

10 February 2021

### **Request under The Freedom Of Information (Scotland) Act 2002**

Thank you for your Freedom of Information request dated 15 January 2021, in which you requested the following:

*A) All published policy and/or strategic documents relating to race equality produced by your organisation from 1999-2021, including (but not limited to) race equality strategies, action plans and public sector equality duty publications, including progress reports and updates.*

*B) All other published policy and/or strategic documents containing commitments or actions that pertain to race equality published by your organisation from 1999-2021, including progress reports and updates.*

I have considered your request, and can respond as follows:

VisitScotland's equality documents can be found on our corporate website, VisitScotland.org, under the heading of Equality Strategy in the About Us section on the home page of the site.

<https://www.visitscotland.org/about-us/our-policies/equality>

This contains our most recent documents:

- Our People: VisitScotland's Equality and Diversity Mainstreaming Report 18/19
- Equality Impact Assessment Results: Glasgow 2018 European Championships / Festival 2018
- VisitScotland Equal Opportunities Policy 2019
- VisitScotland Equal Opportunities and Mainstreaming Report 2017
- VisitScotland Equal Pay Statement 2017
- VisitScotland Equal Pay Audit 2017

I have also enclosed with this response the following older documents, no longer available on VisitScotland.org:

- VisitScotland Equality Outcome and Mainstreaming Progress Report 2015
- VisitScotland Single Equality Scheme 2010

Also, a further equality impact assessment for the Year of Innovation, Architecture and Design was produced in conjunction with the Scottish Government, and this can be found on the Scottish Government Website.

<https://www.gov.scot/publications/equality-impact-assessment-eqia-results-year-innovation-architecture-design/pages/2/>

For context, VisitScotland was established in 2005. Also, please note that in the last year we have moved our files onto a new digital platform which resulted in some older documents being deleted.

I hope this information is helpful to you. If, however, you are not satisfied with the response or the manner in which your application has been managed, you may in the first instance contact our Chief Executive, Malcolm Roughead, whose contact details are set out below:

Mr Malcolm Roughead  
Chief Executive  
VisitScotland  
Ocean Point One  
94 Ocean Drive  
Edinburgh, EH6 6JH  
Telephone: 0131 472 2201  
Fax: 0131 472 2223  
E-mail: [malcolm.roughead@visitscotland.com](mailto:malcolm.roughead@visitscotland.com)

If you wish to request a review of your application under either the Freedom of Information (Scotland) Act 2002 or the Environmental Information (Scotland) Regulations 2004, your request should be submitted to us in writing, or another permanent format (for example e-mail or voice recording), and be received by us within 40 days of the date of this letter. Any request for a review should also set out, in as much detail as possible, the reasons why you are not satisfied with our response or the manner in which we have dealt with your application.

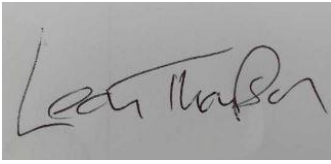
If you are still not satisfied with our handling of your application after we have responded to your request for a review, you have a right to apply to the Scottish Information Commissioner for a decision on whether we have dealt with your request in accordance with the Act.

The Scottish Information Commissioner may be contacted at:

Scottish Information Commissioner  
Kinburn Castle  
Doubledykes Road  
St Andrews, Fife  
KY16 9DS  
Telephone: 01334 464610  
Fax: 01334 464611  
E-mail: [enquiries@itspublicknowledge.info](mailto:enquiries@itspublicknowledge.info)

You also have the right to appeal to the Court of Session in Scotland on a point of law concerning our response.

Yours sincerely,

A rectangular box containing a handwritten signature in black ink. The signature is written in a cursive style and appears to read "Leon Thompson".

Leon Thompson  
Government and Parliamentary Affairs Manager  
VisitScotland