



Automated Accessibility Test Report Ethical Standards Commissioner

Website: <https://www.ethicalstandards.org.uk/>

124 pages with accessibility problems

Total of 514 pages and files checked

Date of the Website Scan: 18/09/2023

What was tested:

WAI-ARIA 1.2	Checked
JAWS Screen Reader Compatibility	Checked from version 2018
NVDA Screen Reader Compatibility	Checked latest version
VoiceOver Screen Reader Compatibility	Checked latest version
Scanner Blocked	Checked
PDF/UA - Matterhorn Protocol 1.02	Checked
Section 508 of the Rehabilitation Act - 82 FR 5790 (2017)	Checked
Web Content Accessibility Guidelines 2.1 (WCAG 2.1 - 2018)	Checked to level AA

Website Accessibility Issues

This section shows accessibility issues, indicating problems for older users, people with disabilities or accessibility needs. Automated testing cannot detect all accessibility issues, so should be used alongside human testing.

Summary:

Level A

Perceivable

Fails in 4 criteria: 1.1.1 (50 occurrences), 1.3.1 (43 occurrences), 1.3.2 (14 occurrences), 1.4.1 (14 occurrences)

Operable

Fails in 3 criteria: 2.4.2 (20 occurrences), 2.4.4 (22 occurrences), 2.4.9 (22 occurrences),

Understandable

Fails in 1 criterion: 3.1.1 (7 occurrences)

Robust

Fails in 1 criterion: 4.1.2 (22 occurrences)

Level AA

Perceivable

Fails in 3 criteria: 1.4.3 (48 occurrences), 1.4.6 (96 occurrences), 1.4.8 (48 occurrences)

Level A

Pages with level A issues are unusable for some people

16 issues on 100 pages

Issue 1

Priority to fix: High

WCAG 2.1 Reference: Failure of Success Criterion 1.1.1 and 1.2.1 due to using text alternatives that are not alternatives (e.g., filenames or placeholder text)

<https://www.w3.org/TR/WCAG20-TECHS/F30.html>

Description and URL	Guideline and Line#	Page Count
alt text should not be an image file name.	WCAG 2.1 A F30 Section 508 (2017) A F30 Matterhorn 1.02 13-004	2 pages
Change the alt text to a description of the image.	1.1.1	
alt='P:\External Contact\2018-19\Leaflets and Publications\Drafts\cropped-cropped-CS-BSL-new-100 dpi-1.jpg' https://www.ethicalstandards.org.uk/sites/default/files/publications/2023-03-10%20FINAL%20ESC%20Public%20Appointments%20Q%26A%20with%20links.pdf	Page 3	
alt='C:\Users\u440167\Pictures\sig bright.jpg' https://www.ethicalstandards.org.uk/sites/default/files/publications/RMP%20Keeper%27s%20Assessment%20Report%202023.pdf	Page 38	

Issue 2

Priority to fix: High

WCAG 2.1 Reference: Failure of Success Criterion 1.3.1 Info and Relationships

<https://www.w3.org/TR/UNDERSTANDING-WCAG20/content-structure-separation-program-matic.html>

Description and URL	Guideline and Line#	Page Count
Bad value for attribute role.	WCAG 2.1 A 1.3.1 Section 508 (2017) A 1.3.1	29 pages
The role attribute changes how screen readers voice content. Invalid values can result in content being misread.		
This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/absence-policy	Line 362 393 410 433 450 499 530 553 614 637 662 697	
This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/behaviour-we-expect-you	Line 352 369 402 465 502 519 538 559 606	
This ARIA role is not allowed on this element. role=button role=button role=button role=button https://www.ethicalstandards.org.uk/code-conduct	Line 432 466 487 506	
This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/code-practice-ministerial-appointments-public-bodies-scotland-march-2022-version	Line 629 704 733 814 1434 1449 1466 1481 1496 1511 1526 1541 1556 1586 1637	
This ARIA role is not allowed on this element. role=button role=button role=button role=button	Line 357 386 431 482 515	

role=button https://www.ethicalstandards.org.uk/complaints		
This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/cookie-policy	Line 342 379 428 543 590	
This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/disciplinary-policy	Line 447 464 479 494 515 530 547 590 605	
This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/freedom-information	Line 340 365 398 427 469 498 517 550 577	
This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/guide-information	Line 430 509 694 737 776 925 952 991 1008	
This ARIA role is not allowed on this element. role=button https://www.ethicalstandards.org.uk/how-apply	Line 372 389 430 463 482 499 522 547 564 622 641 681 716 735 758 773 792 811 836 870 887 908 925 963 990 1009 1028 1049 1066	
This ARIA role is not allowed on this element. role=button role=button https://www.ethicalstandards.org.uk/how-long-do-we-take-to-investigate-complaints-0	Line 385 426	
This ARIA role is not allowed on this element. role=button role=button role=button role=button https://www.ethicalstandards.org.uk/investigation-proce	Line 342 383 408 447	

ss-councillors-and-board-members-public-bodies		
This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/investigation-process-lobbyists	Line 342 363 388 427 456 479	
This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/investigation-process-msps	Line 346 377 404 421 446 481 502	
This ARIA role is not allowed on this element. role=button role=button role=button https://www.ethicalstandards.org.uk/our-statutory-powers	Line 338 373 426	
This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/privacy-notice-councillors-or-board-members-being-complained-about	Line 346 373 420 447 500	
This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/privacy-notice-mmps-being-complained-about	Line 346 373 420 445 480	
This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/privacy-notice-prospective-current-and-former-employees	Line 352 383 458 547 562 599 630 723 744 769 818 835 858	
This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/privacy-notice-those-complaining-about-councillors-or-board-members	Line 346 373 420 445 498	

<p>This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/privacy-notice-those-complaining-about-msp</p>	<p>Line 346 373 420 445 482</p>	
<p>This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/privacy-notice-witnesses</p>	<p>Line 346 375 420 445 484</p>	
<p>This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/privacy-policy</p>	<p>Line 340 375 422 459 504 621 652 695 724 747 766</p>	
<p>This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/privacy-policy-collecting-your-personal-information</p>	<p>Line 332 355 378 405 424 449 466 481</p>	
<p>This ARIA role is not allowed on this element. role=button role=button role=button https://www.ethicalstandards.org.uk/promoting-diversity</p>	<p>Line 346 361 376</p>	
<p>This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/publication/code-practice</p>	<p>Line 601 682 707 786 1172 1225</p>	
<p>This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/publication/diversity-delivers</p>	<p>Line 536 569 586 939 1086 1282 1361 1421 1446 1465 1484 1507 1546 1607 1624 1653 1699 1722 1754</p>	

