**Introduction:**

One of the Commission’s current key aims is to “Ensure people are able to access good quality advice on the issues that are important to them”. We are getting in touch with you because we believe you provide information and advice on equality and / or discrimination and we think you can help us to identify gaps in current advice provision on discrimination available in Scotland. We will use this information to consider the need for guidance, advice, or training on equality law, and what the most effective format with the greatest impact might be.

Once we have analysed responses to this questionnaire, we will design and deliver learning opportunities. We’d also appreciate your help in evaluating the effectiveness of the learning we deliver in due course.

**Part 1 - General Information**

|  |  |
| --- | --- |
| **Information** | **Answer** |
| Name of Organisation |  |
| Your Name |  |
| Phone number and email address |  |
| Type of organisation and type of advice offered (what do you give advice on; how many employees/volunteers do you have; scope of advice service |  |
| Where is your organisation based? Do you offer advice only locally, or Scotland wide? |  |
| How often do you advise on equality or discrimination issues? (Eg. helpline, information online, etc) |  |
| Do you do representation for those you advise? (Eg Additional Support Needs Tribunals, Benefits Tribunals, etc). |  |
| Have you noticed any specific trends in equality and discrimination enquiries over the last year? (Eg. More enquiries about access to employment or education, or from a particular equality group). If so, what are they? |  |
| Do you refer to EHRC guidance and / or resources when offering advice? If so, which do you refer to most often? |  |
| The Commission provides a referral service for reporting discriminatory job adverts –  Did you know about this service?  Have you used it? |  |
| If you’ve previously attended EHRC training events, either in person or online, can you make any suggestions for how they could be improved? |  |

**Part 2 – Confidence**

**Please leave any sections not relevant to your organisations work blank, or mark as “N/A”.**

How confident are you defining and advising on the following protected characteristics, where 0 = not at all confident, and 5 = exceptionally confident?

|  |  |  |
| --- | --- | --- |
| **Protected Characteristic** | **Confidence Measure** | **Comments including how often you advise on this PC?** |
| Age |  |  |
| Disability |  |  |
| Gender reassignment |  |  |
| Marriage & civil partnership |  |  |
| Pregnancy & maternity |  |  |
| Race |  |  |
| Religion or belief |  |  |
| Sex |  |  |
| Sexual orientation |  |  |

How confident are you in recognising and advising on the following key elements of the Equality Act 2010, where 0 = not at all confident, and 5 = exceptionally confident? (please remember to record a confidence measure score for both i) Employment and ii) Goods, services and public functions for elements marked with a \*)

|  |  |  |  |
| --- | --- | --- | --- |
| **Element** | **Confidence Measure** | | **Comments including how often you advise on this element?** |
| **Employment** | **Goods, services and public functions** |
| Direct discrimination\* |  |  |  |
| Indirect discrimination\* |  |  |  |
| Discrimination arising from disability\* |  |  |  |
| Duty to make reasonable adjustments\* |  |  |  |
| Harassment\* |  |  |  |
| Victimisation\* |  |  |  |
| Enforcement and remedies – how to pursue a complaint or claim?\* |  |  |  |
| Equal Pay |  | |  |
| Public Sector Equality Duty |  | |  |
| Pre employment health questions and discriminatory job adverts |  | |  |
| Occupational requirements and other exceptions (Employment) |  | |  |
| Exceptions (Goods, Services and Public Functions) – general exceptions, statute or executive, religious or belief organisations, competitive sport, single sex services, immigration etc |  | |  |

How confident are you advising on equality and discrimination in the following contexts, where 0 = not at all confident and 5 = exceptionally confident?

|  |  |  |
| --- | --- | --- |
| **Context / Setting** | **Confidence Measure** | **Comments** |
| Employment |  |  |
| Provision of goods and services |  |  |
| Schools |  |  |
| Further and higher education |  |  |
| Equal Pay |  |  |
| Public Sector Equality Duty |  |  |
| Housing |  |  |
| Social security |  |  |
| Health |  |  |
| Social care |  |  |
| Transport |  |  |
| Associations – membership organisations like bowling clubs, political parties |  |  |

How confident are you on advising on potential discrimination when it intersects with other legislation , where 0 = not at all confident and 5 = exceptionally confident?

|  |  |  |
| --- | --- | --- |
| **Other legislation** | **Confidence Measure** | **Comments** |
| Mental Health Law |  |  |
| Employment Law (e.g. unfair dismissal or redundancy) |  |  |
| Housing (e.g. homelessness, eviction or housing requests) |  |  |
| Education (eg placing requests, exclusions, provision of additional support for learning) |  |  |
| Social Care (e.g. social care needs assessments, access to support services) |  |  |

Please rate the following learning formats for how effective you think they’d be, where 0 = not at all effective / would do little to increase knowledge, 5 = exceptionally effective / would significantly increase knowledge

|  |  |  |
| --- | --- | --- |
| **Learning Format** | **Effectiveness Score** | **Comments** |
| Facilitated training (eg. seminar) |  |  |
| Pre recorded online learning sessions (bite size – 15 minute sessions) |  |  |
| Newsletters / e-bulletin |  |  |
| Online live lunchtime learning sessions (eg. 30-60 minute sessions) |  |  |
| Pre-written FAQs |  |  |
| Practical workshops with case studies |  |  |
| Codes of Practice or Stautory Guidance |  |  |
| Non technical guidance |  |  |
| Step by step guides |  |  |
| Flow charts |  |  |
| Blogs, web content |  |  |
| Interactive / digital resources |  |  |
| Events / conferences / panel discussions |  |  |
| Other |  |  |

Would you like the Commission to use your contact details to let you know about other pieces of work we are doing which we think could be of interest to you?

|  |  |
| --- | --- |
| Yes | No |

Thank you for taking the time to complete this questionnaire.

**Please email the completed form to** [**eventsscotland@equalityhumanrights.com**](mailto:eventsscotland@equalityhumanrights.com)

Once we have analysed responses to this questionnaire, we will design and deliver learning opportunities. We will then be in touch for your help in evaluating the effectiveness of the learning we deliver.