From:	**Redacted under Section 38(1)(b)**
To:	Lucy Casot
Subject:	RE: Supreme Court Judgement on the definition of a women in the Equality Act 2010
Date:	20 August 2025 14:58:00

Hi Lucy,

That would be great – see you then.

Redacted under Section 38(1)(b)

From: Lucy Casot <lucyc@museumsgalleriesscotland.org.uk>
Sent: 20 August 2025 14:42
To: Redacted under Section 38(1)(b)
Subject: RE: Supreme Court Judgement on the definition of a women in the Equality Act 2010

Hi **Redacted under Section 38(1)(b)**, would a call at 3.30 today work for you?

From: Redacted under Section 38(1)(b)
Sent: 20 August 2025 13:18
To: Lucy Casot <lucyc@museumsgalleriesscotland.org.uk>
Subject: Supreme Court Judgement on the definition of a women in the Equality Act 2010

Hi Lucy,

As I mentioned previously, it would be good to catch up on any ongoing issues MGS is facing in light of the ruling on the definition of a women in the Equality Act 2010 and the subsequent draft EHRC Code of Practice Consultation.

I have the summary brief you previously provided which clearly sets out MGS' views and a clear statement of intent around safety and inclusion.

Is there anything MGS and/or its networks are currently doing or plan to do in light of the perceived issues raised by the draft guidance, for example?

We're being asked to provide statements of assurance by 2pm tomorrow so any chance of a quick catch up later today or early tomorrow would be fantastic – apologies for the short notice.

Best wishes,

Redacted under Section 38(1)(b)

From:	**Redacted under Section 38(1)(b)**
To:	Redacted under Section 38(1)(b) DG Strategy and External Affairs
Cc:	Lisa Baird; **Redacted under Section 38(1)(b)**
Subject:	RE: FOR AWARENESS // Lines reissuing - EHRC consultation, Museums Galleries Scotland response
Date:	01 August 2025 12:11:00
Attachments:	breifing on ECHR Consultation response.pdf image001.png

Hi Redacted under Section 38(1)(b),

I'm attaching a MGS briefing note on the issue which summarises their view of what has been reported in the press and their key message in responding to any criticism.

Officials can pick up in further discussion with Lucy Casot at MGS shortly but I think it helps to put the reported issue firmly within the context of a response to a public consultation which was intended to seek additional guidance around compliance with the intention of ensuring that museums are safe, welcoming, inclusive spaces for all.

Thanks,

Redacted under Section 38(1)(b)

From: Redacted under Section 38(1)(b)
Sent: 29 July 2025 08:51
To: DG Strategy and External Affairs <DGSEA@gov.scot>
Cc: Lisa Baird <Lisa.Baird@gov.scot>; Redacted under Section 38(1)(b)

Subject: RE: FOR AWARENESS // Lines reissuing - EHRC consultation, Museums Galleries Scotland response

Hi Redacted under Section 38(1)(b)

For awareness, Lucy at MGS is on leave this week and then Redacted under Section 38(1)(b) and I are on leave next, so it will be the following week before we can but we will do this.

Many thanks Redacted under Section 38(1)(b)

From: Redacted under Section 38(1)(b) **On Behalf Of** DG Strategy and External Affairs
Sent: 28 July 2025 13:27
To: Redacted under Section 38(1)(b); DG Strategy and External Affairs <DGSEA@gov.scot>
Cc: Lisa Baird <Lisa.Baird@gov.scot>; Redacted under Section 38(1)(b)

Subject: RE: FOR AWARENESS // Lines reissuing - EHRC consultation, Museums Galleries Scotland response

Thanks Redacted under Section 38(1)(b) – Shona has asked if it would be possible for us to engage with MGS on

the back of this to see what needs/can be done?

Thanks,
Redacted under Section 38(1)(b)

Redacted under Section 38(1)(b)

From: Redacted under Section 38(1)(b)
Sent: 28 July 2025 10:33
To: DG Strategy and External Affairs <DGSEA@gov.scot>
Cc: Lisa Baird <Lisa.Baird@gov.scot>; Redacted under Section 38(1)(b)

Subject: RE: FOR AWARENESS // Lines reissuing - EHRC consultation, Museums Galleries Scotland response

Hi **Redacted under Section 38(1)(b)**

Thanks for this. MGS are not a public body, so haven't engaged with them on that basis. MGS are essentially a representative/development body that we core fund. Their members are largely made up of local authorities museums and charitable bodies. Therefore, whilst we have an interest we aren't directly responsible for the organisations that MGS mention.

