
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.

To allow SFT to achieve the gender representation objective, work continues on Equality, Diversity & Inclusion, 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 on SFT’s Board.

For the period 1 April 2025 to 30 April 2025

The SFT Board had five non-exec members, as two individuals had completed their terms and newly recruited members had not yet started.

SFT Non-Executive Board Members	
Female	2
Male	3

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 four non-executive members, including two of the non-executive members who are women (50%).

SFT Board Membership for the period 1 May 2025 to 31 March 2026

The SFT Board had seven 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 six non-executive members, including two of the non-executive members who are women (33%).