

The Glasgow School of Art:

Equality Monitoring: Board of Governors



2021

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.

This report presents an overview of GSA's equality monitoring data for 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 and 2020¹ returns have been provided to demonstrate how the Board's composition has changed over this period.

There have been adjustments to the composition of the Board since the last reporting period, owing to changes recently made to GSA's statutory instruments to align with the Higher Education Governance (Scotland) Act 2016. As of 1 December 2020, the Board of Governors is comprised of twenty members which include Independent Governors, Student and Staff (the Director, Academic and Support Staff Governors, and Trade Union Governors).

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; and 1 August 2019- 31 July 2020.

2. GSA BOARD OF GOVERNORS EQUALITY MONITORING: CURRENT POSITION

Figures 1 - 6 provide a summary position of anonymised data regarding the Board’s composition as of 1 December 2020. 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:

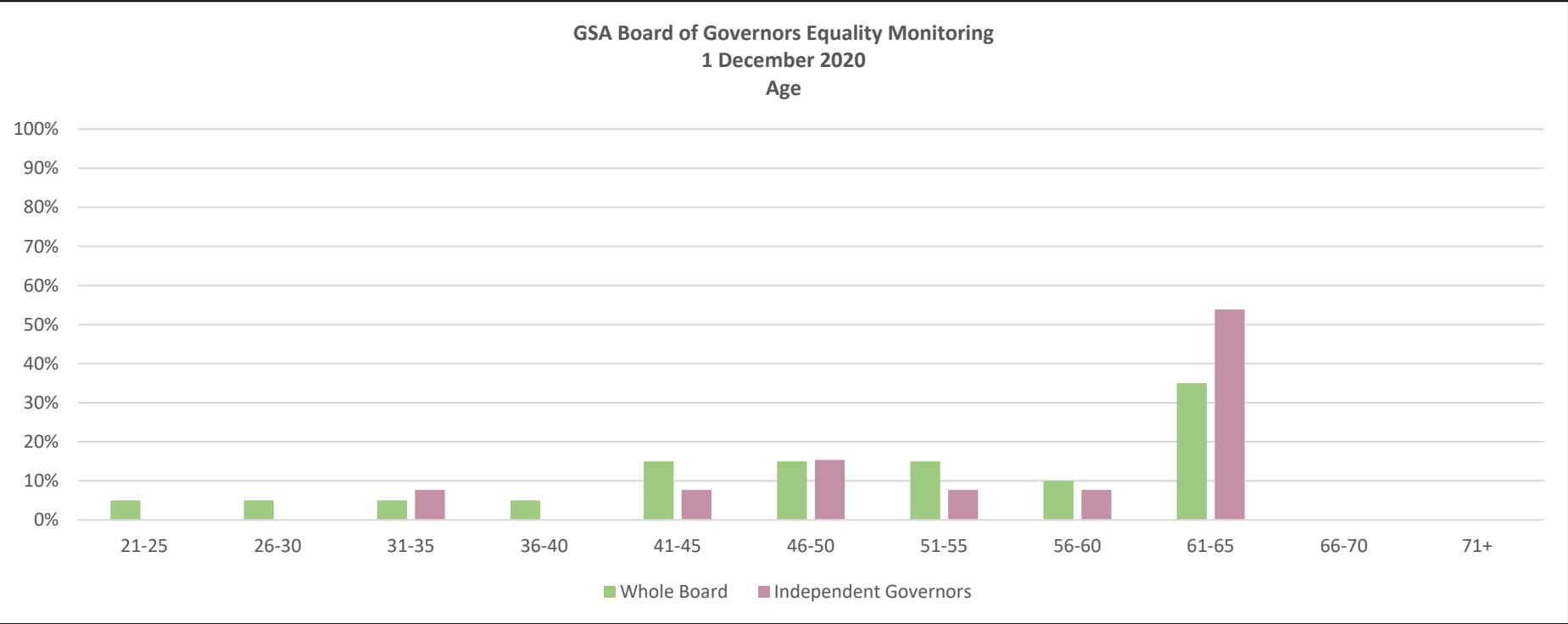


Figure 2: Disability:

Data on disability is collected with reference to the identifiers used by the Higher Education Statistical Agency (HESA). On the basis that no disability has been declared, the category *Disability* has not been broken down further into further sub-categories.



Figure 3: Gender Reassignment:

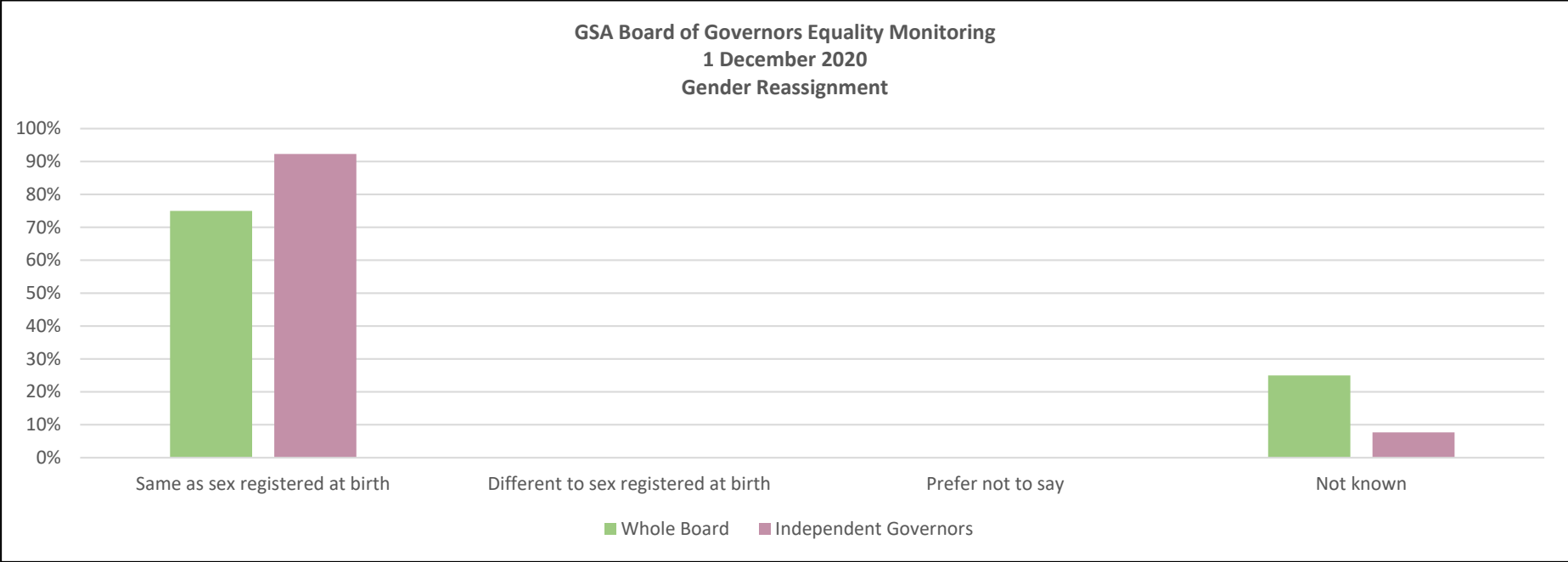


Figure 4: Ethnicity:

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, Asian, Minority Ethnic (BAME) together for reporting purposes.

