



The Scottish Parliament
Pàrlamaid na h-Alba

Diversity Monitoring and Pay Gaps Report

Aithisg air Dearcnachadh Iomadachd
agus Beàrnan Pàighidh



2020–2021

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Introduction

The underlying goal of all our work is to make a positive difference to the lives of the people of Scotland. This means putting people at the centre of everything we do.

This report covers the period 2020-2021, a year of challenges that had a profound impact on how we work and live due to the Covid-19 pandemic. During these unprecedented times, we have continued to promote equality, inclusion and diversity as fundamental principles throughout the parliamentary service. This includes developing inclusive networks and programmes that function to build and support our diverse workforce. Using a targeted approach means we can attract and retain a diverse range of candidates from backgrounds that are reflective of Scottish society.

This report shows the progress we have made in 2020-2021. It provides the evidence base for our Diversity and Inclusion strategy (2017-2021) outcomes and meets our legal obligations under the Equality Act 2010 and the specific duties.

Ro-ràdh

Is e amas bunaiteach na h-obrach uile againn piseach a thoirt air beatha muinntir na h-Alba. Tha seo a' ciallachadh daoine a chur aig cridhe a h-uile rud a nì sinn.

Tha an aithisg seo a' còmhach na h-ùine 2020-2021, bliadhna de dhùbhlain a thug buaidh anabarrach air mar a tha sinn beò agus ag obair air sgàth galar lèir-sgaoilte Covid-19. Anns na h-amannan gun samhail seo, chùim sinn oirnn a' brosnachadh co-ionannachd, in-ghabhaltas agus iomadachd mar phrionnsapalan bunaiteach air feadh seirbheis na Pàrlamaid. Tha seo a' gabhail a-steach a bhith a' cruthachadh lìonraidhean agus phrògraman in-ghabhalach a bhios ag obair gus ar sgioba-obrach eadar-mheasgte fhàs agus gus taic a thoirt dhaibh. Le bhith a' cleachdadh dòigh-obrach chuimsichte is urrainn dhuinn raon eadar-mheasgte de dhaoine a thàladh agus a chumail bho chùl-raointean a tha a' riochdachadh farsaingeachd comann-sòisealta na h-Alba.

Tha an aithisg seo a' sealltainn an adhartais a rinn sinn ann an 2020-2021. Tha e a' toirt seachad bunait fianais airson builean ar ro-innleachd Iomadachd is In-ghabhaltas (2017-2021) agus a' coinneachadh ri ar dleastanasan laghail fo Achd Co-ionannachd 2010 agus na dleastanasan sònraichte.

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.

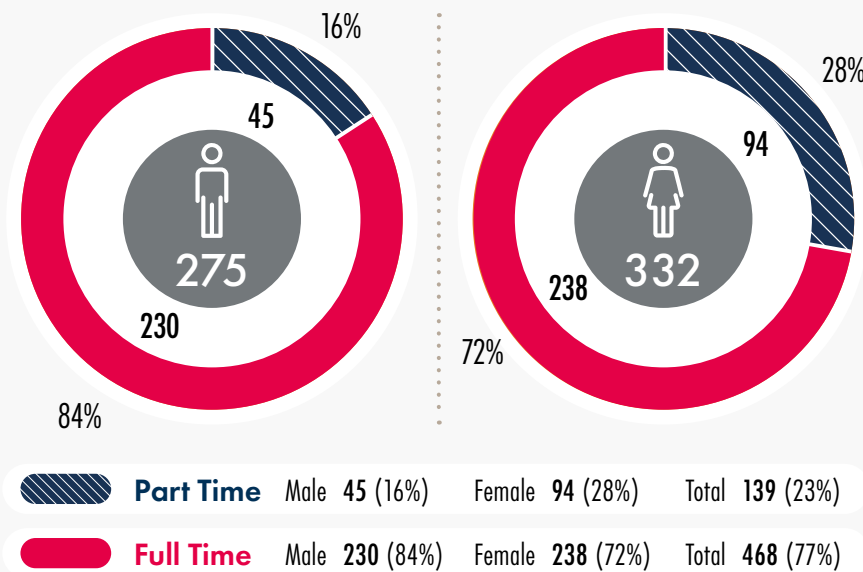
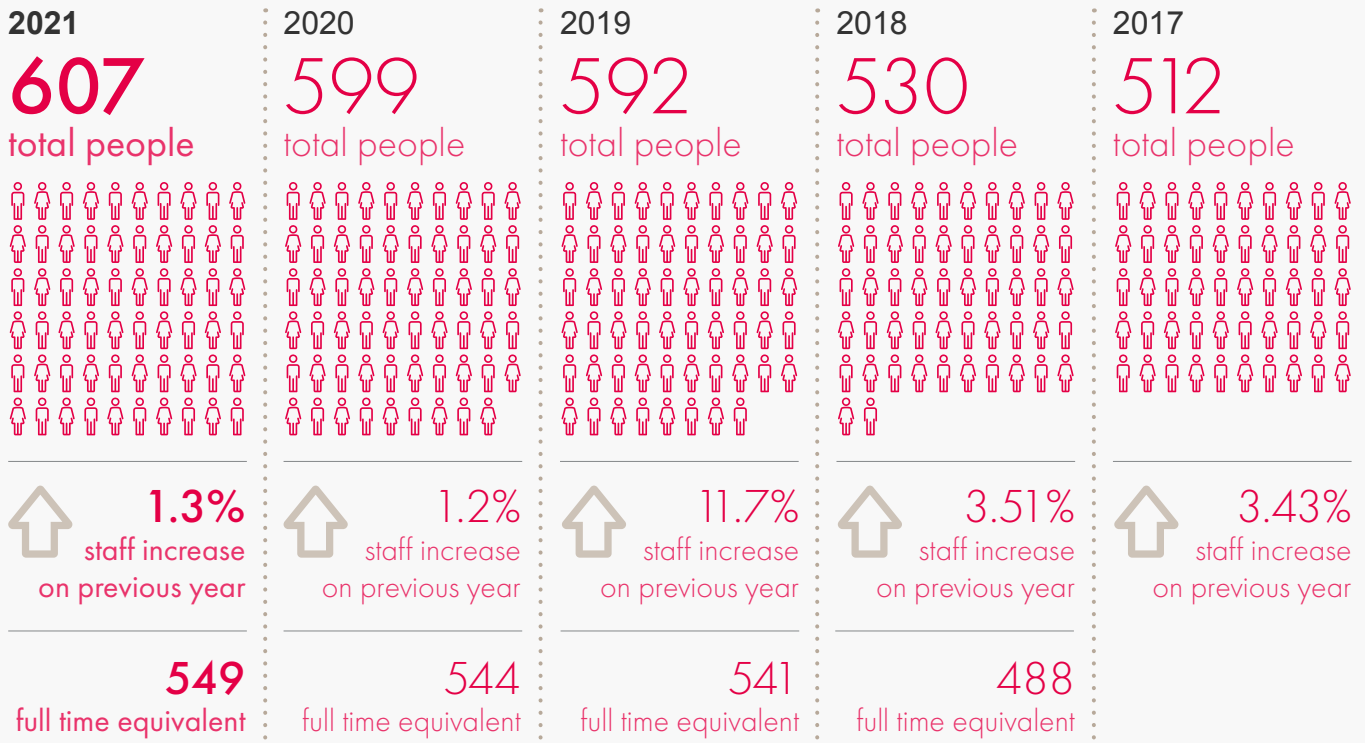
Respect

