

The Glasgow School of Art:

Equality Monitoring: Board of Governors



2024

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 groups, 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 2023, the Board of Governors comprised twenty-three members, which included Independent Governors, Students and Staff (the Director, Academic and Professional Support Staff Governors, and Trade Union Governors). This report presents an overview of the GSA's equality monitoring data as at 1 December 2023 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 the GSA's Governors has been included in the staff record return to the Higher Education Statistics Agency (HESA); data pertaining to the 2019, 2020, 2021 and 2022¹ returns have been provided to demonstrate how the Board's composition has changed over this period.

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

¹ 1 August 2019- 31 July 2020; 1 August 2020 – 31 July 2021; 1 August 2021 – 31 July 2022; 1 August 2022 – 31 July 2023.

2. THE GSA BOARD OF GOVERNORS EQUALITY MONITORING: POSITION AS AT 1 DECEMBER 2023

Figures 1 - 6 provide a summary position of anonymised data regarding the Board’s composition as of 1 December 2023. Aligned with the 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:

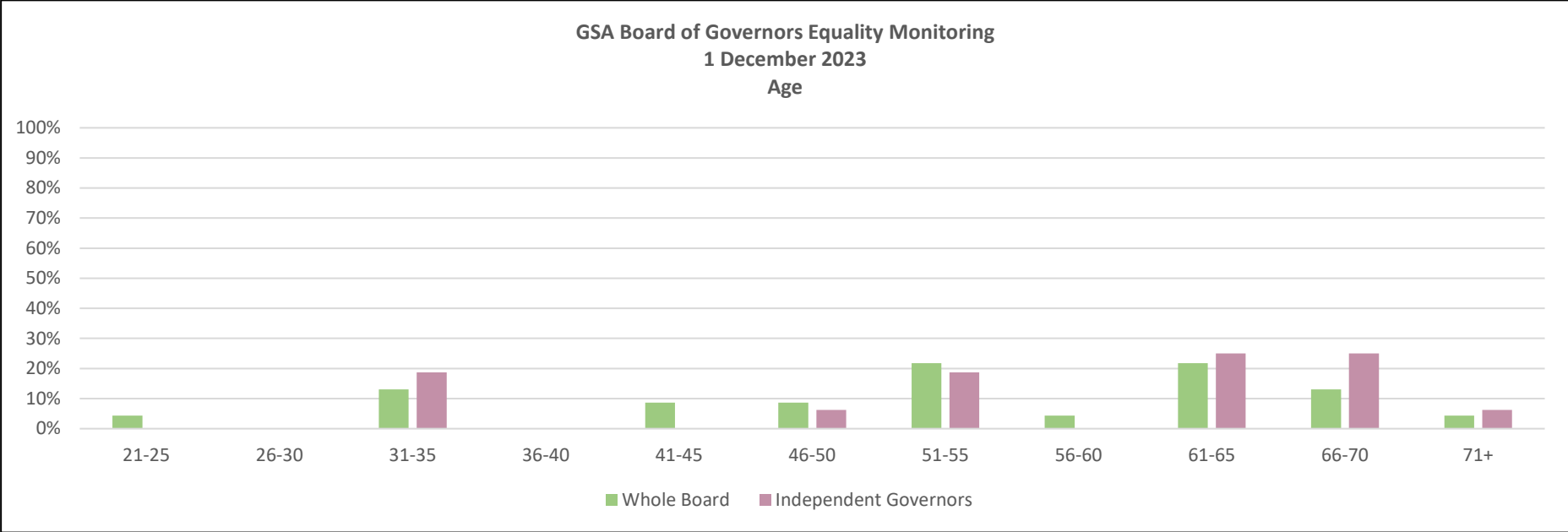


Figure 2: Disability:

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

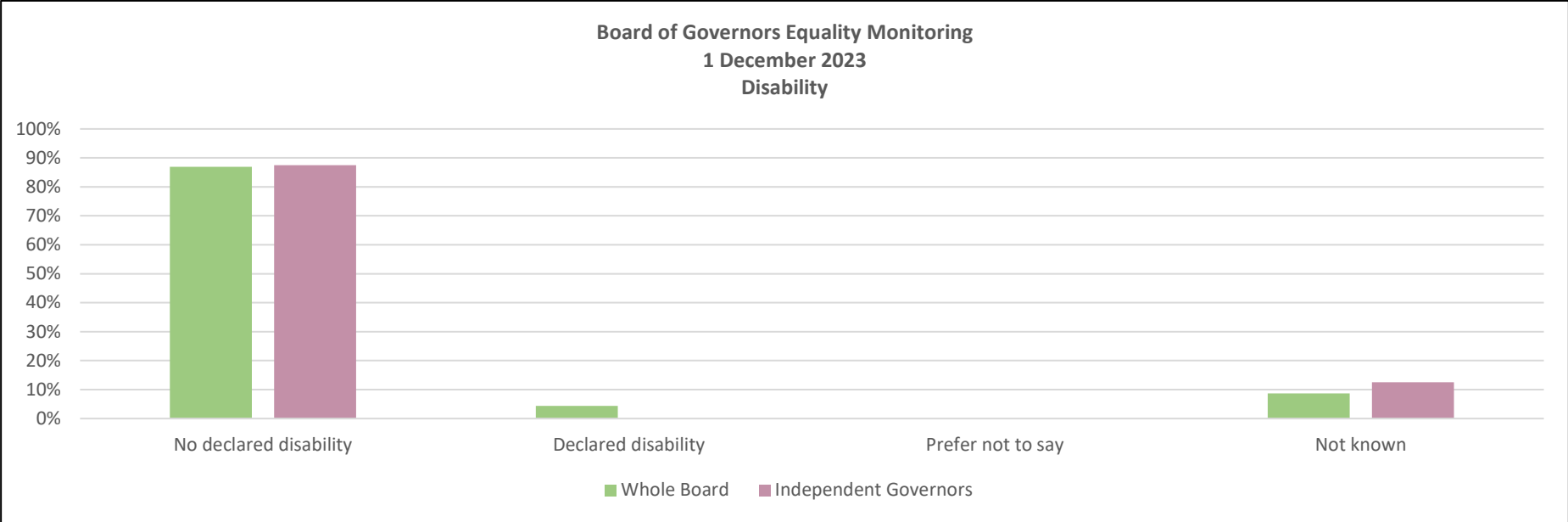


Figure 3: Gender Reassignment:

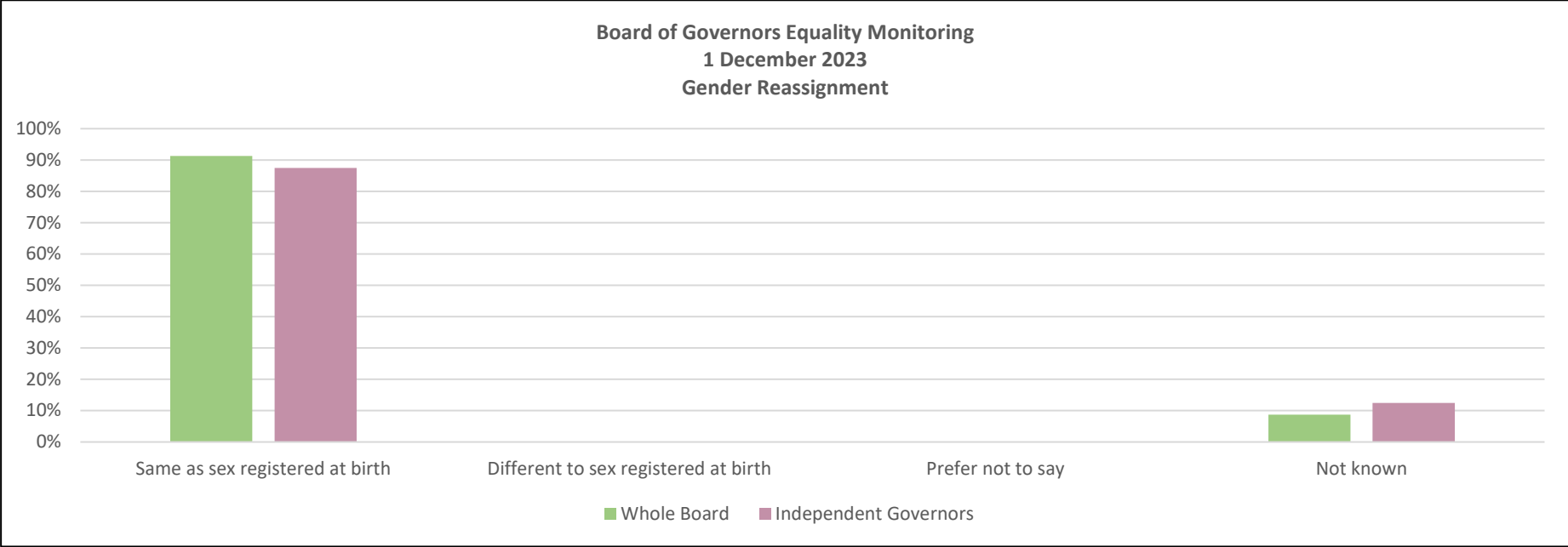


Figure 4: Ethnicity:

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

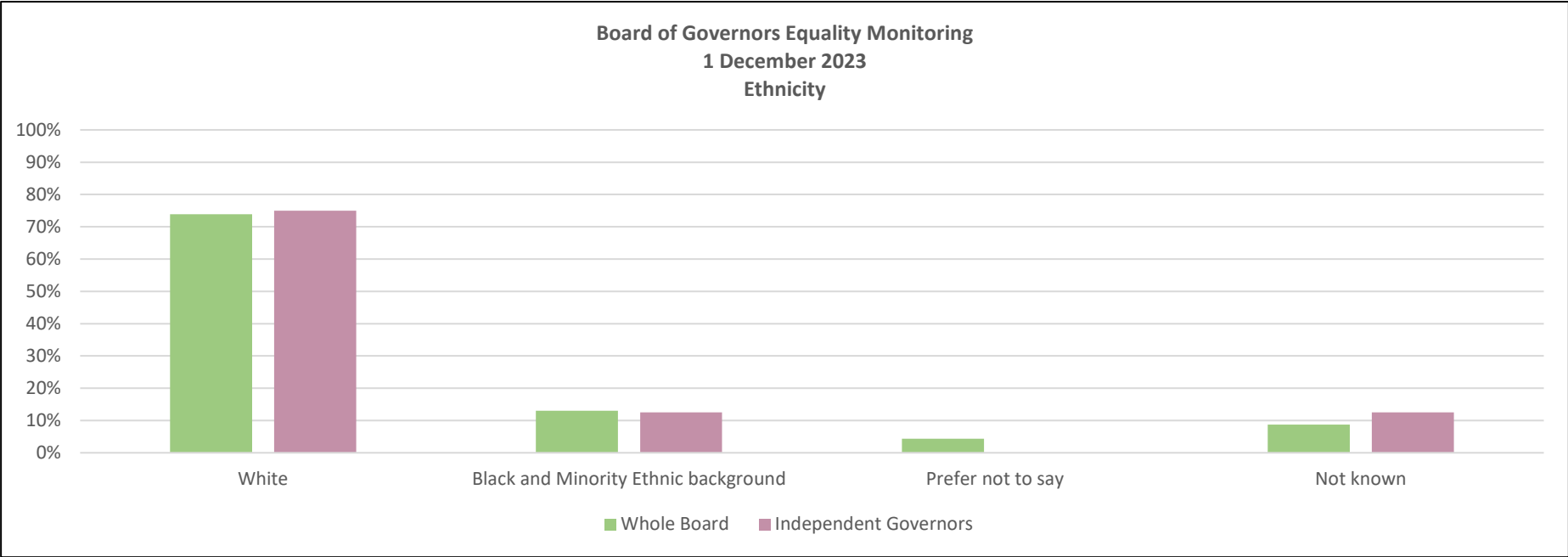


Figure 5: Religion/Belief:

