

# **Gender Representation on Public Boards (Scotland) Act 2018: Scottish Ministers' Report in their role as an Appointing Person**

**August 2023**

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## 1. Introduction

This is the Scottish Ministers' report on their role as an Appointing Person, as set out in Regulation 2 of the Gender Representation on Public Boards (Scotland) Act 2018 (Reports) Regulations 2020 (henceforth referred to as "the 2020 Regulations"). In order to meet the requirements of the 2020 Regulations, data was requested from all of the boards subject to the Gender Representation on Public Boards (Scotland) Act 2018 (the 2018 Act) where Scottish Ministers are the appointing person.

**However, as this is the first report covering 31 December 2022 - the date by which additional steps were to be taken by boards and appointing persons with a view to achieve the gender representation objective, data on all of the 145 boards subject to the 2018 Act has been included.**

Scottish Ministers are the appointing person for 90 public body boards, where those boards are listed for the 2018 Act and where appointments to the board is regulated by the Ethical Standards Commissioner (ESC). There are 55 other boards where appointments are made by Scottish Ministers but where the ESC have no oversight of the appointment process.

In the following chapter, information is provided in relation to: progress towards achieving the gender representation objective; the number of vacancies advertised and appointments made; the steps taken to encourage applications from women; and other steps taken with a view to achieving the gender representation objective.

It should be noted that the COVID-19 pandemic began just two months before this new legislation on gender representation on public boards came into force, and that the pandemic continued throughout some of the period covered in this report. It may therefore be the case that public bodies which have not yet met the gender representation objective were hampered in their efforts by challenges posed by responding to the pandemic.

However, the pandemic highlighted the damaging effects of inequality in our society, making it more critical than ever for efforts to advance equality to be prioritised across the public sector. The Scottish Government has worked with public bodies to incorporate considerations on improving board diversity into their COVID-19 recovery plans. We know that high performing boards help drive effective public bodies and continuous improvement in public services. Diverse boards are more likely to be better able to understand their stakeholders and to benefit from fresh perspectives, new ideas, vigorous challenge and broad experience, all of which are needed as we recover from the pandemic and move forward.

## 2. Regulation 2(2)

The Scottish Ministers must publish a report under section 8(3) of the 2018 Act at intervals of not more than 2 years beginning with the date on which they last published a report under this regulation.

Regulation 2(2) requires for each authority where Scottish Ministers are the appointing person, a report including the following information:

- (a) a statement of whether at the date of publication that authority has achieved the gender representation objective,
- (b) a statement confirming the number of vacancies for non-executive members which arose during the period covered by the report,
- (c) a statement confirming for each vacancy referred to in sub-paragraph (b) how many recruitment competitions were held with a view to fill the vacancy and, for each competition—
  - (i) the number of applications received and, where applications were received, the percentage which were from women, and
  - (ii) confirmation of whether an appointment was made, and where an appointment was made, whether a woman was appointed”
- (d) details of any steps taken by the Scottish Ministers under section 5(1) of the Act to encourage applications from women to become non-executive members of the public board, and
- (e) details of any other steps taken by the Scottish Ministers under section 6(2) of the Act with a view to achieving the gender representation objective by 31 December 2022.

## **2.1 Regulation 2(2)(a) - The Gender Representation Objective**

The 2018 Act sets a “gender representation objective” for listed public authorities, namely that 50% of the authority’s non-executive board members are women. If the authority has an odd number of non-executive board members, the gender representation objective applies as if there was one fewer non-executive member. For example, if there are 9 non-executive members on a board, the gender representation objective would be achieved if 4 of those members are women.

In relation to boards where the appointment process is regulated by the Ethical Standards Commissioner (ESC) (‘regulated boards’) and the appointments are made by Scottish Ministers, 64 have met the gender representation objective and 26 have not (as at 31 December 2022) .

## **2.2 Regulation 2(2)(b) - Vacancies**

Where information was available in board reports, listed public authorities reported 313 vacancies for non-executive members arising during the period covered by their reports, resulting in 107 reported recruitment competitions.

In regulated appointments between May 2020 and December 2022 there were 257 vacancies

The majority of vacancies arising were for a single non-executive member and the majority of vacancies were filled through a single recruitment competition.

## **2.3 Regulation 2(2)(c) - Recruitment Competitions, Applications and Appointments**

Regulation 2(2)(c) requires Scottish Ministers to publish, for each relevant vacancy for which they were the appointing person –

- (i) the number of applications received and, where applications were received, the percentage which were from women, and
- (ii) confirmation of whether an appointment was made, and where an appointment was made, whether a woman was appointed”

This information is provided in the statistical tables in this report from page 16 onwards.

The appointment process across the different types of boards subject to the 2018 Act varies. Appointments to public body boards can be ‘regulated’ and ‘non-regulated.’

### **2.3.1 Regulated appointments**

When an appointment is regulated it means that the appointments process for that Board is regulated by the Ethical Standards Commissioner (ESC). Whether or not a public body is regulated by the ESC depends on the type of body it is, and decisions made at the time it is established.

It is the ESC's role to ensure that appointments are made on merit, using methods that are fair and open. The appointment process for regulated appointments is run by Scottish Government officials on behalf of the Scottish Ministers.

### **2.3.2 Non-regulated appointments**

Each appointment process for unregulated appointments, including those to the boards of colleges and Higher Education Institutions, is run by the public body concerned. The following bodies have appointments which are made by Scottish Ministers, universities, colleges, Regional Transport Partnerships and others.

For the college sector, appointments are made in accordance with schedule 2 of the Further and Higher Education (Scotland) Act 1992 (which contains provisions on the composition of incorporated college boards, both for regional and assigned colleges) and with schedule 2B of the Further and Higher Education (Scotland) Act 2005 (which contains provisions on the composition of regional boards).

In addition, the Scottish Code of Good Governance for Scotland's Colleges, and the 2014 College Sector Board Appointments Ministerial Guidance, sets out provisions on Further Education Governance, including best practice in relation to governing body membership and appointments. Regarding Newbattle Abbey College, Sabhal Mòr Ostaig, and West Highland College UHI, appointment of board members is made by the company.

### **2.3.3 Good practice in appointments**

Good practice dictates that public appointments are made on merit and appointments by Scottish Ministers must be made on merit. Merit should be defined for each role and set out in the person specification. A person specification should provide a clear and accurate description of the skills, knowledge, understanding and/or experience a person will need to be effective in the role.

### **2.3.4 Appointments and equality mainstreaming**

In 2017, the Scottish Government [published a suite of equality outcomes](#) for the 2017 to 2021 reporting period under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. This included an equality outcome on participation in decision making, which states "Ministerial public appointments are more diverse reflecting broadly the general population by 2021".

Since this outcome was created in 2017 the Public Appointments Team have made changes to their processes and used data, management information and lessons learned to drive improvement in the appointments process. The team have delivered an outreach and engagement programme with the aim of increasing interest in public appointments and addressing the barriers that people from the protected groups face. As a result we have seen improvements in the number of applications from people from an ethnic minority background and disabled people. Across all public appointments women represent 51% of appointees.

### **2.3.5 Appointments made**

Where listed public authorities gave information, they reported that 274 appointments of non-executive members were made during the period covered by their reports. Of these, 135 appointments, or 49% of appointments, were of women.



*Regulated Boards – As of 31 December 2022* 64 Boards (71%) met the gender representation objective and 26 did not.

*Unregulated Boards* - 26 Boards (53%) met the gender representation objective and 23 did not.

*Colleges* - 17 Boards (63%) met the gender representation objective, 7 did not and data is not held for 1 Board.

*Higher Education Institutes* – 8 met the gender representation objective, 11 did not.

## 2.4 Regulation 2(2)(d) - Encouraging Applications from Women

The 2018 Act requires appointing persons and public authorities to take steps to encourage applications from women to become non-executive members.

It is not possible from the data received from boards to give definitive figures on the percentage of applications that were from women as there are gaps in reporting.

Consideration of the 2018 Act requirements is built into the regulated public appointments process. At the outset of each appointment round the appointing Minister will consider the gender balance of the board and what steps can be taken to encourage women to apply. Where women are under-represented on a board Scottish Ministers will state explicitly in the applicant packs that women are encouraged to apply, in most appointment rounds vacancies will also be shared directly with women's networks.

Other steps taken by Scottish Ministers include working with third sector organisations to encourage and enthuse women to apply, for example in in 2021 and 2022 Changing the Chemistry were engaged in the following appointment rounds: Scottish Housing Regulator, Quality Meat Scotland, Scottish Environmental Protection Agency, Dumfries and Galloway College, Crown Estate Scotland, Highlands and Islands Enterprise Agency and Office of the Scottish Charity Regulator.

Some steps taken to encourage applications from women, highlighted by appointing persons and public authorities in their reports, included promoting member vacancies to a range of organisations and individuals with a view to enhance the interest among and secure applications from a more diverse range of candidates. This included reaching out to organisations representing women, minority ethnic groups, young people and disabled peoples organisations.

In another case, text was included in the advertisement of the roles to emphasise the diversity of the particular body and encourage applications from women and individuals from protected characteristics groups currently under-represented. The range of advertising networks used beyond mainstream print media was reviewed and included professional networks for women and other under-represented groups.

