

## **Diversity Delivers: The proposed strategy for enhancing equal opportunities in Scotland's ministerial public appointments process**

### **Consultation Opportunity**

The consultation document accompanying this questionnaire contains the proposed equal opportunities strategy for Scotland's ministerial public appointments process. The questions in this response form relate to the strategy. We would welcome your opinions on the proposals.

#### **How to get a copy of the consultation document:**

- From our website [www.publicappointments.org/consultations](http://www.publicappointments.org/consultations)
- By telephone - 0131 718 6268
- By email - [info@publicappointments.org](mailto:info@publicappointments.org)
- By writing to

Karen Carlton  
Commissioner for Public Appointments in Scotland  
MWB Business Exchange  
9-10 St Andrew Square  
Edinburgh EH2 2AF

#### **How to respond:**

- By email or post to the above addresses
- By telephoning 0131 718 6309 during office hours
- In person at one of the open consultation sessions that will run across Scotland. Dates, times, locations and details of how to book will be posted on our website – [www.publicappointments.org](http://www.publicappointments.org) – from 17 December 2007 or will be available from the office by post or telephone.

#### **When to respond:**

The final date for responses is **Friday 7 March 2008**.

#### **Using this form:**

If you choose to complete this form electronically the boxes should expand as you type, to allow an answer of any length.

If you print this form and complete it by hand, please use continuation sheets if you would like more space to give your answers. Please mark all continuation sheets with your name.

If you have any difficulties using this form please do not hesitate to contact us.

Thank you for your interest.

# Diversity Delivers: The proposed strategy for enhancing equal opportunities in Scotland's ministerial public appointments process

## Consultation Opportunity

Please consider the following key questions:

<b>General</b>
1. Do you agree that the proposed strategy should be taken forward by the Scottish Government working in partnership with the Commissioner?  Please see paragraphs 5.2 and 5.3 of the strategy
<b>General</b>
2. Are there any other individuals, groups or organisations who could be involved in implementing the strategy?

1. Do you agree that the proposed strategy should be taken forward by the Scottish Government working in partnership with the Commissioner?

Please see paragraphs 5.2 and 5.3 of the strategy

**General**

2. Are there any other individuals, groups or organisations who could be involved in implementing the strategy?

**General**

3. Do you agree with the proposals for an implementation group?  
Please see paragraph 5.4

**General**

4. Would you like to see responsibility for each of the agreed actions allocated in the final strategy document?  
Please see paragraph 5.4

**Awareness and Attraction**

5. In the Awareness and Attraction section:

- are there any recommendations that are inappropriate?
- do any of the recommendations need to be refined?
- are there any other recommendations that should be included here?

**Awareness and Attraction**

6. In particular, do you have any comments to make on the recommended monitoring form? Which groups do you think should fall within the category of ethnic minority, for the purposes of monitoring applicants and appointees?

<b>Confidence and Capacity</b>
7. In the Confidence and Capacity section: <ul style="list-style-type: none"><li>• are there any recommendations that are inappropriate?</li><li>• do any of the recommendations need to be refined?</li><li>• are there any other recommendations that should be included here?</li></ul>
<b>Education and Experience</b>
8. In the Education and Experience section: <ul style="list-style-type: none"><li>• are there any recommendations that are inappropriate?</li><li>• do any of the recommendations need to be refined?</li><li>• are there any other recommendations that should be included here?</li></ul>

**General**

9. Do you think the timeframes recommended for the actions are appropriate?

**General**

10. Do you believe we have identified the correct priority actions? Are there any additional or alternative priority actions you would recommend?

**General**

11. Do you think the targets set out in Section Six are appropriate, realistic and comprehensive? If not, what would you add or change?

**General**

12. Do you have comments about any other aspect of the proposed strategy?

## How your response will be used

All responses will be analysed and considered, to inform the work of the Commissioner in finalising the equal opportunities strategy.

## Confidentiality

Unless confidentiality is requested, all responses will be published on the OCPAS website ([www.publicappointments.org](http://www.publicappointments.org)) and/or made available to the general public in the OCPAS office. Responses may be quoted or referred to in future publications or reviews. If you do not wish your response to be made public, please indicate this by answering the questions below.

## Process following consultation

Once the equal opportunities strategy has been finalised we will provide everyone who participated in the consultation with a copy of the strategy and a short report summarising the consultation responses and their impact on the final strategy.

## Your information

Please complete the details below and return them with your response. Please tick or check the appropriate box(es)

1. Are you responding as

an individual?   
(please go to Q2a/b then Q3)

on behalf of a group or organisation?   
(please go to Q2c, then Q3)

## Individuals

2a. Do you agree to your response being made public (on the OCPAS website and/or in the OCPAS office)?

Yes  (go to 2b below)

No

If you wish part of your response to remain confidential please indicate which part(s):

Q1	<input type="checkbox"/>	Q2	<input type="checkbox"/>	Q3	<input type="checkbox"/>	Q4	<input type="checkbox"/>
Q5	<input type="checkbox"/>	Q6	<input type="checkbox"/>	Q7	<input type="checkbox"/>	Q8	<input type="checkbox"/>
Q9	<input type="checkbox"/>	Q10	<input type="checkbox"/>	Q11	<input type="checkbox"/>	Q12	<input type="checkbox"/>

2b. Where confidentiality is not requested, we will make your response available to the public on the following basis (please tick one box):

Make my response and name available

Make my response available, but not my name

### Groups or organisations

2c. The **name** of your organisation **will** be made available to the public. Are you also content for your **response** to be made public (on the OCPAS website and/or in the OCPAS office)?

Yes

No

If you wish part of your response to remain confidential please indicate which part or parts:

Q1	<input type="checkbox"/>	Q2	<input type="checkbox"/>	Q3	<input type="checkbox"/>	Q4	<input type="checkbox"/>
Q5	<input type="checkbox"/>	Q6	<input type="checkbox"/>	Q7	<input type="checkbox"/>	Q8	<input type="checkbox"/>
Q9	<input type="checkbox"/>	Q10	<input type="checkbox"/>	Q11	<input type="checkbox"/>	Q12	<input type="checkbox"/>

### Further Contact

3a. Are you happy for us to contact you again in the future in relation to this consultation response?

Yes

No

3b. Are you happy for us to contact you in the future in relation to other consultations or research?

Yes

No

Name: .....

Organisation: .....

Address: .....

.....

.....

Email: .....

**Please return this questionnaire to:**

Consultation Response  
Office of the Commissioner for Public Appointments in Scotland  
MWB Business Exchange  
9-10 St Andrew Square  
Edinburgh  
EH2 2AF

or

[info@publicappointments.org](mailto:info@publicappointments.org)