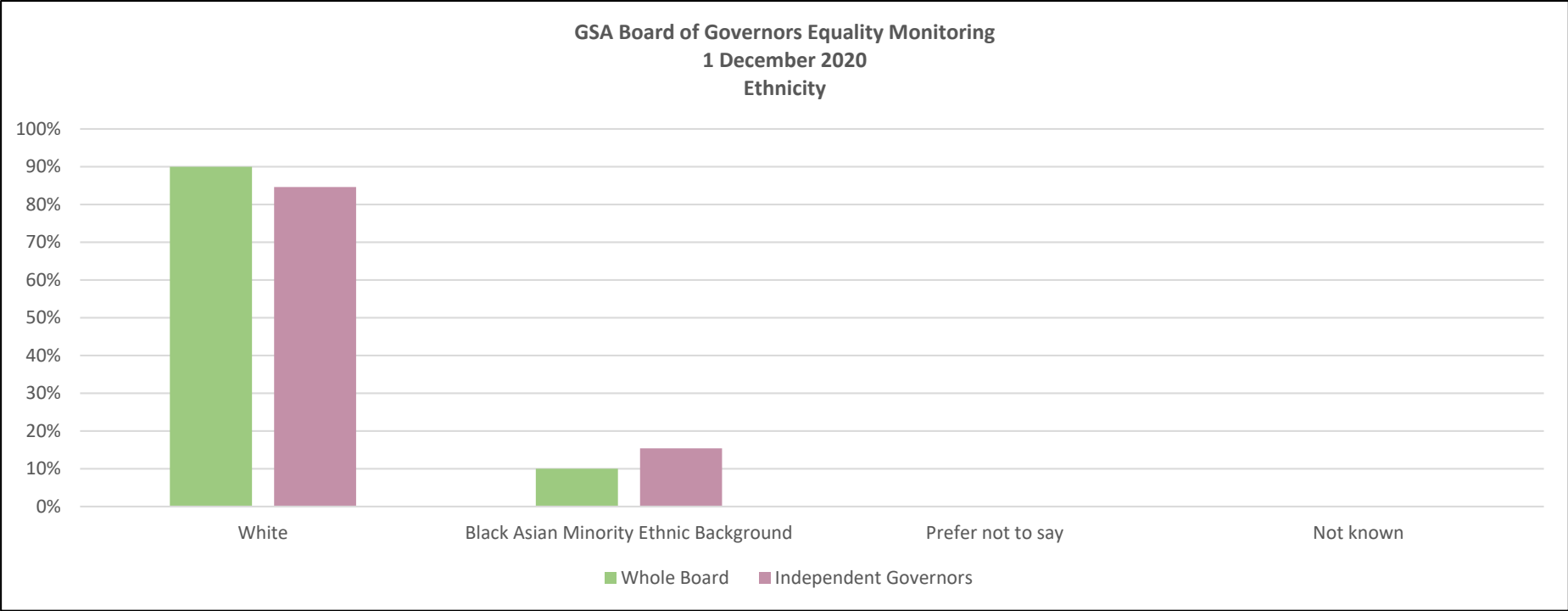


Figure 5: Religion/Belief:

Major religions cover the following: Buddhist, Christian, Hindu, Jewish and Muslim.

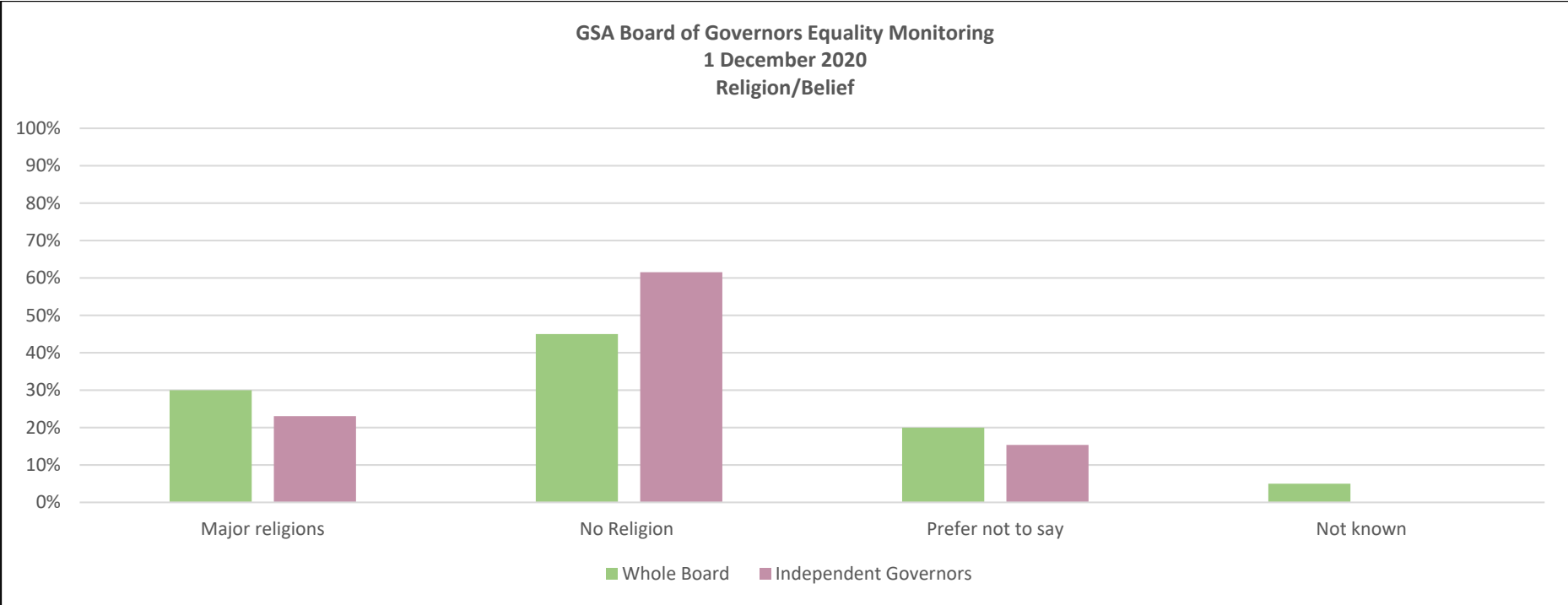
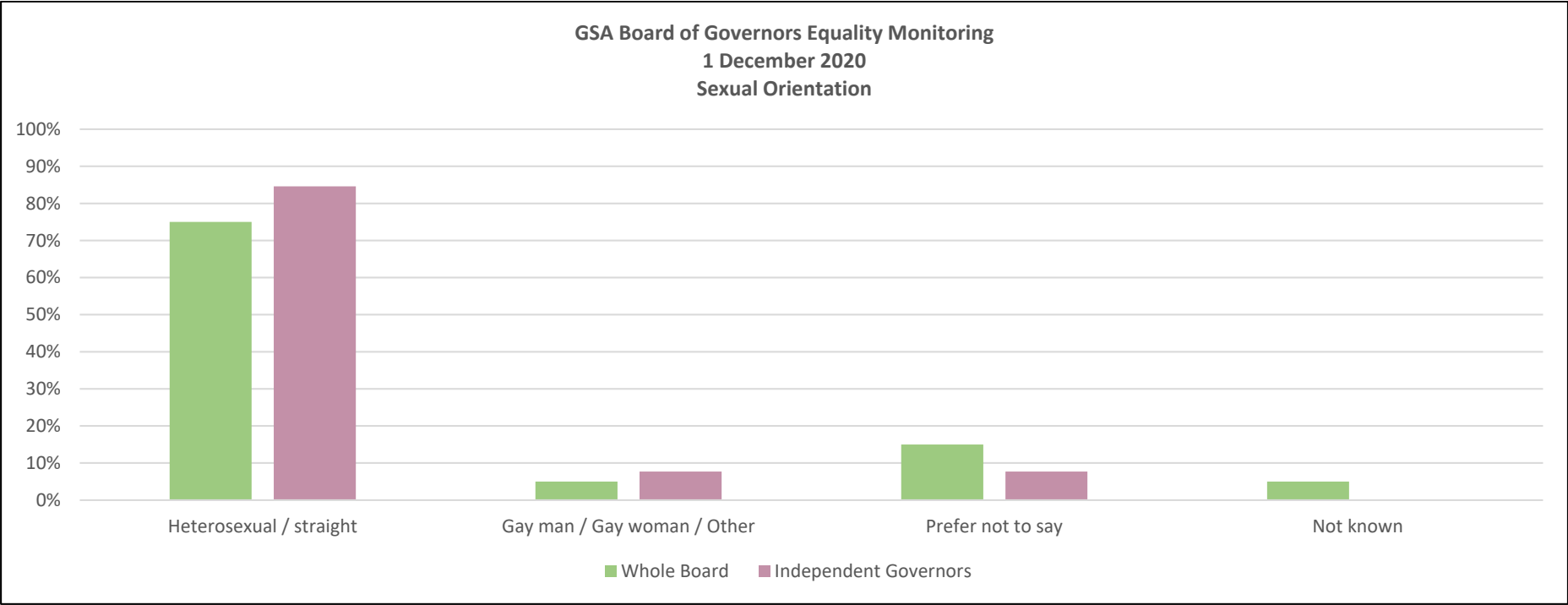


