SCOTTISH POLICE AUTHORITY
ÙGHDARRAS POILIS NA H-ALBA

2 Clyde Gateway
French Street
Glasgow
G40 4EH

LETTER SENT BY EMAIL ONLY

11 February 2026

FOI Ref 2025/26-106

Request

Your request for information dated 14 January 2026 is copied below.

Under the Freedom of Information Act (Scotland) Act 2002, I would like to request the following information held by you:

(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.

(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)

To emphasise: in each case for each of the above please only provide that which is achievable within the cost limit.

Please note: if your organisation does not categorise specifically for 'LGBT', then please include any funding to charities and third sector bodies where they have supporting LGBT people as a prime or major objective or where the spend might reasonably fall into this description from the above questions.
Examples of such organisations are, but are not limited to:
- LGBT Youth Scotland
- Equality Network
- Scottish Trans (Scottish Trans Alliance)
- Stonewall Scotland
- Any local LGBT groups and projects

Response

The Scottish Police Authority has considered your request under the Freedom of Information (Scotland) Act (FOISA).

In terms of parts 1 and 2 of your request, the Authority does not hold recorded information.[1] By means of explanation, the Equality Act 2010, specifically Section 212, defines a woman as a "female of any age". Following a 2025 UK Supreme Court ruling, this is legally interpreted as biological sex, as known as sex recorded at birth.

In terms of parts 3 and 4 of your request, the Authority does not hold information regarding actions carried out for women or lesbian, gay and bisexual people.[1] By means of explanation, as the primary governance body for policing in Scotland, the Authority's role is oversight and scrutiny of actions undertaken by Police Scotland. Examples include oversight of

[1] This represents a notice in terms of Section 17 of the Freedom of Information (Scotland) Act 2002 - Information not held.

Police Scotland's Policing Together programme and activity to tackle violence against women and girls, or sexism and misogyny.

Information on governance and meetings is available on the Authority's website[2], and relevant oversight is summarised below with links provided.

Equalities Outcomes

- In April 2025, the Scottish Police Authority and Police Scotland reviewed and updated their Equality Outcomes for policing 2025-2029, setting out how we will seek to eliminate discrimination, harassment, victimisation and any other conduct prohibited by or under the Equality Act 2010. Watch Members discussion and read the minute of the meeting approving the Equality Outcomes: Meeting of the Scottish Police Authority - 27 March 2025

- April 2025 - EDI Mainstreaming and Equality Outcomes Progress Report 2023-2025

- April 2025 – SPA Equality & Diversity Employment Monitoring & Analysis 2024

- April 2025 – Police Scotland EDI Employment Monitoring Report - 31 March 2024

Sexism, Equality and Tackling Misogyny / Policing Together / Violence Against Women and Girls

- December 2025 - People Committee - Bi-Annual Policing Together Report - 4 December 2025. Watch Members discussion: Scottish Police Authority People Committee - 4 December 2025

- September 2025 - Authority Meeting – Watch Members scrutiny of the Chief Constable's response to questions around progress of Policing Together: Meeting of the Scottish Police Authority - 25 September 2025.

- September 2025 - Policing Performance Committee – VAWG Strategy Strategic Engagement Forum -16-september-2025. Watch members discussion and read the minute of the meeting: Policing Performance Committee - 16 September 2025

- August 2025 - People Committee - Bi-Annual Policing Together Update - 28 August 2025. Watch Members discussion and read the minute of the meeting: Scottish Police Authority People Committee - 28 August 2025

[2] Scottish Police Authority Governance and Meetings | Scottish Police Authority

- August 2025 - Policing Together - Deep Dive Report into Sex Equality and Tackling Misogyny and Violence Against Women and Girls and September 2025 - Committee Chair's Report summarising Members considerations reported to Authority Meeting.

- September 2024 - Policing Performance Committee - Violence Against Women and Girls Strategy – Progress Update - 18 September 2024. Watch Members discussion and read the minute of the meeting: Policing Performance Committee - 18 September 2024

- August 2024 - People Committee - Policing Together - Sex Equality and Tackling Misogyny Impact Measures - 29 August 2024. Watch Members discussion and read the minute of the meeting: Scottish Police Authority People Committee - 29 August 2024

- June 2024 - Authority Insight Public Polling - Women's Trust and Confidence in policing in Scotland.

Police Scotland's review of recording of sex and gender

- August 2025 - Authority Meeting - Chief Constable's Report - 21 August 2025. Watch Members discussion and read the minute of the meeting: Meeting of the Scottish Police Authority - 21 August 2025.

- August 2025 - People Committee - Supreme Court Ruling on Sex and Gender - 28 August 2025. Watch Members discussion and read the minute of the meeting: Scottish Police Authority People Committee - 28 August 2025.

- June 2025 – Policing Performance Committee - Sex & Gender Review Update - 10 June 2025. Watch Members discussion and read the minute of the meeting: Policing Performance Committee - 10 June 2025

- February 2025 - Parliamentary correspondence - Police Scotland Review: Sex and Gender

- December 2024 – Policing Performance Committee - Sex and Gender Review Update - 10 December 2024. Watch Members discussion and read the minute of the meeting: Policing Performance Committee - 10 December 2024

Further information and related costs may be available by contacting Police Scotland at foi@scotland.police.uk

In terms of parts 5 to 8 of your request, we can advise that funding to policing staff associations is provided directly from Scottish Government. To assist, information from 2020 is available in previous FOI responses issued by the Scottish Government and the Authority. A link to each response is provided below.

- Police Scotland staff diversity groups that receive Scottish Government funding: FOI release - gov.scot

- SPA FOI-response-2025-26-094

Right to Review

If you are dissatisfied with the outcome of your request you can ask for a review within 40 working days. You must specify the reason for your dissatisfaction and submit your request by email to foi@spa.police.uk or by letter to Scottish Police Authority, 2 Clyde Gateway, French Street, Glasgow, G40 4EH.

If you remain dissatisfied after review, you can appeal to the Scottish Information Commissioner within six months. You can apply online, by email to enquiries@foi.scot or by letter to Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Commissioner's decision, you can appeal to the Court of Session, only if you think the law has not been applied correctly.

This response will be posted to our Disclosure Log after seven days.

Yours faithfully

Scottish Police Authority