

---

# **Gender Representation on Public Boards (Scotland) Act 2018**

© Crown copyright 2025

This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence visit [Open Government Licence \(nationalarchives.gov.uk\)](https://nationalarchives.gov.uk/open-government-licence/) or write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@NationalArchives.gsi.gov.uk](mailto:psi@NationalArchives.gsi.gov.uk)

Where we have identified any third-party copyright information you will need to obtain permission from the copyright holders concerned.

This publication is available at [www.FiscalCommission.scot](http://www.FiscalCommission.scot)

Any enquiries regarding this publication should be sent to us at: Scottish Fiscal Commission, Governor's House, Regent Road, Edinburgh EH1 3DE or [info@FiscalCommission.scot](mailto:info@FiscalCommission.scot)

ISBN: 978-1-911637-80-6

Published by the Scottish Fiscal Commission, August 2025

**Contents**

Introduction ..... 2

Background..... 3

Sections 3 and 4: The appointment process ..... 3

Section 5: Encouragement of applications by women ..... 3

# Introduction

1. This document details the information that the Scottish Fiscal Commission must publish as required by sections 5 and 6 of The Gender Representation on Public Boards (Scotland) Act 2018.<sup>1</sup> This relates to encouragement of applications by women<sup>2</sup> (section 5), and the duty to take steps towards achieving the gender representation objective (section 6). The report is for the period 1 April 2023 to 31 March 2025. The next report will be published in April 2027.
2. The Act also specifies that an appointing person (in the case of the Scottish Fiscal Commission this is Scottish Ministers) is required to report as required by sections 3 and 4 of The Gender Representation on Public Boards (Scotland) Act 2018. This relates to:
  - whether or not the gender representation objective had been met at date of publication
  - information on the number of vacancies which arose for non-executive board members during the period of the report
  - for each vacancy
    - how many competitions were run to fill the vacancy
    - how many applications were received and the percentage of applications from women
    - whether an appointment was made and, if so, whether a woman was appointed
3. It has been agreed that this report will cover both what Scottish Ministers are required to report on and Scottish Fiscal Commission reporting requirements.
4. Further information on the work of Scottish Fiscal Commission can be found on its website<sup>3</sup>, in particular in the following documents:
  - Corporate Plan<sup>4</sup>
  - Business Plan<sup>5</sup>
  - Annual Report and Accounts for the year ended 31 March 2024<sup>6</sup>

---

<sup>1</sup> [The Gender Representation on Public Boards \(Scotland\) Act 2018](#)

<sup>2</sup> The definition of woman used in this report is consistent with the UK Supreme Court Judgement issued on 16 April 2025 – [UKSC/2024/0042](#)

<sup>3</sup> Scottish Fiscal Commission [website](#)

<sup>4</sup> Scottish Fiscal Commission [Corporate Plan](#)

<sup>5</sup> Scottish Fiscal Commission [Business Plan](#)

<sup>6</sup> [Annual Report and Accounts for the year ended 31 March 2024](#) (September 2024)

5. Should you require further information in relation to the activities or operations of the Scottish Fiscal Commission, please contact the Commission at:

Scottish Fiscal Commission  
Governor's House  
Regent Road  
Edinburgh  
EH1 3DE  
Telephone 0131 244 6388  
Email [info@fiscalcommission.scot](mailto:info@fiscalcommission.scot)

## Background

6. The Scottish Fiscal Commission is the independent fiscal institution for Scotland, and the only sub-national fiscal institution which produces its own fiscal and economic forecasts which are used as the official forecasts. In most countries equivalent organisations scrutinise or certify the Government's own forecasts.
7. The Commission is a non-Ministerial Office which means we are part of the Scottish Administration but not part of the Scottish Government. This ensures our operational independence. The Commission is directly accountable to the Scottish Parliament for the delivery of our functions.
8. The Scottish Fiscal Commission's Governance Board and Senior Management Team are committed to improving how we work as an organisation. As a non-Ministerial Office, the Commission has a responsibility to work in a way which contributes to achieving the requirements of the Gender Representation on Public Boards (Scotland) Act 2018. This is reflected in that a gender balance is sought on selection panels for vacancy competitions.

## Sections 3 and 4: The appointment process

9. Information required under sections 3 and 4 is:
- on 31 March 2025 the gender representation objective had not been met (none of the Commissioners were women)
  - during the reporting period no Chair or Commissioner vacancies arose
  - there were no vacancy competitions within the reporting period.

## Section 5: Encouragement of applications by women

10. With the requirements of section 5 of The Gender Representation on Public Boards (Scotland) Act 2018 in mind, the Selection Panel responsible for previous recruitment rounds agreed that the appointment would be advertised in a number of ways:
- Scottish Government Public Appointments website [www.appointed-for-scotland.org/](http://www.appointed-for-scotland.org/)
  - Scottish Fiscal Commission website [www.fiscalcommission.scot/](http://www.fiscalcommission.scot/)

- Scottish Government Public Appointments X twitter feed (with retweeting encouraged)
  - Scottish Fiscal Commission twitter feed and email contact list, consisting of 139 individual contacts from Scottish Government and other Government bodies, the Chartered Institute of Public Finance and Accountancy, academia (including Fraser of Allander Institute), private sector, journalists and individuals.
11. In addition, Scottish Fiscal Commission contacted the following organisations which support and promote women in leadership, to increase the profile of the vacancy:
- the 2% club
  - Women on Boards
  - Scottish Changing the Chemistry
12. Information about appointments were circulated to other contacts, for the appointment to be publicised on their website or other networking routes, such as tweeting or retweeting, including the Committee of Heads of University Departments of Economics. Members of previous Selection Panels, as well as members of Commission staff were invited to disseminate the advert to their contacts or networks.
13. Looking to future recruitment, the Governance Board has considered ways to broaden the diversity of the Commission at both Commissioner and staff level, including achieving a better gender balance.
14. This includes reviewing the skill set required by Commissioners (beyond the forecasting and fiscal and/or macroeconomic knowledge and skills previously set) to include expertise about public spending and social security, and which could widen the pool of potential applicants.
15. In addition, work within the Commission that we're anticipating starting within the period of the Corporate Plan for 2025-28, and our response to the OECD review of the Scottish Fiscal Commission 2025<sup>7</sup> will also be helpful in developing our future approach to recruitment.

---

<sup>7</sup> [OECD Review of the Scottish Fiscal Commission 2025](#) (March 2025)

© Crown copyright 2025

This publication is available at [www.FiscalCommission.scot](http://www.FiscalCommission.scot)

ISBN: 978-1-911637-80-6

Published by the Scottish Fiscal Commission, August 2025