Figure 6: Sexual Orientation:

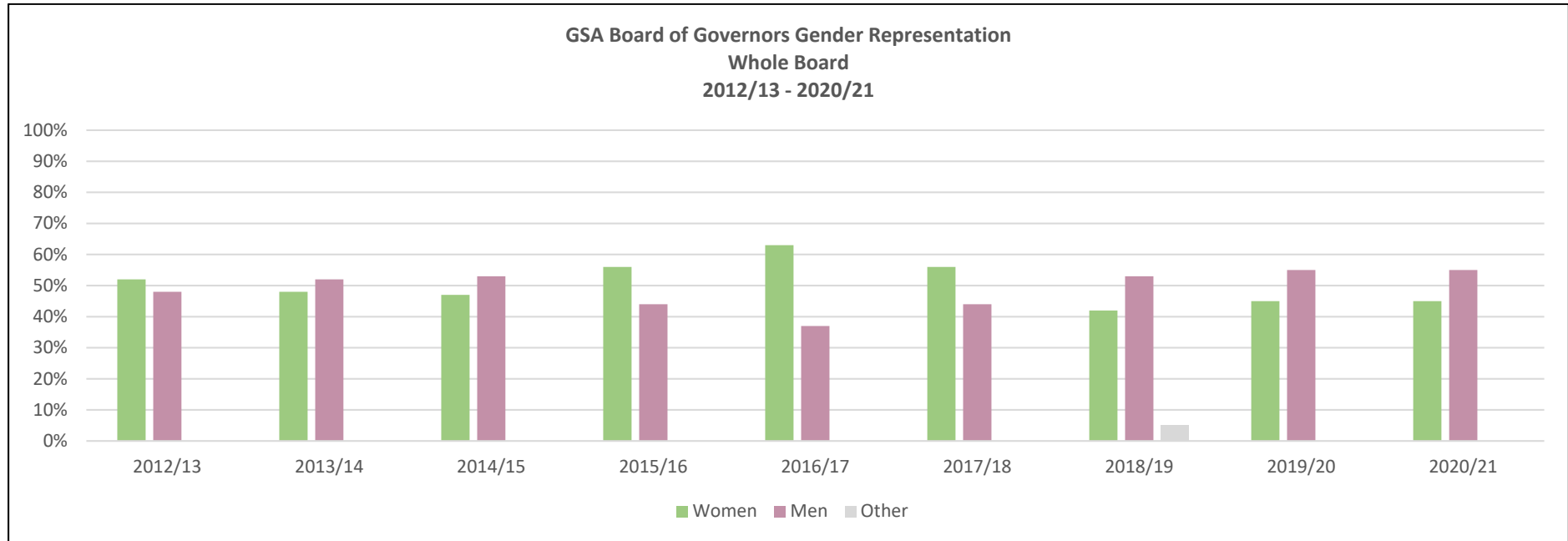
Data on sexual orientation is collected with reference to the identifiers used by the Higher Education Statistical Agency (HESA). For the purposes of this table some categories have been grouped.



