

Gender Representation (Board) Report
Gender Representation on Public Boards
(Scotland) Act 2018



Risk Management Authority

Gender Representation Report

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Introduction

1. 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%.
2. 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.
3. Schedule 1 of the Gender Representation on Public Boards (Scotland) Act 2018 lists the public authorities covered by the Act – this includes the Risk Management Authority (RMA). The Appointing Person as stated in the statutory guidance as responsible for appointments to RMA is: The Scottish Ministers.

RMA Board Membership

4. The RMA has eight Board Members with a gender split as follows:

Male 5 (63%)
Female 3 (37%)

Board Recruitment

5. The RMA maintains a skills matrix to support the succession planning and recruitment processes to ensure that the board’s skills and diversity requirements have been fully considered.
6. All RMA board appointments are run by the Scottish Government Public Appointments Team.
7. During 2020-21 the Scottish Government ran an advertising and recruitment campaign for two RMA board member positions. A summary of outcome of the recruitment

campaign is detailed in Table 1 below:

Table 1 - Data supplied from the Scottish Government Public Appointments team:

Public Body	Appointment Type	Closing Date	Applied	% Applications by Women	Women Appointed
RMA	Board Member x 2	8 January 2021	12	33%	No

8. The RMA will liaise and support Scottish Government in taking all necessary steps to work towards the gender representation objective during future recruitment exercises and will report accordingly.

Governance Officer
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