Appreciating one another's differences, allowing everyone to reach their full potential without barriers and fostering the values and experiences of diversity.



Our people Ar daoine

At 31 March 2021 there were 607 staff. This is an increase of 1.3% from the previous year. On a Full-Time Equivalent (FTE) basis there were 549 staff. In 2020 the FTE was 545 staff; the annual increase was 0.9%.

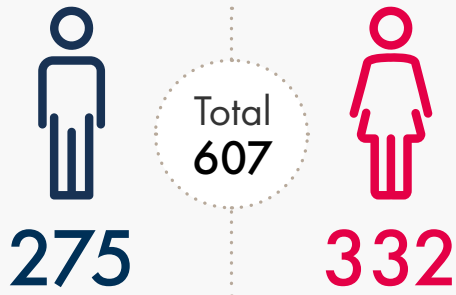


Full time / Part time

The proportion of parliamentary staff working part-time hours is 23%, the same as last year. The number of men on part-time contracts increased by 25% from 36 in 2020 to 45 this year. The number of men on part-time contracts account for 16% of all male staff. The proportion of women working part-time contracts has decreased by 2% to 28%, whilst those on full-time contracts has increased by 2.6%.

Gender

2021

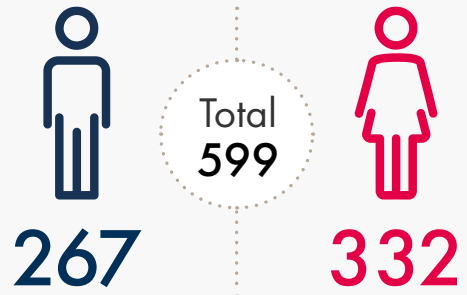


Gender split

45% men

55% women

2020



Gender split

45% men

55% women

Leadership Group (Grade 7 and above)



Gender split

33% men

67% women

Boards (Individuals with a place on a Board)

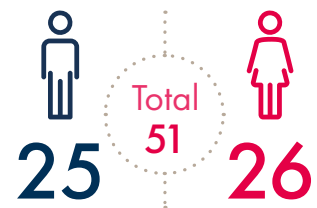


Gender split

48% men

52% women

Senior Managers (Grade 6 and above)

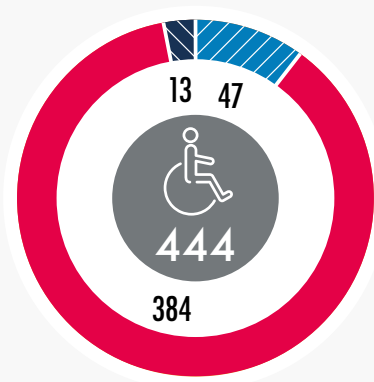


Gender split

49% men

51% women

Disability



% of all Staff
(607)



Disabled
7.7%

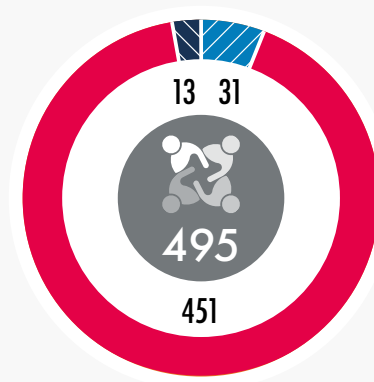


Non-disabled
63.3%



Prefer not to say
2.1%

Minority Ethnic



% of all Staff
(607)



