

## Gender Representation Objective

### A report made in compliance with Section 8 of the Gender Representation on Public Boards (Scotland) Act 2018

The Court of the University of Glasgow, being the appointing person under the [Gender Representation on Public Boards \(Scotland\) Act 2018](#) (the 'Act'), affirms that it has not yet met the gender representation objective.

Of the 23 non-executive members of the Court, 9 are currently excluded by the Act either because they are elected or because they are nominated by another person. At the point of publication of this report, there are 6 female members from the remaining 13 members, with the addition of one vacancy. This represents 46% of the non-excluded lay members just short of the 50% required under the Act.

#### **Consideration of candidates (Sections 3 and 4 of the Act)**

From the date of Royal Assent of the Act to the date of this report there have been no recruitment processes to fill lay vacancies on the University Court. A recruitment process will be taking place in Autumn 2021 and the Nominations Committee will ensure that gender representation is at a key part of the process.

#### **Encouragement of applications by women (Section 5 of the Act) and Duty to take steps towards achieving objective (section 6 of the Act)**

Since the University has yet to meet the 50% of the non-excluded membership of a governing body to be female as outlined under the Act, the Nominations Committee is taking steps to increase the female membership during the next round of recruitment for co-opted lay members in Autumn 2021. Applicants will be actively encouraged from women, using a range of online routes including: Women on Boards, Advance HE Board Vacancy Portal, Public Appointments Scotland, as well as other discipline-specific websites.

The Court and the Nominations committee understand the responsibilities set out in the Act and will make appointments in accordance with the Act.

#### **Court's commitment to diversity**

The University Court has made a commitment to increasing the equality, diversity and inclusiveness of its membership more generally across all the protected characteristics in accordance with accepted principles and best practice and with equality legislation.