

Equalities, Human Rights and Civil Justice Committee
Tuesday 18 March 2025
8th 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 responses](#) have all been published.
5. This is the last of three evidence sessions in the inquiry. The first session was with public authorities, the second session was with equality organisations, and this third session is with the Equality and Human Rights Commission (EHRC) Scotland and the Scottish Government.
6. At today's meeting, the Committee will take evidence from the following witnesses:

Panel 1 – Equality and Human Rights Commission Scotland

- John Wilkes, Head of Scotland
- Jennifer Laughland, Head of Scotland Legal
- Bill Stephenson, Scotland Compliance Manager

Panel 2 – Scottish Government

- Kaukab Stewart, Minister for Equalities
- Nick Bland, Deputy Director, Mainstreaming and Inclusion
- Catherine McMeeken, Deputy Director – Equality
- Jennifer Singerman, Solicitor, Equalities and Criminal Justice Division

Committee consideration

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

Clerks to the Committee
March 2025