3. GSA BOARD OF GOVERNORS GENDER REPRESENTATION 2012/13 TO 2020/21

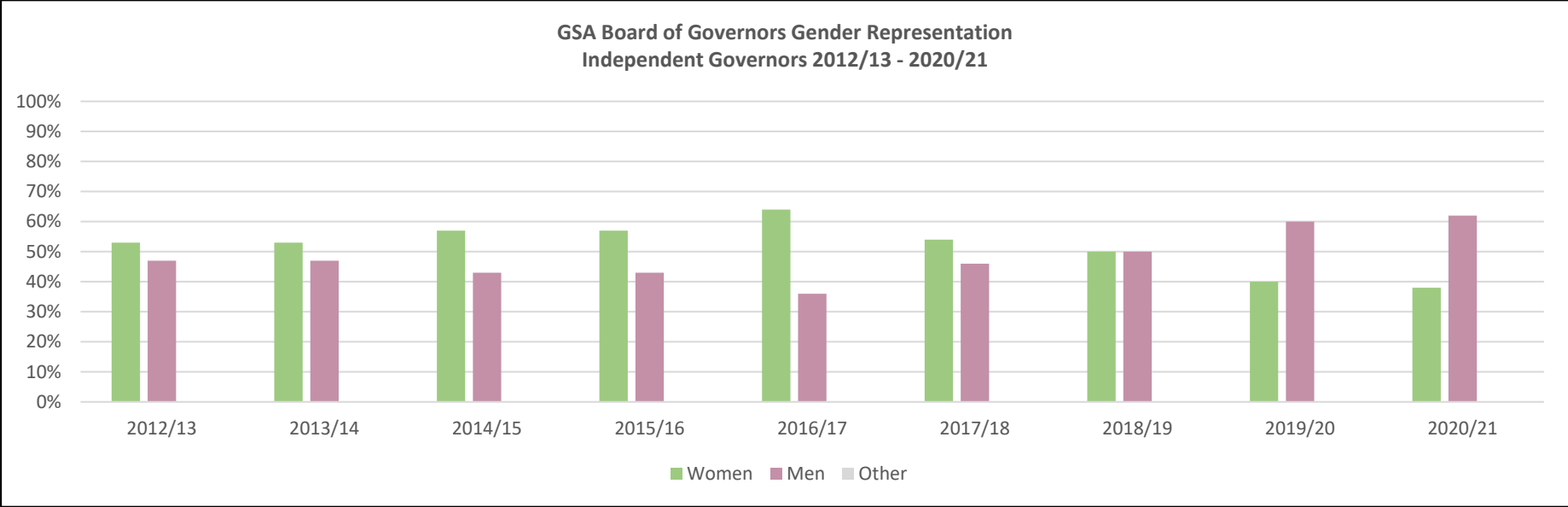
GSA's Board of Governors has monitored its membership with regard to gender since 2012/13 and the gender balance of men and women governors over this eight-year period is represented in **Figures 7 - 8** below.

Figure 7: GSA Board of Governors Gender Representation 2012/13 – 2020/21 (Whole Board):



The gender balance between men and women on the full Board currently stands at 55%:45%. It is noted that some positions are by election and this limits the Board's opportunity to consistently achieve an equal balance of men and women. As can be demonstrated in Figure 7 above, in previous sessions, representation on the Board has been relatively balanced with a tendency towards a higher number of women on the Board.

Figure 8: GSA Board of Governors Gender Representation 2012 /13 – 2020/21 (Independent Governors):



There are thirteen Independent Governors (including the Chair) and the gender balance between men and women Independent Governors currently stands at 61.5%:38.5%, following a woman Independent Governor demitting prior to completion of her term. Therefore, at present, the gender representation objective² of 50% non-executive members being women has not been achieved. The next Board recruitment exercise is scheduled to commence in March 2021. Key considerations will be gender representation and the wider equality make-up of the Board.

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

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

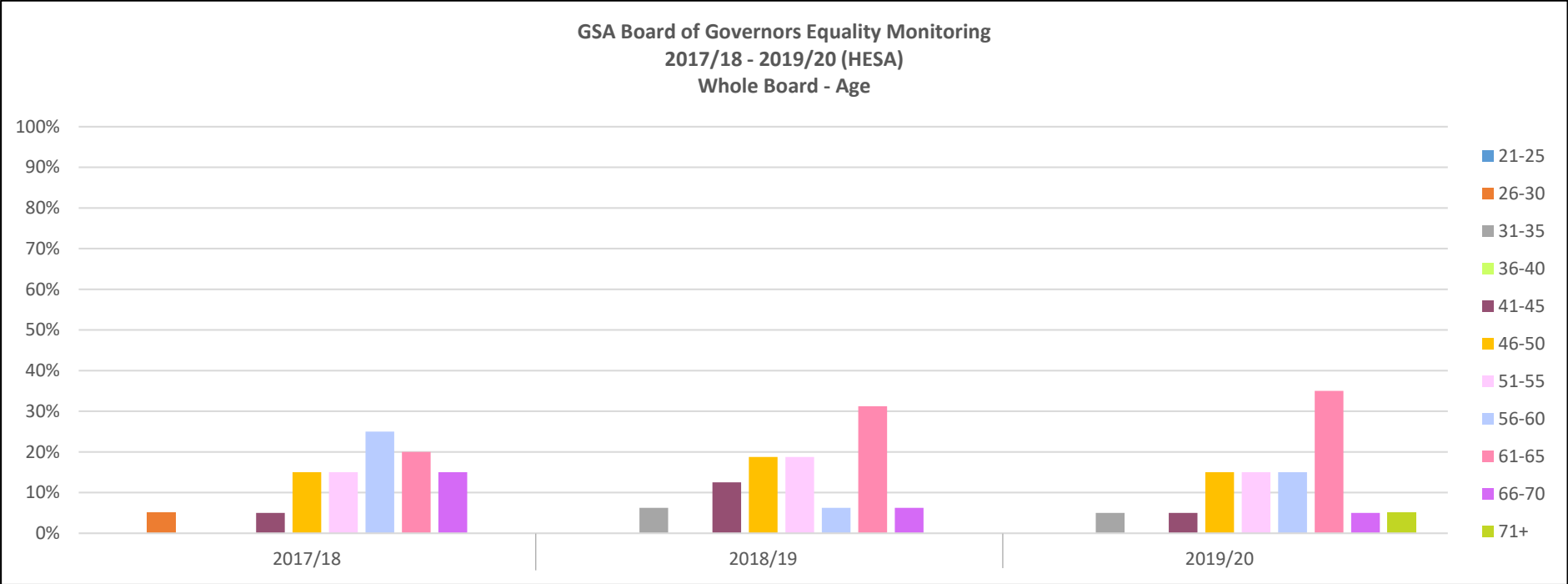
The undernoted figures provide three-year trend data which demonstrates how the Board of Governor's composition has changed over this period.

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. This collection exercise is currently undertaken by the Human Resources department every two years and the information gathered informs GSA's equality and diversity activities and is used for monitoring and reporting purposes.