## **2.5 Regulation 2(2)(e) - Other Steps Taken by Scottish Ministers to Achieve the Gender Representation Objective**

If the gender representation objective has not been achieved, the 2018 Act requires appointing persons and public authorities to take any other steps they consider appropriate, with a view to achieving the gender representation objective by 31 December 2022.

The most common steps taken by Scottish Ministers in regulated appointment rounds were:

- events and communications targeted at women which aimed to demystify the public appointments process
- using role models/current women board members to speak about their experiences, and
- board shadowing and mentoring opportunities for women, particularly for women interested in Chair roles.

This complements other strategic work undertaken to diversify public appointments, including:

- Outreach and engagement, mentoring and shadowing - these have all proved successful in encouraging people to apply for public appointments.
- An ongoing improvement programme, currently underway, to drive forward the Scottish Government's commitment to having Boards more reflective of Scottish society.
- Guidance on succession planning, together with a toolkit of resources to help public bodies reach out to, and develop, potential new Board members.
- The provision of a programme of workshops to support diverse groups of people, who are underrepresented on public boards, to complete high quality applications and prepare for interviews.
- Work to raise the profile of public appointments as an attractive and accessible way to public life.
- The implementation of a corporate induction for new members to support them into their roles: encouraging them to feel part of Scotland's public service leadership cohort, reinforcing their role in delivering Ministerial priorities, and encouraging peer support and networking.
- The organisation of peer-learning and networking opportunities for Chairs to help them to create a Boardroom culture that harnesses the benefits of Board diversity and gets the best from the new members.

Some examples of steps taken to achieve the gender representation objective include, but are not limited to:

**The Crofting Commission:** The Commission has taken a variety of pro-active steps since May 2020, including setting up a Short-Term Working Group to encourage women to apply for appointed posts, and also to come forward for election to the Board of the Commission in 2022. The Commission also circulated a questionnaire to gauge women's views.

**The Scottish Legal Aid Board (SLAB)** has, as well as working closely with the Scottish Government to ensure that good practice was followed in the person specification, application and assessment process, taken action under the following themes:

- A positive and inclusive publicity strategy which specifically encouraged applications from women. This also included direct targeting of a range of organisations that deal with women's issues, such as women in business or equality issues, in order that they could promote the vacancies with their members and stakeholders
- Using a range of different staff and board member networks to promote the vacancies.
- Featuring video profiles, on our website, and as part of the application package, of two current board members. They spoke about their roles and the value that it has brought to them personally and professionally.

**Tactran** has included specific mention in adverts that applications from women would be welcomed due to Tactran being committed to promoting equal opportunities, greater diversity and gender representation in the membership of Public Boards. Tactran also contacted Transport Scotland requesting assistance in advertising the vacancies to attract a more diverse response and their most recent and current vacancy has been advertised via TS Twitter.

### **3. Terminology Used in the 2018 Act**

This section explains some of the key terms and concepts in the 2018 Act. Further information on this is available in the Scottish Government's Gender Representation on Public Boards (Scotland) Act 2018 Statutory Guidance. The helpful links section of this report provides a web link to the guidance.

#### **Public Board**

The gender representation objective applies in relation to the non-executive members of public boards. The 2018 Act defines a public board as:

- if the public authority is a company, the directors;
- if the public authority has a statutory board or other equivalent statutory management body, that board or body;
- in relation to any other public authority, the membership of the authority.

#### **Non-Executive Board member**

A non-executive member is a position on an authority's public board that is not an excluded position and is not held by an employee of the authority. "Excluded position" is defined by reference to schedule 1 of the 2018 Act which lists the particular excluded positions in relation to each authority.

#### **The Gender Representation Objective**

Section 1 of the 2018 Act sets a "gender representation objective" that a board has 50% of non-executive members who are women. Where a board has an odd number of non-executive members, the objective applies as if the board has one fewer non-executive member. If a board has 12 non-executive members, the gender representative objective is met where the board has 6 non-executive members who are women.

If a board has 9 non-executive members, the gender representation objective applies as if the board has one fewer non-executive member – in other words as if the board has 8 non-executive members. Consequently, the gender representation objective is met where the board has 4 non-executive members who are women. The gender representation objective is not a cap. The 2018 Act does not require board non-executive membership to be precisely 50:50 men and women and it does not prevent a board having more than 50% of non-executive members who are women.

A board with more than 50% of non-executive members who are women has met the objective.

### **Public Authority and Appointing Person**

The 2018 Act places duties on public authorities and appointing persons to take action to achieve the gender representation objective. For the purposes of the 2018 Act, “public authority” means an authority listed, or within a description listed, in schedule 1.

The “appointing person” is the person who has the function of appointing a non-executive member of a public board. In this context, the word “person” may mean the organisation or position which makes the appointment. For many public authorities, the appointing person is the Scottish Ministers.

#### 4. **Helpful Links**

[Commissioner for Ethical Standards in Public Life website](#)

[The Gender Representation on Public Boards \(Scotland\) Act 2018](#)

[Scottish Government's Gender Representation on Public Boards \(Scotland\) Act 2018 Statutory Guidance \(revised April 2022\)](#)

[The Gender Representation on Public Boards \(Scotland\) Act 2018 \(Reports\) Regulations 2020](#)

## 5. Statistical Tables

**Note:** Where boards have odd numbers of board members the gender representation objective (GRO) is met if the percentage of women board members, minus one, is 50% or above. Therefore even if the percentage of women on such boards is below 50%, the GRO is still met e.g. a total of 9 members 4 members are women (44%) but this is 50% of [9 minus one] board members..

### 5.1.1 Non-Executive Appointments made by Scottish Ministers (where the appointments are regulated by the Ethical Standards Commissioner and the body is listed for the 2018 Act) between 29 May 2020 and 30 April 2021

| Public Authority                     | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|--------------------------------------|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|                                      | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Accounts Commission for Scotland     | Yes                                | 64%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Architecture and Design Scotland     | Yes                                | 70%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Bòrd na Gàidhlig                     | Yes                                | 43%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Cairngorms National Park Authority * | Yes                                | 72%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Caledonian Maritime Assets Ltd       | No                                 | 25%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Care Inspectorate                    | Yes                                | 45%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |



| Public Authority                   | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|------------------------------------|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|                                    | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Children's Hearings Scotland       | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Community Justice Scotland         | Yes                                | 44%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Creative Scotland                  | No                                 | 31%                   | 4                          | 1  | 66   | 42%   | Yes                                   | Yes  |
| Crofting Commission *              | No                                 | 0%                    | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Crown Estate Scotland              | Yes                                | 43%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| David MacBrayne Ltd                | No                                 | 17%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Food Standards Scotland            | Yes                                | 50%                   | 3                          | 1  | 37   | 32%   | Yes                                   | Yes  |
| Healthcare Improvement Scotland    | Yes                                | 50%                   | 1                          | 1  | 18   | 50%   | Yes                                   | Yes  |
| Highlands and Islands Airports Ltd | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Highlands and Islands Enterprise   | No                                 | 33%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |

| Public Authority  | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|---|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|   | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Historic Environment Scotland   | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Independent Living Fund Scotland  | Yes                                | 57%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Judicial Appointments Board for Scotland (JABS)                         | Yes                                | 83%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Local Government Boundary Commission for Scotland (Boundaries Scotland) | Yes                                | 40%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Loch Lomond and The Trossachs National Park Authority *                 | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Mental Welfare Commission   | Yes                                | 62%                   | 3                          | 1  | 6, 29  | 52%, 62%  | Yes                                   | Yes  |

| Public Authority                           | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|--|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|  | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Mobility and Access Committee for Scotland | Yes                                | 53%                   | 6                          | 1  | 36   | 33%   | Yes                                   | Yes  |
| National Galleries of Scotland             | No                                 | 42%                   | 2                          | 1  | 41   | 51%   | Yes                                   | Yes  |
| National Library of Scotland               | Yes                                | 78%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| National Museums of Scotland               | Yes                                | 62%                   | 3                          | 1  | 47   | 49%   | Yes                                   | Yes  |
| NatureScot (Scottish Natural Heritage)     | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| NHS 24                                     | No                                 | 33%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| NHS Board Ayrshire & Arran                 | Yes                                | 60%                   | 3                          | 1  | 45   | 47%   | Yes                                   | Yes  |
| NHS Board Borders                          | Yes                                | 71%                   | 3                          | 1  | 31, 13   | 47%, 46%  | Yes                                   | Yes  |
| NHS Board Dumfries & Galloway              | Yes                                | 86%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| NHS Board Fife                             | Yes                                | 67%                   | 1                          | 1  | 28   | 46%   | Yes                                   | Yes  |
| NHS Board Forth Valley                     | Yes                                | 43%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |

| Public Authority                  | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|-----------------------------------|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|                                   | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| NHS Board Grampian                | Yes                                | 80%                   | 1                          | 1  | 22   | 23%   | Yes                                   | No   |
| NHS Board Greater Glasgow & Clyde | Yes                                | 53%                   | 2                          | 1  | 39   | 44%   | Yes                                   | Yes  |
| NHS Board Highland                | No                                 | 38%                   | 3                          | 1  | 54   | 38%   | Yes                                   | Yes  |
| NHS Board Lanarkshire             | Yes                                | 63%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| NHS Board Lothian                 | No                                 | 42%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| NHS Board Orkney                  | Yes                                | 50%                   | 1                          | 1  | 18   | 56%   | Yes                                   | Yes  |
| NHS Board Shetland                | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| NHS Board Tayside                 | Yes                                | 71%                   | 4                          | 1  | 8, 76  | 50%, 60%  | Yes                                   | Yes  |
| NHS Board Western Isles           | Yes                                | 67%                   | 1                          | 1  | 33   | 36%   | Yes                                   | Yes  |
| NHS Education for Scotland        | Yes                                | 78%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| NHS Golden Jubilee Board          | Yes                                | 67%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |

