

Equality Outcomes and Mainstreaming Report 2021

Employee Equality Data Annex



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1. INTRODUCTION

This Annex should be read alongside the Equality and Mainstreaming Report 2021. The mainstreaming report provides detail about what actions the Scottish Government has taken and intends to take to progress its equality outcomes as an employer. This Annex provides data relating to the Scottish Government's equality outcomes as an employer.

The data presented in this Annex reflects the overall position set out in the Equality and Mainstreaming Report 2021 in relation to the following outcomes.

Outcome: Our workforce increases in diversity to reflect the general Scottish population by 2025.

The data shows that progress is being made and the workforce is gradually becoming more diverse and reflective of the Scottish population. However, in relation to certain groups such as disability and ethnicity, the pace of change may not be sufficient to achieve the 2025 aim.

Outcome: Foster an inclusive workforce culture and value the contribution of employees from all backgrounds.

The People Survey, which is the annual employee engagement survey carried out across the UK Civil Service, indicates that Scottish Government's Inclusion and Fair Treatment score was at its highest point in 2019 since the survey began in 2009. The Inclusion and Fair Treatment score for the Scottish Government was also amongst the highest across all participating UK Civil Service Departments and Agencies.¹ However, within the Scottish Government, the data shows that this experience varied across groups, with some groups having significantly poorer experiences than others. This pattern of variation is also visible within the People Survey's overall engagement score for the Scottish Government workforce.

Bullying and harassment in the Scottish Government remained at 11% between 2018 and 2019 and, whilst lower than the UK Civil Service score, was at its highest point since the survey began in 2009. Discrimination fell by 1 percentage point to 9% between 2018 and 2019 and was lower than the UK Civil Service score.² The data shows that experiences of Bullying, harassment and discrimination varies across groups, with some groups more likely to experience this than others.

The Equality and Mainstreaming Report 2021 and outcome summary provide information about the actions and activities relating to the work the Scottish Government as an employer and how data and research evidence informs this.

This annex provides diversity information for calendar years,³ 2013–20, for the following bodies.

Scottish Government Core Departments: Constitution and External Affairs, Economy, Education, Communities and Justice, Health and Social Care, Organisational Development and Operations and Scottish Exchequer.

1 [Civil Service People Survey: 2019 results - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/civil-service-people-survey-2019-results)

2 [Civil Service People Survey: 2019 results - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/civil-service-people-survey-2019-results)

3 Data for calendar year 2020 goes up to the end of November 2020. This is because the preparation of the data as part of the Equality Outcome and Mainstreaming reporting processes had to be carried out earlier than usual to meet the publication date.

Scottish Government Executive Agencies: Accountant in Bankruptcy, Disclosure Scotland, Education Scotland, Scottish Public Pensions Agency, Social Security Scotland, Student Awards Agency for Scotland and Transport Scotland.

Non-Ministerial Departments: Food Standards Scotland, National Records of Scotland, Office of the Scottish Charity Regulator, Revenue Scotland, Scottish Housing Regulator.

Employees in the following categories are included: permanent staff, those on maternity or adoption leave, outward secondments, those on career breaks, modern apprentices, fixed-term appointments (open competition and no competition) and students on placements.

Breakdowns of the following characteristics are provided: age, gender, ethnicity, sexual orientation, disability, marital status and religion. Where appropriate, there are data related to staff on maternity leave, pay band, guaranteed interview status, socioeconomic background, caring responsibilities and childcare responsibilities.

It should be noted that coverage of the data presented in this annex differs slightly to the coverage of the pay gap analysis presented in the main report. Detail on pay gap analysis coverage be found in the Equality and Mainstreaming Report (Breakdown of Pay Groups).

Data sources

Data are drawn from the Scottish Government's HR system and the annual Civil Service People Survey. Data tables contain both the numbers (identified with the letter 'N') and percentages of staff. The population comparator data contained in section 2.1 are drawn from the mid-2017 population estimates for Scotland (for age and gender) and the 2015 Scottish Core Survey Questions for ethnicity, sexual orientation, disability, marital status and religion.

