

23 July 2025

By email from: info@forwomen.scot
to: permanentsecretary@gov.scot

Dear Mr Griffin,

Following the 16 July 2025 [judgment](#) in Lindsey Smith v Chief Constable of Northumbria Police which confirmed the police force was in breach of its statutory duty of impartiality by choosing to actively participate in a Pride event, we were extremely disappointed to see attendees at Glasgow Pride representing the civil service.

The court found that uniformed police officers marching alongside participants would be perceived as support for a contested and controversial political ideology leading to a reasonable conclusion that the police would be unable to discharge their duties impartially.

The civil service also has a duty of impartiality and yet [chose to march](#) in Glasgow Pride on 19 July 2025, not as individuals away from work, but as representatives of the civil service, all wearing uniform civil service t-shirts and waving a civil service branded flag (see photos at the end of this letter).

Pride is not a neutral event; it is a protest according to MSPs [Patrick Harvie](#) and [Ross Greer](#). The organisers of Glasgow Pride make it clear on its publicly available Facebook page what the protest is about:

- The UK Supreme Court ruling is a “horrific human rights roll-back will endanger all women, cis and trans alike” which “endangers individuals”, “overturns progress”, “validates a new level of discrimination” and “directly affects the ability of the full trans community to exist in public life”.

[Glasgow Pride, 16 April 2025](#)

- “The decision taken by the UK Supreme Court, and comments made by the UK Government reducing people to their biological make-up, not only contravenes their previous positions but is an out-and-out rejection of the rights and dignity of Trans, Intersex and Non-binary members of our community. It is a further egregious attack on minorities already in crisis. Glasgow Pride....is a protest against this kind of abuse, inequality and harm...”

[Glasgow Pride, 23 April 2025](#)

- Glasgow Pride suspended participation by political parties due to their “lack of action...following the UK Supreme Court decision” and called for them to take action towards “enforceable protection under the Equality Act”, “timely action to gender-affirming

NHS healthcare" and a "Gender Recognition process aligned with the Scottish Government's proposals".

Glasgow Pride stated the march is for these shared purposes and "**Those who demonstrate true support are welcome to join us.**"

[Glasgow Pride, 14 May 2025](#)

- Glasgow Pride, along with other Pride groups, signed a letter stating "The recent Supreme Court ruling and the subsequent guidance by the Equality and Human Rights Commission are a serious threat to the rights of trans people." It also complained about the Scottish and UK Government's delay on the ban on conversion therapy, the banning of puberty blockers, and the obstruction of the Gender Recognition Reform (Scotland) Bill.

[Glasgow Pride, 16 May 2025](#)

The participation of the civil service in Glasgow Pride is clear institutional activism which publicly declares its "true support" for a number of controversial and political issues, including lobbying for changes in the law. No member of the public could possibly read the aims of the protest, or view the civil service marching alongside banners saying "Defy the Supreme Court", and reach any conclusion other than that the civil service is hopelessly compromised, ideologically captured, and utterly unable to impartially carry out its duties. It certainly provides an explanation as to why the civil service has failed to uphold the law and implement the 16 April 2025 ruling of the UK Supreme Court in For Women Scotland v Scottish Ministers.

This is a clear breach of the [Civil Service Code](#) requiring impartiality and integrity, and of the key requirements of the [Political Activity Rules](#) which require civil servants to "retain at all times a proper reticence in matters of political controversy so that impartiality is beyond question", to "not take part in any political activity when on duty, or in uniform" or become involved in "matters of political controversy of a national significance".

Police Scotland [took the sensible decision](#) not to participate in Glasgow Pride this year due to the court ruling on impartiality. We would appreciate the name of the person who authorised participation by the civil service and an explanation as to why the court ruling was disregarded. We trust there will be a full investigation into the breach of the Civil Service Code and we would appreciate confirmation that the civil service will no longer participate in any Pride event.

Yours sincerely,

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

Encs (3 photographs)



Photo: The Herald, 19 Jul 2025, [Glasgow Pride 2025 sees thousands attend city centre march](#)



Photo: [posted on X, 19 July 2025](#)



Photo: [posted on Bluesky](#), 19July 2025