**Information pack for appointment to the Board Independent Living Fund Scotland**



The Minister for Social Care and Mental Wellbeing is seeking to appoint two members to the board of Independent Living Fund (ILF) Scotland. The Cabinet Secretary values highly the benefits of having different points of view on the board and welcomes applications from people from all walks of life.

The appointments process for these board vacancies follows the [Code of Practice for Public Appointments](https://www.ethicalstandards.org.uk/publication/statutory-guidance-application-2022-code-practice) and is regulated by the [Ethical Standards Commissioner.](https://www.ethicalstandards.org.uk/public-appointments)

**Key dates for this appointment round**

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| **Closing date** | 13th October 2025 |
| **Sift of applications** | 28th October 2025 |
| **Date applicants will hear about the outcome of their application** | w/c 3rd November 2025 |
| **Interviews** | Interviews will be held on the 18th and 19th November 2025 at ILF Scotland’s offices in Denholm House, Livingston. Where a candidate is not able to travel to Livingston, interviews may be undertaken virtually.  **It is unlikely that we will be able to offer an alternative interview date.** |
| **Ministerial decision** | w/c 1st December 2025 |
| **Start date** | January 2026 |

**Welcome letter**

Welcome to the Independent Living Fund application for Board membership.

The Independent Living Fund (ILF) is designed to support disabled people in Scotland and Northern Ireland who have complex needs to live independently. Financial support is provided to purchase assistance that helps them to overcome the barriers to independent living they encounter every day. It currently supports 2,740 people.

The ILF was originally a UK wide scheme, however it closed to new applications in 2010, with existing recipients administered by ILF Scotland, a Non-Departmental Public Body established by the Scottish Government, since 2015. In February 2021, the Independent Review on Adult Social Care Report (The Feeley Review) was published. One of the key recommendations was to re-open the Independent Living Fund to new applications.

In April 2024, the Independent Living Fund re-opened to new applicants in Scotland with an initial £9 million in the financial year 2024 to 2025. We are now in year two of the re-opened fund and are aiming to fund around 1400 disabled people in total by the end of this financial year, providing them with the support they need to live independent lives. The total investment for 2025/26 is £20 million bringing the budget to £75.6m. To date (28th August) there have been 1052 new applications for funding.

The time ahead for ILF is both exciting and challenging and we are looking to strengthen our current board and develop our succession planning. If you meet the priority and essential criteria we will be delighted to receive your application.

Anne-Marie Monaghan

Chair of ILF Board.

**Information about the role**

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| **Remuneration** | The appointment is remunerated at the rate of £208 per day (non-pensionable). All reasonable expenses, for example childcare and/or carer expenses, will be paid. This includes travel expenses to attend board meetings and activities in person. |
| **Time commitment** | By the nature of a non-executive member role, the time commitment will vary week to week, but you must be able to make a firm commitment to spend on average up to one day per month (12 days per year). This is likely to include attendance at Board or committee meetings, board development days, reading and preparation time, and other meetings such as strategy or stakeholder discussions. There may be a need to commit further days, up to a maximum of 18 days a year but this would be discussed with the Chair. |
| **Length of appointment term** | The term of appointment will be for up to four years. A member’s total period of appointment will not exceed eight years. Any previous time you may have served as a member of the Board of Directors of ILF Scotland will be taken into account in relation to this eight-year limit. |
| **Location of meetings** | During Spring/Summer, meetings are generally held in the at ILF Scotland offices in Denholm House, Livingston or alternative locations as needed. During Autumn/Winter meetings are usually held virtually. The selection of any meeting locations will be made with consideration of the accessibility needs of attendees and reasonable adjustments will be made as required. There may be occasions where travel is required to suit the requirements of the post. |
| **Disqualifications** | ILF Scotland is set up as a Company Ltd by Guarantee (now also established as a Non-Departmental Public Body). The Members who are appointed will all be directors of ILF Scotland. The Company’s articles of association describe the reasons why a director’s appointment might be terminated and as such provides details as to the reasons an individual would be unfit to be serve as a director.  Applicants must, therefore, not be subject to any restrictions which prevent them from holding office as a Director of a Company. Specifically, applicants will be disqualified from the application process where:   * the applicant is prohibited from being a director by law; or * the applicant is subject to bankruptcy restrictions; or * the applicant is subject to a current composition agreement in satisfaction of the applicant’s debts*.*   A member of the Scottish Parliament cannot also hold a public appointment for public bodies listed in the schedule of [the Scottish Parliament (Disqualification) Order 2020](https://www.legislation.gov.uk/sdsi/2020/9780111046029/contents).    Former ministers and senior crown servants (director general level and above) should seek advice from the Advisory Committee on Business Appointments (ACOBA) before applying for this role. |

