From: [Redacted S.38(1)(b)]
Sent: 09 December 2025 17:21
To: [Redacted S.38(1)(b)]
Subject: FW: BID: HES - Scotsman Steamie podcast
[Redacted S.38(1)(b)] (she/her) |
_____
Cultural Access and Organisations Division | Scottish Government
2G South, Victoria Quay, Edinburgh, EH6 6QQ
e: [Redacted S.38(1)(b)]@gov.scot
w: www.scotland.gov.uk

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Cabinet Secretary for Constitution,
External Affairs and Culture 2024
Sent: 04 November 2025 08:02
To: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Cabinet Secretary for Constitution, External
Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>;
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Communications Constitution, External Affairs and Culture
<CommunicationsConstitutionExternalAffairsandCulture@gov.scot>
Subject: RE: BID: HES - Scotsman Steamie podcast

Hi [Redacted S.38(1)(b)],

Thanks for this – Mr Robertson is content to decline the podcast interview.

Thanks, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Sent: 03 November 2025 16:22
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
[Redacted S.38(1)(b)]

[Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>;
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Communications Constitution, External Affairs and Culture
<CommunicationsConstitutionExternalAffairsandCulture@gov.scot>
Subject: BID: HES - Scotsman Steamie podcast

Cab Sec / PO,

The Scotsman has requested a podcast interview with Mr Robertson this week (Tues, Weds or Thurs) to discuss ongoing issues at Historic Environment Scotland – as below.

Comms have discussed with SpAds and we'd recommend declining and providing lines below instead, on the basis Cab Sec can't pre-empt his committee appearance this Thurs, if Mr Robertson is content with that approach?

Thanks, [Redacted S.38(1)(b)]

BID DETAILS

As mentioned, I'd like to put in a bid to interview Mr Robertson.

I'm recording a special edition of The Scotsman's podcast this week, The Steamie, on the situation
at Historic Environment Scotland and it would be great to record some lines with him for the podcast.

I'd be looking to do this on Tuesday, Wednesday or Thursday this week and will fit round his availability where I can.

LINE TO TAKE

A Scottish Government spokesperson said:

"The Scottish Government will work with the Chair and HES Board to ensure all necessary actions are taken following the conclusion of all investigations that are currently underway, including the Auditor General's Section 22 report.

"Following his appointment by the Culture Secretary, Sir Mark Jones' priorities as Chair are to ensure HES has the trust of the public and its partners. The Scottish Government will continue to support him in this endeavour to resolve the leadership and governance issues that have been raised."

-- [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Constitution, External Affairs and Culture
The Scottish Government | St Andrew's House, Edinburgh
Mobile: [Redacted S.38(1)(b)] | Portfolio Media inquiries: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)]
Sent: 09 December 2025 17:20
To: [Redacted S.38(1)(b)]
Subject: FW: Briefing: CEAC Committee meeting on HES 6 November
Attachments: Briefing for CEAC Committee - HES - 6 November 2025.docx

[Redacted S.38(1)(b)] _____
Cultural Access and Organisations Division | Scottish Government
2G South, Victoria Quay, Edinburgh, EH6 6QQ
e: [Redacted S.38(1)(b)]@gov.scot
w: www.scotland.gov.uk

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Sent: 05 November 2025 14:01
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: Kenneth Hogg <Kenneth.Hogg@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> Subject: Briefing: CEAC Committee meeting on HES 6 November

Cabinet Secretary for Constitution, External Affairs and Culture

Please find attached the briefing for the Committee meeting on HES on 6 November.

Best wishes
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] l Cultural Access & Organisations Division l Scottish Government l [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 28 October 2025 11:26
To: [Redacted S.38(1)(b)]; First Minister; Cabinet Secretary for Constitution, External Affairs and Culture 2024; Cabinet Secretary for Housing
Cc: DG Exchequer Strategy and Performance; Director Propriety and Ethics; Shona Riach; Kenneth Hogg; Jamie MacDougall; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)];
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
Subject: RE: Briefing/Advice for FM regarding Historic Environment Scotland Herald Scotland article 17 October 2025

Hi [Redacted S.38(1)(b)],

Many thanks, Mr Robertson has noted.

Best, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)]
Sent: 21 October 2025 11:52
To: First Minister ; Cabinet Secretary for Constitution, External Affairs and Culture 2024 ; Cabinet Secretary for Housing
Cc: DG Exchequer Strategy and Performance ; Director Propriety and Ethics ; Shona Riach ; Kenneth Hogg ; Jamie MacDougall ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)]
; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)]
Subject: Briefing/Advice for FM regarding Historic Environment Scotland Herald Scotland article 17 October 2025

Good Morning [Redacted S.38(1)(b)],

As requested by FM following the Herald Scotland article on Historic Environment Scotland(HES) issues published on Friday 17 October, please find attached an update on the current governance at HES.

Please let me know if the FM requires any further information at this point.Click on the link to open 'FM HERALD SCOTLAND HES ARTICLE 17 OCTOBER Final Draft' - https://erdm.scotland.gov.uk/documents/A54404682/details

Kind regards

[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] | [Redacted S.38(1)(b)] | Sponsorship and Historic Environment | Culture and External Affairs| Scottish Government | Area 2G-South, Victoria Quay, Leith, EH6 6QQ
|MOB [Redacted S.38(1)(b)]| [Redacted S.38(1)(b)]@gov.scot

From: [Redacted S.38(1)(b)]
Sent: 09 December 2025 17:22
To: [Redacted S.38(1)(b)]
Subject: FW: CabSec and HES Boards

Follow Up Flag: Follow up
Flag Status: Flagged

[Redacted S.38(1)(b)]
Cultural Access and Organisations Division | Scottish Government
2G South, Victoria Quay, Edinburgh, EH6 6QQ
e: [Redacted S.38(1)(b)]@gov.scot
w: www.scotland.gov.uk

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Sent: 30 October 2025 13:13
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
Jamie MacDougall <Jamie.MacDougall@gov.scot>
Subject: RE: CabSec and HES Boards

Thanks [Redacted S.38(1)(b)]

I think yours and [Redacted S.38(1)(b)]'s email's crossed.

From the timeline, which goes back to when the previous Chair was in post, there have been no meetings with the whole board of HES with previous Ministers.

Apart from at events, of which you have highlighted some below (and we couldn't say 100% who was at every event) focus has tended to be with the CEO's or when there is particular issue, the Chair's of an organisation. Cab-Sec does meet quarterly with the CS Chair, however they have largely focussed on MYF and then the review. There was also meetings about REIN. Cab-Sec met the collection body Chair's specifically to discuss budgets and pay. These are all very subject specific matters. The outlier in treatment, is actually CS but there have been good reasons for that, whether that continues, I suspect is something to revisit after the Scottish Elections, when it will also be clearer about their future role.

In the last 2 years, Cab-Sec has only met with the CS board. This was primarily to discuss budgets and plans for MYF (though other issues would have been raised).

[Redacted S.38(1)(b)], we can check further back if that's required but will take a bit of time, as there aren't staff within those teams, who were there prior to that.Does this help, happy to ask the teams, if we need to go further back.

Many thanks
[Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Cabinet Secretary for Constitution,

External Affairs and Culture 2024
Sent: 30 October 2025 10:38
To: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Cabinet Secretary for Constitution, External Affairs
and Culture 2024 <CabSecCEAC@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
Jamie MacDougall <Jamie.MacDougall@gov.scot>
Subject: RE: CabSec and HES Boards

Thanks [Redacted S.38(1)(b)], that's really helpful. We can obviously add the call with Mark Jones
yesterday as well. And in addition there will presumably be some events where the Chair was also present (eg the traditional skills event by the canal which happened just before April recess this year, which I remember CabSec, Chair and CEO all being at) but no actual meeting happened?

Can we take from this that none of CabSec's junior ministers (who had responsibility for HES until May 2024) ever met the Board as a whole as well?

And could we find out whether CabSec has ever met the whole Board of equivalent organisations (eg Creative Scotland, NMS, NGS, NLS, NPOs)? Realise you'll need to go wider to get that information but haven't copied this wider given the sensitivities on HES so that you can manage where the information goes – if you'd prefer me to commission it I can). Creative Scotland I know offhand usually follows the same pattern of quarterly meetings with the CEO and the Chair, but I couldn't say for definite whether he has ever met the whole Board.

Thanks, [Redacted S.38(1)(b)]

[Redacted S.38(1)(b)]
Private Secretary to the Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Sent: 30 October 2025 10:28To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
<CabSecCEAC@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
Jamie MacDougall <Jamie.MacDougall@gov.scot>
Subject: RE: CabSec and HES Boards

Thanks [Redacted S.38(1)(b)]

It's not general practice for him to meet the board and I don't think that he has. Equally,

I don't think Cab-Sec has directly been asked to attend. The previous Chair had asked officials to meet with Cab-Sec but we always declined because we were either in receipt of the complaint against him or it was being investigated.

Attached is a log of all the interaction with the previous Chair (who complained he never saw Cab-Sec but this shows that he did).

It has been standard practice to meet with the CEO not the Chair. This all stems from the previous Chair wanting to involve himself in operational matters, particularly in the time between Kat and Alex. Cab-Sec met with him on that interim basis for continuity but quite quickly we ended up in complaints territory.

We have told the board that we could look to Cab-Sec meeting them at the appropriate time. The appropriate time was with a new Chair. We will want to take soundings from Mark on when the appropriate time will be but I suspect it will be early in the new year, if that is something that Cab-Sec wanted to pursue.

I have also attached a brief note of the meeting today that [Redacted S.38(1)(b)] pulled together.

I hope this helps
[Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Cabinet Secretary for Constitution,
External Affairs and Culture 2024
Sent: 30 October 2025 10:00
To: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Cabinet Secretary for Constitution, External
Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Subject: CabSec and HES Boards

Hi [Redacted S.38(1)(b)], [Redacted S.38(1)(b)],

Has CabSec ever met with the HES Board as a whole? I know that's not general practice but would be helpful to know if (and if so, when) that last happened. Also, do you have the date of the last time he met with the Chair of the HES Board? (BeforeMark, I mean) I know he has quarterly meetings with HES until the recent difficulties when it was hard to meet with a vacant Chair, so expecting that to be early this year?

Thanks, [Redacted S.38(1)(b)]

[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 07 October 2025 15:45
To: [Redacted S.38(1)(b)]; Kenneth Hogg; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: Jamie MacDougall; [Redacted S.38(1)(b)]
Subject: RE: CabSec meeting with Mark Jones

Hi [Redacted S.38(1)(b)],

Thanks for that – just spoke to Kenneth as well. Given Mark's leave and then CabSec's, I think we'll be looking at after recess for a meeting now, so your approach sounds sensible. Kenneth also mentioned that Mark is potentially appearing at CEEAC Committee on 30th October – if that's correct and a meeting before then would be feasible then we have extremely limited availability (essentially it's 2.30pm on Weds 29th) but will try and work something in.

