



SCOTTISH
CHILDREN'S REPORTER
ADMINISTRATION

Commissioner for Public Appointments

Consultation on the Proposed Strategy for Enhancing Equal Opportunities in Scotland's Ministerial Public Appointments Process

Response from SCRA

Introduction

The Scottish Children's Reporter Administration (SCRA) welcomes the opportunity to comment on the Commissioner for Public Appointments' proposed strategy for enhancing equal opportunities in the public appointments process.

SCRA is accountable to Scottish Ministers via its Board. Like the Boards of other Non Departmental Public Bodies, the Members of SCRA's Board are appointed by Scottish Ministers.

SCRA is committed to achieving equality for all employees and service users. SCRA aims not only to comply with equality legislation, but to go further in proactively promoting its responsibilities across all areas of equality. This is supported by an Equalities Strategy and an Action Plan to provide a framework for integrating policies and practices to tackle disadvantage, discrimination and inequality of opportunity.

SCRA supports diversity within its workforce and aims that the composition of its workforce at all levels broadly reflects that of the community it serves, particularly in terms of gender, disability and ethnic origin.

SCRA is supportive of the Commissioner's work in this area and looks forward to further engagement with Office of the Commissioner for Public Appointments in Scotland as these proposals are developed further.

SCRA responses to consultation questions:

General

1. **Do you agree that the proposed strategy should be taken forward by the Scottish Government working in partnership with the Commissioner? (paragraphs 5.2 and 5.3)**

SCRA agrees that this would seem the most appropriate way of moving forward.

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

SCRA has no additions to those suggested by the Commissioner.

3. **Do you agree with the proposals for an implementation group? (paragraph 5.4)**

SCRA agrees that an implementation group would be a useful tool for taking forward the recommendations of the Strategy.

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

SCRA agrees that encouraging ownership of the agreed actions would help to ensure that they are undertaken as quickly and efficiently as possible.

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?**

SCRA agrees that it will be important to provide extra help for those groups who do not have access to the internet, either due to issues around disability or simply because of a lack of local facilities or gaps in their own knowledge or confidence.

We also consider that some communication materials will have to be specifically targeted at individual minority groups. For example, an advertisement that is accessible to a young person may not be as effective in reaching an older person with a disability.

- 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?**

SCRA has no comment to make on these points.

Confidence and Capacity

- 7. In the Confidence and Capacity 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?**

The recommendations in this section appear appropriate and SCRA has no further comment to add.

Education and Experience

- 8. In the Education and Experience 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?**

SCRA is supportive of the recommendations contained in this section.

General

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

SCRA has no specific comment to make on the recommended timeframes, other than to say that they should be realistic and achievable.

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

SCRA is content with the priority actions identified by the draft Strategy.

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

SCRA has no comment to make about the targets set out in Section Six.

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

SCRA has no further comment to make at this time.

13 March 2008