

The Glasgow School of Art:

Equality Monitoring: Board of Governors



2022

EQUALITY MONITORING: BOARD OF GOVERNORS

1. INTRODUCTION

Since 2015, existing and newly-appointed Governors have been invited to complete equality monitoring forms in order to improve data of the composition of the Board and aid the Board in consideration of its membership relative to protected characteristic group, diversity of experience and perspective. Governors are invited to review this information on an annual basis to ensure that it is up-to-date.

As of 1 December 2021, the Board of Governors comprised twenty-three members which included Independent Governors, Student and Staff (the Director, Academic and Professional Support Staff Governors, and Trade Union Governors). This report presents an overview of GSA's equality monitoring data as at 1 December 2021 as it relates to the protected characteristics of members of the Board of Governors. Data relating to marriage and partnership, caring responsibilities, pregnancy and maternity is not included. Where data is available for the previous year(s) this has also been included.

Since 2018, equality data on GSA's Governors has been included in the staff record return to the Higher Education Statistics Agency (HESA) and data pertaining to the 2018, 2019, 2020 and 2021¹ returns have been provided to demonstrate how the Board's composition has changed over this period.

The report also presents an overview of equality monitoring data as it relates to the Independent Governor Recruitment exercise, held in summer 2021. Again, data excludes that which relates to marriage and partnership, caring responsibilities, pregnancy and maternity.

Owing to the small number of Governors, care has been taken to anonymise the data.

¹ 1 August 2017- 31 July 2018; 1 August 2018 - 31 July 2019; 1 August 2019- 31 July 2020; 1 August 2020 – 31 July 2021

2. GSA BOARD OF GOVERNORS EQUALITY MONITORING: POSITION AS AT 1 DECEMBER 2021

Figures 1 - 6 provide a summary position of anonymised data regarding the Board’s composition as of 1 December 2021. Aligned with GSA’s annual reporting on equality, the Board also receives a full but anonymised breakdown of its composition with no response categories grouped.

Figure 1: Age:

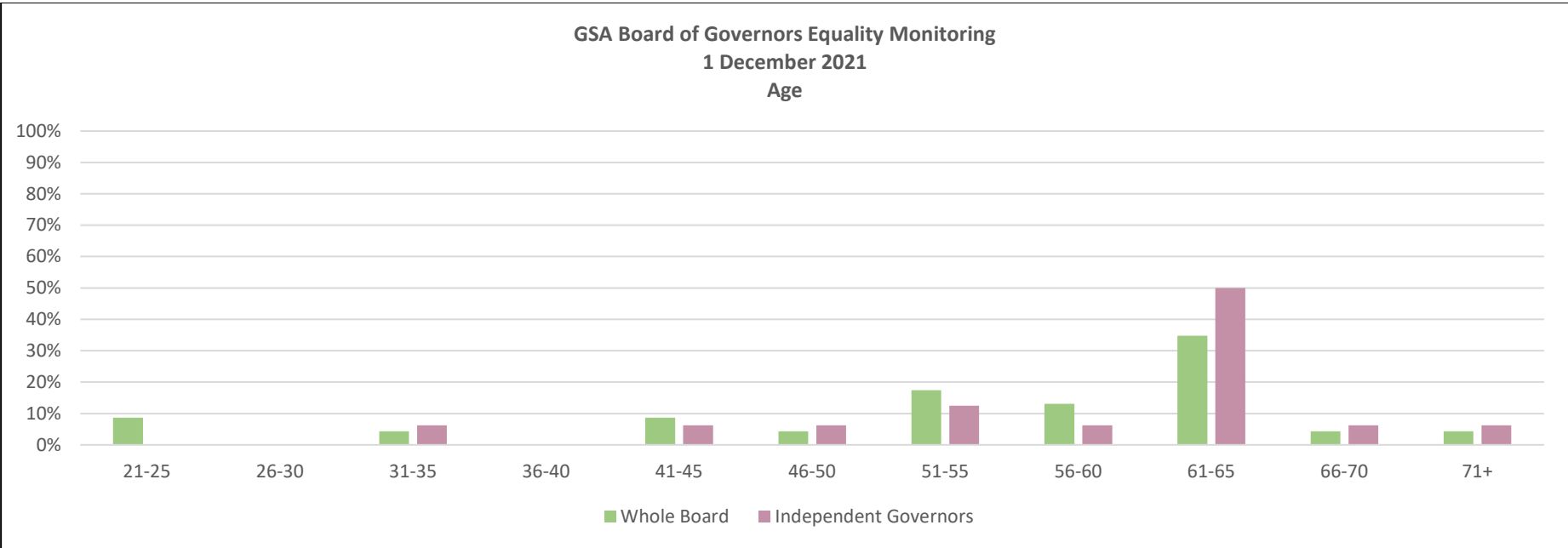


Figure 2: Disability:

Data on disability is collected with reference to the identifiers used by the Higher Education Statistical Agency (HESA).

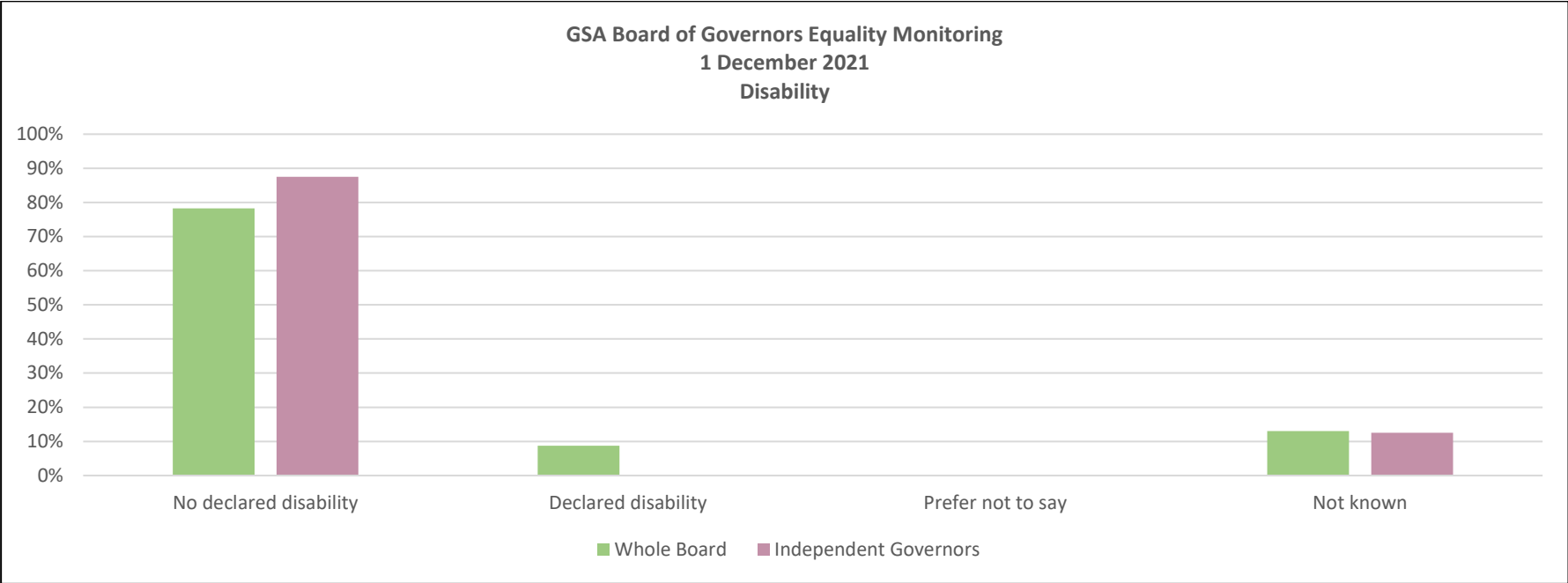


Figure 3: Gender Reassignment:

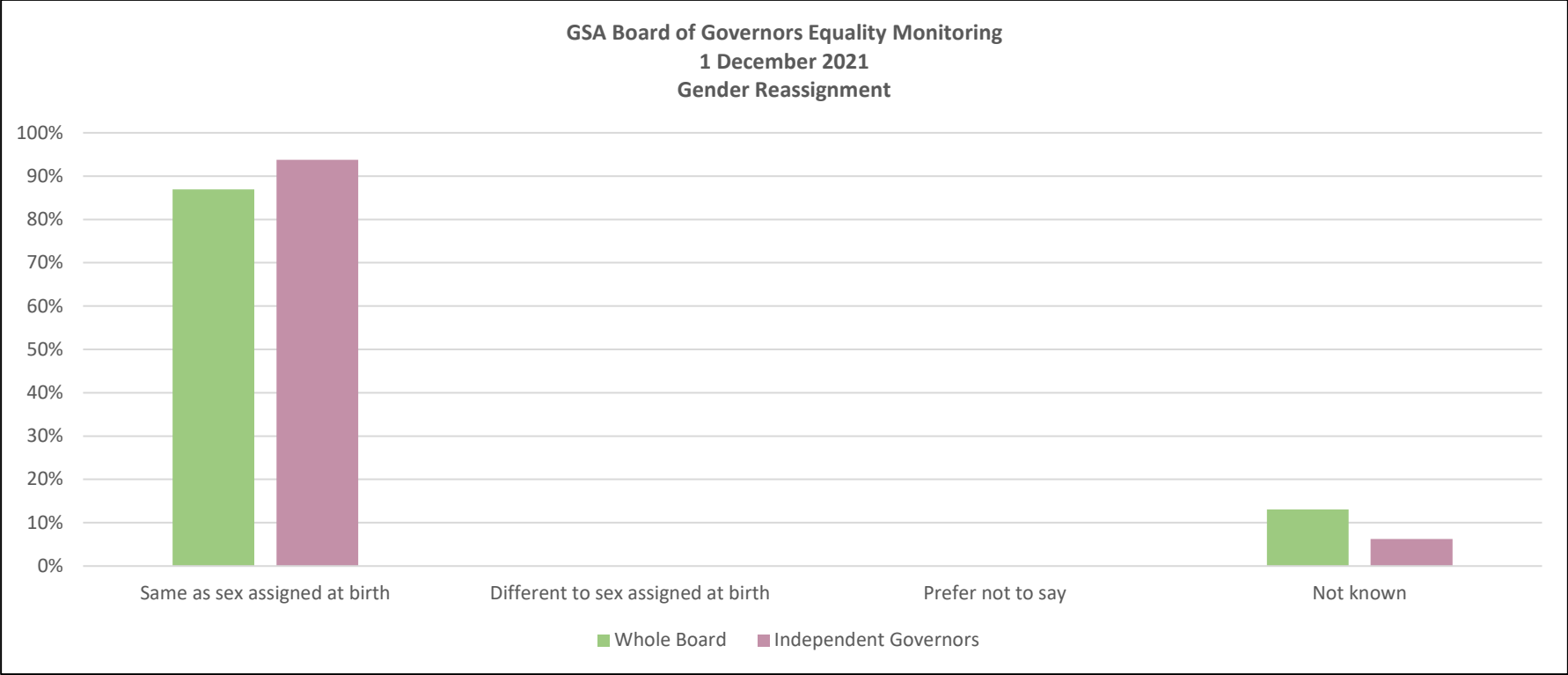


Figure 4: Ethnicity:

Data on race/ethnicity is collected with reference to the identifiers used by the Higher Education Statistical Agency (HESA). GSA’s institutional equality reporting normally groups Black and Minority Ethnic (BME) together for reporting purposes.

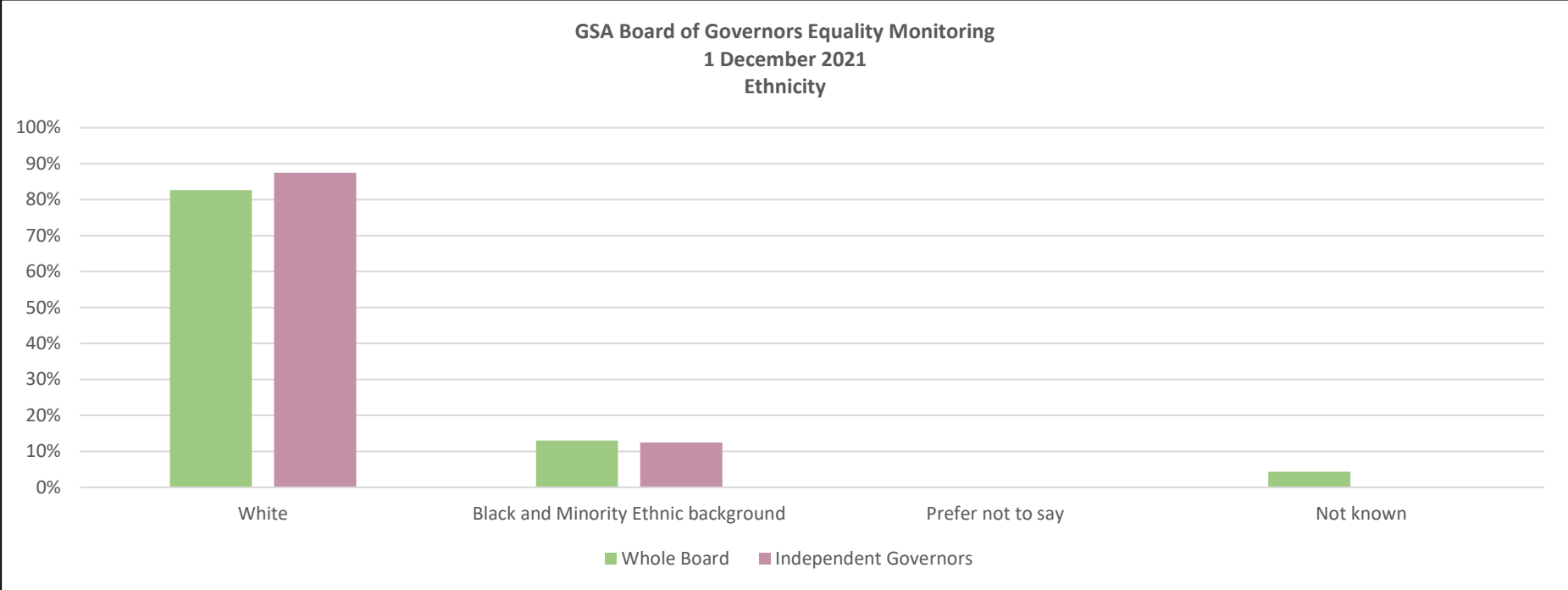


Figure 5: Religion/Belief:

For the purposes of this table, major religions cover the following: Buddhist, Christian, Hindu, Jewish and Muslim.

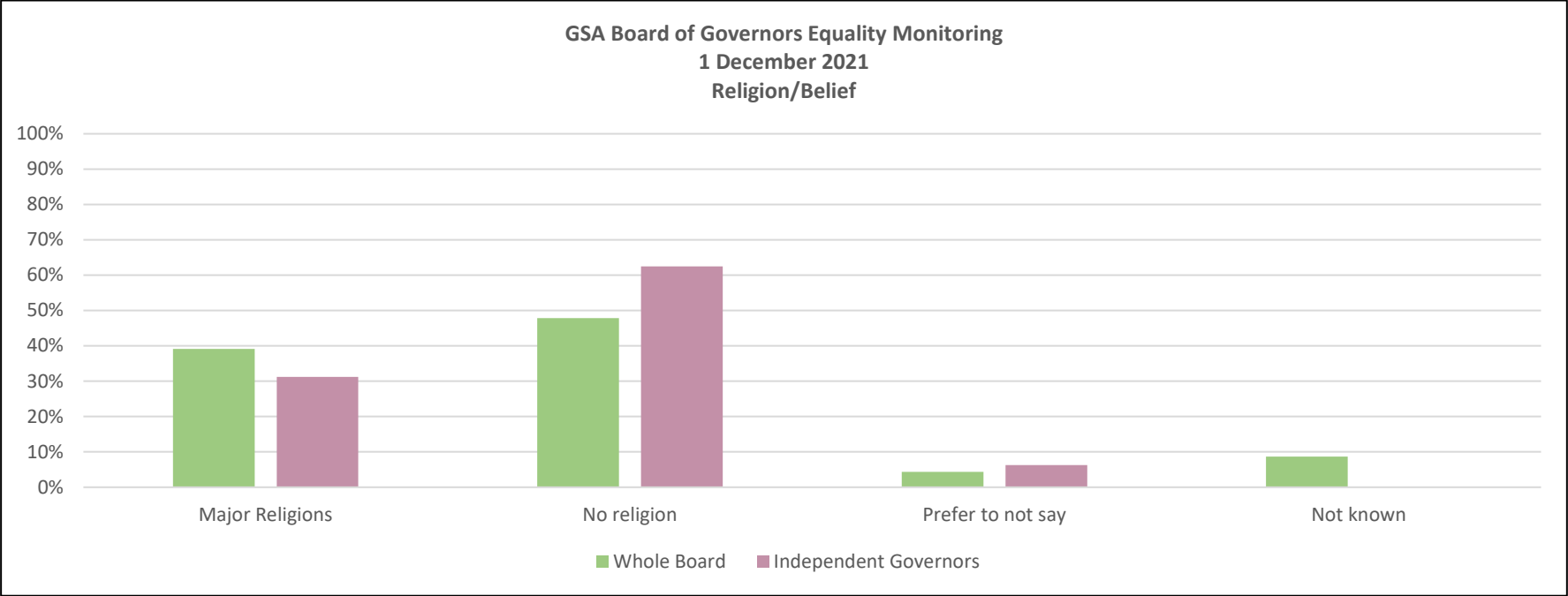
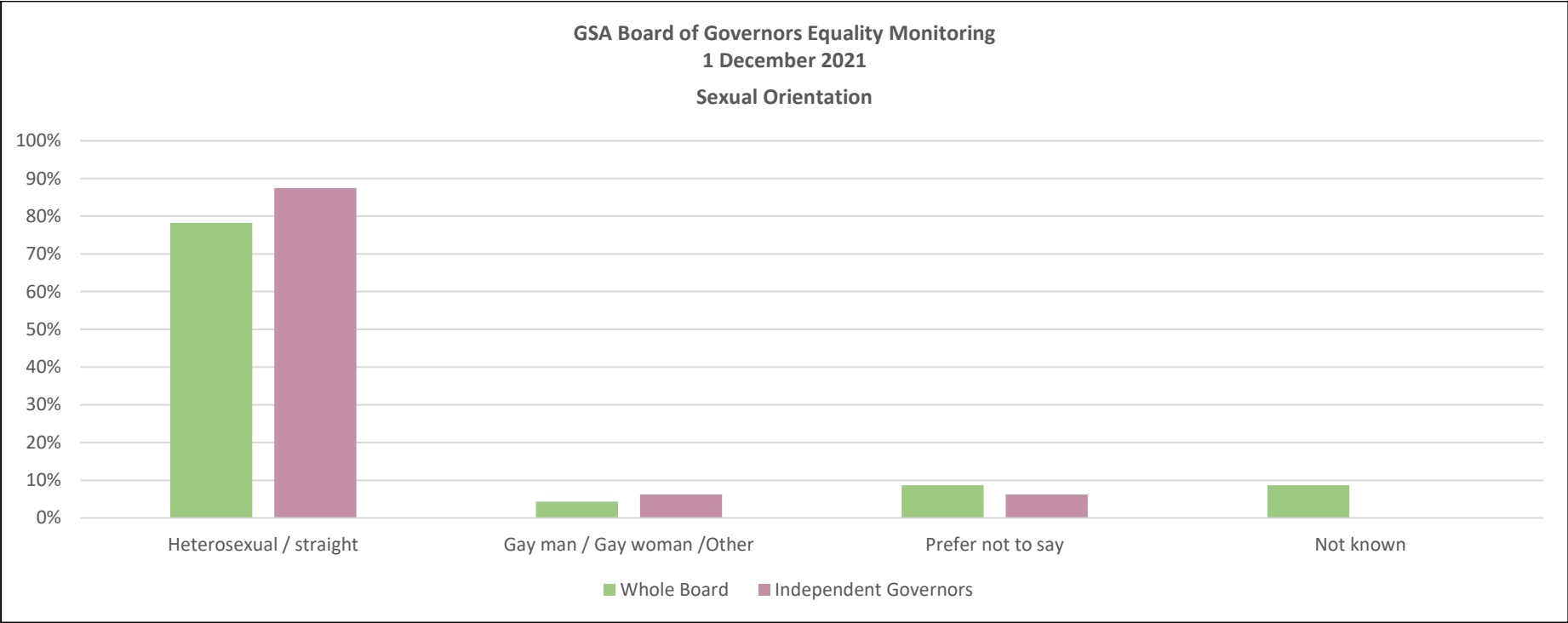