On the draft – grateful if you could get that up as soon as possible please, given CabSec's box has officially already closed for recess. We can hold off on sending it until Mark is back if that's what's needed.

Thanks, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)]
Sent: 07 October 2025 15:22
To: Kenneth Hogg ; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: Jamie MacDougall ; [Redacted S.38(1)(b)]
Subject: RE: CabSec meeting with Mark Jones

Hi both

Thanks for this. I think a meeting as Kenneth suggests will be best. We have a draft letter to send up to go from Cab-Sec to Mark (which we were waiting a bit on sending it because he was on leave), we could change it to ask for a meeting too, which could help frame the discussion. Then get the CEO office in HES to organise a suitable time with you, if that works?
[Redacted S.38(1)(b)]
From: Kenneth Hogg <Kenneth.Hogg@gov.scot>
Sent: 07 October 2025 15:18
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: Jamie MacDougall <Jamie.MacDougall@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Subject: RE: CabSec meeting with Mark Jones

[Redacted S.38(1)(b)]

Mark is currently on leave overseas (although doing HES work remotely while there). I think any meeting would have to wait until after his return on 13 October.

Kenneth

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Cabinet Secretary for Constitution,
External Affairs and Culture 2024
Sent: 07 October 2025 14:54
To: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Cc: Jamie MacDougall <Jamie.MacDougall@gov.scot>; Kenneth Hogg <Kenneth.Hogg@gov.scot>; Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Subject: CabSec meeting with Mark Jones

Hi [Redacted S.38(1)(b)], [Redacted S.38(1)(b)],

In addition to the previous email, CabSec would like to have a meeting with Mark Jones as the new HES Chair to discuss how to improve situations like this and how to improve information flows. It probably makes sense for him to have a proper intro meeting with Mark anyway now that he has formally taken up post as the Chair, rather than the brief chat beforehand, so we can wrap this into that if that sounds appropriate to you?

Conscious this has come at a very inopportune time given recess – does Mark have any availability on Thursday 9th by any chance? We could do 11.15-11.45 or probably shift things around through the afternoon. The meeting can be virtual rather than in person.

Thanks, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DGEmail: CabSecCEAC@gov.scot Phone: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 07 October 2025 14:54
To: [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
Cc: [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Subject: CabSec meeting with Mark Jones

Hi [Redacted S.38(1)(b)], [Redacted S.38(1)(b)],

In addition to the previous email, CabSec would like to have a meeting with Mark Jones as the new HES Chair to discuss how to improve situations like this and how to improve information flows. It probably makes sense for him to have a proper intro meeting with Mark anyway now that he has formally taken up post as the Chair, rather than the brief chat beforehand, so we can wrap this into that if that sounds appropriate to you?

Conscious this has come at a very inopportune time given recess – does Mark have any availability on Thursday 9th by any chance? We could do 11.15-11.45 or probably shift things around through the afternoon. The meeting can be virtual rather than in person.

Thanks, [Redacted S.38(1)(b)]

[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 16 October 2025 10:04
To: [Redacted S.38(1)(b)]; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: Deputy First Minister and Cabinet Secretary for Economy & Gaelic; Cabinet Secretary for Rural Affairs, Land Reform & Islands 2024; Shona Riach; Kenneth Hogg; [Redacted S.38(1)(b)]; Jamie MacDougall; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)];
Communications Constitution, External Affairs and Culture; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
Subject: RE: Calanais - Submission to secure charging proposal - Sept 2025
Attachments: Calanais - Submission to secure charging proposal - Sept 2025

This email is for the official record and confirms a Ministerial Decision. This email must be placed in the official record (eRDM) by your team in line with SG records management policy.

Hi [Redacted S.38(1)(b)],
Many thanks for this submission (re-attached for reference). Mr Robertson is content with the recommendation:

1. We recommend that you grant approval for the introduction of charging at the Calanais Standing Stones of circa £14 per adult with the condition that the local community retain free access.

Best, [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]
From: [Redacted S.38(1)(b)]
Sent: 25 September 2025 17:48
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: Deputy First Minister and Cabinet Secretary for Economy & Gaelic ; Cabinet Secretary for Rural Affairs, Land Reform & Islands 2024 ; Shona Riach ; Kenneth Hogg ; [Redacted S.38(1)(b)] ; Jamie
MacDougall ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Communications Constitution, External
Affairs and Culture ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)]
Subject: Calanais - Submission to secure charging proposal - Sept 2025
Importance: High
Good Afternoon,Please find attached and linked below the submission for the proposed introduction of

charging at Calanais Standing Stones.

Click on the link to open 'Submission - Cab Sec CEAC - Calanais - Visitor Charging - Case for Change - HES - Sept 2025' - https://erdm.scotland.gov.uk/documents/A53577364/details

We understand the critical implications for the Islands Growth Deal which is why we have included in copy Ms Forbes (who holds portfolio responsibility for Regional Growth Deals) along with Ms Gougeon as Cabinet Secretary for Rural Affairs, Land Reform and Islands for awareness.
For completeness, I also attach the case for change documents from HES, alongside their consultation analysis.
If any further information is required, please don't hesitate to contact me.
Kind Regards [Redacted S.38(1)(b)] [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]

Cultural Access and Organisations Division | Scottish Government
2G South, Victoria Quay, Edinburgh, EH6 6QQ
e: [Redacted S.38(1)(b)]@gov.scot

w: www.scotland.gov.ukFrom: [Redacted S.38(1)(b)]
Sent: 25 September 2025 17:48
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: Deputy First Minister and Cabinet Secretary for Economy & Gaelic; Cabinet Secretary for Rural Affairs, Land Reform & Islands 2024; Shona Riach; Kenneth Hogg; [Redacted S.38(1)(b)]; Jamie MacDougall; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)];
Communications Constitution, External Affairs and Culture; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
Subject: Calanais - Submission to secure charging proposal - Sept 2025
Attachments: 20250717 Calanais Case for Change Document.pdf; Calanais Consultation Analysis Report 13 December 24.pdf; 20250717 Cab Sec Paper Calanais Case for Change.pdf; Submission - Cab Sec CEAC - Calanais - Visitor Charging - Case for Change - HES - Sept 2025.docx

Importance: High

Good Afternoon,

Please find attached and linked below the submission for the proposed introduction of charging at Calanais Standing Stones.

Click on the link to open 'Submission - Cab Sec CEAC - Calanais - Visitor Charging - Case for Change - HES - Sept 2025' - https://erdm.scotland.gov.uk/documents/A53577364/details

We understand the critical implications for the Islands Growth Deal which is why we have included in copy Ms Forbes (who holds portfolio responsibility for Regional Growth Deals) along with Ms Gougeon as Cabinet Secretary for Rural Affairs, Land Reform and Islands for awareness.

For completeness, I also attach the case for change documents from HES, alongside their consultation analysis.

If any further information is required, please don't hesitate to contact me.

Kind Regards [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] [Redacted S.38(1)(b)]

Cultural Access and Organisations Division | Scottish Government
2G South, Victoria Quay, Edinburgh, EH6 6QQ
e: [Redacted S.38(1)(b)]@gov.scot
w: www.scotland.gov.uk

from: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 08 October 2025 13:51
To: [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Kenneth Hogg; Jamie MacDougall
Cc: Cabinet Secretary for Constitution, External Affairs and Culture 2024
Subject: FW: Corruption Volume 6

Hi all,

Please see the latest below. I have flagged to CabSec for his awareness.

Best, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: HES Corruption
Sent: 08 October 2025 13:28
To: BSS - Requests ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ;
HES - Board ; angus.robertson.msp@parliament.scot; Cabinet Secretary for Constitution, External Affairs and Culture 2024 ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)]
HES - Chief Executive ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ;
mark.jones@hes.scot
Subject: Corruption Volume 6

Once again we feel compelled to communicate with you in the strongest possible terms following yesterday's all staff call and today's further revealing media coverage in the Tory Telegraph. It is beyond unacceptable that as a Board you have failed to deal with the issues that have repeatedly been raised with you. Corruption is rife and unchecked by the Board and Senior Leadership Team. It is now more than three weeks since the so called 'review' was 'launched' into the grubby dinner at Edinburgh Castle which should have cost thousands of pounds, as much as £12,000 we believe, much of which should have been received by the public purse. Yet the Director involved addressed the all staff call to talk about the financial challenges. Maybe he shouldn't have accepted an astronomic pay rise and shouldn't have awarded his senior managers pay rises of more than 20%. This new layer of fat cats created by the likes of [Redacted S.38(1)(b)] will be in the spotlight soon enough. He has no integrity. His team has no integrity. He must resign.On the case of [Redacted S.38(1)(b)] we are disgusted to learn from today's media coverage that the events at the castle including the tattoo are a free for all costing tax payers thousands of pounds. Where is the governance? Who signs off on all the guest

lists? Who approves attendance at these events? That's right the Director of Marketing. I wonder why the previous chair left in such a hurry. Was [Redacted S.38(1)(b)] his leaving shindig? Did he bring his favourite Board members along for the ride? And their partners? Staff would not be afforded such luxury. And as for [Redacted S.38(1)(b)] who has had the audacity to write to us offering a meeting? How can she look at herself in the mirror never mind staff after being party to an event that broke multiple guidelines? She has no integrity. Many of her colleagues have no integrity. She must resign. No wonder the governance and finances of Historic Scotland are such a mess.

Two more points. We are bitterly disappointed that [Redacted S.38(1)(b)] chose to reply to a previous email not copying in Government or Audit Scotland, highlighting that governance training is being implemented for Board and the Senior Leadership Team. He also pointed to the fact a story had been published on conflicts of interest. We have highlighted conflicts of interest at the very highest level. If our Directors do not know what a conflict of interest is we may as will close the business.

As for the all staff call why were we silenced and not allowed to chat? Why was the racist Director allowed a platform to speak? How he can face staff is a disgrace. Partnerships are being destroyed. He must resign.

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 30 October 2025 12:38
To: [Redacted S.38(1)(b)]; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Jamie MacDougall; Kenneth Hogg
Subject: RE: For Awareness Invitation: Inclusive Heritage at Holyrood Garden Lobby, 30/10/2025

Hi [Redacted S.38(1)(b)],

Thanks for flagging this, Mr Robertson has noted.

Best, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)]
Sent: 28 October 2025 08:32
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)]a ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Jamie MacDougall ; Kenneth Hogg Subject: For Awareness Invitation: Inclusive Heritage at Holyrood Garden Lobby, 30/10/2025

Good Morning [Redacted S.38(1)(b)],

I just wanted to flag up for Cab Sec's awareness that HES have a event at Parliament "Inclusive Heritage: building a shared legacy", sponsored by [Redacted S.38(1)(b)] MSP on Thursday 30 October 2025(see below email). Given the well documented racism media stories regarding a HES Director there was some doubt as to the event taking place however HES has confirmed that the event is going ahead and they expect around 90 attendees.

