



AMR/AMG

The Right Honourable Nicola Sturgeon MSP
First Minister

By Email: [REDACTED]

25 January 2017

Dear First Minister,

UEFA Women's EURO 2017 - Holland

On behalf of the Board of Directors of the Scottish FA, it gives me great pleasure to invite you and your husband to the England v Scotland match, to be played in Utrecht on Wednesday, 19th July, 2017. We would like you to be part of our official delegation to Holland for this historic occasion, the first time that the Scotland Women's team has qualified for a major tournament.

The Scottish FA will be organising travel and accommodation arrangements and therefore it would be helpful if you could let us know of your availability at the earliest opportunity and specifically no later than Friday, 3rd February, 2017.

Please could you ask your office to send information, marked for my attention, to my PA, [REDACTED]

I look forward to hearing from you.

Yours sincerely,

Alan McRae
President



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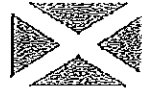


The Scottish Football Association Limited, Hampden Park, Glasgow, G42 9AY

tel: +44 (0) 141 616 6000 | fax: +44 (0) 141 616 6001 | e-mail: info@scottishfa.co.uk | visit: scottishfa.co.uk

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Rt Hon Nicola Sturgeon MSP
First Minister of Scotland



Scottish Government
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St Andrew's House, Regent Road, Edinburgh EH1 3DG
T: 0300 244 4000

Mr Alan McRae
President, The Scottish Football Association Limited
Hampden Park
GLASGOW
G42 9AY
[REDACTED]

Our ref: 2017/0003544
February 2017

Dear Mr McRae

Thank you for your kind invitation to the First Minister to attend the England v Scotland UEFA Women's Euro 2017 Finals Match, to be played in Utrecht on Wednesday, 19th July, 2017.

The First Minister would be delighted to attend. I would be grateful if you could contact the First Minister's Assistant Diary Secretary, [REDACTED], via email at FirstMinister@gov.scot to make further arrangements.

Yours sincerely,

[REDACTED]
Diary Team Manager

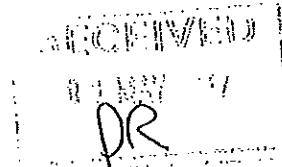
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MM



5 May 2017

The Rt Hon N Sturgeon
First Minister
Scottish Government
St Andrews House
Regent Road
Edinburgh
EH1 3DG



Dear First Minister

**Women's International Challenge Match
Scotland v Romania
Friday 9 June 2017 (Kick-off 19:00 hours)
The Falkirk Stadium**

May I, on behalf of the President of the Scottish FA extend an invitation to you to attend the above match. If you are in a position to come along please let me know by return. My contact details are outlined below:

[Redacted contact details]

I look forward to hearing from you.

Yours sincerely

[Redacted signature]

[Redacted name]
Senior Event Manager



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Child Protection in Sport - Round Table Discussion

Wednesday 15 March 2017

Room 4ER, St Andrews House, Regent Road, Edinburgh, EH1 3DG

Agenda

- 0830 Registration and Coffee
- 0900 Professor Kay Tisdall to introduce the day and round table introductions.
- 0910 Ministers to give a short introduction to the session.
- 0920 Implementing the PVG Scheme
- What are the key issues for SGBs?
 - What improvements are needed, to address these issues?
 - How can these improvements be made?
 - Identify Action Points?
- 1030 Comfort break
- 1045 Protecting Children in the Sport System – Beyond the PVG Scheme
- What are the key issues?
 - What improvements are needed, to address these issues?
 - How can these improvements be made?
- 1145 Closing and next steps
- 1200 Lunch
- 1300 Event ends

Child Protection Round Table Discussion

Wednesday 15 March 2017

St Andrews House

Key Points and Actions

PVG Scheme

Discussion points

- General consensus is that the current PVG system is vital and there is lots of good work going on. However, it was felt that the level of paperwork involved was cumbersome and that the several stages for each application which must take place before the certificate is granted was time consuming. These steps mean there is a lag in volunteers wanting to become a coach and the checks being completed.
- Geography can also play a part in delays having ID checks signed off.
- As the current scheme is not mandatory, there are grey areas on who should apply for a PVG. Aware that it may prove difficult to make it mandatory, but feeling was that anyone working with children in sport should be a sector where it is mandatory.
- Generally, all sporting governing bodies have their own process for coaches applying for PVG, albeit some are similar. Needs to be some consideration on what is the best practice.
- When a Local Authority appoints a development officer, they process the checks which makes it difficult for the governing body to know whether a check has been done as it is taken on trust. Local Authorities and sporting governing bodies should consider how to improve the assurance given to sporting clubs that those recruited and checked by the local authority would satisfy the safe recruitment policies of the clubs.
- More education and training is required for smaller clubs and community groups.