Information on the protected characteristics (age, sex, ethnicity, sexual orientation, disability status, marital/civil partnership status, and religion or belief) is provided by the employee on a voluntary basis. For some protected characteristics (for example, age and sex) the information held is complete or very nearly complete, while the information held for other characteristics is less well populated.

2. DIVERSITY COMPOSITION OF SCOTTISH GOVERNMENT WORKFORCE

Overall, the Scottish Government continues to gather better quality data on the diversity of its workforce. Declaration rates (the proportion of staff who actively maintain their diversity data, whether by declaring a diversity characteristic or choosing the 'prefer not to say' option) have risen for disability and religion.

| DECLARATION RATES FOR PROTECTED CHARACTERISTICS (%) | | | | | | | | |
|---|------|------|------|------|------|------|------|------|
| | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| Ethnicity | 78.7 | 79.5 | 78.6 | 80.9 | 83.6 | 83.8 | 83.3 | 81.3 |
| Sexual Orientation | na | na | 49.8 | 58.1 | 65.1 | 69.7 | 72.5 | 72.1 |
| Disability | 61.2 | 58.8 | 56.2 | 58 | 59.8 | 57.6 | 62.5 | 63.7 |
| Marital Status | 70.2 | 67.8 | 64.8 | 64.6 | 63.1 | 57.9 | 59.8 | 57.9 |
| Religion | na | na | 49.2 | 57.5 | 64.7 | 69.2 | 72.1 | 71.8 |

Data on sexual orientation and religion was not gathered until 2015. Age and gender have close to 100% declaration rates.

This has been matched by increased diversity across the workforce. Since 2013, minority ethnic, LGBO and disabled staff have very gradually comprised more of the overall workforce, bringing the workforce demographics closer in line with the Scottish population. Women make up an increasing majority of the workforce across A-C pay bands. At SCS level, the majority of staff are men, though the gender gap narrowed from 2013-18. There is now a large enough number of minority ethnic, LGBO, and disabled SCS staff that the figures are not subject to disclosure control.

On maternity leave, there has been a general trend in staff taking longer lengths of leave, with the majority taking between 40 and 52 weeks.

2.1 Overall workforce composition

| WORKFORCE COMPOSITION BY AGE ('PREFER NOT TO SAY' RESPONSES EXCLUDED) | | | | | | | | | | | | |
|---|-------|------|-------|------|-------|------|-------|------|-----|-----|-------|------|
| | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 2013 | 843 | 11.7 | 1975 | 27.5 | 2194 | 30.5 | 1800 | 25 | 377 | 5.2 | 7189 | 100 |
| 2014 | 899 | 11.9 | 2038 | 27.0 | 2213 | 29.3 | 1981 | 26.2 | 417 | 5.5 | 7548 | 100 |
| 2015 | 955 | 12.3 | 2097 | 26.9 | 2258 | 29 | 2024 | 26.0 | 448 | 5.8 | 7782 | 100 |
| 2016 | 945 | 12.0 | 2071 | 26.3 | 2211 | 28.1 | 2151 | 27.3 | 488 | 6.2 | 7866 | 100 |
| 2017 | 1103 | 13.4 | 2100 | 25.5 | 2237 | 27.2 | 2245 | 27.3 | 553 | 6.7 | 8238 | 100 |
| 2018 | 1403 | 15.2 | 2340 | 25.4 | 2430 | 26.3 | 2436 | 26.4 | 614 | 6.7 | 9223 | 100 |
| 2019 | 1725 | 16.6 | 2593 | 25.0 | 2734 | 26.4 | 2640 | 25.4 | 682 | 6.6 | 10374 | 100 |
| 2020 | 1842 | 16.5 | 2787 | 24.9 | 2948 | 26.4 | 2819 | 25.2 | 779 | 7.0 | 11175 | 100 |
| Scottish Population (age 16-65) | | 27% | | 20% | | 20% | | 22% | | 11% | | 100% |