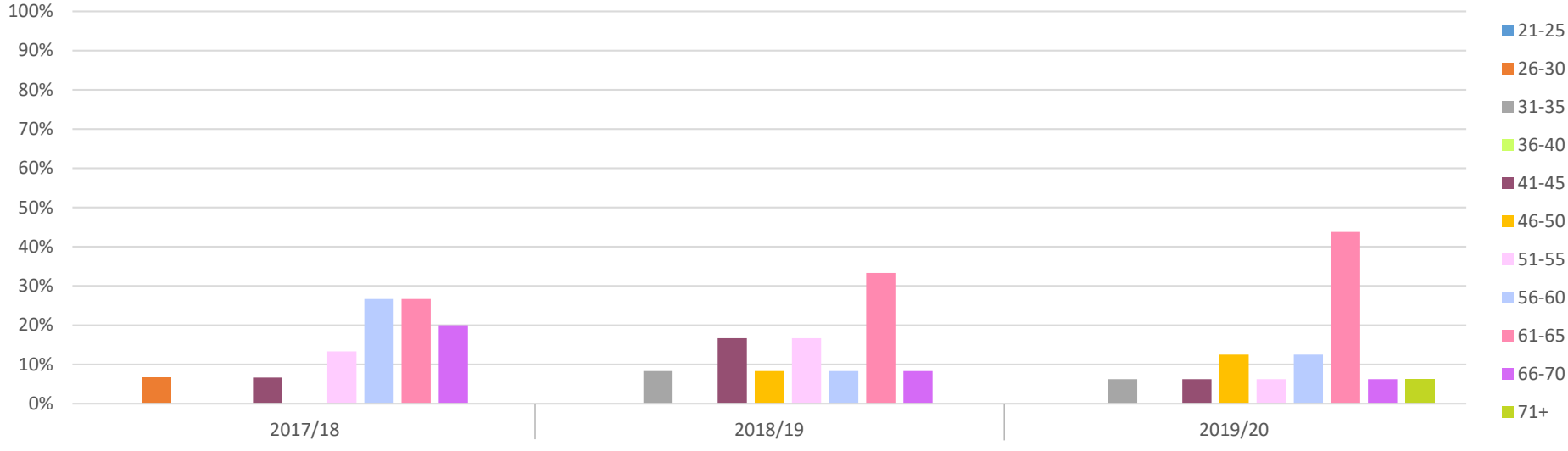
It was clear in the previous reporting year from the high number of *Not Known* returned that there was an opportunity to improve the quality of the data. In early January 2020, in collaboration with the Human Resources department, further engagement with members of the Board was undertaken regarding the submission of equality monitoring forms. On the basis that the *Not Known* percentages have in the majority of cases reduced to 0%, this indicates that that the work undertaken to improve the quality of the data has provided a clearer understanding of the current diversity of the Board.

Anonymised data covering the periods 2017/18, 2018/19 and 2019/20 is set out in Figures 9 - 14 below.

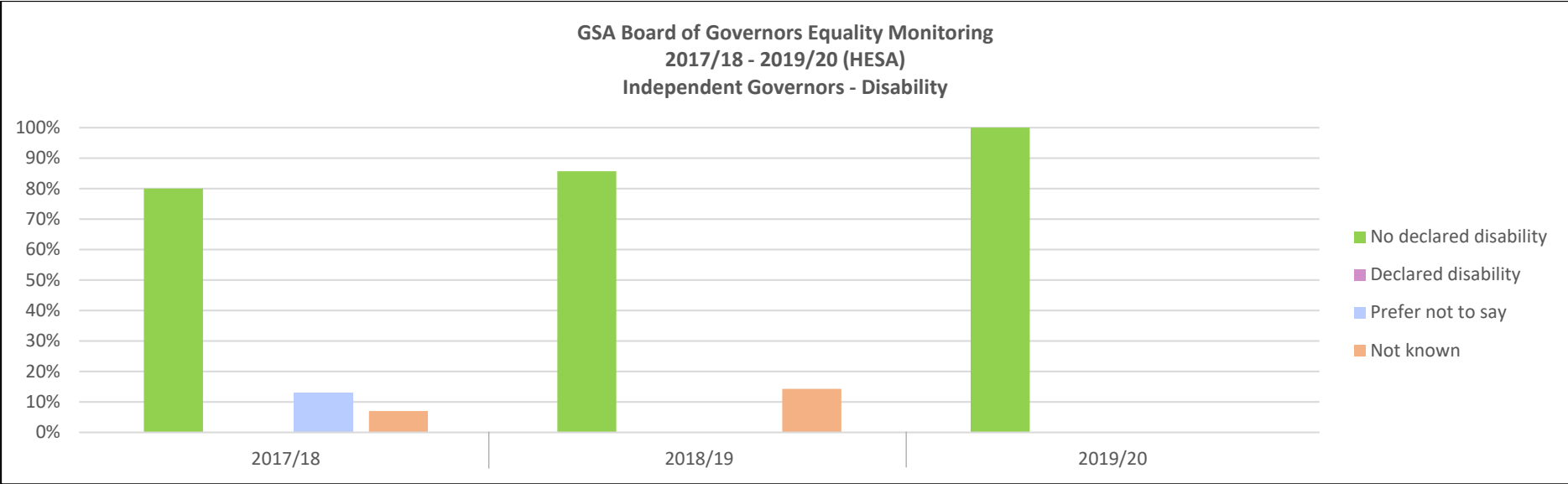
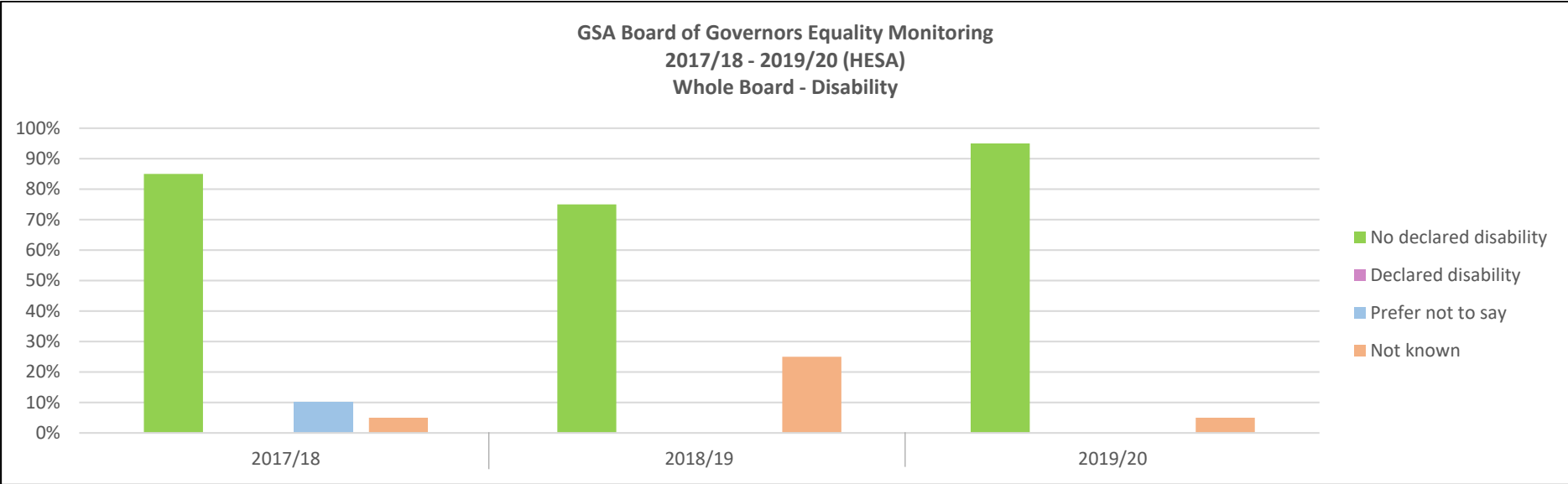
Figures 9 (a) and 9 (b) Age:



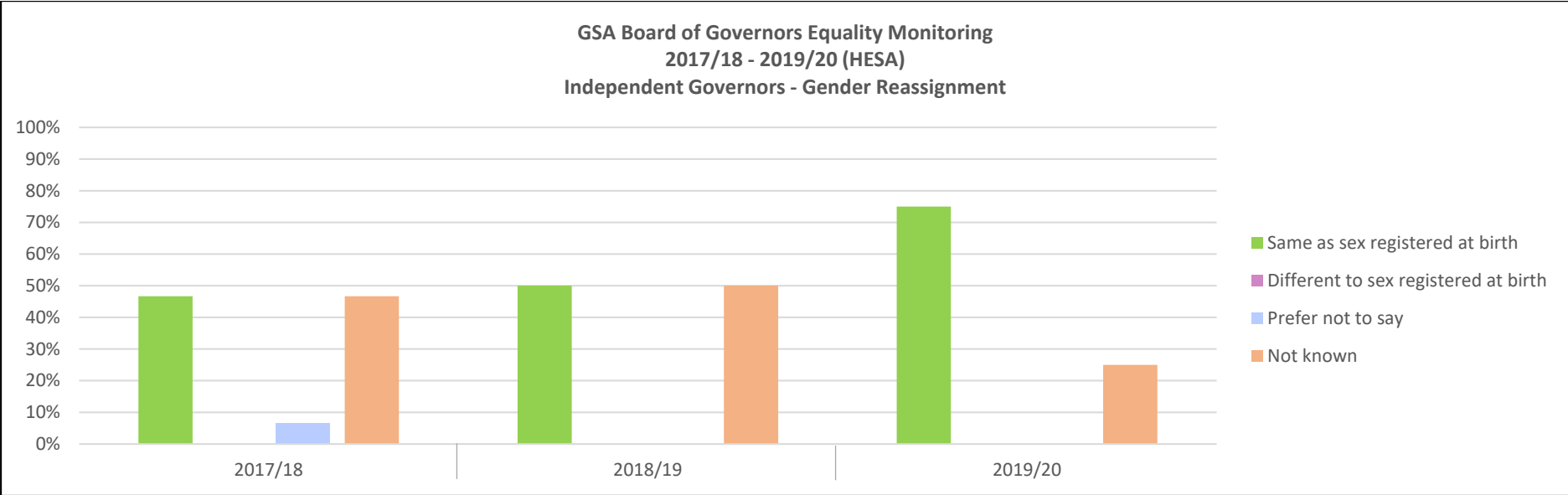
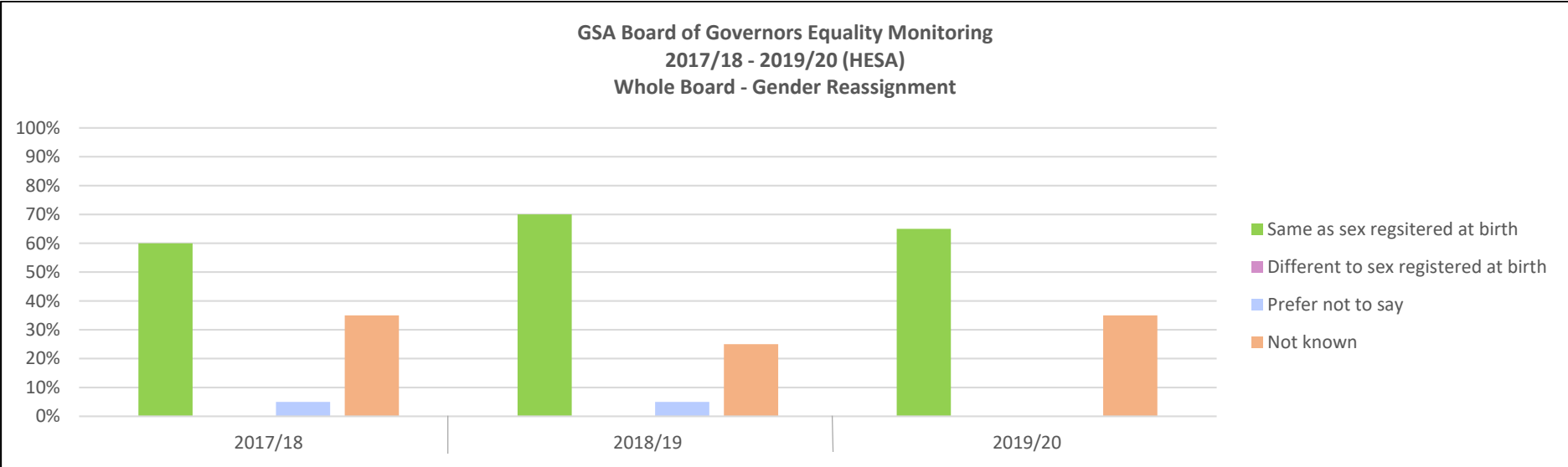
GSA Board of Governors Equality Monitoring
 2017/18 - 2019/20 (HESA)
 Independent Governors - Age



