

HIAL Board Gender Representation Report Gender Representation on Public Boards (Scotland) Act 2018

Introduction

The Gender Representation on Public Boards (Scotland) Act 2018 has been established to help address the historic and persistent underrepresentation of women in public life. Women represent over half the population of Scotland - nearly 52%.

Section 1 of the Act sets a “gender representation objective” that a board has 50% of non executive members who are women. Where a board has an odd number of non-executive members, the objective applies as if the board has one fewer non-executive member. A board with 50% or more non-executive members who are women has met the objective.

Schedule 1 of the Gender Representation on Public Boards (Scotland) Act 2018 lists the public authorities covered by the Act – this includes Highlands and Islands Airports Ltd. The Appointing Person as stated in the statutory guidance as responsible for appointments to HIAL is: The Scottish Ministers.

HIAL Board membership

Non-Executive Directors 6
Female Non-Executive Directors 3

Recruitment Data

An advertising and recruitment campaign was held for the position of Chair of the Board in 2025, A further Non-Executive Director vacancy has arisen following the appointment of a Non-Executive Director to the role of Chair. It is anticipated that further advertising and recruitment campaign will take place in 2026.

Chief People Officer
March 2026