WORKFORCE COMPOSITION BY GENDER ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | Female | | Male | | Total | |
|--|--------|------|------|------|-------|------|
| | N | % | N | % | N | % |
| 2013 | 3679 | 51.3 | 3510 | 48.7 | 7240 | 100 |
| 2014 | 3882 | 51.5 | 3666 | 48.5 | 7602 | 100 |
| 2015 | 4028 | 51.8 | 3756 | 48.2 | 7834 | 100 |
| 2016 | 4097 | 52.2 | 3772 | 47.8 | 7920 | 100 |
| 2017 | 4326 | 52.5 | 3919 | 47.5 | 8297 | 100 |
| 2018 | 4941 | 53.5 | 4297 | 46.5 | 9282 | 100 |
| 2019 | 5631 | 54.3 | 4742 | 45.7 | 10374 | 100 |
| 2020 | 6144 | 55.0 | 5030 | 45.0 | 11175 | 100 |
| Scottish Population (age 16-65) | | 51% | | 49% | | 100% |

WORKFORCE COMPOSITION BY ETHNICITY

| | Ethnic minority | | White | | Prefer not to say | | Unknown | | Total | |
|--|-----------------|-----|-------|------|-------------------|-----|---------|------|-------|------|
| | N | % | N | % | N | % | N | % | N | % |
| 2013 | 114 | 1.6 | 5449 | 75.8 | 97 | 1.3 | 1529 | 21.3 | 7189 | 100 |
| 2014 | 119 | 1.6 | 5763 | 76.4 | 116 | 1.5 | 1550 | 20.5 | 7548 | 100 |
| 2015 | 115 | 1.5 | 5877 | 75.5 | 125 | 1.6 | 1667 | 21.4 | 7784 | 100 |
| 2016 | 127 | 1.6 | 6106 | 77.6 | 136 | 1.7 | 1500 | 19.1 | 7869 | 100 |
| 2017 | 150 | 1.8 | 6586 | 79.9 | 158 | 1.9 | 1352 | 16.4 | 8246 | 100 |
| 2018 | 194 | 2.1 | 7388 | 80.0 | 164 | 1.8 | 1493 | 16.2 | 9239 | 100 |
| 2019 | 233 | 2.2 | 8232 | 79.4 | 165 | 1.6 | 1744 | 16.8 | 10374 | 100 |
| 2020 | 270 | 2.4 | 8666 | 77.5 | 173 | 1.5 | 2066 | 18.5 | 11175 | 100 |
| Scottish Population (age 16-64) | | 4% | | 96% | | na | | na | | 100% |

WORKFORCE COMPOSITION BY SEXUAL ORIENTATION

| | LGBO | | Heterosexual/ Straight | | Prefer not to say | | Unknown | | Total | |
|--|------|-----|---------------------------|------|-------------------|-----|---------|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % |
| 2015 | 148 | 1.9 | 3509 | 45.1 | 218 | 2.8 | 3909 | 50.2 | 7784 | 100 |
| 2016 | 187 | 2.4 | 4123 | 52.4 | 260 | 3.3 | 3299 | 41.9 | 7869 | 100 |
| 2017 | 243 | 2.9 | 4809 | 58.3 | 314 | 3.8 | 2880 | 34.9 | 8246 | 100 |
| 2018 | 335 | 3.6 | 5753 | 62.3 | 348 | 3.8 | 2803 | 30.3 | 9239 | 100 |
| 2019 | 437 | 4.2 | 6662 | 64.2 | 397 | 3.8 | 2878 | 27.7 | 10374 | 100 |
| 2020 | 514 | 4.6 | 7131 | 63.8 | 423 | 3.8 | 3107 | 27.8 | 11175 | 100 |
| Scottish Population (age 16-64) | | 2% | | 96% | | 2% | | na | | 100 |

WORKFORCE COMPOSITION BY DISABILITY STATUS

| | Disabled | | Not disabled | | Prefer not to say | | Unknown | | Total | |
|--|----------|-----|--------------|------|-------------------|-----|---------|------|-------|------|
| | N | % | N | % | N | % | N | % | N | % |
| 2013 | 289 | 4.0 | 4078 | 56.7 | 35 | 0.5 | 2787 | 38.8 | 7189 | 100 |
| 2014 | 371 | 4.9 | 4021 | 53.3 | 44 | 0.6 | 3112 | 41.2 | 7548 | 100 |
| 2015 | 383 | 4.9 | 3937 | 50.6 | 53 | 0.7 | 3411 | 43.8 | 7784 | 100 |
| 2016 | 455 | 5.8 | 4036 | 51.3 | 72 | 0.9 | 3306 | 42.0 | 7869 | 100 |
| 2017 | 566 | 6.9 | 4269 | 51.8 | 96 | 1.2 | 3315 | 40.2 | 8246 | 100 |
| 2018 | 700 | 7.6 | 4514 | 48.9 | 112 | 1.2 | 3913 | 42.4 | 9239 | 100 |
| 2019 | 862 | 8.3 | 5426 | 52.3 | 138 | 1.3 | 3948 | 38.1 | 10374 | 100 |
| 2020 | 971 | 8.7 | 5971 | 53.4 | 165 | 1.5 | 4068 | 36.4 | 11175 | 100 |
| Scottish Population (age 16-64) | | 19% | | 80% | | na | | na | | 100% |

