



The Scottish Parliament  
Pàrlamaid na h-Alba

# Diversity Monitoring and Pay Gaps Report

Aithisg air Dearcnachadh  
Iomadachd agus Beàrnan  
Pàighidh

[parliament.scot](http://parliament.scot)

2021 | 22





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This report provides the evidence base for our People and Culture Strategy diversity aims and meets our legal obligations under the Equality Act 2010 and the specific duties. It covers the period 1 April 2021 to 31 March 2022.

This was a year in which as the restrictions to our daily lives were lifted the challenges of the Covid-19 pandemic continued to be felt. In commencing on the path out of the pandemic and starting to look at different permanent changes to our ways of working we have ensured that equity, inclusion, and diversity are at the centre of our decisions.

We know we need to do more to develop an inclusive culture. The priorities in the People and Culture Strategy for Session 6 aim to embed diversity and inclusion more deeply.

## Our achievements this year have included:

	the development of leadership programmes for our Minority Ethnic colleagues
	the ongoing development of our inclusive recruitment approach
	co-creation approach to the development and roll out of the Trans and Non-Binary Policy and the Positive About Mental Health and Wellbeing Policy
	our accreditation as a Disability Confident Leader employer was reconfirmed. This demonstrates our commitment to the recruitment and career development of disabled people in our workplace
	the introduction of LGB+ pay gap reporting
	applications and appointments from disabled candidates doubled from the previous year
	successful appointments of Minority Ethnic candidates doubled compared to the previous year

Tha an aithisg seo a' toirt seachad bunait na fianaise airson amasan Ro-innleachd Cultair is Dhaoine againn agus tha i a' coileanadh ar cuid dhleastanasan laghail fo Achd Co-ionannachd 2010 agus nan dleastanasan sònraichte. Tha i a' gabhail a-steach na h-ùine bho 1 Giblean 2021 gu 31 Màrt 2022.

B' i seo bliadhna san deach an cuibhreachadh ris a' bheatha làitheil a thogail agus aig an aon àm san do chùm na dùbhlain an lùib galar Covid-19 orra a' bualadh fhathast. Ann a bhith a' tòiseachadh air an t-slighe a-mach às a' ghalar agus a' tòiseachadh air sealltainn air dòighean seasmhach diofraichte air na dòighean-obrach againn tha sinn air dèanamh cinnteach gu bheil ceartas, com-pàirteachadh is iomadachd aig cridhe ar cuid cho-dhùnidhean.

Tha fios againn gum feum sinn barrachd a dhèanamh gus cleachdaidhean com-pàirteachail a thoirt air adhart. Tha e mar amas aig na prìomhachasan ann an Ro-innleachd Chultair is Dhaoine airson Seisean 6 iomadachd is com-pàirteachadh a leabachadh nas doimhne.

## Am measg nan euchdan againn am-bliadhna tha:



cruthachadh phrògraman-stiùiridh airson ar cuid cho-obraichean a' buntainn ri Mion-chinnidhean



leasachadh leantainneach air an dòigh-dhèiligidh chom-pàirteachail againn mu fhastadh



dòigh-obrach co-chruthachaidh a thaobh cruthachadh agus cur an gnìomh a' phoileasaidh Tar-ghnèitheach is Neo-bhinearaidh agus Poileasaidh Deimhinneach a taobh Slàinte-intinn agus Sunnd



chaidh an teisteanas againn mar luchd-fastaidh Stiùiriche Fosgailte do Chiorramachd ath-dhearbhadh. Tha seo a' nochdadh nan geallaidhean againn mu fhastadh agus leasachadh nan dreuchdan aig daoine fo chiorram san àite-obrach againn



toirt a-steach aithrisean mu bheàrnan ann am pàigheadh LGB+



bha dà uiread de dh'iarrtasan is de shuidheachaidhean thagraichean fo chiorram seach sa bhliadhna roimhe



bha dà uiread de shuidheachaidhean soirbheachail thagraichean bho Mhion-chinnidhean an taca ris a' bhliadhna roimhe

# People and Culture Strategy Priority

## Prìomhachas Ro-innleachd Dhaoine is Cultair



**Creating a diverse, respectful and inclusive working environment.**

We want working life to be a positive experience for everyone. Where all colleagues feel safe and able to raise concerns and potential risks, knowing that they will be supported and heard. We will speak out against injustices even when it doesn't feel easy and keep focus on those affected. We will continue to work towards our goal of building a diverse organisation. One that reflects wider Scottish society.

### **Our aims are for:**

- An inclusive, welcoming, and vibrant culture in which we all feel valued, respected, and engaged
- Increased diversity at all levels
- Colleagues feel they have a voice which is heard

### **Strategic Intentions over the next five years**

The scale of ambitious change we are looking to achieve, in transforming the culture and behaviours of the organisation, will take time to develop and embed. We will keep engaging with our colleagues to adapt and evolve our plans as we go, making sure the initiatives have maximum impact.

Our actions to achieve this will be underpinned by our [Values and Behaviours Framework](#).



# People and Culture Strategy Priority

## Prìomhachas Ro-innleachd Dhaoine is Cultair



The Scottish Parliament's Session 6 Strategic Plan identifies four strategic change objectives, the People and Culture Strategy supports the delivery of the Parliament's strategic objective for a values-driven culture. It does this by promoting a respectful and inclusive working environment.

Actions we'll take in line with our values to create a diverse, respectful and inclusive working environment:

- Review, develop and create a suite of diversity and inclusion policies involving colleagues in the design (Stewardship)
- Create programmes to develop our Minority Ethnic colleagues (Stewardship)
- Develop a Race Strategy to tackle barriers in the workplace (Stewardship)
- Set ambitious improvement targets, which are embedded into group planning and reporting processes (Stewardship)
- Provide all colleagues training on the Equality Act 2010 and the implications for the organisation (Stewardship)
- Widen the scope and focus of diversity and inclusion activities through a more intersectional approach to promote and support all areas of diversity within the Parliament (Inclusiveness)
- Implement an internally focused communication and engagement campaign to enhance the collective awareness and understanding of equity, diversity, inclusion and belonging (Inclusiveness)
- Continue to use positive action to increase diversity (Inclusiveness)
- Shift culture through allyship training for all (Respect)

# Our values Ar luachan



Our values are a central part of our working culture and are used to recruit, manage and develop our staff. These values guide the way we work and the decisions we make. They set out what we expect of ourselves and importantly, what our communities expect of us – this includes respecting one another's differences and allowing everyone to be able to reach their full potential without barriers.

## Our values are;

### Stewardship

Focusing on the longer term to ensure we are leaving things better than we found them and putting our shared interests ahead of any individual or team.

### Inclusiveness

Understanding the big picture and seeking out alternative perspectives. Every colleague feels they are able to make a valued contribution and deliver their best work.

### Excellence

Taking care to enhance our reputation in everything we do. Using our skills and resources efficiently and effectively to deliver high quality sustainable results.

### Respect

Appreciating difference, building cohesive teams and fostering the values and experiences of diversity.





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# Our approach to collecting the data

Mar a bhios sinn a' tionail dàta





# Our approach to collecting the data

## Mar a bhios sinn a' tional dàta



To ensure our policies and working practices are meeting our aims for an inclusive workplace and a diverse workforce we collect this data for analysis.

This report aims to comply with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 and Schedule 1 to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. In particular, it responds to:

- the duty to gather and use employee information
- the duty to publish gender pay gap information.

The data used in this report to analyse our pay gaps and staff diversity was collected at 31 March 2022. The recruitment data is for the period 1 April 2021 to 31 March 2022.

The data was collected from people management systems. The diversity information recorded in the Self-service system allows staff to self-declare. From this system the diversity monitoring questions that people have responded to, and that have been used in this report, are: Disability, Ethnicity, Religion or Belief, Sexual Orientation, Trans status. Staff also responded to questions about their Gender Identification and Non-binary identification. In this reporting year none of our staff have described their gender identification as 'in another way' to either male or female or identified as non-binary.

Questions about caring responsibilities and marital status were also asked that have not been included in this report. In addition, information is provided from the payroll system about: Age, Sex, Maternity/Paternity. The declaration rate from the staff group is between the range of 73% to 79% (excluding prefer not to say responses) across the different protected characteristics and groups held in the Self-service system. The response rate including prefer not to say responses is 80 to 83%.

# Our approach to collecting the data

## Mar a bhios sinn a' tional dàta



We will continue to engage with staff at the earliest opportunity and throughout their employment to increase our declaration rates and to help us better understand our staff group.