Figure 6: Sexual Orientation:

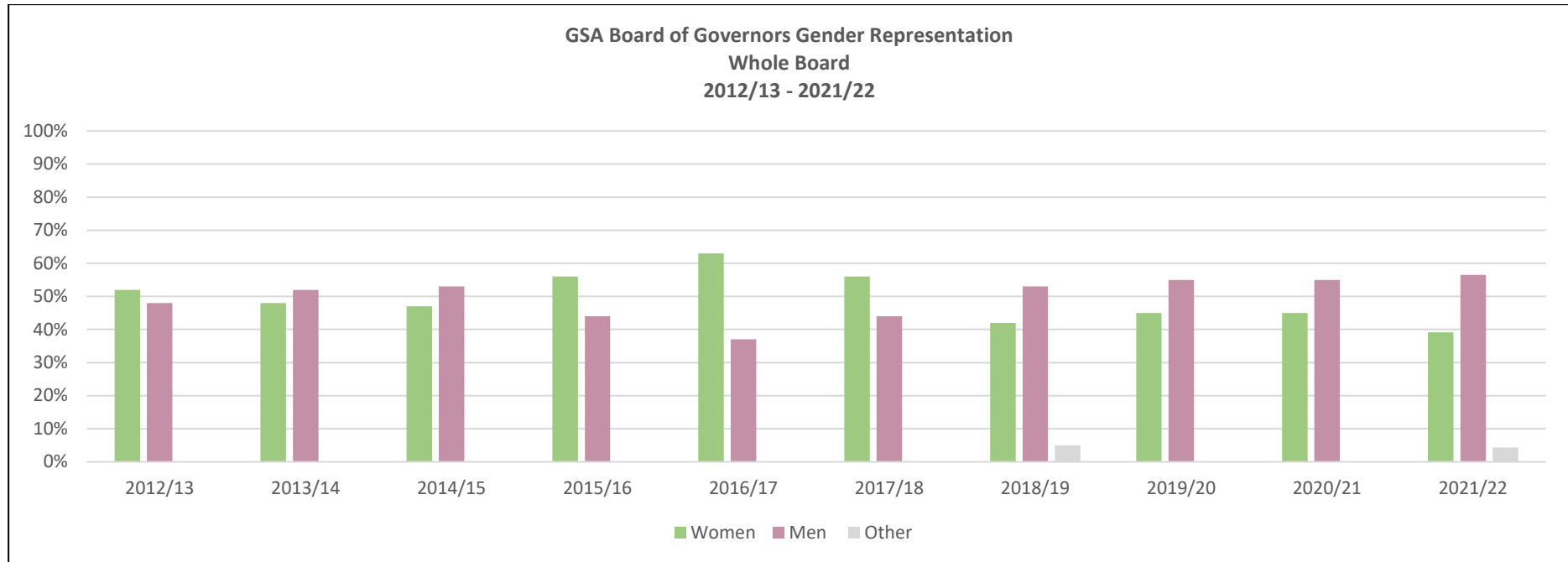
Data on sexual orientation is collected with reference to the identifiers used by the Higher Education Statistical Agency (HESA). For the purposes of this table some categories have been grouped.



3. GSA BOARD OF GOVERNORS GENDER REPRESENTATION 2012/13 TO 2021/22

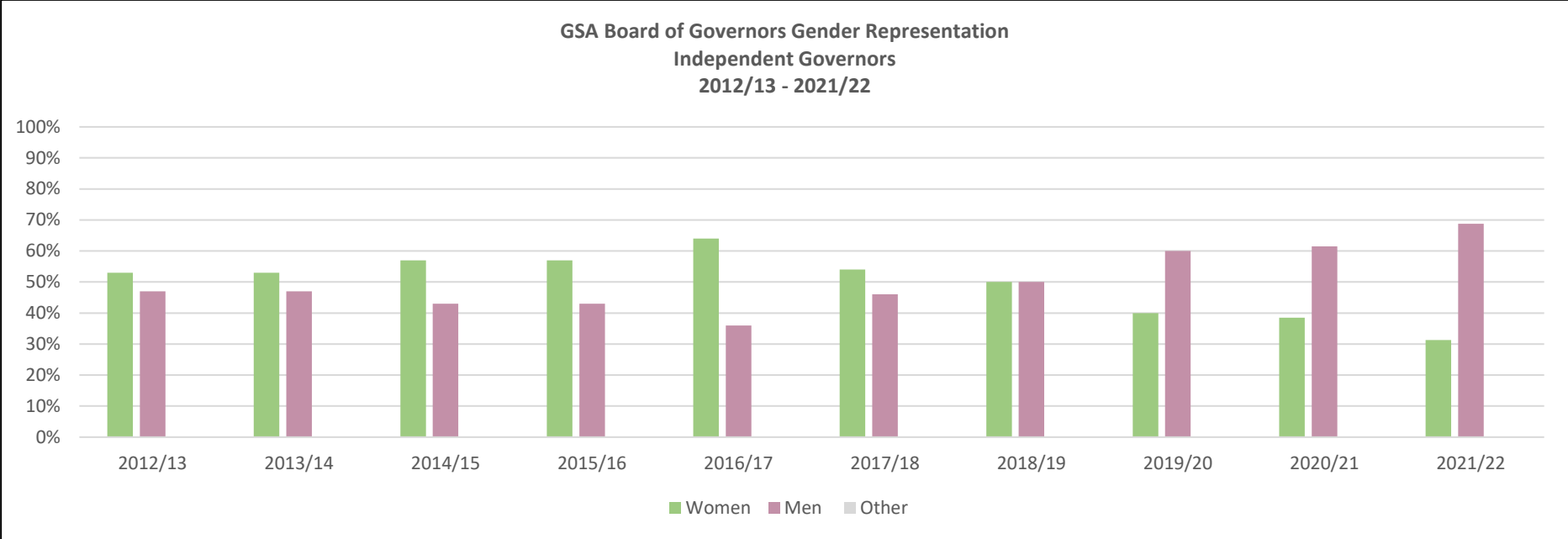
GSA's Board of Governors has monitored its membership with regard to gender since 2012/13 and the gender balance of men and women governors over this nine-year period is represented in **Figures 7 - 8** below. The category 'other' is determined by HESA and includes those who associate with the terms: intersex, androgyne, intergender, ambigender, gender fluid, polygender and genderqueer.

Figure 7: GSA Board of Governors Gender Representation 2012/13 – 2021/22 (Whole Board):



At 1 December 2021, the gender balance between men, women and other on the full Board stood at 57%:39%:4%.

Figure 8: GSA Board of Governors Gender Representation 2012 /13 – 2021/22 (Independent Governors):



As at 1 December 2021 there were sixteen Independent Governors (including the interim Chair) and the gender balance between men, women and other Independent Governors stood at 69%:31%. Therefore, at present, the gender representation objective² of 50% non-executive members being women has not been achieved.

² As required by the Gender Representation on Public Boards (Scotland) Act 2018.