**The Board of Independent Living Fund**

The Independent Living Fund Scotland (ILF Scotland) is a Non-Departmental Public Body (NDPB) and a company limited by guarantee which is wholly owned by Scottish Ministers. Under an agreement between the Northern Ireland Executive and the Scottish Government, ILF Scotland operates in both Scotland and Northern Ireland.

The organisation is funded through Grant in Aid by the Scottish Government and Department of Health in Northern Ireland.

We work in partnership with 37 Health and Social Care Partnerships/Trusts (HSCP/Ts) across Scotland and Northern Ireland. Our role is to provide a high-quality service to disabled people, supporting them to achieve positive independent living outcomes. We aim to ensure that disabled people have choice and control over how and when they are supported in all aspects of their daily lives, as well as facilitating real participation and inclusion for individuals within their local communities.

This is an exciting time for ILF Scotland, following the reopening of the fund to new applicants for the first time since 2010 from April 2024. ILF Scotland is taking on an expanded and more prominent role which will allow it to support more disabled people, but which will also lead to new challenges.

**Vision:** Our vision is for independent living to be a reality for all disabled people living in Scotland and Northern Ireland.

**Mission:** Our mission is to enable disabled people to achieve their independent living outcomes by the dignified assessment of needs and the distribution of discretionary awards.

You can read more about our work here: [Home | ILF Scotland](https://ilf.scot/)

**The role of the Board Member**

The Board of Directors provide a critical governance function for ILF Scotland and put disabled people from all backgrounds, and their needs and experiences, at the heart of their decision making.

You can read more about the responsibilities of the Board here:

[Board Terms of Reference and Scheme of Delegation | ILF Scotland](https://ilf.scot/publication/board-terms-of-reference-and-scheme-of-delegation/)

[Framework: Scottish Government and ILF Scotland - 2025 | ILF Scotland](https://ilf.scot/publication/ilf-scotland-framework-document-2025/)

**Role Description**

Key aspects of the Board member role are as follows:

* To assist the Chair in providing strategic direction to ILF Scotland
* To act as an effective champion for ILF Scotland
* Reporting to Ministers in the Scottish Government and Northern Ireland Assembly
* To ensure that ILF Scotland has disabled people at the heart of decision making
* To oversee and ensure the implementation of ILF Scotland policies, with responsibility for occasional decisions on individual recipient cases
* To ensure effective corporate governance, risk management and financial management of ILF Scotland
* To ensure public accountability for the funds for which ILF Scotland is responsible
* Abide by and demonstrate the [key principles of public life](https://www.standardscommissionscotland.org.uk/about-us/news/key-principles-of-public-life) in Scotland.
* To uphold the highest ethical standards of integrity and probity and comply with the Board’s Code of Conduct: [Board Code of Conduct (Revised) - February 2022 (Word) | ILF Scotland)](https://ilf.scot/publication/board-code-of-conduct-revised-february-2022-word/).

**The selection** **panel**

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| **Chair** | Robert Peterson, Unit Head - Adult Support & Protection and Sponsorship of ILF Scotland / Care Inspectorate |
| **Independent panel member** | Alex Davidson, Chair, Orkney Public Protection Committee |
| **Panel member** | Anne-Marie Monaghan, Chair, Independent Living Fund Board |

Please note that applicants will be asked to declare if they know any members of the selection panel. The panel will also declare if they know any applicants. Any actual or perceived conflicts of interest will be managed in line with the [Ethical Standards Commissioners Code of Practice for Public Appointments](https://www.ethicalstandards.org.uk/publication/code-practice-ministerial-appointments-public-bodies-scotland-march-2022-version).

**Person specification**

We are looking for two new members who can put their experience to good use on the board. The table below sets out the skills, knowledge, experience and attributes that we are seeking and explains how the criteria will be tested. You may have gained your experience through paid work, by being active in your community, in a voluntary capacity or through your own lived experience.