Minority Ethnic
5.1%

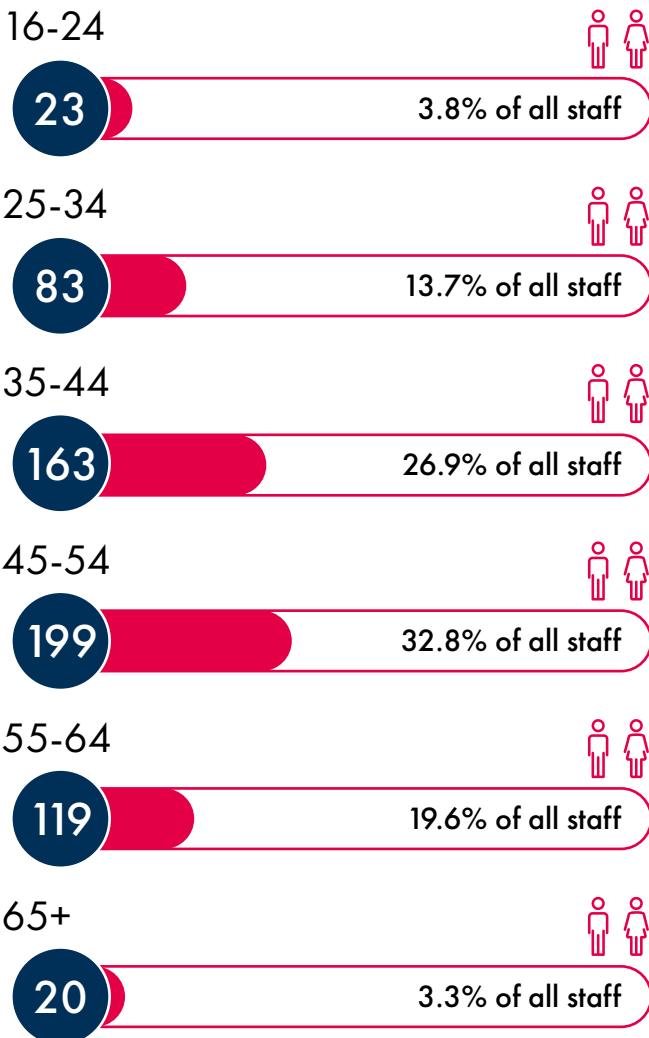


White
74.3%

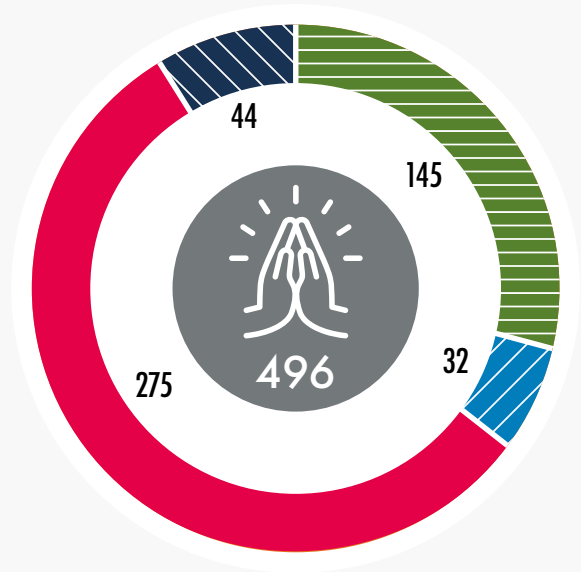


Prefer not to say
2.1%

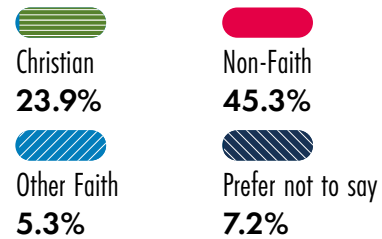
Age



Religion or Belief

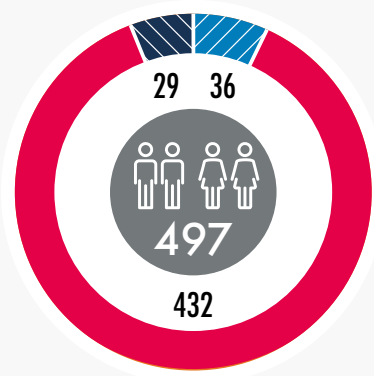
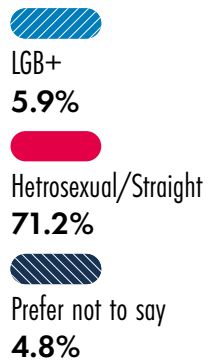


% of all Staff (607)



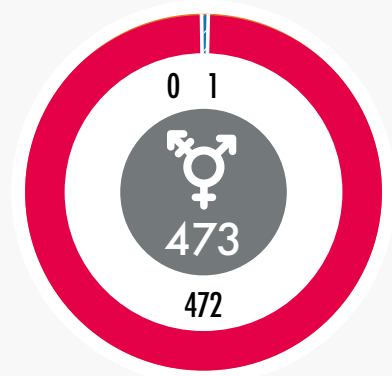
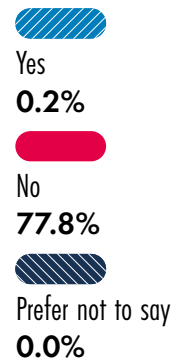
Lesbian, Gay, Bisexual (LGB+)

% of all Staff (607)



Trans

% of all Staff (607)

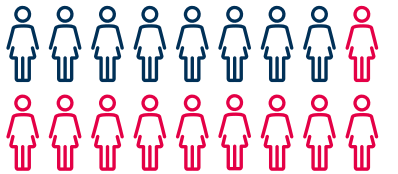


Pregnancy and Maternity

- The number of women taking maternity leave increased by 47% compared to the previous year (17 to 25 this year). The percentage of women on maternity leave increased by 2.4% compared to the previous year.
- 18 women returned from maternity leave, 10 (56%) made no changes to their working pattern and 8 (44%) changed their working pattern, of whom 6 reduced their working hours.

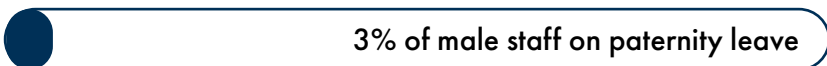


Return to work and working pattern



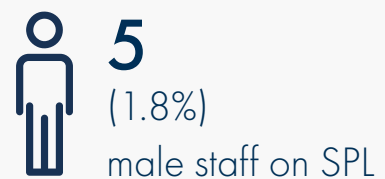
Paternity Leave

The number of men taking paternity leave decreased by 18% on the previous year (11 men).



Shared Parental Leave (SPL)

Shared Parental Leave was taken by 5 men this year, one more than last year and by no women.

