(1)(b) (personal information)
Sent: 01 April 2025 13:29
To: Redacted - 38(1)(b) (personal information)
Subject: RE: [External Email] Stonewall Scotland research

Hi,

Sorry I didn't get back to you yesterday we had our portfolio networking day.

I have a meeting set up for 23rd April and this is to talk over work planning for the coming year so is pertinent to the press from the weekend. The meeting is with **Redacted - 38(1)(b) (personal information)** who is based in Scotland and has responsibility for programme delivery. **Redacted - 38(1)(b) (personal information)**, who is responsible for finance for this project, will also be there so I can discuss with them the return of the unspent research budget from 24-25, the process for which is being discussed with **Redacted - 38(1)(b) (personal information)** tomorrow.

What are your thoughts on the research budget for the coming year? Are you still talking to others at Stonewall about proposals for that budget?

I think it would be good to catch up with you before I meet with Stonewall to hear from you your thoughts on working with them on their project in 25-26.

All the best
Redacted - 38(1)(b) (personal information)

Redacted - 38(1)(b) (personal information) (She/ Her)
Redacted - 38(1)(b) (personal information)| Equality and Human Rights Fund
Redacted - 38(1)(b) (personal information)
Redacted - 38(1)(b) (personal information) | @IS_EqualityHR

From: Redacted - 38(1)(b) (personal information)
Sent: 02 April 2025 15:27
To: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Director for Equality, Inclusion and Human Rights **Redacted - 38(1)(b) (personal information)**
Cc: Redacted - 38(1)(b) (personal information); Communications Social Justice Housing **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**
Subject: RE: Policy input - media enquiry, Tess White letter calling on SG to end funding to Stonewall and LGBT Youth Scotland

Just to flag we have not officially received any letter from Ms White. She may have sent to Ms Stewart's MSP address or is sitting with PO. Also content with the line below.

Redacted - 38(1)(b) (personal information)
Redacted - 38(1)(b) (personal information)

Mobile - Redacted - 38(1)(b) (personal information)

From: Catherine McMeeken **Redacted - 38(1)(b) (personal information)**
Sent: 02 April 2025 15:23
To: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Director for Equality, Inclusion and Human Rights **Redacted - 38(1)(b) (personal information)**
Cc: Redacted - 38(1)(b) (personal information); Communications Social Justice **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**
Subject: RE: Policy input - media enquiry, Tess White letter calling on SG to end funding to Stonewall and LGBT Youth Scotland

I am content from a policy perspective.

We have produced lines on both of these issues quite regularly so there should be background information available too if required.

Cat

From: Redacted - 38(1)(b) (personal information)
Sent: 02 April 2025 13:44
To: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b)**

(personal information); **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Director for Equality, Inclusion and Human Rights **Redacted - 38(1)(b) (personal information)**; Catherine McMeeken **Redacted - 38(1)(b) (personal information)**
Cc: Redacted - 38(1)(b) (personal information); Communications Social Justice **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**
Subject: Policy input - media enquiry, Tess White letter calling on SG to end funding to Stonewall and LGBT Youth Scotland

Hi,

We have been approached by **Redacted - 38(1)(b) (personal information)** to respond to a letter from Tess White to Ms Stewart urging her to withdraw SG funding from Stonewall and LGBT Youth Scotland.

Attaching the letter for your awareness.

Suggest below lines. Grateful for any further input, if needed, by **15:15 today.**

A Scottish Government spokesperson said:
“We are committed to supporting LGBTQI+ people, including through funding for Stonewall and LGBT Youth Scotland to advance equality for this group. This is particularly important at a time when we are seeing a rise in attacks against the LGBTQI+ community.”

Redacted - 38(1)(b) (personal information)
Social Justice portfolio| Scottish Government
Redacted - 38(1)(b) (personal information)

From: Redacted - 38(1)(b) (personal information) On Behalf Of Minister for Equalities
Sent: 02 April 2025 16:44
To: Redacted - 38(1)(b) (personal information); Minister for Equalities **Redacted - 38(1)(b) (personal information)**
Cc: Cabinet Secretary for Social Justice 2024 <**Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Director for Equality, Inclusion and Human Rights **Redacted - 38(1)(b) (personal information)**; Catherine McMeeken **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; Communications Social Justice Housing **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**; **Redacted - 38(1)(b) (personal information)**
Subject: RE: To clear - media enquiry, Tess White letter calling on SG to end funding to Stonewall and LGBT Youth Scotland

Hi **Redacted - 38(1)(b) (personal information)**,

Ms Stewart is content.

