
REPORT

Equality at sportscotland

Employee Information Report: Workforce
composition

April 2021

Introduction

Welcome to **sportscotland**'s 2021 employee information report. It includes information on:

- Employee information by characteristic
- Occupational segregation
- Gender pay gap review
- Ethnicity pay gap review
- Equal pay review
- Our statement on equal pay

Employee Information

We use a biennial equality monitoring survey to collect, store and analyse protected characteristics data of **sportscotland** employees. This should move to an annual report going forward. We use this equality monitoring data in a number of ways. It helps us:

- understand employees better. With an accurate overview of our workforce profile we can take targeted action to support and respond to employee needs.
- promote awareness of the diversity of our workforce.
- explore any trends and whether patterns of potential disadvantage or discrimination exist.
- inform policy, decision making and make improvements.
- provide targeted information, support and positive action initiatives.
- comply with the law. All employers are responsible under the Equality Act 2010 for protecting employees from discrimination and harassment at work.
- measure and report progress against our equality outcomes and inform our equality impact assessments.

Commitment

We are committed to reviewing this data to identify key themes which will inform the integration of Inclusion within our People Strategy Action Plan. Progress against the action plan will be reviewed annually.

Strategic context

In May 2019, we launched our new corporate strategy: [Sport for Life](#). The strategy outlines our vision of an active Scotland where everyone benefits from sport. It sets out our commitment to inclusion underpinning everything we do.

Our new approach to inclusion

In 2021, we developed a new approach for inclusion which has three strands aligned to the Public Sector Equality Duty. Our new approach is part of Sport for Life. It will provide the framework to enabling and ensuring inclusion is embedded in our work. It will become our business as usual.

Figure 1. Three strands form our approach for inclusion



We aim to champion inclusion and lead by example. We want to create an environment for change by embedding inclusion in the support and development of “**our people**”.

Developing an inclusive and supportive workplace culture is a key part of this.

Methodology and Response Rate

We ran the 2021 equality monitoring survey over a two-week period in March 2021. We then compared the findings with previous surveys and the general Scottish population for each protected characteristic, where available.

The 2020-21 equalities monitoring survey was an online questionnaire available to all staff. Data has been managed in the strictest confidence and in line with the requirements of the Data Protection Act.

The survey had a total of 244 responses from staff on all contract types. The total number of staff at **sportscotland**, including those on zero hours, and casual staff is 361, giving a response rate of 68%.

Previous Survey Response Rates					
2019	2017	2015	2014	2013	2012
38%	65%	64%	67%	67%	74%

Employee Information by Protected Characteristic

Summary

We can see there are inequalities in our workforce composition for each protected characteristic. These have not changed significantly over time. We will draw out the differences for each characteristic more clearly in the sections below.

Age and Gender

We asked our employees the question “Which one of the following best describes your gender?” 53% stated that they were male while 46% stated that they were female. 1% of employees selected “prefer not to say” when asked to describe their gender while no employee chose to describe their gender “in another way”. This is in line with recent surveys which showed the gender split to be relatively even. 2018 was the only year where females made up majority of responses.

We asked our employees “What is your age?”. 240 people responded to this question. 35% stated that they were aged between 35-44 years old. This was the largest age grouping, and a decrease from 39% in the last report. It is followed by 45-54 years (30%) and 25-34 years (18%).

When age range is split by gender, there are more males compared to females in each age bracket with the exception of 35-44-year olds. Four employees chose not to disclose their age. One employee chose not to disclose their gender.

