

HIAL Board Gender Representation Report



HIAL



AMSL



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Gender Representation on Public Boards (Scotland) Act 2018

Introduction

The Gender Representation on Public Boards (Scotland) Act 2018 has been established to help address the historic and persistent underrepresentation of women in public life. Women represent over half the population of Scotland - nearly 52%.

Section 1 of the Act sets a “gender representation objective” that a board has 50% of non-executive members who are women. Where a board has an odd number of non-executive members, the objective applies as if the board has one fewer non-executive member. A board with 50% or more non-executive members who are women has met the objective.

Schedule 1 of the Gender Representation on Public Boards (Scotland) Act 2018 lists the public authorities covered by the Act – this includes Highlands and Islands Airports Ltd. The Appointing Person as stated in the statutory guidance as responsible for appointments to HIAL is: The Scottish Ministers.

HIAL Board membership

Non-Executive Directors	6
Female Non-Executive Directors*	3

*This includes the Chair of the HIAL Board

Recruitment Data

An advertising and recruitment campaign was held for the position of Chair of the Board in 2018 and a further campaign for HIAL Non-Executive Directors was undertaken in 2019. A summary of the outcome is detailed below.

Data supplied from the Scottish Government Public Appointments team:

	Public Body	Appointment Title	Closing Date	Applied	% of applications from Women	Women Appointed
Chair	Highlands and Islands Airports Ltd	Chair	15-Jan-19	12	25%	Yes
4 Member positions	Highlands and Islands Airports Ltd	Non-Executive Directors	07-Nov-19	81	18.5%	Yes (2 of 4)

One Non-Executive Director vacancy will arise in February 2022 requiring a further advertising and recruitment campaign.

Director of Human Resources
March 25.