The successful candidates must be able to demonstrate that they meet all essential criteria.

The priority criterion is weighted over the essential criteria, and the candidates who provide the strongest evidence against the priority criterion will be considered most able to fulfil the role. In the event that candidates provide evidence of equal merit against the priority criterion, the panel will then take into account the strength of the evidence presented against the essential criteria in determining the candidates most able to fulfil the role.

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| **Criterion** | **Example indicators** | **How this will be assessed** |
| **Priority** | | |
| 1. You will have expertise in **one or any** of the following areas:  * Understanding and/or personal experience of social care in Northern Ireland * Understanding of the legal and ethical frameworks that underpin disabled people’s rights and adult social care practice, such as human rights, equalities, benefits and financial support or public protection * Human resources and workforce strategy | Indicators might include:   * A track record of supporting organisations in the public, private or voluntary sectors with advice, guidance and leadership in one of these areas. * Lived experience of the health and social care system in Scotland and/or Northern Ireland that has given you insight into how it functions, how it is experienced and how it could be improved. * A professional, practice or academic background that has given you expertise in one of these areas. | **In your online application:** Please demonstrate how you meet this criterion. Your response should be no more than 300 words per area.  This will be assessed at application stage and at interview stage. |
| **Essential** | | |
| 1. A commitment to independent living in Scotland and/or Northern Ireland and the social model of disability | Indicators might include:   * An ability to discuss and demonstrate knowledge and understanding of what the social model of disability is and what independent living means in this context * Experience and understanding of disability gained though personal lived experience or connection with others (such as working with, caring for, or supporting disabled people) * Experience of putting your values into action in a personal, community or professional context. | **In your online application:** Please demonstrate how you meet this criterion. Your response should be no more than 300 words.  This will be assessed at application stage and at interview stage. |
| 1. Governance | Indicators might include:   * Collaborating as part of a team to have an effective framework to manage organisational performance, with a focus on continuous improvement * Reviewing relevant performance reports, certificates of assurance and other assurance resources to ensure independent scrutiny of processes * Providing a clear vision and strategic direction to secure an effective and efficient approach based on outcomes; defining control mechanisms to safeguard public resources; supervising the overall management of the body’s activities; and reporting on stewardship and performance | **In your online application:** Please demonstrate how you meet this criterion. Your response should be no more than 300 words.  This will be assessed at application stage and at interview stage. |
| 1. Analysis & decision making | Indicators might include:   * An ability to draw together information from different sources, both qualitative and quantitative, consider options, consider risks and make decisions * An ability to explain your analysis and how you have come to your decision. * Understanding the impact of the decisions you make. * Arriving at decisions in a collegiate and respectful way to achieve the aims and values of the Organisation. | **In your online application:** Please demonstrate how you meet this criterion. Your response should be no more than 300 words.  As part of your interview, we will ask you to lead a conversation based on a board paper which will assess this essential criterion. Details will be provided if you are shortlisted for interview. |
| 1. Constructive & supportive challenge | Indicators might include:   * An ability to offer constructive challenge to other people when needed * An ability to seek compromise and debate your position when appropriate when appropriate * An ability to maintain positive relationships even when discussing difficult issues and respect decisions made. * Demonstrating the ability to be a critical friend | The selection panel will  discuss this with you during  your interview. |

**How to apply online**

Please follow these instructions step by step to apply for these roles.

1. You will be asked to supply some personal information and then complete the

questions relating to political activity and any conflicts of interest. This information

will not be made available to the selection panel.

2. As part of your application, please include a personal statement outlining what you would bring to the role as a member of the Independent Living Fund (ILF) Scotland Board. Your statement should demonstrate:

* Your motivation for applying.
* The skills, experience, and perspectives you would contribute.
* How your values align with ILF Scotland’s mission to support independent living for disabled people.

We encourage you to reflect on both professional and personal experiences that are relevant to the role (**500 words max**).