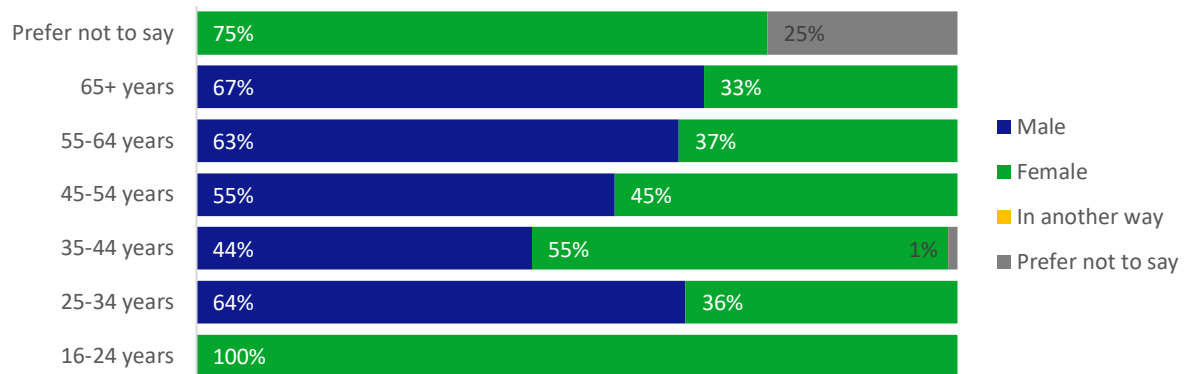
Figure 2: sportscotland gender profile



Figure 3: sportscotland age profile



Figure 4: sportscotland age by gender



(Total response gender n=240)

(Total response age n=239)

Gender Reassignment

We asked our employees if they had ever identified as transgender. 238 people responded to this question. 99% stated that they have never identified as transgender while 1% selected “prefer not to say”. This is line with recent surveys.

Race

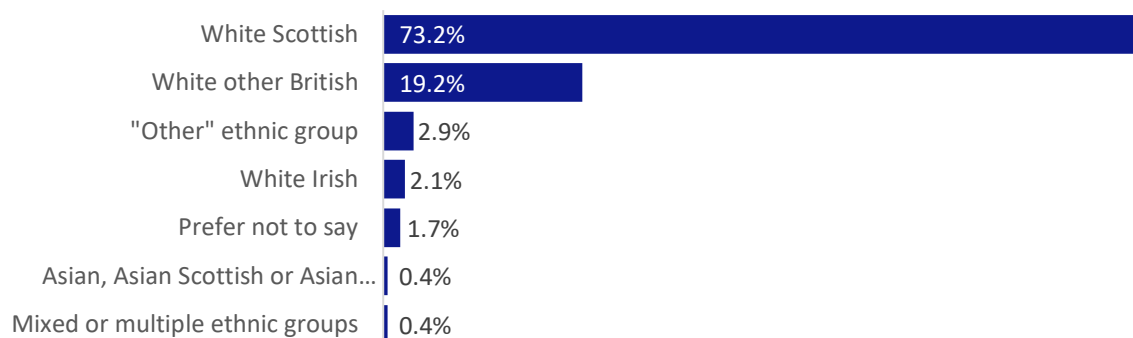
We asked our employees to select which ethnic group they identified with most. 73% identified as white Scottish. This is followed by 19% who stated that they were white other British and 3% who identified as being from another ethnic group.

73% of employees stating that they are White Scottish is a decrease of approximately 8% when compared with the last survey. The % of employees who consider themselves as white and from another part of the UK has increase from 14% in 2018 to over 19% this year. The remaining 3% is spread across a number of ethnic groups, particularly “Other ethnic group”. We believe this may be due to a change in how we have asked the questions.

Each remaining option accounted for 0.4% to <3% of all employees. This is similar to what was reported in 2018 with non-white ethnic origin options accounting for 1%-2% of all employees.

When each individual ethnic origin is grouped, 95% of **sportscotland** employees identified as white.

Figure 5: sportscotland ethnic origins



(Total Response n=239)

Table 1: Ethnicity comparison between sportscotland employees and Scottish population

Ethnic Group	sportscotland %	Scottish Population %
White Scottish	73.2%	84%
White British	19.3%	8%
White Irish	2.1%	1%
Other Ethnic Group	2.9%	0.3%
Any mixed or multiple ethnic groups	0.4%	0.4%
Asian, Asian Scottish or Asian British	0.4%	2.7%
Prefer not to say	1.7%	N/A

Table 1 shows that there is a lower representation of employees that identify as “White Scottish” when compared with the Scottish population. There is a higher representation of “White British” employees at **sportscotland** compared to the rest of the population. 19% of employees identify as “White British” compared with 8% of the Scottish population.

