

Children's Hearing Scotland

Gender Representation on Public Boards (Scotland) Act 2018

1. Background

- 1.1 The [Gender Representation on Public Boards \(Scotland\) Act 2018](#) was introduced to help address the historic and persistent underrepresentation of women in public life.
- 1.2 The Act sets a gender representation objective for boards of listed Scottish public authorities, of which CHS is one, that 50% of Board Members are women, and it requires public authorities to take certain steps towards achieving that objective by no later than December 2022.
- 1.3 CHS must report on the gender representation of its Board every two years, with 30 April 2023 being the second reporting deadline. The reporting period is 1 April 2021 to 31 March 2023.

2. CHS Board

- 2.1 CHS has met the gender representation objective during this period with over 50% of Board Members being women.
- 2.2 CHS has progressed three public appointment processes during the reporting period CHS recruited a Chair and two Board members. Of the three appointments, two were made to women.
- 2.3 A skills matrix has been developed to support the succession planning and recruitment processes to ensure that the board's skills and diversity requirements have been fully considered.
- 2.4 The Board appointments process ensures all steps taken during appointment aim to maintain the achievement of the gender representation objective, in accordance with the Act. CHS will also seek to encourage applications from other under-represented protected

characteristics including ethnicity, disability, and those relevant to our purpose – young people and those with lived experience of the hearing system.

- 2.5 CHS is supported during the recruitment process by the Public Appointments Team and will report on the outcome and impact of any recruitment exercises as part of the next reporting cycle.

3. Summary

- 3.1 CHS has met the gender representation objective as laid down by the Gender Representation on Public Boards (Scotland) Act 2018.
- 3.2 CHS will take all the necessary steps to maintain the gender representation objective during future recruitment exercises and will report accordingly.