| Public Authority  | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|---|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|   | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| NHS National Services Scotland (Common Services Agency) | No                                 | 38%                   | 2                          | 1  | 49   | 45%   | Yes                                   | Yes  |
| Office of the Scottish Charity Regulator                | Yes                                | 71%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Public Health Scotland                                  | Yes                                | 63%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Quality Meat Scotland                                   | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Revenue Scotland  | No                                 | 40%                   | 1                          | 1  | 18   | 33%   | Yes                                   | No   |
| Risk Management Authority                               | No                                 | 37%                   | 2                          | 1  | 12   | 33%   | Yes                                   | No   |
| Royal Botanic Garden, Edinburgh                         | No                                 | 33%                   | 1                          | 1  | 13   | 38%   | Yes                                   | Yes  |
| Scottish Agricultural Wages Board                       | Yes                                | 60%                   | 3                          | 1  | 7, 11  | 57%, 36%  | Yes                                   | Yes  |
| Scottish Ambulance Service                              | Yes                                | 56%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |

| Public Authority                                   | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|--|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|  | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Scottish Children's Reporter Administration (SCRA) | Yes                                | 57%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Criminal Cases Review Commission          | Yes                                | 43%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Enterprise                                | Yes                                | 44%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Environment Protection Agency             | No                                 | 40%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Fire and Rescue Service                   | Yes                                | 58%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Fiscal Commission                         | No                                 | 25%                   | 8                          | 1  | 8  | 38%   | No                                    | 0  |

| Public Authority   | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|--|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|  | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Scottish Funding Council (Scottish Further and Higher Education Funding Council) | Yes                                | 58%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Futures Trust   | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Housing Regulator   | No                                 | 29%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Land Commission   | No                                 | 33%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Legal Aid Board   | No                                 | 42%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Legal Complaints Commission   | Yes                                | 89%                   | 2                          | 1  | 87   | 44%   | Yes                                   | Yes  |
| Scottish Police Authority  | Yes                                | 53%                   | 6                          | 1  | 8, 65  | 0%, 29%   | Yes                                   | Yes  |
| Scottish Qualifications Authority  | No                                 | 40%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |

| Public Authority                                 | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|--|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|  | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Scottish Social Services Council                 | Yes                                | 60%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Water                                   | No                                 | 38%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Skills Development Scotland                      | No                                 | 42%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| South of Scotland Enterprise                     | Yes                                | 43%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Sportscotland (same as Scottish Sports Council?) | No                                 | 42%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| The State Hospitals Board for Scotland           | No                                 | 40%                   | 3                          | 1  | 54   | 43%   | Yes                                   | Yes  |
| VisitScotland                                    | Yes                                | 56%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Water Industry Commission for Scotland           | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |

### Notes

\* Figure quoted is for regulated appointments overseen by public appointments team. Does not include locally elected members and councillors.



**Non-Executive Appointments made by Scottish Ministers (where the appointments are regulated by the Ethical Standards Commissioner and the body is listed for the 2018 Act) between 1 May 2021 and 30 April 2022**

| Public Authority                     | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|--------------------------------------|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|                                      | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Accounts Commission for Scotland     | Yes                                | 50%                   | 1                          | 1  | 6  | 17%   | Yes                                   | No   |
| Architecture and Design Scotland     | Yes                                | 75%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Bòrd na Gàidhlig                     | Yes                                | 50%                   | 2                          | 1  | 8  | 50%   | Yes                                   | Yes  |
| Cairngorms National Park Authority * | Yes                                | 71%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Caledonian Maritime Assets Ltd       | Yes                                | 33%                   | 1                          | 1  | 8  | 13%   | Yes                                   | Yes  |
| Care Inspectorate                    | No                                 | 40%                   | 5                          | 1  | 7, 33  | 29%, 76%  | Yes                                   | Yes  |
| Children's Hearings Scotland         | Yes                                | 71%                   | 3                          | 1  | 7, 64  | 71%, 52%  | Yes                                   | Yes  |

| Public Authority                 | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|----------------------------------|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|                                  | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Community Justice Scotland       | Yes                                | 56%                   | 1                          | 1  | 5  | 80%   | Yes                                   | Yes  |
| Consumer Scotland                | No                                 | 25%                   | 4                          | 1  | 9, 46  | 33%, 41%  | Yes                                   | Yes  |
| Creative Scotland                | No                                 | 8%                    | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Crofting Commission *            | No                                 | 0%                    | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Crown Estate Scotland            | Yes                                | 60%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| David MacBrayne Ltd              | No                                 | 33%                   | 4                          | 1  | 5, 46  | 0%, 11%   | Yes                                   | Yes  |
| Environmental Standards Scotland | Yes                                | 40%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Food Standards Scotland          | Yes                                | 86%                   | 4                          | 1  | 9, 37  | 22%, 32%  | Yes                                   | Yes  |
| Healthcare Improvement Scotland  | Yes                                | 75%                   | 1                          | 1  | 34   | 50%   | Yes                                   | Yes  |

| Public Authority  | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|---|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|   | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Highlands and Islands Airports Ltd                                      | Yes                                | 67%                   | 1                          | 1  | 21   | 19%   | Yes                                   | Yes  |
| Highlands and Islands Enterprise  | No                                 | 38%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Historic Environment Scotland   | No                                 | 40%                   | 1                          | 1  | 6  | 17%   | Yes                                   | No   |
| Independent Living Fund Scotland  | Yes                                | 57%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Judicial Appointments Board for Scotland (JABS)                         | Yes                                | 71%                   | 2                          | 1  | 11, 23   | 27%, 57%  | Yes                                   | Yes  |
| Local Government Boundary Commission for Scotland (Boundaries Scotland) | Yes                                | 40%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |

| Public Authority  | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/ women |
|---|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|---|
|   | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |   |
| Loch Lomond and The Trossachs National Park Authority * | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0   |
| Mental Welfare Commission                               | Yes                                | 63%                   | 0                          | 0  | 0  | 0   | 0                                     | 0   |
| Mobility and Access Committee for Scotland              | Yes                                | 60%                   | 4                          | 1  | 36   | 36%   | Yes                                   | Yes   |
| National Galleries of Scotland                          | Yes                                | 57%                   | 3                          | 1  | 32   | 63%   | Yes                                   | Yes   |
| National Library of Scotland                            | Yes                                | 50%                   | 4                          | 1  | 5,28   | 0%, 54%   | Yes                                   | Yes   |
| National Museums of Scotland                            | Yes                                | 62%                   | 0                          | 0  | 0  | 0   | 0                                     | 0   |

| Public Authority                       | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|--|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|  | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| NatureScot (Scottish Natural Heritage) | No                                 | 33%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| NHS 24                                 | Yes                                | 44%                   | 3                          | 1  | 59   | 53%   | Yes                                   | Yes  |
| NHS Board Ayrshire & Arran             | Yes                                | 56%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| NHS Board Borders                      | Yes                                | 71%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| NHS Board Dumfries & Galloway          | Yes                                | 75%                   | 3                          | 1  | 40   | 55%   | Yes                                   | Yes  |
| NHS Board Fife                         | Yes                                | 60%                   | 3                          | 1  | 22   | 64%   | Yes                                   | Yes  |
| NHS Board Forth Valley                 | No                                 | 94%                   | 2                          | 1  | 30   | 50%   | Yes                                   | No   |
| NHS Board Grampian                     | Yes                                | 44%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| NHS Board Greater Glasgow & Clyde      | Yes                                | 47%                   | 3                          | 1  | 39   | 44%   | Yes                                   | Yes  |

| Public Authority           | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|----------------------------|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|                            | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| NHS Board Highland         | Yes                                | 46%                   | 1                          | 1  | 21   | 52%   | Yes                                   | Yes  |
| NHS Board Lanarkshire      | No                                 | 25%                   | 7                          | 1  | 8, 28, 26                                      | 13%, 46%, 38%                                     | Yes                                   | Yes  |
| NHS Board Lothian          | No                                 | 38%                   | 7                          | 1  | 11, 62   | 55%, 45%  | Yes                                   | Yes  |
| NHS Board Orkney           | Yes                                | 67%                   | 1                          | 1  | 18   | 56%   | Yes                                   | No   |
| NHS Board Shetland         | Yes                                | 50%                   | 1                          | 1  | 8  | 38%   | Yes                                   | Yes  |
| NHS Board Tayside          | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| NHS Board Western Isles    | Yes                                | 71%                   | 3                          | 1  | 4, 13  | 25%, 23%  | Yes                                   | Yes  |
| NHS Education for Scotland | Yes                                | 78%                   | 2                          | 1  | 17, 15   | 47%, 60%  | Yes                                   | Yes  |
| NHS Golden Jubilee Board   | Yes                                | 63%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |