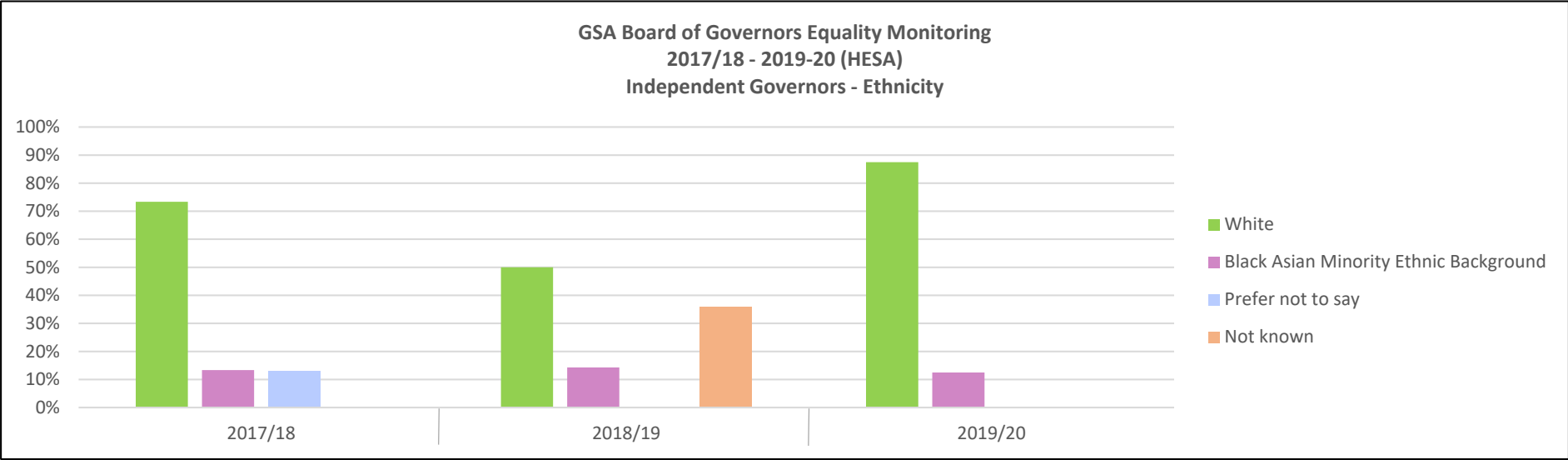
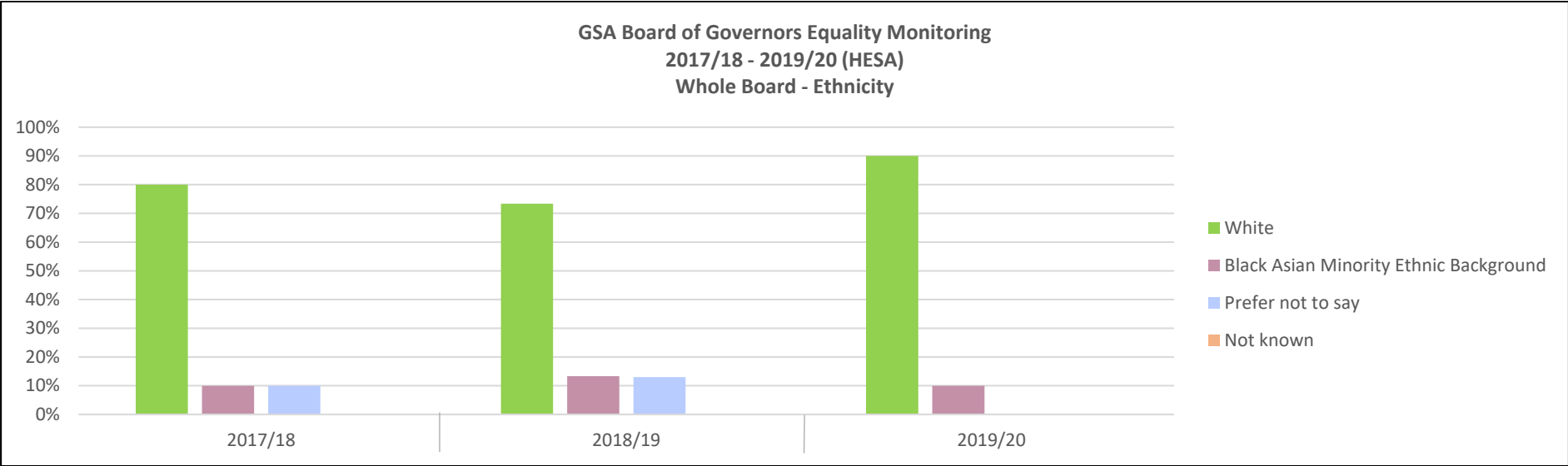
Figures 10 (a) and 10 (b) Disability:



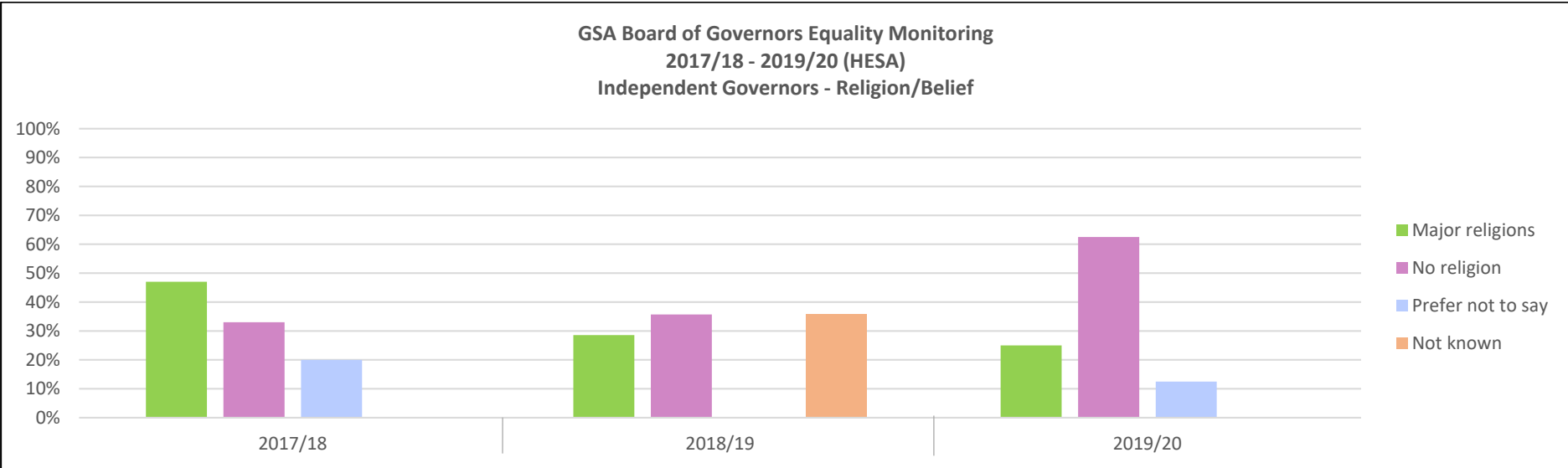
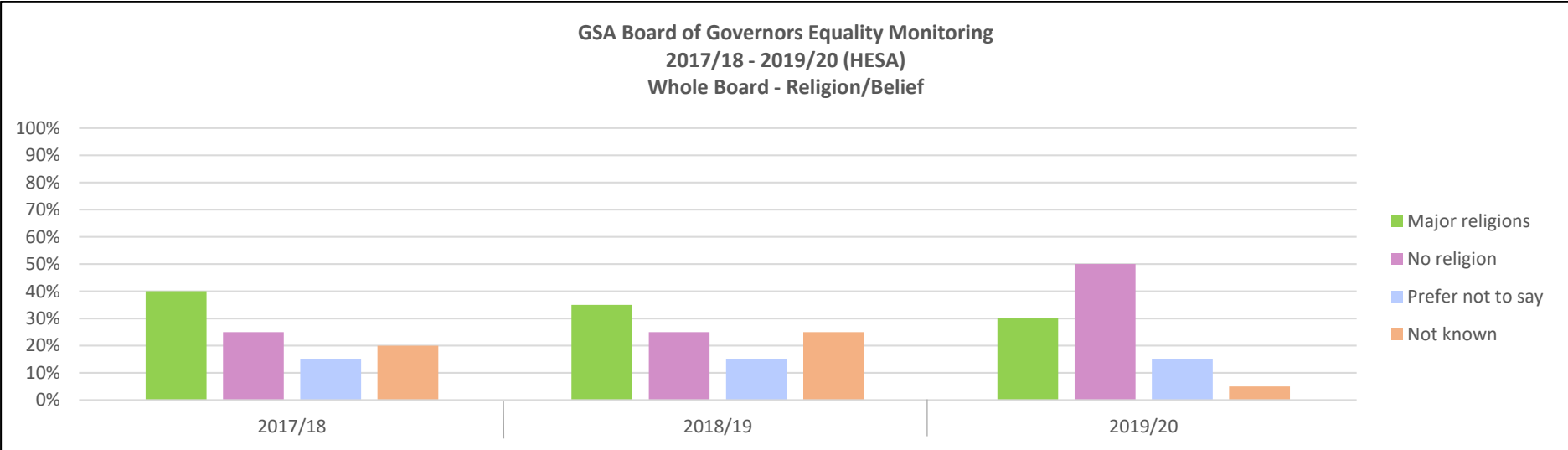
Figures 11 (a) and 11 (b) Gender Reassignment:



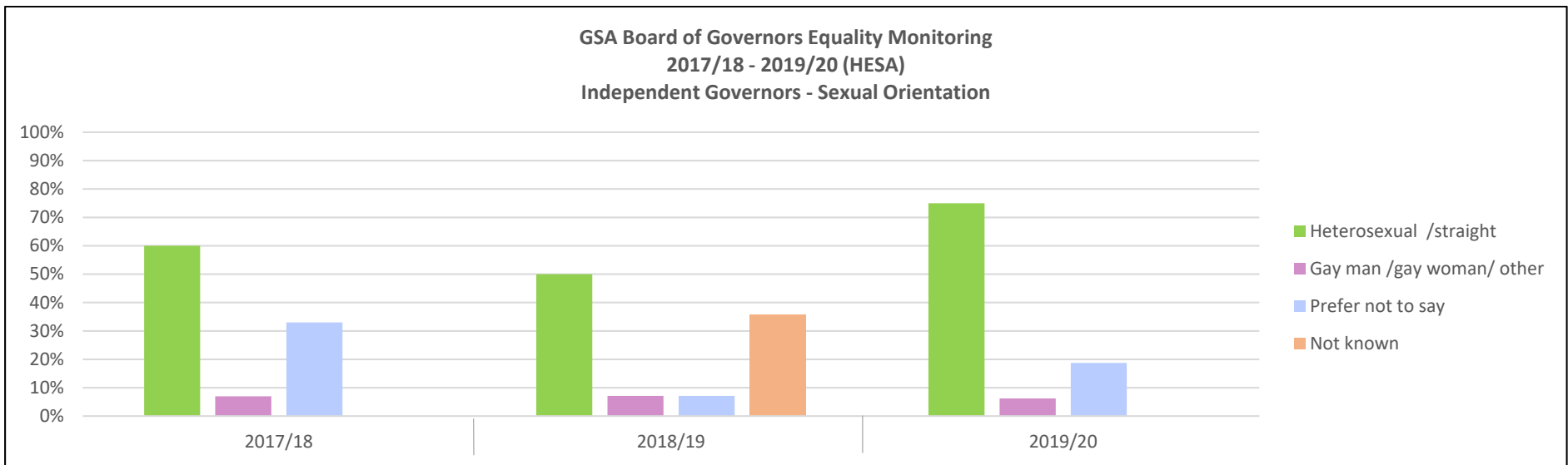
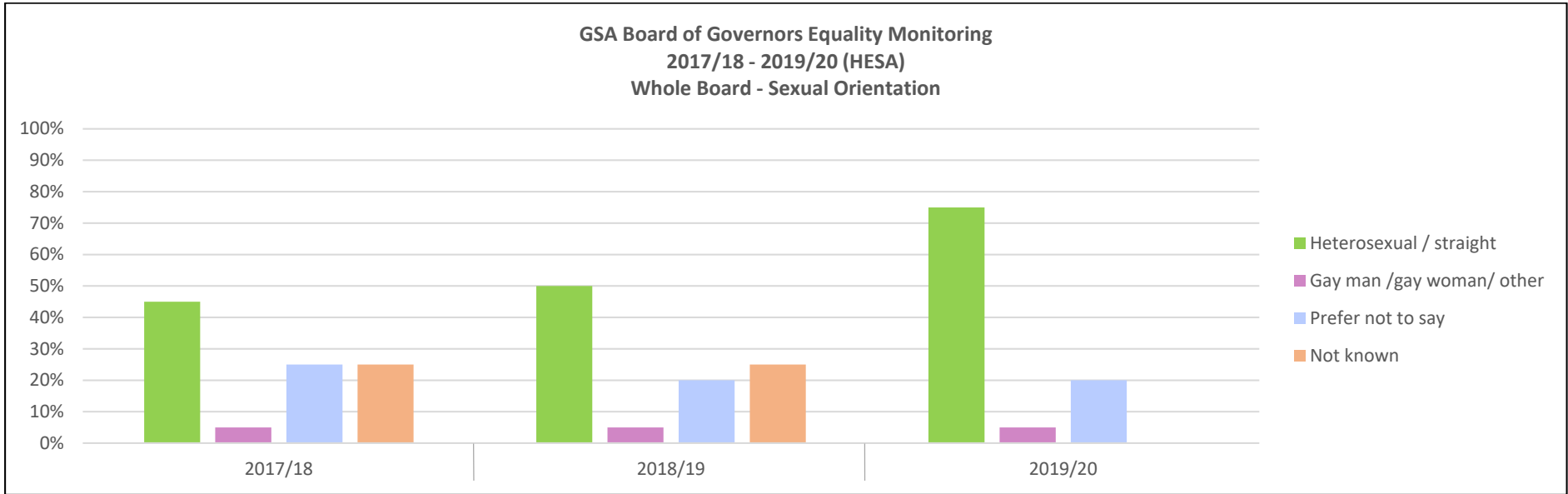
Figures 12 (a) and 12 (b) Ethnicity:



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



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



5. REFLECTIONS AND NEXT STEPS

- The next Board recruitment exercise is scheduled to commence in March 2021 and key considerations will be gender representation and the wider equality make-up of the Board. The Governor Appointment Sub-Group will be provided with relevant information relating to the diversity balance and composition of the full Board to enable them to identify priorities for maximising involvement and accessibility of Board roles for any under-represented groups, in addition to clear guidance regarding the obligations arising from the Gender Representation on Public Boards (Scotland) Act 2018.
- In line with previous recruitment rounds, the advertisements for Independent Governors will include statements on equality and diversity and will highlight that applications would be particularly welcomed from individuals from protected characteristic groups currently underrepresented on the Board. The Governor Appointment Sub-Group will review and approve both the candidate pack and the advertising schedule and will consider how these can be optimised to encourage applications from a diverse range of applicants. It is encouraging to note that the *Not Known* percentages have, in the majority of cases reduced to 0%, inferring that the work undertaken to improve the quality of the data has provided a clearer understanding of the current diversity of the Board.

March 2021