In gathering data on the disability, ethnicity, religion or belief, sex, sexual orientation and trans status of staff within our organisation we align our questions and descriptions with those as used in the Scottish Census 2022.

The language we use to describe our staff is in alignment with our values of respect and inclusion. This means that we use more inclusive language that represents how our staff describe themselves such as Minority Ethnic and LGB+ (lesbian, gay, bisexual, +) and Trans.

Our data collection and reporting will remain under review for fit to supporting our data informed decision making, inclusive language and meeting our legislative duties.

## Reviewing Our Data Gathering

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We will conduct a review of our data gathering around sex, gender identification and trans status for alignment with the Chief Statistician's [guidance on Sex, gender identity, trans status - data collection and publication](#). We need to ensure our ability to compare ourselves with national data including the Census and comparability from one year to the next so that we can identify trends (positive and negative). Following the review and if required we will apply necessary updates with effect from 31 March 2023.



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# Our people

## Ar daoine



# Our people

## Ar daoine



At 31 March 2022 there were 575 staff members. This is a decrease of 5.3% from the previous year. On a Full-Time Equivalent (FTE) basis there were 527 staff. In 2021 the FTE was 549 staff; the annual decrease was 4.0%.



# Our people

## Ar daoine



### Full time / Part time

Part-time staff account for 22.1% of all staff, a slight reduction on the prior year (22.9%).

The number of men on part-time contracts decreased by 27% from 45 in 2021 to 33 this year. The number of men on part-time contracts account for 13% of all male staff (16% in 2021).

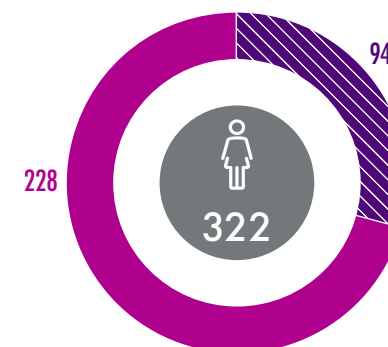
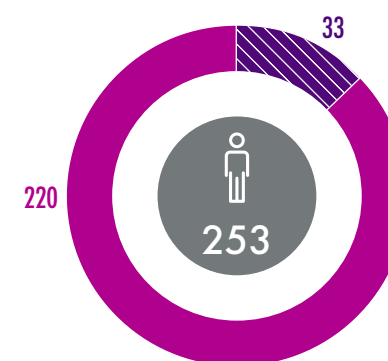
The proportion of women working part-time contracts has increased by 1% to 29%. There has been a 4.2% decrease in the number of women on full-time contracts from 238 in the previous reporting year to 228 this year.

At Leadership Team level, no staff work part time hours under the Office of National Statistics (ONS) definition (less than 30 hours per week).

Disabled staff are slightly less likely than the whole staff group to work part-time (20.8% compared to 22.1%). Minority Ethnic staff are slightly more likely (24%) and LGB+ staff are significantly less likely to work part-time (11.8%).

Response	Men	Women	Total
Part Time	33 / 13.0%	94 / 29.2%	127 / 22.1%
Full Time	220 / 87.0%	228 / 70.8%	448 / 77.9%
<b>Total</b>	<b>253</b>	<b>322</b>	<b>575</b>

### Sex

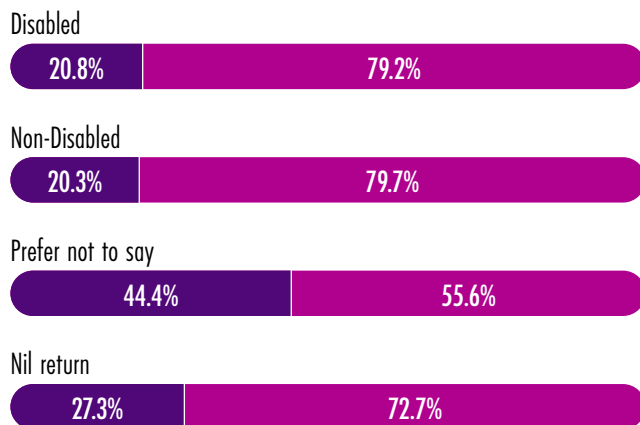




# Our people Ar daoine

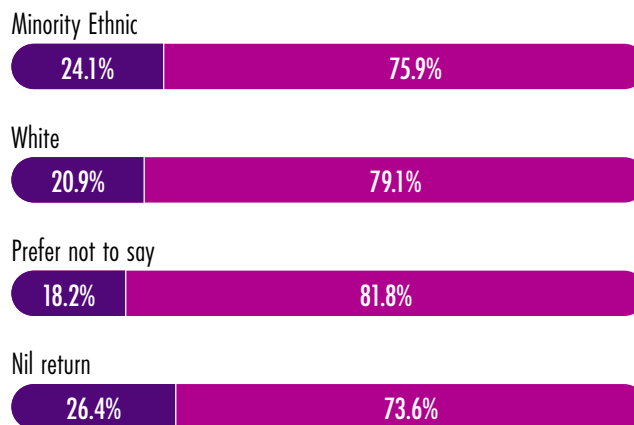


## Disability



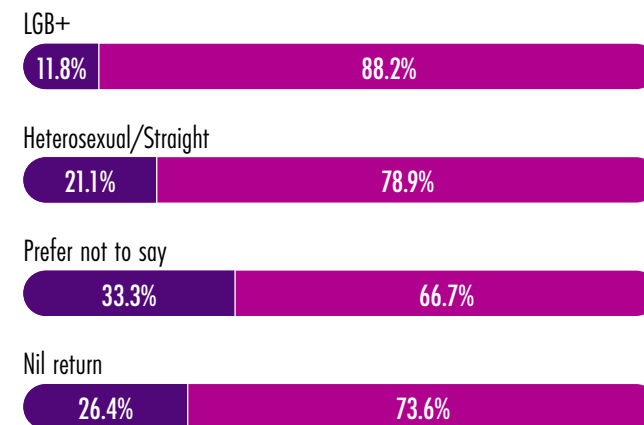
Response	● Part Time	● Full Time	Total
Disabled	10 / 20.8%	38 / 79.2%	48
Non-Disabled	83 / 20.3%	325 / 79.7%	408
Prefer not to say	4 / 44.4%	5 / 55.6%	9
Nil return	30 / 27.3%	80 / 72.7%	110

## Minority Ethnic



Response	● Part Time	● Full Time	Total
Minority Ethnic	7 / 24.1%	22 / 75.9%	29
White	89 / 20.9%	336 / 79.1%	425
Prefer not to say	2 / 18.2%	9 / 81.8%	11
Nil return	29 / 26.4%	81 / 73.6%	110

## LGB+



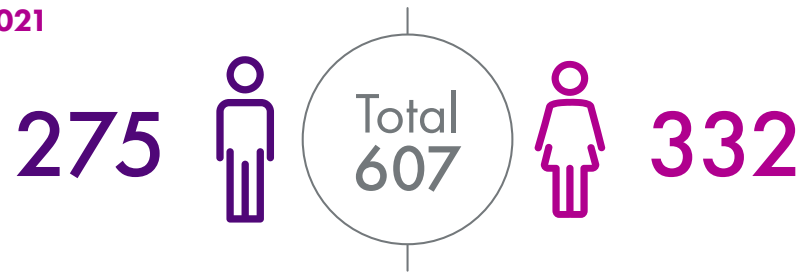
Response	● Part Time	● Full Time	Total
LGB+	4 / 11.8%	30 / 88.2%	34
Heterosexual/Straight	86 / 21.1%	321 / 78.9%	407
Prefer not to say	8 / 33.3%	16 / 66.7%	24
Nil return	29 / 26.4%	81 / 73.6%	110