| Public Authority  | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|---|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|   | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| NHS National Services Scotland (Common Services Agency) | No                                 | 38%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Office of the Scottish Charity Regulator                | Yes                                | 50%                   | 5                          | 1  | 106  | 36%   | Yes                                   | Yes  |
| Public Health Scotland                                  | Yes                                | 63%                   | 1                          | 1  | 12   | 50%   | Yes                                   | Yes  |
| Quality Meat Scotland                                   | No                                 | 20%                   | 5                          | 1  | 35   | 17%   | Yes                                   | No   |
| Revenue Scotland  | Yes                                | 33%                   | 1                          | 1  | 18   | 33%   | Yes                                   | No   |
| Risk Management Authority                               | No                                 | 13%                   | 2                          | 1  | 12   | 33%   | Yes                                   | No   |
| Royal Botanic Garden, Edinburgh                         | Yes                                | 44%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |

| Public Authority                                   | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|--|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|  | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Scottish Agricultural Wages Board                  | Yes                                | 60%                   | 3                          | 1  | 7, 11  | 43%, 36%  | Yes                                   | Yes  |
| Scottish Ambulance Service                         | Yes                                | 56%                   | 1                          | 1  | 6  | 29%   | Yes                                   | No   |
| Scottish Children's Reporter Administration (SCRA) | Yes                                | 63%                   | 2                          | 1  | 24   | 50%   | Yes                                   | Yes  |
| Scottish Criminal Cases Review Commission          | Yes                                | 56%                   | 2                          | 1  | 12   | 33%   | Yes                                   | Yes  |
| Scottish Enterprise                                | Yes                                | 44%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Environment Protection Agency             | No                                 | 40%                   | 2                          | 1  | 54   | 46%   | Yes                                   | Yes  |



| Public Authority   | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|--|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|  | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Scottish Fire and Rescue Service   | No                                 | 42%                   | 4                          | 1  | 92   | 43%   | Yes                                   | Yes  |
| Scottish Fiscal Commission   | Yes                                | 33%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Funding Council (Scottish Further and Higher Education Funding Council) | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Futures Trust   | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Housing Regulator   | Yes                                | 44%                   | 2                          | 1  | 32   | 41%   | Yes                                   | Yes  |
| Scottish Land Commission   | No                                 | 33%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Legal Aid Board   | No                                 | 42%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |

| Public Authority                     | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|--------------------------------------|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|                                      | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Scottish Legal Complaints Commission | Yes                                | 57%                   | 3                          | 1  | 87   | 44%   | Yes                                   | Yes  |
| Scottish National Investment Bank    | Yes                                | 44%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Police Authority            | Yes                                | 58%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Qualifications Authority    | No                                 | 38%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Social Services Council     | Yes                                | 60%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Water                       | No                                 | 38%                   | 3                          | 1  | 25   | 28%   | Yes                                   | Yes  |
| Skills Development Scotland          | Yes                                | 45%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |

| Public Authority                       | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|--|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|  | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| South of Scotland Enterprise           | Yes                                | 55%                   | 4                          | 1  | 47   | 36%   | Yes                                   | Yes  |
| Sportscotland                          | No                                 | 38%                   | 4                          | 1  | 100  | 29%   | Yes                                   | Yes  |
| The State Hospitals Board for Scotland | Yes                                | 40%                   | 1                          | 1  | 5  | 20%   | Yes                                   | No   |
| VisitScotland                          | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Water Industry Commission for Scotland | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |

### Notes

\*Figure quoted is for regulated appointments overseen by public appointments team. Does not include locally elected members and councillors.

**5.1.2 Non-Executive Appointments made by Scottish Ministers (where the appointments are regulated by the Ethical Standards Commissioner and the body is listed for the 2018 Act) between 1 May 2022 and 31 December 2022\***

| Public Authority                     | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointed made for each competition | Whether the appointment(s) made was/were a woman/women |
|--------------------------------------|------------------------------------|--------------------------|----------------------------|--|--|---|-------------------------------------|--|
|                                      | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                     |  |
| Accounts Commission for Scotland     | Yes                                | 64%                      | 4                          | 1  | 68   | 46%   | Yes                                 | Yes  |
| Architecture and Design Scotland     | Yes                                | 80%                      | 2                          | 1  | 50   | 50%   | Yes                                 | Yes  |
| Bòrd na Gàidhlig                     | Yes                                | 50%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| Cairngorms National Park Authority * | Yes                                | 71%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| Caledonian Maritime Assets Ltd       | No                                 | 25%                      | 2                          | 1  | 35   | 37%   | Yes                                 | No   |
| Care Inspectorate                    | Yes                                | 57%                      | 1                          | 1  | 12   | 50%   | Yes                                 | No   |
| Children's Hearings Scotland         | Yes                                | 71%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |

| Public Authority                 | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointed made for each competition | Whether the appointment(s) made was/were a woman/ women |
|----------------------------------|------------------------------------|--------------------------|----------------------------|--|--|---|-------------------------------------|---|
|                                  | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                     |   |
| Community Justice Scotland       | Yes                                | 56%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Consumer Scotland                | No                                 | 25%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Creative Scotland                | No                                 | 33%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Crofting Commission *            | No                                 | 0%                       | 2                          | 1  | 9  | 43%   | Yes                                 | No  |
| Crown Estate Scotland            | Yes                                | 71%                      | 2                          | 1  | 50   | 40%   | Yes                                 | Yes   |
| David MacBrayne Ltd              | No                                 | 33%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Environmental Standards Scotland | No                                 | 40%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Food Standards Scotland          | Yes                                | 75%                      | 1                          | 1  | 20   | 43%   | Yes                                 | No  |
| Healthcare Improvement Scotland  | Yes                                | 64%                      | 5                          | 1  | 25   | 51%   | Yes                                 | Yes   |

| Public Authority  | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointed made for each competition | Whether the appointment(s) made was/were a woman/women |
|---|------------------------------------|--------------------------|----------------------------|--|--|---|-------------------------------------|--|
|   | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                     |  |
| Highlands and Islands Airports Ltd                                      | Yes                                | 80%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| Highlands and Islands Enterprise  | Yes                                | 45%                      | 3                          | 1  | 28   | 39%   | Yes                                 | Yes  |
| Historic Environment Scotland   | Yes                                | 44%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| Independent Living Fund Scotland  | Yes                                | 57%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| Judicial Appointments Board for Scotland (JABS)                         | Yes                                | 75%                      | 1                          | 1  | 8  | 63%   | Yes                                 | Yes  |
| Local Government Boundary Commission for Scotland (Boundaries Scotland) | Yes                                | 40%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |

| Public Authority  | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointed made for each competition | Whether the appointment(s) made was/were a woman/ women |
|---|------------------------------------|--------------------------|----------------------------|--|--|---|-------------------------------------|---|
|   | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                     |   |
| Loch Lomond and The Trossachs National Park Authority * | Yes                                | 50%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Mental Welfare Commission                               | Yes                                | 63%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Mobility and Access Committee for Scotland              | Yes                                | 67%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| National Galleries of Scotland                          | Yes                                | 67%                      | 2                          | 1  | 32   | 63%   | Yes                                 | Yes   |
| National Library of Scotland                            | Yes                                | 63%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| National Museums of Scotland                            | Yes                                | 54%                      | 2                          | 1  | 51   | 61%   | Yes                                 | Yes   |
| NatureScot (Scottish Natural Heritage)                  | No                                 | 42%                      | 3                          | 1  | 29   | 44%   | Yes                                 | Yes   |

| Public Authority                  | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointed made for each competition | Whether the appointment(s) made was/were a woman/ women |
|-----------------------------------|------------------------------------|--------------------------|----------------------------|--|--|---|-------------------------------------|---|
|                                   | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                     |   |
| NHS 24                            | Yes                                | 44%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| NHS Board Ayrshire & Arran        | Yes                                | 67%                      | 1                          | 1  | 15   | 45%   | Yes                                 | Yes   |
| NHS Board Borders                 | Yes                                | 71%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| NHS Board Dumfries & Galloway     | Yes                                | 75%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| NHS Board Fife                    | Yes                                | 50%                      | 4                          | 1  | 3, 12  | 38%, 43%  | No, Yes                             | Yes   |
| NHS Board Forth Valley            | No                                 | 29%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| NHS Board Grampian                | Yes                                | 44%                      | 1                          | 1  | 5  | 45%   | Yes                                 | Yes   |
| NHS Board Greater Glasgow & Clyde | Yes                                | 50%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| NHS Board Highland                | Yes                                | 46%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| NHS Board Lanarkshire             | No                                 | 27%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |



| Public Authority  | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointed made for each competition | Whether the appointment(s) made was/were a woman/women |
|---|------------------------------------|--------------------------|----------------------------|--|--|---|-------------------------------------|--|
|   | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                     |  |
| NHS Board Lothian                                       | No                                 | 29%                      | 1                          | 1  | 33   | 49%   | Yes                                 | No   |
| NHS Board Orkney  | Yes                                | 57%                      | 1                          | 1  | 22   | 41%   | Yes                                 | Yes  |
| NHS Board Shetland                                      | Yes                                | 43%                      | 1                          | 1  | 37   | 51%   | Yes                                 | No   |
| NHS Board Tayside                                       | Yes                                | 50%                      | 4                          | 1  | 18   | 47%   | Yes                                 | Yes  |
| NHS Board Western Isles                                 | Yes                                | 71%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| NHS Education for Scotland                              | Yes                                | 67%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| NHS Golden Jubilee Board                                | Yes                                | 63%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| NHS National Services Scotland (Common Services Agency) | Yes                                | 57%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| Office of the Scottish Charity Regulator                | Yes                                | 63%                      | 1                          | 1  | 7  | 35%   | Yes                                 | Yes  |

