Revenue Scotland
Equality Outcomes and Mainstreaming Report 2020 - Employee Diversity Data Supplement

Composition of Revenue Scotland

The following tables show the composition of the Revenue Scotland staff body, broken down according to their protected characteristics.

Data is given for each of the last four years, including a breakdown by grade for the most recent year. Data represents a snapshot of the workforce on the 31 December each year.

Data suppression has been applied where counts are less than 10 to prevent possible disclosure of information about individuals. This includes the use of a * where applicable or grouping of categories. Where the only small counts in a table refer to the 'Prefer not to say' category, no data suppression is done. Secondary data suppression has also been applied to prevent the calculation of suppressed values by differencing. As Revenue Scotland is a relatively small organisation this means that much of the data breakdowns have been suppressed and some tables have not been published at all.

Age

This table shows the breakdown of Revenue Scotland staff by age group.

Date		16-29		30-39		40-49		50-54		55-59		60+		All employees	
Dec 2016	All	*	*	14	30.4%	12	26.1%	*	*	*	*	*	*	46	100%
Dec 2017	All	*	*	16	28.6%	17	30.4%	*	*	*	*	*	*	56	100%
Dec 2018	All	*	*	19	26.8%	23	32.4%	*	*	*	*	*	*	71	100%
Dec 2019	All	*	*	14	21.5%	20	30.8%	*	*	*	*	*	*	65	100%
	Full-time	*	*	*	*	*	*	*	*	*	*	*	*	51	100%
	Part time	*	*	*	*	*	*	*	*	*	*	*	*	14	100%
	Band A	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	Band B	*	*	*	*	13	31.7%	*	*	*	*	*	*	41	100%
	Band C	*	*	*	*	*	*	*	*	*	*	*	*	17	100%
	SCS	*	*	*	*	*	*	*	*	*	*	*	*	*	*

Counts of less than 10 have been supressed and shown as * to prevent the possible disclosure of information about individuals. Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Disability

This table shows the breakdown of staff by their disability status.

Date		Disability status						
		Disabled		**Not disabled**		**Not known**		**All employees**
Dec 2016	All	*	*	17	37%	*	*	46	100%
Dec 2017	All	*	*	21	37.5%	*	*	56	100%
Dec 2018	All	*	*	22	31%	*	*	71	100%
Dec 2019	All	*	*	22	33.8%	*	*	65	100%
	Full-time	*	*	16	31.4%	*	*	51	100%
	Part-time	*	*	*	*	*	*	14	100%
	Band A	*	*	*	*	*	*	*	*
	Band B	*	*	*	*	27	65.9%	41	100%
	Band C	*	*	10	58.8%	*	*	17	100%
	SCS	*	*	*	*	*	*	*	*

Counts of less than 10 have been supressed and shown as * to prevent the possible disclosure of information about individuals. Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Marriage and Civil Partnership

Date		Married		Single		Other status		Prefer not to say		Unknown		All employees	
						Marital/Civil Partnership Status							
Dec 2016	All	15	32.6%	*	*	*	*	*	*	26	56.5%	46	100.0%
Dec 2017	All	16	28.6%	*	*	*	*	*	*	33	58.9%	56	100.0%
Dec 2018	All	17	23.9%	*	*	*	*	*	*	43	60.6%	71	100.0%
Dec 2019	All	19	29.2%	*	*	*	*	*	*	34	52.3%	65	100.0%
	Full-time	13	25.5%	*	*	*	*	*	*	26	51.0%	51	100.0%
	Part-time	*	*	*	*	*	*	*	*	*	*	14	100.0%
	Band A	*	*	*	*	*	*	*	*	*	*	*	*
	Band B	*	*	*	*	*	*	*	*	27	65.9%	41	100.0%
	Band C	*	*	*	*	*	*	*	*	*	*	17	100.0%
	SCS	*	*	*	*	*	*	*	*	*	*	*	*

The following have been grouped into the 'Other status' category: civil partnership, divorced, domestic partner, legally separated, living together, separated, and widowed.

