**FIRST REPORT – DUTIES UNDER THE GENDER REPRESENTATION ON PUBLIC BOARDS (SCOTLAND) ACT 2018**

Under the Act the Crofting Commission has a duty to report on compliance with the objective of achieving gender balance on the Board by December 2022, for appointed vacancies.

There are currently 3 appointed Board members of the Crofting Commission. There have been no vacancies during this period. The first vacancy will be in May 2022.

The Crofting Commission has taken a variety of pro-active steps since May 2020, including setting up a Short-Term Working Group, to encourage women to apply for appointed posts and also to come forward for election to the Board of the Commission in 2022.

A copy of 2 papers presented to the Board are attached. Following the presentation of the report to the Board in March 2021, all Recommendations contained in the paper were approved. These are now being acted on.

Also attached to this report is a copy of the following, to demonstrate activity to date:

* Action Point list from Short-term working group meetings
* Copy of blank questionnaire circulated/publicly available to gauge women’s views
* SG Good Practice guidance and Crofting Commission activity to match this.