Many thanks

Redacted under Section 38(1)(b)

From: Redacted under Section 38(1)(b)**On Behalf Of** DG Strategy and External Affairs

Sent: 28 July 2025 10:13
To: Redacted under Section 38(1)(b)
Cc: DG Strategy and External Affairs <DGSEA@gov.scot>
Subject: FW: FOR AWARENESS // Lines reissuing - EHRC consultation, Museums Galleries Scotland response

Morning **Redacted under Section 38(1)(b)**,

See below Museums Association Journal article, and SG lines. Shona has asked me to check in that we have engaged with this public body re. the Supreme Court Judgment, and if we can have clarity over who said what please?

Is there anything we should include in our assurance note to Cab Sec on this?

Thanks,
Redacted under Section 38(1)(b)

Redacted under Section 38(1)(b)

From: Redacted under Section 38(1)(b) **On Behalf Of** Permanent Secretary
Sent: 27 July 2025 11:00
To: Shona Riach <Shona.Riach@gov.scot>
Cc: DG Strategy and External Affairs <DGSEA@gov.scot>
Subject: FW: FOR AWARENESS // Lines reissuing - EHRC consultation, Museums Galleries Scotland response

Shona,
I don't think you were copied into to this – just forwarding for awareness since they are talking about Museums Galleries Scotland
ND

Redacted under Section 38(1)(b)
Redacted under Section 38(1)(b)

All e-mails and attachments sent by the Permanent Secretary mailbox to any other official on behalf of the Permanent Secretary relating to a decision, request or comment made by the Permanent Secretary, or a note of meeting attended by the Permanent Secretary, must be filed appropriately by the recipient. The Permanent Secretary Private Office do not keep official records of such e-mails or attachments.

From: Redacted under Section 38(1)(b)
Sent: 27 July 2025 10:45
To: Cabinet Secretary for Social Justice 2024 <CabSecforSJ@gov.scot>
Cc: First Minister <FirstMinister@gov.scot>; Minister for Equalities <MinisterforEqualities@gov.scot>; Legal Secretariat to the Lord Advocate <LegalSecretariattotheLordAdvocate@gov.scot>; Solicitor General <SolicitorGeneral@gov.scot>; Lord Advocate <LordAdvocate@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; Director for Equality, Inclusion and Human Rights <DirectorforEIHR@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Craig French <Craig.French@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b) Communications Social Justice Housing <CommunicationsSocialJusticeHousing@gov.scot>; Redacted under Section 38(1)(b) Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); Communications Duty Box <CommunicationsDutyBox@gov.scot>; Communications Social Justice Housing <CommunicationsSocialJusticeHousing@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Julie Grant

<Julie.Grant@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b) ; Craig French <Craig.French@gov.scot>; Ruaraidh Macniven <Ruaraidh.Macniven@gov.scot>; Redacted under Section 38(1)(b)

Subject: FOR AWARENESS // Lines reissuing - EHRC consultation, Museums Galleries Scotland response

PO / Social Justice Secretary,
Cc for awareness: FMPO, POs / Equalities Minister, Lord Advocate, Solicitor

General, Permanent Secretary,

Good morning,

PA has been in touch to flag Museums Galleries Scotland's response to the EHRC Code of Practice consultation, and seek SG response.

MGS has said the proposals are exclusionary; could force museums to close; and that there is already "policing and suspicion" at heritage sites from the public about gender. There is further detail on MGS' website, and the reporter has picked up detail of their response from this *Museums Association Journal* article: EHRC guidance risks discrimination, says Museums Galleries Scotland - Museums Association.

Reporter has also approached Sex Matters, Labour, Conservatives and the EHRC for comment.

Basis for reporter seeking SG comment is that MGS receives SG funding. From their website, MGS is an independent charity that receives core funding from SG.

