

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 with effect from 16 January 2023

With effect from 16 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%).

On 31 March 2024 one male board member (Chair) left on conclusion of his second term.

SFT Board Recruitment

SFT commenced the recruitment for a new Chair in November 2023.

No of Vacancies	No of Applications	% of applications from Women	No of Non-Executive Board Members Appointed	No of Women Appointed
1	8	0% ¹	1	0

¹ one applicant chose to opt out of the screening questions.

The successful appointee took up his role from 1 April 2024, a term that will run to 31 March 2028.

There were 8 applications received: 7 of these were from men whilst the other applicant did not provide this information.

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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.