



Scottish Children's Reporter Administration

Gender Representation on Public Boards (Scotland) Act 2018

1. Background

- 1.1 The Gender Representation on Public Boards (Scotland) Act 2018 was introduced to help address the historic and persistent underrepresentation of women in public life.
- 1.2 The Act sets a gender representation objective for boards of listed Scottish public authorities, of which SCRA is one, that 50% of Board Members are women, and it requires public authorities to take certain steps towards achieving that objective by no later than December 2022.
- 1.3 SCRA must report on the gender representation of its Board every 2 years, with 30th April, 2021 being the first reporting deadline. The reporting period is 1st April, 2020 to 31st March 2021.

2. SCRA Board

- 2.1 SCRA has met the gender representation objective during this period with 63% of Board Members being women. Following a board vacancy on 1st June 2020, the representation dropped to 57%.
- 2.2 SCRA has not progressed any public appointment processes during the reporting period, but its Nominations Committee of the Board met in February 2021 to plan and prepare to recruit to the outstanding vacancy and one forthcoming vacancy in the Autumn of 2021.
- 2.3 A skills matrix has been developed to support the succession planning and recruitment processes to ensure that the board's skills and diversity requirements have been fully considered.
- 2.4 The appointments process will ensure all steps taken will maintain the achievement of the gender representation objective, in accordance with the Act. SCRA will also seek to encourage applications from other under-represented protected characteristics including ethnicity, disability etc..

2.5 SCRA will be supported during the recruitment process by the Public Appointments Team and will report on the outcome and impact of the recruitment exercises as part of the next reporting cycle.

3. **Summary**

3.1 SCRA has met the gender representation objective as laid down by the Gender Representation on Public Boards (Scotland) Act 2018.

3.2 SCRA will take all the necessary steps to maintain the gender representation objective during future recruitment exercises and will report accordingly.

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