



19 February 2018

Dear Sir or Madam

Information Request – Gender balance on public boards in Scotland

I am writing with regard to your Freedom of Information request on 19 January 2018 that was received by NHS Health Scotland the same day, in which you ask the following:

- “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?*

NHS Health Scotland can provide a full response to your request, as below:

1. Men 6, Women 6
2. Woman
3. Men 7, Women 5
4. Man
5. No. The reason for this is that the Board does not recruit directly, rather supports the public appointments process including the 50:50 policy.
6. Men £35083.50, Women £31,490.00

You may further wish to know that we have a workforce equality outcome which welcomes, values and promotes diversity and is competent in advancing equality and tackling discrimination within and outwith the organisation, and embraces our organisational aim to reduce health inequalities.

I trust that this answers your query. If for any reason you are not satisfied with our response, you do have the right to ask the Chief Executive to review our response. You should do this within 40 working days of receipt of this letter and in a recordable format (letter, email, audio tape etc). The Chief Executive will consider your query, consulting with others as necessary, and will respond to you within 20 working days.

I hope that this is of help to you.
Yours sincerely

Cath Denholm
Director of Strategy, NHS Health Scotland

Edinburgh office:

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