<p>This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/remote-working-policy</p>	<p>Line 484 501 558 625 773 788 805 820 863 878 893 908 925 946 965 980</p>	
<p>This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/statutory-guidance-2022-code</p>	<p>Line 1568 1583 1598 1613 1628 1643 1658 1673 1688 1703 1718 1733 1748 1763 1778 1793 1808 1823 1838 1861 1876 1891 1906 1921 1936 1951 1966 1983 1998 2013 2028 2043 2058 2073 2088 2103 2118 2133</p>	
<p>This ARIA role is not allowed on this element. role=button role=button role=button role=button role=button role=button https://www.ethicalstandards.org.uk/whistleblowing-policy-and-procedure</p>	<p>Line 528 567 606 631 701 764</p>	

Issue 3

Priority to fix: High

WCAG 2.1 Reference: Failure of Success Criterion 2.4.2 due to the title of a Web page not identifying the contents)

<https://www.w3.org/TR/WCAG20-TECHS/F25.html>

Description and URL	Guideline and Line#	Page Count
Document title must not be blank.	WCAG 2.1 A F25 Section 508 (2017) A F25 Matterhorn 1.02 06-004	20 pages
For HTML pages change the title element. For Office documents and PDF documents produced from Office, fill in the Title in Document Properties before saving as PDF.	2.4.2	
https://www.ethicalstandards.org.uk/sites/default/files/publications/1225680788585f7d72b5264dc75a6a56.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2020-11-24%20FINAL%20SLA.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2022%20Code%20Statutory%20guidance%20-%20final.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2022-09-08%20%20%28Updated%20Core%20Skills%20Framework%29_2.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2022-10-28%20ESC%20Annual%20Report%202021-22%20%28Public%20Appointments%20standalone%20report%29%20FINAL_0.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2023-03-10%20FINAL%20ESC%20Public%20Appointments%20Q%26A%20with%20links.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2023-08-18%20%28code%20aide%20memoire%29%20-%20FINAL.pdf	Page 1	

https://www.ethicalstandards.org.uk/sites/default/files/publications/6a027a5ff4ce2e21278159fb767bd45f.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/9081470494a9d103ac08481.79691631.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Code%20of%20Practice%20for%20Ministerial%20Appointments%20to%20Public%20Bodies%20in%20Scotland%20March%202022%20version.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Code_of_Practice.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Complaint%20form.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Delivering%20Diversity%20Ten%20Years%20On.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Easy%20Read%20Version%20ESC%20Revised%20Strategic%20Plan%202021-2024.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20Mental%20Welfare%20Commission_0.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20Scottish%20Fire%20and%20Rescue%20Service.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20Sportscotland.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20West%20College.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Revised%20CHP%20for%20ESC%20May21.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Revised%20Investigations%20Manual_0.pdf	Page 1	

Issue 4

Priority to fix: High

WCAG 2.1 Reference: Failure of Success Criteria 2.4.4, 2.4.9 and 4.1.2 due to not providing an accessible name for an image which is the only content in a link

<https://www.w3.org/TR/WCAG-TECHS/F89.html>

Description and URL	Guideline and Line#	Page Count
Each a element must contain text or an img with an alt attribute.	WCAG 2.1 A F89 Section 508 (2017) A F89	22 pages
A link name allows screen readers to voice what the links does. If there is no link text / `alt` text, or the text / image is hidden by CSS, screen readers have nothing to read, so read out the URL instead. To add a name do one of the following: Add text between the a element start and end tags Add an aria-label attribute Add an aria-labelledby attribute Add a descriptive img alt attribute if the link contains an img element	2.4.4 2.4.9 4.1.2	
https://www.ethicalstandards.org.uk/	Line 989 1014 1025	
https://www.ethicalstandards.org.uk/code-practice-ministerial-appointments-public-bodies-scotland-march-2022-version	Line 1704	
https://www.ethicalstandards.org.uk/encourage-fairness-good-conduct-transparency-public-life-scotland	Line 627 664 680	
https://www.ethicalstandards.org.uk/good-practice-case-study/highlands-and-islands-airports-ltd-good-practice-planning-publicity-and-assessment-2019	Line 533	
https://www.ethicalstandards.org.uk/publications	Line 383 420	
https://www.ethicalstandards.org.uk/publications/	Line 383 420	
https://www.ethicalstandards.org.uk/publications?function=62	Line 383 420	
https://www.ethicalstandards.org.uk/publications?function=64	Line 383 420	
https://www.ethicalstandards.org.uk/publications?function=64	Line 383 420	

on=66		
https://www.ethicalstandards.org.uk/publications?publication_type=	Line 383 420	
https://www.ethicalstandards.org.uk/publications?publication_type=16	Line 383 420	
https://www.ethicalstandards.org.uk/publications?publication_type=38	Line 383 420	
https://www.ethicalstandards.org.uk/publications?publication_type=40	Line 383 420	
https://www.ethicalstandards.org.uk/publications?publication_type=42	Line 383 420	
https://www.ethicalstandards.org.uk/publications?publication_type=44	Line 383 420	
https://www.ethicalstandards.org.uk/publications?publication_type=46	Line 383 420	
https://www.ethicalstandards.org.uk/publications?publication_type=48	Line 383 420	
https://www.ethicalstandards.org.uk/publications?publication_type=52	Line 383 420	
https://www.ethicalstandards.org.uk/publications?publication_type=56	Line 383 420	
https://www.ethicalstandards.org.uk/publications?publication_type=60	Line 383 420	
https://www.ethicalstandards.org.uk/search/node/help	Line 310	
https://www.ethicalstandards.org.uk/search/node?keys=	Line 310	

Issue 5**Priority to fix:** High**WCAG 2.1 Reference:** Failure of Success Criterion 1.1.1 due to omitting the alt attribute or text alternative on img elements, area elements, and input elements of type "image"<https://www.w3.org/TR/WCAG20-TECHS/F65.html>