WORKFORCE COMPOSITION BY MARITAL STATUS

| | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|--|---------------------------|------|--------|------|------------|-----|-------------------|-----|---------|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 2013 | 3192 | 44.4 | 1254 | 17.4 | 206 | 2.9 | 395 | 5.5 | 2142 | 29.8 | 7189 | 100 |
| 2014 | 3263 | 43.2 | 1235 | 16.4 | 222 | 2.9 | 400 | 5.3 | 2428 | 32.2 | 7548 | 100 |
| 2015 | 3258 | 41.9 | 1198 | 15.4 | 225 | 2.9 | 362 | 4.7 | 2741 | 35.2 | 7784 | 100 |
| 2016 | 3355 | 42.6 | 1133 | 14.4 | 250 | 3.2 | 347 | 4.4 | 2784 | 35.4 | 7869 | 100 |
| 2017 | 3487 | 42.3 | 1109 | 13.4 | 259 | 3.1 | 352 | 4.3 | 3039 | 36.9 | 8246 | 100 |
| 2018 | 3634 | 39.3 | 1123 | 12.2 | 268 | 2.9 | 326 | 3.5 | 3888 | 42.1 | 9239 | 100 |
| 2019 | 3926 | 37.8 | 1183 | 11.4 | 288 | 2.8 | 313 | 3.0 | 4664 | 45.0 | 10374 | 100 |
| 2020 | 4077 | 36.5 | 1222 | 10.9 | 285 | 2.6 | 312 | 2.8 | 5279 | 47.2 | 11175 | 100 |
| Scottish Population (age 16-64) | | 49% | | 37% | Other: 14% | | | | | | | 100 |

WORKFORCE COMPOSITION BY RELIGION

| | None | | Christian | | Other Religion | | Prefer not to say | | Unknown | | Total | |
|--|------|------|-----------|------|----------------|-----|-------------------|-----|---------|------|-------|------|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 2015 | 1911 | 24.6 | 1575 | 20.2 | 100 | 1.3 | 242 | 3.1 | 3956 | 50.8 | 7784 | 100 |
| 2016 | 2276 | 28.9 | 1834 | 23.3 | 130 | 1.7 | 281 | 3.6 | 3348 | 42.5 | 7869 | 100 |
| 2017 | 2768 | 33.6 | 2084 | 25.3 | 142 | 1.7 | 338 | 4.1 | 2914 | 35.3 | 8246 | 100 |
| 2018 | 3456 | 37.4 | 2377 | 25.7 | 166 | 1.8 | 392 | 4.2 | 2848 | 30.8 | 9239 | 100 |
| 2019 | 4121 | 39.7 | 2706 | 26.1 | 200 | 1.9 | 430 | 4.1 | 2917 | 28.1 | 10374 | 100 |
| 2020 | 4485 | 40.1 | 2870 | 25.7 | 227 | 2.0 | 451 | 4.0 | 3142 | 28.1 | 11175 | 100 |
| Scottish Population (age 16-64) | | 51% | | 44% | | 3% | | 1% | | na | | 100% |