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

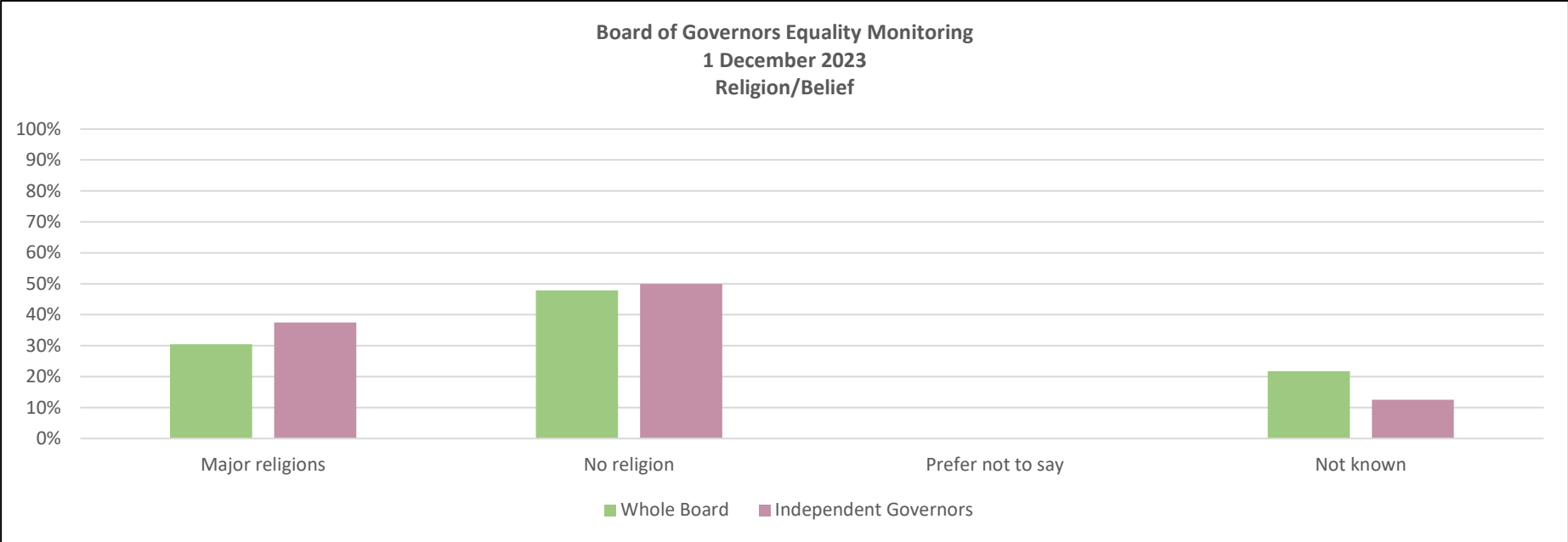
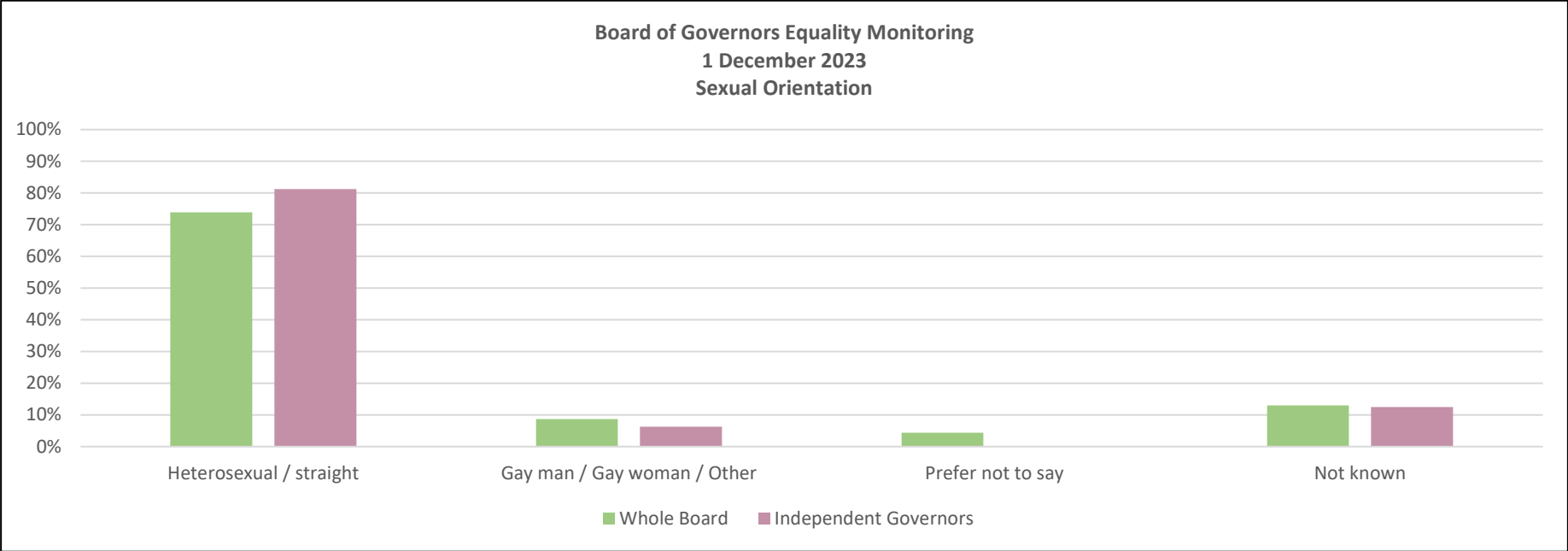


Figure 6: Sexual Orientation:

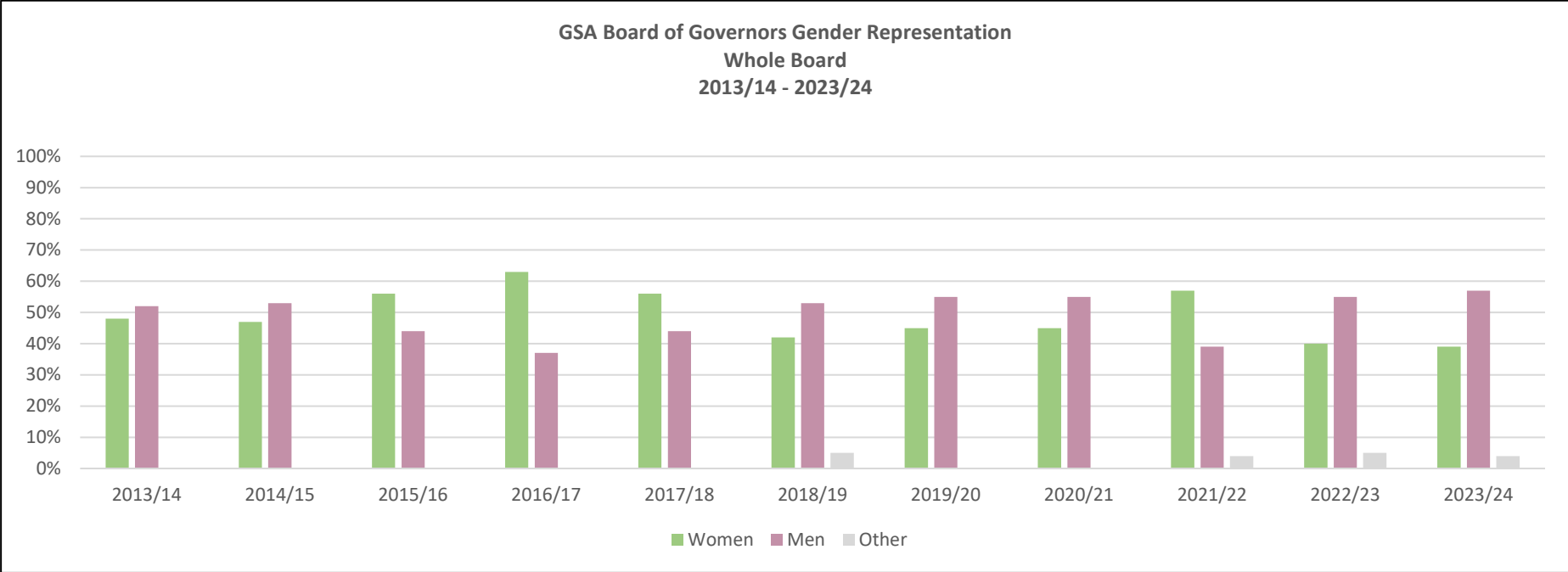
Data on sexual orientation is collected with reference to the identifiers used by the Higher Education Statistical Agency (HESA). For the purposes of this table some categories have been grouped.



3. THE GSA BOARD OF GOVERNORS GENDER REPRESENTATION 2013/14 TO 2023/24

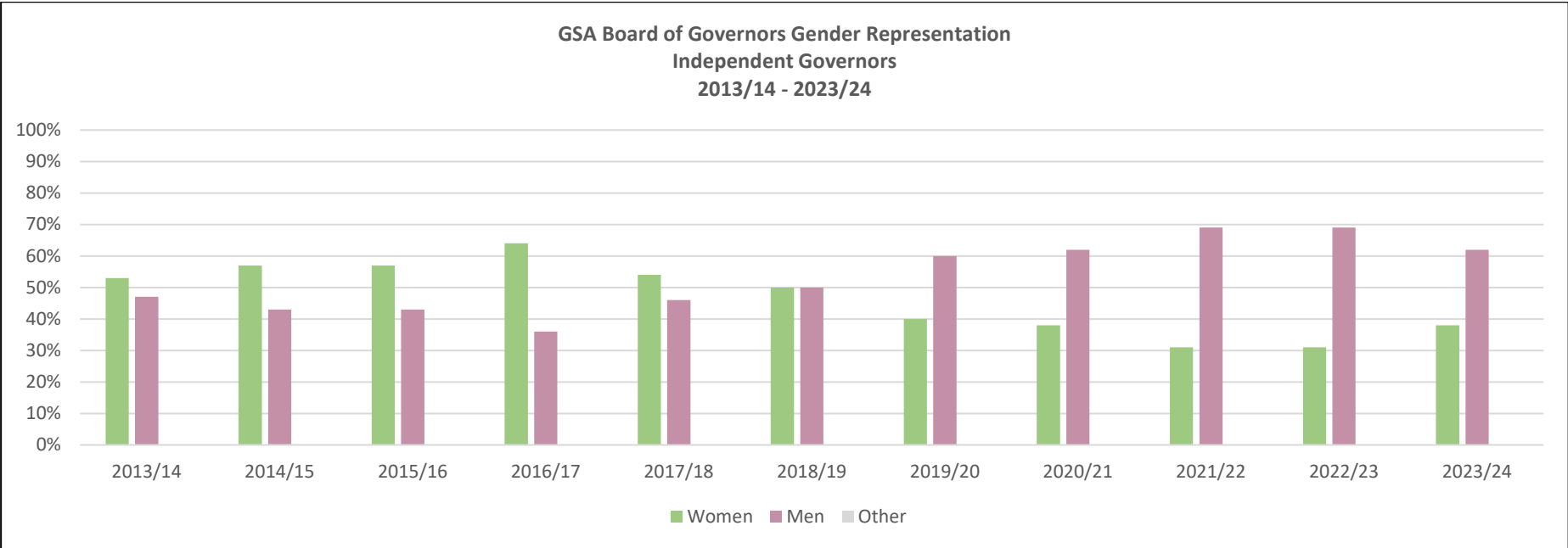
The gender balance of the GSA’s Board of Governors since 2012/13 and the gender balance is represented in **Figures 7 - 8** below. The category ‘other’ is determined by HESA and includes those who associate with the terms: intersex, androgyne, intergender, ambigender, gender fluid, polygender and genderqueer.

Figure 7: The GSA Board of Governors Gender Representation 2013/14 – 2023/24 (Whole Board):



At 1 December 2023, the gender balance between men, women and other on the full Board stood at 57%:39%:4%.

Figure 8: The GSA Board of Governors Gender Representation 2013/14 – 2023/2 (Independent Governors):



As at 1 December 2023, there were sixteen Independent Governors (including the Chair), and the gender balance between men, women and other Independent Governors stood at 62%:38%:0%.

Note: The Gender Representation on Public Boards (Scotland) 2018 Act expects all public bodies to have a gender representation objective of 50% of non-executive directors who are women. With regards to the Act, it should be noted that the Chair’s position is not included within the definition of a ‘non-executive director’ as it is an elected position. As of 1 December 2023, there were fifteen independent governors on GSA’s Board of Governors (excluding the Chair): the male:female:other gender balance stood at 67%:33%:0%. Therefore, the gender representation objective of 50% non-executive members being women has not been achieved.

