
Freedom of Information Officer
foi@environmentalstandards.scot
0808 1964000

Tess.White.MSP@parliament.scot

10 February 2026

Dear Tess White MSP,

Response to information request – full disclosure – ESS.IR.026

I am writing in response to your email of 14 January 2026, requesting information under the Freedom of Information (Scotland) Act 2002 (FOISA). The information you requested is as follows:

- (1) What your organisation understands the word 'woman' to denote.
- (2) What your organisation understands the terms: lesbian, bisexual and gay to denote?
- (3) Actions that you have carried out for women (as defined by the Supreme Court ruling in the case of *For Women Scotland v Scottish Ministers*) in the last 5 years. Please break that down the amount spent by each calendar year, please provide by fiscal year if you do not have it in calendar format please include data for 2026.
- (4) Actions you have carried out for (each and separately) lesbian, gay and bisexual people (each term as defined by the supreme court ruling in the case of *For Women Scotland v Scottish Ministers*) in the last 5 years? (please break that down by year, for the last 5 years and this calendar year) and only if achievable within cost limit, the action taken and the amount spent on each action.

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(5) Copies of any funding agreements, or contracts, or other documents held by your organisation in the last 5 years with any LGBT organisation or organisation that has LGBT+ issues as its main focus, specifying the purpose of the funding.

(6) The total amount of spend in the last 5 years (from 2020 up to the present day) for grants, funding, donations, contracts, or any other financial support, membership fees or subscriptions to LGBT diversity schemes or programmes provided by your authority to organisations that work with lesbian, gay, bisexual, queer, transgender, ace, pan or intersex people or any other related or associated equality issues.

(7) A breakdown, where held, of this spend for each year from 2020/2025 to 2025/2026. Ideally, please provide by calendar year. Please provide by fiscal year if you do not have it in calendar format.

(8) A breakdown, where held, of this funding by recipient organisation, including their name, amount provided for each year from 2020/2025 to 2025/6 and only if achievable within cost limit a brief description of what it was for (including, but not limited to: mental health support, equality training and education, awareness raising initiatives, youth projects, sport or health services)

Our response

Please find below Environmental Standards Scotland's answers to each question outlined above.

Environmental Standards Scotland analogues to the Scottish Government Main Bargaining Unit. This means that it mirrors the Scottish Government terms, conditions and staff policies. Environmental Standards Scotland also follows the requirements of the Civil Service Code of Practice.

1) Environmental Standards Scotland does not hold an organisational definition of the term 'woman'. Accordingly, this is a notice, under section 17 of the Freedom of Information (Scotland) Act 2002 (FOISA), that the information is not held. However, ESS analogues to the terms, conditions and staff policies of the Scottish Government. To the extent that

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the Scottish Government holds a policy providing a definition, it can be considered to be a policy also adopted by Environmental Standards Scotland.

- 2) Environmental Standards Scotland does not hold an organisational definition of the terms 'lesbian', 'bisexual' or 'gay'. Accordingly, this a notice, under section 17 of the Freedom of Information (Scotland) Act 2002 (FOISA), that the information is not held. However, ESS analogues to the terms, conditions and staff policies of the Scottish Government. To the extent that the Scottish Government holds a policy providing a definition of those terms, it can be considered to be a policy also adopted by ESS.
- 3) N/A.
- 4) N/A.
- 5) Environmental Standards Scotland has entered into one contract in the last five years with an LGBT organisation or organisation that has LGBT+ issues as its main focus. This contract was with Stonewall Equality Ltd to deliver equality training on the LGBTQ+ Allyship via a staff workshop in 2023. A copy of the invoice for this work is attached at Annex 1.
- 6) The total amount of spend in the last five years (from 2020 up to the present day) for grants, funding, donations, contracts, or any other financial support, membership fees or subscriptions to LGBT diversity schemes or programmes provided by Environmental Standards Scotland to organisations that work with lesbian, gay, bisexual, queer, transgender, ace, pan or intersex people or any other related or associated equality issues is £750 + VAT.

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7) The total spend by calendar year is detailed in the table below:

Calendar Year	Total Spend £
2020	£ -
2021	£ -
2022	£750 + VAT
2023	£ -
2024	£ -
2025	£ -
2026	£ -

8) Environmental Standards Scotland has entered into one contract in the last five years with an LGBT organisation or organisation that has LGBT+ issues as its main focus. This contract was with Stonewall Equality Ltd to deliver equality training to Environmental Standards Scotland staff on the LGBTQ+ Allyship via a staff workshop in 2023.

This is a full disclosure of the information you requested.

Right to seek a review

While we believe we have complied with your information request in full, if you are unhappy with this response to your request under FOISA, you may ask us to carry out an internal review of the response by writing to:

Mark Roberts
Chief Executive Officer
Environmental Standards Scotland
Thistle House
91 Haymarket Terrace Edinburgh
EH12 5HD
Email: foi@environmentalstandards.scot

Your review request should explain why you are dissatisfied with this response, and should be made within 40 working days from the date when you received this letter.

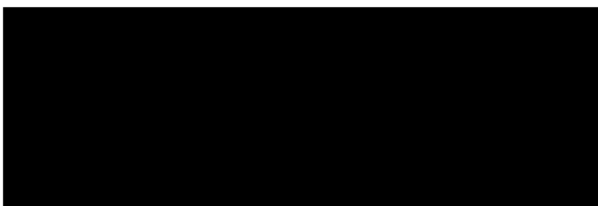
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We will issue a full response to your request for review within 20 working days of receiving it.

Yours sincerely,



Freedom of Information Officer

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Annex 1:

Stonewall

Environmental Standards Scotland
Thistle House
91 Haymarket Terrace
Edinburgh
EH12 5HD

192 St John Street
London
EC1V 4JY

Invoice No: 67920
Invoice/Tax Date: 19 Apr 2023
PO Ref: ESSP34520
Account Ref: ENVIROSC

Invoice

Introduction to LGBTQ+ Allyship workshop to
be delivered on 20 April 2023, 12:30pm to 2pm

Contact: [REDACTED]

Net	VAT @ 20%	Total
750.00	150.00	900.00

Please make cheques payable to:
Stonewall Equality Ltd
Or pay direct into the following bank account:
Barclays Bank plc
Stonewall Equality Ltd
Sort Code: [REDACTED]
Account No: [REDACTED]
Please email remittance advice to:
finance@stonewall.org.uk

Charity Registration Number: 1101255
Company Registration Number: 02412299
Registered Office as above

VAT Reg No. GB 862 9064 05
E. & O. E.

Total Net: 750.00
Total VAT: 150.00
Amount Due: £ 900.00

Payment is due within 30 days please

Please note our new address
from 13th March 2017:
192 St John Street, London EC1V 4JY
Telephone remains: 020 7593 1850

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