NUMBER OF STAFF ON MATERNITY LEAVE AND LENGTH (OR PLANNED LENGTH) OF LEAVE

| | Under 27 weeks | | 27-39 weeks | | 40-52 weeks | | Over 52 weeks | | Total | |
|-------------|----------------|------|-------------|------|-------------|------|---------------|-----|-------|-----|
| | N | % | N | % | N | % | N | % | N | % |
| 2013 | 16 | 9.5 | 63 | 37.5 | 89 | 53.0 | 0 | 0.0 | 168 | 100 |
| 2014 | 17 | 11.0 | 49 | 31.6 | 89 | 57.4 | 0 | 0.0 | 155 | 100 |
| 2015 | 16 | 11.4 | 50 | 35.7 | 74 | 52.9 | 0 | 0.0 | 140 | 100 |
| 2016 | 8 | 6.2 | 40 | 30.8 | 82 | 63.1 | 0 | 0.0 | 130 | 100 |
| 2017 | 13 | 10.2 | 37 | 28.9 | 78 | 60.9 | 0 | 0.0 | 128 | 100 |
| 2018 | * | * | 15 | 12.0 | 98 | 78.4 | * | * | 125 | 100 |
| 2019 | 20 | 13.6 | 34 | 23.1 | 82 | 55.8 | 11 | 7.5 | 147 | 100 |
| 2020 | 9 | 6.3 | 14 | 9.8 | 116 | 81.1 | 4 | 2.8 | 143 | 100 |

2.2 Workforce composition by pay band

| PAY BAND COMPOSITION BY AGE ('PREFER NOT TO SAY' RESPONSES EXCLUDED) | | | | | | | | | | | | | |
|--|------|-------|------|-------|------|-------|------|-------|------|-----|------|-------|-----|
| | | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Band A | 2013 | 411 | 21.7 | 419 | 22.2 | 443 | 23.4 | 472 | 25.0 | 146 | 7.7 | 1891 | 100 |
| | 2014 | 450 | 23.1 | 420 | 21.5 | 414 | 21.2 | 510 | 26.2 | 155 | 8.0 | 1949 | 100 |
| | 2015 | 501 | 26.4 | 405 | 21.3 | 363 | 19.1 | 479 | 25.2 | 153 | 8.0 | 1901 | 100 |
| | 2016 | 500 | 27.1 | 379 | 20.5 | 327 | 17.7 | 475 | 25.7 | 164 | 8.9 | 1845 | 100 |
| | 2017 | 504 | 29.3 | 320 | 18.6 | 282 | 16.4 | 428 | 24.9 | 184 | 10.7 | 1718 | 100 |
| | 2018 | 572 | 32.1 | 311 | 17.4 | 285 | 16 | 418 | 23.4 | 198 | 11.1 | 1784 | 100 |
| | 2019 | 659 | 34.6 | 315 | 16.6 | 304 | 16.0 | 419 | 22.0 | 205 | 10.8 | 1902 | 100 |
| | 2020 | 677 | 33.2 | 354 | 17.4 | 344 | 16.9 | 437 | 21.4 | 228 | 11.2 | 2040 | 100 |
| Band B | 2013 | 393 | 10.8 | 1168 | 32.1 | 1128 | 31.0 | 824 | 22.6 | 131 | 3.6 | 3644 | 100 |
| | 2014 | 407 | 10.5 | 1217 | 31.4 | 1165 | 30.1 | 921 | 23.8 | 166 | 4.3 | 3876 | 100 |
| | 2015 | 386 | 9.8 | 1282 | 32.5 | 1175 | 29.8 | 930 | 23.6 | 176 | 4.5 | 3949 | 100 |
| | 2016 | 401 | 9.7 | 1309 | 31.6 | 1190 | 28.7 | 1037 | 25.0 | 211 | 5.1 | 4148 | 100 |
| | 2017 | 554 | 12.6 | 1331 | 30.3 | 1178 | 26.8 | 1114 | 25.3 | 223 | 5.1 | 4400 | 100 |
| | 2018 | 772 | 15.4 | 1502 | 30.0 | 1247 | 24.9 | 1250 | 24.9 | 243 | 4.8 | 5014 | 100 |
| | 2019 | 994 | 17.4 | 1679 | 29.5 | 1417 | 24.9 | 1328 | 23.3 | 283 | 5.0 | 5701 | 100 |
| | 2020 | 1093 | 17.8 | 1805 | 29.3 | 1510 | 24.5 | 1411 | 22.9 | 335 | 5.4 | 6154 | 100 |

