

Glasgow School of Art

Gender Representation on Public Boards (Scotland) Act 2018

Report on Progress by the School and the Board for the period 1 May 2021 until 30 April 2023

1. Position regarding Achievement of the Gender Representation Objective

The composition of the Board of Governors at GSA allows for the appointment of between ten to seventeen non-executive members, excluding the Chair. GSA's Board of Governors currently comprises twelve such non-executive members. As of April 2023, the gender balance amongst these non-executive members is as follows:

- Female: 25%
- Male: 75%

While the gender representation objective (of 50% non-executive members being women) has not been achieved, it should be noted that, over a ten-year period (2013-2023), GSA had a higher percentage of female non-executive members between 2013-2018, followed by a balanced Board in 2018-2019, followed by a higher percentage of male non-executive members between 2020-2023. (See Annex 1 below.)

2. Non- Executive Member Vacancies Arising during the Reporting Period

A recruitment exercise was undertaken in Spring 2021 to fill five vacancies on the Board of Governors which had arisen. During the course of that exercise the requirements of the 2018 Act were considered. Thirty-one applications were received: twelve (39%) from women, and nineteen (61%) from men. Four appointments were made to the Board, one of which was a woman.

As at April 2023, there are five vacancies for non-executive members on the Board of Governors with preparations currently underway to launch a recruitment exercise. The School and the Board will remain mindful of the requirements of the Act throughout the exercise with a view to meeting the gender representation objective.

3. Steps taken to Encourage Applications from Women and to Achieve the Objective

During the course of the 2021 recruitment exercise, vacancies were advertised on the Women on Boards website. The recruitment pack foregrounded the School's commitment to equality and diversity by stating that applications were welcome from individuals from a range of protected characteristics and backgrounds currently under-represented on the Board to reflect the diversity of students and staff and the communities of which the School and Board form part.

The forthcoming recruitment exercise provides the School and the Board with an opportunity to take further steps towards achieving the gender representation objective. With that in mind, the Chair of the Board and the Interim Secretary, intend to engage a specialised search consultancy with a strong track record in seeking non-executive board members from diverse backgrounds. Applications will be encouraged from women with roles being advertised via a variety of channels.

April 2023

Annex 1: GSA Board of Governors Gender Representation 2012/13 – 2022/23 (Non-Executive Members)

