



The Scottish Parliament
Pàrlamaid na h-Alba

Diversity Monitoring and Pay Gaps Report 2021

20 January 2022

Reference: SPCB (2022) Paper 01

Executive summary

1. This paper invites the Corporate Body to agree to the publication of the Diversity Monitoring and Pay Gaps Report 2021.
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. Publishing the results of the data meets the requirements of the public sector equality duty of the Equality Act 2010. As with previous years, the report also includes data on the ethnicity and disability pay gaps.
4. The report analyses the diversity profile and pay gap information of the parliamentary staff group, including gender, ethnicity, disability and LGBT+ status. Comparison to the previous year and to national data is provided.
5. This information along with quarterly workforce management datasets and staff engagement activities are used to inform and measure our actions in creating a diverse, respectful, and inclusive working environment. This year's key highlights are:

Diversity Monitoring

- a. Diversity declaration rates from the staff group improved again this year and are within the range of 73% to 83% across the different protected groups. In 2018 the average rate was 61%.
- b. The proportion of women in senior positions increased from the previous year. At Leadership Group from 63% to 67% and at senior managers (Grade 6 and above) from 46% to 51%.
- c. The percentage rate of minority ethnic people in the staff group increased from 4.8% to 5.1% and for LGBT+ staff, from 6% to 6.1%.
- d. The percentage of staff declaring a disability remained at 7.7%.
- e. The proportion of young people decreased from 4.3% to 3.8%.

Diversity Pay Gaps

- f. This year the median gender and disability pay gaps increased to 7.6%, which is above the +/- 5% target. For comparison, the UK gender pay gap stood at 15.4% ([ONS, 2021](#)) and the disability pay gap at 16.5% ([TUC, 2021](#)). The mean gender pay gap is 2% and for disability is 8.2%. It is expected that the gender pay gap will increase further in 2022 if the staffing complement remains similar throughout 2021/22.
 - g. The median ethnicity pay gap widened further this year from 21.3% in 2020 to 27.6%. The mean gap is 13.4%. The most recently available data from the Office for National Statistics reports the median ethnicity pay gap in Scotland at 10.3% ([ONS, 2019](#)).
 - h. Detail on the reasons for the pay gaps is set out from page 14 in the report.
6. Recruitment data this year tells us that the proportion of successful appointments to minority ethnic candidates is unchanged at 5%. The proportion of appointments to disabled candidates decreased from 9% to 5% and LGBT+ candidates from 7% to 5%. This is accompanied by a significant drop in the proportion of applications from LGBT+ people from 22% to 8%.
 7. Our improvement actions are set out in the 5 year Delivery Plan for the Session 6 [People and Culture Strategy](#). The strategy aims to build and develop a diverse organisation that reflects wider Scottish society. The

Parliament staff group will be regularly updated on the strategy and the associated delivery plan.

Governance

8. Reporting deadlines were extended for the 2020 reporting year due to the impact of Covid-19. There is no extension for the 2021 report and the SPCB is therefore required to report and publish by 30 March 2022 using data from the 'snapshot' date of 31 March 2021.
9. 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 Group.

Resource implications

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

Publication Scheme

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

Next steps

12. The next step is to publish the report on the Parliament website and register the Gender Pay Gap information using the UK Government reporting tool.

Decision

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

People and Culture

January 2022