
Gender Representation on Public Boards (Scotland) Act 2018

© Crown copyright 2021

This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence, visit: <http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/> or write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk

Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

This publication is available at www.fiscalcommission.scot

Any enquiries regarding this publication should be sent to us at: Scottish Fiscal Commission, Governor's House, Regent Road, Edinburgh EH1 3DE or info@fiscalcommission.scot

ISBN: 978-1-911637-30-1

Published by the Scottish Fiscal Commission, May 2021

Contents

Contents	1
Introduction.....	2
Background	3
Sections 3 and 4: The appointment process	3
Section 5: Encouragement of applications by women	3
Section 6: Duty to take steps towards achieving gender objective	4

Introduction

- 1.1 This document details the information that the Scottish Fiscal Commission must publish as required by sections 5 and 6 of The Gender Representation on Public Boards (Scotland) Act 2018¹. This relates to encouragement of applications by women (section 5), and the duty to take steps towards achieving the gender representation objective (section 6). The report is for the period 1 April 2019 to 31 March 2021, and the next report will be published in April 2023.
- 1.2 The Act also specifies that an appointing person (in the case of the Scottish Fiscal Commission this is Scottish Ministers) is required to report as required by sections 3 and 4 of The Gender Representation on Public Boards (Scotland) Act 2018. This relates to:
- whether or not the gender representation objective had been met at date of publication
 - information on the number of vacancies which arose for non-executive board members during the period of the report
 - for each vacancy
 - how many competitions were run to fill the vacancy
 - how many applications were received and the percentage of applications from women
 - whether an appointment was made and, if so, whether a woman was appointed
- 1.3 It has been agreed that this report will cover both what Scottish Ministers are required to report on and Scottish Fiscal Commission reporting requirements.
- 1.4 Further information on the work of Scottish Fiscal Commission can be found on its website², in particular in the following documents:
- Corporate Plan 2018-2020³
 - Business Plan 2021-22⁴
 - Annual Report and Accounts for the year ended 31 March 2020⁵
- 1.5 Should you require further information in relation to the activities or operations of the Scottish Fiscal Commission, please contact the Commission at:

Scottish Fiscal Commission
Governor's House
Regent Road
Edinburgh
EH1 3DE
Telephone 0131 244 6388
Email info@fiscalcommission.scot

¹ The Gender Representation on Public Boards (Scotland) Act 2018 – Statutory Guidance, June 2020 ([link](#))

² Scottish Fiscal Commission website ([link](#))

³ Corporate Plan 2018-2020 has been extended until 31 March 2022 ([link](#))

⁴ Business Plan 2021-22 ([link](#))

⁵ Annual Report for the year ending 31 March 2020 ([link](#))

Background

- 1.6 The Scottish Fiscal Commission is the independent fiscal institution for Scotland, and the only sub-national fiscal institution which produces its own fiscal and economic forecasts which are used as the official forecasts. In most countries equivalent organisations scrutinise or certify the Government's own forecasts.
- 1.7 The Commission is a non-Ministerial Office which means we are part of the Scottish Administration but not part of the Scottish Government. This ensures our operational independence. The Commission is directly accountable to the Scottish Parliament for the delivery of our functions.
- 1.8 The Scottish Fiscal Commission's Governance Board and Senior Management Team are committed to improving how we work as an organisation. As a non-Ministerial Office, the Commission has a responsibility to work in a way which contributes to achieving the requirements of the Gender Representation on Public Boards (Scotland) Act 2018. This is reflected in that a gender balance is sought on selection panels, including the one vacancy which occurred within the reporting period.

Sections 3 and 4: The appointment process

- 1.9 Information required under sections 3 and 4 is:
- as at 30 April 2020 the gender representation objective had not been met (25% of Commissioners were women)
 - during the reporting period one Commissioner vacancy arose
 - there was one vacancy competition within the reporting period
 - for that competition eight applications were received of which 38% of applications were from women
 - an appointment was not made

Section 5: Encouragement of applications by women

- 1.10 With the requirements of section 5 of The Gender Representation on Public Boards (Scotland) Act 2018 in mind, the Selection Panel responsible for the recruitment agreed that the appointment would be advertised in a number of ways:
- Scottish Government Public Appointments website www.appointed-for-scotland.org/
 - Scottish Fiscal Commission website www.fiscalcommission.scot/
 - Scottish Government Public Appointments twitter feed (with retweeting encouraged)
 - Scottish Fiscal Commission twitter feed and email contact list, consisting of 139 individual contacts from Scottish Government and other Government bodies, the Chartered Institute of Public Finance and Accountancy, academia (including Fraser of Allander Institute), private sector, journalists and individuals.
- 1.11 In addition, Scottish Fiscal Commission contacted the following organisations which support and promote women in leadership, to increase the profile of the vacancy:
- the 2% club
 - Women on Boards

- Scottish Changing the Chemistry
- 1.12 Dame Susan Rice, Chair of the Commission, recorded a video about the work of the Commission, to encourage applications from women. This was made available on the Commission's website. Information about the appointment was circulated to other contacts, for the appointment to be publicised on their website or other networking routes, such as tweeting or retweeting, including the Committee of Heads of University Departments of Economics. Members of the Selection Panel were invited to disseminate the advert to their contacts or networks.
- 1.13 Commissioners must have forecasting and fiscal and/or macroeconomic knowledge and skills which narrows the pool of potential applicants. The Commission therefore appointed a search consultant to secure applications from a diverse range of high calibre candidates.
- 1.14 The particular requirements set for the search included meeting the requirements of the Gender Representation on Boards (Scotland) Act 2018 as a priority, in particular the need to attract suitably qualified female applicants.
- 1.15 Applications were sought from individuals who would increase the diversity of the Commission in terms of thought and demography.

Section 6: Duty to take steps towards achieving gender objective

- 1.16 No steps were taken in relation to section 6 of The Gender Representation on Public Boards (Scotland) Act 2018). The Scottish Fiscal Commission will, however, keep this under review to inform future non-executive recruitment.

© Crown copyright 2021

This publication is available at www.fiscalcommission.scot

ISBN: 978-1-911637-30-1

Published by the Scottish Fiscal Commission, May 2021