



**BEAIS**  
Empowering Scotland's Ethnic and Cultural Minorities Commission

# EQUAL REPRESENTATION COALITION

## **Fair Recruitment**

- All staff posts are widely advertised inside and outside the party ☐
- Equivalent but different experience is considered in applications ☐
- Signing up to the two ticks recruitment scheme is considered ☐
- Paid work experience schemes for people from underrepresented groups is considered ☐
- There are published staff pay scales and regular pay reviews ☐
- Best practice employment guidelines are followed ☐

## **Training and development**

- There is a funded training and development programme for people from underrepresented groups ☐
- Skills sharing sessions for members to develop new skills are considered ☐
- There is a funded peer support programme or networks for people from underrepresented groups ☐
- People are encouraged to stand early in the election cycle ☐