The event will, amongst wider inclusivity matters tackle general issues of racism and will include a speech by [Redacted S.38(1)(b)] of Diversity Scotland. The event should provide an opportunity to demonstrate that HES works hard on equality matters and to make the heritage sector more inclusive and hopefully make clear that the comments of one individual do not reflect the values or ambitions of the organisation as a whole.
We expect that the HES Chair may make reference to the event when appearing at CEEAC earlier on Thursday 30 October.

Please let me know if Cab Sec requires any further information at this point.

Kind regards
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] | [Redacted S.38(1)(b)] | Sponsorship and Historic Environment | Culture and External Affairs| Scottish Government | Area 2G-South, Victoria Quay, Leith, EH6 6QQ |MOB [Redacted S.38(1)(b)]| [Redacted S.38(1)(b)]@gov.scot

Historic Environment Scotland would like to invite you to their upcoming event Inclusive Heritage:
building a shared legacy, sponsored by [Redacted S.38(1)(b)] MSP.
Date: Thursday 30 October 2025

Time: 17:30 – 19:30

Location: Garden Lobby, Scottish Parliament

This event will explore how we can work together to make Scotland's historic environment more accessible, representative, and inclusive.

Recent HES data shows 86% of people report that engaging with the historic environment benefits their wellbeing.

HES envision a Scotland where the historic environment is cherished, understood, shared, and enjoyed by everyone. That's why we developed our 2025 – 29 Equality Outcomes in collaboration with a range of community groups.

This event offers a unique opportunity to:

- Hear directly from marginalised communities about their experiences and perspectives
- Learn more about the barriers to heritage
- Discover how HES is working to make heritage inclusive for all

Highlights include:
- A behind-the-scenes look at our work with Active Inquiry to produce a recent participatory play exploring barriers and inclusion in the historic environment
- Messages from the community groups who fed into the Equality Outcomes for 2025-29
- A response to the national strategy (Our Past Our Future) commitment to create a diverse and inclusive heritage sector
- Insights into who will be remembered here, a new book and film which explores queer heritage in Scotland

Come along to speak with HES staff to learn more about our work on inclusive heritage and how we're contributing to Scotland's Diversity, Equity and Inclusion (DEI) and wellbeing priorities.

Refreshments and a light buffet will be provided.

Photography will be taken at this event. Any images captured by attendees should only be retained for personal use
Please RSVP by Monday 29th September 2025 at the link below. Unless specified otherwise, only one representative from each organisation may attend due to limited spaces.
Eventbrite - Inclusive Heritage: building a shared legacy.

Best wishes,

[Redacted S.38(1)(b)] [Redacted S.38(1)(b)]) Â | [Redacted S.38(1)(b)] | External Relations and Partnerships Directorate
[Redacted S.38(1)(b)]

I work compressed hours on Tuesday-Friday and do not work on Mondays. If you contact me at the end
of a Friday please know that you will have to wait until Tuesday at earliest for a response.
Historic Environment Scotland | Ã€rainneachd Eachdraidheil Alba
E: [Redacted S.38(1)(b)]@hes.scot
T: [Redacted S.38(1)(b)]

Click here to book a meeting on Teams with me
Heritage For All - read our Corporate Plan and help to share our vision

Historic Environment Scotland - Scottish Charity No. SC045925
Registered office: Longmore House, Salisbury Place, Edinburgh, EH9 1SH
Historic Environment Scotland Enterprises Ltd – Company No. SC510997
Registered office: Longmore House, Salisbury Place, Edinburgh, EH9 1SH

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Please inform the sender if received in error.

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Registered office: Longmore House, Salisbury Place, Edinburgh, EH9 1SH
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From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 07 November 2025 16:06
To: [Redacted S.38(1)(b)]; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Kenneth
Hogg; DG Strategy and External Affairs; Communications Constitution, External Affairs and Culture
Subject: RE: FOR CAB SEC AWARENESS: The Herald on Angus Robertson not meeting the board of HES,

Thanks [Redacted S.38(1)(b)], fine with SpAd clearance.
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)]
Sent: 07 November 2025 15:37
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ;
[Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ;
Kenneth Hogg ; DG Strategy and External Affairs ; Communications Constitution, External Affairs
and Culture
Subject: FOR CAB SEC AWARENESS: The Herald on Angus Robertson not meeting the board of HES,
[Redacted S.38(1)(b)], PO

The Herald are asking about Cab Sec not meeting the board. The reporter says that there is a document which states that ministers should meet with the board. I've pointed out that there is regular contact with officials and the board but she states that it should be the Cab Sec. Her query is laid out in full below.

> We are doing a story for tomorrow's paper pointing to a SG document from 2022 which says there should be regular contact between NDPB Boards and ministers and SG officials. It goes on to this is likely to include attendance at board meetings.
>
> "Portfolio Accountable Officers should ensure that there is regular contact between NDPB Boards and both Ministers and SG officials, particularly senior officials. This is likely to include attendance at Board meetings for discussion of

relevant topics, to ensure a good understanding of strategic priorities and issues. Routine attendance of SG officials at all NDPB Board meetings as observers can undermine the proper accountabilities within the system so should only be approved by Portfolio Accountable Officers where this is justified as an escalation beyond normal governance arrangements."

Angus Robertson said he had not attending any board meetings in his role since 2021.

Scottish Government Response to the Progress Review of Scottish Government's Relationship with Public Bodies

Just to see if you want to respond.

Stephen Kerr is sending a comment to me. I will forward on.

My deadline is 5pm.

Policy colleagues have confirmed that previous lines cover this. SpAds are content with these lines being issues and as they are previously cleared they have been issued on SpAd clearance.

A Scottish Government spokesperson said:

"In addition to appointing the new Chair, the Culture Secretary and previous Culture Ministers regularly met with and engaged with senior leaders at Historic Environment Scotland, including the Chief Executive and previous Chair.

"Scottish Government officials continue to attend HES Board meetings and are working closely with the organisation to support the new Chair."

Many thanks
[Redacted S.38(1)(b)]

I am working from home – please contact me on [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] | [Redacted S.38(1)(b)] | Constitution, External Affairs and Culture | Scottish Government [Redacted S.38(1)(b)]@gov.scot

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 27 October 2025 14:21
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024; Jamie MacDougall; [Redacted S.38(1)(b)]
Cc: Kenneth Hogg; Spads Admin; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Minister for Parliamentary Business and Veterans; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Communications Constitution, External Affairs and Culture
Subject: RE: FOR CAB SEC AWARENESS: The Herald on HES
Attachments: 20251016 LETTER - Graeme Dey .pdf

Copying to Comms for awareness

From: [Redacted S.38(1)(b)] On Behalf Of Cabinet Secretary for Constitution, External Affairs and
Culture 2024
Sent: 27 October 2025 14:18
To: Jamie MacDougall ; [Redacted S.38(1)(b)]
Cc: Cabinet Secretary for Constitution, External Affairs and Culture 2024 ; Kenneth Hogg ; Spads
Admin ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Minister for Parliamentary Business and Veterans
Subject: FW: FOR CAB SEC AWARENESS: The Herald on HES
Importance: High

Hi folks

Please see the below exchange. Grateful if we can please have a few lines prepared that address [Redacted S.38(1)(b)]'s comments below on why this statement should be declined?

To note – I have followed up with the clerks today on the suggestion of [Redacted S.38(1)(b)] attending Committee on 6 November. As it stands, we have no formal request from them but [Redacted S.38(1)(b)] is more than happy to attend and we would work with the Committee to ensure that happens as soon as possible.

Thanks [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Sent: 27 October 2025 13:51
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>; Minister for Parliamentary Business and Veterans <MinisterPBV@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Subject: RE: FOR CAB SEC AWARENESS: The Herald on HES
The deadline for topics is passed for this week. Lines on a decline if that's preferred option should be on fact that HES and Cab Sec are at committee and that would be place for parliament to both scrutinise and be updated on issue and statement before that would be premature at best

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Cabinet Secretary for
Constitution, External Affairs and Culture 2024
Sent: 27 October 2025 13:12
To: Minister for Parliamentary Business and Veterans <MinisterPBV@gov.scot>; Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Subject: RE: FOR CAB SEC AWARENESS: The Herald on HES

Good afternoon [Redacted S.38(1)(b)]

Thank you for this. [Redacted S.38(1)(b)] would rather not update the Parliament on HES via an opposition statement, so if there option for a Topical Question (perhaps through Claire Adamson – CEEAC Committee Convenor?) he would prefer to do it that way. He has commented that there is a justifiable public interest in developments but would rather do it on our terms where possible rather than in response to Stephen Kerr.

Thanks [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Minister for Parliamentary Business and Veterans
Sent: 27 October 2025 09:20
To: Minister for Parliamentary Business and Veterans <MinisterPBV@gov.scot>; Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Subject: RE: FOR CAB SEC AWARENESS: The Herald on HES

Hi [Redacted S.38(1)(b)],

We have now received this request formally from the Conservative Party Business Manager:

to reiterate Stephen Kerr's request for a statement on Historic Environment Scotland. Stephen's
letter is attached for context to other business managers.

Given Bureau are meeting tomorrow, I'd be grateful for the Cab Sec's views by 15:00 today please, on whether this should be accepted or not, and if accepted, views ontiming. If the Cab Sec thinks that this should be declined, then further grateful for a few key lines to take which Mr Dey can issue in response to explain why it's not something we will be scheduling.

If Mr Dey has any further comments from those I sent on below, I will pass these on.

Thanks, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] (she/her)
[Redacted S.38(1)(b)] Minister for Parliamentary Business and Veterans – Graeme Dey MSP T: [Redacted S.38(1)(b)] | M: [Redacted S.38(1)(b)] | E: MinisterPBV@gov.scot

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relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be
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Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying
(Scotland) Act 2016. See www.lobbying.scot

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Minister for Parliamentary Business and Veterans
Sent: 24 October 2025 13:27
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>; Minister for Parliamentary Business and Veterans <MinisterPBV@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Subject: RE: FOR CAB SEC AWARENESS: The Herald on HES

Thanks [Redacted S.38(1)(b)].

Given committee sessions, then Mr Dey thinks we should be able push back on any formal request for a statement from business managers if received although still worth getting [Redacted S.38(1)(b)]'s views on this too. Grateful if you can ensure that Mr Dey is sighted on the response to Mr Kerr before it issues please, and keep us posted on any plans with committee.

Thanks, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] [Redacted S.38(1)(b)] [Redacted S.38(1)(b)] Minister for Parliamentary Business and Veterans – Graeme Dey MSP T: [Redacted S.38(1)(b)] | M: [Redacted S.38(1)(b)] | E: MinisterPBV@gov.scot

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From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Cabinet Secretary for
Constitution, External Affairs and Culture 2024

Sent: 24 October 2025 12:08
To: Minister for Parliamentary Business and Veterans <MinisterPBV@gov.scot>; Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Subject: RE: FOR CAB SEC AWARENESS: The Herald on HES

Thanks [Redacted S.38(1)(b)], we will ask [Redacted S.38(1)(b)] his views, and good reminder re: topical
question.

