

BOARD GENDER REPRESENTATION REPORT

Reporting Period - 29 May 2020 to 30 April 2021

BACKGROUND TO THE GENDER REPRESENTATION OBJECTIVE

The Gender Representation on Public Boards (Scotland) Act 2018 is intended to help address the historic and persistent under representation of women in public life and it requires public bodies to report on meeting the requirements of the Act.

It sets a gender representative objective that a Board has 50% of non-executive members who are women. If a Board has an odd number of non-executive members, the objective applies as if the Board has one fewer non-executive member. If a Board has 12 non-executive members, the objective is that the Board should have 6 non-executive members who are women. If the Board has 11 non-executive members, the objective is that the board has 5 non-executive members who are women.

Under the Act public authorities are required to publish a report on the carrying out of their functions under **Sections 5 and 6** of the Act:

Section 5 – requires public authorities to take such steps as they consider appropriate to encourage applications by women.

Section 6 – sets out a duty to take steps towards achieving the gender representation objective by 31 December 2022.

BACKGROUND TO THE SOUTH OF SCOTLAND ENTERPRISE BOARD

SOSE assumed our legal powers on 1 April 2020. We have a Board of 12: our Chair, 10 members and our Chief Executive. The appointments process for our Board took place between November 2019 and March 2020. Our legislation requires our Board to have experience or knowledge of the south of Scotland, issues facing those who work there and with a broad range of interests, skills, experience and expertise.

In taking forward the initial appointments process, the Scottish Government team establishing SOSE worked with the Chair designate to attract applications from women. This included an approach to the appointment process which included:

- A skills matrix of what was required of the Board, testing the language used to address any unconscious bias;
- Work with networking organisations, including Changing the Chemistry, to attract applications from women with evening events and offering support with applications;
- Making use of a broad range of advertising channels, including printed and social media; and
- Using broader consultation and engagement activity to highlight the Board opportunities.

We have met our gender representation objective:

Total number of Board members (excluding Chief Executive)	Number of women	Number of men
11	5	6

APPOINTMENTS DURING THE REPORTING PERIOD

No appointments were made to our Board during the reporting period (between 29 May 2020 and 30 April 2021) so we did not take any specific action to encourage women to apply.

As we look to future appointment rounds, we will look to build on the initial activity to attract applications from women to ensure that we continue to meet the objective.

**SOUTH OF SCOTLAND ENTERPRISE
CORPORATE OFFICE
21 APRIL 2021**