Description and URL	Guideline and Line#	Page Count
<p>Figures and images in PDF documents should have non blank ALT text, except for decorative images which should be marked as artifacts.</p>	<p>WCAG 2.1 A F65 Section 508 (2017) A F65 Matterhorn 1.02 13-004</p>	<p>26 pages</p>
<p>Each image should have an ALT attribute describing the picture, which screen readers can read aloud. See PDF Techniques for WCAG: Text Alternatives.PDF graphics with missing ALT attributes cause problems in:</p> <p>NVDA 2021 with Chrome: a meaningless label like 'unlabeled graphic' is voiced.</p> <p>NVDA 2021 with Firefox: the image is ignored.</p> <p>JAWS 2021 with Chrome: a meaningless label like 'unlabeled graphic' is voiced.</p> <p>JAWS 2021 with Firefox: the image is ignored.</p> <p>VoiceOver macOS with Safari: a meaningless label like 'image' is voiced.</p> <p>VoiceOver iOS with Safari: a meaningless label like 'image' is voiced.</p> <p>PDF graphics with blank ALT attributes cause problems in:</p> <p>NVDA 2021 with Chrome: a meaningless label like 'unlabeled graphic' is voiced.</p> <p>NVDA 2021 with Firefox: a meaningless label like 'graphic' is voiced.</p> <p>JAWS 2021 with Chrome: a meaningless label like 'unlabeled graphic' is voiced.</p> <p>JAWS 2021 with Firefox: a meaningless label like 'graphic' is voiced.</p> <p>VoiceOver macOS with Safari: a meaningless label like 'image' is voiced.</p> <p>VoiceOver iOS with Safari: a meaningless label like 'image' is voiced.</p>	<p>1.1.1</p>	

https://www.ethicalstandards.org.uk/sites/default/files/publications/1225680788585f7d72b5264dc75a6a56.pdf	Page 0 8 49 57 67 70	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2020-11-24%20FINAL%20SLA.pdf	Page 1 1 3 3	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2022%20Code%20Statutory%20guidance%20-%20final.pdf	Page 1 3 3 8 8 10 10 11 12 12 17 17 17 17 17 17 17 17 17 17 17 17 17 17 17 17 17 17 17	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2022-10-28%20ESC%20Annual%20Report%202021-22%20%28Public%20Appointments%20standalone%20report%29%20FINAL_0.pdf	Page 7 9 10 16	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2023-03-10%20FINAL%20ESC%20Public%20Appointments%20Q%26A%20with%20links.pdf	Page 1 2 3	
https://www.ethicalstandards.org.uk/sites/default/files/publications/6a027a5ff4ce2e21278159fb767bd45f.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/9081470494a9d103ac08481.79691631.pdf	Page 0	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Code%20of%20Practice%20for%20Ministerial%20Appointments%20to%20Public%20Bodies%20in%20Scotland%20March%202022%20version.pdf	Page 1 1 4 4	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Code_of_Practice.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Complaint%20form.pdf	Page 2	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Delivering%20Diversity%20Ten%20Years%20On.pdf	Page 1 1 3 4 4 5 5 5 6 6 6 7 7 8 8 8 9 9 9 9 10 11 11 12 12 13 16 16 16 16 16 16	

https://www.ethicalstandards.org.uk/sites/default/files/publications/E004%20RPT-B%2020210729%20vFINAL.pdf	Page 4 4 6 6 8 8 9 9 10 10 10 10 10 11 12 13 13 14 15 15 15 15 16 16 16 17 18 18 18 19 19 19 19 20 20 20 20 21 21 21 22 23 24 24 24 25 25 25 26 29 ...	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Easy%20Read%20Version%20ESC%20Revised%20Strategic%20Plan%202021-2024.pdf	Page 2 3 4 5 6 10 12	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Annual%20Report%20and%20Accounts%202021-22%20APPROVED.pdf	Page 0	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Biennial%20Business%20Plan%202021-2023.pdf	Page 0	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Records%20Management%20Plan%20March%202023.pdf	Page 3 3	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Revised%20Strategic%20Plan%202021-2024.pdf	Page 0	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Risk%20Management%20Policy.pdf	Page 0	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20Mental%20Welfare%20Commission_0.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20Scottish%20Fire%20and%20Rescue%20Service.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20sportscotland.pdf	Page 1	

https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20West%20College.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Revised%20CHP%20for%20ESC%20May21.pdf	Page 6 21 36 48 48 48 48 48	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Revised%20Investigations%20Manual_0.pdf	Page 0	
https://www.ethicalstandards.org.uk/sites/default/files/publications/RMP%20Keeper%27s%20Assessment%20Report%202023.pdf	Page 39	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Unacceptable%20Behaviour%20Policy%20FINAL.pdf	Page 0	

Issue 6**Priority to fix:** High**WCAG 2.1 Reference:** Failure of Success Criterion 1.3.1 due to using changes in text presentation to convey information without using the appropriate markup or text<https://www.w3.org/WAI/WCAG21/Techniques/failures/F2>

Description and URL	Guideline and Line#	Page Count
Headings should not be empty.	WCAG 2.1 A 1.3.1 Section 508 (2017) A 1.3.1	2 pages
Add visible text to the heading, or alt text if the heading contains an image. Screen readers read out page headings, allowing users to quickly skip to a section, but some older screen readers do not ignore empty headings.		
https://www.ethicalstandards.org.uk/behaviour-we-expect-you	Line 349	
https://www.ethicalstandards.org.uk/statutory-guidance-2022-code	Line 1856	

Issue 7

Priority to fix: High

WCAG 2.1 Reference: Failure of Success Criterion 1.3.1 for not correctly marking up table headers

<https://www.w3.org/TR/WCAG20-TECHS/F91.html>

Description and URL	Guideline and Line#	Page Count
Identify row and column headers in data tables using th elements, and mark layout tables with role=presentation.	WCAG 2.1 A F91 Section 508 (2017) A F91	3 pages
<p>Data tables allow screen reader users to understand column and row relationships. Layout tables read cells as a series of unrelated paragraphs with no tabular structure.</p> <p>Without th or role, screen readers apply heuristics to decide whether a table is a layout table or data table. These heuristics vary greatly between screen readers, and are affected by browser being used, window size, and font size (so the outcome is very unpredictable without th or role).</p> <p>If a data table has headers marked up using td, then change these to th. If a data table has no headers, add th elements describing each row and/or column. If the table is only used for layout add role=presentation to the table element. Impact on users:</p> <p>JAWS Reading: Treats tables without th and role as layout tables if the table contains cells above or below certain pixel sizes. This measurement is affected by browser window size, browser font size, and the browser used.</p> <p>NVDA Reading: Applies a layout table heuristic to tables without th and role which varies depending on the browser used and on the window size in some circumstances.</p> <p>VoiceOver Reading: Uses a sophisticated heuristic on tables without th and role, which is similar (but not identical) to the heuristic used by NVDA with Firefox.</p>	1.3.1	

https://www.ethicalstandards.org.uk/how-long-do-we-take-to-investigate-complaints-0	Line 471	
https://www.ethicalstandards.org.uk/our-statutory-powers	Line 436	
https://www.ethicalstandards.org.uk/statutory-guidance-2022-code	Line 489 571 663 900 993 1129	