To note – the CEO of HES is due to attend Committee (which Stephen Kerr sits on) next Thursday and we have received word of a possible request for Mr Roebrtson to attend the following week (6 November). If this is confirmed we'll let you know.

Thanks [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Minister for Parliamentary Business and Veterans
Sent: 24 October 2025 12:05
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Minister for Parliamentary Business and
Veterans <MinisterPBV@gov.scot>
Subject: RE: FOR CAB SEC AWARENESS: The Herald on HES

Hi [Redacted S.38(1)(b)],

Thanks for this. Mr Dey thinks there is always the chance we could receive further requests for a statement on this, and would be interested to hear [Redacted S.38(1)(b)]'s views on us scheduling a statement on this issue if we were to receive any further requests?

The Minister has noted that it may be a topical is selected on the issue which would mean a statement is less likely.

Thanks, [Redacted S.38(1)(b)] [Redacted S.38(1)(b)] [Redacted S.38(1)(b)] [Redacted S.38(1)(b)] Minister for Parliamentary Business and Veterans – Graeme Dey MSP T: [Redacted S.38(1)(b)] | M: [Redacted S.38(1)(b)] | E: MinisterPBV@gov.scot

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(Scotland) Act 2016. See www.lobbying.scot

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Cabinet Secretary for
Constitution, External Affairs and Culture 2024
Sent: 20 October 2025 15:38
To: Minister for Parliamentary Business and Veterans <MinisterPBV@gov.scot>; Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Subject: RE: FOR CAB SEC AWARENESS: The Herald on HES

Hi [Redacted S.38(1)(b)]

We have not had anything further from the Committee on this issue yet – [Redacted S.38(1)(b)] is otherwise next scheduled to attend Committee on 20 November.

Thanks [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Minister for Parliamentary Business and Veterans
Sent: 20 October 2025 15:36
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: Minister for Parliamentary Business and Veterans <MinisterPBV@gov.scot>
Subject: RE: FOR CAB SEC AWARENESS: The Herald on HES

Thanks for looping us into this [Redacted S.38(1)(b)].

Mr Dey saw some of the coverage around this and asked whether the Cab Sec has been invited to return to committee on the issue?

Thanks, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] (she/her)
[Redacted S.38(1)(b)] Minister for Parliamentary Business and Veterans – Graeme Dey MSP T: [Redacted S.38(1)(b)] | M: [Redacted S.38(1)(b)] | E: MinisterPBV@gov.scot
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From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Cabinet Secretary for
Constitution, External Affairs and Culture 2024
Sent: 17 October 2025 16:51
To: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Cabinet Secretary for Housing <CabSecHousing@gov.scot>; Cabinet Secretary for Constitution, External Affairs and Culture

2024 <CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>;
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
Communications
Constitution, External Affairs and Culture
<CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; Minister for
Parliamentary
Business and Veterans <MinisterPBV@gov.scot>
Subject: RE: FOR CAB SEC AWARENESS: The Herald on HES

Hi [Redacted S.38(1)(b)]

Many thanks, just copying to Minister for Parliamentary Business too, who have
received the attached letter from Mr Kerr.
[Redacted S.38(1)(b)] is away for the next week so will be unable to consider any response/next
steps until he returns.

Thanks [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Sent: 17 October 2025 15:11
To: Cabinet Secretary for Housing <CabSecHousing@gov.scot>; Cabinet Secretary for
Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>;
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
Communications
Constitution, External Affairs and
Culture<CommunicationsConstitutionExternalAffairsandCulture@gov.scot>
Subject: RE: FOR CAB SEC AWARENESS: The Herald on HES

Apologies – adding Housing Sec PO.

Best wishes
[Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)]
Sent: 17 October 2025 15:09
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
<CabSecCEAC@gov.scot>

Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Communications
Constitution, External Affairs and Culture
<CommunicationsConstitutionExternalAffairsandCulture@gov.scot>
Subject: FOR CAB SEC AWARENESS: The Herald on HES

Hi [Redacted S.38(1)(b)], PO

The Herald are asking for comment on Stephen Kerr's comments about HES. They are below in full.

> "The astonishing revelations that have emerged in recent weeks about Historic Environment Scotland point to an organisation that is in complete meltdown.
>
> "There has been a total breakdown among senior bosses and the behaviour of many that has been reported has been utterly scandalous.
>
> "Given they enjoy £74 million worth of taxpayers' money, Angus Robertson needs to urgently give a statement to Parliament about what he is doing to get a grip on the toxic culture that has engulfed HES.
>
> "I hope he does that at the earliest opportunity after we return from recess and backs my calls for Sir Mark Jones, the quango's new chairman, to conduct an independent inquiry into HES' governance and management."
>
> "It is little wonder that staff at Historic Environment Scotland are feeling like this given the chaos going at the top of the organisation.
> "They have been badly and repeatedly let down by senior figures whose conduct has fallen far short of the standards expected of them.
>
> "Alongside taxpayers, workers at HES deserve an independent investigation to discover the truth about the culture and behaviour within the organisation, which is destroying its reputation."

They are not anything new and policy have confirmed that the lines issued yesterday still stand. They are below for ease and have now been issued

> A Scottish Government spokesperson said:
>
> "We are aware of issues that have been raised regarding the leadership and governance of Historic Environment Scotland. We are working closely with the organisation to resolve these.

> "The Culture Secretary recently appointed of Sir Mark Jones as Historic Environment Scotland's (HES) new Chair, whose priorities are to ensure the organisation has the trust of the public and its partners. The Scottish Government will continue to support him in this endeavour."

Many thanks
[Redacted S.38(1)(b)]

I am working from home – please contact me on [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] | [Redacted S.38(1)(b)] | Constitution, External Affairs and Culture | Scottish Government [Redacted S.38(1)(b)]@gov.scot

16 October 2025

Graeme Dey MSP
Minister for Parliamentary Business,
The Scottish Government
St [Redacted S.38(1)(b)]'s House
Edinburgh
EH1 3DG By email

Dear Minister,

Request for Ministerial Statement on the situation at Historic Environment Scotland

I write to request that the Government makes a Ministerial Statement to Parliament at the earliest opportunity on the ongoing situation at Historic Environment Scotland (HES).

As you will no doubt be aware there have been serious allegations made against HES, on the basis of detailed whistleblower evidence, and subsequent reports that have now been widely covered in the national press and raised in Parliament. A series of senior figures within the organisation have allegedly beensuspended.

The concerns are threefold:

1. Culture and governance – There is mounting evidence of a breakdown in organisational culture, with multiple reports of a toxic working environment, disregard for staff concerns, and senior figures behaving in ways inconsistent with the responsibilities of public office.

2. Internal controls – Allegations have been raised which suggest that internal control mechanisms are not functioning effectively, particularly around the use of HES's resources and facilities by directors. The current explanations provided by HES have been partial, inconsistent, and have failed to provide reassurance either to Ministers or to Parliament.

3. Public money and perception of misuse – Reports regarding the use of the Queen Anne Building at Edinburgh Castle for a private dinner—at a fraction of the normal commercial rate—illustrate the wider concern.

While I am careful not to accuse individuals directly, the perception is of misuse of public assets for personal gain or advantage. Such perceptions, left unaddressed, corrode public

trust.

Angus Robertson, the Cabinet Secretary for Constitution, External Affairs and Culture has already raised these concerns in Parliament when he attended the Constitution, Europe, External Affairs and Culture Committee on the 25th September 2025. Stating that 'I have made it absolutely and unambiguously clear to the committee that I agree that there is a wide range of issues of concern relating to the senior management of Historic Environment Scotland.'

Whilst the Cabinet Secretary's presence at the committee has been welcome, as is his commitment to attend the committee again to answer further questions on this matter, the recent remarks made by the newly appointed chair of HES, Sir Mark Jones, that there are "significant issues around organisational culture, governance, staff wellbeing and racism that must be addressed" make clear beyond any doubt the serious cultural problems within HES demand a statement from Government on what procedures and actions have been taken in conjunction with the new chair to address these problems.

In addition to the serious allegations around the culture in HES, there have also been reports that the organisation is running an annual deficit of nearly £5 million. This is clearly a cause for concern and a statement on the financial position of the organisation is also essential.

Given the scale of public funding involved—£74 million annually— and the significant level of trust placed in HES to look after major assets on behalf of the Scottish people and Government, it is vital that there is clarity, independence, and transparency in examining how directors and senior managers are exercising their powers and responsibilities.

I therefore urge you along with the Parliamentary Bureau, to agree to a statement on this matter at the earliest convenience, in order that parliament can be assured that the allegations that have been tabled against HES are being addressed with the seriousness that they demand.

Yours sincerely,

Stephen Kerr MSP
Member for Central Scotland

From: [Redacted S.38(1)(b)]
Sent: 09 December 2025 17:18
To: [Redacted S.38(1)(b)]
Subject: FW: FOR CAB SEC CLEARANCE: HES Castle dining room - Telegraph

[Redacted S.38(1)(b)]
Cultural Access and Organisations Division | Scottish Government
2G South, Victoria Quay, Edinburgh, EH6 6QQ
e: [Redacted S.38(1)(b)]@gov.scot
w: www.scotland.gov.uk

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Sent: 11 November 2025 17:32
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Communications Constitution, External Affairs and Culture <CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Subject: RE: FOR CAB SEC CLEARANCE: HES Castle dining room - Telegraph

Thanks [Redacted S.38(1)(b)]

Issuing the lines now.

Best wishes
[Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Cabinet Secretary for Constitution,
External Affairs and Culture 2024
Sent: 11 November 2025 17:31
To: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Cabinet Secretary for Constitution, External
Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall

<Jamie.MacDougall@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Communications Constitution, External Affairs and Culture
<CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Subject: RE: FOR CAB SEC CLEARANCE: HES Castle dining room - Telegraph

Hi [Redacted S.38(1)(b)],

Many thanks, Mr Robertson is content with the lines below.

Best, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Sent: 11 November 2025 17:05
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
<CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>;
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Communications Constitution, External Affairs and Culture
<CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Subject: FW: FOR CAB SEC CLEARANCE: HES Castle dining room - Telegraph

Adding in duty comms colleague [Redacted S.38(1)(b)]. Grateful if this chain can be used.

Many thanks
[Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)]
Sent: 11 November 2025 15:28
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
<CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted
S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted
S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
[Redacted S.38(1)(b)]

[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Communications Constitution, External Affairs and Culture <CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>
Subject: FOR CAB SEC CLEARANCE: HES Castle dining room - Telegraph
[Redacted S.38(1)(b)], PO

We have received a query from the Telegraph on the back of their FOI request – laid out below and FOI response attached.