# Our people Ar daoine



## Sex

2021



45% men

55% women

2022



44% men

56% women

## Leadership Team (Grade 7 and above)

2022



30% men

70% women

## Boards (individuals with a place on a board)

2022



48% men

52% women

## Senior Managers (Grade 6 and above)

2022



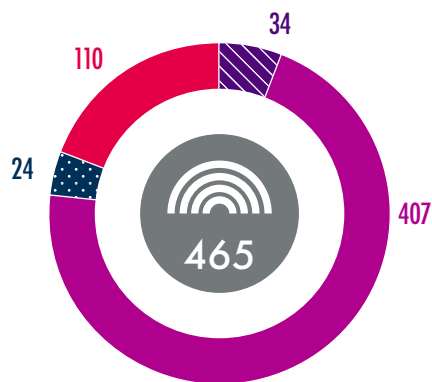
46% men

54% women

# Our people Ar daoine

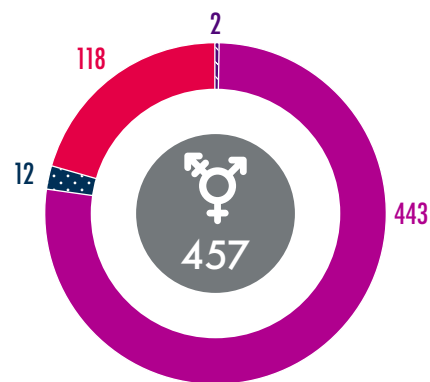


## LGB+



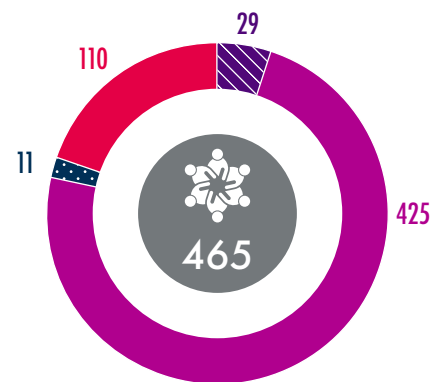
Response	Number	% of all Staff
☞ LGB+	34	5.9%
● Heterosexual/Straight	407	70.8%
● Prefer not to say	24	4.2%
● Nil Returns	110	19.1%
<b>Total</b>	<b>575</b>	<b>100%</b>

## Trans



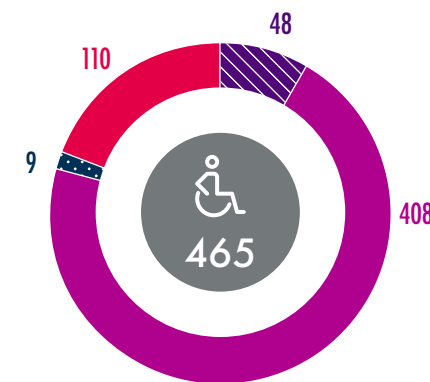
Response	Number	% of all Staff
☞ Yes	2	0.3%
● No	443	77.0%
● Prefer not to say	12	2.1%
● Nil Returns	118	20.5%
<b>Total</b>	<b>575</b>	<b>100%</b>

## Minority Ethnic



Response	Number	% of all Staff
☞ Minority Ethnic	29	5.0%
● White	425	73.9%
● Prefer not to say	11	1.9%
● Nil Returns	110	19.1%
<b>Total</b>	<b>575</b>	<b>100%</b>

## Disability



Response	Number	% of all Staff
☞ Disabled	48	8.3%
● Non-Disabled	408	71%
● Prefer not to say	9	1.6%
● Nil Returns	110	19.1%
<b>Total</b>	<b>575</b>	<b>100%</b>

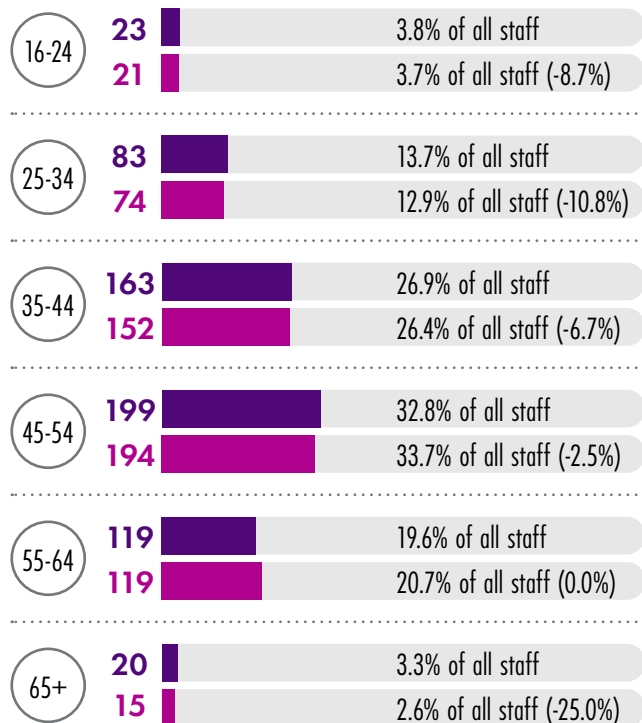
# Our people

## Ar daoine

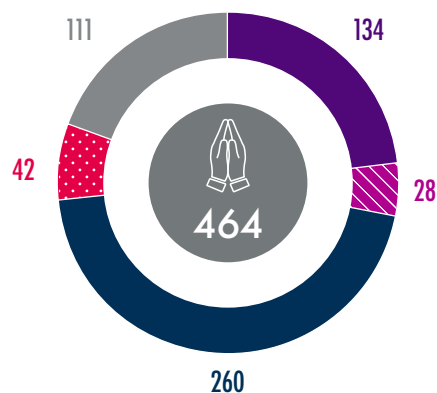


### Age

● 2021 ● 2022



### Religion or Belief



Response	Number	% of all Staff
● Christian	134	23.3%
◆ Other Faith	28	4.9%
● Non-Faith	260	45.2%
● Prefer not to say	42	7.3%
● Nil Returns	111	19.3%
<b>Total</b>	<b>575</b>	<b>100%</b>

# Our people

## Ar daoine



### Pregnancy and Maternity

The number of women taking maternity leave decreased by 24% compared to the previous year (25 to 19 this year). The percentage of women on maternity leave decreased from 7.5% in the previous year to 5.9%.

Eleven women returned from maternity leave, 8 (72.7%) made no changes to their working pattern and 3 (27.3%) changed their working pattern, of whom 3 reduced their working hours.

322  
Female Staff

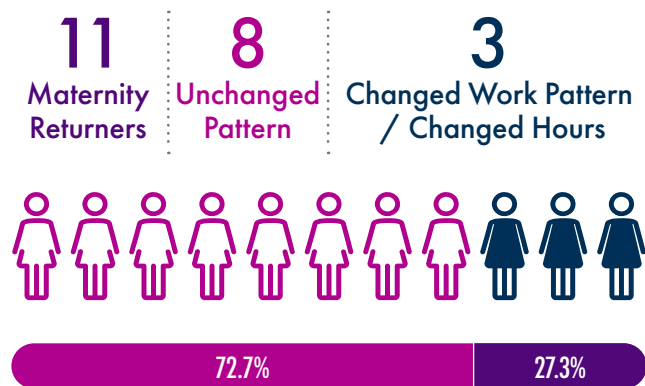


19 Female Staff  
on Maternity Leave



5.9% of female staff on maternity leave

### Return to Work & Working Pattern



### Paternity Leave

The number of men taking paternity leave increased by 23% on the previous year, from 9 to 11.

253  
Male Staff



11 Male Staff on  
Paternity Leave



4.35% of male staff on paternity leave



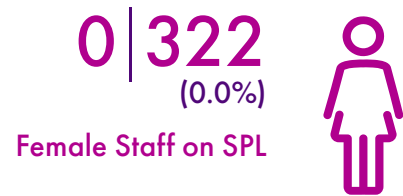
# Our people

## Ar daoine



### Shared Parental Leave (SPL)

Shared Parental Leave was taken by no members of staff this year. In the previous year it was taken by 5 men and no women.



### Family Care Leave (FCL)

Family Care was taken by 3 women and no men. This is the same as in the previous reporting year.



# How do we compare

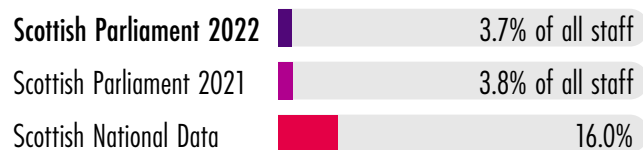
## Ciamar a tha sinn an coimeas ri càch



For comparative purposes we have used the Scottish Government Equality Evidence Finder to use the most recently available data.

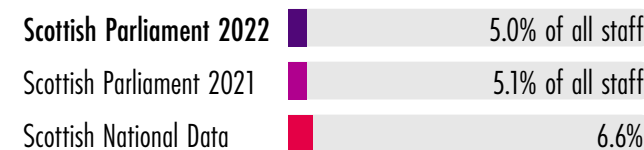
We benchmark ourselves against Scottish national data and the previous year's reporting each year to highlight progress and areas for improvement. The information tells us:

### Young people (16 – 24 years)



As a percentage of all staff, both the 45-54 years and 55-64 years age groups increased in the year. All other age groups decreased. The median age increased again this year to 47 years (46 years in 2021).

