



The Scottish Parliament
Pàrlamaid na h-Alba

Diversity Monitoring and Pay Gaps Report 2022

9 March 2023

Reference: SPCB (2023) Paper 17

Executive summary

1. This paper invites the Corporate Body to agree to the publication of the Diversity Monitoring and Pay Gaps Report 2022.
2. The report is attached as an annex to this paper.

Issues and options

3. The SPCB has a legal duty to publish its data on the diversity of its workforce and the Gender Pay Gap (GPG). Publishing the results of the data meets the specific duties of the Equality Act 2010.
4. This year in addition to the previously reported on ethnicity and disability pay gaps, the pay gap based on sexual orientation has been included (the LGB+ pay gap).
5. The report analyses the diversity profile and pay gap information of the parliamentary staff group and includes comparison to the previous year's reporting and to Scottish and United Kingdom datasets.
6. Along with quarterly workforce management datasets and staff engagement activities the data is used to inform and measure our actions in creating a diverse, respectful, and inclusive working environment. This year's key highlights are:

Diversity Monitoring

- The Diversity declaration rates from the staff group have remained the same as in the previous year, within the range of 73% to 79% across the different protected groups. Following the review of our diversity monitoring data collection and reporting arrangements we will engage with staff with the aim of improving the quantity of available data.

- The proportion of women in senior positions increased from the previous year. At Leadership Team from 67% to 70% and at senior managers (Grade 6 and above) from 51% to 54%.
- The proportion of young people in the staff group decreased slightly this year from 3.8% to 3.7%. Alongside this, whilst the number of 45-54 year old staff decreased, as a proportion of all staff this group increased from 32.8% to 33.7%. The number of people in the 55-64 year old age group stayed the same as the previous year but as a proportion of staff increased from 19.6% to 20.7%.
- The declaration rate of minority ethnic people in the staff group decreased very slightly from 5.1% to 5.0%; the proportion of staff declaring as Lesbian, Gay, Bisexual and In Another Way (LGB+) remained the same as last year at 5.9% and staff declaring a disability increased from 7.7% to 8.3%.
- Our self-declaration system asks people to respond to questions about their gender identity and non-binary identification. In this reporting year no members of staff described their gender identification as 'in another way' to either male or female or identified as non-binary.

Diversity Pay Gaps

- This year the median gender pay gap increased to 11.2% from 7.6% in the previous year. For comparison, data from the Office for National Statistics (ONS) reports the UK gender pay gap is 14.9% and the Scottish Public Sector at 12.7% ([ONS](#), 2022). The mean gap is 2.4%.
- The median disability pay gap this year is 13.4%, an increase from 7.6% in the previous year. For comparison, the most recently available data from the ONS reports the median disability pay gap in Scotland at 18.5% ([ONS](#), 2021). The disability declaration rate from our staff group did increase this year from 7.7% to 8.3% and this has provided us with improved availability of data in calculating the pay gap. The mean pay gap is 8.4%.
- The median ethnicity pay gap widened further this year from 27.6% to 30.1%. The mean gap is 15.2%. The most recently available data from the ONS reports the median ethnicity pay gap in Scotland at 10.3% ([ONS](#), 2019). In this reporting year 13 members of our staff participated in the Minority Ethnic Emerging Leaders Programme. This programme was developed with Edinburgh College and Scottish Association of Minority Ethnic Educators (SAMEE) in line

with our aim to support our Minority Ethnic staff to reach their full potential.

- This year we have for the first time reported on the pay gap on the basis of sexual orientation (LGB+ pay gap). The median pay gap this year is 9.8%. This is the lowest of all our diversity pay gaps. Comparative data from the ONS is not available for this measure.
- Detail about the pay gaps and analysis of the reasons for the pay gaps is set out from page 25 of the report. We are reviewing our pay and reward arrangements and when communicating with staff will make available the Equality Impact Assessment we are conducting. We expect future diversity pay gap reports to be reflective of the outcomes of this review.

Recruitment

7. Recruitment data this year (1 April 2021 – 31 March 2022) tells us that:

- the proportion of applications from Minority Ethnic candidates increased by 3% this year to 18%. In addition, successful appointments to Minority Ethnic candidates increased by 6% to 11%.
- The proportion of applications from disabled candidates doubled this year from 6% to 12% and successful appointments increased from 5% to 11%.
- Appointments to LGB+ candidates increased from 5% to 19% with the proportion of applications from LGB+ people increasing from 8% to 13%.

8. The Session 6 [People and Culture Strategy](#) and 5 year Delivery Plan outline our improvement actions to develop an inclusive culture and build a diverse organisation.

9. We are conducting a Diversity and Inclusion Maturity Assessment with an external provider. The initial results will be available by the end March 2023. This will assist us in recognising what we have achieved so far and what we need to do next to achieve our workforce priorities.

10. We will conduct a review of our diversity monitoring data collection to ensure alignment with the 2022 Scottish Census and recommendations from the Chief Statistician.

Governance

11. The SPCB is required to report and publish by 30 March 2023 using data from the 'snapshot' date of 31 March 2022.

12. The People and Culture office has responsibility for the People and Culture Strategy Delivery Plan. This will be reviewed through quarterly performance reports to Leadership Team.

Resource implications

13. There are no resource implications with the publication of this report.

Publication Scheme

14. This paper can be published in line with the SPCB's Publication Scheme.

Next steps

15. The next step is to publish the report on the Parliament website along with the BSL summary version and register the Gender Pay Gap information using the UK Government reporting tool.

16. The report will also be made available on the Diversity Monitoring and Reporting intranet page.

Decision

17. The Corporate Body is invited to agree to the publication of this report.

People and Culture

1 March 2023