



# The Gender Representation on Public Boards (Scotland) Act 2018

## Reporting on the Gender Representation Objective

The Scottish Legal Aid Board

[www.slab.org.uk](http://www.slab.org.uk)

## Introduction

1. This report discharges SLAB's reporting duty under Section 8(5) of the Gender Representation on Public Boards (Scotland) Act 2018.
2. The report covers the period 29 May 2020 to 30 April 2021.

## Gender target

3. As at the end of the reporting period, SLAB has not met the gender representation objective for the totality of its 12 person board.

## Vacancies during the reporting period

4. The below table sets out the results of the SLAB board member vacancies during the reporting period. The gender representation objective was met for this competition round.

## Details of any activity taken by the public authority under section 5(2) of the Act to encourage applications from women to become non-executive members of the public board

5. As well as working closely with the Scottish Government to ensure that good practice was followed in the person specification, application and assessment process, action was taken under the following themes:
  - a) A positive and inclusive publicity strategy which specifically encouraged applications from women. This also included direct targeting of a range of organisations that deal with women's issues, such as women in business or equality issues, in order that they could promote the vacancies with their members and stakeholders.
  - b) Using a range of different staff and board member networks to promote the vacancies.
  - c) Featuring video profiles, on our website, and as part of the application package, of two current board members. They spoke about their role roles and the value that it has brought to them personally and professionally.

## Details of any other steps taken by the public authority under section 6(3) of the Act with a view to achieving the gender representation objective by 31 December 2022.

6. No other steps were considered appropriate during the reporting period.