Dear Cabinet Secretary,

Public Appointments Commissioner for Scotland’s report, *Diversity Delivers - Three Years On*

The Equal Opportunities Committee considered findings of the Public Appointments Commissioner for Scotland’s report, *Diversity Delivers – Three Years On*, at its meeting on 10 January. We noted in particular the findings that—

- Diversity in public appointments could be improved if selection panel members were equipped with an understanding of the impact of different assessment methods on different groups.
- The Scottish Government had not implemented appointment-focused diversity training, which was one of the short-term actions, for resource-based reasons.
- More general diversity awareness and recruitment training does not seem to have had an impact on appointment figures.

Annex 1 of the report shows the status of the recommended short term actions. We agreed to raise these points with the Scottish Government, to identify what the Government plans to do now and what the reasons are for the position on this matter. We are seeking a picture of how the Scottish Ministers intend to translate their continuing commitment to diversity in public appointments into action. We are also keen to hear your views on the following points—

- The report highlights the reluctance of some applicants to provide relevant information, resulting in incomplete demographic data. What action is the Government taking to encourage more people to complete the form?
- What progress has been made by the Scottish Government in adopting a variety of application and assessment methods to enable application and progress to appointment by under-represented groups and in assessing the impact of these methods on appointments made?

Yours sincerely

Mary Fee MSP
Convener, Equal Opportunities Committee