Executive summary

1. This paper invites Leadership Group (LG) to agree to the publication of:
   - the Gender Pay Gap Report 2017; and
   - the Diversity Monitoring Report 2017

These Reports are based on data as at 31 March 2017. The SPCB is required to report by 31 March 2018. Links to the Reports are attached as an annex to this paper along with a link to the Diversity and Inclusion Action Plan 2018/19.

Issues and Options

2. The SPCB has a legal duty to publish its data on the gender pay gap and the diversity of its workforce. Publishing the results of the data meets the requirements of the Equality Act (2010) to demonstrate compliance with the public sector duty where the SPCB must have due regard to the need to:
   - Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
   - Advance equality of opportunity between person who shares a relevant protected characteristic and persons who do not share it;
   - Foster good relations between persons who share relevant protected characteristics.

Diversity Monitoring Report 2017

3. In doing so, the Scottish Parliament must publish information about its staff who share a protected characteristic as identified in the Equality Act (2010). The diversity monitoring report 2017 analyses the staff profile with consideration of the nine protected characteristics wherever possible.

4. The main issue to highlight from the report is an increase in declaration rates from staff who identified themselves with a protected group. Whilst this provides a more accurate picture of the diversity in the workforce, there are some areas which continue to be under represented in the Parliament; these being mainly young people, who are being recruited through the Parliament’s Modern Apprenticeship Programme every year, BME, disabled people, LGBT+ and women in senior grades.

5. The report also shows that women are doing well in recruitment and promotions but there are still few BME and disabled staff being appointed.

6. The action plan (listed as annex 3) addresses what action the Parliament will take to improve the diversity in the workforce.
Gender Pay Gap Report 2017

7. The Gender Pay Gap 2016 was reported on in October 2017. That report was published in advance of the legislative requirement to demonstrate our good practice.

8. The main highlights from the 2017 report include:

   - The GPG for 2017 is 3.8%. The 2016 report identified a GPG of 11.1%. In the GPG action plan published in October 2017, the SPCB agreed to a GPG target within a range of plus or minus 5%. The 2017 GPG for the Scottish Public Sector is 13.2%.

   - The GPG has fallen to within the tolerance level in this reporting year, due to an increase in men at the lower grades and more women moving into grade 5 posts. However, the number of women at Grade 6 has fallen by 13%.

   - LG may also wish to note that there is a median GPG of 40% for the awards provided through the Exceptional Contribution Scheme. Further analysis will be conducted to assess whether there is a gender bias in the amounts awarded.

9. For benchmarking purposes, this Report and the Diversity Monitoring Report compares our findings with the national figures including gender pay gap figures released by ONS in November 2017 and Scottish census data published in 2011. Reports from the previous year are also used for comparative purposes.

10. A series of actions which the SPCB can undertake in response to the findings in these reports have been added to the Diversity and Inclusion Action Plan 2018/19 (listed as annex 3). In addition, actions first identified in the 2016 GPG report which are still active have been moved to the 2018/19 Plan. These will be considered by the Diversity and Inclusion Board (D&I Board) for its delivery of the Diversity and Inclusion Strategy.

   **Resource Implications**

11. There are no resources implications with publishing the report except for staff time in communicating and responding to the results.

   **Dependencies**
12. The delivery plan is dependent on input from the HR Office and D&I Board to deliver within agreed timescales. This will require a collaborative approach to ensure that any data collection by HR meets deadlines set by the D&I Board.

**Governance issues**

13. The Diversity and Inclusion Board will review the Reports and take forward the actions as set out. These have been combined and moved to the Diversity and Inclusion Action Plan 2018/19.

**Publication Scheme**

14. This paper can be published subject to the publications of the Gender Pay Gap Report 2017 and Diversity Monitoring report 2017.

**Next steps**

15. If Leadership Group is in agreement to publication, the Reports will be presented to the SPCB at its meeting on 22 March 2018. A Communication Media Plan will be developed before that meeting. The implications of the Gender Pay Gap Report and Action Plan will also be discussed both by the Women's Network and the D&I Board.

**Decision**

16. Leadership Group is invited to consider the findings of the Reports and agree to their publication.

**Diversity and Inclusion Board**

**March 2018**

**ANNEXES**

- **Annex 1** - Gender Pay Gap Report 2017
- **Annex 2** - Diversity Monitoring Report 2017
- **Annex 3** - Diversity and Inclusion Action Plan 2018/19