| Public Authority                                   | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointed made for each competition | Whether the appointment(s) made was/were a woman/ women |
|--|------------------------------------|--------------------------|----------------------------|--|--|---|-------------------------------------|---|
|  | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                     |   |
| Public Health Scotland                             | Yes                                | 63%                      | 2                          | 1  | 44   | 55%   | Yes                                 | Yes   |
| Quality Meat Scotland                              | No                                 | 20%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Revenue Scotland                                   | No                                 | 17%                      | 3                          | 1  | 34   | 44%   | Yes                                 | No  |
| Risk Management Authority                          | No                                 | 38%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Royal Botanic Garden, Edinburgh                    | Yes                                | 50%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Scottish Agricultural Wages Board                  | Yes                                | 60%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Scottish Ambulance Service                         | Yes                                | 56%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Scottish Children's Reporter Administration (SCRA) | Yes                                | 67%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |

| Public Authority   | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointed made for each competition | Whether the appointment(s) made was/were a woman/ women |
|--|------------------------------------|--------------------------|----------------------------|--|--|---|-------------------------------------|---|
|  | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                     |   |
| Scottish Criminal Cases Review Commission  | Yes                                | 50%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Scottish Enterprise  | Yes                                | 50%                      | 1                          | 1  | 12   | 33%   | No                                  | No  |
| Scottish Environment Protection Agency   | No                                 | 40%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Scottish Fire and Rescue Service   | No                                 | 42%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Scottish Fiscal Commission   | No                                 | 0%                       | 2                          | 1  | 4, 5   | 50%, 40%  | Yes                                 | No  |
| Scottish Funding Council (Scottish Further and Higher Education Funding Council) | Yes                                | 50%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |

| Public Authority                     | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointed made for each competition | Whether the appointment(s) made was/were a woman/women |
|--------------------------------------|------------------------------------|--------------------------|----------------------------|--|--|---|-------------------------------------|--|
|                                      | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                     |  |
| Scottish Futures Trust               | Yes                                | 50%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| Scottish Housing Regulator           | Yes                                | 44%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| Scottish Land Commission             | No                                 | 33%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| Scottish Legal Aid Board             | No                                 | 42%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| Scottish Legal Complaints Commission | Yes                                | 63%                      | 3                          | 1  | 3, 86  | 30%, 60%  | No, Yes                             | Yes  |
| Scottish National Investment Bank    | Yes                                | 44%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| Scottish Police Authority            | Yes                                | 58%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| Scottish Qualifications Authority    | No                                 | 38%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |
| Scottish Social Services Council     | Yes                                | 60%                      | 0                          | 0  | 0  | 0   | 0                                   | 0  |

| Public Authority                       | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointed made for each competition | Whether the appointment(s) made was/were a woman/ women |
|--|------------------------------------|--------------------------|----------------------------|--|--|---|-------------------------------------|---|
|  | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                     |   |
| Scottish Water                         | Yes                                | 50%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Skills Development Scotland            | Yes                                | 67%                      | 3                          | 1  | 42   | 39%   | Yes                                 | Yes   |
| South of Scotland Enterprise           | Yes                                | 55%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| Sportscotland                          | No                                 | 36%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| The State Hospitals Board for Scotland | Yes                                | 40%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |
| VisitScotland                          | Yes                                | 50%                      | 2                          | 1  | 19   | 45%   | Yes                                 | Yes   |
| Water Industry Commission for Scotland | Yes                                | 50%                      | 0                          | 0  | 0  | 0   | 0                                   | 0   |

### Notes

\*The data for January – April 2023 is not available until Summer 2023.

\*\*Figure quoted is for regulated appointments overseen by public appointments team. Does not include locally elected members and councillors.

### 5.1.3 Other Non-Executive Appointments made between 29 May 2020 and 30 April 2021

| Public Authority                                  | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|---|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|--|
|   | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Scottish Advisory Committee on Distinction Awards | No                                 | 33%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Courts & Tribunal Service                | Yes                                | 50%                   | 2 <sup>1</sup>             | 1  | 12   | 58%   | Yes                                   | Yes  |
| Scottish Human Rights Commission                  | Yes                                | 75%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Standards Commission for Scotland                 | Yes                                | 60%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Canals                                   | Yes                                | 50%                   | 0                          | 0  | 0  | 0   | 0                                     | 0  |

<sup>1</sup> Note: These were two judicial vacancies advertised in one single advert. Judicial vacancies can only be advertised to sitting members of the judiciary.

#### 5.1.4 Other Non-Executive Appointments made between 1 May 2021 and 30 April 2022

| Public Authority                                  | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|---|------------------------------------|-----------------------|---------------------------|--|--|---|---------------------------------------|--|
|   | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Scottish Advisory Committee on Distinction Awards | No                                 | 33%                   | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Courts & Tribunal Service                | Yes                                | 64%                   | 2 <sup>2</sup>            | 1  | 4  | 50%   | Yes                                   | Yes  |
| Scottish Human Rights Commission                  | Yes                                | 100%                  | 1                         | 1  | 13   | 46%   | Yes                                   | No   |
| Standards Commission for Scotland                 | Yes                                | 60%                   | 1                         | 1  | 11   | 73%   | Yes                                   | Yes  |
| Scottish Canals                                   | Yes                                | 67%                   | 1                         | 1  | 5  | 60%   | Yes                                   | Yes  |

<sup>2</sup> Note this was for one solicitor and one advocate member.

### 5.1.5 Other Non-Executive Appointments made between 1 May 2022 and 31 December 2022

| Public Authority                                  | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|---|------------------------------------|--------------------------|----------------------------|--|--|---|---------------------------------------|--|
|   | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Scottish Advisory Committee on Distinction Awards | No                                 | 44%                      | 1                          | 1  | Not Known                                      | Not Known   | 1                                     | Yes  |
| Scottish Courts & Tribunal Service                | Yes                                | 71%                      | 2                          | 1  | 10   | 30%   | Yes                                   | Yes  |
| Scottish Human Rights Commission                  | Yes                                | 50%                      | 3                          | 1  | 30   | 53%   | Yes                                   | Yes  |
| Standards Commission for Scotland                 | Yes                                | 60%                      | 0                          | 0  | 0  | 0   | 0                                     | 0  |
| Scottish Canals                                   | Yes                                | 60%                      | 1                          | 1  | 20   | 15%   | Yes                                   | No   |



### 5.1.6 Higher Education Institutes (HEI) Non-Executive Appointments made between 29 May 2020 and 30 April 2021

| Higher Education Institute | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition                     | % of applications from women for each competition              | Appointment made for each competition                         | Whether the appointment(s) made was/were a woman/women |
|----------------------------|------------------------------------|-----------------------|---------------------------|--|--|--|---|--|
|                            | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |  |   |  |
| Aberdeen                   | Yes                                | 50%                   | 1                         |  |  |  |   |  |
| Abertay                    | Yes                                | 52%                   | 3                         |  |  |  | Yes   | Yes  |
| Dundee                     | Yes                                | 50%                   | 0                         | 0  | 0  | 0  | 0   | 0  |
| Edinburgh                  | Yes                                | 50%                   | 4                         | 3  | 16; 23; 13   | 47%; 22%; 38%  | 4; 1; 1   | Yes  |
| Glasgow Caledonian         | No                                 | 31%                   | 4                         | Vacancy:<br>1. 1<br>2. 1<br>3. 2<br>4. 1                     | Competition:<br>1. 8<br>2. 5<br>3. 7 <sup>3</sup><br>4. 17<br>4. 9 | Competition:<br>1. 13%<br>2. 20%<br>3. 14%<br>4. 35%<br>5. 78% | Competition:<br>1. yes<br>2. yes<br>3. no<br>4. yes<br>5. yes | Yes -1   |
| Glasgow School of Art      | No                                 | 31%                   | 0                         | 0  | 0  | 0  | 0   | 0  |
| Glasgow                    | No                                 | 46%                   | 0                         | 0  | 0  | 0  | 0   | 0  |
| Heriot Watt                | No                                 | 28%                   | 9                         | 2  | 28 & 19  | 60% and 21%  | No – 5 appointments made, one vacancy unfilled                | Yes – 1 woman appointed                                |

<sup>3</sup> Competitions 3 and 4 were for the same vacancy, no appointment were made due to lack of diversity in applicants in competition 3.

| Higher Education Institute      | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|---------------------------------|------------------------------------|-----------------------|---------------------------|--|--|---|---------------------------------------|--|
|                                 | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Highlands & Islands             | Yes                                | 50%                   | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Napier                          | No                                 | 43%                   | 4                         | 1  | 27   | 48%   | Yes - 4                               | Yes  |
| Open University <sup>4</sup>    | Yes                                | 57%                   | 4                         | 3  | 15<br>13<br>Not known                          | 73%<br>63%<br>Not known                           | Yes - 4                               | Yes - d  |
| Queen Margaret                  | Yes                                | 50%                   | 4                         | 2  | 1, 4   | 0%, 0%  | 1,2                                   | No   |
| Robert Gordon                   | Yes                                | 50%                   | 2                         | 1  |  |   | Yes                                   | No   |
| Royal Conservatoire of Scotland | Yes                                | 50%                   | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Rural College                   | No                                 | 38%                   | 3                         | 1  | 74   | 19%   | 6                                     | Yes - 1  |
| St Andrews                      | No                                 | 25%                   | 4- 2 vacancies per round  | 2 recruitment rounds in total. 1 for each of 2 vacancies     | (i) 88<br>(ii) 52                              | 46%<br>48%  | 2<br>2                                | Yes - 2 women appointed (1 from each round)            |
| Stirling                        | No                                 | 42%                   | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Strathclyde                     | Yes                                | 57%                   | 3                         | 1  | 94   | 49%   | Yes -3                                | Yes  |