Counts of less than 10 have been suppressed and shown as * to prevent the possible disclosure of information about individuals. Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Race

Date		Ethnic Group									
		Ethnic minority		White		Prefer not to say		Not known		All employees	
Dec 2016	All	*	*	36	78.3%	*	*	*	*	46	100%
Dec 2017	All	*	*	48	85.7%	*	*	*	*	56	100%
Dec 2018	All	*	*	56	78.9%	*	*	*	*	71	100%
Dec 2019	All	*	*	50	76.9%	*	*	*	*	65	100.0%
	Full-time	*	*	*	*	*	*	*	*	51	100.0%
	Part-time	*	*	*	*	*	*	*	*	14	100.0%
	Band A	*	*	*	*	*	*	*	*	*	*
	Band B	*	*	30	73.2%	*	*	*	*	41	100.0%
	Band C	*	*	*	*	*	*	*	*	17	100.0%
	SCS	*	*	*	*	*	*	*	*	*	*

'Ethnic minority' group includes African, Caribbean or Black; Asian, Asian Scottish or Asian British; Mixed or Multiple Ethnic Group; Other Ethnic Group.

Counts of less than 10 have been suppressed and shown as * to prevent the possible disclosure of information about individuals. Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Religion or Belief

Date		Christian		Other Religion or Belief		No Religion or Belief		Prefer not to say		Not known		All employees	
Dec 2016	All	*	*	*	*	21	45.7%	*	*	*	*	46	100%
Dec 2017	All	15	26.8%	*	*	27	48.2%	*	*	*	*	56	100%
Dec 2018	All	17	23.9%	*	*	32	45.1%	*	*	*	*	71	100%
Dec 2019	All	17	26.2%	*	*	27	41.5%	*	*	*	*	65	100%
	Full-time	*	*	*	*	18	35.3%	*	*	*	*	51	100%
	Part-time	*	*	*	*	*	*	*	*	*	*	14	100%
	Band A	*	*	*	*	*	*	*	*	*	*	*	*
	Band B	*	*	*	*	18	43.9%	*	*	*	*	41	100%
	Band C	*	*	*	*	*	*	*	*	*	*	17	100%
	SCS	*	*	*	*	*	*	*	*	*	*	*	*

Counts of less than 10 have been suppressed and shown as * to prevent the possible disclosure of information about individuals. Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Gender

Date		Female		Male		All employees	
Dec 2016	All	22	47.8%	24	52.2%	46	100.0%
Dec 2017	All	31	55.4%	25	44.6%	56	100.0%
Dec 2018	All	41	57.7%	30	42.3%	71	100.0%
Dec 2019	All	35	53.8%	30	46.2%	65	100.0%
	Full-time	*	*	*	*	*	*
	Part-time	*	*	*	*	*	*
	Band A	*	*	*	*	*	*
	Band B	22	53.7%	19	46.3%	41	100.0%
	Band C	*	*	*	*	17	100.0%
	SCS	*	*	*	*	*	*

Counts of less than 10 have been suppressed and shown as * to prevent the possible disclosure of information about individuals. Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Sexual Orientation

Date		Sexual Orientation								
		Lesbian, Gay, Bi-sexual and other		Heterosexual/ straight		Prefer not to say		Not known		All employees	
Dec 2016	All	*	*	31	67.4%	*	*	*	*	46	100.0%
Dec 2017	All	*	*	41	73.2%	*	*	*	*	56	100.0%
Dec 2018	All	*	*	48	67.6%	*	*	*	*	71	100.0%
Dec 2019	All	*	*	40	61.5%	*	*	*	*	65	100.0%
	Full-time	*	*	31	60.8%	*	*	*	*	51	100.0%
	Part-time	*	*	*	*	*	*	*	*	14	100.0%
	Band A	*	*	*	*	*	*	*	*	*	*
	Band B	*	*	26	63.4%	*	*	*	*	41	100.0%
	Band C	*	*	*	*	*	*	*	*	17	100.0%
	SCS	*	*	*	*	*	*	*	*	*	*

Counts of less than 10 have been suppressed and shown as * to prevent the possible disclosure of information about individuals. Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as *).

Gender Reassignment and Pregnancy and Maternity

These tables have not been published due to the need to prevent possible disclosure of information about individuals.

Recruitment, development and retention information

Recruitment January 2017 to December 2019

Due to the small numbers of staff recruited within a single year period – January to December, in order to prevent disclosure of information about individuals, no breakdown by protected characteristic can be published in such manner. However, the following table shows the total recruitment over the last three years after collating the data to avoid considerable suppression.