Comms has discussed with EHRC policy officials and on the basis that MGS is an independent charity will reissue the lines below, cleared by Cab Sec on Friday 25 July on the SG's consultation response, at **midday** if no further comments on chain.

> **A Scottish Government spokesperson said:**
>
> "The Scottish Government has responded to the EHRC's consultation on updates to its Code of Practice for services, public functions and associations. This code of practice will provide important guidance to service providers, public bodies and associations on the application of the Equality Act 2010 following the judgment of the Supreme Court in For Women Scotland Ltd v Scottish Ministers.
>
> "In our response to the EHRC consultation, we have sought several points of clarification to ensure that the forthcoming guidance is clear and comprehensive for all public bodies and others applying the law.
>
> "It is essential that the application of equality law following the judgment

provides unequivocal protection to all those with protected characteristics, and we look forward to ongoing engagement with the EHRC and UK Government as this work is progressed."

Many thanks,
Redacted under Section 38(1)(b)

Redacted under Section 38(1)(b)

MGS Briefing on our response to the EHRC Code of Practice Consultation

Background

MGS responded to the Equality and Human Rights Commission's consultation on its updated Code of Practice seeking clarity on how museums can implement the guidance while continuing to provide safe, welcoming, and inclusive spaces for all visitors and staff.

What We Said

In our submission, we raised a series of concerns and requests for clarification on topics such as:

Guidance on inclusion - "*There is no guidance on how to include trans people; there is only information on how to exclude them.*"

Toilets and Practical Implementation - We noted that "*Without clear guidance, unintended consequences could include some museums temporarily closing to avoid breaching the law while they invest the required time and resources to ensure adequate facilities.*" This was not a statement that museums **would close**, but rather a warning about a potential unintended consequence if the guidance remains unclear and places unmanageable pressure on frontline staff and resources.

How It Was Reported

Various headlines appeared across the media suggesting MGS was "threatening to shut down museums" and "pandering to gender extremists". Critics, including some MSPs, alleged that MGS was "flouting the law" and "putting women and girls in danger."

Our Response to Media Enquiries

We are reaffirming our commitment to safe, inclusive museum spaces. We continue to stress that our role is to support museums and their staff in navigating the practical changes responsibly.

Key Line

As the national development body for Scotland's museum sector, we advocate for and support museums as well as those who work in and with them. In our response to the EHRC consultation, we called for clear guidance to help museums implement the updated Code of Practice. Our priority is to ensure that museums provide safe, welcoming, and inclusive spaces for all.

From: Redacted under Section 38(1)(b)
To: Redacted under Section 38(1)(b) Lucy Casot
Subject: RE: EHRC - MGS
Date: 01 August 2025 08:14:00
Attachments: image001.png

Thanks **Redacted under Section 38(1)(b)**.

Redacted under Section 38(1)(b)

From: Redacted under Section 38(1)(b)
Sent: 31 July 2025 17:18
To: Redacted under Section 38(1)(b) Lucy Casot <lucyc@museumsgalleriesscotland.org.uk> **Subject:**
Re: EHRC - MGS

Hi **Redacted under Section 38(1)(b)**,

I've attached a PDF version for you.

Redacted under Section 38(1)(b)

Redacted under Section 38(1)(b)

Redacted under Section 38(1)(b)

Museums Galleries Scotland is a company limited by guarantee No 74264, recognised as a charity No SC015593. You can view our privacy policy here. This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the system manager.

From: Redacted under Section 38(1)(b)
Sent: Thursday, July 31, 2025 12:13 PM
To: Lucy Casot <lucyc@museumsgalleriesscotland.org.uk>; **Redacted under Section 38(1)(b)**

Subject: RE: EHRC - MGS

Thanks Lucy and **Redacted under Section 38(1)(b)**

I don't have access to your internal system – would you be able to send me it as an attachment please?

Many thanks,

Redacted under Section 38(1)(b)

From: Lucy Casot <lucyc@museumsgalleriesscotland.org.uk>
Sent: 31 July 2025 12:09
To: Redacted under Section 38(1)(b)

Subject: EHRC - MGS

Hello **Redacted under Section 38(1)(b)**,
breifing on ECHR Consultation response.docx

I attach a 1-page summary of the issues we raised in the consultation and how it has been reported. We would be happy to meet when you return from leave, or with other SG colleagues in the interim if helpful.