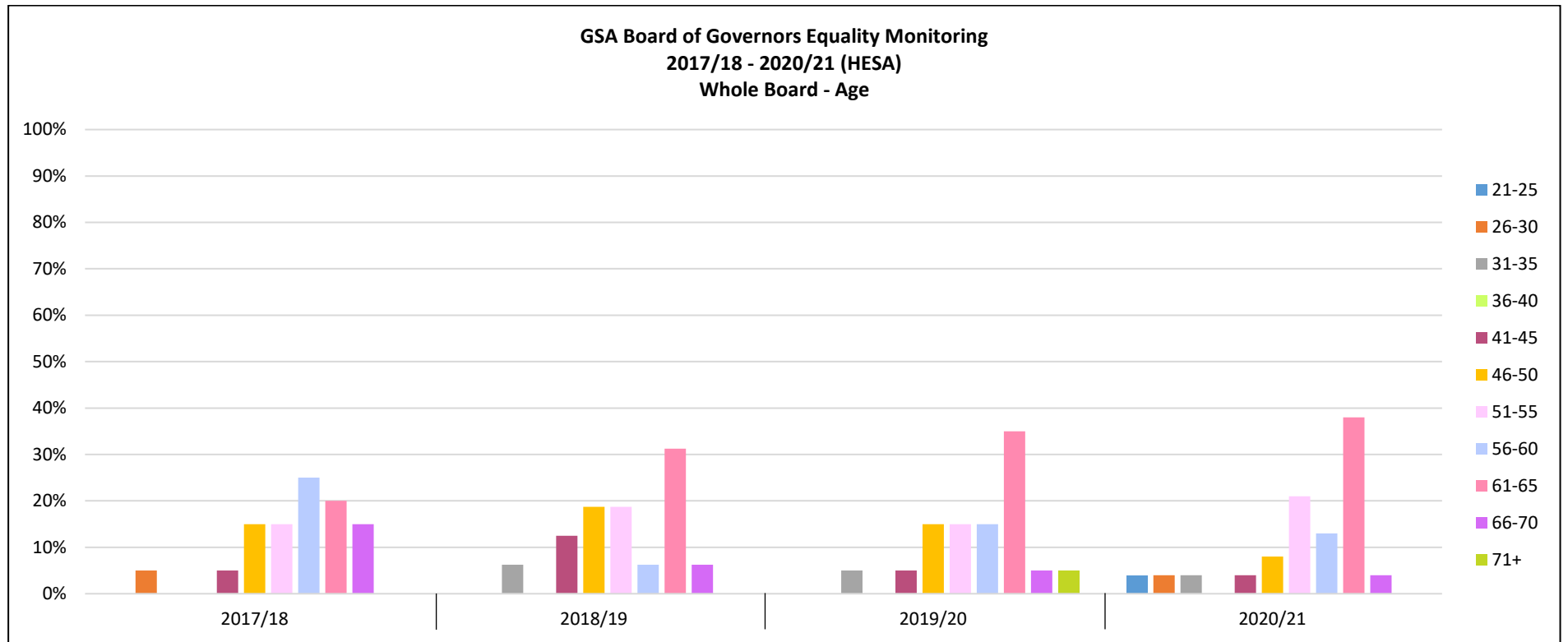
4. GSA BOARD OF GOVERNORS EQUALITY MONITORING: FOUR-YEAR TREND

The undernoted figures provide four-year trend data which demonstrates how the Board of Governor’s composition has changed over this period.

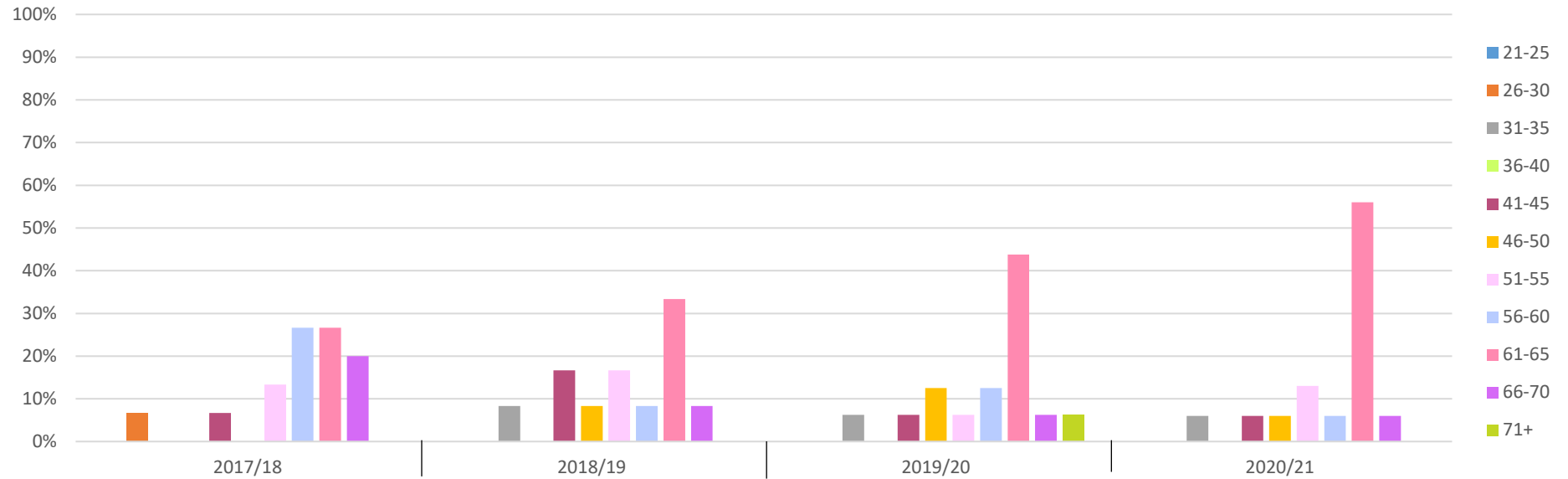
In 2018, HESA implemented changes to the requirements for the staff record return which made it obligatory for all HE institutions to collect equality data on Governors and include this in the staff return (as at 31 July). This collection exercise is currently undertaken by the Human Resources department and the information gathered informs GSA’s equality and diversity activities and is used for monitoring and reporting purposes.

Anonymised data covering the periods 2017/18, 2018/19, 2019/20 and 2020/21 (as at 31 July) is set out in Figures 9 - 14 below.

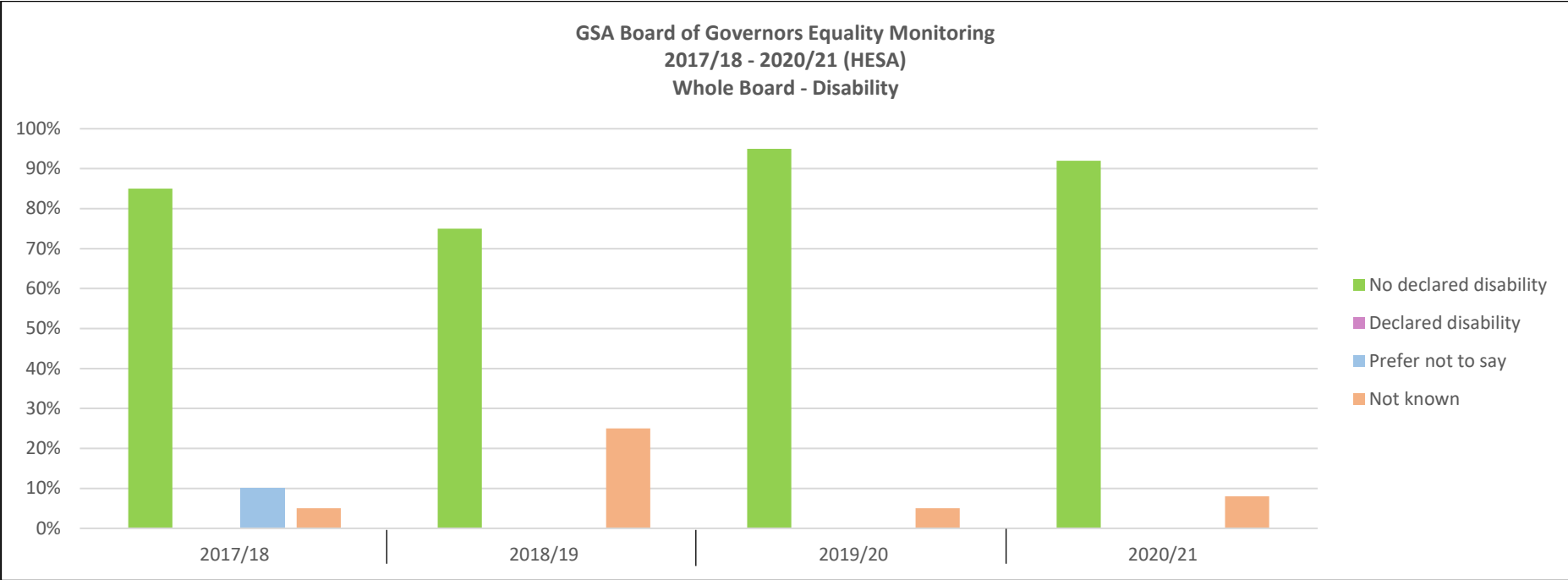
Figures 9 (a) and 9 (b) Age:



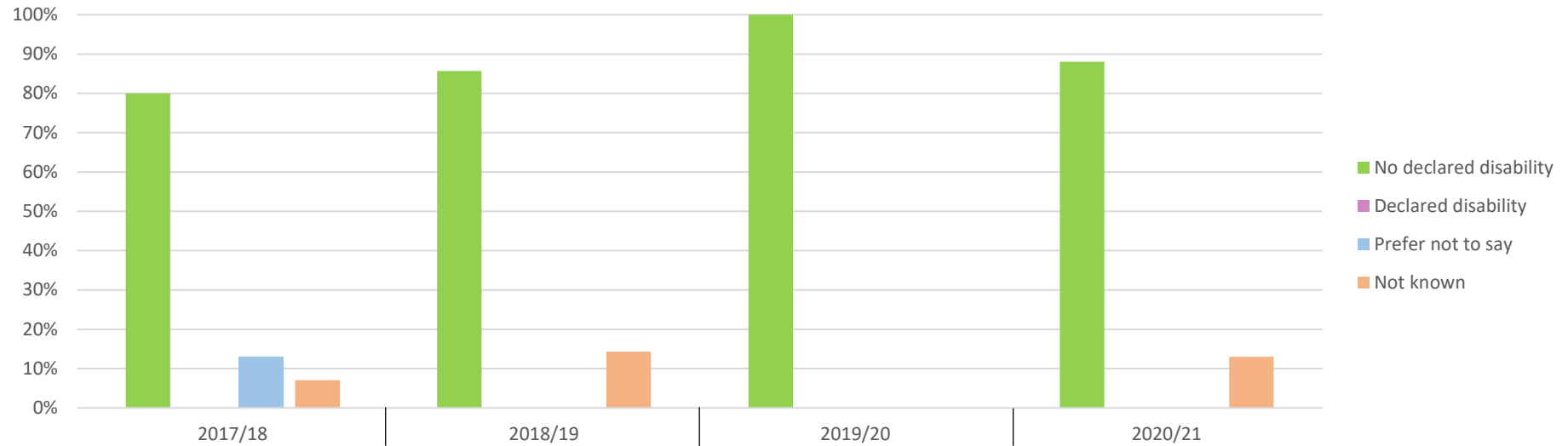
GSA Board of Governors Equality Monitoring
 2017/18 - 2020/21 (HESA)
 Independent Governors - Age



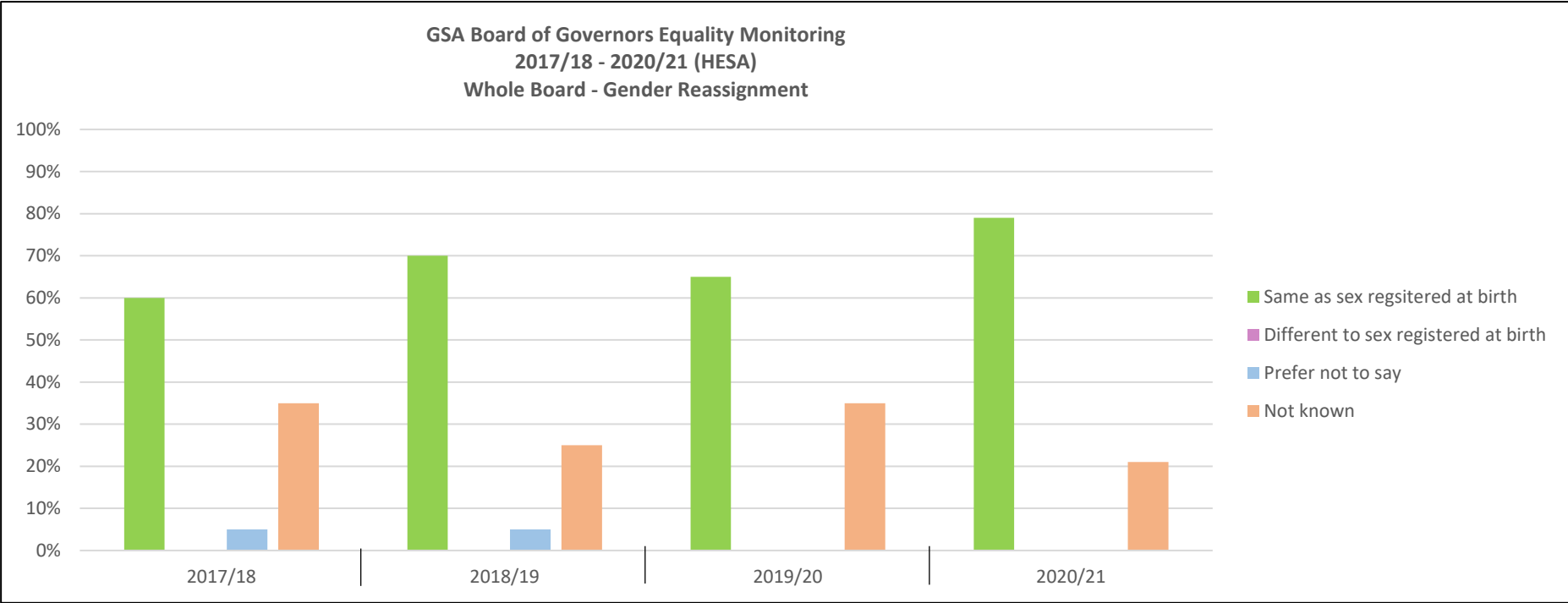
Figures 10 (a) and 10 (b) Disability:



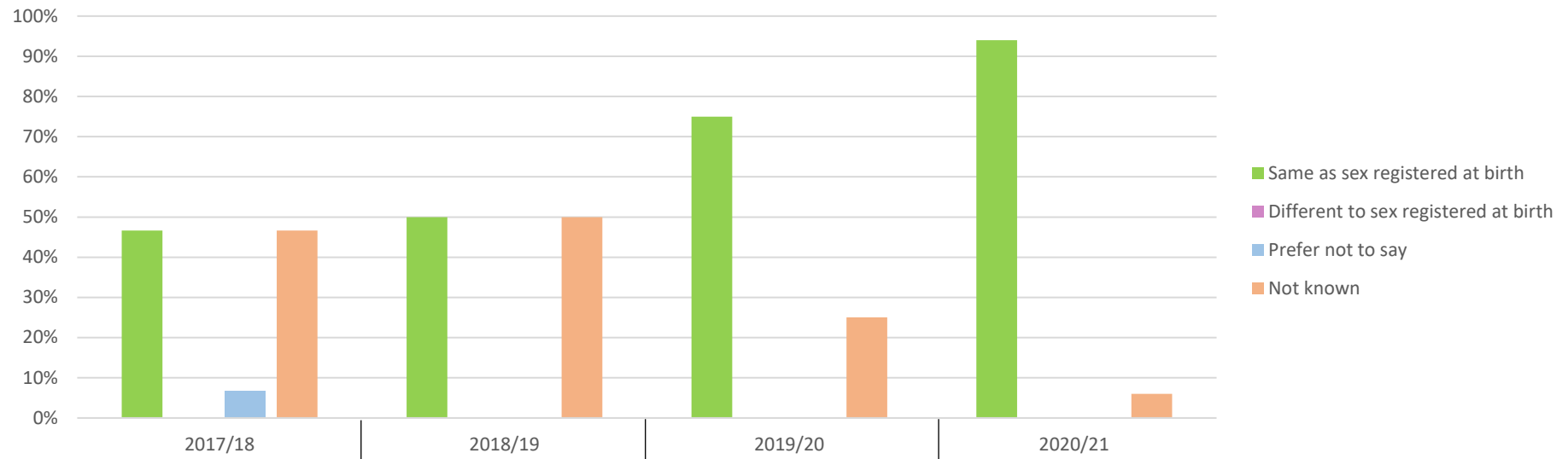
GSA Board of Governors Equality Monitoring
2017/18 - 2020/21 (HESA)
Independent Governors - Disability



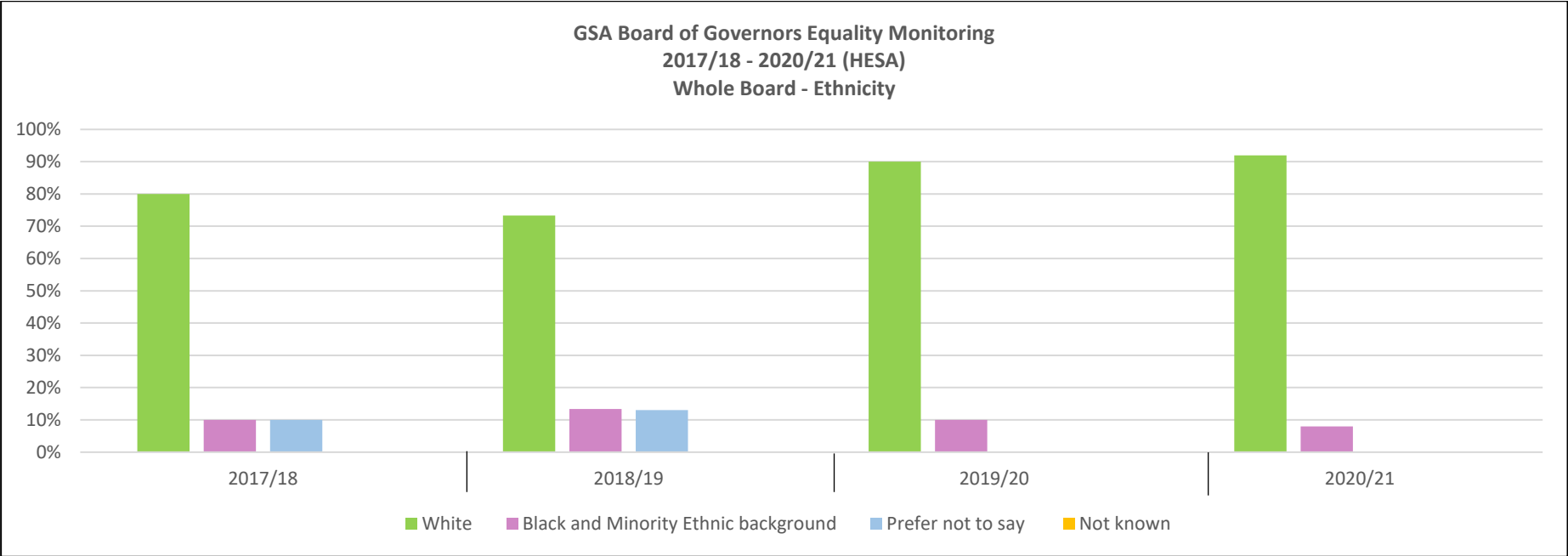
Figures 11 (a) and 11 (b) Gender Reassignment:



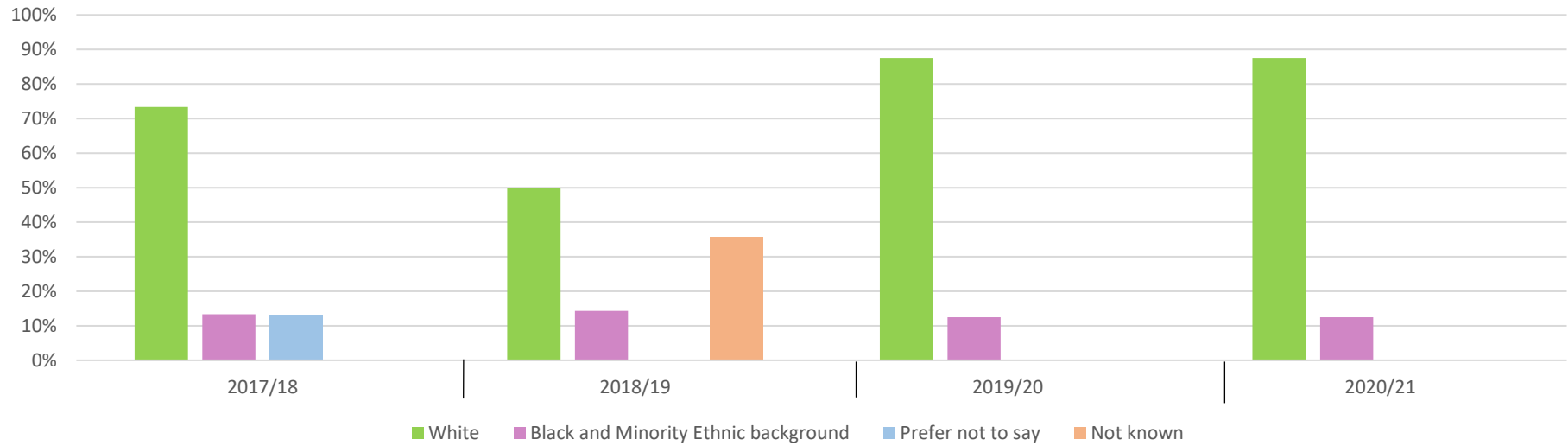
GSA Board of Governors Equality Monitoring
2017/18 - 2020/21 (HESA)
Independent Governors - Gender Reassignment



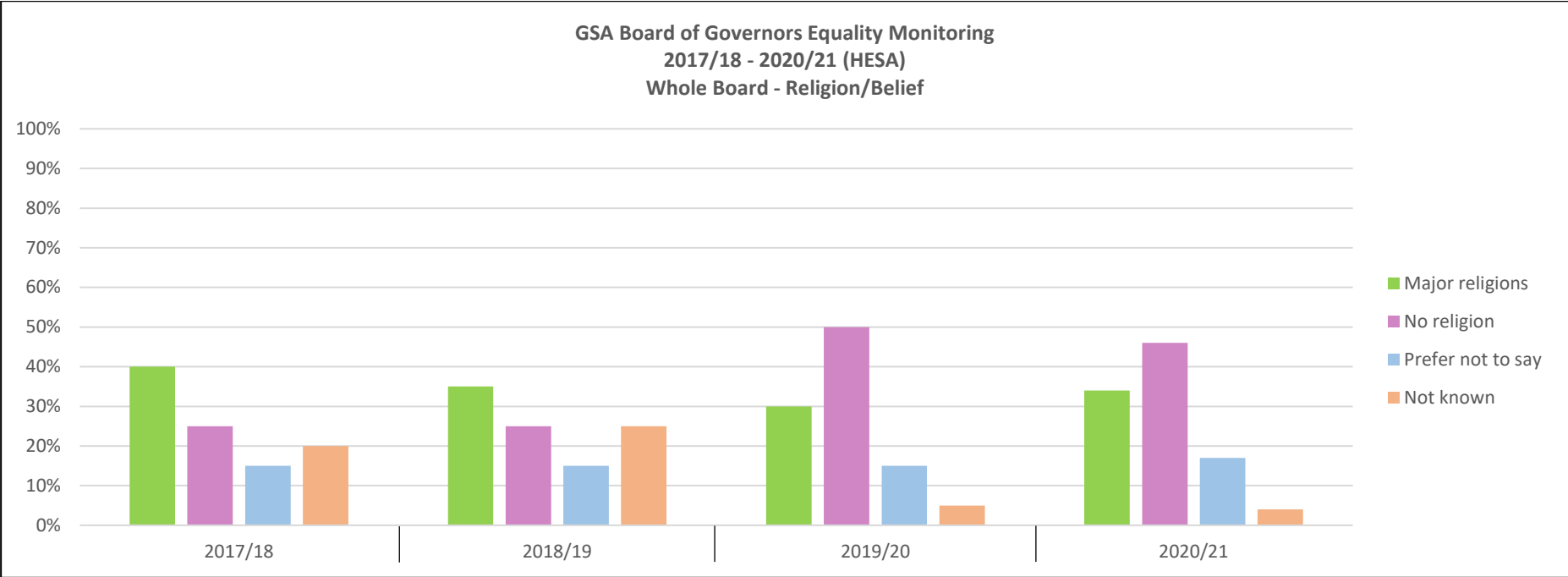
Figures 12 (a) and 12 (b) Ethnicity:



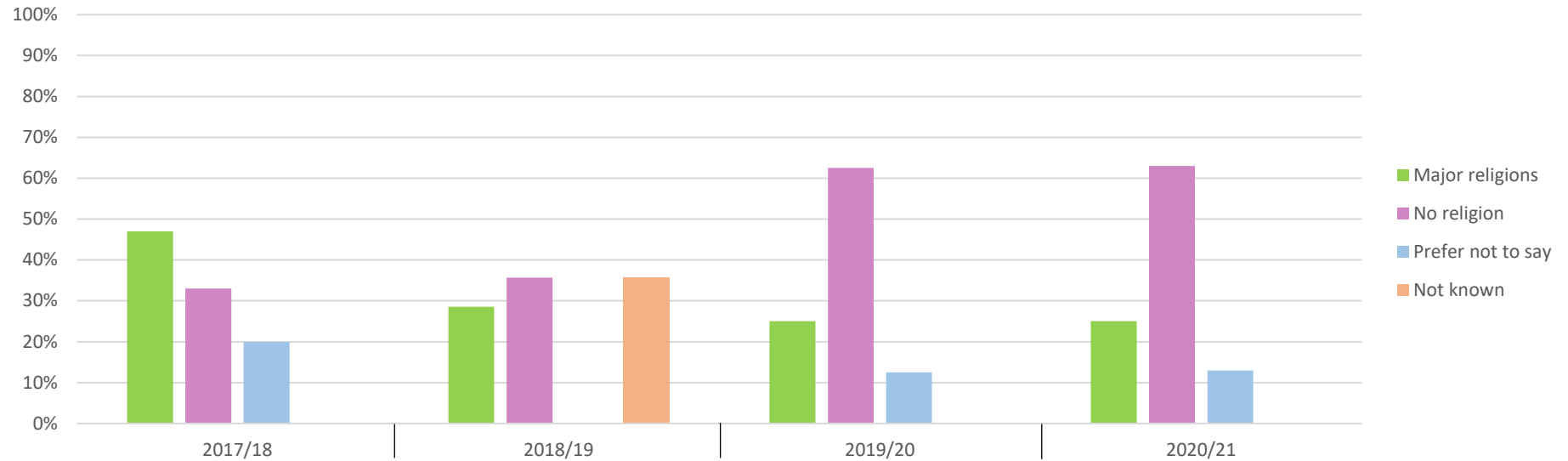
Board of Governors Equality Monitoring
2017/18 - 2020/21 (HESA)
Independent Governors - Ethnicity