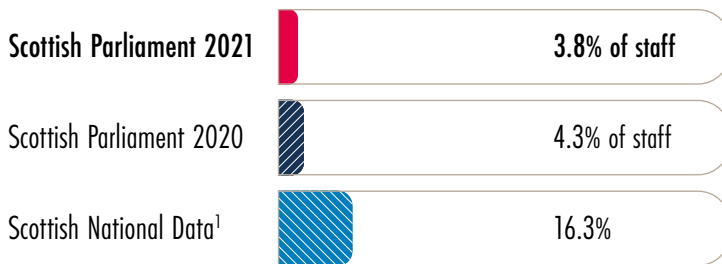


How do we compare

Ciamar a tha sinn an coimeas ri càch

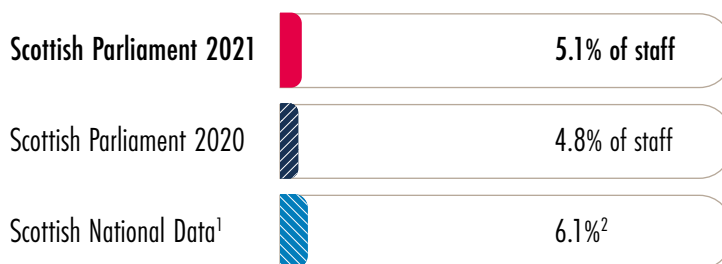
We benchmark ourselves against Scottish national data and the previous year's reporting each year to highlight progress. The information tells us:

Working Population Age (16-24 years)



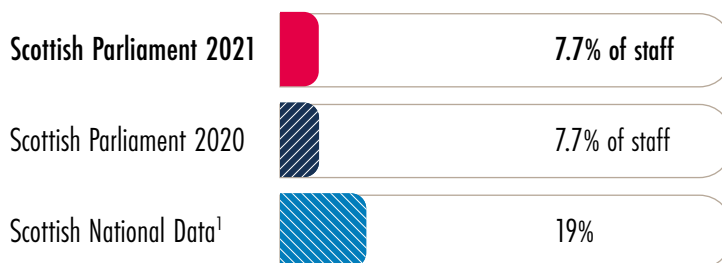
All age groups had a percentage decrease other than 55-64 years which increased by 26.6% and 65+ years which increased by 11.1%. The median age for the whole staff group has increased from 45 to 46 years.

Minority Ethnic



The number of staff from a Minority Ethnic background has increased from 4.8% to 5.1%.

Disability

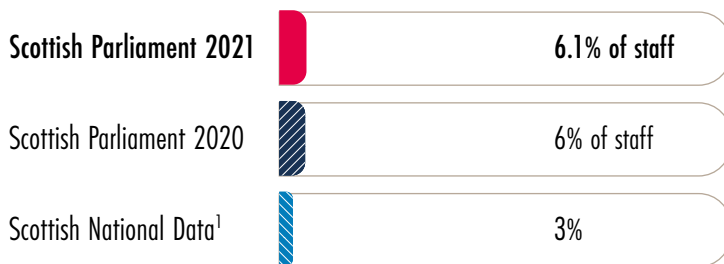


This year the number of disabled staff group has stayed the same as last year at 7.7%. We will continue to demonstrate our commitment to the development and support of our disabled staff through our Disability Confident recognition.

¹ For comparative purposes we have used the [Scottish Government Equality Evidence Finder](#)

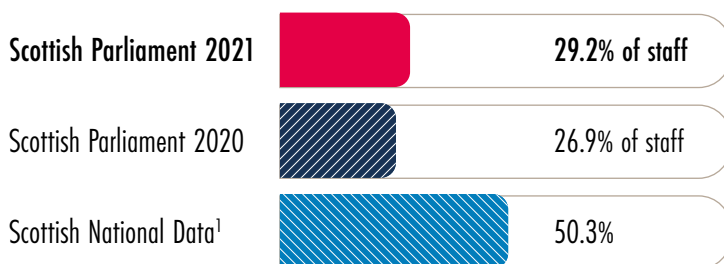
² White – Polish is included in Minority Ethnic group

LGBT+



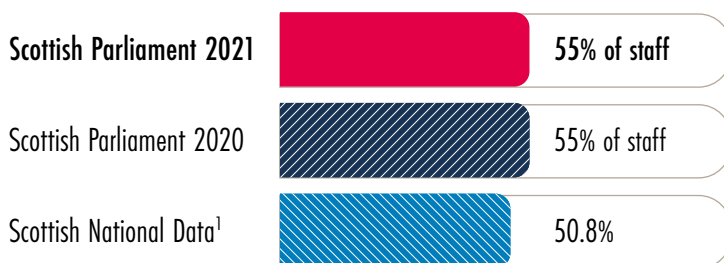
There has been a slight increase (0.1%) in the number of LGBT+ staff (6.1%). This is in line with Stonewall Scotland's estimate of 5-7% LGBT+ people in the population. The number of trans people remains under 1%.

Religion or Belief



The number of staff with a religious belief increased by 2.3% to 29.2%. This is below the Scottish population where more than 50% of people have a religious belief.

Gender (Women)



The representation of women within the staff group is unchanged from the previous year at 55%. This is slightly higher representation than found in the Scottish working age population.

³ For comparative purposes we have used the [Scottish Government Equality Evidence Finder](#)

Recruiting a diverse workforce

A' trusadh sgioba-obrach eadar-mheasgte

The Parliament continues to work to build a staff group that reflects the diversity of Scotland. Our recruitment practices are built on our values of inclusion, respect, stewardship and excellence. The Parliament will keep proactively promoting its employment opportunities, particularly to groups that are under-represented in our staff group.

We analyse our recruitment data to help us to understand at what stage in the process different groups may be experiencing barriers.