PAY BAND COMPOSITION BY AGE ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
|------------------------|-------------|-------|------|-------|------|-------|------|-------|------|-----|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Band C | 2013 | 13 | 1.1 | 322 | 26.6 | 487 | 40.2 | 339 | 28.0 | 49 | 4.0 | 1210 | 100 |
| | 2014 | 18 | 1.3 | 354 | 26.1 | 534 | 39.4 | 400 | 29.5 | 49 | 3.6 | 1355 | 100 |
| | 2015 | 12 | 0.9 | 336 | 24.1 | 570 | 40.8 | 420 | 30.1 | 58 | 4.2 | 1396 | 100 |
| | 2016 | 15 | 1.0 | 330 | 22.3 | 588 | 39.8 | 479 | 32.4 | 66 | 4.5 | 1478 | 100 |
| | 2017 | 25 | 1.5 | 381 | 22.1 | 672 | 39.0 | 546 | 31.7 | 99 | 5.7 | 1723 | 100 |
| | 2018 | 39 | 1.9 | 461 | 22.9 | 792 | 39.3 | 608 | 30.2 | 116 | 5.8 | 2016 | 100 |
| | 2019 | 51 | 2.2 | 540 | 22.9 | 897 | 38.0 | 739 | 31.3 | 135 | 5.7 | 2362 | 100 |
| | 2020 | 47 | 1.8 | 570 | 22.1 | 988 | 38.3 | 818 | 31.7 | 156 | 6.0 | 2579 | 100 |
| Not Assimilated | 2013 | 25 | 9.3 | 56 | 20.8 | 61 | 22.7 | 87 | 32.3 | 40 | 14.9 | 269 | 100 |
| | 2014 | 24 | 11.9 | 37 | 18.4 | 35 | 17.4 | 70 | 34.8 | 35 | 17.4 | 201 | 100 |
| | 2015 | 54 | 14.4 | 62 | 16.5 | 94 | 25 | 118 | 31.4 | 48 | 12.8 | 376 | 100 |
| | 2016 | 22 | 10.1 | 38 | 17.4 | 48 | 22.0 | 72 | 33.0 | 38 | 17.4 | 218 | 100 |
| | 2017 | 18 | 8.4 | 49 | 22.8 | 44 | 20.5 | 69 | 32.1 | 35 | 16.3 | 215 | 100 |
| | 2018 | 18 | 8.5 | 44 | 20.9 | 45 | 21.3 | 65 | 30.8 | 39 | 18.5 | 211 | 100 |
| | 2019 | 21 | 10.4 | 42 | 20.8 | 41 | 20.3 | 63 | 31.2 | 35 | 17.3 | 202 | 100 |
| | 2020 | 25 | 13.0 | 42 | 21.9 | 35 | 18.2 | 54 | 28.1 | 36 | 18.8 | 192 | 100 |

PAY BAND COMPOSITION BY AGE ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
|------------|-------------|-------|---|-------|------|-------|------|-------|------|-----|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| SCS | 2013 | * | * | 10 | 5.7 | 75 | 43.1 | 78 | 44.8 | 11 | 6.3 | 174 | 100 |
| | 2014 | * | * | 9 | 5.4 | 65 | 39.2 | 80 | 48.2 | 12 | 7.2 | 166 | 100 |
| | 2015 | * | * | 8 | 5.3 | 56 | 36.8 | 77 | 50.7 | 11 | 7.2 | 152 | 100 |
| | 2016 | * | * | 13 | 7.8 | 57 | 34.1 | 88 | 52.7 | 9 | 5.4 | 167 | 100 |
| | 2017 | * | * | 17 | 9.6 | 60 | 33.9 | 88 | 49.7 | 12 | 6.8 | 177 | 100 |
| | 2018 | * | * | 20 | 10.3 | 61 | 31.4 | 95 | 49.0 | 18 | 9.3 | 194 | 100 |
| | 2019 | * | * | 17 | 8.2 | 75 | 36.2 | 91 | 44.0 | 24 | 11.6 | 207 | 100 |
| | 2020 | * | * | 16 | 7.6 | 71 | 33.8 | 99 | 47.1 | 24 | 11.4 | 210 | 100 |