### Minority Ethnic



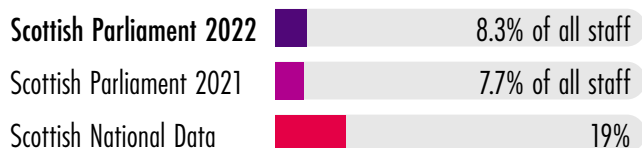
The percentage of all staff describing themselves as minority ethnic decreased by 0.1% from the previous year to 5%.

# How do we compare

## Ciamar a tha sinn an coimeas ri càch

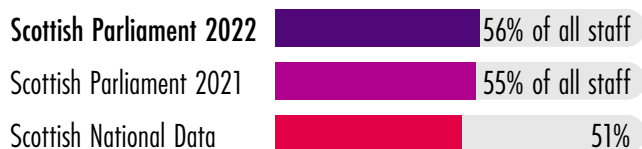


### Disability



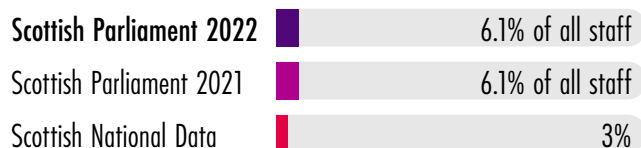
Declaration of a disability increased to 8.3% of staff this year (previously 7.7%).

### Sex (Women)



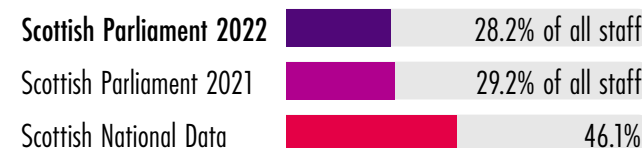
The proportion of women in the staff group has increased by 1% to 56% this year. This is a slight over-representation (5%) compared to the national population.

### LGBT+



The proportion of LGBT+ staff remains unchanged from the previous year at 6.1%. Scottish Government figures indicate that 3% of the general population are LGBT+, however, it is also noted that this likely to be an underestimation due to a reluctance to declare.

### Religion or Belief



There was a decrease of 1% this year of staff declaring a religion or belief. This also remains significantly below the general population where 46.1% declare a religious belief.



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# Recruiting a diverse workforce

A' trusadh sgioba-obrach  
eadar-mheasgte



# Recruiting a diverse workforce

## A' trusadh sgioba-obrach eadar-mheasgte

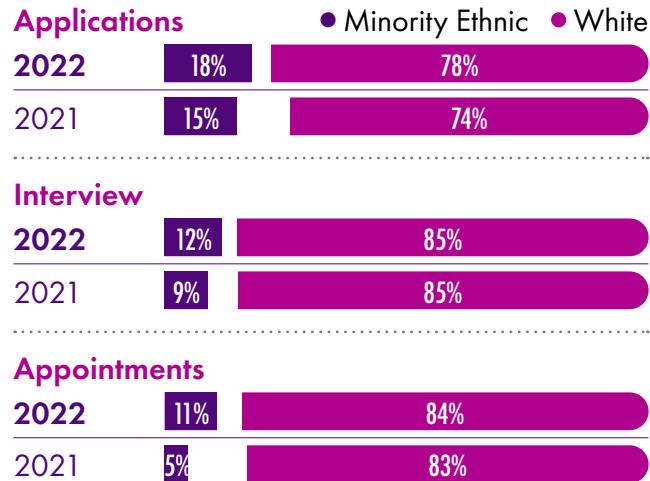


Our recruitment practices are built on our values of inclusion, respect, stewardship and excellence. We strive to have a staff group that reflects the diversity of Scotland. We proactively promote our employment opportunities, particularly to groups that are under-represented in our staff group.

During the period, there were 62 appointments made. In the previous year there were 40 appointments. Overall, there were 490 applications for posts during the period. This is a 16.6% increase from the previous reporting year (420 applications).

We analyse our recruitment data to help us to understand at what stage in the process different groups may be experiencing barriers. We can then make changes and monitor for effectiveness and review if our actions are having the intended outcomes. This year the data tells us:

### Ethnicity



Applications from ME candidates increased to 18% this year, 3% increase on the previous year. The proportion of appointments to ME candidates increased by 6% on the previous year to 11%.

The success rate at interview increased to 8% for ME candidates compared to 14% for White candidates. The success rate for candidates who preferred not to declare their ethnicity was 20%.

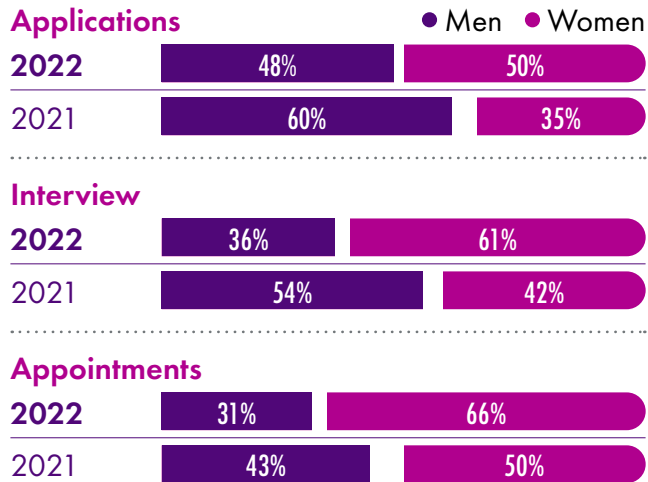


# Recruiting a diverse workforce

## A' trusadh sgioba-obrach eadar-mheasgte

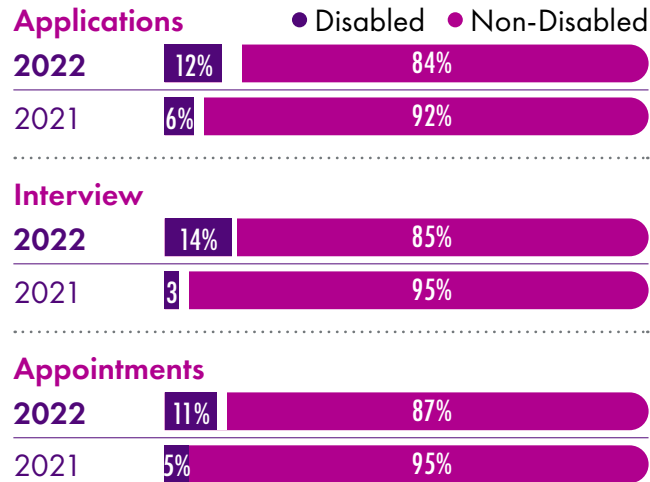


### Sex



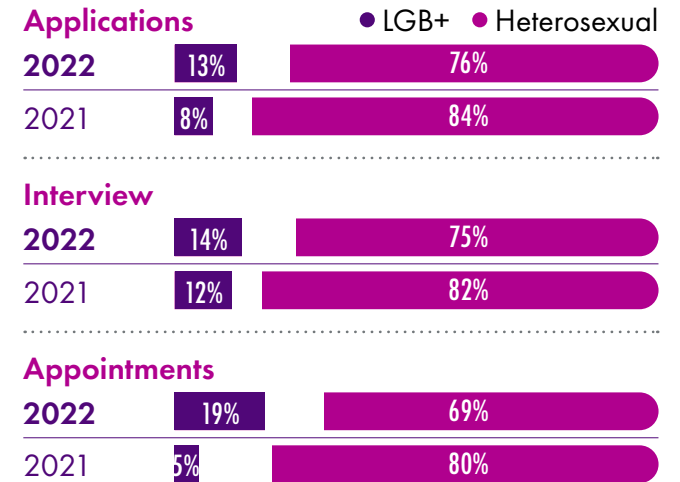
Applications from women increased to 50% this year (was 35% in 2021) and success rate at appointment was 17% for women compared to 8% for men. This is a similar ratio to the previous year (women – 14%; men – 7%).

### Disability



Applications from disabled candidates increased from 6% to 12% this year. The success rate at appointment was 12% compared to 13% for non-disabled candidates. In the previous year the success rate was 8% for disabled candidates and 10% for non-disabled candidates.

### LGB+



Applications from LGB+ people increased by 5% on the previous year to 13%. The success rate at appointment for LGB+ candidates was 19% compared to 12% for Heterosexual candidates.



