

# **The Glasgow School of Art: Equality Monitoring: Board of Governors**

A 3D graphic of a ribbon, rendered in shades of green and grey, with the year 2019 printed on it.

**2019**

### **Gender Representation on GSA's Board of Governors**

In March 2018, the Gender Representation on Public Boards (Scotland) Act 2018 became law. This Act set out the *gender representation objective* for public boards to ensure that 50% of their appointed members are women. At the time of writing this report, GSA has successfully met this objective and the female/male balance for Lay Governors is 50:50. In the course of 2019, it is possible that some Lay Governor members may demit office, and careful succession planning is underway to ensure that this positive balance is maintained.

GSA's Board of Governors has monitored its membership with regard to gender since 2012/13 and the balance of male to female governors over this seven-year period is represented in Table 1 below. Representation on the Board has remained relatively balanced with a tendency towards a higher number of women. The current Chair and both Vice-Chairs of the GSA Board of Governors are women. Further, of the nine Board committees, four are convened by men and five are convened by women.

GSA had previously committed to the sector level aim of a 40% target for female and male Lay Governor representation on the Board of Governors with a 20% zone enabling adjustment over time. With the exception of 2016/17, where female Lay Governors comprised 64% of members, GSA has successfully met and maintained over time the sector level aim.

**Table 1:**

<b>GSA BOARD OF GOVERNORS GENDER REPRESENTATION 2012/13 TO 2018/19</b>			
<b>YEAR</b>	<b>FEMALE</b>	<b>MALE</b>	<b>OTHER</b>
<b>2012/13</b>			
Whole Board	52%	48%	-
Lay Governors only	53%	47%	-
<b>2013/14</b>			
Whole Board	48%	52%	-
Lay Governors only	53%	47%	-
<b>2014/15</b>			
Whole Board	47%	53%	-
Lay Governors only	57%	43%	-
<b>2015/16</b>			
Whole Board	56%	44%	-
Lay Governors only	57%	43%	-
<b>2016/17</b>			
Whole Board	63%	37%	-
Lay Governors only	64%	36%	-
<b>2017/18*</b>			
Whole Board	56%	44%	-
Lay Governors only	54%	46%	-
<b>2018/19*</b>			
Whole Board	42%	53%	5%
Lay Governors only	50%	50%	0%

\*As at 1 November

## Diversity of GSA's Board of Governors

Since 2015, existing and newly-appointed Governors have been invited to complete equality monitoring forms in order to improve data on the composition of the Board and aid the Board in consideration of its membership relative to protected characteristic groups, diversity of experience and perspective. As set out in the 2017 Mainstreaming Equality Progress Report, GSA reported a static pattern of representation over all protected characteristic groups in 2015/16 and 2016/17.

In 2018, HESA implemented changes to the requirements for the 2017/18 staff record return which made it obligatory for all HE institutions to collect equality data on Governors and include this in the staff return. The collection exercise is undertaken by the Human Resources department in September 2018 and the information gathered will inform GSA's equality and diversity activities and be used for monitoring and reporting purposes. Given that this constituted an adjustment in the reporting period used previously, data from 2015/16 and 2016/17 has not been provided for comparison. Anonymised data covering the period 1 August 2017 – 31 July 2018 is set out in Table 2 below.

**Table 2:**

<b>BOARD OF GOVERNORS EQUALITY MONITORING</b>		
<b>Age</b>	<b>2017/18</b>	
	<b>Whole Board</b>	<b>Lay Governors</b>
21-25	0%	0%
26-30	5%	6.67%
31-35	0%	0%
36-40	0%	0%
41-45	5%	6.67%
46-50	15%	0%
51-55	15%	13.32%
56-60	25%	26.67%
61-65	20%	26.67%
66-70	15%	20%
71+	0%	0%
<b>Disability</b>	<b>2017/18</b>	
	<b>Whole Board</b>	<b>Lay Governors</b>
No known impairment, health condition, learning difference	85%	80%
Disability or long-term medical condition	0%	0%
Prefer not to say	10%	13%
Not known	5%	7%
<b>Gender Reassignment</b>	<b>2017/18</b>	
	<b>Whole Board</b>	<b>Lay Governors</b>
Gender identity is the same as sex assigned at birth	60%	46.67%
Gender identity is different to the sex assigned at birth	0%	0%
Prefer not to say	5%	6.66%
Not known	35%	46.67%
<b>Ethnicity</b>	<b>2017/18</b>	
	<b>Whole Board</b>	<b>Lay Governors</b>
White, White Scottish, White British background	80%	73.50%
Black Asian Minority Ethnic background	10%	13.35%
Prefer not to say	10%	13.15%
Not known	0%	0%

Religion/belief	2017/18	
	Whole Board	Lay Governors
Christian – all denominations	30%	33%
Other major religions	10%	14%
No religion	25%	33%
Prefer to not say	15%	20%
Unknown	20%	0%
Sexual orientation	2017/18	
	Whole Board	Lay Governors
Heterosexual/straight	45%	60%
Gay man / Gay woman	5%	7%
Prefer not to say	25%	33%
Not known	25%	0%

*Owing to the small number of the sample, figures have been rounded to two decimal places where appropriate.*

In terms of the data above relating to Lay Governors appointed to the Board, the following items are highlighted:

- In 2017/18, GSA's Board Lay Governor membership was predominantly comprised of persons between the ages of 56 – 65, who made up more than 50% of the total membership.
- In terms of declared disability, the majority of the Lay Governors do not have a disclosed impairment, health condition or learning difference.
- Over 70% of Lay Governors identified as white (including white Scottish and white British).
- 48% of Lay Governors stated that they had a religion or belief. Within this group, while the majority stated that they are Christian (multiple denominations) other faiths including Islam and Judaism are also represented. 33% declared that they had no religion, and 20% preferred not to say.

**January 2019**