I hope you have a great holiday.

Lucy

****
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The views or opinions contained within this e-mail may not necessarily reflect those of the Scottish Government.
****

From:	**Redacted under Section 38(1)(b)**
To:	DG Strategy and External Affairs
Cc:	**Redacted under Section 38(1)(b)**
Subject:	FW: Action for DGOs: by 2pm on 21st August - Supreme Court Judgement - DG Assurance Notes to Cabinet Secretaries
Date:	20 August 2025 16:58:00
Attachments:	Example DG assurance document template.docx DG assurance - MGS.docx

---

Hi **Redacted under Section 38(1)(b)**,

Here's a contribution about Museums Galleries Scotland given recent media interest.

Please let me know if you need anything else.

Thanks,

Redacted under Section 38(1)(b)

_____

UK Supreme Court Judgement – DG Assurance Process

Culture and Historic Environment

Purpose: to provide assurance and update the Cabinet Secretary on work which is being undertaken and considered in the portfolio in relation to the Supreme Court Judgement on the definition of a woman in the Equality Act 2010.

Key Issues/Sensitivities: The Equality and Human Rights Commission's recent consultation on its updated Code of Practice asked for views on whether the updates clearly articulate the practical implications of the Supreme Court judgment and enable those who will use the Code to understand, and comply with, the Equality Act. Museums Galleries Scotland (MGS) responded to the consultation highlighting a number of areas where it considered further clarity should be provided around relative responsibilities for, and the practicalities of, compliance.

Stakeholder Engagement: Officials have regular and ongoing engagement with MGS. It is clear from those discussions that the MGS response to the consultation was in no way meant to be a statement on the Supreme Court ruling itself, although it was reported by the media in that context.

Risks: potential risk that the final EHRC guidance does not provide the required level of clarity sought by those who will use the Code.

Next steps: MGS awaits the publication of the final EHRC guidance but there are no plans for a proactive response when the guidance is issued. MGS will continue to liaise with SG Culture Officials on this issue as matters arise.

Conclusion: MGS has publicly reaffirmed its commitment to safe, inclusive museum spaces and has emphasised its role as supporting museums and their staff in navigating the practical changes responsibly.

From: Redacted under Section 38(1)(b)
Sent: 27 July 2025 19:28
To: Cabinet Secretary for Social Justice 2024 <CabSecforSJ@gov.scot>; Lisa Baird <Lisa.Baird@gov.scot>
Cc: First Minister <FirstMinister@gov.scot>; Minister for Equalities <MinisterforEqualities@gov.scot>; Legal Secretariat to the Lord Advocate <LegalSecretariattotheLordAdvocate@gov.scot>; Solicitor General <SolicitorGeneral@gov.scot>; Lord Advocate <LordAdvocate@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; Director for Equality, Inclusion and Human Rights <DirectorforEIHR@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Craig French <Craig.French@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); Communications Social Justice Housing <CommunicationsSocialJusticeHousing@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Communications Duty Box <CommunicationsDutyBox@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b) Julie Grant <Julie.Grant@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Ruaraidh Macniven <Ruaraidh.Macniven@gov.scot>
Subject: RE: FOR AWARENESS // Lines reissuing - EHRC consultation, Museums Galleries Scotland response

Thanks for your help today Redacted under Section 38(1)(b), issuing now.

Best,

Redacted under Section 38(1)(b)

Redacted under Section 38(1)(b)

From: Redacted under Section 38(1)(b) **On Behalf Of** Cabinet Secretary for Social Justice 2024
Sent: 27 July 2025 19:27
To: Redacted under Section 38(1)(b); Lisa Baird <Lisa.Baird@gov.scot>; Cabinet Secretary for Social Justice 2024 <CabSecforSJ@gov.scot>
Cc: First Minister <FirstMinister@gov.scot>; Minister for Equalities <MinisterforEqualities@gov.scot>; Legal Secretariat to the Lord Advocate <LegalSecretariattotheLordAdvocate@gov.scot>; Solicitor General <SolicitorGeneral@gov.scot>; Lord Advocate <LordAdvocate@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; Director for Equality, Inclusion and Human Rights <DirectorforEIHR@gov.scot>; Redacted under Section 38(1)(b) ; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b) Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); Craig French <Craig.French@gov.scot>; Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Communications Social Justice Housing <CommunicationsSocialJusticeHousing@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Communications Duty Box <CommunicationsDutyBox@gov.scot>; Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); Julie Grant <Julie.Grant@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); Ruaraidh Macniven <Ruaraidh.Macniven@gov.scot>
Subject: Re: FOR AWARENESS // Lines reissuing - EHRC consultation, Museums Galleries Scotland response