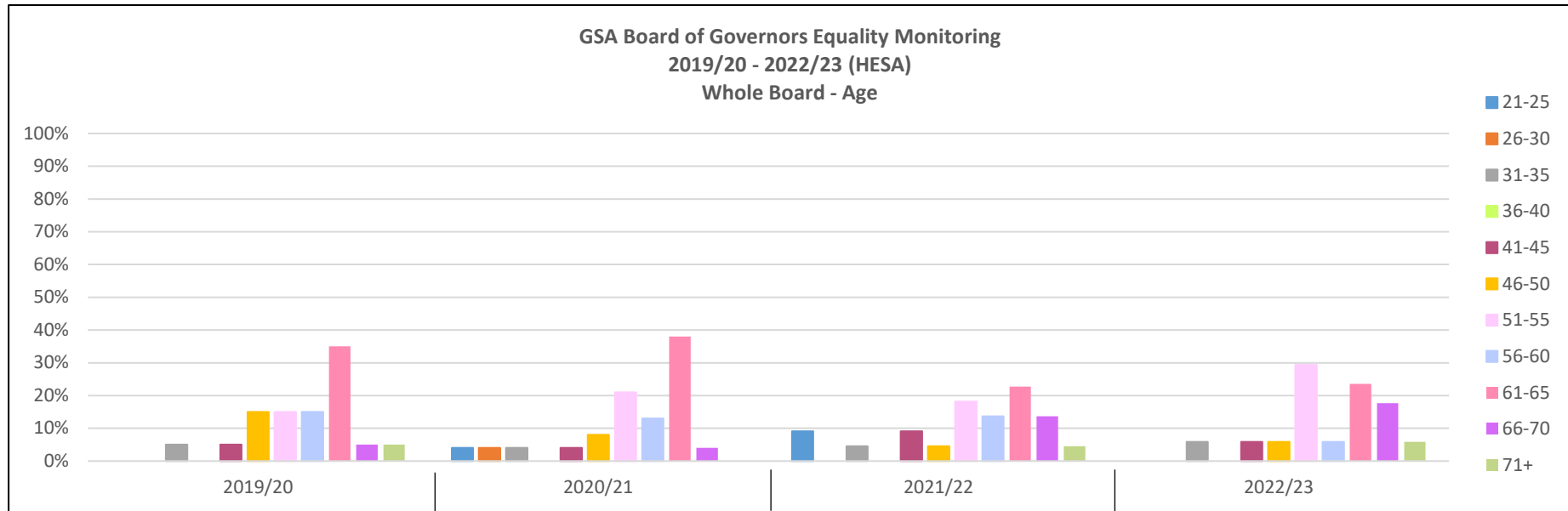
4. THE GSA BOARD OF GOVERNORS EQUALITY MONITORING: FOUR-YEAR TREND

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

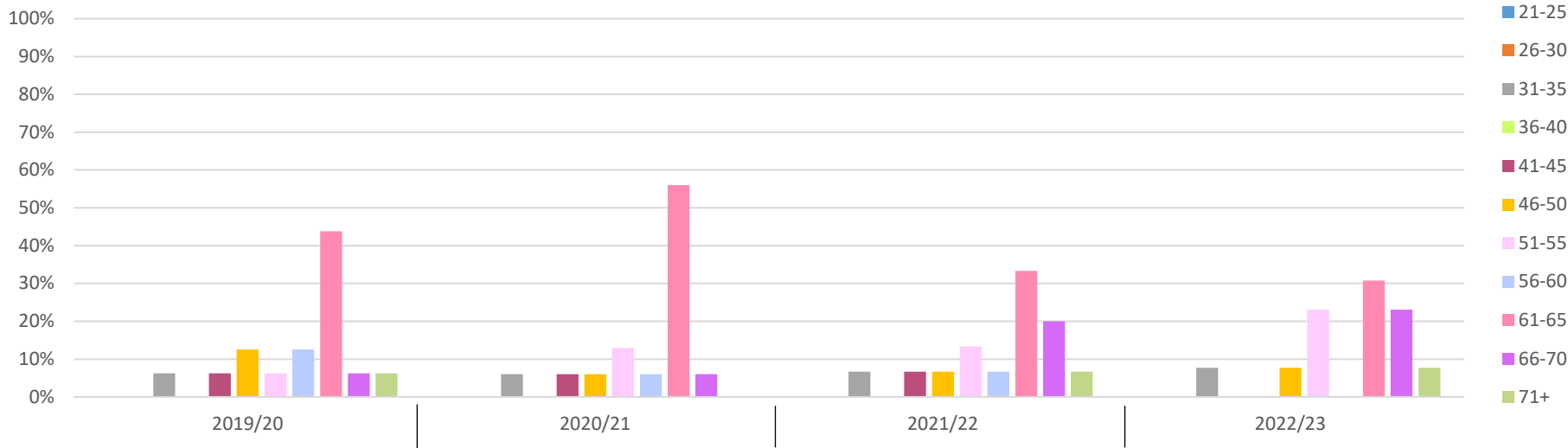
In 2018, HESA implemented changes to the requirements for the staff record return which made it obligatory for all HE institutions to collect equality data on Governors and include this in the staff return (as at 31 July). This collection exercise is currently undertaken by the Human Resources Department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

Anonymised data covering the periods 2019/20, 2020/21, 2021/22, and 2022/23 (as at 31 July) is set out in Figures 9 - 14 below.