Actions

1. **Disclosure Scotland** is looking into how to make the PVG process digital and this will form part of their review. Will engage with partners to ensure the system is fit for purpose when rolled out. Disclosure Scotland is taking forward a programme of transformation which includes the provision of digital service. The second round of stakeholder engagement on the PVG Review started on 28 March. As part of that, stakeholders are being asked to give their views on the type of digital services they would like to see in the future from Disclosure Scotland.

2. There are currently no categories on what is classed as regulated work, but **Disclosure Scotland** will consider have a list of jobs where it is mandatory and a list where it is discretionary. As above, the scope of regulated work and whether or not all or part of it should be made mandatory is one of the topics being discussed with stakeholders in the second round of PVG Review engagement events.
3. **Disclosure Scotland** to prepare a package of training materials to issue to clubs. Also to offer educational evenings in local areas for different club representatives to attend. VSDS and Disclosure Scotland are currently devising a training product to be used with SYFA leagues. Dates are being sought for this training.
4. **Ministers** to follow-up with governing bodies to establish a best practice guide.

Protecting Children in the Sport System

Discussion points

- Sport is a powerful tool and there is an opportunity for sport to impact the wider society in terms of child protection. Coaches could have a real impact on a child's life and there is a need to give them the confidence to report concerns of impacts outside of the sport.
- Need to keep the subject of child protection on the radar, ensuring the public are confident about speaking about the subject rather than it only coming up when there is another incident which hits the headlines. Important to remind public/coaches that child abuse is not just of a sexual nature.
- The previous culture of simply moving people on when a club/body were aware of potential allegations is not acceptable and the process for making it a criminal offence not to report an allegation means we should not be in that position again.
- Social media now plays a major part in life and there has been a lot of coverage regarding child abuse over social media formats. Police are involved in major cases and try to crack down on this, but sporting bodies are noticing most of the day-to-day work on child protection is peer-to-peer bullying over social media which may be to low level for the Police to get involved but still impact on children. The Scottish Government's Internet Safety Action Plan will provide guidance on this. There is a question on who to report incidents to.
- GIRFEC has a role to play in how to spread out messages to sporting bodies along with raising awareness to parents and carers. "Stop and Listen" which is being run in North Ayrshire was floated as being a good example of getting messages out.
- When Local Authorities hire out their facilities to sporting clubs, is there a role for them to enquire about a club's child protection policy and practice as part of the hire agreement.

Actions

1. Education for coaches and clubs is key to ensuring children are kept safe. **Disclosure Scotland** is working on a package to be used at road-shows, bringing together the various Child Protection Officers at local clubs. This would provide guidance on the PVG process and also include information on the circumstances when clubs must inform SYFA about certain conduct in order for SYFA to make a referral to Disclosure Scotland.
2. The Standards for Child Wellbeing and Protection in Sport to be rolled out by **sportscotland** across all Scottish Governing Bodies of Sport (SGBS) once the current pilot has been completed and analysed.

Received for
12105
10 May



RECEIVED 15 MAY 2017
MJA

19 March 2016

Ms Aileen Campbell
Minister for Public Health & Sport
Scottish Government
St Andrews House
Regent Road
Edinburgh
EH1 3DG

Dear Ms Campbell

**Women's International Challenge Match
Scotland v Romania
Friday 9 June 2017 (Kick-off 19:00 hours)
The Falkirk Stadium**

May I, on behalf of the President of the Scottish FA extend an invitation to you to attend the above match. If you are in a position to come along please let me know by return. My contact details are outlined below:

[Redacted contact details]

I look forward to hearing from you.

Yours sincerely

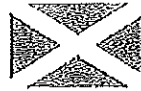
[Handwritten signature and redacted name]

[Redacted name]

Senior Event Manager



Rt Hon Nicola Sturgeon MSP
First Minister of Scotland



Scottish Government
Riaghaltas na h-Alba
gov.scot

St Andrew's House, Regent Road, Edinburgh EH1 3DG
T: 0300 244 4000

Ms Liz Robertson
Scottish FA
Hampden Park
GLASGOW
G42 9AY

[Redacted]

Our ref: 2017/0017670
June 2017

Dear Ms Robertson

Thank you for your invitation to the First Minister to attend the Women's International Challenge Match: Scotland v Romania at Falkirk Stadium on 9 June 2017.

Unfortunately, due to considerable diary pressures, the First Minister is unable to accept your kind invitation on this occasion. However, the First Minister is due to meet with the Head Coach of Scotland's National team, Anna Signeul, on 14 June 2017 and is hopeful of attending Scotland Women's International match with England on the 19 July 2017.

The First Minister sends her best wishes for the upcoming match.

Yours sincerely,

[Handwritten signature]

[Redacted]
Diary Team Manager

Cabinet Secretary for Justice
Michael Matheson MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

T: 0300 244 4000
E: scottish.ministers@gov.scot

Stewart Regan
Chief Executive
Scottish Football Association
Hampden Park
Glasgow
G42 9BA

31st May 2017

Dear Stewart,

You may wish to be aware that I have accepted an invitation from ACC Higgins to observe the policing operation of the Scotland and England football match that will take place at Hampden Park on 10 June. You will of course appreciate that following the tragic events in Manchester last week there are increased pressures on resources, and the need for effective policing of large scale public events like this is greater than ever. That is why I am writing to you and Police Scotland to seek assurances that the measures being put in place to manage any potential violence, disorder or disruption associated with the fixture are robust, appropriate and proportionate.

