

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.

SFT Board Membership prior to 30th September 2021

SFT meets this objective as the SFT Board has 6 non-exec members with 50% of the members who are women.

SFT Non Executive Board Members	
Female	3
Male	3

On the 30th November 2021 one female board member resigned and the second female board member left on conclusion of her first term (31st December 2022).

SFT Board Recruitment

SFT commenced the recruitment for new members in September 2022.

SFT decided to increase their SFT Board to 7 members from 6 members during this process.

No of Vacancies	No of Applications	% of applications from Women	No of Non-Executive Board Members Appointed	No of Women Appointed
3	49	20%	3	1

SFT Board Membership with effect from 16th January 2023

With effect from 16th January 2023 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%).

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.