

## 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, the first reporting period was in April 2021. This report provides the details as of 31st March 2023, with the reporting period being 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2023.

#### 2. SCRA Board

- 2.1 SCRA has met the gender representation objective. Currently, 75% of SCRA's Board members are women. During the reporting period this has ranged from 63% to 75%.
- 2.2 During the reporting period there have been two appointment rounds. One for two new members in 2021 and another for two new members in 2022. Both rounds successfully recruited to the four vacancies, all four new recruits being women.
- 2.3 The following table outlines the detail of female applications received and how they converted to shortlisted applicants through to appointment.

Year	Applications received		Invited to Interview		Appointed	
	Total	Female	Total	Female	Total	Female
2021	21	57%	7	57%	2	100%
2022	29	71%	6	83%	2	100%

- 2.4 A skills matrix has been developed to support the succession planning and recruitment processes for board members and is kept up to date during Board Development days to ensure that the board's skills and diversity requirements have been fully considered.
- 2.5 Any future appointments process will ensure all steps are taken to maintain the achievement of the gender representation objective, in accordance with the Act. SCRA has also sought to encourage applications from other under-represented protected characteristics including ethnicity, disability etc..

2.5 SCRA will be supported during any 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.