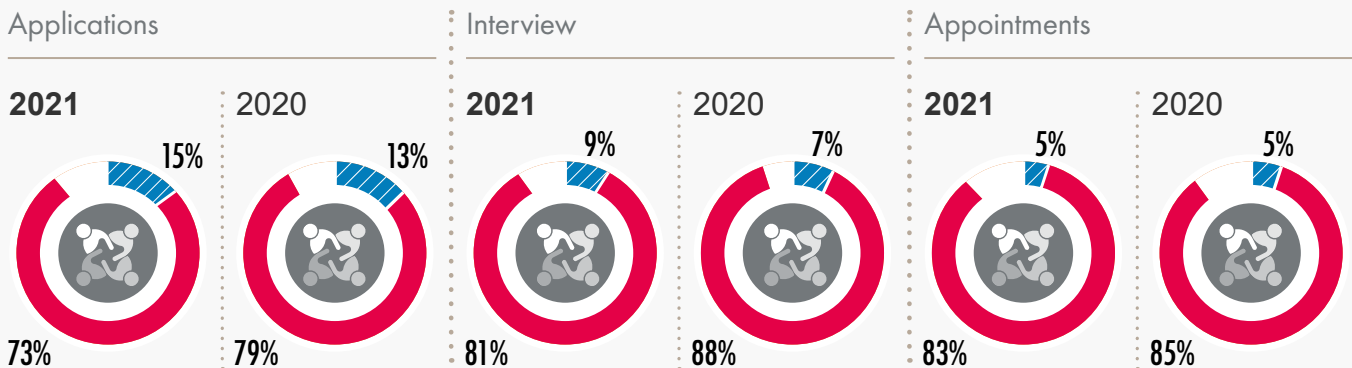
We can then make changes and monitor for effectiveness and intended outcomes.

During the period, there were 40 appointments made. In the previous year there were 55 appointments.

Overall there were 420 applications for posts during the period (see appendix for details). This is a significant decrease from the previous reporting year (2422 applications). This difference can be explained by the smaller number of appointments and the very large number of applications that were received for two particular posts in the previous year.

Ethnicity

Minority Ethnic  White 

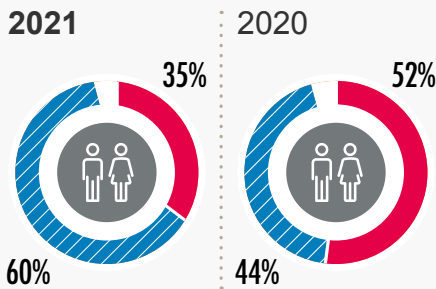


- The percentage of all applications from Minority Ethnic candidates increased again this year from 13% to 15%. The success rate for Minority Ethnic candidates to appointment improved from 0.9% to 3% this year. The success rate for White candidates was 11%.
- The overall proportion of appointments to Minority Ethnic candidates was 5%, the same as the previous year.

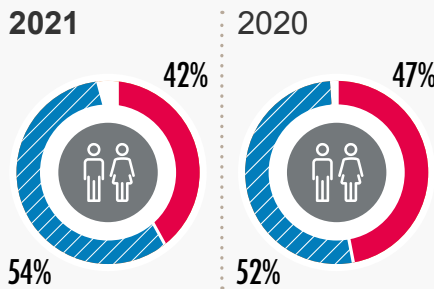
Gender

Men  Women 

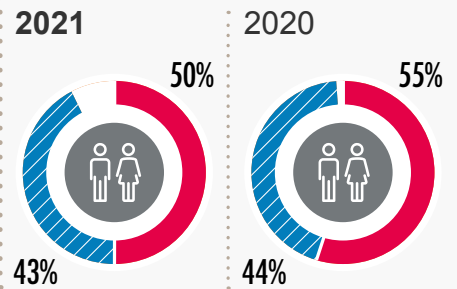
Applications



Interview



Appointments

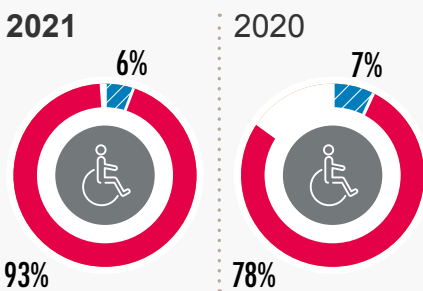


- A much smaller proportion of applications were received from women this year (35% compared to 52% in 2020). Women did however continue to be more successful on appointment than men. Women’s success rate at offer stage is 14% compared to 7% for men.

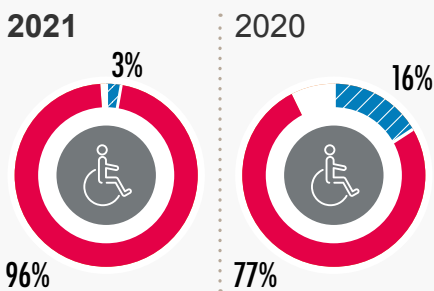
Disability

Disabled  Non-disabled 

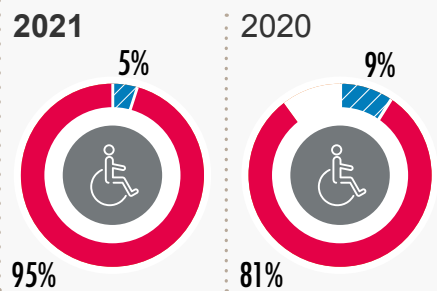
Applications



Interview





Appointments

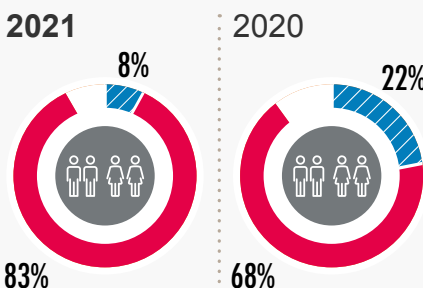


- The percentage of disabled candidates moving to the interview stage fell by 13% compared to the previous reporting year (16%). The success rate at offer for disabled candidates was 8% this year (7% in previous year) and for non-disabled candidates was 10%.

