

## 1. Introduction

The Gender Representation on Public Boards (Scotland) Act 2018 is to help address the historic and persistent underrepresentation of women in public life. Legislation is just one measure the government is taking towards a more equal society in Scotland and it is vital that work to ensure participation and representation of women from diverse backgrounds and with intersecting identities creates lasting changes to cultures and the structures that we work within.

Section 1 of the act sets the “gender representation objective” for a public board that 50% of non-executive members are women. Schedule 1 of the Gender Representation on Public Boards (Scotland) Act 2018 lists the public authorities covered by the Act, this includes the Scottish Legal Complaints Commission. The Appointing Person as stated in the statutory guidance as responsible for appointments to SLCC’s board is Scottish Ministers.

## 2. SLCC Board Membership to 31 March 2021

The SLCC Board comprises of a lay chair and eight further members, five lay and three legal. The gender representation on the SLCC Board to 31 March 2021 was:

Member	Total	Female	% of Female
Lay	6	5	83%
Legal	3	3	100%
Total	9	8	89%

At 31 March 2021 two lay members and one legal member, all female, step down from the Board as they have come to the end of their statutory five year term. The recruitment exercise was run by the Scottish Government’s Public Appointment Team and the appointments were made by Scottish Ministers.

## 3. SLCC Board Recruitment and Membership from 1<sup>st</sup> April 2021

A recruitment exercise was carried out for members at the end of 2020 with interviews held February 2021 to replace the members departing the board on 31<sup>st</sup> March 2021. The data supplied from the Scottish Government Public Appointments team on the recruitment process was:

No of Applications	% of applications from Women	Women Appointed	No of Women Appointed
87	44%	Yes	2 of 3

There are 4 further SLCC board members due to come to the end of their statutory term on 31 December 2021 and their replacements have been chosen from the same applicants as above. A further update on the gender representation on the SLCC Board will be given in our 2020-2021 Annual Accounts.

From 1 April 2021 the SLCC Board will comprise of:

Member	Total	Female	% of Female
Lay	6	5	83%
Legal	3	2	67%
Total	9	7	78%