Thanks

Redacted - 38(1)(b) (personal information) | Office of Minister for Equalities
Scottish Government | St Andrew's House, Regent Road, Edinburgh, EH1 3DG ||
Tel: **Redacted - 38(1)(b) (personal information)** | Email: **Redacted - 38(1)(b) (personal information)**

From: Redacted - 38(1)(b) (personal information)
Sent: 01 May 2025 14:19
To: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**
Cc: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**
Subject: FOR ADVICE: Draft response to Tess White re EHRF/ LGBT Youth Scotland and Stonewall/ funding criteria

Redacted - 38(1)(b) (personal information) & **Redacted - 38(1)(b) (personal information)**,

I have ended up with a MiCase that relate to EHRF.

Redacted - 38(1)(b) (personal information) kindly advised that, given the correspondent is Tess White MSP, I should check the reply with SGLD and relevant Unit Head (in Cat's absence).

I have set out below the original letter. Please could you advise whether you are OK for me to issue today/tomorrow.

Thanks,

Redacted - 38(1)(b) (personal information)

Text of original letter

Kaukab Stewart MSP Minister for Equalities
1 st April 2025

Funding for Stonewall, LGBT Youth Scotland and oversight of the Equality and Human Rights Fund

Dear Minister, I have previously raised my concerns with you regarding the oversight and accountability of the Equality and Human Rights Fund, which has awarded millions of pounds of taxpayers' money to third sector organisations, including Stonewall and LGBT Youth Scotland.

In recent days, questions have been raised about whether it is appropriate for the Scottish Government to continue funding Stonewall from the EHRF given its limited operational presence in Scotland and its dogmatic commitment to gender ideology. More than £400,000 from the public purse has been awarded to Stonewall since 2022.

LGBT Youth Scotland, which has been mired in controversy in recent years, has been awarded hundreds of thousands of pounds by the Scottish Government since 2021. You will be aware that Children in Need suspended grants to the charity in May 2024. There are serious questions arising about the Scottish Government's decision-making concerning this funding from the public purse, especially when

public finances are under such considerable strain. The Scottish Government must not use taxpayers' money to finance an echo chamber on gender self-ID.

I would like to know whether – as the Minister for Equalities – you were involved in the latest funding decisions for the EHRF, what factors were taken into consideration when renewing funding for organisations such as Stonewall and LGBT Youth Scotland, and what oversight both you and the fund manager, Inspiring Scotland, have of the activities and outputs of these organisations.

Lastly, does the Scottish Government intend to fund women's groups who believe that sex is immutable as part of its focus on equalities? I look forward to receiving your reply.

Draft response

Thank you for your letter of 1 April 2025 concerning funding for Stonewall and LGBT Youth Scotland, and oversight of the Equality and Human Rights Fund.

The Scottish Government remains committed to advancing equality for LGBTQI+ people, and promoting, protecting and realising the rights of every LGBTQI+ person in Scotland.

We are committed to supporting LGBTQI+ people, including through funding for Stonewall and LGBT Youth Scotland to advance equality for this group. This is particularly important at a time when we are seeing a rise in attacks against the LGBTQI+ community.

We will continue to work with a wide range of third sector organisations to ensure that the voices of those with lived experience can help to improve outcomes for LGBTQI+ communities across Scotland.

I can confirm that [Minister for Equalities/i] was involved, along with the Cabinet Secretary for Social Justice, in the decision to continue with the Equality and Human Rights Fund (EHRF), through which LGBT Youth Scotland and Stonewall receive funding, for 2025/26. Day to day fund management is undertaken by our contracted fund manager, Inspiring Scotland. Officials in the Directorate for Equality, Inclusion and Human Rights liaise with Inspiring Scotland to provide further oversight, advice and intervention as required. The outcomes of EHRF spending is summarised in progress reports published on a six-monthly basis.

The Scottish Government provides many grant funds to a range or organisations for a variety of purposes. The primary funding route for organisations looking to advance equality for protected groups is through the EHR Fund. The criteria for applications to that Fund have been published online. However, that Fund is currently closed to new applications.