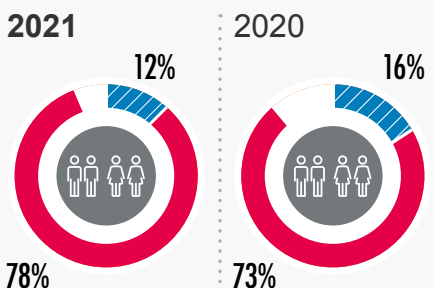
LGBT+

LGBT+  Heterosexual 

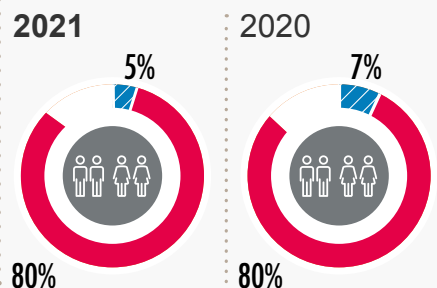
Applications



Interview



Appointments



- Applications from LGBT+ people decreased by 14% compared to 2020. The proportion of appointments to LGBT+ people fell slightly this year, 5% compared to 7% in 2020. The success rate at appointment; was 6% for LGBT+ candidates compared to 9% for heterosexual candidates.

Diversity pay gaps

Beàrnan pàighidh iomadachd

Each year we report on the ethnicity and disability pay gaps in addition to the gender pay gap which is required by legislation. This reporting has allowed 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 males and females 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.

Gender Pay Gap (GPG)

