



COURT OF EDINBURGH NAPIER UNIVERSITY

Gender Representation on Public Boards (Scotland) Act 2018

Report on Progress for the Period 29 May 2020 to 30 April 2021

1. Position Regarding Achievement of the Gender Representation Objective

The Gender Representation Objective for a public board is that it has 50% of non-executive members who are women. At 30 April 2021 43% of non-executive members were women. At the date of publication of this report the Gender Representation Objective had not been met.

2. Non-Executive Member Vacancies Arising Over the Reporting Period

Four vacancies arose over the reporting period.

One recruitment competition was run between May and September 2020

27 Applications were received of which 48% were from women.

Four appointments were made of which two were women.

3. Steps Taken to Encourage Applications from Women and to Achieve the Objective

Court's Nominations Committee considered the gender representation objective and achievement of diversity more broadly within the Court and actively sought to achieve the objective and enhance diversity as far as possible through the recruitment process it conducted on behalf of Court.

Applications from women were encouraged through the roles being widely advertised using a variety of channels including use of the specialist board role advertising sites Women on Boards and Changing the Chemistry which target underrepresented groups.

The advertisement for the roles contained a positive statement that the University is committed to achieving a diverse governing body and welcomes applications from all suitably experienced individuals, particularly those who would further enhance its diversity.

A specialist board search consultancy, NuRole, was engaged during the process with a brief to identify and bring forward a more diverse range of candidates which was achieved.

3/12/2021