Fewer employees identify as “Asian, Asian Scottish or Asian British” compared with the Scottish population. This year’s survey showed an increase in employees from “other ethnic groups” when compared with 2018. This, along with the increase of “White British” employees and “White Irish” employees reduced the overall share of “White Scottish” employees in this year’s survey.

The higher response rate this year has also impacted the % of employees from Asian, Asian Scottish or Asian British backgrounds. 0.4% of employees stated they were Asian while 1.2% of employees in 2018 identified as Pakistani, Pakistani Scottish, Pakistani British, Indian, Indian Scottish or Indian British.

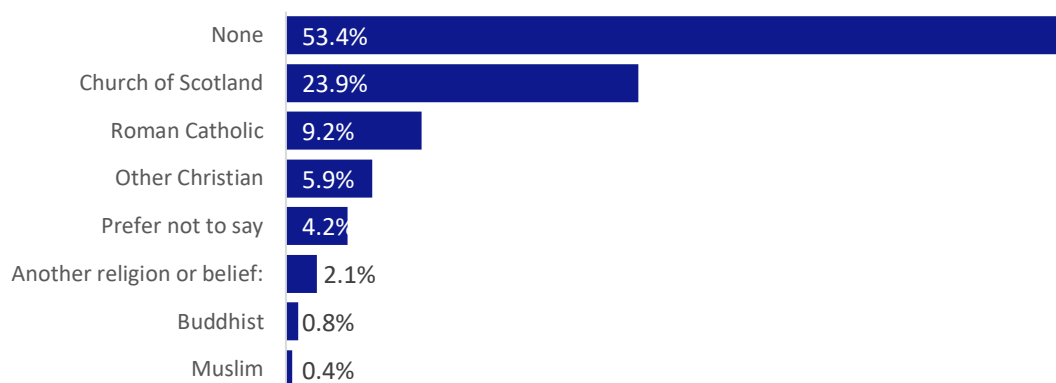
Religion and Belief

We asked our employees to identify their religion or belief. Just over half (53%) stated that they held no religious belief. This is followed by 24% who were Church of Scotland and 9% who were Roman Catholic. 6% of employees identified as following another Christian faith. 4% did not wish to disclose their religion.

This is relatively in line with what was reported in 2018 with 55% of employees having no religious beliefs, 21% Church of Scotland employees and 16% of employees who stated they were Catholic.

This year, 0.4% of employees stated they were Muslim whereas nobody who responded to the 2018 survey stated they were Muslim.

Figure 6: sportscotland religion or belief breakdown



(Total Response n=238)

Table 2: Religion comparison between sportscotland employees and Scottish population

Religion/Belief	sportscotland %	Scottish Population %
None	53.4%	36.7%
Church of Scotland	23.9%	32.4%
Roman Catholic	9.2%	15.9%
Other Christian	5.9%	5.5%
Prefer not to say	4.2%	N/A
Another religion or belief	2.1%	0.3%
Buddhist	0.8%	0.2%
Muslim	0.4%	1.4%
Hindu	0%	0.3%
Sikh	0%	0.2%
Jewish	0%	0.1%

Religion not stated	N/A	7%
---------------------	-----	----

Table 2 shows the differences in religions and beliefs between **sportscotland** employees and the rest of the Scottish population.

Disability

We asked our employees “Do you consider yourself to have a disability?”. Most employees do not consider themselves to have a disability (88%). 30% of the Scottish Population consider themselves to have at least one disability compared with 11% of **sportscotland** employees who consider themselves to have a disability. 1% preferred to not disclose their disability status.

