



Equality
Network



Scottish
Trans

20th March 2025

Dear Equalities, Human Rights and Civil Justice Committee members,

Advice to public authorities

When I was giving evidence to you last week about your inquiry into the operation of the Public Sector Equality Duty in Scotland, Tess White MSP asked me to write to the committee to provide a list of the public authorities that we have advised.

Please find as an annexe to this letter a list of public authorities covered by the Scotland specific duties to whom Scottish Trans have provided advice relating to our expertise around trans equality, human rights and inclusion. We have understood advice to mean where we have made meaningful suggestions or recommendations in a conversation or process around equality, human rights and inclusion (whether that is a conversation with only the public authority or where it is with others and a public authority, and whether it was a one-off or ongoing conversation or process). We have collated this information by reviewing our emails, calendars and files.

We have also provided a short description of the work we undertook with each Public Authority, which we hope the committee finds helpful.

We have answered this question assuming that this detail from across the last 5 years would suffice, as that seemed appropriate. Should the committee require further information, we would be happy to provide it.

As I mentioned at the Committee session, we are not able to, and do not, provide legal advice to public authorities, or any other organisations that we work with. However, our work of course requires us to describe the law in some circumstances. When we describe the law, we would not and do not claim to be giving legal advice. We frequently advise public authorities to include their legal teams in the development of any policy that relies on the law.

Proportion of Equality Network funding from Scottish Government

In addition, I was asked by Tess White MSP what proportion of the organisation's funding is provided by grants from the Scottish Government. I was not able to answer this question at the time but can confirm to committee members that for the financial year of April 2023-March 2024 (the last year for which we have audited accounts) this was 89%. You can find out

more information here with the publication of our full accounts: <https://find-and-update.company-information.service.gov.uk/company/SC220213/filing-history/MzQ0NzU0MjU5OGFkaXF6a2N4/document?format=pdf&download=0>

All of our campaigning work – such as the campaigning we did around reforming the Gender Recognition Act, or our interventions in strategic litigation – are funded from our unrestricted funds, that we raise through charitable donations.

The majority of our funding comes from the Scottish Government's Equality and Human Rights Fund: <https://inspiringscotland.org.uk/fund/equality-human-rights/> This fund provides grants to 47 equality and human rights organisations across Scotland, who work in a range of ways to improve the lives of people with all protected characteristics, and to improve the human rights of all.

We expect the percentage of our funding that is provided by Scottish Government grants to be closer to 80% in the next financial year. Additionally, we have recently adopted an income generation strategy intended to diversify our funds.

We are pleased to be reducing the proportion of our income received from Scottish Government grants. This should ensure the financial security of our organisation into the future, ensuring we can continue our vital work to improve LGBTI+ people's lives in Scotland.

However, we are also proud of the Scottish Government funding that we receive. It is funding that we have been awarded as the result of competitive application processes, due to demonstrating our consistent excellence and expertise in work that makes meaningful positive change to diverse LGBT+ people's lives across Scotland.

Despite receiving Scottish Government funding, we are a fiercely independent organisation. Our funding does not require us to agree with Scottish Government proposals or positions – and if it did, we would not accept it. The positions that we take are based on our community engagement with LGBTI+ people, understanding their experiences and needs, and advocating for the changes we believe are needed to improve their lives.

Thank you once again for the opportunity to give evidence to the Committee on the operation of the Public Sector Equality Duty in Scotland. Please don't hesitate to be back in touch if I can be of any further assistance.

With best wishes,

Vic Valentine

Scottish Trans Manager

Equality Network

Annexe A: List of Public Authorities that we have advised since March 2020

City of Edinburgh Council (2023-2024)

We attended a transgender stakeholder roundtable with equalities leads from all parties, and a follow up meeting with the Council Leader, where we advised on some of the barriers trans people faced to living good lives in the City of Edinburgh, and what could be done to remove these (2023-2024).

We have met with their Community Greenspace Team and their equalities team to discuss the findings of our [Scottish Trans and Non-Binary Experiences report](#), and relevant recommendations for Local Authorities (2024).

Creative Scotland (2022)

We met with their diversity, equality and inclusion team and attended a meeting of their diversity, equality and inclusion group, to advise them on how Creative Scotland could create a more welcoming and inclusive environment for their trans staff.