	Age Group												
	20-29		30-39		40-49		50-54		55-59		60+		Total	
Total	11	16.7%	14	21.2%	19	28.8%	*	*	*	*	*	*	66	100%

	Disabled Status							
	Disabled		Not disabled		Unknown		Total	
Total	*	*	20	30.30%	*	*	66	100%

	Marriage and Civil Partnership Status											
	1. Married		Single		3. Others		4. Prefer not to say		5. Not known		Total	
Total	17	25.80%	*	*	*	*	*	*	37	56.10%	66	100%

	Ethnic Group					
	White		Unknown		Total	
Total	50	75.80%	16	24.20%	66	100%

	Religion or Belief											
	No religion or belief		Church of Scotland		Roman Catholic		Other Religion		Prefer not to say		Unknown		Total	
Total	27	40.90%	11	16.70%	*		*	*	*	*	20	30.30%	66	100%

	Gender					
	Female		Male		Total	
Total	36	54.50%	30	45.50%	66	100%

	Sexual Orientation							
	Gay, Lesbian, Bi-sexual and other sexual orientations		Heterosexual/straight		Prefer not to say		Unknown		Total	
Total	*	*	37	56.10%	*	*	19	28.80%	66	100%

	Working Pattern					
	Full-time		**Part-time**		**Total**	
Total	51	77.30%	15	22.70%	66	100%

	Pay band									
	Band A		**Band B**		**Band C**		**SCS**		**Total**	
Total	*	*	42	63.60%	17	25.80%	*	*	66	100%

Promotion January 2017 to December 2019 by Protected Characteristic

Due to the small numbers of staff promoted within a single year period – January to December, in order to prevent disclosure of information about individuals, no breakdown by protected characteristic can be published in such manner. However, the following table shows the total number of promotions over the last three years after collating the data to avoid considerable suppression.

	Age Group													
	20-29		**30-39**		**40-49**		**50-54**		**55-59**		**60+**		**Total**	
Total	*	*	*	*	*	*	*	*	*	*	*	*	19	100%

	Gender					
	Female		**Male**		**Total**	
Total	*	*	*	*	19	100%

	Disabled Status						
	Disabled		**Not disabled**		**Unknown**		**Total**
Total	*	*	11	57.90%	*	*	19	100%

			Marriage and Civil Partnership Status									
	1. Married		**Single**		**3. Others**		**4. Prefer not to say**		**5. Not known**		**Total**	
Total	*	*	*	*	*	*	*	*	12	63.20%	19	100%

	Ethnic Group					
	White		**Unknown**		**Total**	
Total	*	*	*	*	19	100%

	Religion or Belief											
	No religion or belief		**Church of Scotland**		**Roman Catholic**		**Prefer not to say**		**Unknown**		**Total**	
Total	11	57.90%	*	*	*		*	*	*	*	19	100%

		Sexual Orientation								
		Gay, Lesbian, Bi-sexual and other sexual orientations		Heterosexual/straight		Prefer not to say		Unknown		Total	
Total		*	*	*	*	*	*	*	*	19	100%

		Working Pattern					
		Full-time		Part-time		Total	
Total		*	*	*	*	19	100%

		Pay band								
		Band A		Band B		Band C		SCS		Total	
Total		*	*	13	68.40%	*	*	*	*	19	100%

Staff Appraisal Results January to December 2019 by Protected Characteristic

Some tables are not included due to the need to protect disclosure of information about individuals.

Gender	1.Effective		2.Exceptional		3.Highly Effective		Total	
	No.	%	No.	%	No.	%	No.	%
Female	13	50.00%	*	*	*	*	26	100%
Male	14	48.30%	*	*	*	*	29	100%
Total	27	49.10%	*	*	*	*	55	100%

Age Group	1.Effective		2.Exceptional		3.Highly Effective		Total	
	No.	%	No.	%	No.	%	No.	%
16-29	*	*	*	*	*	*	*	*
30-39	*	*	*	*	*	*	15	100%
40-49	15	68.20%	*	*	*	*	22	100%
50-54	*	*	*	*	*	*	*	*
55-59	*	*	*	*	*	*	*	*
60+	*	*	*	*	*	*	*	*
Total	27	49.10%	*	*	*	*	55	100%

Disabled Status	1.Effective		2.Exceptional		3.Highly Effective		Total	
	No.	%	No.	%	No.	%	No.	%
1. Disabled	*	*	*	*	*	*	*	*
2. Not disabled	*	*	*	*	10	47.60%	*	*
4. Unknown	18	58.10%	*	*	*	*	31	100%
Total	27	49.10%	*	*	*	*	55	100%

Ethnic Group	1.Effective		2.Exceptional		3.Highly Effective		Total	
	No.	%	No.	%	No.	%	No.	%
1. Ethnic minority	*	*	*	*	*	*	*	*
2. White	*	*	*	*	23	50.00%	46	100%
4. Unknown	*	*	*	*	*	*	*	*
Total	27	49.10%	*	*	*	*	55	100%