Figure 7: **sportscotland** staff who consider themselves to have a disability

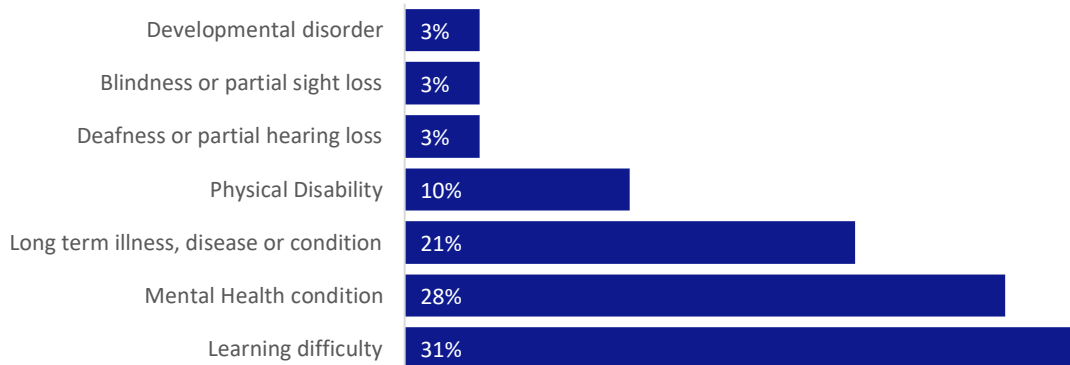


(Total Response n=238)

Figure 8 shows the self-reported types of disability. Of those employees who reported a disability, 31% stated that they had learning difficulties followed by 28% who had a mental health condition and 21% who were dealing with a long-term illness, disease or condition.

Seven types of disability were selected by employees in this year’s survey whereas only three were reported in 2018, with 50% of employees stating their disability related to a mental health condition. Learning difficulties and long-term illnesses accounted for the other 50% in 2018.

Figure 8: **sportscotland** staff who consider themselves to have a disability: disability type



(Total Response n=29)

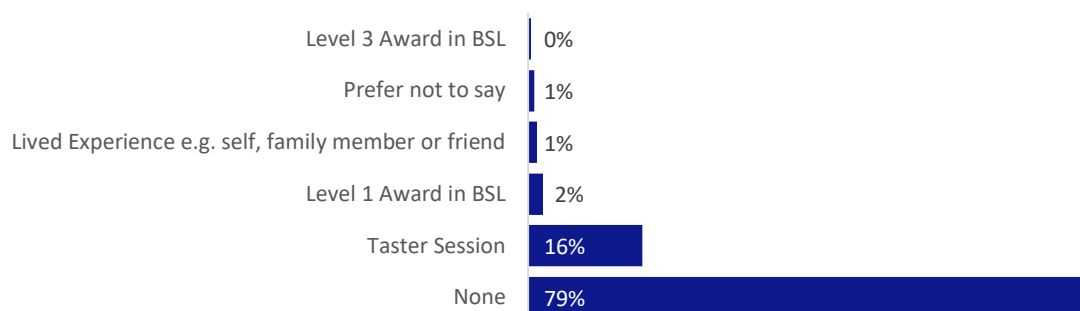
British Sign Language

We asked our employees to indicate their level of British Sign Language (BSL). 79% of employees stated that they had no experience of BSL. 16% stating that they had attended a taster session in BSL, 2% of employees had a level 1 award in BSL while 1% had lived experience in BSL.

This is in line with what was reported in 2018 when 83% of employees stated they had no experience of BSL and 14% stating they had attended a taster session.

This year's survey revealed one member of staff had a level 3 award in BSL which is the first time this has been reported.

Figure 9: **sportscotland** BSL Experience



(Total Response n=237)

Sexual Orientation

We asked our employees “Which of the following best describes your sexual orientation?”. 93% identified as heterosexual followed by 3% who identify as homosexual and 1% as bisexual. Fewer than 1% of employees stated that another term would best describe their sexual orientation.

