

20 April 2021

### **Request under The Freedom of Information (Scotland) Act 2002**

Thank you for your Freedom of Information request dated 20 March 2021, in which you requested the following:

Please could you supply me with the following information on gender balance in the organisation?

1. How many women are now on the board of your organisation and how many people of other genders are there?
2. Is the current Chairperson (or person with an equivalent role) a woman or someone of another gender?
3. What is the current median FTE pay for men and women in the organisation?

In addition, I would be grateful if you could provide me with the following information about board members.

4. Please supply the names of everyone currently on the board along with their registers of interest and the date that their register was last updated.
5. Please supply details of any payments made to any of the board members in the last 12 months, and a summary of the purpose of each payment.

I have considered your request, and can respond as follows:

In answer to questions 1 and 2, VisitScotland's Board is gendered balanced, with four women and four men, including John Thurso our Chairman.

For question 3, VisitScotland reports the median FTE pay for men and for women as an hourly rate. For women the figure is £15.26 and for men £18.50.

Further details on pay can be found in our most recent Equality Monitoring Report, page 46, published to VisitScotland.

<https://www.visitscotland.org/binaries/content/assets/dot-org/pdf/policies/equality-report-2018-2019-final.pdf>

To answer question 4, the names of the Board members are:

Professor Anne Anderson, Rebecca Brooks, Cathy Craig, Caroline Roxburgh, Dr Keith Nicolson, Steven Walker, Stephen Hagan and John Thurso, Chairman.

Further details about each Board Member and the Chairman, including their signed register of interest documents can be found within the About Us section of VisitScotland.org.

<https://www.visitscotland.org/about-us/our-team/board>  
<https://www.visitscotland.org/about-us/our-team/chairman>

This information, names and register of interest details, has been re-entered onto a spreadsheet to meet your request and accompanies this letter.

For question 5 I have attached an excel spreadsheet setting out payments made to Board Members in the last 12 months. This covers salary and expenses where these have occurred. This information will be published in due course within our annual accounts for 20/21 and shared on VisitScotland.org.

I hope this information is helpful to you. If, however, you are not satisfied with the response or the manner in your application has been handled, you may in the first instance contact our Chief Executive, Malcolm Roughead, whose contact details are set out below:

Mr Malcolm Roughead  
Chief Executive  
VisitScotland  
Ocean Point One  
94 Ocean Drive  
Edinburgh, EH6 6JH  
Telephone: 0131 472 2201  
Fax: 0131 472 2223  
E-mail: [malcolm.roughead@visitscotland.com](mailto:malcolm.roughead@visitscotland.com)

If you wish to request a review of your application under either the Freedom of Information (Scotland) Act 2002 or the Environmental Information (Scotland) Regulations 2004, your request should be submitted to us in writing, or another permanent format (for example e-mail or voice recording), and be received by us within 40 days of the date of this letter. Any request for a review should also set out, in as much detail as possible, the reasons why you are not satisfied with our response or the manner in which we have dealt with your application.

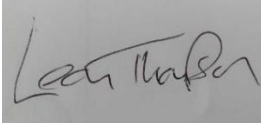
If you are still not satisfied with our handling of your application after we have responded to your request for a review, you have a right to apply to the Scottish Information Commissioner for a decision on whether we have dealt with your request in accordance with the Act.

The Scottish Information Commissioner may be contacted at:

Scottish Information Commissioner  
Kinburn Castle  
Doubledykes Road  
St Andrews, Fife  
KY16 9DS  
Telephone: 01334 464610  
Fax: 01334 464611  
E-mail: [enquiries@itspublicknowledge.info](mailto:enquiries@itspublicknowledge.info)

You also have the right to appeal to the Court of Session in Scotland on a point of law concerning our response.

Yours sincerely

A rectangular box containing a handwritten signature in black ink. The signature is written in a cursive style and appears to read "Leon Thompson".

Leon Thompson  
Government and Parliamentary Affairs Manager  
VisitScotland