



LNC – LOCAL NEGOTIATING COMMITTEE TEACHERS: September 2003

## **GENDER BALANCE ON APPOINTMENT PANELS**

Report by Director of Education

**PURPOSE OF REPORT** To detail the Comhairle's position with regard to Gender Balance on Appointment Panels.

### **COMPETENCE**

- 1.1 There are no legal, financial or other constraints to the recommendation being implemented.

### **SUMMARY**

- 2.1 Paragraph 8.5 of the Recruitment Procedure states that "The Panel should have a diverse make-up as regards age and gender. A gender balance is desirable in all cases." In appointment panels for which recruitment is delegated to officers it is the role of the Chairperson to ensure that appointments are run in accordance with the Recruitment Procedure and where applicable there is a gender balance. For example, for all female applicants or all male applicants gender balance is not an issue.
- 2.2 However the School Board Legislation states that all appointments of Head Teachers, Depute Head Teachers or Assistant Head Teachers are made by a panel of elected members and school board members. Such appointment panels should strive for gender balance and at the very least both male and female recruiters should be on each Panel.

### **RECOMMENDATION**

- 3.1 **It is recommended that the issue of gender balance be addressed in the Constitutional Documents in respect of Appointment Panels with the very least being that Appointment Panels have both male and female recruiters.**

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Background Papers: Procedure on Recruitment