

## Chief Exec Update – 24/05/2025

Many of you will be aware that the Supreme Court ruled last week on the legal definition of women under the Equality Act. Updated guidance is expected to be issued to public bodies, and we will take the time to consider this and any other implications of the Supreme Court ruling.

Scotland as a society and SAS as an employer remain committed to ensuring we are a diverse and welcoming place, accepting each other and those we care for and this includes our trans colleagues, patients, and communities.

We will continue in our efforts to tackle all forms of discrimination to ensure all feel welcome and we celebrate diversity in all its forms. We can do this by educating ourselves and others, and keep creating an environment where everyone can thrive, patients and staff alike.

If you are impacted by this situation and would like support, please speak to your line manager, contact the HR Team through the People Service Hub or access the Wellbeing and Support available on @SAS