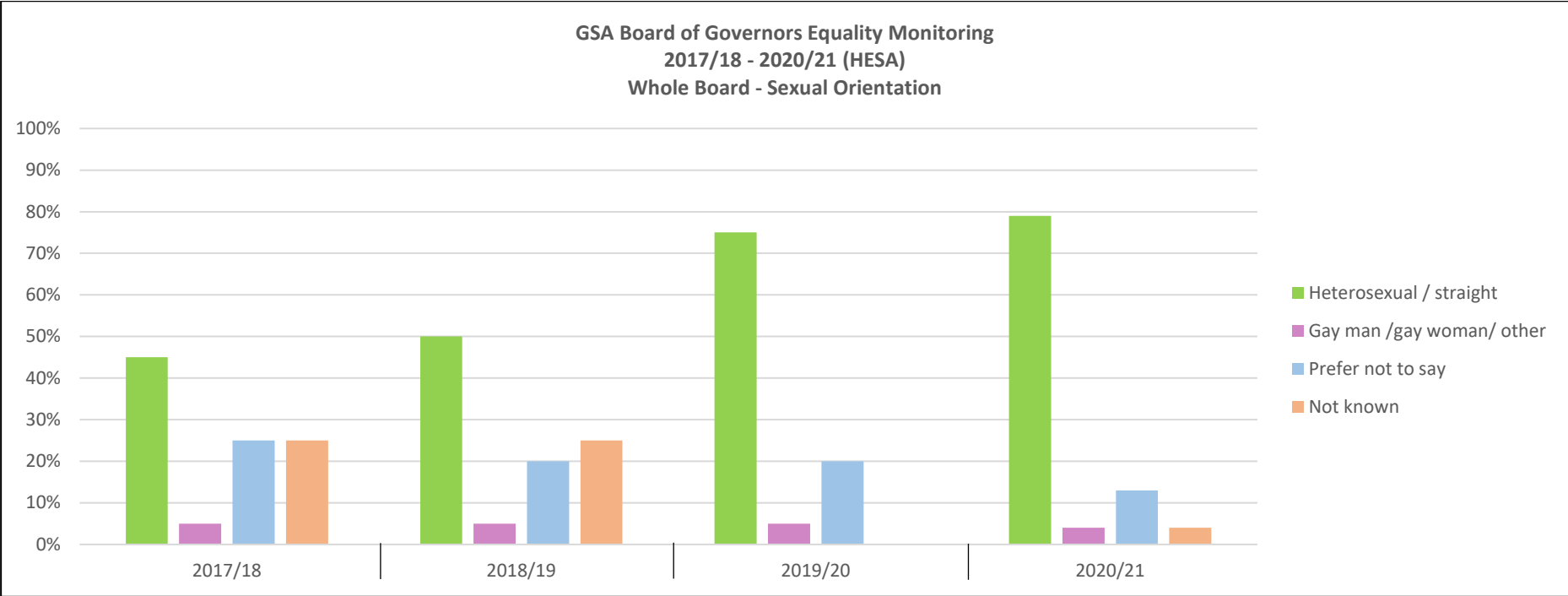
Figures 13 (a) and 13 (b) Religion/Belief:



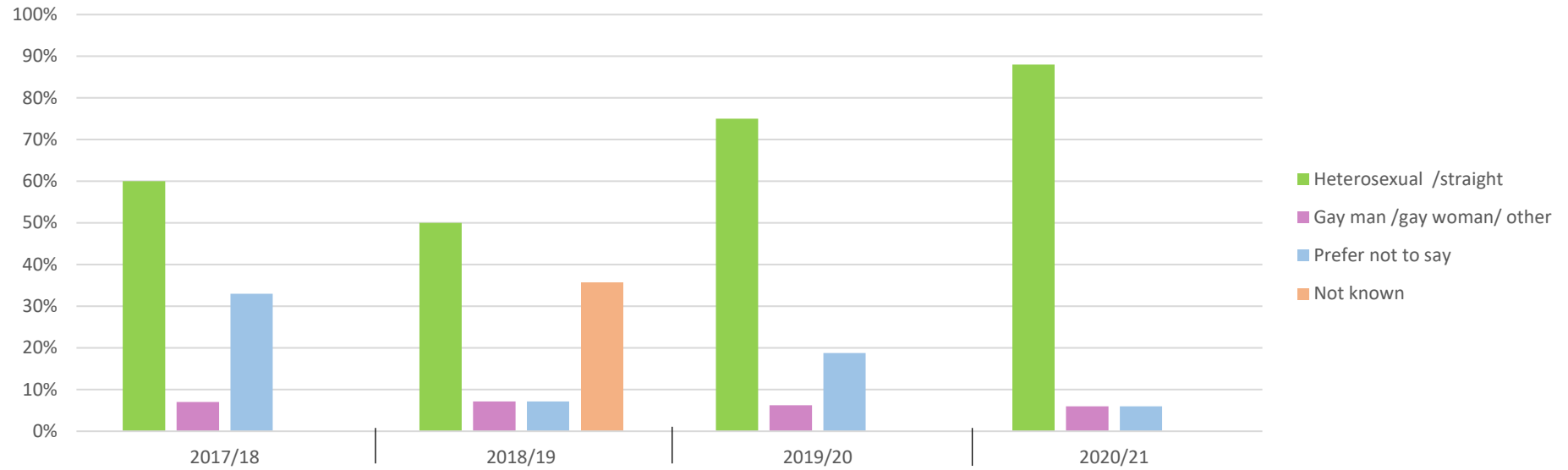
GSA Board of Governors Equality Monitoring
2017/18 - 2020/21 (HESA)
Independent Governors - Religion/Belief



Figures 14 (a) and 14 (b) Sexual Orientation:



GSA Board of Governors Equality Monitoring
2017/18 - 2020/21 (HESA)
Independent Governors - Sexual Orientation



5. INDEPENDENT GOVERNOR RECRUITMENT EXERCISE - SUMMER 2021: APPLICANT DATA

An Independent Governor recruitment exercise was held in summer 2021. Thirty-one applications were received which resulted in the appointment of four new Independent Governors.

Figure 1: Disability

Data on disability is collected with reference to the identifiers used by the Higher Education Statistical Agency (HESA).

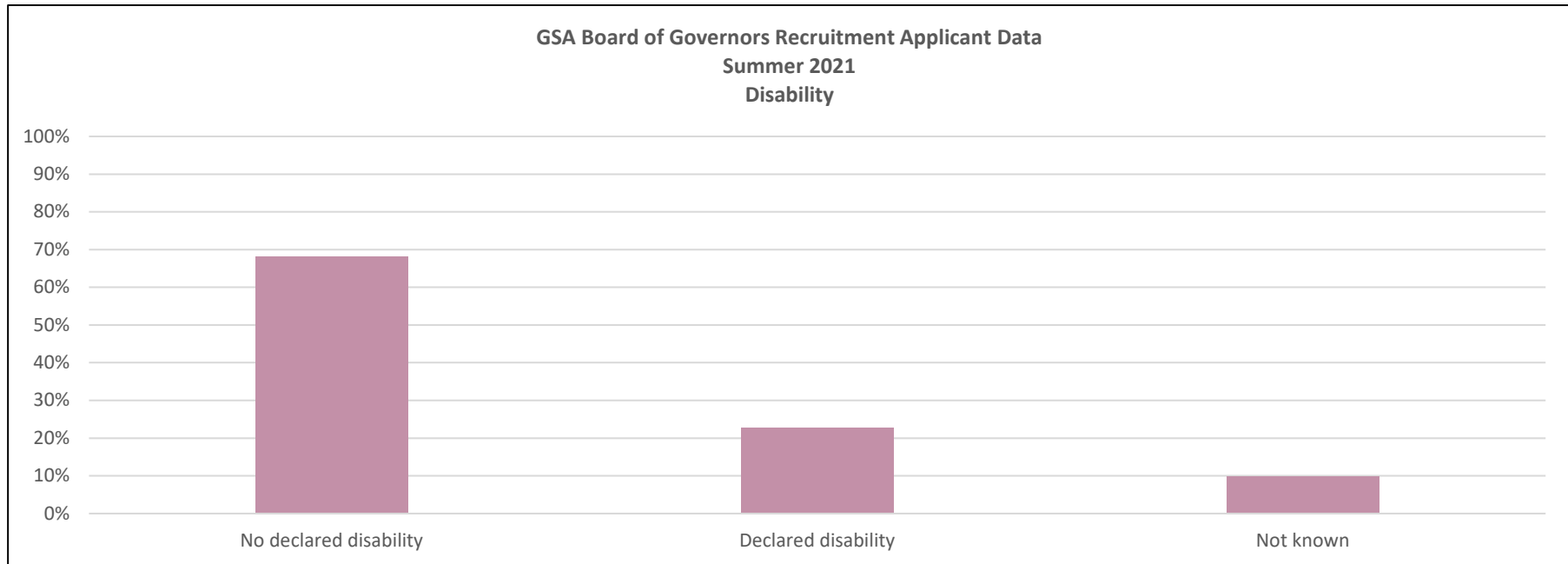


Figure 2: Nationality



Figure 3: Ethnicity

Data on race/ethnicity is collected with reference to the identifiers used by the Higher Education Statistical Agency (HESA). GSA’s institutional equality reporting normally groups Black and Minority Ethnic (BME) together for reporting purposes.



Figure 4: Gender Reassignment



Figure 5: Religion and Belief

For the purposes of this table, major religions cover the following: Buddhist, Christian, Hindu, Jewish and Muslim.