> Please find below an FOI response I received from the Scottish Government regarding the private dinner arranged by [Redacted S.38(1)(b)] in the Queen Anne Building earlier this year.
>
> As you can see, the Scottish Government considered the HES media statement issued in September about this incident to be potentially misleading as there had not been an attempt to establish the full facts about the dinner before it was issued.
>
> Of greater public interest is the Scottish Government email stating that "we are concerned about other forms of influence, especially given you confirmed that the original misleading press lines issued by HES were developed by the comms officer, in question and the Director at the centre of this issue."
>
> Stephen Kerr MSP has argued that this shows that [Redacted S.38(1)(b)] and a member of the press office were engaged in a cover-up of his wrongdoing.
>
> Please can you provide a response to this. I would be grateful if you could come back to me by 5pm.

SpAds, policy and comms are content with the below with the addition to previous lines in red. Grateful if you can advise if Cab Sec is also content.

> A Scottish Government spokesperson said:
>
> “The email exchange demonstrates Scottish Government giving advice in its sponsorship function to a public body. Any operational decision are one for Historic Environment Scotland.
>
> “Following his appointment by the Culture Secretary, Sir Mark Jones’ priorities as Chair are to ensure HES has the trust of the public and its partners. The Scottish Government will work with the Chair and HES Board to ensure all necessary actions are taken following the conclusion of all investigations that are currently underway.”

Best wishes
[Redacted S.38(1)(b)]

I am working from home – please contact me on [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] | [Redacted S.38(1)(b)] | Constitution, External Affairs and Culture |
Scottish Government [Redacted S.38(1)(b)]@gov.scot

From: [Redacted S.38(1)(b)]
Sent: 09 December 2025 17:23
To: [Redacted S.38(1)(b)]
Subject: FW: FOR CLEARANCE: HES - Scotsman / Daily Mail

[Redacted S.38(1)(b)] _____
Cultural Access and Organisations Division | Scottish Government
2G South, Victoria Quay, Edinburgh, EH6 6QQ
e: [Redacted S.38(1)(b)]@gov.scot
w: www.scotland.gov.uk

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Sent: 28 October 2025 17:55
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: Jamie MacDougall [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Communications Constitution, External Affairs and Culture <CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Spads Admin <Spads_Admin@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Subject: RE: FOR CLEARANCE: HES - Scotsman / Daily Mail

Thanks, issuing now
[Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 28 October 2025 17:43
To: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Cc: Jamie MacDougall [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Communications Constitution, External Affairs and Culture <CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Spads Admin <Spads_Admin@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>

Subject: Re: FOR CLEARANCE: HES - Scotsman / Daily Mail
Hi [Redacted S.38(1)(b)]

Mr Robertson is content.

Thanks [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Sent: Tuesday, October 28, 2025 5:33:22 PM
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: Jamie MacDougall [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Communications Constitution, External Affairs and Culture <CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Spads Admin <Spads_Admin@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Subject: FOR CLEARANCE: HES - Scotsman / Daily Mail

Cabinet Secretary/PO

We have two further queries this afternoon on HES.

The Daily Mail has asked for any comment on a letter from the Auditor General to the Public Audit Committee on his intention to publish a Section 22 report regarding weaknesses in governance and financial management arrangements identified by the appointed auditor, [his] concern that Historic Environment Scotland has operated without an Accountable Officer for an extended period and that aspects of wider leadership instability is impacting on its culture and operation.

The Scotsman has asked about an HR investigation, which is set out below.

I have liaised with Spads and suggest that we use the same response, which we also gave to the Telegraph last week, on the back of the Auditor General's letter to Stephen Kerr confirming his intention to publish a Section 22 report.

Grateful to know if you're content with that approach?

Thanks, [Redacted S.38(1)(b)]

LINE TO TAKE

A Scottish Government spokesperson said:

“Following his appointment by the Culture Secretary, [Redacted S.38(1)(b)]’ priorities as Chair are to ensure HES has the trust of the public and its partners. The Scottish Government will continue to support him in this endeavour to resolve the leadership and governance issues that have been raised."

SCOTSMAN QUERY

As I reported recently, HES engaged independent HR expert [Redacted S.38(1)(b)] to compile a report regarding a
dispute resolution in relation to the manager who twerked in front of [Redacted S.38(1)(b)].

Mr [Redacted S.38(1)(b)] recommended that HES carry out a “culture review” into the marketing department of HES because he found multiple witnesses afraid to take part fully in interviews due to a
“fear of retribution”. An FOI shows that the culture review was never carried out, nor discussed across the
organisation. Staff say they feel let down by this lack of action.

Further, I understand that Mr [Redacted S.38(1)(b)]’s recommendation of a culture review was removed from the report
passed to the director acting as Chair of the investigation and not re-added once their decision had been
made. Staff are also suggesting a culture of cover-ups in the HES HR
department.

Stephen Kerr is being critical of Angus Robertson in his reaction to this situation. He says Mr Robertson
needs to “get a grip” and intervene in the ongoing HES crisis.
Would the government want to respond?

-- [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
Constitution, External Affairs and Culture
The Scottish Government | St [Redacted S.38(1)(b)]'s House, Edinburgh
Mobile: [Redacted S.38(1)(b)] | Portfolio Media inquiries: [Redacted S.38(1)(b)]

gov.scot/news

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 03 November 2025 12:57
To: Kenneth Hogg; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: Shona Riach; Jamie MacDougall; [Redacted S.38(1)(b)]
Subject: RE: HES: additional Board appointments

Hi Kenneth,

Many thanks for this. Mr Robertson has noted and would like to be kept posted on this – if feasible, he thinks it would be excellent news to share at committee evidence session this Thursday.

Thanks, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: Kenneth Hogg
Sent: 31 October 2025 18:00
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: Shona Riach ; Jamie MacDougall ; [Redacted S.38(1)(b)]
Subject: HES: additional Board appointments

Cabinet Secretary

A short note to update you on where we have reached over the course of this week in identifying additional Board members for HES to support Sir Mark Jones.

As you know Jamie and I met Sir Mark on Monday, and he said he would appreciate some additional support on the Board to fill identified capability gaps. Sir Mark confirmed that with you when you met him on Tuesday. Since then we have secured written permission from the Commissioner for Ethical Standards in Public Life to appoint 2 additional Board members to fill identified skills gaps. These appointments would be for 12 months, although the individuals can clearly also apply for 'permanent' roles during that period.

I have today spoken with both [Redacted S.38(1)(b)] and [Redacted S.38(1)(b)]. [Redacted S.38(1)(b)]
was one of the 3 candidates for the HES Chair role whom the panel deemed appointable. She was a very strong candidate, with particular strengths in corporategovernance. [Redacted S.38(1)(b)] was until June of this year Chief Executive of Glasgow Life. She is
very experienced in organisational management and change. We think that both [Redacted S.38(1)(b)]
and [Redacted S.38(1)(b)] could support Sir Mark well in his role. Both [Redacted S.38(1)(b)] and

[Redacted S.38(1)(b)] responded
positively to the possibility of joining the Board. [Redacted S.38(1)(b)] had no hesitation in saying yes, and
she has in any case been tracking recent events with HES (including watching
yesterday's Committee session). [Redacted S.38(1)(b)] is also very interested, but has asked to consider it over the weekend, as she is cautious about taking on too many
commitments. As a next step I have asked them both to have a conversation with Sir
Mark. I expect this to happen soon.

Kenneth

Kenneth Hogg
Director for Culture & External Affairs

From: [Redacted S.38(1)(b)]
Sent: 09 December 2025 17:20
To: [Redacted S.38(1)(b)]
Subject: FW: HES- Audit Scotland Report
Attachments: HES Update - Audit Scotland Report.docx

[Redacted S.38(1)(b)] _____
Cultural Access and Organisations Division | Scottish Government
2G South, Victoria Quay, Edinburgh, EH6 6QQ
e: [Redacted S.38(1)(b)]@gov.scot
w: www.scotland.gov.uk

From: [Redacted S.38(1)(b)]
Sent: 05 November 2025 16:33
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: DG Strategy and External Affairs <DGSEA@gov.scot>; Kenneth Hogg <Kenneth.Hogg@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Subject: HES- Audit Scotland Report

PO

Please find attached an update, which highlights the key findings from Audit Scotland about HES. Apologies for this being late in the day but Cab-Sec may want to be sighted on this before committee. However, reassuringly they confirm concerns that we already had.

I hope this is helpful.
[Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 03 November 2025 17:06
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
Cc: Kenneth Hogg; Jamie MacDougall
Subject: RE: HES Committee Session

HI all,

For awareness, a link to the committee papers for Thursday: Constitution, Europe, External Affairs and Culture Committee 28th Meeting, 2025 | Scottish Parliament Website

Best, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] On Behalf Of Cabinet Secretary for Constitution, External Affairs and
Culture 2024
Sent: 30 October 2025 14:24
To: [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)]
Cc: Kenneth Hogg ; Jamie MacDougall ; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Subject: HES Committee Session

Afternoon all,

Just to confirm that Mr Robertson will be appearing in front of committee to discuss HES on Thursday 6th November. I would be grateful for a briefing to be with us latest COP Tuesday 4th. I would also be grateful for advice on whether a pre meet is necessary as well as confirmation as to who will be joining Mr Robertson in the committee session.

Best Wishes, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] (she/her)
[Redacted S.38(1)(b)] Angus Robertson MSP, Cabinet Secretary for Constitution, External Affairs and Culture
Ministerial Private OfficeSt Andrews House
Edinburgh

cabsecCEAC@gov.scot l www.gov.scot l

Scottish Ministers, Special Advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016.

See www.lobbying.scot.

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 17 October 2025 10:40
To: Jamie MacDougall; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: Shona Riach; DG Exchequer Strategy and Performance; Kenneth Hogg; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
Subject: RE: Historic Environment Scotland (HES) - Update

Hi Jamie,

Many thanks for this update, which Mr Robertson has noted. He is currently on leave for today and all of next week.

He has said that he will be checking the news for anything on HES while away and would like us to keep him updated on any major developments, however Mr Robertson will not have his SG devices with him whilst on holiday (security permission withheld, so he cannot take them). We do have cover arrangements in place here if needed, so I suggest for any major developments reaching out to us and we can work out the best course of action on a case by case basis.

Thanks, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: Jamie MacDougall
Sent: 16 October 2025 16:45
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: Shona Riach ; DG Exchequer Strategy and Performance ; Kenneth Hogg ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)]
Subject: Historic Environment Scotland (HES) - Update

Cabinet Secretary

The latest on HES is as follows. I or the team will update you on a regular basis as events progress.

1. The Auditor General has confirmed that he will be issuing a Section 22 report (see attached). The report will cover: a. Financial management: including use of e-PC, expenses and hospitality expenditure
   b. Leadership and governance: including change and instability in

leadership, absence of Accountable Officer and data breach

c. Use of resources: including governance of Archive House project and lessons learned.

