

Registers of Scotland

RoS Board

13 December 2022

Non-Executive Director and EMT Diversity Summary Report

Purpose

1. To share the results of the EMT and Non-Executive Director Diversity Survey, as completed between May and October 2022.

Recommendation

2. The Board are invited to reflect on the results and discuss ways in which to ensure minority areas are represented fairly in relevant future discussions and decisions on matters pertaining to a characteristic not sufficiently portrayed within the current Board/NXD membership.

Protected Characteristics

3. The nine protected characteristics as identified under the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

2022 Survey Results

4. EMT and Non-Executive Directors were asked to complete diversity monitoring information to identify any gaps in representation, and to support communications to encourage wider RoS staff to complete their own diversity monitoring information.

5. 12 out of 13 EMT/Non-Executive Director's opted to complete the survey, the results of which were anonymised outwith the Directorate and are shared as below in a RAG status.

6. RAG Key:

No variance in representation
Limited variance in representation
Some variation in representation
Good variation in representation

7. RAG Ratings on responses received:

Self-Certified Disability
Marital Status
Ethnic Origin
Nationality
Religion
Caring Responsibilities
Sex Identifier
Sexual Orientation

8. The Board/EMT show fair to good representation across the majority of the surveyed characteristics, with less diversity in disability, ethnicity, and nationality characteristics.

Future Diversity Monitoring

9. RoS staff diversity monitoring forms are in the process of being updated in line with the revised Scottish Census questionnaire, to capture responses in regards to Gender Reassignment and to additionally refine response options to standing questions.

Conclusion

10. The Board are invited to note the results of the survey and discuss the above points to identify fair representation when making decisions or implementing policies that will directly affect a minority or unrepresented characteristic.

Keeper and Chief Executive
29 November 2022