Gender Representation on Public Boards (Scotland) Act 2018 (GRPB Act)
Report for the period May 2020- April 2021

Percentage of Women on the Court (Governing Board)
The below data is as at 1 August 2020. The majority of our Court and Court Committee members begin their terms of office on 1 August in the relevant year.

<table>
<thead>
<tr>
<th>2020/21</th>
<th>Total Members</th>
<th>Lay</th>
<th>Non-Lay</th>
<th>M</th>
<th>F</th>
<th>Vac.</th>
<th>M</th>
<th>F</th>
<th>Vac.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Court</td>
<td>25</td>
<td>35%</td>
<td>18%</td>
<td>9</td>
<td>5</td>
<td>8</td>
<td>2</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

Number of Vacancies / Numbers of Applications from Women/ Women Appointed
In October 2020, we advertised three vacancies within the Court, as well as three Court Committee positions. Of the 25 applications received where the applicant’s gender could be identified, 15 (60%) were from women. Of the 12 invited to interview 6 (50%) each were men and women. One woman was appointed to the Court (and three women were appointed to Court Committees). One Court position remained unfilled at this stage.

In Spring 2021, we advertised one vacancy within the Court, as well as two Court Committee positions. Overall, 22 applications were received for the vacancies. Three were ineligible due to current study with the University, or conflict of interest. Of the remaining 19 candidates, where gender could be identified, four (21%) were women. Of the candidates invited to interview, two (20%) were women. Across the full set of vacancies, one woman and four men were appointed. The two Court positions were filled by men.

Note of clarification: In Spring 2021, one Court vacancy was advertised but this was filled by an existing Court member. A second Court member was therefore also appointed. Two Court Committee members were sought, but three were appointed due to the strength of the candidates.

Information about the current composition of the Court can be found here:
https://www.hw.ac.uk/uk/about/profile/governance/court.htm

Whether the GRPB Act was used to meet the Gender Representation objective
Section 1 of the GRPB Act sets a “gender representation objective” that a Board has 50% of non-executive members who are women. The Court of Heriot-Watt has a total of 25 members of whom 14 are lay (or non-executive) members. As at 1 August 2020, 35% were female.

Section 5 requires the University to take such steps as it considers appropriate to encourage applications by women. Whenever publishing vacancies for lay members of Court or of Court Committees, the University specifically encourages applications from women and from those with other protected characteristics that are under-represented.

Section 6 requires the University to take such other steps as they consider appropriate with a view to achieving the gender representation objective by 31 December 2022.

The University has recently commissioned an advisory Audit of Equality, Diversity, and Inclusion to consider how it can better meet the objective. The Audit Report has identified useful benchmarking and good practice that, when implemented, will assist in achieving the objective by the given date.