

NOT PROTECTIVELY MARKED

██████████
Address for correspondence
██

05 February 2026

Dear ██████████

HMICS Freedom of Information Request – FOI.26.00002

I refer to your request dated 14th January 2026, under the Freedom of Information (Scotland) Act 2002 (FOISA), for the following information:

“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.”*

HMICS is an independent scrutiny body of both Police Scotland and the Scottish Police Authority. Our role was reaffirmed by the Police and Fire Reform (Scotland) Act 2012, which gives HMICS wide ranging powers to look into the “state, effectiveness and efficiency” of both Police Scotland and the Scottish Police Authority. We are guided by the Equality Act 2010, and we ensure compliance with the legislation in all relevant areas.

- 1) Our organisation does not apply its own subjective definition of the term “women”. We understand and use the term in accordance with the Equality Act 2010. Any use of the term “women” reflects the statutory framework rather than personal or organisational opinion.
- 2) Our approach is guided by statute. The terms lesbian, bisexual and gay are treated as sexual orientations protected under the Equality Act 2010 and are applied accordingly.
- 3) Not applicable. As an independent scrutiny body, HMICS does not deliver services or carry out operational actions for specific groups. Our role is inspection, oversight and reporting.
- 4) Not applicable.
- 5) Not applicable. HMICS does not commission services or provide funding to external organisations, including LGBT+ organisations. Any contracts held over the last five years have

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been with independent suppliers or consultants necessary to support HMICS in carrying out our statutory functions.

- 6) Total spend in the last 5 years for grants, funding, donations, contracts, membership fees, subscriptions or any other financial support to organisations working with LGBT+ people or related equality issues - £0.

HMICS does not commission or fund external organisations; all expenditure is limited to independent suppliers or consultants engaged in delivering our statutory functions.

I trust this information is satisfactory for you, however, if you are unhappy with this response you may ask us to carry out an internal review, by writing to the address shown on this letterhead or by emailing HMIC@hmic.gov.scot. Your request should explain why you wish a review to be carried out and should be made within 40 working days of receipt of this letter. We will then reply within 20 working days of receipt of any such letter.

You then have a right of appeal to the Scottish Information Commissioner if you are dissatisfied with our internal review. The Commissioners website has a guide containing the full details for this process (www.itspublicknowledge.info) or they can be contacted via the following:

Scottish Information Commissioner

Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS
Tel: 01334 464 610

Yours Sincerely,