Of course the story is not all negative. For many people the match will be an opportunity to enjoy a major sporting event and the company of fellow and rival supporters in a friendly atmosphere. That is how it should be and this is the positive environment that we want to encourage. However, I also fully recognise that for a small number of people, the match will be seen as an opportunity to cause significant levels of violence and disorder and there is a need to ensure that every effort is made to contain this and ensure the safety of the public.

You will be aware that my officials have been liaising with Peter McLaughlin and Police Scotland on this issue, and the constructive and open approach to partnership working is welcome. I am also aware of the work being undertaken by the Scottish FA and English FA to engage with supporter groups and the wider public to emphasise that fans without tickets should stay away, and fans that attend must behave or face the consequences. I am fully supportive of all efforts to ensure risks are appropriately managed and the overall experience of supporters and the wider public around this fixture is a positive and safe one.

Rt Hon Nicola Sturgeon MSP
First Minister of Scotland



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gov.scot

St Andrew's House, Regent Road, Edinburgh EH1 3DG
T: 0300 244 4000

Ms Anna Signeul
Scottish FA
Hampden Park
Glasgow
G42 9AY

16 August 2017

As you move on to pastures new, I would like to personally thank you on behalf of the Scottish Government for your effort and dedication – not only as head coach of the Scottish Women's National team, but also for the way you have helped develop the women's game in this country.

Since your appointment in 2005, you have guided Scotland to their highest ever UEFA and FIFA rankings. You also took Scotland to the play-offs for the Euros for the first time in 2008 and, of course, qualification for this year's European Championships – our first ever major tournament.

While the results may not have gone the way we wanted in the Netherlands, the team came so close to progressing from the group. I enjoyed attending the game and spending time with you, the squad and the Scottish FA delegation, and was thoroughly impressed by the professionalism and spirit you have helped foster.

Your contribution to the women's game in Scotland will not be forgotten, and you will always be welcome here. I wish you well as you take over the Finland Women's National Football Team (except when you are playing Scotland, of course!)

Send my thanks + very best wish

NICOLA STURGEON

Rt Hon Nicola Sturgeon MSP
First Minister of Scotland



Scottish Government
Riaghaidh na h-Alba
gov.scot

St Andrew's House, Regent Road, Edinburgh EH1 3DG
T: 0300 244 4000

Mr Alan McRae
President
Scottish FA
Hampden Park
Glasgow
G42 9AY

16 August 2017

Dear Alan

I would personally like to thank you, Board members and staff of the Scottish FA for the warm welcome and hospitality extended to me, the Minister for Public Health and Sport and Scottish Government officials at the European 2017 Women's Football Championships in the Netherlands. The genuine and open approach you and colleagues take to partnership working with the government is greatly appreciated.

All involved in the tournament – from players, coaching staff and those who work tirelessly behind the scenes – should be proud of the campaign. Although the results may not have gone the way we wanted, Scotland still came agonisingly close to progressing from the group stages in their first major tournament.

I have written separately to Anna Signeul, and I would also like to wish Shelley Kerr all the very best in taking over as head coach of the women's national team.

In my role as patron, I will continue to offer any support I can – and hope to be able to support the team at the World Cup in 2019.

Nicola Sturgeon

NICOLA STURGEON

Rt Hon Nicola Sturgeon MSP
First Minister of Scotland



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Riaghaltas na h-Alba
gov.scot

St Andrew's House, Regent Road, Edinburgh EH1 3DG
T: 0300 244 4000

Mr Gordon Strachan
c/o Scottish Football Association
Hampden Park,
Glasgow,
G42 9AY

21 October 2017

Gordon

I want to pass on my best wishes to you following the announcement that you will be leaving your role as head coach of the Scotland National Team. Like me and all other Scotland fans, I know you will have been deeply disappointed to narrowly miss out on qualification for the World Cup.

However, your ability, experience and passion ensured we recovered from a slow start to get back into contention for a play-off place. An unbeaten run in 2017 and the emergence of young players means you leave your successor strong foundations. While it was painful to miss out, I believe we can look forward with confidence.

Once appointed by the Scottish FA, the new head coach will have our full support in leading Scotland to UEFA EURO 2020 – where Glasgow will be a host venue – and other major championships.

I enjoyed meeting with you and working together on our shared aim to inspire people of all ages to participate in our national game. I know your job was never an easy one, but I thank you for your service.

I wish you and Mark McGhee all the best for the future.

With my thanks for all you have done - as player and coach - for our national team.

Nicola Sturgeon
NICOLA STURGEON