Hi Redacted under Section 38(1)(b),

Ms Somerville is content to clear.

Thanks,
Redacted under Section 38(1)(b).

From: Redacted under Section 38(1)(b)
Sent: Sunday, July 27, 2025 4:01:04 pm
To: Cabinet Secretary for Social Justice 2024 <CabSecforSJ@gov.scot>; Lisa Baird <Lisa.Baird@gov.scot>

Cc: First Minister <FirstMinister@gov.scot>; Minister for Equalities <MinisterforEqualities@gov.scot>; Legal Secretariat to the Lord Advocate <LegalSecretariattotheLordAdvocate@gov.scot>; Solicitor General <SolicitorGeneral@gov.scot>; Lord Advocate <LordAdvocate@gov.scot>; DG Corporate <dgcorporate@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; Director for Equality, Inclusion and Human Rights <DirectorforEIHR@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b) Craig French <Craig.French@gov.scot>; Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Communications Social Justice Housing <CommunicationsSocialJusticeHousing@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Communications Duty Box <CommunicationsDutyBox@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Julie Grant <Julie.Grant@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); Ruaraidh Macniven <Ruaraidh.Macniven@gov.scot>

Subject: RE: FOR AWARENESS // Lines reissuing - EHRC consultation, Museums Galleries Scotland response

PO / Redacted under Section 38(1)(b),

Just to flag further comment that PA has received in relation to this story.

Grateful to know if the updated response can issue.

Thanks,
Redacted under Section 38(1)(b)

FURTHER COMMENT RECEIVED BY PA
Just sending a comment from analysts Murray Blackburn McKenzie if you had a chance to look at it please.

"It is deeply concerning that a major national institution signed off and submitted such an ill-informed response to the EHRC consultation. The response fails to consider the needs of women and instead repeats trans activist talking points."

Redacted under Section 38(1)(b)

From: Redacted under Section 38(1)(b)
Sent: 27 July 2025 13:42
To: Cabinet Secretary for Social Justice 2024 <CabSecforSJ@gov.scot>; Lisa Baird

<Lisa.Baird@gov.scot>
Subject: RE: FOR AWARENESS // Lines reissuing - EHRC consultation, Museums Galleries Scotland response

Hi Redacted under Section 38(1)(b),

I've added the further line requested by Cab Sec below. If Cab Sec is content, I'll issue this version to PA.

Thanks,
Redacted under Section 38(1)(b)

Redacted under Section 38(1)(b)

From: Redacted under Section 38(1)(b) **On Behalf Of** Cabinet Secretary for Social Justice 2024
Sent: 27 July 2025 13:36
To: Redacted under Section 38(1)(b); Lisa Baird <Lisa.Baird@gov.scot>; Cabinet Secretary for Social Justice 2024 <CabSecforSJ@gov.scot>
Subject: Re: FOR AWARENESS // Lines reissuing - EHRC consultation, Museums Galleries Scotland response

Hi Redacted under Section 38(1)(b),

Ms Somerville is not content. She says that what is there is fine but there must be a line included that says that SG accepts the judgement and work is underway. The Cabinet Secretary says that this is pre-agreed and can be inserted at the start of the quote.

Thanks,
Redacted under Section 38(1)(b).

From: Redacted under Section 38(1)(b)
Sent: Sunday, July 27, 2025 1:20:16 PM
To: Cabinet Secretary for Social Justice 2024 <CabSecforSJ@gov.scot>; Lisa Baird <Lisa.Baird@gov.scot>
Subject: RE: FOR AWARENESS // Lines reissuing - EHRC consultation, Museums Galleries Scotland response

PO / Social Justice Secretary,

We discussed on separate chain with SpAds and Cab Sec's input but bringing across to full copy for awareness – per Cab Sec's request, I've inserted a line into quote making clear MGS is an independent charity, as agreed with @Lisa Baird for culture policy. Addition has also been discussed with Redacted under Section 38(1)(b) for EHRC policy.