1. You will then be asked to supply evidence to answer the Priority Criteria question (from the table above), you may provide evidence of 1, 2 or all 3. Please state clearly which area you are evidencing in your response. **If you do not, your application cannot be considered:**

You will have expertise in one or any of the following areas:

* Understanding and/or personal experience of social care in Northern Ireland
* Understanding of the legal and ethical frameworks that underpin disabled people’s rights and adult social care practice, such as human rights, equalities, benefits and financial support or public protection
* Human resources and workforce strategy
* labelled as ‘Priority Criteria 1’ on the application system (**300 words max** **per area**)

4. You must then answer the following 3 essential criteria questions (from the table above). **If you do not, your application cannot be considered:**

* A commitment to independent living in Scotland and/or Northern Ireland and the social model of disability – labelled as ‘Essential Criteria 1’ on the application

system (**300 words max**)

* Governance – labelled as ‘Essential Criteria 2’ on the application system (**300**

**words max**)

* Analysis & decision making – labelled as ‘Essential Criteria 3’ on the application system (**300 words max**)

**Please note that late applications will not be considered by the selection panel.**

If you experience any difficulties, please contact the Public Appointments Team by

emailing [Public.appointments@gov.scot](mailto:Public.appointments@gov.scot).

**Application Advice**

The selection panel will not make assumptions – for example from a job title – as to the

skills, knowledge, experience and attributes you have gained. The Panel will review the

evidence provided and invite to the second and final assessment stage those applicants who

most closely meet the criteria being tested at this first stage of assessment. By the end of

the selection process you must have demonstrated that you have met all of the essential

criteria to the satisfaction of the selection panel in order to be considered for appointment.

You should provide clear and succinct information about yourself and how you meet the

criteria that are being tested at this application stage. When being asked to demonstrate

knowledge, understanding or experience, you should describe how you gained this, the

breadth and depth of this knowledge, understanding or experience and any situations

where you have used this.

Please use specific evidence to support your answers that is relevant to the requirements

being tested. Draw on evidence from your working and/or personal life, or through your

participation with a private, public, voluntary, charity or community organisation. Please

note that there are word limits at each of the sections.

**Suggested preparation**

• Take time to think about each of the criteria and think about the situations you have

recently been involved in.

• Think how your actions and experiences led to results that demonstrate the criteria.

• Prepare your answers.

**Your evidence**

• Please be clear and succinct. You may be asked to expand on your answers at interview.

• Draw on evidence which best demonstrates your skills, knowledge or abilities in that area.

In providing your evidence, it would be helpful if you could explain your personal

contribution, what you did and how you did it – use “I” not “we.” Give the outcome – what

happened? How effective was the result? How influential were your role, actions and

interventions? What impact did you have?

**SCORING GUIDANCE**

This is provided to the panel with the intention of providing guidance on how they might score the evidence provided by applicants in relation the criteria sought for this role. All markings used to draw up the shortlist and assess an applicant’s suitability for appointment at interview must be based on objective assessment of their suitability for appointment

**Evidence =** Information that tends to prove something i.e. not bald statements that the applicant has the skill or knowledge, but supporting facts which indicate that this is the case. There will always be an element of trust involved – an applicant could fabricate evidence on a form, however, it is likely that they would be “found out” at interview. Statements which are backed up by tangible facts (in what role the skill was demonstrated, for how long, with what results, how often, for whom, where, when, what was involved, and so on) will therefore be treated as evidence for the purposes of assessing an application.

* **Score of 1: Very Poor or No Evidence**

Where an applicant does not mention a competency / skill criteria at all or deals with it only in passing. An example being providing a one sentence statement e.g. “I possess excellent communication skills” with no elaboration.

* **Score of 2: Poor or Little Evidence**

Insufficient evidence or information is provided. Applicants may deal with the skill but provide either no firm evidence or examples, or they provide no depth to show how they applied it in practice e.g. “I have to organise meetings on a regular basis, and I would obviously not be able to do this without exceptional organisational and planning skills”.

* **Score of 3: Acceptable Evidence**

Sufficient information is provided to give the panel a good grasp of the applicant’s skills. The candidate should explain what actions they took, and how they applied the competency/skill, backed up by relevant examples(s) or evidence, ideally with an indicator of success.

* **Score of 4: Good Evidence**

Building on the above but with more breadth and depth to the information and evidence provided. The panel should be left in no doubt that the candidate possesses and uses the competency/skill. There should be a quality to the evidence that shows variety in the application of the competency/skill and some sophistication in their approach.

* **Score of 5: Exceptional Evidence**

As above but covering all aspects of the competency/skill, along with more detailed example(s) that are very relevant and demonstrate real depth, breadth and sophistication in their approach.