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

Median



Difference

£1.48 7.6%

Mean



Difference

£0.43 2.0%

Median and Mean exceptional contribution gender pay gap

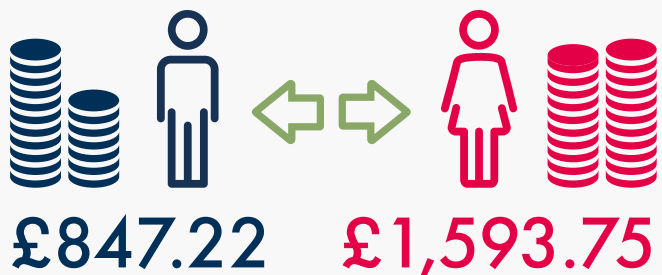
Median



Difference

£0.00 0%

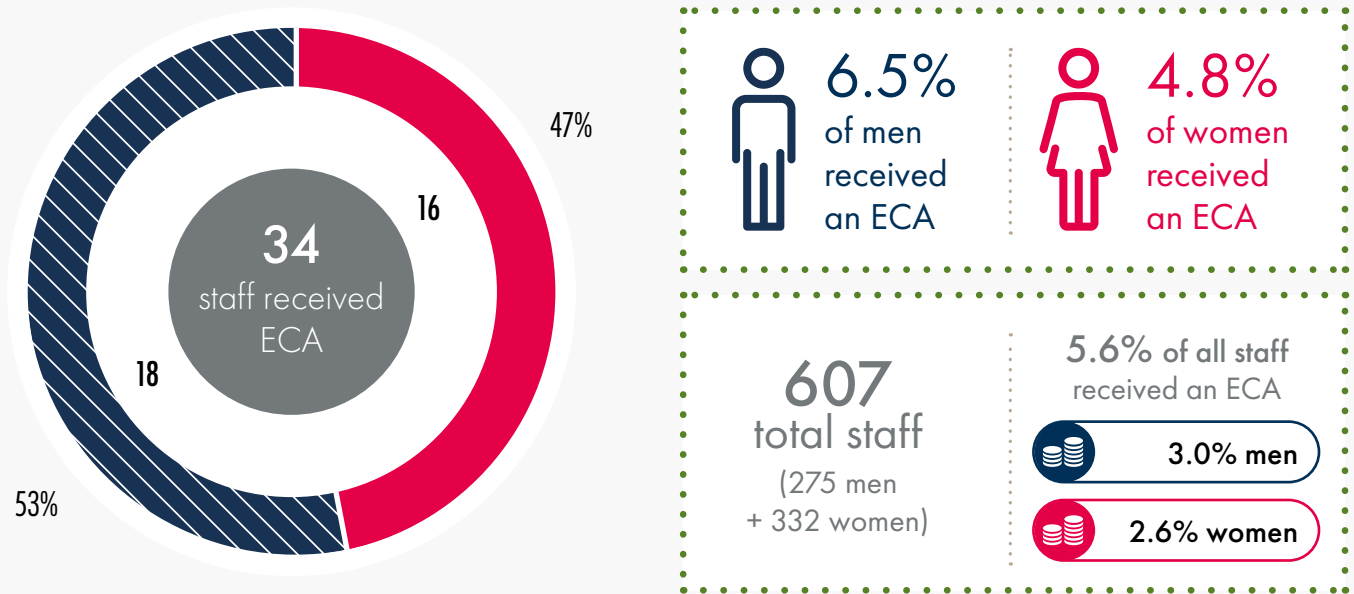
Mean



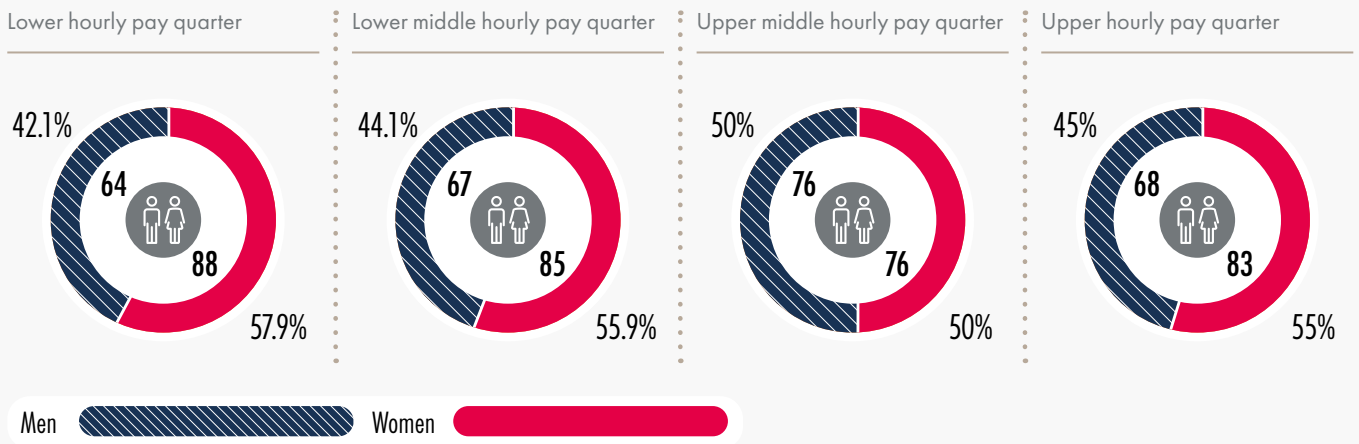
Difference

-£746.53 -88.0%

Proportion of men and women receiving an exceptional contribution payment



Proportion of men and women in each pay quartile



This year the median gender pay gap (using hourly pay) has increased from 2.4% to 7.6%. This is outside the Parliament's target threshold of a median pay gap of +/- 5%. This increase can be attributed to the fact that as with in 2020 the median point for women is at the top of the Grade 3 payscale, whereas the median point for men has increased from the bottom of the Grade 4 payscale in 2020, to the next point up in 2021 due to annual pay progression arrangements. The mean gap has fallen from 5.3% to 2%.

The SPCB makes small awards for particularly demanding tasks using the Exceptional Contribution Scheme. In the reporting year 5.6% of all staff received an exceptional contribution award (ECA) which is higher than 2020 at 4.3%. A slightly higher number of ECAs were paid to men than women (18 compared to 16). There was 0% median difference in the amount of ECS awarded. The mean difference is a 88.1% pay gap towards women.

The quartile test on gender pay for all employees shows a split broadly in line with the ratio of the staffing compliment 45:55. There is however a slight increased ratio in the upper middle pay quarter for men with a split of 50:50, this is in line with the men's median spine point within grade 4 as the first two quartiles are largely grades 1-3 with the higher two quarters rate of pay at grade 4 and above.

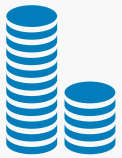
As with previous years there continues to be a slight over representation of women in the lower quarter (57.9%).

Ethnicity Pay Gap

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

Median

MINORITY ETHNIC



£14.14

WHITE



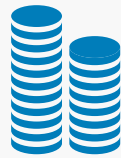
£19.53

Difference

£5.39 27.6%

Mean

MINORITY ETHNIC



£18.90

WHITE



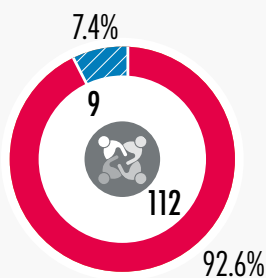
£21.83

Difference

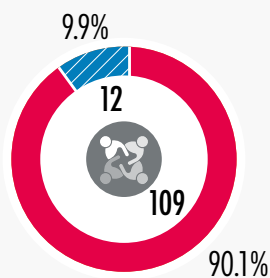
£2.93 13.4%

Ethnicity and pay quartiles

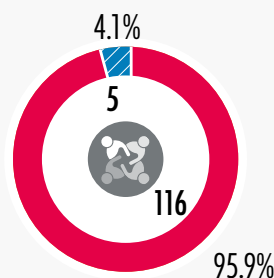
Lower hourly pay quarter



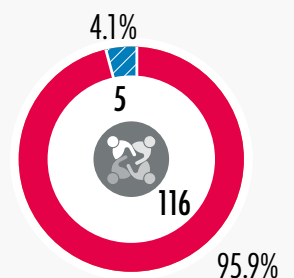
Lower middle hourly pay quarter



Upper middle hourly pay quarter



Upper hourly pay quarter



Minority Ethnic White

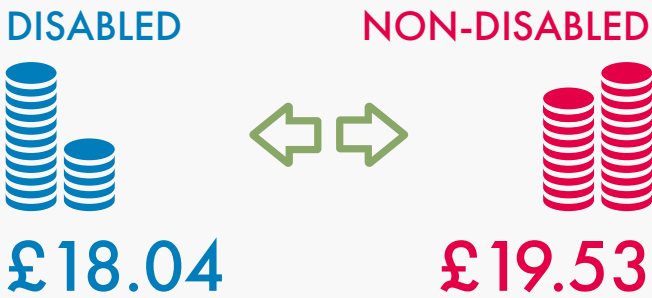
The ethnicity pay gap has increased this year from 21.3% to 27.6%. In 2020 the median point for Minority Ethnic staff hourly pay was at the bottom of the Grade 3 payscale, the median in 2021 is at the top of the Grade 2 payscale. The median point for White employees in 2020 was bottom of Grade 4 and has moved up within the grade in 2021 due to pay progression. These combined factors have caused the increased ethnicity pay gap.

The quartiles show that two thirds of Minority Ethnic staff are represented in the lower and lower middle pay quarters compared to half of White staff represented in the same pay quarters. Representation of Minority Ethnic staff in the upper quarter has increased from the previous year from 3.7% to 4.1%.