Issue 8**Priority to fix:** High**WCAG 2.1 Reference:** Failure of Success Criterion 1.1.1 due to omitting the alt attribute or text alternative on img elements, area elements, and input elements of type "image"<https://www.w3.org/TR/WCAG20-TECHS/F65.html>

Description and URL	Guideline and Line#	Page Count
img elements must have an accessible name.	WCAG 2.1 A F65 Section 508 (2017) A F65	7 pages

<p>Add an alt attribute describing the image, which screen readers voice instead of the image. Spacer images and purely decorative images should use alt="" without any global ARIA attributes. Do not use alt text containing only spaces since that's voiced as an unlabeled image. Impact on users:</p> <p>NVDA 2022.2 Chrome 105 Windows 10 Reading: Image ignored.</p> <p>NVDA 2022.2 FF102 Windows 10 Reading: Image ignored.</p> <p>NVDA 2022.2 Edge 105 Windows 10 Reading: Image ignored.</p> <p>JAWS 2022.2207.25 Chrome 105 Windows 10 Reading: Image ignored.</p> <p>JAWS 2022.2207.25 FF102 Windows 10 Reading: Image ignored.</p> <p>JAWS 2020.2008.24 FF78 Windows 10 Reading: Image ignored.</p> <p>JAWS 2020.2008.24 Edge 92 Windows 10 Reading: Image ignored.</p> <p>JAWS 2019.1912.1 Chrome 79 Windows 10 Reading: Image unlabeled.</p> <p>JAWS 2019.1912.1 FF68 Windows 10 Reading: Image ignored.</p> <p>VoiceOver macOS 12.5 Safari 15.6 macOS 12.5.1 Reading: Image filename read out.</p> <p>VoiceOver iOS 15.6 Safari iOS 15.6 iOS 15.6 Touch: Image filename read out.</p> <p>VoiceOver iOS 12.4 Safari iOS 12.4 iOS 12.4.1 Touch: Image filename read out.</p>	1.1.1	
https://www.ethicalstandards.org.uk/anti-bribery-policy	Line 604	
https://www.ethicalstandards.org.uk/anti-fraud-policy	Line 541	
https://www.ethicalstandards.org.uk/code-conduct	Line 552	
https://www.ethicalstandards.org.uk/fraud-response-pla	Line 546	

n		
https://www.ethicalstandards.org.uk/grading-policy	Line 441	
https://www.ethicalstandards.org.uk/remote-working-policy	Line 1004	
https://www.ethicalstandards.org.uk/whistleblowing-policy-and-procedure	Line 689	

Issue 9**Priority to fix:** High**WCAG 2.1 Reference:** Failure of Success criterion Matterhorn 1.02 06-001https://www.pdfa.org/wp-content/uploads/2014/06/MatterhornProtocol_1-02.pdf

Description and URL	Guideline and Line#	Page Count
PDF does not contain XMP metadata stream.	Matterhorn 1.02 06-001	11 pages
XMP metadata contains information needed by screen readers like the document title. Select the 'Tagged PDF' option when exporting from Office.		
https://www.ethicalstandards.org.uk/sites/default/files/publications/6a027a5ff4ce2e21278159fb767bd45f.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Code_of_Practice.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Delivering%20Diversity%20Ten%20Years%20On.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Biennial%20Business%20Plan%202021-2023.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Revised%20Strategic%20Plan%202021-2024.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Risk%20Management%20Policy.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20Mental%20Welfare%20Commission_0.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20Scottish%20Fire%20and%20Rescue%20Service.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20Sportscotland.pdf	Page 1	

https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20West%20College.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Unacceptable%20Behaviour%20Policy%20FINAL.pdf	Page 1	

Issue 10**Priority to fix:** High**WCAG 2.1 Reference:** Failure of Success Criterion 1.3.1 due to using changes in text presentation to convey information without using the appropriate markup or text<https://www.w3.org/TR/2016/NOTE-WCAG20-TECHS-20161007/F2>

Description and URL	Guideline and Line#	Page Count
PDFs must be tagged to be accessible by screen readers.	WCAG 2.1 A 1.3.1 Section 508 (2017) A 1.3.1 Matterhorn 1.02 01-005	8 pages
Enable the 'Document structure tags' option in Word, or the 'Tagged PDF' option in OpenOffice when exporting, or use the 'Make Accessible' plug-in for Adobe Acrobat.		
https://www.ethicalstandards.org.uk/sites/default/files/publications/1225680788585f7d72b5264dc75a6a56.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/9081470494a9d103ac08481.79691631.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Annual%20Report%20and%20Accounts%202021-22%20APPROVED.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Biennial%20Business%20Plan%202021-2023.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Revised%20Strategic%20Plan%202021-2024.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Risk%20Management%20Policy.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Revised%20Investigations%20Manual_0.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Unacceptable%20Behaviour%20Policy%20FINAL.pdf	Page 1	

Issue 11**Priority to fix:** High**WCAG 2.1 Reference:** Failure of Success Criterion 1.4.1 due to creating links that are not visually evident without color vision<https://www.w3.org/TR/WCAG20-TECHS/F73.html>