**The assessment** **process**

The assessment process will happen as follows:

1. The selection panel will assess all applications against the criteria for appointment (see the person specification). Those who demonstrate evidence that most closely meet the criteria tested at this stage will be shortlisted for interview.
2. The selection panel will interview candidates, the questions they ask will relate directly to the criteria for appointment. As part of the interview, you will also be asked to lead a conversation based on a Board paper which will be provided to you 2 days advance of your interview date. More information on this will be provided to those invited to the final assessment stage.
3. The selection panel will also ask questions relevant to the fit and proper person test (see below) which will include questions about the [Principles of Public Life.](https://www.ethicalstandards.org.uk/code-practice-ministerial-appointments-public-bodies-scotland-march-2022-version#annex-1-the-principles-of-public-life-in-scotland)
4. The selection panel will review the evidence provided and agree on which candidates have most closely met the criteria for selection and should be recommended to the appointing Minister.
5. The appointing Minister will make a decision about whom to appoint based on evidence from the selection panel. The appointing Minister may request to meet with candidates before making a final decision.
6. Appointees will be asked to complete pre-appointment checks which will include a Disclosure Check (there is no charge for this). Appointment is conditional on satisfactory completion of these.

**Guaranteed interviews**

This appointment round will provide guaranteed interviews for disabled people who meet the criteria for the role being tested at the application stage. The selection panel will not know which applicants have requested a guaranteed interview until the shortlisting is complete.

**Fit and proper person checks**

In the context of public appointments, a fit and proper person is someone who is suitable because they meet the requirements of the role, and their past or present activities and behaviour means they are suitable. Tests are built into different stages of the appointment process to ensure that:

* Conduct to date has been compatible with the public appointment
* Membership is not barred by the body's constitution e.g., criminal record or bankruptcy (see disqualifications)
* There are no unmanageable conflicts of interest
* Political activity is declared
* There is agreement to abide by the [Principles of Public life in Scotland](https://www.ethicalstandards.org.uk/code-practice-ministerial-appointments-public-bodies-scotland-march-2022-version#annex-1-the-principles-of-public-life-in-scotland)
* There is confirmation that the time commitment required for the role can be met.

**Social media checks for candidates invited to interview**

The selection panel may consider publicly available information about candidates which is posted by candidates on social media. Any findings that the selection panel agree are pertinent to the role or that may call into question suitability for the appointment, credibility of the appointments process or the public body will be discussed with candidates at interview. Consideration of any issues will take place openly and transparently to establish the facts. Candidates will be given an opportunity to respond to any concerns. This information will be handled in line with the Privacy Notice for public appointments.

**Gender Representation on Public Boards (Scotland) Act 2018**

Revised statutory guidance on the Gender Representation on Public Boards (Scotland) Act 2018 (“2018 Act”) was published on 26th June 2025 following the Supreme Court Judgment dated 16 April 2025 on the definition of “Man”, “Woman” and “Sex” in the Equality Act 2010, and consequently in the 2018 Act.

In order to comply with the 2018 Act Scottish Government must now request data on biological sex as registered at birth from all applicants for Public Appointments on Boards which are captured by the 2018 Act. Following your application you will receive a request from the Public Appointments Team to request this data from you.

The Scottish Government is committed to dignity, fairness and respect for all and actively invites applications from all.