PAY BAND COMPOSITION BY GENDER ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | Female | | Male | | Total | |
|---------------|-------------|--------|------|------|------|-------|-----|
| | | N | % | N | % | N | % |
| Band A | 2013 | 1103 | 58.3 | 788 | 41.7 | 1891 | 100 |
| | 2014 | 1126 | 57.8 | 823 | 42.2 | 1949 | 100 |
| | 2015 | 1095 | 57.6 | 806 | 42.4 | 1901 | 100 |
| | 2016 | 1051 | 57.0 | 794 | 43.0 | 1845 | 100 |
| | 2017 | 994 | 57.9 | 724 | 42.1 | 1718 | 100 |
| | 2018 | 1019 | 57.1 | 765 | 42.9 | 1784 | 100 |
| | 2019 | 1106 | 58.1 | 796 | 41.9 | 1902 | 100 |
| | 2020 | 1193 | 58.5 | 847 | 41.5 | 2040 | 100 |
| Band B | 2013 | 1871 | 51.3 | 1773 | 48.7 | 3644 | 100 |
| | 2014 | 1972 | 50.9 | 1904 | 49.1 | 3876 | 100 |
| | 2015 | 2045 | 51.8 | 1904 | 48.2 | 3949 | 100 |
| | 2016 | 2167 | 52.2 | 1981 | 47.8 | 4148 | 100 |
| | 2017 | 2303 | 52.3 | 2096 | 47.6 | 4400 | 100 |
| | 2018 | 2695 | 53.7 | 2318 | 46.2 | 5014 | 100 |
| | 2019 | 3094 | 54.3 | 2606 | 45.7 | 5701 | 100 |
| | 2020 | 3392 | 55.1 | 2761 | 44.9 | 6154 | 100 |

PAY BAND COMPOSITION BY GENDER ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | Female | | Male | | Total | |
|------------------------|-------------|--------|------|------|------|-------|-----|
| | | N | % | N | % | N | % |
| Band C | 2013 | 601 | 49.7 | 609 | 50.3 | 1210 | 100 |
| | 2014 | 693 | 51.1 | 662 | 48.9 | 1355 | 100 |
| | 2015 | 725 | 51.9 | 671 | 48.1 | 1396 | 100 |
| | 2016 | 771 | 52.2 | 707 | 47.8 | 1478 | 100 |
| | 2017 | 920 | 53.4 | 803 | 46.6 | 1723 | 100 |
| | 2018 | 1098 | 54.5 | 918 | 45.5 | 2016 | 100 |
| | 2019 | 1306 | 55.3 | 1056 | 44.7 | 2362 | 100 |
| | 2020 | 1439 | 55.8 | 1140 | 44.2 | 2579 | 100 |
| Not Assimilated | 2013 | 39 | 14.5 | 230 | 85.5 | 269 | 100 |
| | 2014 | 28 | 13.9 | 173 | 86.1 | 201 | 100 |
| | 2015 | 100 | 26.6 | 276 | 73.4 | 376 | 100 |
| | 2016 | 30 | 13.8 | 188 | 86.2 | 218 | 100 |
| | 2017 | 26 | 12.1 | 189 | 87.9 | 215 | 100 |
| | 2018 | 29 | 13.7 | 182 | 86.3 | 211 | 100 |
| | 2019 | 32 | 15.8 | 170 | 84.2 | 202 | 100 |
| | 2020 | 27 | 14.1 | 165 | 85.9 | 192 | 100 |

PAY BAND COMPOSITION BY GENDER ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | Female | | Male | | Total | |
|------------|-------------|--------|------|------|------|-------|-----|
| | | N | % | N | % | N | % |
| SCS | 2013 | 64 | 36.8 | 110 | 63.2 | 174 | 100 |
| | 2014 | 62 | 37.3 | 104 | 62.7 | 166 | 100 |
| | 2015 | 59 | 38.8 | 93 | 61.2 | 152 | 100 |
| | 2016 | 70 | 41.9 | 97 | 58.1 | 167 | 100 |
| | 2017 | 74 | 41.8 | 103 | 58.2 | 177 | 100 |
| | 2018 | 86 | 44.3 | 108 | 55.7 | 194 | 100 |
| | 2019 | 93 | 44.9 | 114 | 55.1 | 207 | 100 |
| | 2020 | 93 | 44.3 | 117 | 55.7 | 210 | 100 |