Description and URL	Guideline and Line#	Page Count
Removing the underline from links makes it hard for color-blind users to see them.	WCAG 2.1 A F73 Section 508 (2017) A F73	14 pages
Remove the text-decoration:none property from your link styles, or add other style attributes in addition to color changes to make links visible to people without color vision.	1.4.1	
https://www.ethicalstandards.org.uk/	Line 978 1003 1036 1050 1061 1072	
https://www.ethicalstandards.org.uk/about-us	Line 399 418	
https://www.ethicalstandards.org.uk/code-practice-ministerial-appointments-public-bodies-scotland-march-2022-version	Line 1722	
https://www.ethicalstandards.org.uk/complaints	Line 613 632	
https://www.ethicalstandards.org.uk/encourage-fairness-good-conduct-transparency-public-life-scotland	Line 610 647 696 717 734 751	
https://www.ethicalstandards.org.uk/public-appointments	Line 531 550	
https://www.ethicalstandards.org.uk/publications	Line 366 403 436 457 474 491	
https://www.ethicalstandards.org.uk/publications?publication_type=	Line 366 403 436 457 474 491	
https://www.ethicalstandards.org.uk/publications?publication_type=16	Line 366 403 436 457 474 491	
https://www.ethicalstandards.org.uk/publications?public	Line 366 403	

ation_type=40	436 457 474 491	
https://www.ethicalstandards.org.uk/publications?publication_type=42	Line 366 403 436 457 474 491	
https://www.ethicalstandards.org.uk/publications?publication_type=46	Line 366 403 436 457 474 491	
https://www.ethicalstandards.org.uk/publications?publication_type=48	Line 366 403 436 457 474 491	
https://www.ethicalstandards.org.uk/search/node?keys=	Line 339	

Issue 12**Priority to fix:** High**WCAG 2.1 Reference:** Failure of Success Criterion 1.3.1 Info and Relationships<https://www.w3.org/TR/UNDERSTANDING-WCAG20/content-structure-separation-programmatic.html>

Description and URL	Guideline and Line#	Page Count
The aria-describedby attribute must point to IDs of elements in the same document.	WCAG 2.1 A 1.3.1 Section 508 (2017) A 1.3.1 ARIA 1.2	1 pages
These IDs weren't found: edit-captcha--2--description https://www.ethicalstandards.org.uk/contact-us	Line 463	

Issue 13**Priority to fix:** High**WCAG 2.1 Reference:** Failure of success criterion Matterhorn 1.02 06-002https://www.pdfa.org/wp-content/uploads/2014/06/MatterhornProtocol_1-02.pdf

Description and URL	Guideline and Line#	Page Count
The metadata stream in the Catalog dictionary does not include the PDF/UA identifier.	Matterhorn 1.02 06-002	28 pages
The PDF/UA identifier attests that the PDF is ISO 14289 (PDF/UA) compliant and has passed all manual and automated tests in the Matterhorn Protocol. It should be added as the final remediation step, after manual testing is complete, to say the document has been tested and is conformant.		
https://www.ethicalstandards.org.uk/sites/default/files/publications/1225680788585f7d72b5264dc75a6a56.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2020-11-24%20FINAL%20SLA.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2022%20Code%20Statutory%20guidance%20-%20final.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2022-09-08%20%20%28Updated%20Core%20Skills%20Framework%29_2.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2022-10-28%20ESC%20Annual%20Report%202021-22%20%28Public%20Appointments%20standalone%20report%29%20FINAL_0.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2023-03-10%20FINAL%20ESC%20Public%20Appointments%20Q%26A%20with%20links.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2023-08-18%20%28code%20aide%20memoire%29%20-%20FINAL.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/6a027a5ff4ce2e21278159fb767bd45f.pdf	Page 1	

https://www.ethicalstandards.org.uk/sites/default/files/publications/9081470494a9d103ac08481.79691631.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Code%20of%20Practice%20for%20Ministerial%20Appointments%20to%20Public%20Bodies%20in%20Scotland%20March%202022%20version.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Code_of_Practice.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Complaint%20form.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Delivering%20Diversity%20Ten%20Years%20On.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/E004%20RPT-B%2020210729%20vFINAL.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Easy%20Read%20Version%20ESC%20Revised%20Strategic%20Plan%202021-2024.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Annual%20Report%20and%20Accounts%202021-22%20APPROVED.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Biennial%20Business%20Plan%202021-2023.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Records%20Management%20Plan%20March%202023.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Revised%20Strategic%20Plan%202021-2024.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Risk%20Management%20Policy.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20Mental%20Welfare%20Commission_0.pdf	Page 1	

https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20Scottish%20Fire%20and%20Rescue%20Service.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20sportscotland.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Harnessing%20Board%20Diversity%20-%20West%20College.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Revised%20CHP%20for%20ESC%20May21.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Revised%20Investigations%20Manual_0.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/RMP%20Keeper%27s%20Assessment%20Report%202023.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Unacceptable%20Behaviour%20Policy%20FINAL.pdf	Page 1	

Issue 14**Priority to fix:** High**WCAG 2.1 Reference:** Failure of Success Criterion 3.1.1 Language of Page<https://www.w3.org/TR/UNDERSTANDING-WCAG20/meaning-doc-lang-id.html>

Description and URL	Guideline and Line#	Page Count
Use the lang attribute to identify the language of the page.	WCAG 2.1 A 3.1.1 Section 508 (2017) A 3.1.1 Matterhorn 1.02 11-001	7 pages
In HTML add a lang attribute containing a language code to the html tag, and in PDF set the language using Document Properties in Acrobat. This allows screen readers to pronounce words correctly.		
https://www.ethicalstandards.org.uk/sites/default/files/publications/9081470494a9d103ac08481.79691631.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Annual%20Report%20and%20Accounts%202021-22%20APPROVED.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Biennial%20Business%20Plan%202021-2023.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Revised%20Strategic%20Plan%202021-2024.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Risk%20Management%20Policy.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Revised%20Investigations%20Manual_0.pdf	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Unacceptable%20Behaviour%20Policy%20FINAL.pdf	Page 1	

Issue 15**Priority to fix:** High**WCAG 2.1 Reference:** Failure of Success Criterion 1.1.1 due to omitting the alt attribute or text alternative on img elements, area elements, and input elements of type "image"<https://www.w3.org/TR/2016/NOTE-WCAG20-TECHS-20161007/F65>

Description and URL	Guideline and Line#	Page Count
Word document contains a graphic without Alt Text.	WCAG 2.1 A 1.1.1 Section 508 (2017) A 1.1.1	15 pages
<p>If the image is purely decorative and has no meaning then mark the image as decorative, otherwise, use 'Edit Alt Text' to add an image description.</p> <p>To fix, use the 'Check Accessibility' command in Word to find the image.</p>		
https://www.ethicalstandards.org.uk/sites/default/files/publications/2020-11-24%20FINAL%20SLA.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2022%20Code%20Statutory%20guidance%20-%20final.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2022-10-28%20ESC%20Annual%20Report%202021-22%20%28Public%20Appointments%20standalone%20report%29%20FINAL.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2023-03-10%20FINAL%20ESC%20Public%20Appointments%20Q%26A%20with%20links.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Code%20of%20Practice%20for%20Ministerial%20Appointments%20to%20Public%20Bodies%20in%20Scotland%20%E2%80%93%20March%202022%20Version_1.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Complaint%20form.docx	Page 1	

https://www.ethicalstandards.org.uk/sites/default/files/publications/Delivering%20Diversity%20Ten%20Years%20On.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Easy%20Read%20Version%20ESC%20Revised%20Strategic%20Plan%202021-2024.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Annual%20Report%20and%20Accounts%202021-22%20Signed.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Biennial%20Business%20Plan%202021-2023.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Records%20Management%20Plan%20March%202023.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Revised%20Strategic%20Plan%202021-2024.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Risk%20Management%20Policy.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Revised%20CHP%20for%20ESC%20May2021.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Revised%20Investigations%20Manual_0.docx	Page 1	

