

## Scottish Futures Trust

### SFTi GENDER REPRESENTATION

#### Introduction

The intention of the Gender Representation on Public Boards (Scotland) Act 2018 is to help address the historic and persistent underrepresentation of women in public life. Legislation is just one measure the government is taking towards a more equal society in Scotland and it is vital that work to ensure participation and representation of women from diverse backgrounds and with intersecting identities creates lasting changes to cultures and the structures that we work within.

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.

#### SFTi Board Membership prior to 30<sup>th</sup> September 2021

SFTi meets this objective as the SFTi Board has 6 non-exec members with 50% of the members who are women.

SFTi Non Executive Board Members	
Female	3
Male	3

On the 30<sup>th</sup> November 2021 one female board member resigned and the second female board member left on conclusion of her first term (31<sup>st</sup> December 2022).

#### SFTi Board Recruitment

SFTi commenced the recruitment for new members in September 2022.

SFTi decided to increase their SFTi Board to 7 members from 6 members during this process.

No of Vacancies	No of Applications	% of applications from Women	No of Non-Executive Board Members Appointed	No of Women Appointed
3	49	20%	3	1

#### SFTi Board Membership with effect from 16<sup>th</sup> January 2023

With effect from 16<sup>th</sup> January 2023 the SFTi Board has 7 non-exec members.

SFTi Non Executive Board Members	
Female	2
Male	5

Where a board has an odd number of non-executive members, the objective applies as if the board has one fewer non-executive member, for SFTi that would be 6 non-executive members, including 2 of the non-executive members who are women (33%).

To allow SFTi to achieve the gender representation objective, work continues with our Equality, Diversity & Inclusion action plan, along with actions to support Fair Work First. These actions include enhancing our recruitment process which provides positive action measures to encourage women to apply for roles in SFT. SFTi's parent company..