Figure 10 shows in 2021, a slightly lower proportion of employees identified as either heterosexual or homosexual when compared with the 2018 survey.

We are unable to compare responses to this question to the Scottish population. According to the Census, it is not possible to draw any conclusions around the population as a whole since the non-response rate for the sexual orientation question was 70%.

Feeling comfortable

All employees who did not identify as straight, stated that they felt comfortable about being open with their sexuality at home (see Figure 11). However, not all employees said they were comfortable about being open with their sexuality with colleagues, their manager or at work generally. Only two thirds of this group feel comfortable being open about their sexuality with clients or service users.

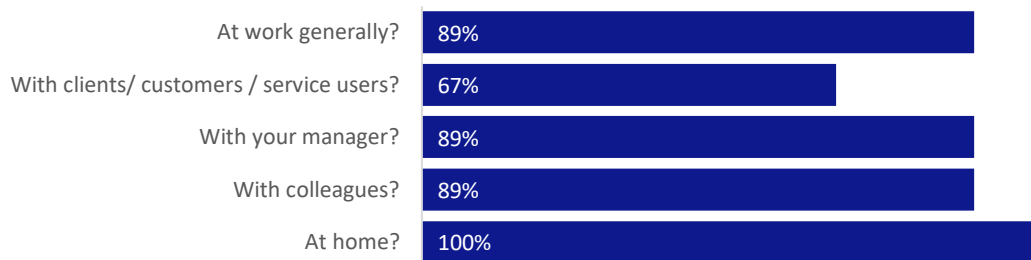
In 2018, all employees who did not identify as straight stated that they felt comfortable with their sexuality at home, with colleagues, with their manager, clients or at work generally.

Figure 10: **sportscotland** sexual orientation



(Total Response n=237)

Figure 11: **sportscotland** sexual orientation: where are employees comfortable being open about their sexual orientation?



(Total Response n=9)

Caring Responsibilities

We asked our employees about their caring responsibilities. Figure 12 shows, 42% of staff care for children, 9% care for an adult. 3% did not want to disclose their caring responsibilities.

Of the employees who cared for children, 9% stated that they also care for an adult as well.

Figure 12: sportscotland staff caring responsibilities



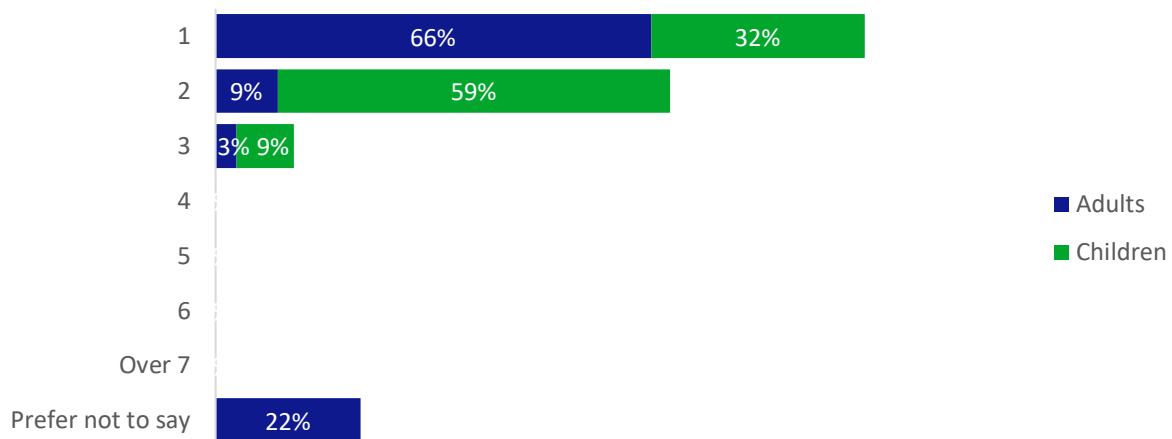
(Total Response n=227)

Figure 13 shows that of the employees who stated that they care for an adult, 66% care for one adult while 9% cared for two. 59% of employees who care for children currently care for two children.