<sup>4</sup> The Open University (being a UK-wide body) is exempt from the Higher Education Governance (Scotland) Act 2016 and therefore also from the Gender Representation on Public Boards (Scotland) Act 2018. However, they have decided to supply the required information on a voluntary basis.

| Higher Education Institute         | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|------------------------------------|------------------------------------|-----------------------|---------------------------|--|--|---|---------------------------------------|--|
|                                    | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| University of the West of Scotland | No                                 | 27%                   | 6                         | 1  | 31   | 26%   | 4                                     | No   |

### 5.1.7 Higher Education Institutes (HEI) Non-Executive Appointments made between 1 May 2021 and 30 April 2022

| Higher Education Institute | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|----------------------------|------------------------------------|-----------------------|---------------------------|--|--|---|---------------------------------------|--|
|                            | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Aberdeen                   | Yes                                | 50%                   | 4                         | 1  | 64   | 24%   | 4                                     | Yes  |
| Abertay                    | Yes                                | 56%                   |                           |  |  |   | 1                                     | Yes  |
| Dundee                     | Yes                                | 50%                   | 1                         | 1  | 12   | 17%   | Yes                                   | Yes  |
| Edinburgh                  | No                                 | 40%                   | 3                         | 2  | 8; 15  | 13%; 31%  | Yes                                   | Yes  |
| Glasgow Caledonian         | No                                 | 42%                   | 2                         | 1  | 18, 7  | 44%, 14%  | No - 1                                | No   |
| Glasgow School of Art      | No                                 | 30%                   | 4                         | 1  | 31   | 39%   | 4                                     | Yes  |
| Glasgow                    | No                                 | 37%                   | 3                         | 2  | 13,1   | 38%, 0%   | 2,1                                   | Yes  |
| Heriot Watt                | No                                 | 20%                   | 1                         | 1  | 30   | 31%   | Yes -1                                | No   |
| Highlands & Islands        | Yes                                | 50%                   | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Napier                     | No                                 | 43%                   | 3                         | 1  | 23   | 44%   | Yes -3                                | Yes  |
| Open University            | No                                 | 45%                   | 1                         | 1  | 8  | 33%   | Yes                                   | No   |
| Queen Margaret             | No                                 | 38%                   | 3                         | 1  | 6  | 33%   | Yes                                   | Yes  |
| Robert Gordon              | No                                 | 46%                   | 2                         | 0 <sup>5</sup>   | 0  | 0   | Yes                                   | Yes  |

<sup>5</sup> No competitions were run for these vacancies as one appointment was filled by an external member on a Board committee, joining the full Board, and the other appointment was of a recently retired Principal on the Scottish HE Sector

| Higher Education Institute         | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition   | Whether the appointment(s) made was/were a woman/women |
|------------------------------------|------------------------------------|-----------------------|---------------------------|--|--|---|---|--|
|                                    | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |   |  |
| Royal Conservatoire of Scotland    | No                                 | 44%                   | 6                         | 1  | 23   | 39%   | Yes - 6   | Yes  |
| Rural College                      | No                                 | 33%                   | 0                         | 0  | 0  | 0   | 0   | N/A  |
| St Andrews                         | No                                 | 38%                   | 1                         | 1  | 10   | 40%   | Yes -1  | Yes  |
| Stirling                           | Yes                                | 56%                   | 3                         | 1  | 12   | 25%   | Yes -3  | Yes  |
| Strathclyde                        | Yes                                | 64%                   | 1                         | 1  | 221  | 49%   | Yes   | Yes  |
| University of the West of Scotland | No                                 | 38%                   | 4                         | 0  | 0  | 0   | Yes - 3<br>Identified from previous recruitment round but appointed within period | Yes  |

### 5.1.8 Higher Education Institutes (HEI) Non-Executive Appointments made between 1 May 2022 and 31 December 2022

| Higher Education Institute      | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointed made for each competition | Whether the appointment(s) made was/were a woman/women |
|---------------------------------|------------------------------------|--------------------------|---------------------------|--|--|---|-------------------------------------|--|
|                                 | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                     |  |
| Aberdeen                        | Yes                                | 50%                      | 0                         | 0  | 0  | 0   | 0                                   | 0  |
| Abertay                         | Yes                                | 61%                      | 1                         | None   | 0  | 0   | 0                                   | 0  |
| Dundee                          | Yes                                | 50%                      | 0                         | 0  | 0  | 0   | 0                                   | 0  |
| Edinburgh                       | No                                 | 40%                      | 1                         | 1  | 22   | 33%   | Yes                                 | No   |
| Glasgow Caledonian              | No                                 | 40%                      | 1                         | 1  | 3  | 66%   | No                                  | N/A  |
| Glasgow School of Art           | No                                 | 25%                      | 0                         | 0  | 0  | 0   | 0                                   | 0  |
| Glasgow                         | Yes                                | 50%                      | 2                         | 1  | 1,1  | 100%, 0%  | 1,1                                 | Yes  |
| Heriot Watt                     | No                                 | 20%                      | 0                         | 0  | 0  | 0   | 0                                   | 0  |
| Highlands & Islands             | Yes                                | 50%                      | 0                         | 0  | 0  | 0   | 0                                   | 0  |
| Napier                          | No                                 | 36%                      | 2                         | 1  | 4  | 25%   | 2                                   | Yes  |
| Open University                 | No                                 | 36%                      | 4                         | 2  | 349  | 29%, 50%, 33%                                     | Yes                                 | Yes  |
| Queen Margaret                  | No                                 | 42%                      | 3                         | 1  | 6  | 33%   | No - 2                              | Yes - 1  |
| Robert Gordon                   | Yes                                | 50%                      | 2                         | 1  | 4  | 75%   | Yes                                 | Yes  |
| Royal Conservatoire of Scotland | No                                 | 47%                      | 0                         | 0  | 0  | 0   | 0                                   | 0  |

| Higher Education Institute         | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointed made for each competition | Whether the appointment(s) made was/were a woman/women |
|------------------------------------|------------------------------------|--------------------------|---------------------------|--|--|---|-------------------------------------|--|
|                                    | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                     |  |
| Rural College                      | No                                 | 27%                      | 0                         | 0  | 0  | 0   | 0                                   | N/A  |
| St Andrews                         | Yes                                | 50%                      | 1                         | 1  | 23   | 30%   | Yes - 1                             | No   |
| Stirling                           | No                                 | 40%                      | 2                         | 0  | 0  | 0   | 0                                   | 0  |
| Strathclyde                        | Yes                                | 69%                      | 0                         | 0  | 0  | 0   | 0                                   | 0  |
| University of the West of Scotland | No                                 | 43%                      | 6                         | 2  | 11, 8  | 55%, 38%  | Yes – 1, 4                          | Yes -4   |

### 5.1.9 College Non-Executive Appointments made between 29 May 2020 and 30 April 2021

| Public Authority        | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|-------------------------|------------------------------------|-----------------------|---------------------------|--|--|---|---------------------------------------|--|
|                         | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Ayrshire                | Yes                                | 50%                   | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Borders                 | Yes                                | 55%                   | 3                         | 1  | 12   | 50%   | Yes - 3                               | Yes  |
| City of Glasgow         | Yes                                | 50%                   | 2                         | 1  | 6  | 50%   | Yes - 2                               | Yes  |
| Dumfries                | Yes                                | 42%                   | 4                         | 1  | 9  | 44%   | Yes                                   | Yes -2   |
| Dundee & Angus          | Yes                                | 50%                   | 5                         | 2  | 13, 14   | 85%, 36%  | Yes -2, 3                             | Yes  |
| Edinburgh               | Yes                                | 65%                   | 3                         | 2  | 14, 8  | 36%, 25%  | Yes                                   | Yes  |
| Fife                    | No                                 | 42%                   | 3                         | 1  | 20   | 35%   | 3                                     | Yes  |
| Forth Valley            | Yes                                | 58%                   | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Glasgow Clyde           | Yes                                | 50%                   | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Glasgow Kelvin          | No                                 | 47%                   | 1                         | 1  | 13   | 54%   | Yes                                   | Yes  |
| Inverness               | Yes                                | 52%                   | 4                         | 1  | 17   | 29%   | Yes - 4                               | Yes  |
| Outer Hebrides          | Yes                                | 50%                   | 1                         | 0  | 0  | 0   | 0                                     | 0  |
| Moray                   | Yes                                | 50%                   | 2                         | 1  | 6  | Not known   | 2                                     | No   |
| New College Lanarkshire | No                                 | 33%                   | 1*                        | 0  | 0  | 0   | 0                                     | 0  |



| Public Authority  | Reg. 2(2)(a)                       | % of women on boards                      | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|-------------------|------------------------------------|---|---------------------------|--|--|---|---------------------------------------|--|
|                   | Has Gender Rep. Objective been met | (As at 30 April 2021)                     | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Newbattle Abbey   | No                                 | 25%                                       | 3                         | 1  | 3  | 33%   | 3                                     | Yes  |
| North East        | Yes                                | 50%                                       | 2                         | 1  | 11   | 27%   | 3                                     | Yes -1   |
| North Highland    | No                                 | 38%                                       | 4                         | 1  | 1  | 50%   | Yes                                   | Yes - 2  |
| Perth             | Yes                                | 50%                                       | 4                         | 1  | 14   | 43%   | Yes - 4                               | Yes  |
| Sabhal Mòr Ostaig | Yes                                | 50%                                       | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Shetland          | N/A                                | Shetland was not vested until August 2021 | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| South Lanarkshire | Yes                                | 50%                                       | 6                         | 1  | Not known                                      | 44%   | Yes                                   | Yes  |
| West              | No                                 | 41%                                       | 3                         | 1  | 17   | 17%   | Yes -3                                | No   |
| West Highland     | Yes                                | 50%                                       | 1                         |  |  |   |                                       |  |
| West Lothian      | Yes                                | 50%                                       | 0                         | 0  | 0  | 0   | 0                                     | 0  |

\* It was decided not to recruit for the one post but to wait for the dissolution of the Lanarkshire board.

