

By Email: Ermine Amies request-725152-66e86625@whatdotheyknow.com
8 March 2021

Dear Ermine Amies

Request for information

Thank you for your request of 7 February 2021 under the Freedom of Information (Scotland) Act 2002. The information requested by you was:

1. Any application you made in 2019 or 2020 to be a “Stonewall Diversity Champion” or to be included on Stonewall’s “Workplace Equality Index,” including any attachments or appendices to those applications. Please redact personal details if necessary.
2. Any feedback you received in 2019 or 2020 from Stonewall in relation to either application or programme.
3. Any other communication you have received from Stonewall in 2019 or 2020 unless privileged or otherwise exempt from disclosure (but if you claim privilege or exemption in relation to any material, please say in broad terms what the material is and the basis on which you claim to be entitled to withhold it).
4. Full details of any equality impact assessment you carried out connected with any of these applications (including any equality impact assessment carried out prior to an earlier application of the same kind, if no further assessment was done).
5. Details of the total amount of money you paid to Stonewall (i) in 2019; (ii) in 2020, whether or not as payment for goods or services.
6. Whether you intend to continue your membership of any Stonewall scheme in the future, and if so which

Our response is as follows:

- 1) Please see attached the PDF entitled ‘Stonewall Full Submission Redacted’ which covers our application to be on Stonewall’s “Workplace Equality Index,” in 2019. Skills Development Scotland (SDS) did not apply to the programme in 2020. Part of this has been redacted in line with Section 38 of the Freedom of Information (Scotland) Act 2002 (FOISA).

- 2) Please see attached PDF 'Stonewall Feedback Report – Skills Development Scotland Redacted' which outlines the feedback we received from Stonewall for our application to be included in their Workplace Equality Index in 2019. Part of this has been redacted in line with Section 33(1)(b); of the Freedom of Information (Scotland) Act 2002 (FOISA).
- 3) Please see attached PDF documents entitled;
 - 2019 Campaigns Part 1_Redacted
 - 2019 Campaigns Part 2_Redacted
 - 2020 Campaigns_Redacted
 - 2019 Newsletters_Redacted
 - 2020 Newsletters_Redacted
 - Stonewall Workshop emails_Redacted

Parts of these documents have been redacted in places in line with Section 38 of the Freedom of Information (Scotland) Act 2002 (FOISA)

- 4) SDS did not carry out any Equality Impact Assessment as part of our application to be on the Stonewall Workplace Equality Index.
- 5) SDS paid Stonewall £2,500 + VAT as part of our application to be on Stonewall's Workplace Equality Index.
- 6) SDS has not decided on whether it will continue to participate in the Stonewall Workplace Equality Index.

Right of Review

You have the right to require us to review this decision. Your request for review should be made within 40 working days of receipt of this e-mail and we will reply within 20 working days of receipt of that request. Following any review, if you still remain dissatisfied then you have the right to make a formal complaint to the Scottish Information Commissioner.

If you require a review of our decision to be carried out, please email:
DPO@sds.co.uk

If following any review you remain dissatisfied with our response, you are entitled to appeal to the Scottish Information Commissioner. Such an application should be sent to enquiries@itspublicknowledge.info

You can also make an application online at:
<http://www.itspublicknowledge.info/YourRights/Unhappywiththeresponse/AppEalingtoCommissioner.aspx>

I hope this information is helpful to you.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'Kenneth MacEachen', written in a cursive style.

Kenneth MacEachen
Government and Parliamentary Manager
Skills Development Scotland