

Report made in compliance with Section 8 of the Gender Representation on Public Boards (Scotland) Act 2018 (29 May 2020 to 30 April 2021)

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 13 male and 8 female members. Of the 21 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 3 female members from the remaining 11 members, with the addition of 4 vacancies. This represents 30% of the non-excluded lay members, noting that where a board has an odd number of non-executive members, the objective applies as if the Court has one fewer non-executive member.

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

For the period 29th May 2020 to 30 April 2021 there has been 1 recruitment process to fill lay vacancies on the University Court. This resulted in the following:-

Number of vacancies	Number of recruitment processes undertaken	Number of Applications	% of Applications from Women	Number of Appointments made	Number of females appointed
6	1	31	26%	4	0

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

Since the University does not currently meet the 50% of the non-excluded membership of a governing body to be female as outlined under the Act, the Governance and Nominations Committee is taking steps to increase the female membership during the next round of recruitment for lay members in late 2021. Applications from women are already actively encourage, using a range of online routes including: Women on Boards and the Advance HE Board Vacancy Portal and we will continue to do this in all future recruitment processes. Text included in our adverts highlights that applications from people who would increase the diversity of the Court are particularly welcomed and that we may employ positive action where diverse candidates can demonstrate their ability to perform the role equally well. 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.

Our commitment to diversity

Although we do not currently meet the threshold, the University has a clear vision, mission and values that demonstrates a firm commitment to equality, diversity and inclusion and took steps in previous years to ensure we had a gender balanced Court membership. In April 2020 we had 6 female lay members of Court out of a

total of 10 lay members, which represented 60% of the total membership. Due to a number of changes to our lay membership during the period from May 2020 to April 2021, as a result of members retiring or resigning, the current gender balance is not reflective of our overall commitment but we are working to address this.

The Governance & Nominations Committee, on behalf of the Court, monitor the demographics of the membership of Court across all protected characteristics and understand the responsibilities set out in legislation. We recognise that there is further steps need to be taken to enhance the diversity of our Court membership so that we once again achieve the aspirations set out in the Act. This will continue to be a priority for action in forthcoming recruitment.