

From: [REDACTED]
To: [Sharon Coyle](#)
Subject: FW: Supreme Court Ruling communication to staff
Date: 28 May 2025 15:35:00
Attachments: [image015.png](#)
[image016.png](#)
[image007.wmz](#)
[image010.wmz](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)

Hi, just following this up to see if Dawnne has agreed who the comms has to go out from or if there is anything else you need me to do

[REDACTED]

From: [REDACTED]
Sent: 23 May 2025 16:49
To: Sharon Coyle <sharon.coyle@sqa.org.uk>
Subject: RE: Supreme Court Ruling communication to staff

Thanks Sharon, once Dawnne agrees I can contact comms to get it published.

[REDACTED]

From: Sharon Coyle <Sharon.Coyle@sqa.org.uk>
Sent: 23 May 2025 16:45
To: Marla Baird <Marla.Baird@sqa.org.uk>; [REDACTED] <[\[REDACTED\]@sqa.org.uk](mailto:[REDACTED]@sqa.org.uk)>
Subject: RE: Supreme Court Ruling communication to staff

Hi [REDACTED]

I spoke to Dawnne and she had asked me to send the comms to her for review I think it will probably go out in Dawnnes name but we will wait for her to come back to us.

I am with her on Monday so will give her a prompt then

Regards

Sharon

From: [REDACTED] <[\[REDACTED\]@sqa.org.uk](mailto:[REDACTED]@sqa.org.uk)>
Sent: 23 May 2025 09:00
To: Sharon Coyle <Sharon.Coyle@sqa.org.uk>; [REDACTED] <[\[REDACTED\]@sqa.org.uk](mailto:[REDACTED]@sqa.org.uk)>
Subject: FW: Supreme Court Ruling communication to staff

Hi, Unison have now replied so there is no additional feedback from either Unite or Unison.

I know it was still be decided whose name this was going out in – let me know if you want me to follow this up with Dawnne to check and I can then contact comms for this to go out

Regards

[REDACTED]

From: UNISON Union Rep <unison@sqa.org.uk>
Sent: 23 May 2025 08:16
To: [REDACTED] <[\[REDACTED\]@sqa.org.uk](mailto:[REDACTED]@sqa.org.uk)>
Subject: RE: Supreme Court Ruling communication to staff

Hi [REDACTED]

Apologies for the late reply, UNISON have no further feedback.

Regards

[REDACTED]

From: [REDACTED] <[\[REDACTED\]@sqa.org.uk](mailto:[REDACTED]@sqa.org.uk)>
Sent: 22 May 2025 17:22
To: Unite Union Rep <unite.unionrep@sqa.org.uk>; UNISON Union Rep <unison@sqa.org.uk>
Cc: [REDACTED] <[\[REDACTED\]@sqa.org.uk](mailto:[REDACTED]@sqa.org.uk)>; Sharon Coyle <Sharon.Coyle@sqa.org.uk>
Subject: RE: Supreme Court Ruling communication to staff

Hi, following up my email from earlier today, can you please give me any additional feedback by close of business tomorrow, thanks

[REDACTED]

From: [REDACTED]
Sent: 22 May 2025 10:01
To: Unite Union Rep <unite.unionrep@sqa.org.uk>; UNISON Union Rep <unison@sqa.org.uk>
Cc: [REDACTED] <[\[REDACTED\]@sqa.org.uk](mailto:[REDACTED]@sqa.org.uk)>; Sharon Coyle <sharon.coyle@sqa.org.uk>
Subject: RE: Supreme Court Ruling communication to staff

Hi, I just wanted to double check to see if there was any further feedback from Unison regarding the communication about the Supreme Court ruling before we publish internally.

Thanks

[REDACTED]

[REDACTED]

People Directorate



| e: [REDACTED]@SQA.org.uk | w: <http://www.sqa.org.uk>
Scottish Qualifications Authority
The Optima Building, 58 Robertson Street, GLASGOW G2 8DQ



From: [REDACTED]
Sent: 20 May 2025 13:39
To: Unite Union Rep <unite.unionrep@sqa.org.uk>; UNISON Union Rep <unison@sqa.org.uk>
Cc: [REDACTED]@sqa.org.uk; Sharon Coyle <sharon.coyle@sqa.org.uk>
Subject: RE: Supreme Court Ruling communication to staff

Thank you for getting back as quickly Pauline

Regards

[REDACTED]

From: Unite Union Rep <unite.unionrep@sqa.org.uk>
Sent: 20 May 2025 13:09
To: [REDACTED]@sqa.org.uk; Unite Union Rep <unite.unionrep@sqa.org.uk>;
UNISON Union Rep <unison@sqa.org.uk>
Cc: [REDACTED]@sqa.org.uk; Sharon Coyle <Sharon.Coyle@sqa.org.uk>
Subject: RE: Supreme Court Ruling communication to staff

Hi [REDACTED]

Unite reps have no further feedback and are happy with the communication.