Crown Office and Procurator Fiscal Service (2021)

We provided feedback on their guidance on the use of previous names and pronouns when drafting charges and indictments.

Dundee Health and Social Care Partnership (2023-)

We have provided ongoing advice around the need for increased provision of health services for trans people in Dundee.

Glasgow City Council (2021-)

We are a member of their Hate Crime Working Group (2021-)

We are a member of their LGBT Forum (2024-)

Healthcare Improvement Scotland (2023-2024)

We were a member of the development group for the national standards for gender identity services.

NHS 24 (2021-2024)

We have provided advice and feedback on a range of NHS inform webpages, to ensure they provide accurate information for, and use inclusive language about, trans people. This has included on screening information for trans people, information on infertility, and information on palliative care. (2021-2024)

NHS Education for Scotland (2023-2024)

We were a member of the development group and reference group for the “Transgender Care: Knowledge and Skills Framework”.

NHS Greater Glasgow and Clyde (2023)

We provided advice on inclusive language and questions for trans patients referred for exposures of ionising radiation.

NHS Highland (2024)

We provided advice and feedback on their trans staff policy.

NHS Lothian (2020-)

We are a member of the NHS Lothian Transgender Stakeholder Group (2020-).

We provided advice on inclusive language for perioperative care guidance (2023).

We provided advice on waiting list management and privacy for trans patients (2024).

NHS National Services Scotland (2020-2024)

We are a member of the National Gender Identity Clinical Network for Scotland (2020-).

We were a member of the development group for the Scottish National Blood Transfusion Service's trans and non-binary donor policy and advised on work on best practice for inclusion of trans donors (2022-2023).

We provided advice and feedback on a paper on trans people's barriers to accessing cancer screening to Screening Oversight and Assurance Scotland (2024).

NHS Tayside (2022-2024)

We attended a meeting to discuss the development of a trans staff policy (2022).

We are providing advice on trialling a trans-only cervical screening clinic (2024-).

Police Scotland (2023-)

We are a member of the oversight group for the LGBTQI+ citizen's panel (2024-).

We have been co-signatories to letters and attended joint meetings with Police Scotland advocating for the needs of LGBT+ people, encouraging Police Scotland to have improved understanding of those needs, and to significantly improve their interactions with LGBT+ people (2023-).

We provided feedback on a planned campaign to highlight that LGBTI+ people may be victims/survivors of domestic abuse (2024).

Public Health Scotland (2021)

We were a member of the Cervical Screening Information Review Group.

Scottish Courts and Tribunals Service (2024-)

We are a member of their Equality Advisory Group.

Scottish Environment Protection Agency (2021)

We provided information about best practice when trans people are involved in legal proceedings and may have changed their name since court documents were issued.

Scottish Ministers (2020-)

We are a member of a number of stakeholder groups convened by the Scottish Government. We participate in meetings and provide feedback and advice on draft guidance and documents, and policy development, where we have knowledge and expertise about the needs of trans people and how any negative experiences or barriers they face can be addressed. The Scottish Government convened groups that we have been or are members of are:

- Expert Advisory Group on Ending Conversion Practices (2022)
- Hate Crime Advisory Group (2024-)
- Hate Crime Strategic Partnership Group (2023-2024)
- Fertility Preservation Guidance development group (2024)
- Gender Identity Healthcare Reference Group (2021-)
- LGBTQI+ Stakeholder Bi-Monthly meeting (2020-)
- Non-binary Equality Working Group (2021-2022)
- Social Security Benefit Take-Up Stakeholder Reference Group (2024-)

Scottish Prison Service (2023)

We contributed to their consultation on updating their policy on the management of trans people in custody.

Skills Development Scotland (2021)

We produced an e-learning module about trans equality and inclusion for their staff.

We provided feedback on their policy on updating name and gender for trans customers.

University of Dundee (2020)

We provided feedback on their trans inclusion policy.

Visit Scotland (2021)

We provided feedback on their trans policy.

West Lothian Council (2024)

We presented the findings of our [Scottish Trans and Non-Binary Experiences report](#) to their HR team, including highlighting relevant recommendations for Local Authorities.