### 5.1.10 College Non-Executive Appointments made between 1 May 2021 and 30 April 2022

| Public Authority        | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|-------------------------|------------------------------------|-----------------------|---------------------------|--|--|---|---------------------------------------|--|
|                         | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Ayrshire                | Yes                                | 54%                   | 2                         | 1  | 14   | 43%   | Yes - 2 appointed                     | Yes -  |
| Borders                 | Yes                                | 53%                   | 1                         | 1  | 2  | 100%  | Yes - one                             | Yes  |
| City of Glasgow         | Yes                                | 60%                   | 1                         | 0  | 0  | 0   | 0                                     | 0  |
| Dumfries                | Yes                                | 50%                   | 2                         | 0  | N/A  | N/A   | N/A                                   | N/A  |
| Dundee & Angus          | Yes                                | 50%                   | 2                         | 1  | 13   | 38%   | Yes                                   | No   |
| Edinburgh               | Yes                                | 70%                   | 2                         | 1  | 15   | 33%   | 2                                     | Yes  |
| Fife                    | Yes                                | 50%                   | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Forth Valley            | Yes                                | 64%                   | 1                         | 0  | 0  | 0   | 0                                     | 0  |
| Glasgow Clyde           | Yes                                | 50%                   | 1                         | 1  | 3  | 100%  | Yes                                   | Yes  |
| Glasgow Kelvin          | No                                 | 43%                   | 2                         | 1  | 10   | 40%   | Yes                                   | No   |
| Inverness               | No                                 | 40%                   | 6                         | 1  | 7  | 29%   | Yes - 4                               | Yes  |
| Outer Hebrides          | Yes                                | 50%                   | 1                         | 1  | 7  | 29%   | Yes - 3                               | Yes  |
| Moray                   | Yes                                | 50%                   | 7                         | 1  | Closing date May 2022                          | N/A   | N/A                                   | N/A  |
| New College Lanarkshire | No                                 | 30%                   | 1                         | 0  | 0  | 0   | 0                                     | 0  |

| Public Authority  | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|-------------------|------------------------------------|-----------------------|---------------------------|--|--|---|---------------------------------------|--|
|                   | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Newbattle Abbey   | No                                 | 25%                   | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| North East        | No                                 | 33%                   | 3                         | 2  | 6,7  | 16% & 14%   | Yes                                   | No   |
| North Highland    | No                                 | 36%                   | 6                         | 1  | 12   | 25%   | Yes                                   | Yes  |
| Perth             | Yes                                | 58%                   | 4                         | 1  | 11   | 55%   | Yes                                   | Yes  |
| Sabhal Mòr Ostaig | Yes                                | 50%                   | 2                         | 1  | 2  | 100%  | Yes                                   | Yes  |
| Shetland          | No                                 | 33%                   | 4                         | 1  | 3  | 33%   | No                                    | The competition ended in the next reporting period     |
| South Lanarkshire | Yes                                | 50%                   | 6                         | 1  | Not known                                      | 44%   | Yes                                   | Yes  |
| West              | No                                 | 30%                   | 3                         | 1  | 17   | 41%   | 3                                     | Yes  |
| West Highland     | No                                 | 38%                   | 3                         | 1  | 8  | 4   | Yes                                   | Yes  |
| West Lothian      | Yes                                | 50%                   | 3                         | 1  | 7  | 29%   | 2                                     | Yes  |

### 5.1.11 College Non-Executive Appointments made between 1 May 2022 and 31 December 2022

| Public Authority        | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|-------------------------|------------------------------------|--------------------------|---------------------------|--|--|---|---------------------------------------|--|
|                         | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Ayrshire                | Yes                                | 40%                      | 2                         | 1  | 3  | 66%   | 1                                     |  |
| Borders                 | Yes                                | 50%                      | 6                         | 1  | 10   | 33%   | Yes - 5                               | Yes  |
| City of Glasgow         | Yes                                | 50%                      | 2                         | 0  | 0  | 0   | 0                                     | 0  |
| Dumfries                | Yes                                | 50%                      | 2                         |  |  |   |                                       |  |
| Dundee & Angus          | Yes                                | 45%                      | 1                         | 1  | 2  | 50%   | Yes - 1                               | Yes  |
| Edinburgh               | Yes                                | 64%                      | 3                         | 1  | 9  | 67%   | 3                                     | 2  |
| Fife                    | Yes                                | 50%                      | 2                         | 1  | 5  | 20%   | Yes - 2                               | Yes  |
| Forth Valley            | Yes                                | 56%                      | 3                         | 1  | 16   | 38%   | Yes - 2<br>Women, 2<br>Men            | Yes  |
| Glasgow Clyde           | Yes                                | 58%                      | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Glasgow Kelvin          | No                                 | 46%                      | 1                         | 1  | 6  | 50%   | Yes                                   | Yes  |
| Inverness               | No                                 | 38%                      | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Outer Hebrides          | Yes                                | 83%                      | 1                         | 1  | 11   | 45%   | Yes - 4                               | Yes - 2  |
| Moray                   | Yes                                | 50%                      | 7                         | 0  | 8  | 50%   | 7                                     | Yes - 4  |
| New College Lanarkshire | No                                 | 33%                      | 2                         | 0  | 0  | 0   | 0                                     | 0  |

| Public Authority  | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|-------------------|------------------------------------|--------------------------|---------------------------|--|--|---|---------------------------------------|--|
|                   | Has Gender Rep. Objective been met | (As at 31 December 2022) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| Newbattle Abbey   | Yes                                | 50%                      | 4                         | 1  | 4  | 50%   | 4                                     | Yes  |
| North East        | No                                 | 33%                      | 2                         | 0  | 0  | 0   | 0                                     | 0  |
| North Highland    | Yes                                | 44%                      | 2 <sup>6</sup>            | 0  | 0  | 0   | 0                                     | 0  |
| Perth             | Yes                                | 50%                      | 2                         | 2  | 3  | 67%   | 2                                     | Yes  |
| Sabhal Mòr Ostaig | Yes                                | 60%                      | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Shetland          | No                                 | 44%                      | 1                         | The competitions began in the previous reporting period      |  |   | No - 3                                | Yes  |
| South Lanarkshire | Yes                                | 50%                      | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| West              | No                                 | 41%                      | 3                         | 1  | 3  | 66%   | 2                                     | Yes  |
| West Highland     | No                                 | 30%                      | 3 <sup>7</sup>            | 0  | 0  | 0   | 0                                     | 0  |
| West Lothian      | Yes                                | 50%                      | 5                         | 2  | 12   | 40%, 43%  | 5                                     | Yes  |

<sup>6</sup> Two resignations from male members, the vacancies have not been advertised as yet.

<sup>7</sup> Vacancies remain unfilled.

### 5.1.12 Regional Transport Partnerships Non-Executive Appointments made between 29 May 2020 and 30 April 2021

| Public Authority                            | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|---|------------------------------------|-----------------------|---------------------------|--|--|---|---------------------------------------|--|
| RTP   | Has Gender Rep. Objective been met | (As at 30 April 2021) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| HITRANS                                     | No                                 | 33%                   | 3                         | 2  | 4  | 25%. 0%   | Yes 1, 2                              | Yes - 1  |
| SESTRANS                                    | Yes                                | 50%                   | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Strathclyde Partnership for Transport (SPT) | No                                 | 30%                   | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| TACTRAN                                     | No                                 | 40%                   | 2                         | 1  | 3  | 33%   | Yes                                   | Yes  |

### 5.1.13 Regional Transport Partnerships Non-Executive Appointments made between 1 May 2021 and 30 April 2022

| Public Authority                            | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|---|------------------------------------|-----------------------|---------------------------|--|--|---|---------------------------------------|--|
| RTP   | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| HITRANS                                     | No                                 | 33%                   | 0                         | N/A  | N/A  | N/A   | N/A                                   | N/A  |
| SESTRANS                                    | Yes                                | 50%                   | 0                         | 0  | 0  | 0   | 0                                     | 0  |
| Strathclyde Partnership for Transport (SPT) | No                                 | 28%                   | 6                         | 1  | 16   | 31%   | Yes                                   | Yes  |
| TACTRAN                                     | No                                 | 20%                   | 1                         | 1  | 1  | 0   | Yes                                   | No   |

