

Gender Representation Report

Introduction

Section 1 of the Gender Representation on Public Boards (Scotland) Act 2018 (the "Act") sets a gender representation objective for public boards to have 50% of non-executive members who are women.

As a public authority, Crown Estate Scotland is required by the Act to take such steps as we consider appropriate to encourage women to apply to become non-executive directors of our Board¹. We must also take such other steps as we consider appropriate with a view to achieving the gender representation objective by 31 December 2022².

The Act requires that we publish a report of these steps for the period 29 May 2020 to 30 April 2021.

Crown Estate Scotland

The Board of Crown Estate Scotland consists of a chairing member and up to 8 other members. The appointing person for our Board is the Scottish Ministers³. There are no executive members of our Board.

As at 30 April 2021, the Board has 8 members, including the Chair

Non-executive members - total	8
Non-executive members - women	3

One non-executive member will step down on 30 April 2021. This will not affect the number of women on the Board.

No members were appointed to the Board during the reporting period.

Recruitment for two non-executive members has recently been undertaken by Public Appointments Scotland and the Scottish Ministers are expected to confirm the appointment of two new members following the Scottish Parliamentary elections on 6 May 2021.

Until the outcome this process is known we will be unable to confirm if we have received the gender representation objective.

¹ s.5(2) Gender Representation on Public Boards (Scotland) Act 2018

² s.6(3) Gender Representation on Public Board (Scotland) Act 2018

³ Article 5 The Crown Estate Scotland Order 2017

Steps taken by Estate Scotland to meet the gender representation objective

Board – observing and mentoring

Following the conclusion of the process for the recruitment of two non-executive members in May 2019, the Board agreed to offer the opportunity to two women, who did not have extensive public board experience, to each spend six months observing the work of our Board and its committees. In preparation for this the observers undertook the same induction and training process as the newly appointed non-executive members and were encouraged to travel with the Board to meetings and events. The COVID-19 pandemic meant that we extended the period which the second observer has spent with us. We intend to offer shadowing opportunities to others and have engaged with bodies who work with young people in relation to this.

During the reporting period our Chair, Amanda Bryan, participated, as a mentor, in a Board Chair Mentoring Scheme run by Scottish Government which was designed to increase the diversity in those coming forward for board chair roles.

Board – unconscious bias

Our Board and Executive team were invited to attend an unconscious bias workshop in January 2021 delivered by Changing the Chemistry. Actions taken from this session included the following aimed at improving gender representation and diversity among our non-executive members:

1. Consider what additional support can be provided to potential candidates to help them with the board recruitment process such as workshops on application forms / CVs and cover letters and additional opportunities to enable people to learn more about the organisation (e.g. 30 minute sessions via video call with an executive).
2. Investigate further possible outreach to share details of board vacancies with relevant communities.

These actions will form part of our wider organisational Diversity & Inclusion plan being developed in 2021-22.

Advertising Roles – Social Media

The process for two new non-executive members to join our Board in May 2021 was commenced by Public Appointments Scotland in December 2020. In addition to the advertising undertaken by them, we used our social media platforms, including LinkedIn and Twitter, to publicise the posts.

We released a recruitment video from our Chair, Amanda Bryan, showcasing who we are as an organisation and what we do.

Advertising Roles – workshops

In advance of the closing date for applications to join our Board, we held two workshops, one facilitated by Changing the Chemistry and the other by CEMVO. As well as representatives from Crown Estate Scotland (including our Chair and a current Board member) the workshops were attended by Public Appointments Scotland.

At both sessions we gave a presentation on the work of Crown Estate Scotland and the representative from Public Appointments Scotland talked through the application process. Using small break-out groups, attendees were given the opportunity to ask questions, and the output of these groups was fed back to all attendees in a plenary session. Our Chair and Director of Corporate Operations made their contact details available and encouraged those interested in applying to make contact with queries and questions after the workshops.