This year, 3% of employees stated they care for 3 adults. This is the first year this has been reported with employees in 2018 stating they only cared for either 1 or 2 adults.

Similarly, nobody this year cared for more than 3 children while 1 employee in 2018 stated they care for 4 children.

Figure 13: sportscotland staff caring responsibilities: number of dependents



(Total Response n=147)

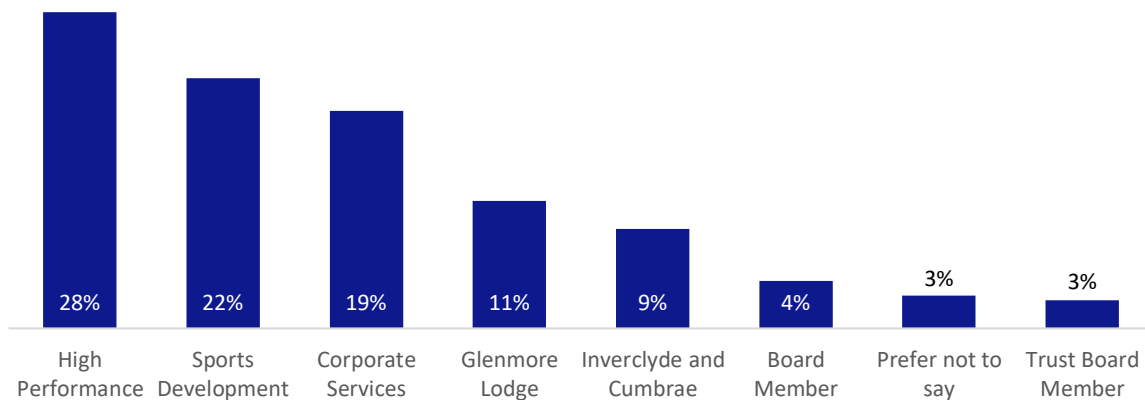
Employee Department

Figure 14 presents the different areas of the organisation the respondents currently work in.

Employees from High Performance (28%), Sports Development (22%) and Corporate Services (19%) make up the majority of responses in this year's survey.

This is similar to the 2018 survey although Sports Development (28%) accounted for the majority of responses followed by High Performance (27%) and then Corporate Services (22%).

Figure 14: sportscotland responses by department



(Total Response n=237)

Occupational Segregation

The information presented in this report is taken from the sensitive information section of our Human Resources Information System (HRIS). 81% of 348 employees completed at least one section of the sensitive information section.

There are two main types of occupational segregation: horizontal and vertical.

Horizontal Segregation

Horizontal segregation is when employees sharing certain protected characteristics are clustered by job type or category. We do not currently cluster jobs horizontally so are unable to publish any data at present.

However, as part of our ongoing reward project we aim to introduce job families, which will help us explore horizontal segregation.

Vertical Segregation

Vertical segregation is when employees sharing certain protected characteristics are clustered by pay grade. This section outlines our vertical segregation data. Any table or graph which shows “*” instead of a value refers to an item with less than 10 responses. This means we also have to redact any figures that would allow you to calculate these values as well. This is in line with PSED employee information reporting best practice.

Job Grade by Gender

Table 3 shows information on our job grades by gender. 81% of all employees completed this part of the sensitive information section.

160 employees recorded that they were male while 118 were recorded as female. Fewer than 10 employees in pay grades 1, 3 and 4 selected “other”. Grade one was the only grade where females were recorded as the majority. There are no females currently on grade seven of the salary scale. This is in line with previous surveys.