Marriage and Civil Partnership Status	1.Effective		2.Exceptional		3.Highly Effective		Total	
	No.	%	No.	%	No.	%	No.	%
Domestic Partner	*	*	*	*	*	*	*	*
Married	*	*	*	*	*	*	16	100%
Prefer not to say	*	*	*	*	*	*	*	*
Separated	*	*	*	*	*	*	*	*
Single	*	*	*	*	*	*	*	*
Unknown	*	*	*	*	*	*	28	100%
Total	27	49.10%	*	*	*	*	55	100%

Sexual Orientation	1.Effective		2.Exceptional		3.Highly Effective		Total	
	No.	%	No.	%	No.	%	No.	%
Gay, Lesbian, Bi-sexual and other	*	*	*	*	*	*	*	*
Heterosexual/straight	*	*	*	*	19	48.70%	39	100%
Prefer not to say	*	*	*	*	*	*	*	*
Unknown	*	*	*	*	*	*	10	100%
Total	27	49.10%	*	*	*	*	55	100%

Religion or Belief	1.Effective		2.Exceptional		3.Highly Effective		Total	
	No.	%	No.	%	No.	%	No.	%
1. None	*	*	*	*	16	61.50%	26	100%
2. Church of Scotland	*	*	*	*	*	*	10	100%
3. Roman Catholic	*	*	*	*	*	*	*	*
4. Other Christian	*	*	*	*	*	*	*	*
6. Prefer not to say	*	*	*	*	*	*	*	*
7. Unknown	*	*	*	*	*	*	11	100%
Total	27	49.10%	*	*	*	*	55	100%

Work Pattern	1.Effective		2.Exceptional		3.Highly Effective		Total	
	No.	%	No.	%	No.	%	No.	%
Full-time	22	48.90%	*	*	*	*	45	100%
Part-time	*	*	*	*	*	*	10	*
Total	*	*	*	*	*	*	55	100%

Pay Band	1.Effective		2.Exceptional		3.Highly Effective		Total	
	No.	%	No.	%	No.	%	No.	%
Band A	*	*	*	*	*	*	*	*
Band B	18	52.90%	*	*	*	*	34	100%
Band C	*	*	*	*	*	*	15	100%
Total	27	49.10%	*	*	*	*	55	100%

By Year	1.Effective		2.Exceptional		3.Highly Effective		4.Partly Effective		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
2013-2014	*	*	*	*	13	68.40%	*	*	19	100%
2014-2015	10	38.50%	*	*	10	38.50%	*	*	26	100%
2015-2016	*	*	*	*	17	56.70%	*	*	30	100%
2016-2017	17	54.80%	*	*	*	*	*	*	31	100%
2017-2018	28	54.90%	*	*	17	33.30%	*	*	51	100%
2018-2019	28	50.00%	*	*	*	*	*	*	56	100%
Total	95	44.60%	*	*	94	44.10%	*	*	213	100%

Leavers January to December 2019 by Protected Characteristic

Some tables are not included due to the need to protect disclosure of information about individuals.

Leavers by Age	Total	%
16-29	*	*
30-39	*	*
40-49	*	*
50-54	*	*
60+	*	*
All	20	100%

Leavers by Gender	Total	%
Female	*	*
Male	*	*
All	20	100%

Leavers by Ethnic Group		
	Total	%
Ethnic minority	*	*
White	*	*
Unknown	*	*
All	20	100%

Leavers by Sexual Orientation		
	Total	%
Heterosexual/straight	*	*
Prefer not to say	*	*
Unknown	*	*
All	20	100%

Leavers by Disability Status		
	Total	%
Disabled	*	*
Not disabled	*	*
Unknown	*	*
All	20	100%

Leavers by Marital Status	Total	%
Unknown	10	50%
Living together	*	*
Married	*	*
Prefer not to say	*	*
Single	*	*
All	20	100%

Leavers by Religion or belief	Total	%
None	*	*
Church of Scotland	*	*
Roman Catholic	*	*
Other Christian	*	*
Prefer not to say	*	*
Unknown	*	*
All	20	100%

Leavers by Work Pattern	Total	%
FT	*	*
PT	*	*
All	20	100%

Leavers by Grade	Total	%
AO/AA	*	*
EO	*	*
SEO/HEO	*	*
G6/7/SCS	*	*
All	20	100%