Best wishes

[REDACTED]

From: [REDACTED]@sqa.org.uk
Sent: 19 May 2025 11:39
To: Unite Union Rep <unite.unionrep@sqa.org.uk>; UNISON Union Rep <unison@sqa.org.uk>
Cc: [REDACTED]@sqa.org.uk; Sharon Coyle <Sharon.Coyle@sqa.org.uk>
Subject: RE: Supreme Court Ruling communication to staff

Hello everyone, thank you for your discussions with [REDACTED] and Sharon re the communication about the Supreme Court ruling, can you please see revised information

(attached) to go out to colleagues on the intranet.

Can you please let me know your thoughts and get feedback to me by end of business on Wednesday so we can prepare the article for publication, thanks

Regards



People Directorate



| e: @SQA.org.uk | w: <http://www.sqa.org.uk>

Scottish Qualifications Authority

The Optima Building, 58 Robertson Street, GLASGOW G2 8DQ




From: 

Sent: 02 May 2025 16:20

To: Unite Union Rep <unite.unionrep@sqa.org.uk>; UNISON Union Rep <unison@sqa.org.uk>

Cc: @sqa.org.uk; Sharon Coyle <sharon.coyle@sqa.org.uk>

Subject: RE: Supreme Court Ruling communication to staff


Hi Rachel, I am sure this will be fine but  and Sharon will confirm. I appreciate the sensitivities around this and that you will want time to consider the comms. I am away on annual leave after today for 2 weeks so please be in touch with them if you have any feedback.

Regards



From: Unite Union Rep <unite.unionrep@sqa.org.uk>

Sent: 02 May 2025 16:12

To: @sqa.org.uk; Unite Union Rep <unite.unionrep@sqa.org.uk>;

UNISON Union Rep <unison@sqa.org.uk>

Cc: @sqa.org.uk; Sharon Coyle <Sharon.Coyle@sqa.org.uk>

Subject: RE: Supreme Court Ruling communication to staff

Hi 

Thank you for sight of this communication, could you allow us to review it on Tuesday and wait until Wednesday for publishing as there's not a lot of us around today.

Hope this is ok



From: [REDACTED] <[REDACTED]@sqa.org.uk>

Sent: 02 May 2025 16:01

To: Unite Union Rep <unite.unionrep@sqa.org.uk>; UNISON Union Rep <unison@sqa.org.uk>

Cc: [REDACTED] <[REDACTED]@sqa.org.uk>; Sharon Coyle <Sharon.Coyle@sqa.org.uk>

Subject: Supreme Court Ruling communication to staff

Hello, you will be aware of the recent Supreme Court ruling, we are intending putting out the following information to staff on the intranet early next week. If you have any concerns or feedback can you please be in touch with Alison or Sharon.

Our organisation is committed to fostering a workplace built on the core values of dignity and respect for all. This commitment means that we recognise and value the diversity of our workforce. We believe that every employee deserves to feel safe and respected at work.

Recently the [Supreme Court](#) has ruled that "sex" in the Equality Act 2010 refers to biological sex. This ruling has legal implications for how the Equality Act is interpreted, particularly in relation to single-sex spaces and provisions. We acknowledge that this ruling may have significant implications for the way some services and spaces are provided. This ruling is regarded to have brought clarity to the Equality Act 2010, but we understand that this also raises complex and sensitive issues, and that it may have caused concern and uncertainty for some of our colleagues, in particular our transgender colleagues.

We are currently reviewing the implications of the Supreme Court ruling in detail. We are also awaiting further guidance from the Equality and Human Rights Commission (EHRC) on the practical application of the ruling.

We recognise that this is a complex and evolving situation and will continue to liaise with our colleagues in Scottish Government and across the public sector. We are committed to ongoing dialogue with our employee networks and union colleagues, to ensure that we are listening and addressing concerns.

We are reviewing and updating our policies, as necessary, to ensure compliance with the law and to uphold our commitment to dignity and respect for all. This review will be conducted with careful consideration and any changes will be clearly communicated.

We understand that this communication may not answer all your questions. We will provide further information and guidance as soon as it becomes available.

Thank you for your understanding and your continued commitment to making our

organisation a workplace where everyone feels valued and respected.

We encourage any employee who has concerns or needs support to reach out to the [People Operations Team](#). We are committed to providing support (please see [Wellbeing Hub](#) for available support) to all employees affected by this ruling.

Regards



People Directorate



| e: @SQA.org.uk | w: <http://www.sqa.org.uk>

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