



To: Councillor Copland, Convener; Councillor Al-Samarai, Vice Convener; Councillor David Cameron, the Lord Provost; Councillor Steve Delaney, the Depute Provost; and Councillors Boulton, Davidson, McLeod, Thomson and Tissera.

Trade Union Advisers: Doug Haywood and Jacqueline Munro (EIS); Kevin Masson and David Willis (GMB); Jason Currie and 1 vacancy (SSTA); Mark Musk and Alison Robertson (UNISON); Joe Craig and Mishelle Gray (UNITE); Fiona Sales (UCATT) and Rob Stephen and 1 vacancy (VOICE).

Town House,  
ABERDEEN, 15 August 2025

## **STAFF GOVERNANCE COMMITTEE**

The Members of the **STAFF GOVERNANCE COMMITTEE** are requested to meet in **Committee Room 2 - Town House on MONDAY, 25 AUGUST 2025 at 10.00am**. This is a hybrid meeting and Members may also attend remotely.

The meeting will be webcast and a live stream can be viewed on the Council's website. <https://aberdeen.public-i.tv/core/portal/home>

JENNI LAWSON  
CHIEF OFFICER – GOVERNANCE

### **B U S I N E S S**

#### **NOTIFICATION OF URGENT BUSINESS**

1.1 There are no items at this time

#### **DETERMINATION OF EXEMPT BUSINESS**

2.1 There are no items of exempt business

#### **DECLARATIONS OF INTEREST AND TRANSPARENCY STATEMENTS**

3.1 Members are requested to declare any interests

## **DEPUTATIONS**

4.1 None at this time

## **MINUTE OF PREVIOUS MEETING**

5.1 Minute of Previous Meeting of 16 June 2025 (Pages 5 - 8)

## **COMMITTEE PLANNER**

6.1 Committee Business Planner (Pages 9 - 12)

## **NOTICES OF MOTION**

7.1 Councillor Macdonald

On 16 April 2025 the Supreme Court judgement in the For Women Scotland v The Scottish Ministers case was delivered. This gave an unequivocal ruling that women's rights are protected in law, as well as highlighting the continued protections for trans people under the Equality Act.

The Supreme Court unanimously agreed that the terms 'man', 'woman' and 'sex' in the Equality Act 2010 refer to biological sex. Holding a Gender Recognition Certificate does not change sex for the purposes of the 2010 Act.

The court ruling makes clear that the law protects women's rights to single-sex spaces and services.

As a consequence, the UK, Welsh and Scottish Governments, regulators and public bodies will now require to review and clarify their policies and guidance.

That Council agrees that in addition to reviewing all Council policies, procedures, guidance and training materials to ensure compliance with the Supreme Court ruling, the Chief Executive Officer should seek assurance from any services run or commissioned by the Council for compliance to the same end.

## 7.2 Councillor Kuznir

1. Notes the Supreme Court decision in *For Women Scotland Ltd v The Scottish Ministers* [2025] UKSC 16, clarifying legal protections for single-sex spaces.
2. Notes the declarator by Lady Ross in a judicial review brought by parents against Scottish Borders Council, affirming the requirement to provide single-sex toilets in schools.
3. Acknowledges reports of increased incursions into women-only spaces by activists following the *For Women Scotland Ltd* decision, highlighting the need for clear Council guidance on separate or single-sex spaces.
4. Recognises the ongoing work of Officers to update guidance for staff and building managers to ensure compliance with the judgment in *For Women Scotland Ltd*.
5. Further recognises that the Council await updated statutory guidance from both The Equality and Human Rights Commission and The Scottish Government.
6. Instructs the Chief Officer - Corporate Landlord, in consultation with the Chief Officer - People and Citizen Services, to develop a separate or single-sex space policy or policies, in line with statutory guidance, for Aberdeen City Council to ensure the protection of such spaces in Council-owned and operated buildings.
7. Directs the Chief Officer - Corporate Landlord to present the proposed policy/ies to Council or the relevant committee for consideration and approval.
8. Recognises that a similar request was previously rejected by the Communities, Housing and Public Protection Committee before the aforementioned court decisions on 23 January 2024.
9. Affirms the necessity of this policy/ies, as the current delegation of decision-making on single-sex spaces to individual building managers lacks an overarching framework, potentially exposing the Council to legal risks due to inconsistent decisions across different buildings.

## **REFERRALS FROM COUNCIL, COMMITTEES AND SUB COMMITTEES**

### 8.1 None at this time

## **GENERAL BUSINESS**

- 9.1 Corporate Health & Safety Quarterly Report - April to June 2025 - CORS/25/195 (Pages 13 - 34)
- 9.2 Employee Equality, Diversity and Inclusion Action Plan 2025-2029 - CORS/25/109 (Pages 35 - 62)
- 9.3 Employee Experience Survey 2024/25 - CORS/25/148 (Pages 63 - 112)

9.4 Whistleblowing Policy Review - CORS/25/197 (Pages 113 - 158)

Integrated Impact Assessments related to reports on this agenda can be viewed [here](#)

To access the Service Updates for this Committee please click [here](#)

Website Address: [www.aberdeencity.gov.uk](http://www.aberdeencity.gov.uk)

Should you require any further information about this agenda, please contact  
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