

Rt Hon John Swinney MSP
An Fhìor Urr John Swinney BPA
First Minister of Scotland
Am Prìomh Mhinistear

 **Scottish Government**
Riaghaltas na h-Alba

St Andrew's House, Regent Road, Edinburgh EH1 3DG
Taigh Naomh Anndrais, Rathad Regent, Dùn Èideann
EH1 3DG

Directors of For Women Scotland
Trina Budge
Marion Calder
Susan Smith
Email: info@forwomen.scot

20 March 2025

Dear Trina, Marion and Susan

Thank you for your letter of 21 February regarding statements I made during First Minister's Question's and the legal framework governing separate-sex facilities in workplaces.

The NHS Scotland Gender Transitioning Guide remains in draft form. It is standard practice for NHS workforce policies to undergo stakeholder engagement and expert review before finalisation. My officials will continue to work with partnership representatives from Health Boards to ensure all relevant legal requirements are taken into account in the finalisation of that guidance. The date for publication of the final version of the guidance has yet to be agreed.

It is not appropriate for the Scottish Government to comment on ongoing legal proceedings. As always, the Scottish Government will adhere to the rule of law and respect the independence of the judiciary.

I would also like to thank you for your letter of 28 February regarding statements that I made at a press conference on 26 February about the Scottish Government's guidance for employees.

As you are aware, your letter relates to matters which are still subject to live proceedings at the Supreme Court and therefore it would not be appropriate for me to make any comment at this stage.


JOHN SWINNEY

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Tha Ministearan na h-Alba, an luchd-comhairleachaidh sònraichte agus an Rùnaire Maireannach fo chumhachan Achd Coiteachaidh (Alba) 2016. Faicibh www.lobbying.scot

