



Bòrd na Gàidhlig Board

Gender Representation Report

Gender Representation on Public Boards (Scotland) Act 2018

Introduction

The Gender Representation on Public Boards (Scotland) Act 2018 has been established to help address the historic and persistent underrepresentation of women in public life. Women represent over half the population of Scotland - nearly 52%.

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. A board with 50% or more non-executive members who are women has met the objective.

Schedule 1 of the Gender Representation on Public Boards (Scotland) Act 2018 lists the public authorities covered by the Act – this includes Bòrd na Gàidhlig (BnG). The Appointing Person as stated in the statutory guidance as responsible for appointments to BnG is: The Scottish Ministers.

BnG Board membership at 31 March 2021

Non-Executive Directors	6
Female Non-Executive Directors*	3

*This includes the Chair of the BnG Board

Recruitment Data

An advertising and recruitment campaign was held for the position of Chair of the Board and for BnG Non-Executive Board Members in 2019. A summary of the outcomes is detailed below.

Data supplied from the Scottish Government Public Appointments team:

	Public Body	Appointment Title	Closing Date	Applied	% of applications from Women	Women Appointed
Chair	Bòrd na Gàidhlig	Chair	Sept 19	2	50%	Yes



1 Member position	Bòrd na Gàidhlig	Non-Executive Director	Sept 19	4	0%	No
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Three Non-Executive Board Member vacancies will arise by March 2022 requiring a further advertising and recruitment campaign in the current year.

This campaign will include specific steps to attract more women to the Board, including short video presentation for social media from one of the female board members and distribution of information through existing board members to women who may be interested in these roles. This is in addition to general advertising of the roles.

Ceannard
22 April 2021