Redacted - 38(1)(b) (personal information) (pronouns he/him)
Redacted - 38(1)(b) (personal information)
Equalities, Inclusion and Human Rights Directorate
Scottish Government

Email: **Redacted - 38(1)(b) (personal information)**
Mobile: **Redacted - 38(1)(b) (personal information)**

From: Redacted - 38(1)(b) (personal information)
Sent: 30 June 2025 12:45
To: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**
Cc: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**
Subject: Re: Post Catch Up Follow Up - Deliverables/Outcomes - June 2025

Hi **Redacted - 38(1)(b) (personal information)** and all,

Following our conversation, I wanted to share some more detailed outlines on our perspectives on research for this year. In our grant we have budgeted for two pieces of research, one of which is a carryover from FY 2024/25 and the other for FY 2025/26.

Please see a summary of the proposals below:

1. **LGBTQ+ experiences of housing and homelessness**

We've been reflecting on our conversation and exploring how we can align our strategic policy priorities with the key themes we discussed. As you will be aware from prior conversations, social care will be a core focus of Stonewall's policy agenda moving forward.

Given your feedback about housing security and experiences of homelessness being an area of interest, we believe there is an opportunity for us to explore housing in the context of care for LGBTQ+ elders.

Our initial thoughts are that the research would explore the elder LGBTQ+ community's experiences of accessing appropriate housing and care provision in Scotland, with a particular focus on services delivered by care providers and public housing services. We would also explore the anticipated fears of LGBTQ+ people approaching retirement age on being able to access inclusive housing and care.

The aim of the research would be to provide core recommendations for the Scottish Government and for providers (be they care providers, housing associations, local authorities, or charities) to deliver inclusive services for LGBTQ+ elders.

To support this work, we are already establishing a partnership with Age UK and will establish a partnership specifically with Age Scotland for this programme of work.

We will also look to utilise our existing connections through our Diversity Champions Programme.

Finally, we will develop and deliver a bespoke Inclusive Service Delivery Programme for the above organisations in early-2026.

2. **Hate crime**

We feel we are aligned in our core objectives around hate crime. We would like to explore a secondary piece of research around hate crime in Scotland.

We'd need a little more time to finalise a proposal on hate crime research, but the two the themes we believe we can add value are:

- Comparing the experiences of LGBTQ+ hate crime in urban and rural communities
- Experiences of public transport – with a focus on transport providers abilities to prevent hate crime on their services

We hope that this is helpful, and of course if you have any questions, thoughts or reflections please let us know.

We've budgeted for research to commence in Q2 and given the time resource required to get research commissioned, analysed and published, we would appreciate a steer on the housing research proposal in July. This will allow us to kick off this research and begin penciling in programme delivery for February/March 2026. Although it would be great to go out with both pieces simultaneously, we would be happy to have a further discussion about the research into Hate Crime at a future meeting.

Many thanks
Redacted - 38(1)(b) (personal information)
Redacted - 38(1)(b) (personal information)
Pronouns: He/Him

From: Redacted - 38(1)(b) (personal information)
Sent: Tuesday, June 24, 2025 09:33
To: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**
Cc: Redacted - 38(1)(b) (personal information); **Redacted - 38(1)(b) (personal information)**

Subject: Post Catch Up Follow Up - Deliverables/Outcomes - June 2025

Hi **Redacted - 38(1)(b) (personal information)**,

I hope your week has been good so far and Monday was kind to you both.

Following on from our meeting on Friday, it would be great to get some of those deliverables/outcomes we spoke about on Friday down on paper, just for reference.

I think you mentioned about sending the new strategy to us on 1 July, which we would also love to see, and maybe you could add some of those deliverables/outcomes at the top of the email when you send that over?

Best

Redacted - 38(1)(b) (personal information)

Redacted - 38(1)(b) (personal information) | Equality Unit **|** Scottish Government

The Scottish Parliament
Pàrlamaid na h-Alba

Office of Tess White MSP
M2.20
Edinburgh
EH99 1SP
Tess.White.MSP@parliament.scot
0131 348 6218

Kaukab Stewart MSP
Minister for Equalities

1st April 2025

Dear Minister,

Funding for Stonewall, LGBT Youth Scotland and oversight of the Equality and Human Rights Fund

I have previously raised my concerns with you regarding the oversight and accountability of the Equality and Human Rights Fund, which has awarded millions of pounds of taxpayers' money to third sector organisations, including Stonewall and LGBT Youth Scotland.