Table 3: **sportscotland** grade by gender

Grade by Gender	Male	Female	Did not Answer	Other	Totals	
1	17	27	17	*	*	*
2	11	*	*	0	27	8%
3	29	26	*	*	63	18%
4	46	30	21	*	*	*
5	32	14	*	0	*	*
6	12	*	0	0	*	*
7	*	0	0	0	*	*
Casual	*	*	*	0	15	4%
Intern	0	*	*	0	*	*
Living Wage	*	0	*	0	*	*
Special	*	*	*	0	*	*
Totals	*	*	*	*		
	*	*	*	*		

Job Grade by Disability

Table 4 shows job grade by disability. 74% of **sportscotland** employees recorded that they are not disabled, while 19% did not provide an answer to this section. 2% of staff recorded that they were disabled. 2% of employees stated that they did not know if they were disabled.

Fewer than 10 employees in grade 1, 2, 3 and casual stated that they did consider themselves to be disabled.

Table 4: **sportscotland** grade by disability

Grade by disability	Not Disabled	Did not Answer	Declined to Specify	Disabled	Not Known	Totals	
1	38	17	*	*	*	*	*
2	13	*	*	*	0	27	<i>8%</i>
3	52	*	*	*	*	63	<i>18%</i>
4	76	19	*	0	*	*	*
5	43	*	*	0	0	*	*
6	17	0	0	0	*	*	*
7	*	0	0	0	0	*	*
Casual	10	*	0	*	0	15	<i>4%</i>
Intern	*	*	0	0	0	*	*
Living Wage	*	*	0	0	0	*	*
Special	*	*	*	0	0	*	*
Totals	257	65	12	*	*		
	<i>74%</i>	<i>19%</i>	<i>3%</i>	*	*		

Job Grade by Race

Table 5 shows job grade by race. 262 (75%) employees recorded that they are white while 71 (20%) employees did not provide a response. 3% of employees selected “not stated” from the available options. Of the 80% of staff who completed this section in iTrent, none selected “black or black British” from the available options.

Fewer than 10 employees in grades 1, 2 and 3 stated that they were from a mixed or Asian background. Fewer than 10 staff in grades 1, 3, 4, 5 special and casual selected “not stated”.

Table 5: **sportscotland** grade by race

Grade by ethnic group	White	Did not Answer	Not Stated	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Groups	Totals	
1	40	18	*	*	0	0	0	*	*
2	18	*	0	0	*	0	0	27	8%
3	52	*	*	*	0	0	0	63	18%
4	74	23	*	0	0	0	0	*	*
5	43	*	*	0	0	0	*	*	*
6	17	*	0	0	0	0	0	*	*
7	*	0	0	0	0	0	0	*	*
Casual	10	*	*	0	0	0	0	15	4%
Intern	*	*	0	0	0	0	0	*	*
Living Wage	*	*	0	0	0	0	0	*	*
Special	*	*	*	0	0	0	0	*	*
Totals	262	71	10	*	*	0	*		
	75%	20%	3%	*	*	0%	*		

New Starters by Age and Gender – 2020-21

43 new employees joined **sportscotland** in 2020-21, of which 63% were male and 37% female.

47% of all new starters in 2020 were aged between 25 and 34 years old followed by 16% aged between 16 and 24.

The majority of all new starts aged between 25 and 44 years old were recorded as male while 50% of the new starters in the 35-44 year old age bracket were female.

75% of new starts that joined **sportscotland** at grade 1 level were female with the majority of new starts in grades 2, 3 and 4 recorded as male.

Figure 15: sportscotland new starts - gender



Leavers by Age & Gender - 2020

68 people left **sportscotland** in 2020 of which 60% were male.

26% of leavers were aged between 25 and 34 years old, 24% were aged between 45 and 54 while 22% were aged between 35 and 44 years old.

The majority of leavers aged between 25 and 34 years old were female while the vast majority of leavers in the 16-24 year old age bracket were male.

57% of all leavers over the age of 65 in 2020 were recorded as female.

Figure 16: sportscotland leavers - gender



Reasons for Leaving – 2020

Of the 68 leavers recorded in 2020, 51% left due to reaching the end of their contract. This is followed by 12% of leavers who TUPE transferred to another organisation and 9% who resigned due to new employment.