2. [Redacted S.38(1)(b)]
3. Mark Jones, Chair of HES, agreed to appoint an investigator from the SG's Propriety and Ethics Panel (set up to investigate complaints about Ministers, but widened this year to include Public Bodies). However, the investigator yesterday decided to withdraw due to the press coverage at the weekend. He felt that the case was more complicated than he had time to undertake and there are no other investigators available from the panel.
4. The Board met yesterday and worked through the letter you sent to Mark setting out the priorities for HES. The Board agreed that the risk profile has changed with the Section 22 report and the deadline for signing the accounts. They therefore agreed that [Redacted S.38(1)(b)] should return to work in a capacity limited to working from home and focusing on preparing the accounts for sign off.
5. Mark Jones spoke to [Redacted S.38(1)(b)] today and she has agreed to these terms. The aim is that she returns to work next week. Next steps are to formalise the return through a letter from HES setting out the terms of the reinstatement.
6. The Board also agreed that a new investigator should be appointed from a firm on SG's procurement framework, with three bids to be provided to Mark Jones to select one to conduct the investigation. This will be prioritised as urgent and utilise the material that has already been collected.
7. Mark Jones has agreed to be the deciding officer for the case and will ask a Chair from another culture public body (TBC) to be available should the grievance be appealed. The Board and the Executive Team accept that one possible outcome is that [Redacted S.38(1)(b)] returns to work in a full capacity following completion of the grievance process.
8. The Board also agreed to recruit a new member of the Executive Leadership Team on an interim basis to provide additional leadership capacity, with an emphasis on financial experience due to the section 22 report. This contract would be for an initial six months and HES are aiming to have someone in place from the start of November. The post would report to the CEO. Longer term the Board will consider whether to recruit permanently for a Chief Operating Officer.

Jamie

Jamie MacDougall | Deputy Director, Culture and Historic Environment | Directorate for Culture and External Affairs | The Scottish Government | Victoria Quay Edinburgh EH6 6QQ | Tel: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 10 October 2025 13:08
To: [Redacted S.38(1)(b)]; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Jamie MacDougall; Kenneth Hogg; DG Exchequer Strategy and Performance; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Communications Constitution, External Affairs and Culture
Subject: RE: HES: Letter to Mark Jones
Attachments: HISTORIC ENVIRONMENT SCOTLAND - Letter from Cabinet Secretary for Constitution, External Affairs and Culture

Hi [Redacted S.38(1)(b)]

Mr Robertson is content and letter has now issued – attached for records

Thanks,
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot

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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 S.38(1)(b)]
Sent: 09 October 2025 14:30
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Jamie MacDougall ; Kenneth Hogg ; DG Exchequer
Strategy and Performance ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Communications
Constitution, External Affairs and Culture
Subject: HES: Letter to Mark Jones

Hi [Redacted S.38(1)(b)]Please find attached a proposed letter from Cab-Sec to Mark Jones, Chair of HES. It requests the meeting formally but the HES CEO office will be in touch to arrange a
meeting, when Mark is back from holiday, tomorrow. This letter will also enable us to respond more proactively to other correspondence that are on the system about some
of the issues currently being raised.

If Cab-Sec is content with this, please could this be sent to the following email addresses.

Mark Jones mark.jones@hes.scot
HES - Chief Executive chiefexecutive@hes.scot

Many thanks

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 10 October 2025 13:07
To: mark.jones@hes.scot
Cc: HES - Chief Executive; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Subject: HISTORIC ENVIRONMENT SCOTLAND - Letter from Cabinet Secretary for Constitution, External Affairs and Culture
Attachments: Letter to HES.pdf

Dear Mr Jones,

Please find attached correspondence from Mr Angus Robertson, MSP, Cabinet Secretary for Constitution, External Affairs and Culture

Kind regards,
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot

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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. Cabinet Secretary for Constitution, External Affairs and
Culture ????
Angus Robertson MSP

T: 0300 244 4000
E: scottish.ministers@gov.scot

Mark Jones
mark.jones@hes.scot

10th October 2025

Dear Mark,

PRIORITIES FOR HISTORIC ENVIRONMENT SCOTLAND

Thank you once again for taking on this important role. I am looking forward to an early conversation about initial priorities for action, and I thought it might be helpful if I set out my thoughts in advance of that.

[Redacted S.38(1)(b)]

HES Organisational Culture

I understand that you have identified as a priority a review of the culture of the organisation. I welcome this. You will be aware of troubling allegations that have been voiced publicly about alleged misconduct at a senior level within the organisation. Several issues have been brought both to my attention, and to the attention of my MSP colleagues, which I briefly outline below.

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

The Scottish Parliament, Edinburgh EH99 1SP
www.gov.scot

Ensuring effective corporate governance is a priority. In recent years the respective roles and responsibilities of the non-executive Board on the one hand and the Chief Executive and their senior executive leadership team on the other may have become blurred. Please take the steps required to be assured that the Board and the Executive are operating at the levels required for effective corporate governance, in line with the Scottish Government's 'On Board' guidance for members of statutory boards.

Staff Welfare

In recent months a number of whistleblowing allegations about HES have been copied to the Scottish Government, some of which have also been reported in the media. I would like you to consider undertaking a review of the root cause of these incidents. Examples cited in the allegations include alleged acts of bullying, racism, HES internal policies not being followed, and public money being used in inappropriate ways. Whilst these are issues for HES to manage in line with the HES Framework Agreement, you will appreciate the Scottish Government's concerns to ensure that the standards expected of public sector employers and employees are maintained.

Information Management

I am pleased that transparency will be one of the areas that you wish to improve within HES. The Framework Agreement provides for a free flow of information between HES and the Scottish Government. In recent months this has not been operating in the way that it should, and I fully support your intention to improve transparency and the exchange of information

between HES and the Scottish Government.

Audit Scotland

As you know, Audit Scotland have informed HES that they are considering taking the unusual step of issuing a Section 22 Report . Please give priority to taking action to remedy any shortcomings identified in any Section 22 Report and indeed the annual external audit. My officials are available to work with you and HES staff to assist with any necessary actions.

Conclusion

I would like to assure you that the Scottish Government Sponsor Team and I will support you to help you address these issues as quickly as possible, and I look forward to an early conversation with you. I appreciate that these are challenging issues to face on taking up a new role, but please be assured of the Scottish Government's full support for you as Chair and of our wish for these issues to be addressed. I have witnessed first-hand the drive and commitment exhibited by HES staff across the country and their dedication to understanding, protecting and celebrating Scotland's historic environment both now and for future generations. Your recent appointment as the new Chair and the fantastic work being carried out by HES staff give me confidence that the organisation will emerge from these challenges a stronger and more effective organisation that will continue to deliver for Scotland for many years to come.

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www.gov.scot

Yours sincerely,

Angus Robertson MSP
Cabinet Secretary for Constitution, External Affairs and Culture

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The Scottish Parliament, Edinburgh EH99 1SP
www.gov.scot

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 24 October 2025 19:03
To: Kenneth Hogg; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)];
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)];
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
Cc: DG Strategy and External Affairs; DG Exchequer Strategy and Performance; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Spads Admin
Subject: Re: SCANCE Commission for Tuesday, 28 October 2025 - cleared contributions requested by 1pm on Monday, 27 October 2025

Hi all,

Please note that FM has requested a SCANCE note on HES for cabinet on Tuesday 28th. I would be grateful for confirmation that this has been picked up.

Best wishes, [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture
2024
Sent: Wednesday, October 22, 2025 10:19:26 AM
To: Kenneth Hogg ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Rachel
Sunderland ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)]
Cc: Cabinet Secretary for Constitution, External Affairs and Culture 2024 ; DG Strategy and External
Affairs ; DG Exchequer Strategy and Performance ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Spads Admin
Subject: FW: SCANCE Commission for Tuesday, 28 October 2025 - cleared contributions requested by
1pm on Monday, 27 October 2025
Good morning all
Please see below the SCANCE commission for Cabinet this coming Tuesday.
I'd be grateful if you could please confirm whether you have any items for Mr Robertson and for these to be with our office no later than 11.00am on Monday 27 October. Please also advise whether these are for Cabinet discussion or to be taken as read.
Please also let us know if nil returns for your area.
Many thanks [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
Office of Angus Robertson MSP, Cabinet Secretary for Constitution, External Affairs and Culture

CabSecCEAC@gov.scot
St [Redacted S.38(1)(b)]'s House, Regent Road, Edinburgh EH1 3DG
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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.
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Lobbying (Scotland) Act 2016. See www.lobbying.scot
From: [Redacted S.38(1)(b)] On Behalf Of Cabinet Secretariat Inbox
Sent: 22 October 2025 09:46
To: DL Cabinet Secretaries ; Minister for Children, Young People and The Promise ; Minister for Parliamentary Business and Veterans ; Minister for Public Finance
Cc: Cabinet Secretariat Inbox
Subject: SCANCE Commission for Tuesday, 28 October 2025 - cleared contributions requested by
1pm on Monday, 27 October 2025
Importance: High

Good morning,

SCANCE Commission - Cabinet meeting on Tuesday, 28 October 2025

Please return cleared SCANCE contributions to the Cabinet Secretariat inbox by 1pm on Monday,
27 October.

SCANCE is split into two parts:

(1) Issues which may require discussion at Cabinet; and
(2) Issues to be noted and taken as read.

Please use the attached SCANCE template when commissioning items - MPOs should indicate the relevant section using the checkboxes provided.

Also attached:

- Guidance note to help determine whether an item should be marked for discussion or to be taken as read, though this will ultimately be a judgement for you and your Cabinet Secretary [for MPO use only].
- Top 10 Tips for commissioning SCANCE items

As ever, we'd be grateful for cleared SCANCE contributions by the deadline.

Many thanks, [Redacted S.38(1)(b)]
Cabinet Secretariat

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 27 October 2025 09:51
To: First Minister; Cabinet Secretariat Inbox; Cabinet Secretary for Constitution, External Affairs and Culture 2024; DG Exchequer Strategy and Performance; Director Propriety and Ethics; Shona Riach; Kenneth Hogg; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]

[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Cc: First Minister <FirstMinister@gov.scot>
Subject: SCANCE Request

Good evening,

The First Minister has requested a SCANCE note to be prepared for him in relation to his trip to Malawi/Zambia and one from Mr Robertson on HES.

Grateful for confirmation on above.

Thanks,
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] First Minister
Office of the First Minister
5th Floor | St [Redacted S.38(1)(b)]'s House | Regent Road Edinburgh | EH1 3DG | [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 30 October 2025 17:14
To: [Redacted S.38(1)(b)]; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; Spads Admin; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Communications Constitution, External
Affairs and Culture; [Redacted S.38(1)(b)]; Kenneth Hogg; DG Strategy and External Affairs; [Redacted S.38(1)(b)]
Subject: RE: TO CLEAR: HES Board interaction with Cab Sec - Telegraph

Hi [Redacted S.38(1)(b)],

Thanks for these, CabSec is content.