In recent days, questions have been raised about whether it is appropriate for the Scottish Government to continue funding Stonewall from the EHRF given its limited operational presence in Scotland and its dogmatic commitment to gender ideology. More than £400,000 from the public purse has been awarded to Stonewall since 2022.

LGBT Youth Scotland, which has been mired in controversy in recent years, has been awarded hundreds of thousands of pounds by the Scottish Government since 2021. You will be aware that Children in Need suspended grants to the charity in May 2024.

There are serious questions arising about the Scottish Government's decision-making concerning this funding from the public purse, especially when public finances are under such considerable strain. The Scottish Government must not use taxpayers' money to finance an echo chamber on gender self-ID.

I would like to know whether – as the Minister for Equalities – you were involved in the latest funding decisions for the EHRF, what factors were taken into consideration when renewing funding for organisations such as Stonewall and LGBT Youth Scotland, and what oversight both you and the fund manager, Inspiring Scotland, have of the activities and outputs of these organisations.

Lastly, does the Scottish Government intend to fund women's groups who believe that sex is immutable as part of its focus on equalities?

I look forward to receiving your reply.

Yours sincerely,

Tess White

Tess White MSP
MSP for North East Region

[redacted]
Submitted Date: 29/10/24 15:27:45 Completion
Time: 6 min. 47 sec.

This form is for you to report on your Equality & Human Rights (E&HR) Funded activities during the last six months. **Please report on the E&HR-Funded activity only.** Where the E&HR grant is a contribution to core, and funding is mixed with other sources of finance, please use a proportionate percentage when reporting on the numbers of participants/activity. We want to know what is possible to deliver against the E&HR Funds so we are able to provide an accurate picture and impact of the E&HR Funding.

For funded activity from 1 April - 30 September 2024.

Organisation Name
Stonewall Equality Limited

Project Name
Free to Be: Advancing LGBTQ+ Equality in Scotland

E&HR Fund activity and scale

1.1 Tell us what you have delivered over the last 6 months with E&HR funding (700 words). Please tell us how delivery has compared to the targets you had planned for this period. **During these six months of the grant period our programme delivery work has focussed on planning programmes for delivery during the second six months of the 2024/25 financial year. Initially, we had planned to deliver a Future Leaders Reunion Programme for the funded programmes run in September 2022 and March 2023, and a Community Bi+ Empowerment Programme. However, due to capacity issues in the spring and summer, we took the decision to delay the delivery of these programmes to a time when we could assure greater reach and impact. We will now be delivering the Community Bi+ Empowerment Programme in November 2024 and the Future Leaders Reunion Programme in December 2024. Our Leadership Programme has been moved from December 2024 to March 2025. The Inclusive Service Delivery Programme remains scheduled for a February 2025 delivery.**

1.2 Please tell us about any unplanned work undertaken, if applicable (350 words).
N/A

2. What type of activity have you been doing and how many people have taken part in your activity?

Below you are asked to confirm if you are doing types of activity that fall into the broad categories of 'Work with people', 'Work with organisations' and 'work with local/SG policy makers or the public'. And where relevant, additional questions will appear asking about what you did and how many people participated in those activities.
You don't have to select all of the boxes. Only select 'yes' where the type of activity is a clear fit with what you have been delivering.

We do want to hear about all your activities. **If possible don't repeat any activity in more than one question**. For example if you delivered training to build confidence you could put it in either 'activities to build confidence' OR 'direct training'.

In the ‘How many people/organisations question’ you may have the same people already counted in other activities. This is okay as we ask how many people in total you worked with in Question 4.

The information you provide in this question helps us to understand the totality of the activity funded through the Equality and Human Rights Fund. The data will help us to analyse different types of activity across the portfolio of funded groups.

2.1 Work with people

If you are working with people as part of developing their organisation, please record in section 2.2, (work with organisations) rather than 2.1.

