



Gender Representation on Public Boards (Scotland) Act 2018: Report

April 2025

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 a full complement of seventeen such non-executive members. As of April 2025, the gender balance amongst these non-executive members is as follows:

- Female: 53%
- Male: 47%

The School and the Board are pleased to report that the gender representation objective of 50% non-executive members being women has been achieved.

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

Two recruitment exercises have been undertaken during this reporting period to fill vacancies on the Board of Governors. During both exercises the School and the Board remained mindful of requirements of the 2018 Act.

The first recruitment exercise was undertaken in 2023 to fill five vacancies on the Board of Governors which had arisen. Twenty-one applications were received, 43% of which were from women. Three appointments were made to the Board, two of which were women.

The second recruitment exercise was undertaken in 2024 to fill four vacancies on the Board of Governors which had arisen. Thirty-two applications were received, 44% of which were from women. Four appointments were made to the Board, all of which were women.

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

The recruitment exercises provided 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 Secretary and Registrar engaged specialised search consultancies with a strong track record in seeking non-executive board members from diverse backgrounds.

During the recruitment exercises, the following steps were taken to encourage applications from women. Recruitment packs 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. During the 2024 Recruitment round vacancies were advertised on the Women on Boards website.