Gender pay gap review

The data used to conduct this gender pay gap review was taken on 31 March 2021. The gender pay review was carried out in-line with the new Gender Pay Gap Regulations 2017, analysing the mean and median pay by gender and the number of male and female staff by pay quartile. This only covers staff on annual pay, whereas the survey responses above also includes casually employed staff. More information on the full Gender Pay Gap regulations can be found on the [Governments Equalities Office website](#).

Analysis of the hourly mean and median base pay by gender shows a gender pay gap of 11.1% and 11.6% respectively:

	Female	Male	All Staff	Gender Pay Gap
Mean:	£18.70	£21.03	£18.47	11.1%
Median:	£18.22	£20.61	£18.74	11.6%
No. of Staff:	147	186	333	

sportscotland has no bonus scheme so this aspect of the analysis has been excluded.

Splitting the staff into the four equal pay quartiles shows that there is a higher percentage of female staff in the lowest quartile but a lower percentage in the other three quartiles:

Quartile Band	Pay Range (hourly pay)	Female	Male	All Staff
D	£22.46 - £51.20	35%	65%	100%
C	£18.74 - £22.45	43%	57%	100%
B	£14.14 - £18.73	40%	60%	100%
A	£9.26 - £14.13	58%	42%	100%

This analysis includes both full and part-time staff (excluding casual staff). For the UK as a whole the gender pay gap in 2020 stood at 15.5% (source: ONS). This is down from 17.9% in 2019.

Ethnicity pay gap review

We are unable to report on our ethnicity pay gap review, as the number of staff involved is so low the values would need to be redacted.

Equal pay review

The data used to conduct this equal pay review was taken on 31 March 2021. Of the 333 employees in **sportscotland** on this date 147 (44%) were female and 186 (56%) were male. The analysis of median base pay by grade gives the following results:

Grade	Staff		Median Base Pay		
	Female	Male	Female	Male	Female Salary as a % Above Male
1	*	*	£21,999	£21,999	100%
2	11	16	£27,299	£26,802	101.9%
3	28	36	£33,305	£34,454	96.7%
4	*	*	£43,363	£43,151	100.5%
5	*	*	£54,063	£53,386	101.3%
6	*	*	£66,900	£67,727	98.8%
7	*	*	-	£91,570	-
Intern	*	*	£18,330	-	-
Living Wage	*	*	£17,911	£17,930	99.9%
Snr Specialist	*	*	-	£98,854	-
Specialist	*	*	£87,624	£87,627	100%

The percentage of male and female employees in grades one to three is 49% and 51% respectively. However, grade one has 63% of female staff compared with 37% of male staff.

Of the six grades where female staff are present they earn higher median pay than men in three of the grades. The highest median pay difference is 1.9% in favour of female staff in grade two.

When considering mean (average) pay the differences are less marked however female staff are paid more than male staff in three of the six grades they are both present. This has decreased from five out of six in our 2019 report.

For full time staff, the difference in mean pay ranges across six grades from £212 to £1,149 per annum.

As a rule, a significance test of 4.5% is accepted and equal pay percentage results less than this level are not considered significant.

Statement on Equal Pay

As part of **sportscotland**'s commitment to achieve equal pay, we have:

- continued commitment to carry out equal pay reviews annually.
- committed to reviewing this data annually to address any inequalities within our pay and grading structure as part of our annual pay remit in line with Scottish Government Pay Policy guidance.
- continued to be a Living Wage Employer
- continued commitment to monitor pay regularly in partnership with our recognised trade union, PCS.

Find out more

Further information on our new equality outcomes and our equality mainstreaming report can be found at: <https://sportscotland.org.uk/equality-at-sportscotland/equality-reporting/>.

Head Office

Doges, Templeton on the Green,

62 Templeton Street,

Glasgow G40 1DA

Tel 0141 534 6500

Fax 0141 54 6501

sportscotland.org.uk



sportscotland
the national agency for sport