

## **Annex B | Summary of research conducted**

In preparing the strategy we have noted the findings of previous research and have conducted additional independent research to ensure that our recommendations are viable and founded on fact. We have taken the time to study the appointments, equalities and governance landscape in some detail before arriving at our recommendations.

The following is a brief overview of the independent research carried out. The findings from each stage of research are provided in Annexes C, D and E.

### **Stage One (Annex C)**

- Analysis of applicant and appointee statistics for the two years between April 2005 and March 2007
- Investigation of appointment practice under the interim Code of Practice:
  - desk research
  - confidential interviews with Ministers, senior civil servants, OCPAS Assessors, applicants, sponsor team officials
- Investigation of appointment practice under the new Code of Practice
- Comparison of the public appointments process and the Senior Civil Service recruitment process

### **Stage Two (Annex D)**

- Survey of the views and experiences of 244 recent applicants for public appointments and of a further 288 people who expressed an interest in a post, but did not apply

## Stage Three (Annex E)

- Interviews and discussions with key figures in the equality and diversity field in Scotland:
  - Commission for Racial Equality in Scotland
  - Council of Ethnic Minority Voluntary Organisations Scotland
  - Disability Rights Commission Scotland
  - Equal Opportunities Commission Scotland
  - Head of Equal Opportunities, Scottish Enterprise
  - Programme Manager for Voluntary Sector Skills Development and Equalities, Scottish Council for Voluntary Organisations
  - Equalities and Human Rights Commission
  - Scottish Inter Faith Council
  - Stonewall Scotland
  
- Consultation group work with representatives of equalities groups and community organisations in the public and voluntary sectors
  
- Survey of views about public bodies and public appointments among members of the Scottish Women's Convention
  
- Discussions with representatives from Scottish Enterprise's 'Corporate Scotland' companies of scale: Clydesdale Bank, Devro, Lloyds TSB, Scottish Life, Scottish Media Group, Scottish Power and Stagecoach
  
- ICM telephone poll of 1046 members of the public in Scotland on the issues of awareness of, and attitudes towards, public appointments
  
- Discussions with organisations already operating in relevant fields such as public sector recruitment, leadership development and civic participation:

- Chartered Institute of Personnel and Development
- Common Purpose
- Getting on Board
- Glasgow Council for the Voluntary Sector
- Jobs Go Public
- Scottish Leadership Foundation
- Scottish Council for Voluntary Organisations