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# Diversity pay gaps

Beàrnan pàighidh iomadachd



# Diversity pay gaps

## Beàrnan pàighidh iomadachd



This year, in addition to the gender, ethnicity and disability pay gaps that we have previously reported on we have also reported on LGB+ pay gap information. Reporting on our diversity pay gaps is important to us in allowing us to identify where we need to improve and to plan accordingly.

### **Method of Calculation**

For the measures in this report the median and mean hourly rates of pay were calculated. The median pay is the middle point of the population and the mean pay, the arithmetic average of a population.

### **Quartiles**

This measures the proportion of different groups in each quartile when divided into four groups ordered from lowest to highest pay. This demonstrates whether there is an overrepresentation of one group within lower or higher paid jobs.

Measuring the Ethnicity, Disability and LGB+ pay gaps is limited by the declaration rates from the staff group.

# Diversity pay gaps

## Beàrnan pàighidh iomadachd



### Gender Pay Gap (GPG)

The Gender Pay Gap is the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings.

#### How do we compare?

The first table provides comparison datasets for UK and Scotland derived from the Office of National Statistics annual survey of hours and earnings (ASHE) pay gap series.

Gender Pay Gap	UK	Scotland	Scottish Public Sector	Scottish Parliament
All Staff	14.9%	12.2%	12.7%	11.2%
Full-time Staff	8.3%	3.7%	5.4%	21.7%
Part-time staff	-2.8%	-6.7%	17.9%	-29.2%

#### Annual Changes in Median GPG (All Staff)

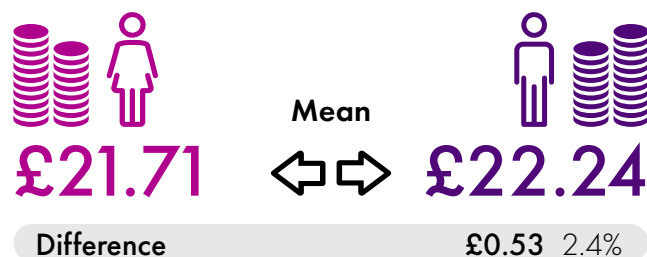
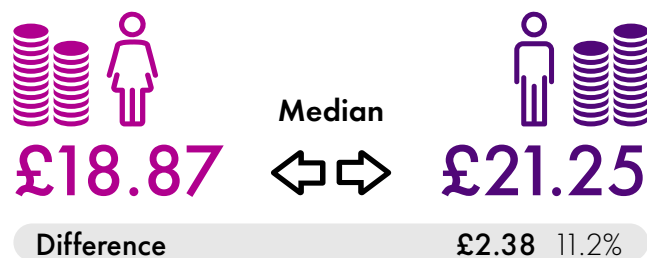
2018	2019	2020	2021	2022
2.90%	0.90%	2.4%	7.60%	11.20%

# Diversity pay gaps

## Beàrnan pàighidh iomadachd



### Median and Mean gender pay gap in hourly pay (for all staff)



This figure looks at the hourly rate of pay for all staff (full-time and part-time) by gender, it is the high-level indicator of earning power.

This year the median GPG has increased to 11.2% from 7.6% in the previous year. The median GPG for all Scotland as reported by the ONS data is 12.2% and for the Scottish Public Sector is 12.7%.

Our increase which was largely predicted in 2020-21 in light of the then median spine point for women being in Grade 3 at point 9 (consistent with the 2020 report), and conversely a median point for men which increased from Grade 4, point 10 in 2020 to Grade 4, point 11 in 2021 due to annual pay progression. This trend has continued in the 2022 reporting year, but we now see an increase in the median spine point for women to the bottom spine point of the Grade 4 scale.

In the reporting year, men were proportionally more likely to leave the Parliament than women, 13% of men left compared to 6.8% of women. The majority of men who left were at lower grade levels (Grades 2 and 3); whereas for women the majority were at a higher level (Grade 5). Notably, half of Grade 5 women leavers were retirees. The distribution of our leavers could have contributed to our increased pay gap this year.

If the staffing complement remains static throughout 2022/23 within our existing pay structure, it could reasonably be assumed that the high level pay gap will remain relatively stable in the next reporting year, as both men and women progress up the salary scale with annual pay progression. In future years the pay gap could decrease from its current level due to the median point for both men and women falling into Grade 4.

## Diversity pay gaps

### Beàrnan pàighidh iomadachd

Once men reach the top of grade 4 the pay gap could start to decrease as the women's median point continues to increase through pay progression, finally to the point where the median point for both falls at the top of grade 4. There have however been a number of posts recruited to in Spring 2022 through the strategic review that could have an impact on the gender pay gap.

Our pay policy commits us to adopting policies and practices that contribute to pursuing complete equity among staff. Decisions relating to pay and reward are made in such a way as to be mindful of unconscious bias, diversity and demonstrating a commitment to pay equity.

We are reviewing our pay and reward arrangements with these commitments in mind and we expect future diversity pay gap reports to be reflective of the outcomes of this review.

### Working Pattern by Grade



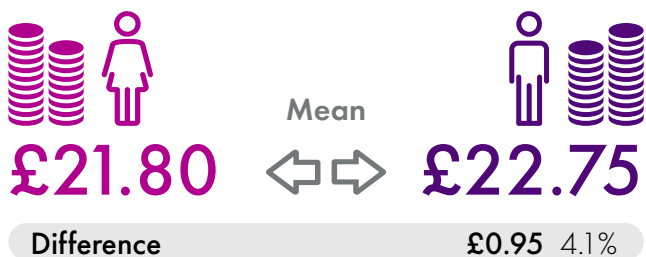
Grade	Full Time	Part Time	Full Time	Part Time
1	0	0	0	0
2	61	10	75	23
3	33	12	40	20
4	57	8	44	28
5	47	1	39	13
6	16	2	15	3
7 and above	3	0	6	0
Solicitors Office	3	0	9	7
<b>Total</b>	<b>220</b>	<b>33</b>	<b>228</b>	<b>94</b>

# Diversity pay gaps

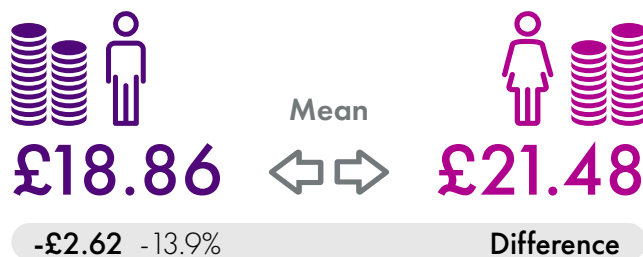
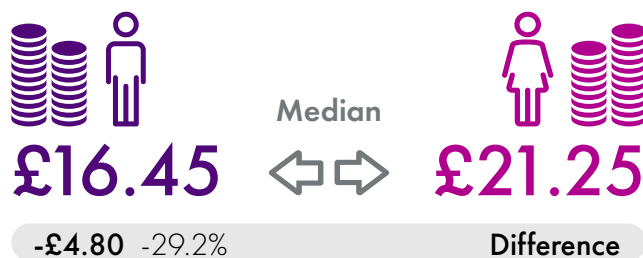
## Beàrnan pàighidh iomadachd



### Gross pay for full-time staff by gender



### Gross pay for part-time staff by gender



When looking at the hourly rate for full time and part time staff there is a negative pay gap for part time staff of -29.2% this means that for this group of staff, women are paid more than men. The pay gap for part-time workers in the Scottish public sector is 17.9%.

The full-time pay gap is 21.7%, analysis of advertised roles in the past year indicates that under 10% were part-time. We intend to review our Flexible Working Policy in 2023 to ensure that it is accessible for all and enables and supports inclusive role design.

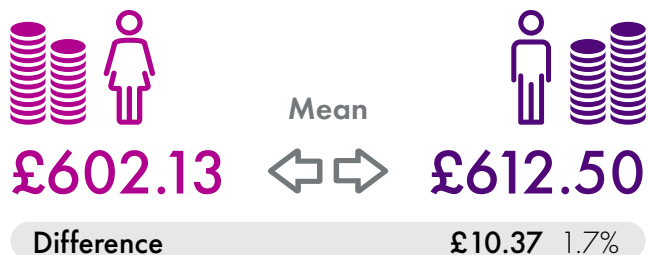
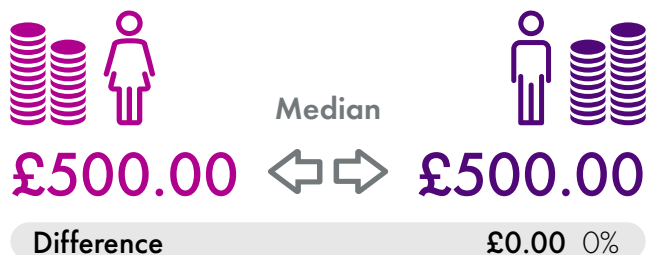


# Diversity pay gaps

## Beàrnan pàighidh iomadachd



### Median and Mean exceptional contribution award (ECA) pay gap



### Proportion of men and women receiving an exceptional contribution payment

Sex	Staff receiving ECA	% of ECA	% of men/women	% all staff	Total Staff
Men	28	37.3%	11.1%	4.9%	253
Women	47	62.7%	14.6%	8.2%	322
Total	75	-	-	13.0%	575

As demonstrated in the table above, and conversely with last year, women now account for the significant majority of ECAs. (previously 47% to women, 53% to men).