5.1.14 Regional Transport Partnerships Non-Executive Appointments made between 1 May 2022 and 31 December 2022

| Public Authority                            | Reg. 2(2)(a)                       | % of women on boards     | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/women |
|---|------------------------------------|--------------------------|---------------------------|--|--|---|---------------------------------------|--|
| RTP   | Has Gender Rep. Objective been met | (as At 31 December 2022) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |  |
| HITRANS                                     | No                                 | 33%                      | 0                         | N/A  | N/A  | N/A   | N/A                                   | N/A  |
| SESTRANS                                    | No                                 | 40%                      | 5                         | 1  | 9  | 22%   | Yes                                   | Yes  |
| Strathclyde Partnership for Transport (SPT) | Yes                                | 50%                      | 1                         | 1  | 1  | 100%  | Yes                                   | Yes  |
| TACTRAN                                     | No                                 | 20%                      | 0                         | 0  | 0  | 0   | 0                                     | 0  |



**5.1.15 Non-Executive Appointments made to Regional Colleges and Regional Boards by Scottish Ministers between 1 May 2020 and 30 April 2021 - Figure quoted is for Regional Board Chairs only. Board members are non-regulated appointments undertaken by Colleges**

| <b>Public Authority</b>                                       | <b>Reg. 2(2)(a)</b>                       | <b>% of women on boards</b> | <b>Reg. 2(2)(b)</b>              | <b>Reg. 2(2)(c)</b>   | <b>Total no. of applications for each competition</b> | <b>% of applications from women for each competition</b> | <b>Appointment made for each competition</b> | <b>Whether the appointment(s) made was/were a woman/ women</b> |
|---|---|-----------------------------|----------------------------------|---|---|--|--|--|
|   | <b>Has Gender Rep. Objective been met</b> | <b>(At 30 April 2021)</b>   | <b>No. of Non-Exec vacancies</b> | <b>For each vacancy how many recruitment competitions were held</b> |   |  |  |  |
| Regional Colleges and Regional Boards (Ayrshire)              | No  | 0%                          | 0                                | 0   | 0   | 0  | 0  | 0  |
| Regional Colleges and Regional Boards (Borders)               | No  | 0%                          | 0                                | 0   | 0   | 0  | 0  | 0  |
| Regional Colleges and Regional Boards (Dumfries and Galloway) | No  | 0%                          | 0                                | 0   | 0   | 0  | 0  | 0  |
| Regional Colleges and Regional Boards (Dundee & Angus)        | Yes                                       | 100%                        | 0                                | 0   | 0   | 0  | 0  | 0  |

|   |     |      |   |   |   |   |   |   |
|---|-----|------|---|---|---|---|---|---|
| Regional Colleges and Regional Boards (Edinburgh)           | No  | 0%   | 0 | 0 | 0 | 0 | 0 | 0 |
| Regional Colleges and Regional Boards (Fife)                | No  | 0%   | 0 | 0 | 0 | 0 | 0 | 0 |
| Regional Colleges and Regional Boards (Forth Valley)        | No  | 0%   | 0 | 0 | 0 | 0 | 0 | 0 |
| Regional Colleges and Regional Boards (Glasgow)             | Yes | 100% | 0 | 0 | 0 | 0 | 0 | 0 |
| Regional Colleges and Regional Boards (Lanarkshire)         | No  | 0%   | 0 | 0 | 0 | 0 | 0 | 0 |
| Regional Colleges and Regional Boards (North East Scotland) | No  | 0%   | 0 | 0 | 0 | 0 | 0 | 0 |
| Regional Colleges and Regional Boards (West Lothian)        | No  | 0%   | 0 | 0 | 0 | 0 | 0 | 0 |
| Regional Colleges and Regional Boards (West)                | Yes | 100% | 0 | 0 | 0 | 0 | 0 | 0 |

**5.1.16 Non-Executive Appointments made to Regional Colleges and Regional Boards by Scottish Ministers between 1 May 2021 and 30 April 2022 - Figure quoted is for Regional Board Chairs only. Board members are non-regulated appointments undertaken by Colleges.**

| Public Authority  | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/ women |
|---|------------------------------------|-----------------------|---------------------------|--|--|---|---------------------------------------|---|
|   | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |   |
| Regional Colleges and Regional Boards (Ayrshire)              | Yes                                | 100%                  | 0                         | 0  | 0  | 0   | 0                                     | 0   |
| Regional Colleges and Regional Boards (Borders)               | No                                 | 0%                    | 1                         | 1  | 4  | 0%  | Yes                                   | No  |
| Regional Colleges and Regional Boards (Dumfries and Galloway) | Yes                                | 100%                  | 1                         | 1  | 4  | 50%   | Yes                                   | Yes   |

| Public Authority                                       | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/ women |
|--|------------------------------------|-----------------------|---------------------------|--|--|---|---------------------------------------|---|
|  | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |   |
| Regional Colleges and Regional Boards (Dundee & Angus) | Yes                                | 100%                  | 0                         | 0  | 0  | 0   | 0                                     | 0   |
| Regional Colleges and Regional Boards (Edinburgh)      | Yes                                | 100%                  | 0                         | 0  | 0  | 0   | 0                                     | 0   |
| Regional Colleges and Regional Boards (Fife)           | No                                 | 100%                  | 0                         | 0  | 0  | 0   | 0                                     | 0   |
| Regional Colleges and Regional Boards (Forth Valley)   | No                                 | 0%                    | 0                         | 0  | 0  | 0   | 0                                     | 0   |

| Public Authority  | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)              | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/ women |
|---|------------------------------------|-----------------------|---------------------------|--|--|---|---------------------------------------|---|
|   | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non-Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |   |
| Regional Colleges and Regional Boards (Glasgow)             | Yes                                | 100%                  | 0                         | 0  | 0  | 0   | 0                                     | 0   |
| Regional Colleges and Regional Boards (Lanarkshire)         | No                                 | 0%                    | 0                         | 0  | 0  | 0   | 0                                     | 0   |
| Regional Colleges and Regional Boards (North East Scotland) | No                                 | 0%                    | 0                         | 0  | 0  | 0   | 0                                     | 0   |
| Regional Colleges and Regional Boards (West Lothian)        | No                                 | 0%                    | 0                         | 0  | 0  | 0   | 0                                     | 0   |
| Regional Colleges and Regional Boards (West)                | Yes                                | 100%                  | 0                         | 0  | 0  | 0   | 0                                     | 0   |

**5.1.17 Non-Executive Appointments made to Regional Colleges and Regional Boards by Scottish Ministers between 1 May 2022 and 31 December 2022\* - Figure quoted is for Regional Board Chairs only. Board members are non-regulated appointments undertaken by Colleges.**

| Public Authority  | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/ women |
|---|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|---|
|   | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |   |
| Regional Colleges and Regional Boards (Ayrshire)              | Yes                                | 100%                  | 1                          | 1  | 6  | 60%   | Yes                                   | Yes   |
| Regional Colleges and Regional Boards (Borders)               | No                                 | 0%                    | 0                          | 0  | 0  | 0   | 0                                     | 0   |
| Regional Colleges and Regional Boards (Dumfries and Galloway) | Yes                                | 100%                  | 0                          | 0  | 0  | 0   | 0                                     | 0   |

| Public Authority                                       | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/ women |
|--|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|---|
|  | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |   |
| Regional Colleges and Regional Boards (Dundee & Angus) | No                                 | 0%                    | 1                          | 1  | 6  | 17%   | Yes                                   | No  |
| Regional Colleges and Regional Boards (Edinburgh)      | Yes                                | 100%                  | 1                          | 1  | 11   | 27%   | Yes                                   | Yes   |
| Regional Colleges and Regional Boards (Fife)           | No                                 | 0%                    | 0                          | 0  | 0  | 0   | 0                                     | 0   |
| Regional Colleges and Regional Boards (Forth Valley)   | No                                 | 0%                    | 0                          | 0  | 0  | 0   | 0                                     | 0   |

| Public Authority  | Reg. 2(2)(a)                       | % of women on boards  | Reg. 2(2)(b)               | Reg. 2(2)(c)   | Total no. of applications for each competition | % of applications from women for each competition | Appointment made for each competition | Whether the appointment(s) made was/were a woman/ women |
|---|------------------------------------|-----------------------|----------------------------|--|--|---|---------------------------------------|---|
|   | Has Gender Rep. Objective been met | (As at 30 April 2022) | No. of Non- Exec vacancies | For each vacancy how many recruitment competitions were held |  |   |                                       |   |
| Regional Colleges and Regional Boards (Glasgow)             | Yes                                | 100%                  | 0                          | 0  | 0  | 0   | 0                                     | 0   |
| Regional Colleges and Regional Boards Lanarkshire           | No                                 | 0%                    | 0                          | 0  | 0  | 0   | 0                                     | 0   |
| Regional Colleges and Regional Boards (North East Scotland) | Yes                                | 100%                  | 1                          | 1  | 7  | 47%   | Yes                                   | Yes   |
| Regional Colleges and Regional Boards (West Lothian)        | No                                 | 0%                    | 0                          | 0  | 0  | 0   | 0                                     | 0   |
| Regional Colleges and Regional Boards (West)                | Yes                                | 100%                  | 0                          | 0  | 0  | 0   | 0                                     | 0   |





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