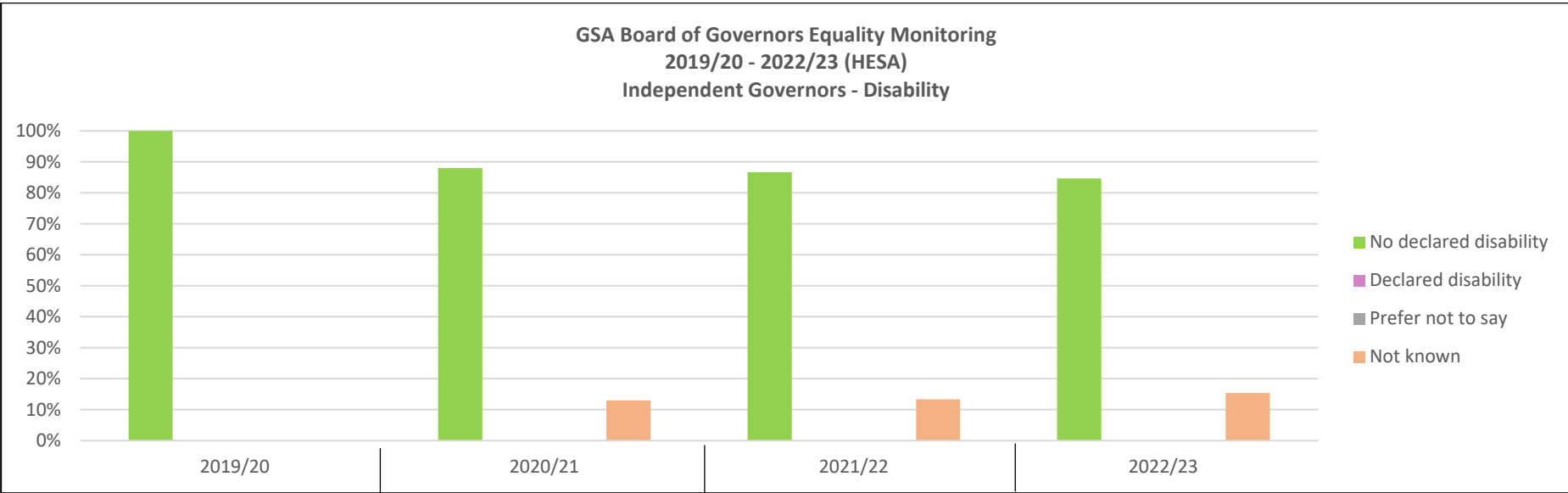
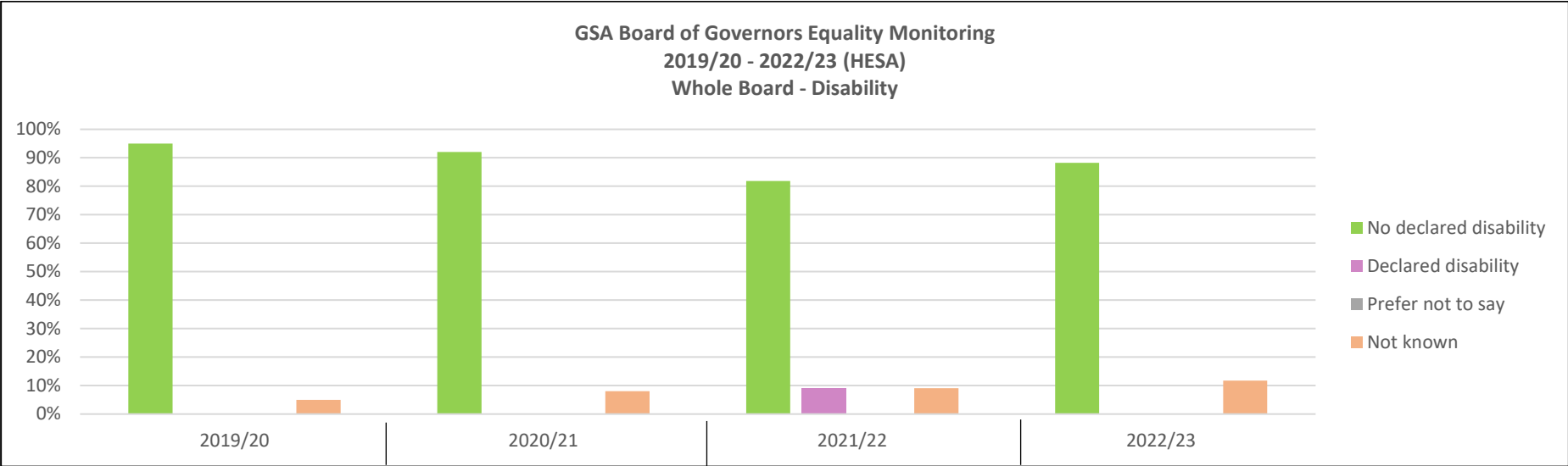
Figures 9 (a) and 9 (b) Age:



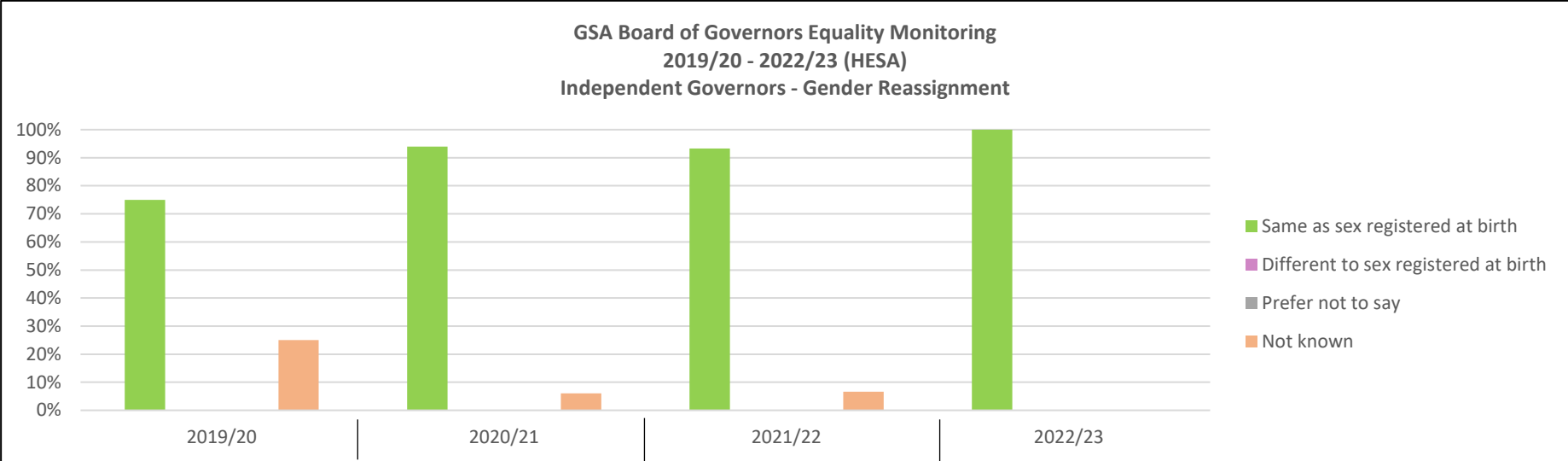
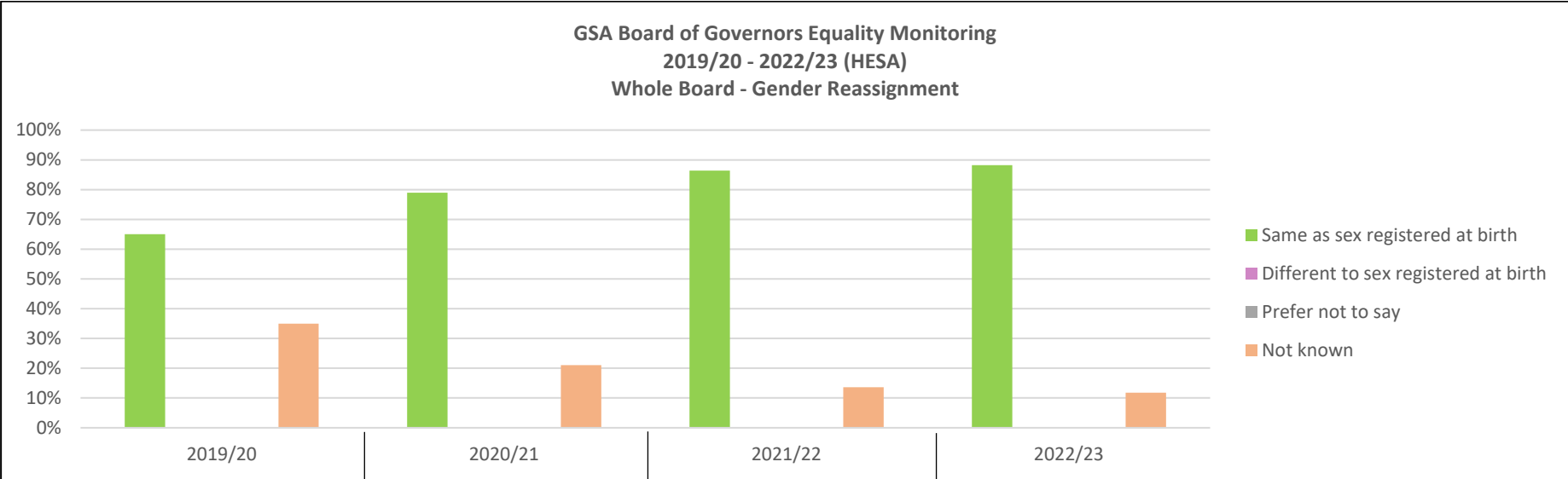
GSA Board of Governors Equality Monitoring
 2019/20 - 2022/23 (HESA)
 Independent Governors - Age



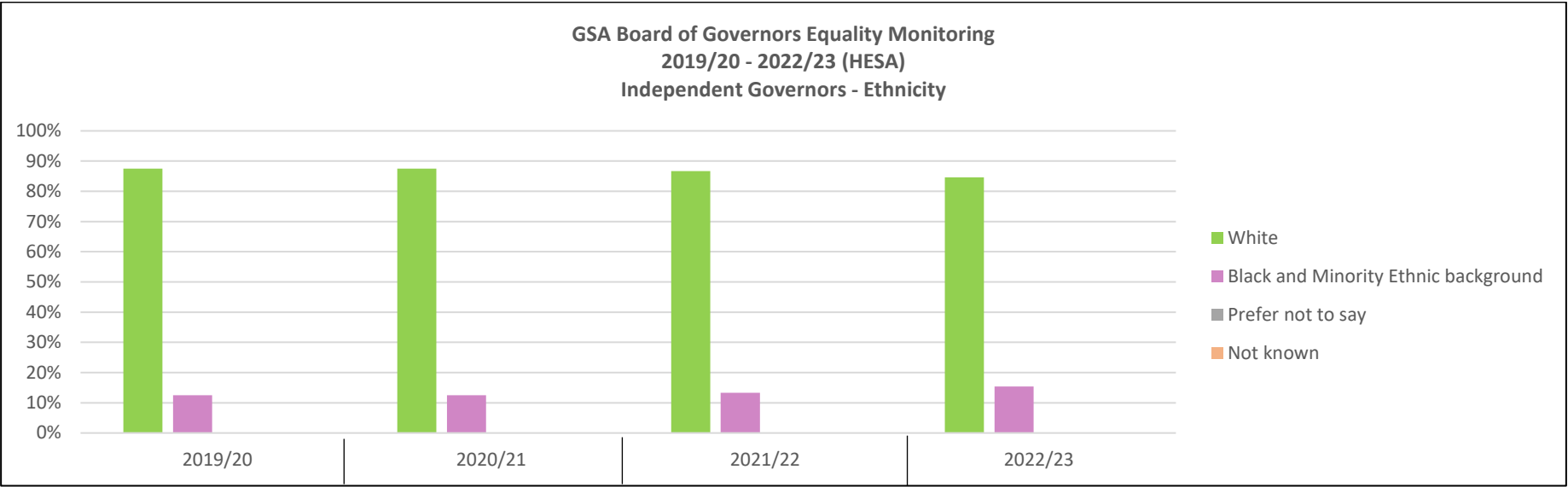
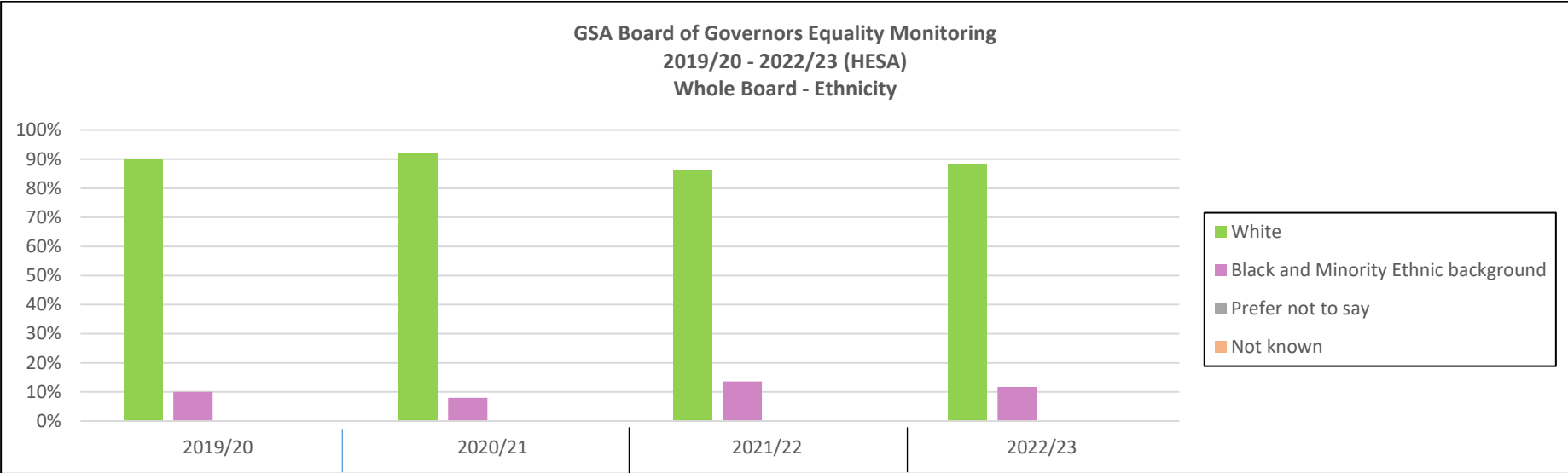
Figures 10 (a) and 10 (b) Disability:



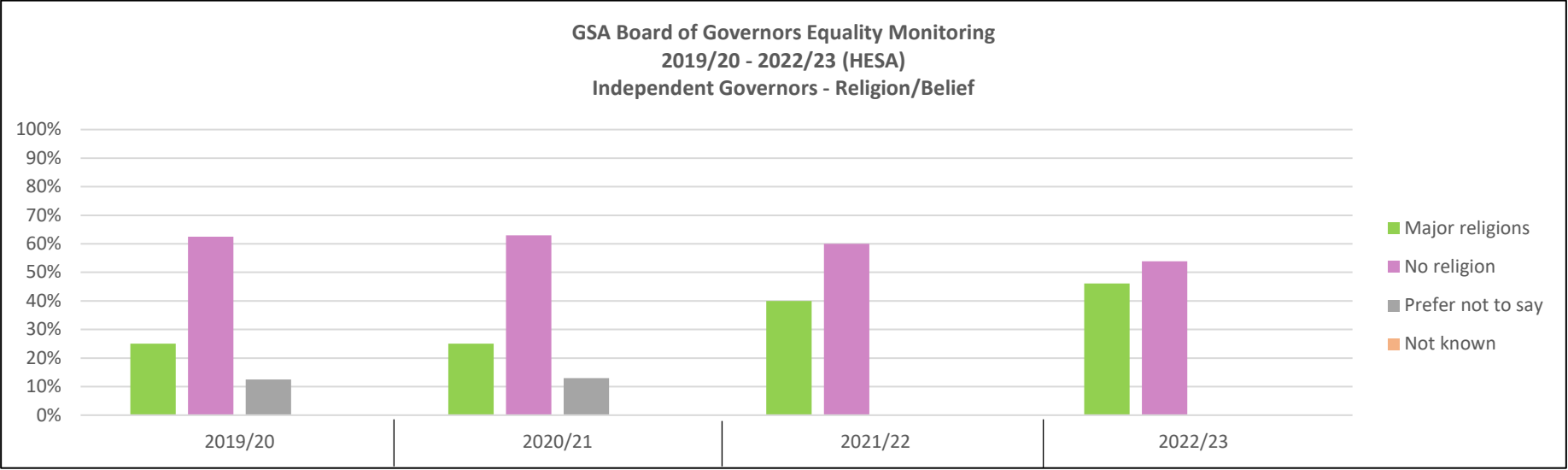
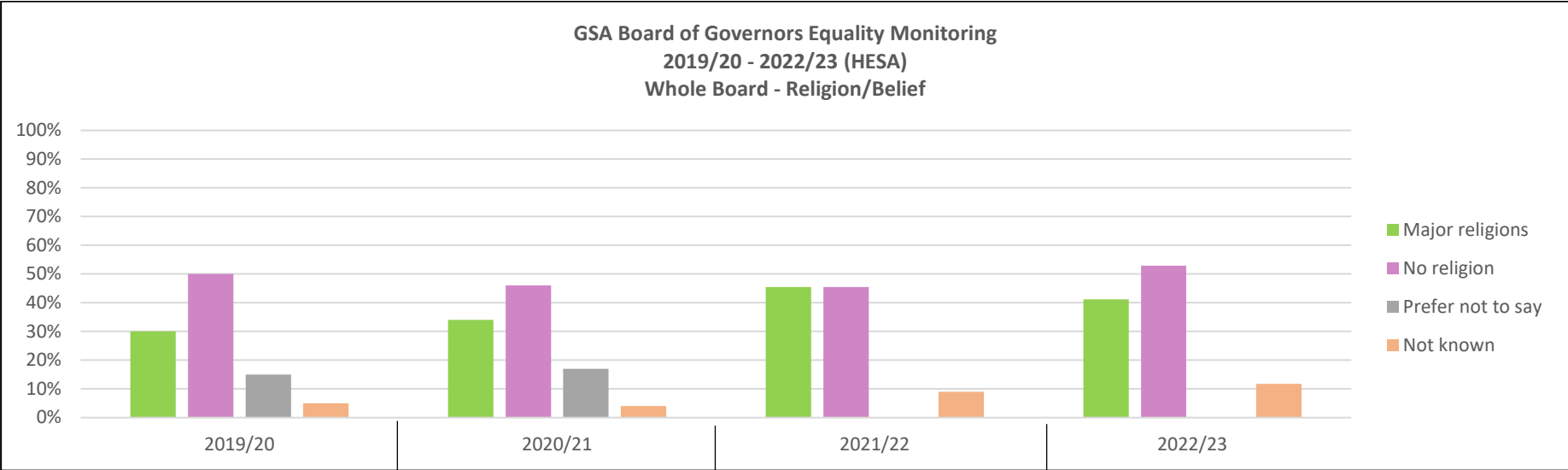
Figures 11 (a) and 11 (b) Gender Reassignment:



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



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



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

