

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: SQA Membership renewal
Date: 16 April 2025 12:49:00
Attachments: [image001.wmz](#)
[image003.wmz](#)
[image007.png](#)
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[image016.png](#)
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Hello [REDACTED], apologies for the late reply, I have been off on annual leave and it has taken me a couple of days to catch up with emails.

Thank you for your message. Unfortunately, the decision has been made due to reduced budgets. We also have an existing membership that covers all protected characteristics and includes access to training for all staff, access to resources and networking opportunities at a lesser cost than the Stonewall membership. It means we can provide support for all protected characteristics without having separate memberships for each one. That said, it doesn't mean that we wouldn't reconsider membership in the future or submission to the Workplace Equality Index depending on our equality outcome activity and priorities.

We will remove the branding as suggested. We have appreciated the previous support given by Stonewall and the positive relationships formed and thank you for this.

Kind Regards

[REDACTED]

[REDACTED]

People Directorate



Teams

| 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]@stonewallscotland.org.uk>

Sent: 09 April 2025 10:47

To: [REDACTED]@sqa.org.uk>

Cc: [REDACTED]@sqa.org.uk>

Subject: RE: SQA Membership renewal

Hi [REDACTED],

Thank you for confirming, and apologies for only just coming back to your email now.

We're sorry to hear that you're not planning on renewing your Diversity Champions membership this year. You mention in your email about the value you receive from the programme, it would be great to understand a little bit more about this if you would be willing to discuss this a little further or provide feedback over email. Please let me know if this would be possible, as I would also appreciate the opportunity to talk you through some of our plans for the year and how the SQA can benefit from these opportunities.

However, if this is the final decision, we will begin the process of closing your membership with Stonewall. In line with our terms and conditions, we ask that you kindly ensure you cease using any Stonewall branding, this means removing all reference to the Stonewall Diversity Champions programme from your communications, policies, website(s) and recruitment materials. Additionally, leaving the programme also means you will no longer:

- Enjoy our networking opportunities with people from different organisations.
- Benefit from support and resources to ensure your policies are fully inclusive of LGBTQ+ staff.
- Receive a tailored feedback meeting on your Workplace Equality Index submission.
- Enjoy reduced delegate rates for our conferences, leadership and allies programmes.
- Receive regular updates and be informed about our research.

We hope we can work together in future, whether this be through the Diversity Champions Programme or through another of Stonewall's workplace programmes or events.

Here at Stonewall, we have valued working with colleagues across the SQA past and present. Equally, we hope that membership was beneficial for you and your colleagues.

As mentioned, we would love to gather further feedback if possible. Otherwise, we wish you all the very best for the future.

Many thanks

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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

Sent: Monday, April 7, 2025 4:56 PM

To: [REDACTED]@stonewallscotland.org.uk>
Cc: [REDACTED]@sqa.org.uk>
Subject: SQA Membership renewal

You don't often get email from [REDACTED]@sqa.org.uk. [Learn why this is important](#)

Hello [REDACTED], thank you for your reminder about the renewal of the Diversity Champions Membership and apologies for the late reply. We have been reviewing our memberships based on best value and have decided not to renew our Stonewall Diversity Champions membership at this time. We have however appreciated the previous support and guidance given by Stonewall.

Please let me know if there are any specific procedures I need to follow or forms I need to complete.

Thank you again for your time and the services provided during our membership.

Regards

[REDACTED]

[REDACTED]

People Directorate



Teams

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Scottish Qualifications Authority

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



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Scottish Qualifications Authority





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postmaster@sqa.org.uk

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Workplace






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Switchboard: 020 7593 1850

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Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.

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