

FEEDBACK POLICY

The Board will provide all unsuccessful candidates with feedback at the interview stage of the process.

SHORTLISTING

- For court appointment roles: we aim in normal circumstances to provide generic written feedback to all unsuccessful candidates, noting general strengths and weaknesses across the range. However, this will depend on the Board's capacity and the size of the field.
- For Ordinary Members to the First-Tier Tribunal for Scotland: as we usually receive a large number of applications for these roles we do not have the capacity to provide feedback at shortlisting stage.
- We will provide written feedback at shortlisting for the following roles:
 - Senator of the College of Justice
 - Sheriff Principal
 - President of a First-Tier Tribunal.

INTERVIEW

- After interview the Board will aim to provide more individualised written feedback to unsuccessful candidates. However, the Board's capacity to do so will depend upon the size of the field and available resources.
- For some roles the Board may be able to provide verbal feedback after interview but this also will depend upon the size of the field and available resources.
- In certain circumstances after interview, the Board may be able to offer written feedback to successful candidates subject to available resources.

YOUR EXPERIENCE

We are committed to continuous improvement and it is normal practice to review our processes at the conclusion of each competition. We would welcome any feedback you may like to provide about your experience of the recruitment process.

We will anonymise any feedback before it is presented to the Board for its consideration as part of the review.