Best, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)]
Sent: 30 October 2025 17:08
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Spads Admin ; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)] ; [Redacted
S.38(1)(b)] ; Communications Constitution,
External Affairs and Culture ; [Redacted S.38(1)(b)] ; Kenneth Hogg ; DG Strategy and External Affairs ; [Redacted S.38(1)(b)]
Subject: TO CLEAR: HES Board interaction with Cab Sec - Telegraph

Cab Sec / PO,

The Telegraph has approached us for a response to comment from Stephen Kerr below, regarding Cab Sec not meeting with the Board of HES Board in the past four and a half years.

I've discussed with policy, who are not aware of any requests from the Board of HES to meet with Cab Sec. Our proposed response reflects engagement that Mr Robertson and previous Culture Ministers have had with senior leaders at HES, including the previous Chair, as well as officials' attendance at Board meetings.Grateful for the Cab Sec's consideration – note SpAds have yet to comment but
sending this up given the time.

Thanks, [Redacted S.38(1)(b)]

LINE TO TAKE

A Scottish Government spokesperson said:

“In addition to appointing the new Chair, the Culture Secretary and previous Culture Ministers regularly met with and engaged with senior leaders at Historic Environment Scotland, including the Chief Executive and previous Chair.

“Scottish Government officials continue to attend HES Board meetings and are working closely with the organisation to support the new Chair.”

QUERY

Please see our comment on this morning’s committee meeting examining the scandal surrounding Historic Environment Scotland

Scottish Conservative MSP Stephen Kerr said: “It beggars belief that in the past four and a half years Angus Robertson should never once have met with the board of Historic Environment Scotland.

“It’s now blindingly obvious that this organisation is in meltdown and has a toxic culture. The incoming chairman admits that it’s almost certain that senior figures will have to leave.

“Had there been any competent oversight by ministers, this need never have happened.

“HES receives more than £70million in taxpayers’ money every year and performs a central role in preserving our national heritage.

“As culture secretary, Angus Robertson should have been supervising HES, but has clearly been asleep at the wheel during this period of disgraceful mismanagement and only taken an interest in the organisation after these scandals emerged.”

-- [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
Constitution, External Affairs and Culture
The Scottish Government | St Andrew's House, Edinburgh

Mobile: [Redacted S.38(1)(b)] | Portfolio Media inquiries: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 29 October 2025 17:35
To: [Redacted S.38(1)(b)]; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Spads Admin; Kenneth Hogg; [Redacted S.38(1)(b)]; Communications Constitution, External Affairs and Culture; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; DG Strategy and External Affairs; [Redacted S.38(1)(b)] Brunton
Subject: RE: TO CLEAR: HES procurement allegations - Herald

Hi [Redacted S.38(1)(b)],

Mr Robertson is content.

Best Wishes, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Culture to Angus Robertson MSP, Cabinet Secretary for Constitution, External Affairs and Culture
Ministerial Private Office
St Andrews House
Edinburgh

cabsecCEAC@gov.scot l www.gov.scot l

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From: [Redacted S.38(1)(b)]
Sent: 29 October 2025 17:30
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Spads Admin ; Kenneth Hogg ; [Redacted S.38(1)(b)] ; Communications Constitution, External Affairs and Culture ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Russell Fallis ; DG Strategy and External Affairs ; [Redacted S.38(1)(b)]
Subject: TO CLEAR: HES procurement allegations - Herald

Cab Sec / PO,

The Herald has asked whether SG informed Police Scotland of the 'financial/procurement improprieties' in a whistleblowing report sent to the Sponsorship

team (p7 in committee paper published yesterday ahead of the Chair giving evidence tomorrow. Paper-1--Historic-Environment-Scotland)

- 2 June 2025 Sponsorship Team receive from Whistleblowing report alleging financial/procurement improprieties involving HES Director.

Policy advise that per SGLD advice, this report was raised with the HES Board rather than Police Scotland. In response to a request for an update today, HES have stated to Sponsorship colleagues that “the original investigation (Business Pointer) has concluded and is part of an ongoing internal process. This is being considered alongside the subsequent allegations relating to the dinner at Edinburgh Castle (which was raised at Committee) and ‘bottomless brunch’ (reported in media) which are currently under investigation”.

Our proposed response to the Herald below has been agreed with input from policy and legal, note SpAds have yet to comment.

Thanks, [Redacted S.38(1)(b)]

QUERY

Just to see if the SG has raised the allegations of corruption and financial/procurement irregularities that have been made to them with the police?

If so, can you say when and where. If not are the allegations not criminal in nature?

LINE TO TAKE

A Scottish Government spokesperson said:

"Due to the serious nature of the allegations, Scottish Government officials requested that the Board of Historic Environment Scotland (HES), which is responsible for ensuring the organisation is compliant with its procurement and public funding duties, undertake a thorough and robust investigation. Once that investigation is concluded, the Scottish Government will work with the HES Board to ensure all necessary actions are taken.

"The Scottish Government will continue to support the Chair in resolving the leadership and governance issues that have been raised.”

-- [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
Constitution, External Affairs and CultureThe Scottish Government | St Andrew's House, Edinburgh
Mobile: [Redacted S.38(1)(b)] | Portfolio Media inquiries: [Redacted S.38(1)(b)]

gov.scot/news

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 30 October 2025 16:45
To: [Redacted S.38(1)(b)]; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; Spads Admin; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Communications Constitution, External
Affairs and Culture; [Redacted S.38(1)(b)]; Kenneth Hogg; DG Strategy and External Affairs; [Redacted S.38(1)(b)]
Subject: RE: TO CLEAR: HES racism concerns - Daily Record

Hi [Redacted S.38(1)(b)],

Thanks for this – Mr Robertson is content to clear.

Thanks, [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)]
Sent: 30 October 2025 14:17
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Spads Admin ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Communications Constitution,
External Affairs and Culture ; [Redacted S.38(1)(b)] ; Kenneth Hogg ; DG Strategy and External Affairs ; [Redacted S.38(1)(b)]
Subject: TO CLEAR: HES racism concerns - Daily Record

Cab Sec / PO,

The Daily Record has followed up after this morning's committee evidence regarding racism concerns at HES.

Grateful for Cab Sec's consideration of proposed response below, agreed with SpAds and officials, which notes SG will support the organisation to take all necessary action once investigations are complete.

Thanks, [Redacted S.38(1)(b)]

LINE TO TAKE

A Scottish Government spokesperson said:

“The Scottish Government will work with the Chair and HES Board to ensure all necessary actions are taken following the conclusion of all investigations that are currently underway, including the Auditor General’s Section 22 report.

“Following his appointment by the Culture Secretary, [Redacted S.38(1)(b)]’ priorities as Chair are to ensure HES has the trust of the public and its partners. The Scottish Government will continue to support him in this endeavour to resolve the leadership and governance issues that have been raised."

QUERY

This follows on from the [Redacted S.38(1)(b)] [Redacted S.38(1)(b)] issue:

https://www.dailyrecord.co.uk/news/politics/scots-heritage-staff-disgusted-senior-36033067

One HES whistleblower said a group of employees are now considering legal action against the quango for its failure to sack [Redacted S.38(1)(b)].

Quote: "We feel powerless and frustrated because nothing happens despite a massive outpouring of anger and distress.

"This makes me and many others ashamed of HES but it goes further - appeals to the First Minister and every single political leader are met with silence.

"Even our unions don't know what to do.

"Our new chair - the archetypal society man - has done nothing. Angus Robertson has said or done nothing. All of them hide behind process as convenient.

"For people like me and many others it says HES and Scottish Government is institutionally racist.

"I cannot describe how ashamed that makes me feel but the evidence is plain to see. Why will nobody in authority step up?

"A group of staff are now considering legal action against HES and the Scottish Government for their failures under the Health and Safety and Equalities Act.
"This seems to be the only language they understand. The scale of that claim will dwarf what [Redacted S.38(1)(b)] may or may not have done."

-- [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
Constitution, External Affairs and Culture
The Scottish Government | St Andrew's House, Edinburgh
Mobile: [Redacted S.38(1)(b)] | Portfolio Media inquiries: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 29 October 2025 08:52
To: [Redacted S.38(1)(b)]; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; Spads Admin; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Communications Constitution,
External Affairs and Culture; [Redacted S.38(1)(b)]; DG Strategy and External Affairs
Subject: RE: TO NOTE: HES article - Herald

Thanks [Redacted S.38(1)(b)], Mr Robertson has noted.
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture – Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot
Phone: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)]
Sent: 28 October 2025 13:44
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Spads Admin ; Jamie
MacDougall ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Communications
Constitution, External Affairs and Culture ; [Redacted S.38(1)(b)] ; DG Strategy and External Affairs
Subject: TO NOTE: HES article - Herald

Cab Sec / PO,

Please see below for awareness copy of a Herald story now online on the CEEAC committee papers which have now been published ahead of the HES Chair giving evidence this Thurs morning.

Paper-1--Historic-Environment-Scotland

With agreement from SpAds, we re-issued previously cleared lines this morning when approached, noting the Chair's appointment by Mr Robertson and continuing Scottish Government support for him to resolve the issues that have been raised.
[Redacted S.38(1)(b)]

LINE TO TAKE

A Scottish Government spokesperson said:

“Following his appointment by the Culture Secretary, Sir Mark Jones’ priorities as Chair are to ensure HES has the trust of the public and its partners. The Scottish Government will continue to support him in this endeavour to resolve the leadership and governance issues that have been raised."

HERALD COPY

SNP ministers sent allegations of corruption at HES | The Herald

SNP ministers have received allegations of corruption and financial and procurement irregularities involving Scotland's troubled heritage body.

The five reports of alleged corruption against the Scottish Government's agency Historic Environment Scotland were received by ministers between July 1 to September 18 this year.

They are set out in papers to Holyrood's culture committee.

A separate whistleblowing allegation of financial and procurement irregularities against an unnamed director was made on June 2 this year to HES's "sponsorship team", the papers also reveal.

Sir Mark Jones, the newly appointed chair of HES, is to face questions from MSP on Thursday amid a series of scandals to hit the organisation in recent weeks.

Senior staff have been accused of misconduct with one director having to be disciplined for comments about Indians and French people, a second director was accused of misuse of hospitality while a third was invesigated for allegedly 'twerking' in front of actor Martin Compston at a HES dinner at Edinburgh Castle.

The corruption and financial allegations are revealed in a timeline of events surrounding the crisis-hit organisation published last night by the Scottish Parliament's culture committee.

The document was provided to Holyrood by the Scottish Government on September 25 following a request by the parliament's research staff for a timeline on "governance issues" concerning HES.

It states the timelines does "not include any issues which are legally privileged".

The document reveals the dates allegations were made to the Scottish Government, to the HES board and to the HES 'sponsorship team'.

A sponsorship team manage the day-to-day relationships between the Scottish Government and non-departmental public bodies like HES on behalf of ministers.
"2 June 2025 Sponsorship Team receive from Whistleblowing report alleging financial/procurement improprieties involving HES Director," it states.

