

[REDACTED]

Date: 28 May 2021

Our ref: FOI016

[REDACTED]

Freedom of Information (Scotland) Act 2002 Release of Information

Thank you for your request for information of 4 May 2021 where you asked:

- a) The current number of Black and Minority Ethnic (BAME) employees at your association.
- b) The total number of BAME former employees who have left your association in the last 5 years.
- c) The total number of BAME individuals employed in senior and strategic roles within your association to date.
- d) Information about what actions your association has taken to proactively encourage, support, and assist your employees from a BAME background into senior and strategic roles within your association to date.
- e) Information about what actions your association has taken to understand the ethnic backgrounds, needs, and aspirations of BAME individuals to date.
- f) Information about what actions your association has taken to recruit BAME individuals into working for your association to date.
- g) Information about what actions your association intends to take to recruit BAME individuals into working for your association in the future.

Your request has been processed and considered under the terms of both the Freedom of Information (Scotland) Act 2002 and Data Protection Act 2018. The information requested is provided below.

- a) Data not held
- b) Data not held
- c) Data not held

d) Please see our equalities policy, recruitment policy and investors in diversity action plan (all attached)

e) See answer d

f) See answer d

g) See answer d

Please note that this response constitutes full release under both the Freedom of Information (Scotland) Act 2002 and the Data Protection Act 2018.

Your right to seek a review

If you have made a request and are unhappy with the response from us (or have not had a response), you have the right to request a review from us. You can do this by writing to:

Adam Curry
Hanover Scotland
95 McDonald Road
Edinburgh
EH7 4NS
Email: freedomofinformation@hanover.scot

Please note:

- Your request must be in a recordable format (email, letter, audio tape etc.)
- You have 40 working days upon receipt of this letter to ask for a review.
- You will receive a full response to your review request within 20 working days of its receipt.
- Please quote the reference number above in any future communications.

Freedom of Information: Appealing to the Commissioner

If you have already been through the two steps of making your request and requesting a review and are still not happy, you can appeal to the Scottish Information Commissioner. You must submit your complaint to the Commissioner within 6 months of receiving our review response.

You can request an appeal by accessing the **Online Appeal Service** on the Commissioners' website. This is the best way to make an appeal, it provides help in real time and collects exactly what the Commissioner needs so they can investigate your case quickly.

The online appeal service can be found at www.itspublicknowledge.info/Appeal

If you don't wish to appeal online, you can contact the Commissioner. Your appeal must be in a format that can be kept for future use, e.g. in writing, by email or a recording on an audio or video tape.

Send your appeal by email

If you want to send your appeal by email, you should send your email to enquiries@itspublicknowledge.info

Send your appeal by post

If you want to send your appeal by post, you should send your letter to:
Office of the Scottish Information
Commissioner

Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS

If you need help making an appeal you can contact the Commissioner's Office:
E-mail: enquiries@itspublicknowledge.info
Telephone: 01334 464610

You can find further information on making an appeal on the Commissioner's website www.itspublicknowledge.info.

Further information about your rights and accessing information is available on our website here: www.hanover.scot/about/access-to-information/

Yours sincerely,



Adam Curry
Director of Organisational Services
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