

From: [REDACTED]@nhs.scot>

Sent: 16 June 2022 11:50

To: [REDACTED]@gov.scot>; [REDACTED]@nhs.scot>; [REDACTED]@nhs.scot>

Cc: NSSSponsorship@gov.scot; [REDACTED]@gov.scot; [REDACTED]@gov.scot>; genderidentityhealth@gov.scot; [REDACTED]@scotland.gsi.gov.uk>; [REDACTED]@nhs.scot>; [REDACTED]@nhs.scot>

Subject: RE: IMMEDIATE - First Minister's Questions - NHS Scotland hosts document linking to site about self-castration

Dear [REDACTED]

An Incident Management Team meeting was held this morning at 10 am to consider the actions taken and required following the media contact yesterday evening about the information of concern on the National Gender Identity Network for Scotland (NGICNS) website.

The NGICNS website which is separate from the NSS website, held a copy of a draft document that was part of a public consultation that closed on January 18th 2022 by the World Professional Association for Transgender Health (WPATH) . The document was published by the WPATH which is not an NHS or NHS Scotland organisation, and the document was not authored by or contributed to by the NGICNS or NHS Scotland. WPATH have subsequently removed the consultation documents, and the document concerned is not part of the revised WPATH guidance.

The draft document contained a link to an external forum site, which contains individually authored content that is of a disturbing nature.

Actions as of 11:00 16th June

- Following notification of the news story the draft document was removed from the NGICNS site.

The IMT has determined the following actions:

- Immediate suspension of the NGICNS site (complete as of 11:00)
- Removal of all hosted documents not authored by NSS or NHS S organisations from all NSD network sites
- All documents authored by NSS and NHS S organisations hosted on network sites will be reviewed.

Investigation of how the draft document came to be held on the NGICNS site will be external to NSD, which to ensure this can be completed quickly will in the first instance be investigated by a separate directorate of NSS and we will request the support of NHS Inform to investigate. A report will be provided to [REDACTED] and the Incident Management Team.

Kind regards [REDACTED]

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From: [REDACTED]@gov.scot <[REDACTED]@gov.scot>

Sent: 16 June 2022 10:44

To: [REDACTED]@nhs.scot; [REDACTED]@nhs.scot;

Cc: NSSSponsorship@gov.scot; [REDACTED]@gov.scot;

[REDACTED]@gov.scot; genderidentityhealth@gov.scot

Subject: RE: IMMEDIATE - First Minister's Questions - NHS Scotland hosts document linking to site about self-castration

All – sorry but First Minister’s office is chasing for a response on these questions.

[REDACTED]
Scottish Government

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Health Improvement’s three top tips for wellbeing at work:

1. 50-minute meetings with 10 mins breaks between
2. Take a lunch break and walk
3. Regular 1:1s with wellbeing check-ins

From: [REDACTED]

Sent: 16 June 2022 10:14

To: [REDACTED]@nhs.scot; [REDACTED]@nhs.scot;

[REDACTED]@nhs.scot

Cc: NSS Sponsorship <NSSSponsorship@gov.scot>; [REDACTED]@gov.scot; Gender Identity and Healthcare Access <genderidentityhealth@gov.scot>

Subject: IMMEDIATE - First Minister's Questions - NHS Scotland hosts document linking to site about self-castration

Importance: High

Hi [REDACTED]/colleagues

We’ve had to develop a note for First Minister’s Questions on the article published in the Telegraph.

In relation to the link being posted in error can you give any more information on that eg how did the error come about?

Note that there's to be an investigation. Can you give a bit more info about that please ie will it be internal and who will lead it and who will it report to? Also will the findings be made available to parliament if requested?

Thanks and apologies but need this info **by return**.

[Redacted]
[Redacted]
Scottish Government

[Redacted] [@gov.scot](mailto:[Redacted]@gov.scot)

Health Improvement's three top tips for wellbeing at work:

- 4. 50-minute meetings with 10 mins breaks between
- 5. Take a lunch break and walk
- 6. Regular 1:1s with wellbeing check-ins

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