Employment support and advice—

- what provisions are in place to help people from ethnic minorities to access employment support and advice;
  
  Through national and local human resource teams who provide support, advice and guidance with regard to employment policy.

- what provisions are in place to recognise and address the lower employment rates among some ethnic minority groups compared to others;
  
  Where vacancies are advertised externally the Scottish Ambulance Service uses as wide a variety of methods as possible including Scottish Health on the Web, S1 jobs, the newsletter through Positive Action in Housing and local press.

- are there any innovative approaches being taken to address the challenges some people from ethnic minorities may experience in trying to access employment advice and support?
  
  None identified.

Recruitment, retention and promotion—

- what evidence is there that discrimination in recruitment, retention and promotion is an issue in Scottish workplaces;
  
  Without the collation of this data across all Scottish workplaces it is difficult to say.

- what are the barriers that lead to unequal outcomes (including lower rates of employment and employment segregation)?
  
  Where a decision is taken to advertise vacancies internally only this has the effect of limiting applications and thus perpetuating the existing ethnic profile of the organisation.

Promoting positive action—

- what measures are being taken to tackle workplace discrimination and segregation;
  
  Work is being undertaken to improve rates of self disclosure across all protected characteristics to enable improved analysis of data which will help determine whether this is the case.

- is there a need for a scheme that recognises positive action taken by employers (a “double tick” scheme for example)
  
  No. Emphasis should be put on increasing the number of applicants for posts through effective advertising and engagement with communities.

- what are the examples of good practice that have improved outcomes, and if so what has been the key to their success?
  
  None identified.