2.1.1 Direct Advice, support, helpline:

2.1.2 Activities to enhance participation & engagement
- Yes

Activities to enhance participation & engagement resulting in outcomes for individuals eg, individuals becoming more active in their communities : What did you do specifically? 200 words
We are currently in the planning stages of delivering our Community Bi+ Empowerment Programme. This programme will be open to individual members of the bi+ community across Scotland, with a particular focus on attracting bi+ community groups to attend. Amongst other objectives, the programme aims to support delegates to understand what solidarity within bi communities can look like and why it’s important; Develop strategies for practicing self and community care; and strengthen ties to the bi+ community by connecting bi+ people with each other.

Activities to enhance participation & engagement resulting in outcomes for individuals eg, individuals becoming more acvtive in their communities. : How many people?
36

2.1.3 Activities to build confidence for self-advocacy

2.1.4 Direct Training

2.1.5 Direct advocacy or case work

2.1.6 Information sharing with individuals (eg: Newsletters, Social Media hits etc) direct support to specific individuals should be answered in 2.1.1

2.1.7 Other

Please specify:

Other : What did you do specifically? 200 words

Other : How many people?

2.2 Work with organisations (public, private and third sector)

2.2.1Training

2.2.2 Direct organisational support

2.2.3 Information Sharing. (Please do not include the numbers in Q2.1.6)

2.2.4 Other

2.3 Direct work with local / SG policy makers or the public

2.3.1 Facilitating direct engagement of people with protected characteristics e.g. bringing people together or building capacity to influence policy. This differs from question 2.1.2 in that this question relates to policy influencing

2.3.2 Consultation, e.g. using your information/knowledge as an organisation to directly respond to consultations and influence policy

2.3.3 Strategic Litigation

2.3.4 Research and/or data gathering

2.3.5 Public education/campaigning publications

2.3.6 Organisational representation at strategic levels, eg Scottish Government Steering Groups, Local Authority Working Groups etc

2.3.7 Other

3. In what local authority areas have you been working over the last 6 months?If you have delivered activity in specific local authority areas, please indicate which. If the majority of your work is Scotland-wide, please select the Scotland-wide option only.
- Scotland-wide

4. In TOTAL how many people and/or organisations have you engaged with in this reportin

This differs from Q2. From this question we will develop a cumulative total of the people/organisations engaged with.

Please count each individual /organisation only once even where you have engaged with them through multiple activities.

Give the total number of people/organisations who are new to working with you in this reporting period in **box A and/or D**

Give the total number of those who you worked with previously but also worked with in this reporting period (such as ongoing legal advice cases) in **box B and/or E.**

Give a total by adding the new and existing numbers of people/organisations worked with in the reporting period **Box C and/or F**

People

A) Number of people who were new to working with you in this reporting period
0

B) Number of people who you have worked with in this reporting period who you have also worked with previously (before the beginning of the reporting period)
0

C) Total Number of People (this should be the sum of boxes A and B above)
0

Organisations

D) Number of organisations who were new to working with you in this reporting period
0

E) Number of organisations who you have worked with in this reporting period who you have also worked with previously (before the beginning of the reporting period)
0

F) Total number of organisations (this should be the sum of boxes D and E above)
0

5. Over the last 6 months have you supported the implementation of any Scottish Government equality strategies or papers? If so, select and give us headline points on what you have delivered in the new boxes that appear.

For each strategy where you select ‘Yes’, you will be asked a subsequent question on what activity you delivered that contributed to that strategy during the reporting period. This is not an exhaustive list and there are "other" options below where you can detail any other strategies or papers your work contributed to.

Please only select the strategies your work directly supports.

Human Rights Bill

A Fairer Scotland for Older People: A Framework for Action

A Connected Scotland: tackling social isolation and loneliness

Race equality framework for Scotland 2016 to 2030

Improving the Lives of Gypsy Travellers

British Sign Language (BSL): National Plan 2023-2029

National Advisory Council on Women and Girls Recommendations

Universal Periodic Review of human rights in the United Kingdom 2022:

The Keys to Life

A Fairer Scotland for Disabled People

Other (1)

Other (2)

Impact summary: Please read the guidance before you complete this section.

Outcomes

6.