This year there is a 0% ECA median pay gap, the same as the previous reporting year. The mean difference is 1.7% gap in favour of men, last year the difference was a 88.1% mean pay gap in favour towards women.

# Diversity pay gaps

## Beàrnan pàighidh iomadachd

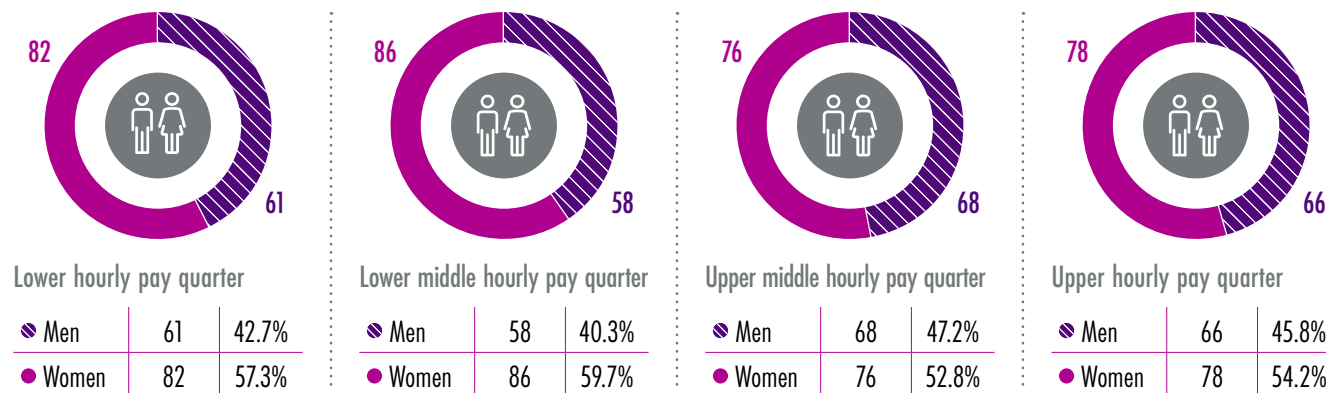


This measures the proportion of men and women in each quartile when divided into four groups ordered from lowest to highest pay. This demonstrates whether there is an overrepresentation of one gender within lower or higher paid jobs. In the Scottish Parliamentary Service (SPS), the staffing ratio is 44% men: 56% women (was 45:55 in 2021). All quartiles are within 5% of this range. Proportionate to the whole organisation gender representation ratio women are, however, over-represented in the two lower quartiles, in particular the representation of women in the lower middle quarter has increased to 59.7% compared to 55.9% in 2021.

In the in the upper quarters women are comparatively under-represented although representation in the upper middle quarter (52.8%) has improved when compared to 2021 (50%). Conversely, men are under-represented in the lower quarters and over-represented in upper quarters.

We will investigate these disparities to discover if there are any unintended barriers which are acting against women achieving promotion to higher graded roles.

### Proportion of men and women in each pay quartile



# Diversity pay gaps

## Beàrnan pàighidh iomadachd



### Ethnicity Pay Gap

Our Ethnicity Pay Gap measures the average difference in pay between all staff who have identified as Minority Ethnic and those who have identified as a White ethnic group. We have placed our staff into two cohorts due to the relatively small dataset size.

In reporting on the Ethnicity Pay Gap we have aligned with gender pay gap measures where we have sufficient data to do so.

The ethnicity pay gap for all staff (full-time and part-time) has increased from 27.6% in 2021 to 30.1% in 2022. An increase of 2.5% on the previous year, in 2021 the increase was 6.3%.

#### Annual Changes in Median Ethnicity Pay Gap

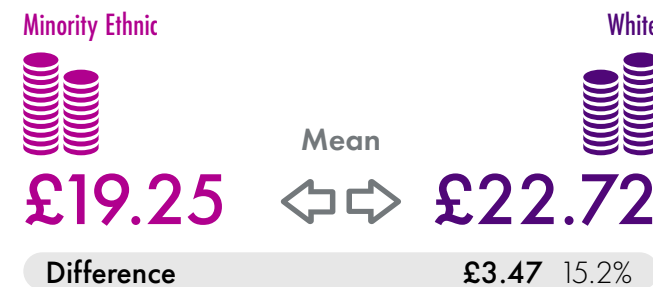
2017/18	2018/19	2019/2020	2020/21	2021/22
N/A	21.60%	21.30%	27.60%	30.10%

The median pay point for Minority Ethnic staff is now in Grade 3 at spine point 7 which is a move from the top of grade 2 to bottom of grade 3 and a return to the results in 2020. The median point for White staff has increased from Grade 4, point 11 in 2021 to Grade 4, point 12 due to pay progression.

For comparison, the most recently available data from the Office for National Statistics reports the median ethnicity pay gap in Scotland at 10.3% (ONS, 2019).

As with the gender pay gap, if the staffing complement is to remain consistent throughout 2022/23 the gap is likely to remain broadly similar in the next reporting year due to pay progression for both cohorts of staff.

#### Median and Mean ethnicity pay gap in hourly pay (for all staff)



# Diversity pay gaps

## Beàrnan pàighidh iomadachd



This measures the proportion of staff by ethnicity in each quartile when divided into four groups ordered from lowest to highest pay.

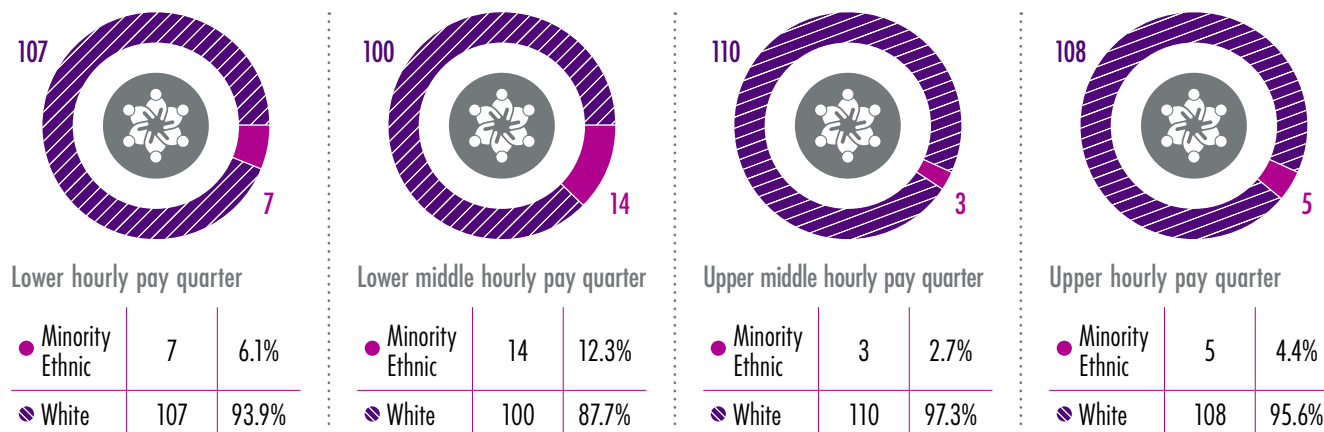
Based on the available data, there is a higher representation of minority ethnic staff in the lower two quartiles than the organisational ratio (5% Minority Ethnic), which is consistent with 72% of minority ethnic staff being employed in grades 1-3. This represents an improvement from 2021, with greater representation now visible at the higher end of the grade scale.

Representation of ME staff in upper quarter has increased from 4.1% to 4.4%. However, in the upper middle quarter representation of ME staff decreased from 4.1% to 2.7%.

In the lower middle quarter minority ethnic staff representation increased from 9.9% in 2021 to 12.3% this year. In the lower quarter the change was from 7.4% to 6.1% this year.

