

## 260311 (214) FOI Equality

**From:** Freedom of Information <foi@sose.scot>

**Sent:** 11 March 2026 09:06

**To:** [REDACTED]

**Cc:** [REDACTED]

**Subject:** Freedom of Information Request

Dear [REDACTED]

Thank you for your two Freedom of Information requests of 14 January 2026. Please find our response to both requests set out below which are in accordance with the requirements under the Freedom of Information (Scotland) Act 2002 [FOISA].

### **FOI REQUEST 1 - LAST 5 YEARS**

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<sup>2</sup>, 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.
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).

### **Clarification received on 16 February 2026**

Question 3 and Question 4 - we asked for clarification on what you meant by 'Actions'. You confirmed:

*An action is defined as: the process or fact of doing something. A deed, or a course of conduct encompassing both single acts and sustained activity. Action - examples would include (the list is not exhaustive):*

- reviewed, revised, updated, written, and/or clarified policies, procedures, services.

- undertaken public building modifications (e.g. toilets, changing rooms, entry/exit to buildings)
- put up posters
- created leaflets
- undertaken activities
- undertaken or been involved in planning/delivering/attending any training or events including but not limited to, training and/or event materials, induction guides, flags, posters, lanyards, any other relevant purchased material, visitor guides, communications
- undertaken an impact assessment on the two protected characteristics (sex and sexual orientation) in line with your mandatory Public Sector Equality Duties (PSED). As a reminder there are nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (as defined by the Supreme Court Judgment For Women Scotland vs the Scottish Ministers) and sexual orientation.

For each action, your response to include money spent (and if so, how much), who your organisation sought advice from, received consultation from, requested information from, written letters, made phone calls etc.

### **Response to FOI request 1**

South of Scotland Enterprise (SOSE) is an economic development agency which provides a range of services and support to help businesses and communities in the south of Scotland region.

1. SOSE does not hold an organisational definition of the word 'women' therefore we advise you under Section 17 of FOISA that SOSE does not hold the information you have requested.
2. SOSE does not hold an organisational definition for the terms lesbian, bisexual and gay therefore, we advise you under Section 17 of FOISA that SOSE does not hold the information you have requested.
3. SOSE has not carried out any actions specifically for women as defined by the Supreme Court ruling in the case of For Women Scotland v Scottish Ministers in the last 5 years. SOSE has hosted several 'Women in Business' networking sessions and events over the last 5 years. However, these were not advertised as solely for women as defined by the Supreme Court ruling in the case of For Women Scotland v Scottish Ministers, and anyone was welcome at these events.
4. SOSE has not carried out any actions specifically for Lesbian, Gay, and bisexual people as defined by the supreme court ruling in the case of For Women Scotland v Scottish Ministers in last 5 years.
5. SOSE does not hold information on whether the businesses and communities it supports or has contacts with are LGBT organisations or have LGBT+ issues as their main focus. Therefore, we are unable to identify the information you have requested and advise you under Section 17 of FOISA that we do not hold the information you have requested.
6. SOSE does not hold information on whether the businesses and communities it supports, have contacts, subscriptions or memberships with organisations that work with lesbian, gay, bisexual, queer, transgender, ace, pan or intersex people or any other related or associated. Therefore, we are unable to identify the information you have requested and advise you under Section 17 of FOISA that we do not hold the information you have requested.
7. As Question 7 is supplementary to Question 6, and we do not hold the information requested in Question 6, we can confirm that we also do not hold the information requested for Question 7.

8. As Question 8 is supplementary to Question 6, and we do not hold the information requested in Question 6, we can confirm that we likewise do not hold the information requested for Question 8.

You may be interested in our Equality mainstreaming report (April 2023) which is available on our [website](#) and the updated report (April 2025) is [here](#). The report demonstrates how SOSE embeds equality, diversity, and inclusion into its daily functions, policies, and decision-making. The report also fulfils our legal duties to publish progress on tackling discrimination, promotes transparency regarding workforce equality.

### **FOI REQUEST 2 - PERIOD 2015-2019**

1. 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)<sup>1</sup> in the calendar years 2015 to 2019? (please break that down by each calendar year ideally or fiscal year, and only if achievable within cost limit, the action taken and the amount spent on each action).
2. Actions you have carried out for (each and separately) lesbian<sup>2</sup>, gay and bisexual people (each term as defined by the supreme court ruling in the case of For Women Scotland v Scottish Ministers) broken down in the calendar years 2015 to 2019? (please break that down by each year, for these years) and only if achievable within cost limit, the action and the amount spent on each action.
3. Copies of any funding agreements, or contracts, or other documents held by your organisation in this time period (2015-2019) with any LGBT organisation or organisation that has LGBT+ issues as its main focus, specifying the purpose of the funding.
4. The total amount of spend in this time period (2015-2019) 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.

### **Response to FOI request 2**

South of Scotland Enterprise (SOSE) was formed on 1 April 2020. We therefore do not hold information for the period 2015 – 2019 and advise you under Section 17 of FOISA that we do not hold the information you have requested for all questions.

You have the right to request a review of the way in which this request has been processed. Should you wish to exercise this right, you will need to contact us within 40 working days of receipt of this email.

If you remain dissatisfied on completion of the review, you have the right to appeal to the Office of the Scottish Information Commissioner and thereafter to the Court of Session on a point of law only:

Scottish Information Commissioner  
Kinburn Castle  
Doubledykes Road  
St Andrews  
Fife  
KY16 9DS  
Telephone: 01334 464610  
[www.foi.scot](http://www.foi.scot)  
or for online appeals:

[www.foi.scot/appeal](http://www.foi.scot/appeal)

Regards,  
SOSE Corporate Governance Team  
[FOI@sose.scot](mailto:FOI@sose.scot)



[www.southofscotlandenterprise.com](http://www.southofscotlandenterprise.com)