**CROFTING COMMISSION MEETING**

**25 JUNE 2020**

**GENDER REPRESENTATION ON PUBLIC BODIES**

Report by the Chief Executive

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| **SUMMARY**  **Under the Gender Representation on Public Boards (Scotland) Act 2018, the Crofting Commission has a duty to report on activities undertaken to meet the Scottish Government objective of 50% representation by women on Boards by 2022. Commissioners are asked to consider how to take forward activity to meet the duty.** |

**BACKGROUND**

**CURRENT POSITION**

There are three Appointed positions on the Commission Board. One new Appointment will be made in 2022 and another two in 2023. Therefore, under the Gender Representation Act, the Commission will need to seek to have at least one woman Appointed by 2023 to meet the objective.

Scottish Government lead on the public appointment process but the Commission is expected to work closely with sponsor division to co-ordinate activity aimed at encouraging women to apply for Appointment vacancies and more generally to come forward for selection to the Board.

Prior to the 2016/17 election consultation, SG held meetings with NFUS and SCF to discuss how to encourage people from under-represented groups to stand in the election to the Board, particularly young people, and women. Marketing material was produced to promote the elections to women, young people, and people from minority backgrounds.

Though there are obvious crossovers between the desire to see greater numbers of women coming forward for election, the immediate focus of the Board needs to be on promoting

**Annex A** provides a draft of a Questionnaire designed to be sent out to stakeholders and promoted on the Commission website, with links on social media, to gather information from woman on what may be barriers to entry for them. This is one example, aimed at engaging with a female crofting or land manager audience but many more could be developed. To facilitate this, it is suggested that a short-term working group is set up, comprising a Commissioner, an Assessor, the Commission Equality & Diversity lead officer, and the Communications Manager.

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| **RECOMMENDATION**  **Commissioners are asked to consider whether the questionnaire at Annex A can be prepared for distribution and whether to establish a short-term working group to encourage women to come forward for Appointment (and election) to the Board.** |

Date 26 May 2020.

Author Jane Thomas

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