"1 July 2025 Whistleblowing email HES Corruption Volume 1 circulated to HES Board and Ministers."

It goes on: "21 July 2025 Whistleblowing email HES Corruption Volume 2 circulated to HES Board and Ministers."

Later the timeline adds: "29 July 2025 Whistleblowing email HES Corruption Volume 3 circulated to HES Board and Ministers."

It goes on: "2 September 2025 Whistleblowing email HES Corruption Volume 4 circulated to HES Board, Audit Scotland and Ministers."

It continues: "18 September 2025 HES Corruption Vol 5 circulated to HES Board, Audit Scotland and Ministers."

Sir Mark, who was appointed as HES chair on September 22, will be quizzed on the turmoil inside the organisation when he appears before MSPs on Thursday morning.

Last week he announced in a message to staff that a chief operating officer would be appointed for a six month period as the board tries to bring stability to the agency.

Sir Mark also told staff the chief executive Katerina Brown had returned to work to sign off the HES financial accounts.

Ms Brown, who was appointed in September last year, had been off since June on sick leave. It was reported earlier this month she had been suspended.

Richard Hardy, national secretary for Scotland and Ireland of the trade union Prospect previously told The Herald after a 90 minute meeting with members at HES that staff were "stressed, upset and some were angry".

HES is given £74m by the Scottish Government a year to look after and promote more than 300 historic buildings and sites including Edinburgh Castle and the neolithic Skara Brae site on Orkney.

A spokeswoman for HES said it had nothing to add to previous comments made to The Herald.

Shortly after Sir Mark began work following a period of pre-arranged leave, the spokeswoman had said: “Our key focus is on the wellbeing of our staff.
"This is the first full week of our new Chair being in post and a priority for him will be working with the board and the Scottish Government to ensure good governance and leadership across the organisation.

"He will be getting to know the organisation better and engagement with the Trade Union Alliance will be part of this.”

A Scottish Government spokesperson said today: “Following his appointment by the Culture Secretary, Sir Mark Jones’ priorities as Chair are to ensure HES has the trust of the public and its partners.

"The Scottish Government will continue to support him in this endeavour to resolve the leadership and governance issues that have been raised."

-- [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
Constitution, External Affairs and Culture
The Scottish Government | St Andrew's House, Edinburgh
Mobile: [Redacted S.38(1)(b)] | Portfolio Media inquiries: [Redacted S.38(1)(b)]

gov.scot/news

From: Kenneth Hogg
Sent: 10 October 2025 16:47
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: Spads Admin; Communications Constitution, External Affairs and Culture; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Culture and External Affairs BMU; Jamie MacDougall; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]; Redacted S.38(1)(b)]; DG Exchequer Strategy and Performance; Redacted S.38(1)(b)];
Subject: RE: URGENT - HES - request from Cab Sec

Just confirming that the Cabinet Secretary and I spoke earlier today.

[Redacted S.38(1)(b)]
The actions which we and Cab Sec is taking (including in the letter discussed below) respond to that situation.

Kenneth

From: [Redacted S.38(1)(b)] On Behalf Of Cabinet Secretary for Constitution, External Affairs and
Culture 2024
Sent: 10 October 2025 13:09
To: Jamie MacDougall ; Cabinet Secretary for Constitution, External Affairs and Culture 2024 ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Kenneth Hogg ; DG Exchequer Strategy and
Performance ; [Redacted S.38(1)(b)]
Cc: Spads Admin ; Communications Constitution, External Affairs and Culture ; [Redacted S.38(1)(b)] ; [Redacted S.38(1)(b)] ; Culture and External Affairs BMU
Subject: RE: URGENT - HES - request from Cab Sec

Thanks Jamie – as discussed letter cleared & now issued and I understand Kenneth is reaching out to speak to Cab Sec directly
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot

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: Jamie MacDougall <Jamie.MacDougall@gov.scot>
Sent: 10 October 2025 12:37

To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Kenneth Hogg <Kenneth.Hogg@gov.scot>; DG Exchequer Strategy and Performance <DGESP@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Cc: Spads Admin <Spads_Admin@gov.scot>; Communications Constitution, External Affairs and Culture <CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Culture and External Affairs BMU <CEABMU@gov.scot>
Subject: RE: URGENT - HES - request from Cab Sec

Hi [Redacted S.38(1)(b)]

We were asked for a line on this yesterday (see attached). Grateful if Cab Sec could approve the letter to the Chair as this covers the CEO issue (also attached).

Happy to discuss.

Jamie

Jamie MacDougall | Deputy Director, Culture and Historic Environment | Directorate for Culture and External Affairs | The Scottish Government | Victoria Quay Edinburgh EH6 6QQ | Tel: 07717715310

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> On Behalf Of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 10 October 2025 12:15
To: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)]; [Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>; Kenneth Hogg <Kenneth.Hogg@gov.scot>; DG Exchequer Strategy and Performance <DGESP@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Cc: Spads Admin <Spads_Admin@gov.scot>; Communications Constitution, External Affairs and Culture <CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Culture and External Affairs BMU <CEABMU@gov.scot>; Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Subject: URGENT - HES - request from Cab Sec

Hi all,Mr Robertson is unhappy that no one has briefed him on today's front page story on

'suspension' of HES CEO – he has asked for sight of urgent briefing/advice ASAP today – grateful if someone can confirm this has been picked up as well

Many thanks,
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]
[Redacted S.38(1)(b)] Cabinet Secretary for Constitution, External Affairs and Culture Angus Robertson MSP
The Scottish Government
St Andrew's House | Regent Road | Edinburgh | EH1 3DG
Email: CabSecCEAC@gov.scot

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 S.38(1)(b)] On Behalf Of Cabinet Secretary for Constitution, External Affairs and Culture
2024
Sent: 09 October 2025 21:11
To: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)]
Paterson [Redacted S.38(1)(b)]@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
Spads Admin <Spads_Admin@gov.scot>; [Redacted S.38(1)(b)] [Redacted

S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>; Communications
Constitution, External Affairs and Culture
<CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Cabinet Secretary for Constitution, External Affairs and Culture 2024
<CabSecCEAC@gov.scot>
Subject: Re: TO CLEAR: HES Chief Executive - Scotsman

Hi [Redacted S.38(1)(b)],

Apologies - still nothing back so please issue on SpAd clearance.Thanks, [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Sent: Thursday, October 9, 2025 9:02:54 pm
To: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Cabinet
Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>

Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
Spads Admin <Spads_Admin@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>; Communications
Constitution, External Affairs and Culture
<CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>
Subject: RE: TO CLEAR: HES Chief Executive - Scotsman

Sorry to chase again, but given the time could this response go on SPAD clearance??

Mant thanks [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)]
Sent: 09 October 2025 20:16
To: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
Cabinet Secretary for Constitution, External Affairs and Culture 2024
<CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
Spads Admin <Spads_Admin@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>; Communications
Constitution, External Affairs and Culture
<CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>
Subject: RE: TO CLEAR: HES Chief Executive - Scotsman

Again, sorry to push, but given the time grateful for views from the Cab Sec on this enquiry.

Many thanks [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Sent: 09 October 2025 17:27
To: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Cabinet Secretary for Constitution, External
Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot> [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
Spads Admin <Spads_Admin@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>; Communications
Constitution, External Affairs and Culture

<CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Subject: RE: TO CLEAR: HES Chief Executive - Scotsman

Adding in duty colleague, grateful if this chain can be used.

Many thanks
[Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Sent: 09 October 2025 16:23
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>;
Spads Admin <Spads_Admin@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)]
[Redacted S.38(1)(b)]@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Jamie MacDougall
<Jamie.MacDougall@gov.scot>; Communications Constitution, External Affairs and Culture <CommunicationsConstitutionExternalAffairsandCulture@gov.scot>; [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Subject: TO CLEAR: HES Chief Executive - Scotsman

Cab Sec / PO,

The Scotsman has asked for comment on the ongoing suspension of Historic Environment Scotland's CEO and the Board's approach to the Scottish Government "with hopes to ask for the appointment of an interim CEO to 'steady the ship'".

Grateful for Cab Sec's consideration of proposed comment below, which has been agreed with SpAds and officials.

Thanks, [Redacted S.38(1)(b)]

LINE TO TAKE

A Scottish Government spokesperson said:

"The Culture Secretary recently appointed of Sir Mark Jones as Historic Environment Scotland's (HES) new Chair, whose priorities are to ensure the organisation has thetrust of the public and its partners. The Scottish Government will continue to support the Chair and HES in this endeavour."

-- [Redacted S.38(1)(b)]
News | Communications Team Leader
Constitution, External Affairs and Culture
The Scottish Government | St Andrew's House, Edinburgh
Mobile: [Redacted S.38(1)(b)] | Portfolio Media inquiries: [Redacted S.38(1)(b)]

From: [Redacted S.38(1)(b)] on behalf of Cabinet Secretary for Constitution, External Affairs and Culture 2024
Sent: 27 October 2025 12:25
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024; [Redacted S.38(1)(b)]
Cc: [Redacted S.38(1)(b)]; Kenneth Hogg; Jamie MacDougall; Cabinet Secretariat Inbox
Subject: RE: URGENT SCANCE Note Historic Environment Scotland
Attachments: SCANCE_Historic Environment Scotland Cab Sec CEAC_.doc

From: [Redacted S.38(1)(b)] On Behalf Of Cabinet Secretary for Constitution, External Affairs and
Culture 2024
Sent: 27 October 2025 12:23
To: [Redacted S.38(1)(b)] ; Cabinet Secretary for Constitution, External Affairs and Culture 2024
Cc: [Redacted S.38(1)(b)] ; Kenneth Hogg ; Jamie MacDougall
Subject: RE: URGENT SCANCE Note Historic Environment Scotland

Thanks [Redacted S.38(1)(b)]. Copying to Cabinet Secretariat for their awareness.

From: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>
Sent: 27 October 2025 11:47
To: Cabinet Secretary for Constitution, External Affairs and Culture 2024 <CabSecCEAC@gov.scot>
Cc: [Redacted S.38(1)(b)] [Redacted S.38(1)(b)]@gov.scot>; Kenneth Hogg <Kenneth.Hogg@gov.scot>; Jamie MacDougall <Jamie.MacDougall@gov.scot>
Subject: URGENT SCANCE Note Historic Environment Scotland
Importance: High

Good Morning [Redacted S.38(1)(b)],

Please find attached the requested SCANCE note for Historic Environment Scotland.

Please let me know if the Cabinet Secretary requires any further information at this point.

Kind regards
[Redacted S.38(1)(b)]

[Redacted S.38(1)(b)] | [Redacted S.38(1)(b)] | Sponsorship and Historic Environment | Culture and External Affairs| Scottish Government | Area 2G-South, Victoria Quay, Leith, EH6 6QQ |MOB [Redacted S.38(1)(b)]| [Redacted S.38(1)(b)]@gov.scot