

Equalities, Human Rights and Civil Justice Committee
Tuesday 4 March 2025
6th Meeting, 2025 (Session 6)

Inquiry into the operation of the Public Sector Equality Duty in Scotland

Overview

1. The [public sector equality duty](#) (PSED) is a legal requirement for public authorities and organisations carrying out public functions (private or voluntary sector contracted to work on behalf of public authorities).
2. The purpose of the PSED is to make sure that public authorities and organisations carrying out public functions think about how they can improve society and promote equality.
3. The Committee agreed to an inquiry on the operation of the public sector equality duty on 17 December 2024.
4. It launched a [call for views](#) on 7 February 2025 closing on 28 February 2025. The submissions will be published after the deadline has closed.
5. The Committee intends to hold three evidence sessions starting from today. The first session is with public authorities, the second with equality organisations, and finally with the Equality and Human Rights Commission (EHRC) and the Scottish Government. Exact details of witnesses will be published in due course as part of the normal process of publishing papers for weekly meetings. They are subject to change.
6. At today's meeting, the Committee will evidence from the following witnesses.

Panel 1

- Andrew Groundwater, Head of Human Resources and Organisational Development, Orkney Islands Council
- Martin Ingram, Principal Solicitor, Aberdeenshire Council
- Nareen Turnbull, Service Director, Human Resources, City of Edinburgh Council
- Alyia Zaheed, Corporate Officer – Equality and Diversity, East Ayrshire Council

Panel 2

- John Dawson, Head of Strategy and Transformation, Public Health Scotland
- Jillian Matthew, Senior Manager, Audit Scotland

EHRCJ/S6/25/6/1

- Nicky Page, Head of Human Resources, Police Scotland

Committee consideration

7. The Committee is asked to note the information provided above.

Clerks to the Committee

February 2025