

**GOVERNANCE  
DECISION SHEET**

**STAFF GOVERNANCE COMMITTEE - MONDAY, 25 AUGUST 2025**

Please let the Committee Officer know as soon as possible if you do not agree with any action proposed in this decision sheet. These are decisions of the Committee and there is an expectation that action will be taken. If for any reason it is apparent that you will not be able to act on these instructions in full or in part or that there will be a delay, please let the Committee Officer know as it may be necessary to advise the Committee or seek further instructions from the Committee.

	Item Title	Committee Decision	Cluster Required to take action	Officer to Action
3.1	<b><u>Declarations of Interest and Transparency Statements</u></b>	These will be recorded in full in the minute.	Governance	S Dunsmuir
5.1	<b><u>Minute of Previous Meeting of 16 June 2025</u></b>	<b><u>The Committee resolved:</u></b> to approve the minute as a correct record.	Governance	S Dunsmuir
6.1	<b><u>Committee Business Planner</u></b>	<b><u>The Committee resolved:</u></b> (i) to note the reasons outlined in the planner for the delay to items 4 (Mortuary Staff Move) and 8 (Supporting Attendance and Wellbeing Policy); and (ii) to otherwise note the planner.	Governance	S Dunsmuir
7.1	<b><u>Notice of Motion by Councillor Macdonald</u></b>  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.	<b><u>That Committee notes:</u></b> (i) on 16 April 2025 the Supreme Court judgement in the For Women Scotland v The Scottish Ministers case was delivered; (ii) the Supreme Court unanimously agreed the terms 'man', 'woman' and 'sex' in the Equality Act 2010 mean	People and Citizen Services	I Newcombe

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	<p>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.</p> <p>The court ruling makes clear that the law protects women's rights to single-sex spaces and services.</p> <p>As a consequence, the UK, Welsh and Scottish Governments, regulators and public bodies will now require to review and clarify their policies and guidance.</p> <p>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.</p>	<p>biological sex i.e. sex recorded at birth, and holding a Gender Recognition Certificate does not change sex for the purposes of the 2010 Act. The Court also confirmed that trans people are protected from discrimination under the gender reassignment provisions of the Act;</p> <p>(iii) as a consequence of this judgement, the UK, Welsh and Scottish Governments, regulators and public bodies will now require to review and clarify their policies and guidance as will employers and service providers. The Equality and Human Rights Commission is in the course of updating statutory Codes of Practice which will include practical guidance for service providers, associations and those delivering public functions on how they should comply with the Act;</p> <p>(iv) the ongoing work of Officers to review and update policies and guidance for staff and building managers to ensure compliance with the judgment in For Women Scotland Ltd is noted, as well as the importance of sensitive and inclusive implementation, avoiding unlawful discrimination and maintaining a culture of dignity and respect for all employees and citizens; and</p> <p>(v) the Council awaits the updated statutory guidance from The Equality and Human Rights Commission and</p>		

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		guidance from The Scottish Government to ensure that the changes made to policies and guidance is fully compliant with the Equality Act.		
7.2	<b><u>Notice of Motion by Councillor Kuszniir</u></b> <ol style="list-style-type: none"> <li>Notes the Supreme Court decision in <i>For Women Scotland Ltd v The Scottish Ministers</i> [2025] UKSC 16, clarifying legal protections for single-sex spaces.</li> <li>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.</li> <li>Acknowledges reports of increased incursions into women-only spaces by activists following the <i>For Women Scotland Ltd</i> decision, highlighting the need for clear Council guidance on separate or single-sex spaces.</li> <li>Recognises the ongoing work of Officers to update guidance for staff and building managers to ensure compliance with the judgment in <i>For Women Scotland Ltd</i>.</li> <li>Further recognises that the Council await updated statutory guidance from both The Equality and Human Rights Commission and The Scottish Government.</li> <li>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</li> </ol>	<b><u>The Committee resolved:</u></b> to take no action in respect of the Notice of Motion.	People and Citizen Services	I Newcombe

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	<p>guidance, for Aberdeen City Council to ensure the protection of such spaces in Council-owned and operated buildings.</p> <p>7. Directs the Chief Officer - Corporate Landlord to present the proposed policy/ies to Council or the relevant committee for consideration and approval.</p> <p>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.</p> <p>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.</p>			
9.1	<b><u>Corporate Health &amp; Safety Quarterly Report - April to June 2025 - CORS/25/195</u></b>	<b><u>The Committee resolved:</u></b> to note the report.	Governance	C Leaver
9.2	<b><u>Employee Equality, Diversity and Inclusion Action Plan 2025-2029 - CORS/25/109</u></b>	<b><u>The Committee resolved:</u></b> (i) to note that officers would look at the timing of related reports on the Staff Governance Committee business planner, for example, the Leadership and Management update; (ii) to note the recommendations; (iii) to agree that officers will continue to engage with Employees and Trade Unions as well as Elected Members and incorporate changes to the action	People and Citizen Services / Governance  People and Citizen Services	I Newcombe / S Dunsmuir  B McGarry

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		<p>plan as required;</p> <p>(iv) to agree the report states our goal is to improve the diversity of our workforce to reflect that of our city's varied experiences and needs and acknowledges the work of the Aspiring Leaders and Accelerator Scheme in playing an important role in helping to achieve this; and</p> <p>(v) to instruct the Chief Officer – People and Citizen Services to report to Anti-Poverty and Inequality Committee on progress against the action plan, in line with relevant statutory deadlines. This report to include the progress of the Aspiring Leaders and Accelerator Schemes to ensure these are achieving the Council's ambitions to develop future leaders from underrepresented groups and to present an update to the Staff Governance Committee regarding any impacts this report has on the Equality, Diversity and Inclusion Action Plan, including any changes, updates or new areas of focus identified through available data and analysis.</p>	<p>People and Citizen Services</p> <p>Governance</p> <p>Governance</p>	<p>I Newcombe / B McGarry</p> <p>E Robertson – for information</p> <p>S Dunsmuir – for planner</p>
9.3	<b><u>Employee Experience Survey 2024/25 - CORS/25/148</u></b>	<p><b>The Committee resolved:</b></p> <p>(i) to note that officers would consider the suggestion made by Members that an incentive scheme might encourage higher rates of participation; and</p> <p>(ii) to note the results of the 2024</p>	People and Citizen Services	I Newcombe / team

