



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 Government Ministers.

BnG Board membership on 31 March 2023

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 for BnG Non-Executive Board Members in 2021. A summary of the outcome* is detailed below.

Recruitment of:	Public Body	Appointment Title	Closing Date	Applied	% of applications from Women	Women Appointed
2 Member positions	Bòrd na Gàidhlig	Non-Executive Director	Feb 2022	8	50%	Y -1

** Data supplied from the Scottish Government Public Appointments team*

A new recruitment campaign began in March 2023, to appoint three additional Board Members, and this will include specific steps to attract more women to the Board. This will be in addition to general advertising of the roles.

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