**Common questions and answers**

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| **Who can I contact to speak about this role?** | Anne-Marie Monaghan, Chair, ILF on <anne-marie@communitybrokerage.scot> |
| **Who can I speak to about a disability related reasonable adjustment?** | Please contact the Public Appointments Team  Email: public.appointments@gov.scot  Deaf, deafblind and BSL users can contact the team via [contactSCOTLAND-BSL](https://contactscotland-bsl.org) |
| **I am having a problem with the application process who can I speak with?** | Please contact the Public Appointments Team (see contact details above). |
| **Do you have any advice for candidates attending interviews?** | Yes. More information is provided here: [Introduction - Public appointments: guide - gov.scot (www.gov.scot)](https://www.gov.scot/publications/public-appointments-guide/pages/application-process/#stage2) |
| **I can’t attend the interview in person, can I attend remotely?** | Yes. You can request to attend the interview remote methods. Please contact the Public Appointments Team (see contact details above). |
| **Will you reimburse expenses for attending an interview?** | Yes. You can claim reasonable expenses, further information will be provided with the invitation to interview. |
| **What does ‘appointed on merit’ mean?** | Appointed on merit means that the people who are appointed most closely meet the criteria that is sought for the board vacancy at a point in time. People are assessed on the evidence that they present in the appointments process and the findings of the fit and proper person test. |
| **What role does the Ethical Standards Commissioner (ESC) have in the appointments process?** | The ESC [regulate and monitor the public appointments process.](https://www.ethicalstandards.org.uk/public-appointments) The Commissioner plays a role in ensuring appointments are made on merit and use fair methods. More information about the Commissioner’s role is provided here:  [Public appointments Information leaflet | Ethical Standards Commissioner](https://www.ethicalstandards.org.uk/publication/public-appointments-information-leaflet) |
| **Can I apply if I am not a British citizen?** | Yes. You can apply for and be appointed to the Boards of Public Bodies if you are not a British citizen however youmust be legally entitled to work in the UK. |
| **Would remuneration for a public appointment impact on my benefits?** | Possibly. Taking up a remunerated public appointment may affect benefits payments.  This will depend on individual circumstances and you should seek advice from your benefits provider. More information is provided here: [Public appointments and welfare benefits: information - gov.scot (www.gov.scot)](https://www.gov.scot/publications/public-appointments-and-welfare-benefits-information/) |
| **Do the selection panel see information from the diversity monitoring form?** | No. Diversity monitoring information provided by applicants is not shared with the selection panel.  If applicants opt for a guaranteed interview this information will be shared with the selection panel.  Information about a reasonable adjustment may be shared with the selection panel to ensure that requirements are met (e.g. if a BSL interpreter is required). |
| **Do I need to provide an email address and contact details at application stage?** | In order to meet the requirements of the Baseline Personnel Security Standard (BPSS) the Scottish Government must be able to verify the credentials of applicants for public appointments should they be recommended for appointment. To ensure that this is possible all applicants must provide an address and contact details at application stage. If applicants do not provide this information their application will be rejected. |
| **How will my personal information be handled?** | All personal information will be handled with great care and in line with UK GDPR and data protection requirements. Further information can be found in the [Privacy Notice](https://www.jobs.gov.scot/privacy-notice#xd_co_f=OGY4OTA3NDktMTg4Ny00NzkxLWEyMGEtZTczYTAyN2EyZWYx~). |
| **Can I get feedback on my application or interview?** | Yes. Feedback is available on request. |
| **Is any training provided if I am offered and take up an appointment?** | Yes. Each board has their own induction process and training offer. New appointees are also invited to attend an induction day hosted by the Scottish Government. |
| **Can I apply for a Chair role on a board if I have already been a member of that board?** | Yes. Board members can serve a maximum of 8 years on one board in one role. The board Chair is considered a different role and so current and previous members can apply. |
| **Is it possible to hold more than one public appointment?** | Yes. It is possible to have more than one public appointment. You should check that you can make the time commitment for an additional appointment and that there are no unmanageable conflicts of interest. |
| **Are public appointments announced?** | Yes. Every appointment is announced here: [Public appointments: news releases - gov.scot (www.gov.scot)](https://www.gov.scot/collections/public-appointments-announcements/)  The board may also announce new appointments on their own website and social media platforms. Information published will include a biography and details of any political activity within the last 5 years. |
| **What standards are expected of board members?** | The conduct expected of board members of Scottish public boards is set out here: [Members of devolved public bodies: model code of conduct - December 2021 - gov.scot (www.gov.scot)](https://www.gov.scot/publications/model-code-conduct-members-devolved-public-bodies-2/)(this includes the Principles of Public Life) |
| **How can I complain about the public appointments process?** | Further information about the complaints process for public appointments can be found here: [How to apply - Public appointments: guide - gov.scot (www.gov.scot)](https://www.gov.scot/publications/public-appointments-guide/pages/complaints-process/)  Anyone concerned about public appointments can raise a complaint and have it independently investigated by the Ethical Standards Commissioner.  [Investigation process public appointments | Ethical Standards Commissioner](https://www.ethicalstandards.org.uk/investigation-process-public-appointments) |

**For further information**

Please contact the Public Appointments Team, Scottish Government

**Email:** [public.appointments@gov.scot](mailto:public.appointments@gov.scot)

Deaf, deafblind and BSL users can contact the team via [contactSCOTLAND-BSL](https://contactscotland-bsl.org)

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