

ELECTION OF LAY CHAIR

Report of Process for Filling the Position Undertaken Sept- Nov 2019



In accordance with Higher Education Governance (Scotland) Act 2016, the university is obliged to follow a new process for the appointment of our next Chair of the Board of Governors.

In September 2019, the university began a recruitment process, which included targeted activities by our resourcing specialist. Five applications were received (4 male and 1 female). In accordance with the legislation, those who applied in response to the advertisement, were assessed by an Appointment Sub-Committee, which Sub-Committee determined that four applications (3 male and 1 female), met the shortlisting criteria and were progressed to interview.

Following the interviews, two (1 male and 1 female) of the four candidates satisfied the Sub-Committee that they met the relevant criteria with respect to the position and were therefore entitled to stand for election by students, staff and members of the Board of Governors.

Prior to the details being publicised and election details announced, unforeseen personal circumstances affecting both candidates resulted in both withdrawing from the process.

The Sub-Committee met to consider the position and following discussions at the full Board meeting on 27th November 2019, the current Chair was invited to extend their term of office. That term has been extended to 31st March 2020 to enable the process to be restarted, with a new advertising period and application deadline.

In terms of the Equalities Act 2010, monitoring of applications it is reported that of the applicants, all were white and did not declare a disability. All applicants had the same gender identity as assigned at birth.

Of those applicants that disclosed a religion, 2 were Christian and 2 had no religion. Of the 4 progressed to interview, 2 had no religion, 1 was Christian and 1 did not say. Of the 2 applicants that were entitled to stand in an election, 1 was Christian and 1 had no religion.

Of the applicants, 1 applicant was homosexual and the other applicants were heterosexual. Of those progressed to interview, 1 was homosexual and the others were heterosexual. The 2 applicants that were entitled to stand in an election were heterosexual.

The age group of applicants at the stages of the process was:

	45 - 54	55 - 64	65 - 74	<i>NOT DISCLOSED</i>
APPLICATION	2	1	1	1
INTERVIEW	1	1	1	1
ELECTION	1	1	0	0

Veronica Strachan
Assistant Chief Academic Officer & Secretary to the Board
5th December 2019