

**Subject:** Gender balance on public boards in Scotland

**FOI reference:** FOI/18/00160

**Date received:** 19 January 2018

**Date responded:** 16 February 2018

**Information requested:**

1. At November 12 2015, how many men and how many women were on the board of your organisation?
2. At November 12 2015, was the Chairperson (or person with an equivalent role) a man or a woman?
3. How many men and how many women are now on the board of your organisation?
4. Is the current Chairperson (or person with an equivalent role) a man or a woman?
5. Does the board have a formal strategy or policy commitment to achieving gender balance? If so please supply a copy of the document where the policy is laid out. Please also confirm the date that this policy was adopted.
6. What is the current median FTE pay for men and women in the organisation?

**NRS Response:**

The answers to the questions are as follows:

1. As a non-ministerial department within the Scottish Administration, National Records of Scotland (NRS) has a non-statutory board which acts in an advisory capacity to the Chief Executive. The Management Board in 2015 was made up of senior staff (Executive members) of NRS and Non-Executive members, a total of four men and three women. (There were two Non-Executive members and both were men.)
2. The Chief Executive acts as Chair of the Management Board and is a man.
3. There are now five men and five women on the NRS Strategic Board. (Three Non-Executive members are men and two are women,)
4. The Chief Executive acts as Chair of the Strategic Board and is a man.
5. As a non-ministerial department of the Scottish Administration, NRS supports the delivery of the commitment to 50/50 by 2020: <http://onescotland.org/equality-themes/5050-by-2020/>.
6. Based on the December 2017 payroll the median pay for men and women is as follows:
  - median for men - £26,712.92
  - median for women - £26,712.92

The figures for average/median salary refer only to permanent staff in NRS who are employed by Scottish Government. It should be noted that at this point there are currently more women in our organisation than men: 206 headcount for females against 183 headcount for males.(Women FTE: 142 ; Men FTE 165). In order to

obtain a more holistic view it may be useful to also consider the average FTE pay for men and women which is as follows:

- average salary for men - £30,446.48
- average salary for women - £29,737.62