PowerPoint Presentation (inspiringscotland.org.uk)

Please tell us how your work has contributed to the E&HRF Direct Outcomes. You can find the list of direct outcomes and how they relate to fund outcomes in the E&HR fund theory of change, the link is given above. For each Direct Outcome you select additional questions will appear as follows;

Indicator: What are you measuring that evidences the change? E.g. people feel confident to assert their rights

Method: How you are measuring this? E.g. collect data via survey and project staff interactions

Evidence of impact: What this tells you about what your work is achieving. E.g give service user quotes and examples of specific changes in people's lives

- Only select 'yes' to direct outcomes where you have developed indicators and
- Indicators should be specific to outcomes; an indicator should only evidence the most relevant outcome and not be copied into multiple boxes.
- A single activity may have multiple outcomes; this is fine as long as the indicator, measurement and evidence is specific to the outcome selected. **Please don't select a fund outcome that you have not been measuring with agreed indicators/measurement tools.**

Direct Outcome A - People know more about their rights

Direct Outcome B - People are more confident to ask for what they deserve from

Direct Outcome C - People have better access to public services

Direct Outcome D - People are more involved in things that are important to them

Direct Outcome D: List your indicators (200 words)
D. People are more involved in things that are important to them. E. People are less isolated / more connected. I. Communities are more likely to participate, be empowered and contribute.

Direct Outcome D: Fund outcomes
- Fund Outcome 3: People with protected characteristics have increased

Direct Outcome D: How do you know you have made a difference? What measurement tool have you used? (100 words)
For our Bi+ Empowerment Programme, we will ask attendees to what extent they agree with several statements to establish their confidence in being bi in Scotland and how connected they are to other bi people. After the programme, we will ask attendees whether the programme had helped them

Additional things to note

measurement tools.

Change in people

public services

- Yes

participation in public life develop in the same areas. For our Future Leaders Reunion, we will be using the programme as an opportunity to strengthen connection between delegates and to support continued development on overcoming challenges. We will develop evaluation tools to capture this.

Direct Outcome D: Please provide evidence of the difference you have made to the people and organisations you work with in relation to the indicators given (300 words)
TBC – this programme is yet to be delivered.

Direct Outcome E - People are less isolated / more connected

Direct Outcome F - People have reduced negative impacts of their situation

Change in organisations

Direct Outcome G - Mainstream organisations are more confident to engage with marginalized groups

Direct Outcome H - Organisations better understand how to integrate equality and human rights/intersectionality into their work

Direct Outcome I - Communities are more likely to be consulted and contribute

Change in policy makers/ the public

Direct Outcome J - Policy makers are better connected with marginalized people and voices are heard

Direct Outcome K - Policy makers know more about the issues and incorporate that knowledge into their polices and plans

7. Do you have any stories of change that highlight how your work has had an impact for people or organisations? We are particularly interested in case studies that exemplify interesectional working. (250 words)There are three options to describe your story of change. You can input in the box below, upload a case study in Box 7b, OR in Box 7C enter URL of a site containing video footage you would like to share. Only include information you would be happy to share publicly and anonymise where appropriate. It would be useful if you include the issue or problem, your organisations intervention and the change or result.
N/A

7b Case study upload

7c. URL to video you would like to share

8.1 What partners have you worked with over the last 6 months? (250 words) Tell us about any work you have done in collaboration with other organisations who are not funded by the Equalities and Human Rights Fund. **N/A**

8.2 What partners have you worked with over the last 6 months? (250 words) Tell us about any work you have done in collaboration with other organisations who are funded by the Equalities and Human Rights Fund. **N/A**

9. Have there been any unexpected outcomes (negative or positive) from the work, which youhave not reported on above? (400 words) **N/A**

10. What have been the challenges for you or the people you have worked with over the pastsix months? (400 words)
The delivery of programmes has been hindered by capacity within the Stonewall Scotland team due to clashes with other major cross-organisational projects and sickness within the team. However, we remain on course to deliver all programmes by March 2025.

11.1 Work with Inspiring Scotland—what portfolio activities or Inspiring Scotland supporthave you accessed over the last 6 months? (250 words) Please list portfolio events, Specialist Volunteer Network support or other events / training you have accessed

We attended the Inspiring Scotland Networking Event on Wednesday 11 September 2024.

11.2 What difference has this made?

This was a great opportunity to hear about the work of other organisations in receipt of funding from Inspiring Scotland. We have also been invited to attend events that focus on other equality strands on the back of attending this event.

Name and contact details of the person completing this form

We will send a PDF of the completed report to the email address provided here.

Name
[redacted]

Position
[redacted]

Email address
[redacted]

Phone number
[redacted]