Disability Pay Gap

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

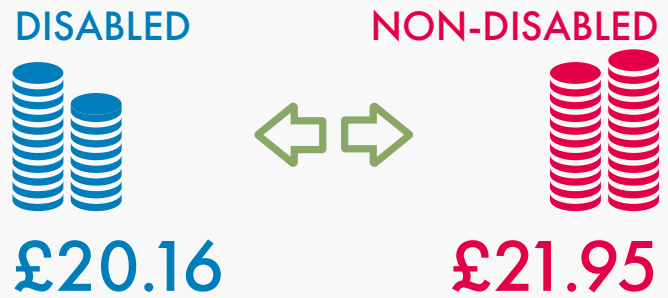
Median



Difference

£1.48 7.6%

Mean

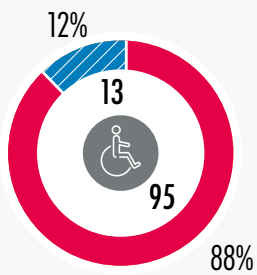


Difference

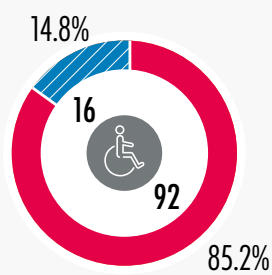
£1.79 8.2%

Disability and pay quartiles

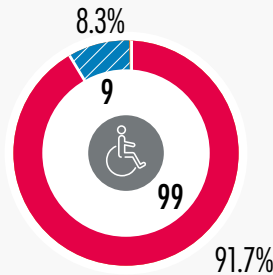
Lower hourly pay quarter



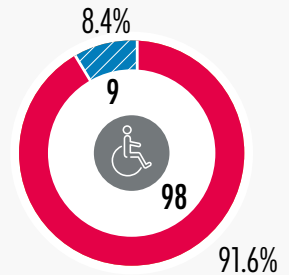
Lower middle hourly pay quarter



Upper middle hourly pay quarter



Upper hourly pay quarter



Disabled Non-disabled

This year the median pay gap is 7.6% which is line with the gender pay gap for all staff. In 2020 the median pay gap was 2.4%.

Disabled staff are mainly represented in the lower middle quarter which represents senior administration posts. They drop to 8.4% at the upper quarter.

Our approach to collecting the data

Mar a bhios sinn a' tionail 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 2021. The recruitment data is for the period 1 April 2020 to 31 March 2021.

The data was collected from people management systems. The declaration rate from the staff group is between the range of 73% to 83% across the different protected characteristics. We will continue to engage with staff to improve the declaration rates to help us better understand our staff group.

Our approach to how we collect the data is, aligned to our values rooted in respect and inclusion. This means that our definition of minority ethnic includes Polish and Gypsy Travellers unlike the 2011 Census grouping which includes only Black, Asian, Mixed and other ethnic. We also use language that represents how our staff describe themselves such as Minority Ethnic and LGBT+(lesbian, gay, bisexual, Trans, +).

Our commitment for 2021/22

Ar gealladh airson 2021/22

The past year, despite the circumstances, has seen progress in our commitment towards building a diverse and inclusive workplace.

Our representation of women in senior roles has increased this year. Leadership Group is 67% women compared to 63% in 2020 and women’s representation at Senior Managers level (Grade 6 and above) has increased from 46% in 2020 to 51% this year.

However, the Gender Pay Gap has increased from 2.4% to 7.6%. Women continue to be over-represented in the lower grades in the organisation (58% in lower pay quartile). Through the People and Culture strategy plan we will enable more career progression opportunities to help our staff develop their careers further in 2022.

This year the median age of the staff group increased by one year to 46 years. There was a decrease (-11.1% from last year) in the proportion of young people, aged 16-24 years, in the staff group (26 to 23 people) along with a larger percentage increase (+26.6% from last year) in the 55-64 years age group (94 to 119 people). Young people’s development will continue to be a key priority for us including the Apprenticeship Programme which is aimed specifically at young people.

The ethnicity pay gap (from 21.3% to 27.6%) and disability pay gap (from 2.4% to 7.6%) also increased this year. The Emerging Leaders Programme with Edinburgh College and SAMEE (Scottish Association of Minority Ethnic Educators) will commence in September 2021 and the Parliament will host three placements from the John Smith Minority Ethnic Minority Emerging Leaders Programme.

There has been some improvement in the representation in our staff group in relation to ethnicity (from 4.8% to 5.1%) and LGBT+ (from 6% to 6.1%). However, the disability declaration rate has stayed the same at 7.7%. We will continue to promote recruitment opportunities to under-represented groups in our staff group and continue to encourage our staff to realise the benefits of declaring this information to us.

Our actions for 2021/22

Use positive action to increase diversity, including:

- Targeting campaigns to attract candidates from under-represented groups.
- Apprenticeships to attract young people.
- Emerging Leaders programmes to develop our Minority Ethnic colleagues.

APPENDIX – Recruitment

PÀIPEAR-TAICE – Trusadh

The following tables summarise the available data for the protected groups (disability, ethnicity, gender and LGBT+) for advertised posts between 1 April 2020 and 31 March 2021.

Gender

	Application	% at stage	Interview	% at stage	Success rate	Offer and Placement	% at stage	Success rate
Male	254	60%	37	54%	15%	17	43%	7%
Female	147	35%	29	42%	20%	20	50%	14%
In Another Way	3	1%	0	0%	0%	0	0%	0%
Prefer not to say	16	4%	3	4%	19%	3	7%	19%
Totals	420	100%	69	100%		40	100%	

LGBT+

	Application	% at stage	Interview	% at stage	Success rate	Offer and Placement	% at stage	Success rate
LGBT+	32	8%	8	12%	25%	2	5%	6%
Hetero/Straight	350	83%	54	78%	15%	32	80%	9%
Prefer not to say	38	9%	7	10%	18%	6	15%	16%
Totals	420	100%	69	100%		40	100%	

Disability

	Application	% at stage	Interview	% at stage	Success rate	Offer and Placement	% at stage	Success rate
Yes	26	6%	2	3%	8%	2	5%	8%
No	388	93%	66	96%	17%	38	95%	10%
Prefer not to say	6	1%	1	1%	17%	0	0%	0%
Totals	420	100%	69	100%		40	100%	

Ethnicity

	Application	% at stage	Interview	% at stage	Success rate	Offer and Placement	% at stage	Success rate
Minority Ethnic	63	15%	6	9%	10%	2	5%	3%
White	307	73%	56	81%	18%	33	83%	11%
Prefer not to say	17	4%	3	4%	18%	3	7%	18%
Not Indicated	33	8%	4	6%	12%	2	5%	6%
Totals	420	100%	69	100%		40	100%	

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