

Scottish Futures Trust

SFT GENDER REPRESENTATION

Introduction

The intention of the Gender Representation on Public Boards (Scotland) Act 2018 is to help address the historic and persistent underrepresentation of women in public life. Legislation is just one measure the government is taking towards a more equal society in Scotland, and it is vital that work to ensure participation and representation of women from diverse backgrounds and with intersecting identities creates lasting changes to cultures and the structures that we work within.

Section 1 of the Act sets a “gender representation objective” that a board has 50% of non-executive members who are women. Where a board has an odd number of non-executive members, the objective applies as if the board has one fewer non-executive member.

To allow SFT to achieve the gender representation objective, work continues with our Equality, Diversity & Inclusion action plan, along with actions to support Fair Work First. These actions include enhancing our recruitment process which provides positive action measures to encourage women to apply for roles in SFT.

SFT Board Membership with effect from 01 May 2025

With effect from 01 May 2025 the SFT Board has 7 non-exec members.

SFT Non-Executive Board Members	
Female	2
Male	5

Where a board has an odd number of non-executive members, the objective applies as if the board has one fewer non-executive member, for SFT that would be 6 non-executive members, including 2 of the non-executive members who are women (33%).

One male board member left in December 2024 after 6 years in the role, another left in March 2025 following the conclusion of their second term.

SFT Board Recruitment

SFT commenced the recruitment for new board members in November 2024.

No of Vacancies	No of Applications	% of applications from Women	No of Non-Executive Board Members Appointed	No of Women Appointed
2	36	36%	2	0

The successful appointees took up their role from 1 May 2025, terms that will run to 30 April 2029.

There were 36 applications received: 23 of these were from men and 13 from women.

SFT Board Membership from 1 April 2024

From 1 April 2024 until 31 December 2024 the SFT Board had 7 non-exec members, following the appointment of a new Chair, a term that will run to 31 March 2028.

This reduced to 6 from 1 January 2025 and then 5 until the new appointees took up their roles in May 2025

SFT Non-Executive Board Members	31/12/2024	31/03/2025
Female	2	2
Male	5	4

Where a board has an odd number of non-executive members, the objective applies as if the board has one fewer non-executive member, for SFT that would be 6 non-executive members, including 2 of the non-executive members who are women (33%).