



For Women Scotland

19 October 2025

By email from: info@forwomen.scot
To: PermanentSecretary@gov.scot
DirectorProprietyandEthics@gov.scot

Dear Mr Griffin and Mr Chalmers,

I refer to the letter from Mr Chalmers of 25 September 2025 in response to our letter to Mr Griffin of 22 August 2025 which stated that “Overall, I understood your account to be that Catherine McMeeken said the EHRC were comfortable that the Scottish Government “do nothing” or “take no action” until the EHRC Code of Practice emerges.” This is followed by a defence from Ms McMeeken that she did not say that.

We agree with Ms McMeeken that she did not say that the EHRC were comfortable that the Scottish Government do nothing. At no point did we attribute those words to Ms McMeeken and it is clear that Mr Chalmers' understanding of our complaint is flawed.

It is not helpful to introduce wording outwith the transcript of the 5th June meeting and does not address the request we made in our letter, namely that “our complaint of a breach of the Code of Conduct is now escalated to the next stage and independently reviewed”. We would appreciate if this is urgently dealt with and, if you are unable to refer the matter on, we are provided with the contact details of the department or individual who holds responsibility for the next stage of complaint.

Yours sincerely,

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