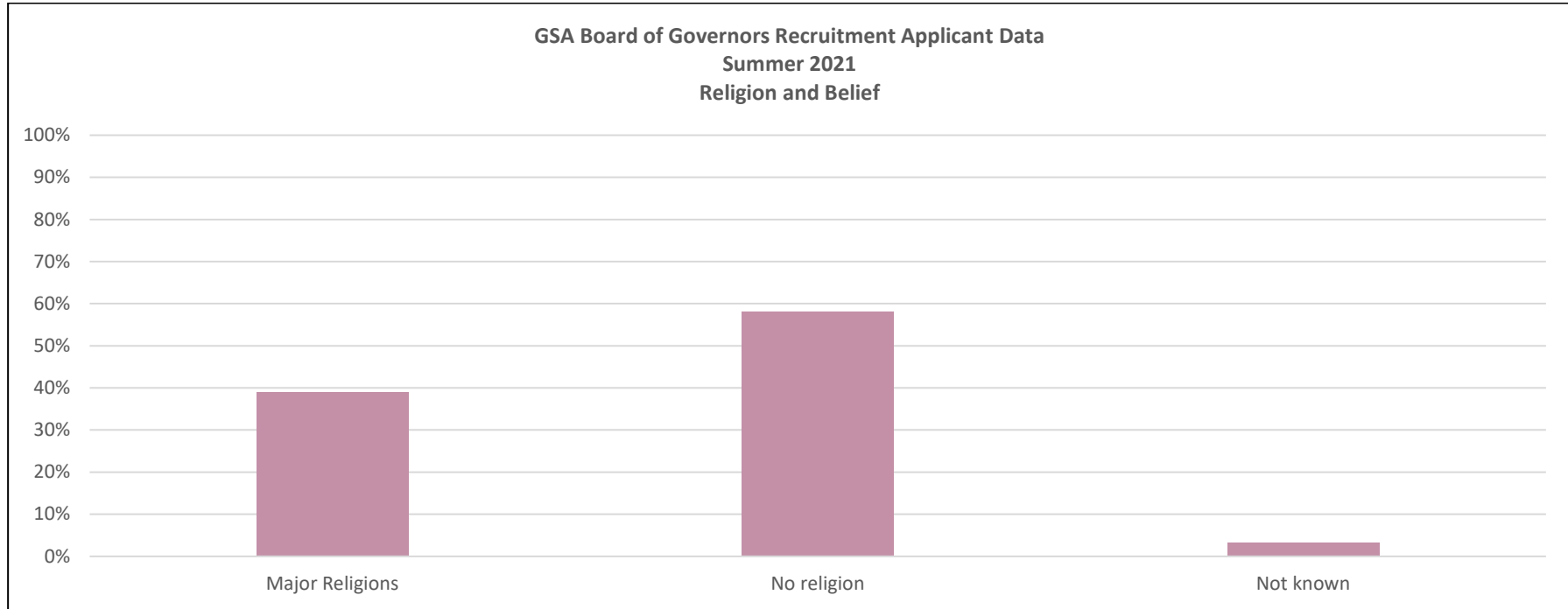


Figure 6: Gender Representation

The category 'other' is determined by HESA and includes those who associate with the terms: intersex, androgyne, intergender, ambigender, gender fluid, polygender and genderqueer.

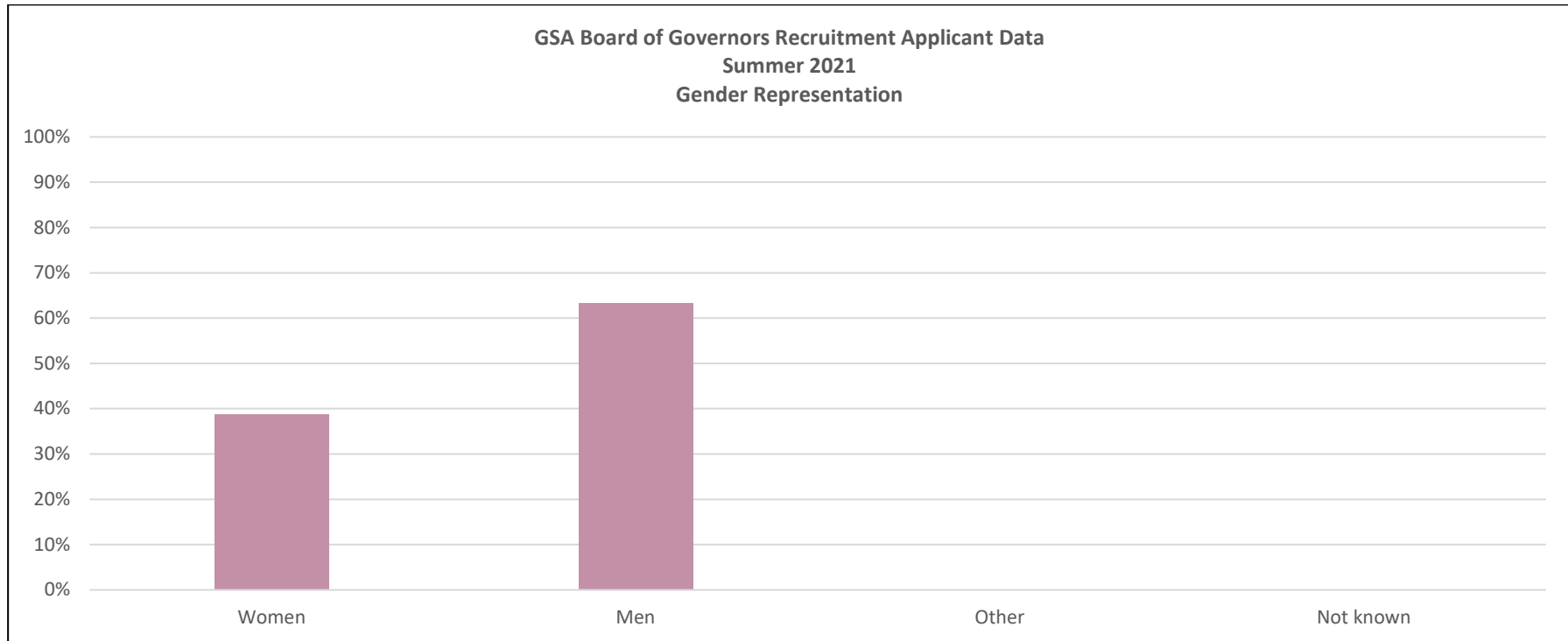
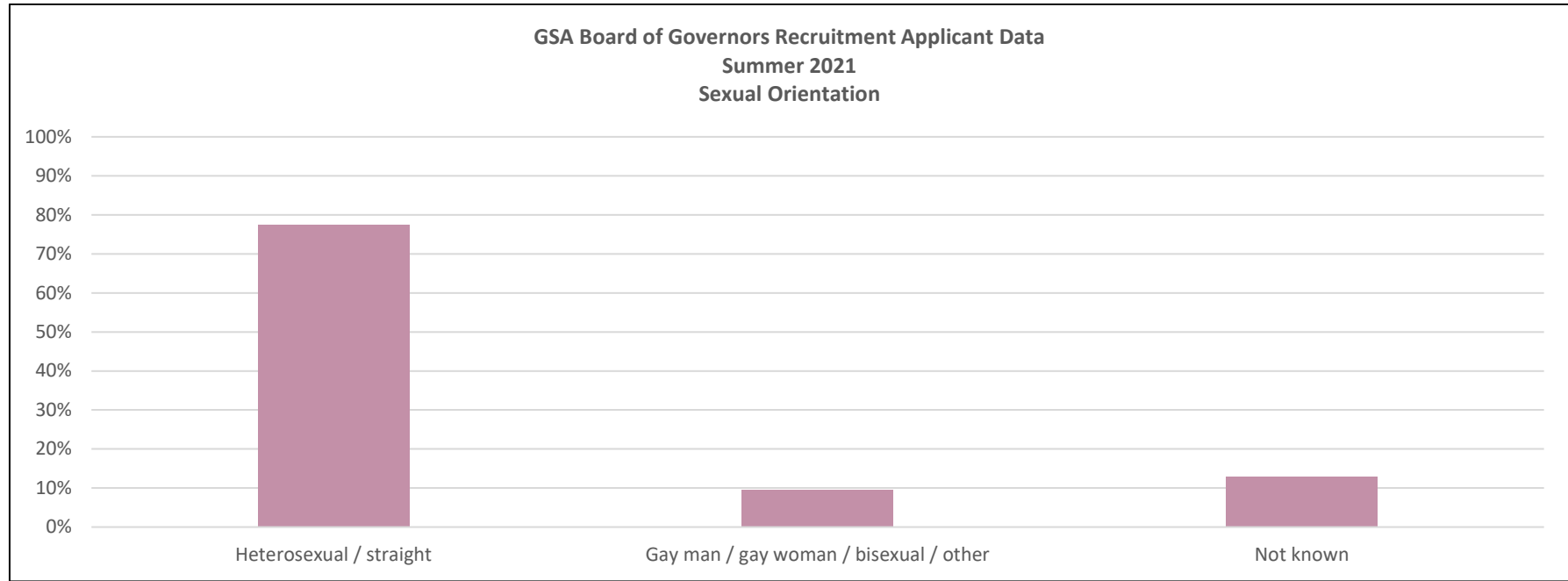


Figure 7: Sexual Orientation



February 2022