

Report made in compliance with Section 8 of the Gender Representation on Public Boards (Scotland) Act 2018(1 May 2021 - 30th April 2023)

The Court of the University of the West of Scotland, being the appointing person under the Gender Representation on Public Boards (Scotland) Act 2018 (the 'Act'), affirms that our current Court composition does not meet the gender representation objective.

Across our total court membership we currently have good representation of gender, with 14 male and 10 female members. Of the 24 current members of the Court, 10 are currently excluded by the Act either because they are elected or because they are nominated by another person. At the date of this report, there are 6 female members from the remaining 14 members, with the addition of 1 vacancy. This represents 43% of the non-excluded lay members.

Consideration of candidates (Sections 3 and 4 of the Act)

During the period from 1 May 2021 to 30th April 2023 there were two recruitment competitions to fill lay vacancies on the University Court.

Recruitment Competition 1

Number of Non-Executive vacancies	Number of recruitment competitions held	Total number of applications for each competition	Percentage of applications from women	Number of Appointments Made	Number of Appointments Made who were women
4 *	1	11	55%	3	2*

Recruitment Competition 2

Number of Non-Executive vacancies	Number of recruitment competitions held	Total number of applications for each competition	Percentage of applications from women	Number of Appointments Made	Number of Appointments Made who were women
4*	1	8	38%	2 *	1*

*1 woman lay member of Court took a period of leave of absence from membership from 1st February 2022 to 1st February 2023 and is not reported in the tables above. From the most recent recruitment competition, two new women members of Court were appointed from 1st January 2023 and 1st February 2023 respectively.

Encouragement of applications by women (Section 5 of the Act) and Duty to take steps towards achieving objective (section 6 of the Act)

Through its Governance & Nominations Committee the University monitors the diversity of membership of the Court across all protected characteristics and understands the responsibilities set out in its legislation. Of the current total membership of Court, 46% are women and as noted above, 43% of the lay membership are women.

During the reporting periods, the composition of the Court has been impacted by members retiring or resigning together with the deferral of the commencement of the appointment of new members to assist with continuity of membership and succession planning.

Applications from women are already actively encouraged and text included in our adverts highlights that applications from people who would increase the diversity of the Court are particularly welcomed. Where we use recruitment consultants to support the process they are made aware of our ambitions regarding the diversity of Court and we also ensure a gender-balanced selection panel is in place. We have also introduced arrangements for Court members to seek leave of absence which is intended to support requests for maternity and adoption leave.

Although we do not currently meet the threshold, improvements had been made to the gender balance of the membership of the University Court towards achieving the objectives of the Act. The University has a clear vision, mission and values that demonstrate a firm commitment to equality, diversity and inclusion and will continue to take steps to ensure a gender balanced Court membership.