

T: 0300 244 4000  
E: scottish.ministers@gov.scot

Maya Forstater, Helen Joyce and Fiona McAnena  
**Sex Matters**

Lucy Hunter Blackburn, Lisa Mackenzie and Kath  
Murray  
**Murray Blackburn Mackenzie**

Trina Budge, Marion Calder and Susan Smith  
**For Women Scotland**

Nicola Williams  
**Fair Play For Women**

20 March 2025

Dear All

Thank you for your letter of 18<sup>th</sup> February 2025.

I note your concerns regarding the policies governing the use of single-sex facilities in NHS Scotland, with specific reference to an ongoing case involving NHS Fife.

While you will recognise that it is inappropriate for me to comment on any ongoing legal proceedings, I want to assure you that the Scottish Government recognises that it is important that all NHS staff and patients are treated with dignity, respect, and in accordance with all relevant legal requirements.

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.

Yours sincerely



**NEIL GRAY**

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot)

St Andrew's House, Regent Road, Edinburgh EH1 3DG  
[www.gov.scot](http://www.gov.scot)

**INVESTORS IN PEOPLE**™  
We invest in people Silver