In 2021/22 we invested in a minority ethnic leadership programme to support our ME staff to develop their careers and prepare for promotion to higher graded roles. We will continue to invest in development programmes such as this.

### Ethnicity and pay quartiles



# Diversity pay gaps

## Beàrnan pàighidh iomadachd



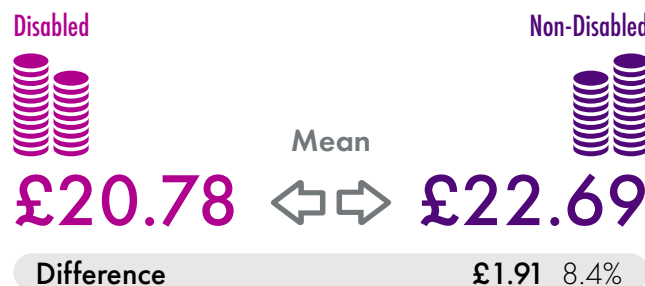
### Disability Pay Gap

The Disability Pay Gap measures the difference in pay between all staff who have declared a disability, and those staff who have not declared a disability.

#### Annual Changes in Median Disability Pay Gap

2017/18	2018/19	2019/2020	2020/21	2021/22
N/A	0.90%	2.40%	7.60%	13.4%

#### Median and Mean disability pay gap in hourly pay (for all staff)



This year the disability pay gap is 13.4%, an increase of 5.8% on the previous year (7.6%). In previous years the disability pay gap has tracked with the gender pay gap, this year it is 2.2% greater. For comparison, the most recently available data from the Office for National Statistics reports the median disability pay gap in Scotland at 18.5% (ONS, 2021).

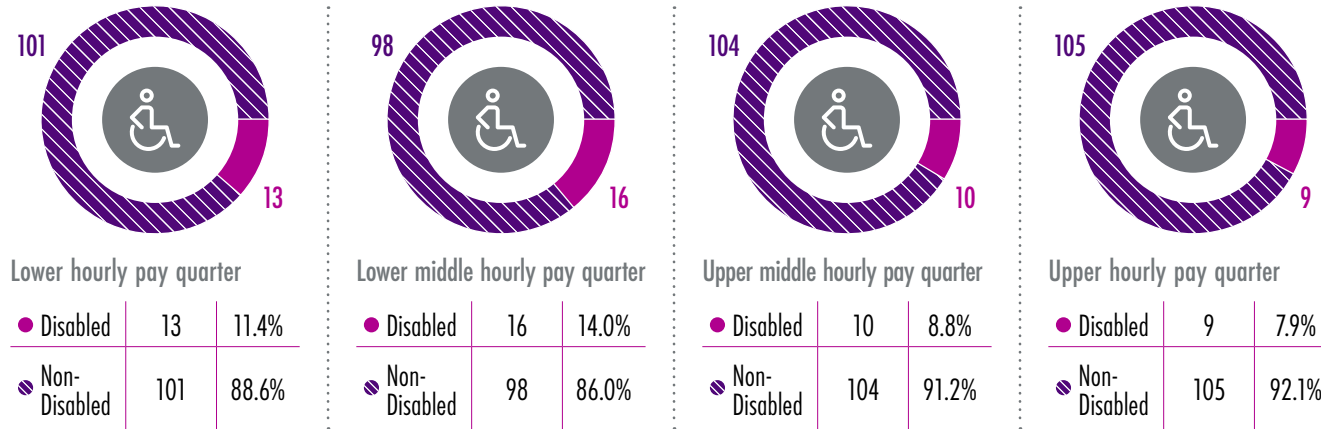
We were re-accredited as a Disability Confident Leader employer this year. We will review our approach to the recruitment of staff with a declared disability to ensure that we continue to achieve the high standards we set for ourselves.

# Diversity pay gaps

## Beàrnan pàighidh iomadachd



### Disability and pay quartiles



The representation of disabled people in the organisation is 8.3%. It can be seen that disabled people are significantly over-represented in the lower two quartiles of our staff group who have declared a disability.

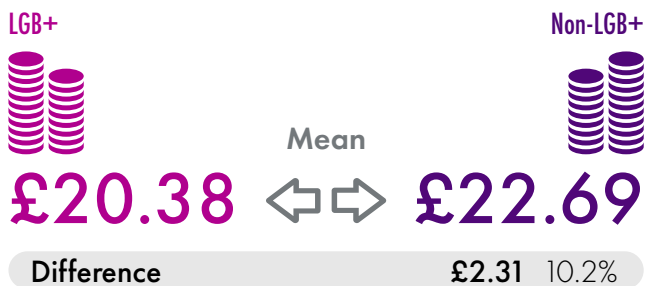
# Diversity pay gaps

## Beàrnan pàighidh iomadachd



### LGB+ Pay Gap

#### Median and Mean LGB+ pay gap in hourly pay (for all staff)



This is the first year we have published our findings about the LGB+ pay gap. This year it tells us that at 9.8% it is the lowest gap of the four measured, 1.4% lower than the gender pay gap.

The proportion of LGB+ people in the parliamentary service staff group is 5.9%.

However, we recognise that we need to increase the rate of declaration of LGB+ staff so that we have more meaningful comparator data. We will work with our LGBT+ staff network, SPOut, to identify ways of increasing the confidence of our staff to declare their sexual orientation.

#### LGB+ and pay quartiles



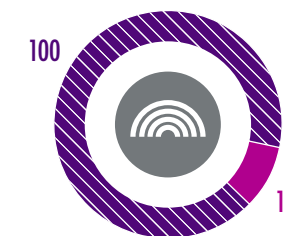
Lower hourly pay quarter

● LGB+	10	9.1%
● Non-LGB+	100	90.9%



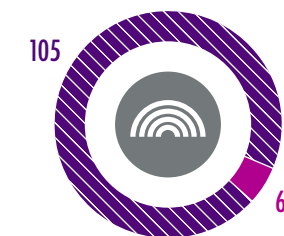
Lower middle hourly pay quarter

● LGB+	8	7.3%
● Non-LGB+	102	92.7%



Upper middle hourly pay quarter

● LGB+	10	9.1%
● Non-LGB+	100	90.6%



Upper hourly pay quarter

● LGB+	6	5.4%
● Non-LGB+	105	94.6%



# Diversity pay gaps

## Beàrnan pàighidh iomadachd



### Equal Pay



Equal Pay and the Gender Pay Gap are not the same. Equal pay means that men and women are paid the same amount for doing work of equal value unless any difference in pay can be justified.

As demonstrated in the table, the median hourly rate of pay for men and women is equal for all grades on the main SPCB pay scale.

The Solicitors Office has a small number of staff (19 people) across 5 different grade levels. Where there are men and women in the same role it can be demonstrated that they are paid equally.

The difference in the hourly rate for the combined Solicitors Office is accounted for in the staffing ratio 17:83 (M:F) of staff employed within the solicitor's office. Men are employed in roles in two grade levels between points 52 and 60 on our salary scale, whereas a greater variance exists in the job roles of women staff members who are employed across four different job roles. The median point for men within the solicitor's office sits at solicitor team leader level, whereas for women in the solicitor's office the median point continues to fall at the solicitor grade level which demonstrates why the gap is greater in this office compared to the main pay grade scale.

### Hourly pay breakdown by grade and gender

Grade	 Men	 Women	Difference
1	£0.00	£0.00	£0.00 / 0%
2	£14.42	£14.42	£0.00 / 0%
3	£18.41	£18.41	£0.00 / 0%
4	£23.50	£23.50	£0.00 / 0%
5	£29.63	£29.63	£0.00 / 0%
6	£37.49	£37.49	£0.00 / 0%
7 and above	£46.08	£46.08	£0.00 / 0%
Solicitors	£41.62	£32.62	£9.00 / 21.6%



The Scottish Parliament  
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# Staff survey 2021

## Suirbhidh luchd-obrach 2021



# Staff Survey 2021

## Suirbhidh luchd-obrach 2021



The staff survey held in November 2021 asked colleagues to respond to the following questions about their mental health and wellbeing and the inclusivity of the culture at the Parliament.

The results were compared with a similar survey conducted in 2020. A sample of some of the questions are provided below.

The survey results produce a wellbeing risk index. We scored 34% overall, which is categorized as “good” and compares to 41% for other public sector bodies and 40% for all companies.

However, this does mean that 34% of colleagues are at risk of having poor wellbeing. It also represents a decline in our wellbeing scores. This is not unique to us and follows a trend seen globally over the course of the pandemic.