Issue 16**Priority to fix:** High**WCAG 2.1 Reference:** Failure of Success Criterion 1.3.2 Meaningful Sequence<https://www.w3.org/TR/UNDERSTANDING-WCAG20/content-structure-separation-sequence.html>

Description and URL	Guideline and Line#	Page Count
Word document contains a non-inline graphic or object.	WCAG 2.1 A 1.3.2 Section 508 (2017) A 1.3.2	14 pages
Screen readers may not read non-inline objects or may read them in the wrong order. To fix, use the Check Accessibility command in Word to find the object and follow the suggested fix.		
https://www.ethicalstandards.org.uk/sites/default/files/publications/2020-11-24%20FINAL%20SLA.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2022%20Code%20Statutory%20guidance%20-%20final.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2022-10-28%20ESC%20Annual%20Report%202021-22%20%28Public%20Appointments%20standalone%20report%29%20FINAL.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/2023-03-10%20FINAL%20ESC%20Public%20Appointments%20Q%26A%20with%20links.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Code%20of%20Practice%20for%20Ministerial%20Appointments%20to%20Public%20Bodies%20in%20Scotland%20%E2%80%93%20March%202022%20version_1.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Complaint%20form.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Delivering%20Diversity%20Ten%20Years%20On.docx	Page 1	

https://www.ethicalstandards.org.uk/sites/default/files/publications/Easy%20Read%20Version%20ESC%20Revised%20Strategic%20Plan%202021-2024.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Annual%20Report%20and%20Accounts%202021-22%20Signed.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Biennial%20Business%20Plan%202021-2023.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Revised%20Strategic%20Plan%202021-2024.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/ESC%20Risk%20Management%20Policy.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Revised%20CHP%20for%20ESC%20May2021.docx	Page 1	
https://www.ethicalstandards.org.uk/sites/default/files/publications/Revised%20Investigations%20Manual_0.docx	Page 1	

Level AA

Pages with level AA issues are very difficult to use

2 issues on 48 pages

Issue 1

Priority to fix: Medium

WCAG 2.1 Reference: Failure of Success Criterion 1.4.3 Contrast (Minimum)

<https://www.w3.org/TR/UNDERSTANDING-WCAG20/visual-audio-contrast-contrast.html>

Description and URL	Guideline and Line#	Page Count
Ensure that text and background colors have enough contrast.	WCAG 2.1 AA 1.4.3 Section 508 (2017) AA 1.4.3	48 pages
Some users find it hard to read light gray text on a white background, dark gray text on a black background and white text on a red background. The contrast ratio should be 3.0 or more for 18 point text, or larger The contrast ratio should be 3.0 or more for 14 point bold text, or larger The contrast ratio should be 4.5 or more for all other text	1.4.6	

<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/</p>	<p>Line 654 699 713 739 765 782 833 833 851 906 914 914 922 936 946 957 957</p>	
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<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/about-us</p>	<p>Line 64 172 196 236 276 304 363 365 367 369</p>	
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<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/accessibility-policy</p>	<p>Line 64 172 196 236 276 304 334 342 344 361 363 365 379 395 397 410</p>	
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<p>rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/annual-report-and-accounts</p>		
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/behaviour-we-expect-you</p>	<p>Line 64 172 196 236 276 304</p>	

<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/code-practice-ministerial-appointments-public-bodies-scotland-march-2022-version</p>	<p>Line 64 172 196 236 276 304 350 354 360 366 370 389 393 397 402 406 410 414 418 422 426 430 434 439 443 510 561 610 908 985 1110 1179 1234 1303 1346 1413</p>	
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<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/complaints</p>	<p>Line 64 172 196 236 276 304 351 353</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(255,255,255);background-color: rgb(0,161,154);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/contact-us</p>	<p>Line 67 175 199 239 279 307 491 518</p>	

<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/encourage-fairness-good-conduct-transparency-public-life-scotland</p>	<p>Line 64 172 196 236 276 304 381 383 405 485 498 500 513 532 549 574 576</p>	
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<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/freedom-information</p>	<p>Line 64 172 196 236 276 304 336 465 605 607</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/good-practice-case</p>	<p>Line 64 172 196 236 276 304 362</p>	

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<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/guide-information</p>	<p>Line 64 172 196 236 276 304 338</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/how-apply</p>	<p>Line 64 172 196 236 276 304 350</p>	

<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/how-long-do-we-take-to-investigate-complaints-0</p>	<p>Line 64 172 196 236 276 304 457 684</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/how-we-investigate</p>	<p>Line 64 172 196 236 276 304</p>	

<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/make-complaint</p>	<p>Line 64 172 196 236 276 304 330 332 336 340 346</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/meet-management-team</p>	<p>Line 64 172 196 236 276 304</p>	

<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/privacy-policy</p>	<p>Line 64 172 196 236 276 304 336 857</p>	
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<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/promoting-diversity</p>	<p>Line 64 172 196 236 276 304 395 397 399 408 412 416 420 424 428 432</p>	
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<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.18 with color: rgb(50,62,72);background-color: rgb(136,132,191);font-size: 12pt;font-weight: 400; 3.18 with color: rgb(50,62,72);background-color: rgb(136,132,191);font-size: 12pt;font-weight: 500; 3.18 with color: rgb(50,62,72);background-color: rgb(136,132,191);font-size: 12pt;font-weight: 400; 3.18 with color: rgb(50,62,72);background-color: rgb(136,132,191);font-size: 12pt;font-weight: 500; 3.18 with color: rgb(50,62,72);background-color: rgb(136,132,191);font-size: 12pt;font-weight: 400; 3.18 with color: rgb(50,62,72);background-color: rgb(136,132,191);font-size: 12pt;font-weight: 500; 3.18 with color: rgb(50,62,72);background-color: rgb(136,132,191);font-size: 12pt;font-weight: 400; 3.18 with color: rgb(50,62,72);background-color: rgb(136,132,191);font-size: 12pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/public-appointments</p>	<p>Line 64 172 196 236 276 304 386 388 415 423 429 437 443 451 457 465</p>	
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<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/public-appointments-advisers</p>	<p>Line 64 172 196 236 276 304</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publication/annual-report-and-accounts-2021-22</p>	<p>Line 64 172 196 236 276 304</p>	

