

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, 12 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 is currently 8 non-excluded lay members, of whom 5 are male and 3 female, and one vacancy. This represents 37.5% of the non-excluded lay members which is 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 two recruitment processes to fill lay vacancies on the University Court. One vacancy was filled by a female candidate, however that person had to step down due to another appointment which would have created a conflict of interest. We are currently recruiting again and will take all reasonable steps to consider suitable candidates.

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 2022. 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.

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