When asked about whether the Parliament respects difference, 75% of our staff agreed and 78% of people agreed that we are committed to creating a diverse and inclusive workplace.

This year’s scores were all down on the previous year and we will continue to engage further with our staff in 2022/23 to understand the reasons.

	2021	2020
Average engagement score for wellbeing	65%	70%
I am happy at work	67%	72%
I rarely feel anxious at work	56%	58%
My employer cares for my wellbeing	70%	80%
I feel confident that my employer has made the right decisions to keep me safe whilst carrying out my role at this time.	75%	83%
I feel my employer cares about my health and wellbeing at this time.	71%	83%
I have enough energy for family and friends during leisure time.	62%	N/A
The Parliament respects individual differences (eg cultures, working styles, backgrounds, ideas, etc)	75%	79%
I am treated with respect	74%	78%
The Parliament is committed to creating a diverse and inclusive workplace	78%	82%



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# How did we do this year?

Ciamar a chaidh dhuinn  
am-bliadhna?



# How did we do this year?

## Ciamar a chaidh dhuinn am-bliadhna?



### Last year we committed to:

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Use positive action to increase diversity, including:

#### **Targeting campaigns to attract candidates from under-represented groups.**

We have engaged with people from Minority Ethnic (ME) backgrounds including:

- community outreach
- providing support with the application and interview process
- sharing stories of ME staff through our advertising and promotion and
- working with ME organisations particularly those who have an employment remit

We have changed our recruitment process to provide more opportunity for potential candidates to engage with the Parliament ahead of making an application. This has included holding recruitment events for specific roles that provide the opportunity to ask questions and to meet the team they could be working with.

Colleagues in People and Culture have joined up with other Scottish public sector employers to share best practice on their recruitment practices in employing people from ME backgrounds. This is facilitated by the Scottish Government (SG) Minority Ethnic Recruitment group which has led to the sharing of new ideas such as virtual ME career fairs which we have participated in.

We also benchmarked our recruitment activities for best practice using the SG ME Recruitment Toolkit and made changes to our process following this.



# How did we do this year?

## Ciamar a chaidh dhuinn am-bliadhna?



### **Apprenticeships to attract young people.**

The ongoing impacts of the pandemic meant that we were unable to host our Apprenticeship Programme in 2021/22. We did commit to support the Career Ready programme for 16-17 years olds that was held in June/July 2022. Three young people were placed at the Parliament and supported with mentors from our staff group. In addition we commenced on the Minority Ethnic Internships programme. This introduced three development positions aligned with our efforts on reducing the ethnicity pay gap. We will analyse the effectiveness of the programmes we have run and report in future years.

### **Emerging Leaders programmes to develop our Minority Ethnic colleagues**

In the reporting year we worked with Edinburgh College and Scottish Association of Minority Ethnic Educators (SAMEE) to secure funding to create and develop an innovative ME Emerging Leaders programme for our staff. This will help our ME staff to reach their full potential. This first stage of the programme was held from August 2021 to December 2021. The participants will continue to be supported with follow up sessions from the providers in 2022 and with mentoring.

We also worked in partnership with the John Smith Centre supporting their ME leadership programme in 2022 by inviting three placements in the Parliament to experience it as a place of work.

There has been a lot that has been positive in the past year. Women's representation in senior roles increased: at Leadership Team level from 67% women to 70% and Senior Managers (Grade 6 and above) from 51% to 54%. The GPG did increase again though from 7.6% to 11.2%. We are conducting a pay review for completion in early 2023 and will use the findings from this year and previous years to inform the review and recommendations.

## How did we do this year? Ciamar a chaidh dhuinn am-bliadhna?



The median age increased again this to 47 years and the proportion of young people (aged 16 to 24) reduced to 3.7% of our staff group.

The ethnicity pay gap also increased this year from 27.6% to 30.1%. We have taken a number of steps, including positive action in recruitment and leadership development programmes to increase the representation of ME people in all grades of our workforce. The results will be available for the next reporting year.

Our disability declaration rate has improved this year from 7.7% to 8.3%, although this is still well below the proportion of disabled people in the Scottish working population (19%). As a Disability Confident Leader Employer we actively encourage our staff to talk about the support and adjustments that will allow them to thrive in their role in regular discussions with their line managers about their wellbeing plans and disability adjustment plans.

We set out below our actions for the next year to meet our diversity and inclusion aims and address inequalities.



# How did we do this year?

## Ciamar a chaidh dhuinn am-bliadhna?



### Our Actions for 2022/23

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1. Following on from the commitments made to the Equalities and Human Rights Committee (Session 5) we will continue to work on the actions to address the underrepresentation of Minority Ethnic people in our workforce and within our senior leadership roles.
  - We will develop a self-assessment tool to identify gaps in our approach to tackling racism We will follow this up with a diversity and inclusion culture audit from an external provider.
  - We will develop a Race Strategy to tackle barriers in the workplace, including pay disparities
  - Continue with our programmes to support the career development of Minority Ethnic colleagues
  - Review our recruitment and selection practices for inclusiveness, reach and impact
  - Continue to use positive action to increase diversity in our staff group
2. Take action in response to the results of our staff survey and progress our commitments in the Positive About Mental Health and Wellbeing delivery plan
3. In progressing the New Ways Of Working programme, we will seek to remove barriers and optimise the potential for positive impact on diverse groups
4. We will conduct a pay structure review building in the analysis from pay gap data from this and previous reports

## How did we do this year?

### Ciamar a chaidh dhuinn am-bliadhna?



5. We will review our data collection and reporting to see if it is still fit for purpose and culturally appropriate. This work will build on the previous discussions and decisions held by our Diversity & Inclusion Board. We will reflect on the Scottish Government's Chief Statistician's guidance on data gathering and reporting on gender and sex.
6. Our Engagement team will promote and raise awareness of our policies, diversity networks, support for staff, development programmes.
7. We will engage with Network steering groups on proposals to support them to continue to function and sustain themselves.



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Pàrlamaid na h-Alba



# Appendix Recruitment

Pàipear-taice – Trusadh

# Appendix Recruitment

## Pàipear-taice – Trusadh



The following tables summarise the available data for the groups (disability, ethnicity, sex and sexual orientation) for advertised posts between 1 April 2021 and 31 March 2022.

There were two applications from trans identified candidates.

Sex	Application	% at stage	Interview	% at stage	Success rate	Offer and Placement	% apps	Success rate
Male	234	48%	42	36%	18%	19	31%	8%
Female	245	50%	71	61%	29%	41	66%	17%
In Another Way	0	0%	0	0%	0%	0	0%	0%
Prefer not to say	11	2%	3	3%	27%	2	3%	18%
<b>Totals</b>	<b>490</b>	<b>100%</b>	<b>116</b>	<b>100%</b>	<b>N/A</b>	<b>62</b>	<b>100%</b>	<b>N/A%</b>

LGB+	Application	% at stage	Interview	% at stage	Success rate	Offer and Placement	% apps	Success rate
LGB+	64	13%	16	14%	25%	12	19%	19%
Hetero/Straight	370	76%	87	75%	24%	43	69%	12%
Prefer not to say	56	11%	13	11%	23%	7	11%	13%
<b>Totals</b>	<b>490</b>	<b>100%</b>	<b>116</b>	<b>100%</b>	<b>N/A</b>	<b>62</b>	<b>100%</b>	<b>N/A</b>

# Appendix Recruitment

## Pàipear-taice – Trusadh



Disability	Application	% at stage	Interview	% at stage	Success rate	Offer and Placement	% apps	Success rate
Yes	59	12%	16	14%	27%	7	11%	12%
No	412	84%	99	85%	24%	54	87%	13%
Prefer not to say	19	4%	1	1%	5%	1	2%	5%
<b>Totals</b>	<b>490</b>	<b>100%</b>	<b>116</b>	<b>100%</b>	<b>N/A</b>	<b>62</b>	<b>100%</b>	<b>N/A</b>

Ethnicity	Application	% at stage	Interview	% at stage	Success rate	Offer and Placement	% apps	Success rate
Minority Ethnic	89	18%	14	12%	16%	7	11%	8%
White	383	78%	99	85%	26%	52	84%	14%
Prefer not to say	15	3%	1	1%	7%	3	5%	20%
Not Indicated	3	1%	2	2%	67%	0	0%	0%
<b>Totals</b>	<b>490</b>	<b>100%</b>	<b>116</b>	<b>100%</b>	<b>N/A</b>	<b>62</b>	<b>100%</b>	<b>N/A</b>

# Public information

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