

Registers of Scotland**RoS Board****10 March 2026****NXD and EMT Diversity Reporting****Purpose**

1. To share a summary overview of the current EMT and Non-Executive Director Diversity (Board and ARC) reporting.

Recommendation

2. The Board are invited to reflect on the overview and consider 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 and Diversity Monitoring

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

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

4. RoS staff diversity monitoring forms are aligned to the Scottish Census questionnaire.

2025 Survey Results

5. RoS HR has provided anonymised diversity monitoring data for all EMT and Non-Executive Directors, which is shared below in a RAG status format.

6. For each characteristic, the top single-category share determines RAG status using the following thresholds:

No variance in representation (100% of responses in any 1 field)

Limited variance in representation (76-99% of responses in any 1 field)

Some variation in representation (50-75% of responses in any 1 field)

Good variation in representation (<50% of responses in any 1 field)

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7. RAG Ratings on responses received are as follows (please note – where a respondent has chosen ‘prefer not to answer’, this is not factored into the response analysis):

Characteristic	Largest Single Category Share
Self-Certified Disability	84.6%
Disability Reason	33.3%
Marital Status	76.9%
Ethnic Origin	58.3%
Nationality	69.2%
Religion	45.5%
Caring Responsibilities	46.2%
Gender Identity	66.7%
Gender Reassignment	100%
Sexual Orientation	75%

8. NXDs/EMT generally demonstrate fair to good representation among most surveyed characteristics. Results show that characteristics like religion, caring responsibilities, and disability-reason categories feature a wide range of responses, indicating strong variation and a diverse array of lived experience within the group.

9. Other characteristics, including ethnic origin, nationality, gender identity and sexual orientation, display some variation but remain concentrated around a single predominant group. While diversity is present, the balance across categories is uneven, and these areas may benefit from continued attention as part of succession planning considerations.

10. A small number of characteristics show limited or no variation, highlighting areas where representation is narrower and where visibility, support and psychological safety may continue to be strengthened.

11. RoS applied to join the Board Apprentice scheme as a host last year, with an aim (in part) to further improve diversity of membership and opportunity, however the programme has paused at this time, though our application remains with them should this progress.

12. Diversity of applicants will be actively considered as part of the upcoming NXD recruitment campaign for the Board.

Conclusion

13. The Board are invited to note the results and consider 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
12 February 2026

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