<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publication/biennial-business-plan-2021-2023</p>	<p>Line 64 172 196 236 276 304 367</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.12 with color: rgb(237,105,75);background-color: rgb(255,255,255);font-size: 15pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 11pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 11pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 11pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publication/code-pr</p>	<p>Line 64 172 196 236 276 304 378 388 406 444</p>	

<p>rgb(255,255,255);font-size: 15pt;font-weight: 500; 3.12 with color: rgb(237,105,75);background-color: rgb(255,255,255);font-size: 15pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publication/diversity-delivers</p>		
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publication/investigation-report-complaint-about-esc-july-2021</p>	<p>Line 64 172 196 236 276 304</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 11pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700;</p>	<p>Line 64 172 196 236 276 304 376</p>	

<p>https://www.ethicalstandards.org.uk/publication/investigations-manual</p>		
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publication/public-appointments-annual-report-202122</p>	<p>Line 64 172 196 236 276 304</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publication/records-management-plan</p>	<p>Line 64 172 196 236 276 304 386</p>	

<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publication/records-management-plan-keepers-assessment-report</p>	<p>Line 64 172 196 236 276 304 357</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publication/revised-strategic-plan-2021-2024</p>	<p>Line 64 172 196 236 276 304 367</p>	

<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publication/revised-strategic-plan-2021-2024-easy-read</p>	<p>Line 64 172 196 236 276 304 365</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.12 with color: rgb(237,105,75);background-color: rgb(255,255,255);font-size: 15pt;font-weight: 500; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publication/statutory-guidance-application-2022-code-practice</p>	<p>Line 64 172 196 236 276 304 384</p>	

<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publications</p>	<p>Line 64 172 196 236 276 304</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publications?publication_type=</p>	<p>Line 64 172 196 236 276 304</p>	

<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publications?publication_type=16</p>	<p>Line 64 172 196 236 276 304</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publications?publication_type=40</p>	<p>Line 64 172 196 236 276 304</p>	

<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publications?publication_type=42</p>	<p>Line 64 172 196 236 276 304</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publications?publication_type=46</p>	<p>Line 64 172 196 236 276 304</p>	

<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/publications?publication_type=48</p>	<p>Line 64 172 196 236 276 304</p>	
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<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/regulating-public-appointments</p>	<p>Line 64 172 196 236 276 304 349 351 355 357 361 363 368 370 374 391</p>	
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<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/running-appointment-round</p>	<p>Line 64 172 196 236 276 304 342 349 353 357 361 365 379 381</p>	
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<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/search/node?keys</p>	<p>Line 60 168 192 232 272 300</p>	
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<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/staff-handbook</p>	<p>Line 64 172 196 236 276 304 342 346 350 354 358 362 366 370 374 378 382 386 390 394 398 402 406 410 414 418 422 426 430 434 438 442 446 450</p>	
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<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.42 with color: rgb(50,62,72);background-color: rgb(0,161,154);font-size: 12pt;font-weight: 700; 3.42 with color: rgb(50,62,72);background-color: rgb(0,161,154);font-size: 12pt;font-weight: 700; 3.42 with color: rgb(50,62,72);background-color: rgb(0,161,154);font-size: 12pt;font-weight: 700; 3.42 with color: rgb(50,62,72);background-color: rgb(0,161,154);font-size: 12pt;font-weight: 700; 3.42 with color: rgb(50,62,72);background-color: rgb(0,161,154);font-size: 12pt;font-weight: 700; 3.42 with color: rgb(50,62,72);background-color: rgb(0,161,154);font-size: 12pt;font-weight: 700; 3.42 with color: rgb(50,62,72);background-color: rgb(0,161,154);font-size: 12pt;font-weight: 700; 3.42 with color: rgb(50,62,72);background-color: rgb(0,161,154);font-size: 12pt;font-weight: 700; 3.42 with color: rgb(50,62,72);background-color: rgb(0,161,154);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color:</p>	<p>Line 64 172 196 236 276 304 344 350 354 495 499 505 509 575 579 585 589 667 671 675</p>	
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<p>rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/statutory-guidance-2022-code</p>		
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/vacancies-tenders</p>	<p>Line 64 172 196 236 276 304</p>	
<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 12pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/whistleblowing</p>	<p>Line 64 172 196 236 276 304 364 380</p>	

<p>The text color to background color contrast ratio after composition is: 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.42 with color: rgb(0,161,154);background-color: rgb(50,62,72);font-size: 14.40pt;font-weight: 500; 3.20 with color: rgb(0,161,154);background-color: rgb(255,255,255);font-size: 13.50pt;font-weight: 700; 2.39 with color: rgb(50,62,72);background-color: rgb(69,127,124);font-size: 12pt;font-weight: 700; https://www.ethicalstandards.org.uk/witnesses</p>	<p>Line 64 172 196 236 276 304</p>	
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Issue 2**Priority to fix:** Medium**WCAG 2.1 Reference:** Failure of Success Criterion 1.4.3, 1.4.6 and 1.4.8 due to specifying foreground colors without specifying background colors or vice versa<https://www.w3.org/TR/WCAG20-TECHS/F24.html>

Description and URL	Guideline and Line#	Page Count
If you set any of the colors on the body or a elements you must set all of them.	WCAG 2.1 AA F24 Section 508 (2017) AA F24	48 pages
In HTML the color attributes are text, bgcolor, link, alink and vlink. In CSS the attributes are color and background-color. Some users have browser defaults set to white text on a black background, so setting one color without setting the others can result in black text on a black background.	1.4.3 1.4.6 1.4.8	

<p>background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/accessibility-policy</p>		
<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings</p>	<p>Line 304 342 346 350 354 358 362 366 370 374 378 382 386 390 394 398 402 406</p>	

<p>color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/annual-report-and-accounts</p>		
<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(255,255,255) and background: rgb(255,255,255) from browser settings color: rgb(255,255,255) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/behaviour-we-expect-you</p>	<p>Line 304 345 347 642 650 656 662 687 692 702 707</p>	