Grateful to know if Ms Somerville is content this version issue to PA.

A Scottish Government spokesperson said:

"The Scottish Government has made clear it accepts the Supreme Court ruling and since April has been taking forward the detailed work that is necessary as a consequence of the ruling. That work is ongoing.

"The Scottish Government has responded to the EHRC's consultation on updates to its Code of Practice for services, public functions and associations. This code of practice will provide important guidance to service providers, public bodies and associations on the application of the Equality Act 2010 following the judgment of the Supreme Court in For Women Scotland Ltd v Scottish Ministers.

"In our response to the EHRC consultation, we have sought several points of clarification to ensure that the forthcoming guidance is clear and comprehensive for all public bodies and others applying the law.

"It is essential that the application of equality law following the judgment provides unequivocal protection to all those with protected characteristics, and we look forward to ongoing engagement with the EHRC and UK Government as this work is progressed.

"Museums Galleries Scotland is an independent charity that receives funding from the Scottish Government to support museums."

Many thanks,
Redacted under Section 38(1)(b)

Redacted under Section 38(1)(b)

From: Redacted under Section 38(1)(b)
Sent: 27 July 2025 10:45
To: Cabinet Secretary for Social Justice 2024 <CabSecforSJ@gov.scot>
Cc: First Minister <FirstMinister@gov.scot>; Minister for Equalities <MinisterforEqualities@gov.scot>; Legal Secretariat to the Lord Advocate <LegalSecretariattotheLordAdvocate@gov.scot>; Solicitor General <SolicitorGeneral@gov.scot>; Lord Advocate <LordAdvocate@gov.scot>; DG Corporate

<dgcorporate@gov.scot>; Permanent Secretary <PermanentSecretary@gov.scot>; Director for Equality, Inclusion and Human Rights <DirectorforEIHR@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Jonathan Mcintosh <Jonathan.Mcintosh@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Craig French
<Craig.French@gov.scot>; Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Communications Social Justice Housing <CommunicationsSocialJusticeHousing@gov.scot>; Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); 'Redacted under Section 38(1)(b); Communications Duty Box
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<Julie.Grant@gov.scot>; Redacted under Section 38(1)(b); Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); Redacted under Section 38(1)(b) Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Redacted under Section 38(1)(b); Craig French <Craig.French@gov.scot>; Ruaraidh Macniven
<Ruaraidh.Macniven@gov.scot>; Redacted under Section 38(1)(b)
Subject: FOR AWARENESS // Lines reissuing - EHRC consultation, Museums Galleries Scotland response

PO / Social Justice Secretary,
Cc for awareness: FMPO, POs / Equalities Minister, Lord Advocate, Solicitor

---

General, Permanent Secretary,

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Reporter has also approached Sex Matters, Labour, Conservatives and the EHRC for comment.

Basis for reporter seeking SG comment is that MGS receives SG funding. From their website, MGS is an independent charity that receives core funding from SG.

Comms has discussed with EHRC policy officials and on the basis that MGS is an independent charity will reissue the lines below, cleared by Cab Sec on Friday 25 July on the SG's consultation response, at **midday** if no further comments on

chain.

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“The Scottish Government has responded to the EHRC’s consultation on updates to its Code of Practice for services, public functions and associations. This code of practice will provide important guidance to service providers, public bodies and associations on the application of the Equality Act 2010 following the judgment of the Supreme Court in For Women Scotland Ltd v Scottish Ministers.

“In our response to the EHRC consultation, we have sought several points of clarification to ensure that the forthcoming guidance is clear and comprehensive for all public bodies and others applying the law.

“It is essential that the application of equality law following the judgment provides unequivocal protection to all those with protected characteristics, and we look forward to ongoing engagement with the EHRC and UK Government as this work is progressed.”

Many thanks,
Redacted under Section 38(1)(b)_____
Redacted under Section 38(1)(b)