
From: [Private Secretary 2] <[Redacted]@gov.scot> **On Behalf Of** Permanent Secretary **Sent:** 20 December 2017 18:23
To: Permanent Secretary <[Redacted]@gov.scot>
Subject: FW: Letter from the First Minister to the Permanent Secretary re the Scottish Government's policies and processes on sexual harassment.
Importance: High

[Redacted]

Can you save this e mail and attachment in erdm file attached,



as "Harassment - Process - FM to Perm Sec – 22 Nov 2017"

[Redacted]

From: Somers J (John)
Sent: 22 November 2017 10:27
To: Permanent Secretary
Cc: First Minister; [Redacted]; Evans L (Leslie); [Private Secretary 2]
Subject: Letter from the First Minister to the Permanent Secretary re the Scottish Government's policies and processes on sexual harassment.
Importance: High

PS/ Permanent Secretary,

Please find attached a letter from the First Minister to the Permanent Secretary re the Scottish Government's policies and processes on sexual harassment.



[Attachment of this document below]

John

John Somers
Principal Private Secretary to the First Minister
Scottish Government

[Redacted]



Office of the First Minister of Scotland

FirstMinister.gov.scot

Prìomh Mhinistear na h-Alba

SP SGTHC

[Attachment 1]

Rt Hon Nicola Sturgeon MSP
First Minister of Scotland



Scottish Government
Riaghaltas na h-Alba
gov.scot

St Andrew's House, Regent Road, Edinburgh EH1 3DG
T: [Redacted]

Leslie Evans
Permanent Secretary

22 November 2017

Dear Permanent Secretary

At Cabinet on 31 October I asked you to review the Scottish Government's policies and processes on sexual harassment so that we could be reassured that we have effective arrangements in place in light of justifiable concern about the recent examples of misconduct across public life.

You have kept me closely briefed on these issues. I know that work is moving forward quickly and that you have already put arrangements in place to ensure that any member of staff who has concerns about the way they have been treated has the support and advice they need. You have also advised me that the review is considering how best to build on the work already being done to create an inclusive and respectful culture across the organisation.

As is clear from the continued media focus on cases of sexual harassment, in many instances, people are now making complaints regarding actions that took place some time ago. I wanted to make clear that in taking forward your review, and the new arrangements being developed, you should not be constrained by the passage of time. I would like you to consider ways in which we are able to address if necessary any concerns from staff – should any be raised - about the conduct of current Scottish Government Ministers and also former Ministers, including from previous administrations regardless of party. While I appreciate that the conduct of former Ministers would not be covered by the current Ministerial Code, I think it fair and reasonable that any complaints raised about their actions while they held office are considered against the standards expected of Ministers. I would be grateful for confirmation that this particular aspect is being included as part of the review you are leading.

As you complete your review I believe it would be helpful for you to update Cabinet on the conclusions you have reached and the actions the Scottish Government has taken to provide

reassurance that policies and processes within the civil service are both robust and provide the necessary support to individuals who may wish to raise concerns.



NICOLA STURGEON

SP
SGTHC