<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(255,255,255) and background: rgb(255,255,255) from browser settings color: rgb(30,37,43) and background: rgb(255,255,255) from browser settings color: rgb(30,37,43) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/encourage-fairness-good-conduct-transparency-public-life-scotland</p>	<p>Line 304 334 353 358 376 378 380 400 402 404 408 410 412 433 443 453 463 479 484 492 497 507 512 526 531 543 548 562 573 592 596 601 606 610 618 623 633 638 643 647 655 660 671 676 687 692 696 703 708 713 ...</p>	
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<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/guide-information</p>	<p>Line 304 324 329 332 334 337 338 341 343 346 348 350 352 354 357 359 361 363 365 367 370 372 374 377 379 381 383 385 387 389 391 393 395 397 399 401 403 417 419 423 425 427</p>	
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<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,0,0) and background: rgb(255,255,255) from browser settings color: rgb(0,0,0) and background: rgb(255,255,255) from browser settings color: rgb(0,0,0) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,0,0) and background: rgb(255,255,255) from browser settings color: rgb(0,0,0) and background: rgb(255,255,255) from browser settings color: rgb(0,0,0) and background: rgb(255,255,255) from browser settings color: rgb(0,0,0) and background: rgb(255,255,255) from browser settings color: rgb(0,0,0) and background: rgb(255,255,255) from browser settings color: rgb(0,0,0) and background: rgb(255,255,255) from browser settings color: rgb(0,0,0) and background: rgb(255,255,255) from browser settings color: rgb(0,0,0) and background: rgb(255,255,255) from browser settings color: rgb(0,0,0) and background: rgb(255,255,255) from browser settings color: rgb(0,0,0) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/how-long-do-we-take-to-investigate-complaints-0</p>	<p>Line 304 345 356 368 378 456 457 460 464 469 483 503 523 539 557 569 583 599 617 633 683 684 699 704</p>	
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https://www.ethicalstandards.org.uk/meet-management-team		
<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/privacy-policy</p>	<p>Line 304 324 329 331 333 335 336 814 819 823 827 831 835 839 843 851 856 857</p>	

<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings</p> <p>https://www.ethicalstandards.org.uk/publication/annual-report-and-accounts-2021-22</p>	<p>Line 304 323 328 333 340 364 367 376</p>	
<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings</p> <p>https://www.ethicalstandards.org.uk/publication/biennia-l-business-plan-2021-2023</p>	<p>Line 304 323 328 333 340 364 366 367 373 382</p>	

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<https://www.ethicalstandards.org.uk/publication/diversity-delivers>

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<p>-management-plan-keepers-assessment-report</p>		
<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/publication/revision-strategic-plan-2021-2024</p>	<p>Line 304 323 328 333 340 364 366 367 371 380</p>	
<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/publication/revision-strategic-plan-2021-2024-easy-read</p>	<p>Line 304 323 328 333 340 364 365 369 378</p>	

<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings</p> <p>https://www.ethicalstandards.org.uk/publication/statutory-guidance-application-2022-code-practice</p>	<p>Line 304 323 328 350 353 362 379 384 389</p>	
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<p>background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/publications</p>		
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<p>background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings</p> <p>https://www.ethicalstandards.org.uk/publications?publication_type=42</p>		
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<p>background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/publications?publication_type=46</p>		
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<p>background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(237,105,75) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/publications?public ation_type=48</p>		
<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and</p>	<p>Line 304 345 348 349 351 354 355 357 360 361 363 367 368 370 373 374 385 390 391</p>	

<p>background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/regulating-public-appointments</p>		
<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/running-appointment-round</p>	<p>Line 304 341 342 345 349 353 357 361 365 373 378 379 381</p>	
<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/search/node?keys =</p>	<p>Line 300 333 339 344</p>	

<p>background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/staff-handbook</p>		
<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(30,37,43) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/statutory-guidance-2022-code</p>	<p>Line 304 334 343 344 349 350 353 354 1562</p>	
<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/vacancies-tenders</p>	<p>Line 304 347</p>	

<p>background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings https://www.ethicalstandards.org.uk/whistleblowing</p>		
<p>The colors used are: color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(50,62,72) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(0,161,154) and background: rgb(255,255,255) from browser settings color: rgb(255,255,255) and background: rgb(255,255,255) from browser settings color: rgb(255,255,255) and background: rgb(255,255,255) from browser settings color:</p>	<p>Line 304 341 343 345 347 350 352 354 356 359 361 367 372 376 380 384 388 392 416 421 431 4</p>	

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Level AAA/Informative

Pages with level AAA or Informative issues can be difficult to use

These messages are for information only and do not indicate errors

Description and URL	Guideline and Line#	Page Count
iframe with title attribute doesn't work in some screen readers.	NVDA 2022.2 NVDA 2021.2 NVDA 2020.2 NVDA 2019.2	4 pages
NVDA 2022.2 with FF102 on Windows 10 when Tabbing: Silence when tab focus stops on iframe. NVDA 2021.2 with FF91 on Windows 10 when Tabbing: Silence when tab focus stops on iframe. NVDA 2020.2 with FF78 on Windows 10 when Tabbing: Silence when tab focus stops on iframe. NVDA 2019.2 with FF68 on Windows 10 when Tabbing: Silence when tab focus stops on iframe.		
https://www.ethicalstandards.org.uk/	Line 1224	
https://www.ethicalstandards.org.uk/accessibility-policy	Line 357	
https://www.ethicalstandards.org.uk/contact-us	Line 502	
https://www.ethicalstandards.org.uk/publication/qa-regulation-public-appointments	Line 393	

Website Accessibility Issues - Inventory

This section shows an inventory of all pages, images and resources.

Type	URL	Description
Documents		
HTML	188 pages	HTML pages
PDF	28 files	Adobe Acrobat PDFs
Other	24 files	Other documents
Images		
GIF	2 images	GIF images
PNG	13 images	PNG images
JPEG	59 images	JPEG images
SVG	8 images	SVG images
Other	0 images	Other image types
Misc		
CSS	7 files	Cascading Style Sheets
JavaScript	30 files	JavaScript files
Fonts	0 files	Web fonts
Media	0 files	Audio and video files
Data	0 files	Feeds and data
Other	0 files	Other file types
Links		

Special	1 files	Special files like robots.txt
Offsite	154 links	Links to other sites and pages outside the scan