PAY BAND COMPOSITION BY ETHNICITY

| | | Ethnic minority | | White | | Prefer not to say | | Unknown | | Total | |
|---------------|-------------|-----------------|-----|-------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| Band A | 2013 | 41 | 2.2 | 1295 | 68.5 | 23 | 1.2 | 532 | 28.1 | 1891 | 100 |
| | 2014 | 41 | 2.1 | 1300 | 66.7 | 28 | 1.4 | 580 | 29.8 | 1949 | 100 |
| | 2015 | 34 | 1.8 | 1234 | 64.9 | 24 | 1.3 | 609 | 32.0 | 1901 | 100 |
| | 2016 | 31 | 1.7 | 1233 | 66.8 | 26 | 1.4 | 555 | 30.1 | 1845 | 100 |
| | 2017 | 34 | 2.0 | 1157 | 67.3 | 28 | 1.6 | 499 | 29 | 1718 | 100 |
| | 2018 | 43 | 2.4 | 1249 | 70.0 | 25 | 1.4 | 467 | 26.2 | 1784 | 100 |
| | 2019 | 49 | 2.6 | 1311 | 68.9 | 21 | 1.1 | 521 | 27.4 | 1902 | 100 |
| | 2020 | 56 | 2.7 | 1379 | 67.6 | 22 | 1.1 | 583 | 28.6 | 2040 | 100 |
| Band B | 2013 | 54 | 1.5 | 2886 | 79.2 | 55 | 1.5 | 649 | 17.8 | 3644 | 100 |
| | 2014 | 59 | 1.5 | 3115 | 80.4 | 65 | 1.7 | 637 | 16.4 | 3876 | 100 |
| | 2015 | 60 | 1.5 | 3236 | 81.9 | 72 | 1.8 | 581 | 14.7 | 3949 | 100 |
| | 2016 | 74 | 1.8 | 3371 | 81.3 | 74 | 1.8 | 629 | 15.2 | 4148 | 100 |
| | 2017 | 84 | 1.9 | 3691 | 83.9 | 88 | 2.0 | 537 | 12.2 | 4400 | 100 |
| | 2018 | 109 | 2.2 | 4153 | 82.8 | 93 | 1.9 | 659 | 13.1 | 5014 | 100 |
| | 2019 | 136 | 2.4 | 4661 | 81.8 | 90 | 1.6 | 814 | 14.3 | 5701 | 100 |
| | 2020 | 160 | 2.6 | 4909 | 79.8 | 96 | 1.6 | 989 | 16.1 | 6154 | 100 |

PAY BAND COMPOSITION BY ETHNICITY

| | | Ethnic minority | | White | | Prefer not to say | | Unknown | | Total | |
|------------------------|-------------|-----------------|-----|-------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| Band C | 2013 | 16 | 1.3 | 991 | 81.9 | 14 | 1.2 | 189 | 15.6 | 1210 | 100 |
| | 2014 | 16 | 1.2 | 1122 | 82.8 | 19 | 1.4 | 198 | 14.6 | 1355 | 100 |
| | 2015 | 17 | 1.2 | 1166 | 83.5 | 24 | 1.7 | 189 | 13.5 | 1396 | 100 |
| | 2016 | 18 | 1.2 | 1264 | 85.5 | 30 | 2.0 | 166 | 11.2 | 1478 | 100 |
| | 2017 | 26 | 1.5 | 1493 | 86.7 | 35 | 2.0 | 169 | 9.8 | 1723 | 100 |
| | 2018 | 36 | 1.8 | 1727 | 85.7 | 38 | 1.9 | 215 | 10.7 | 2016 | 100 |
| | 2019 | 40 | 1.7 | 1995 | 84.5 | 49 | 2.1 | 278 | 11.8 | 2362 | 100 |
| | 2020 | 46 | 1.8 | 2120 | 82.2 | 51 | 2.0 | 362 | 14.0 | 2579 | 100 |
| Not Assimilated | 2013 | * | * | 135 | 50.2 | * | * | 132 | 49.1 | 269 | 100 |
| | 2014 | * | * | 88 | 43.8 | * | * | 112 | 55.7 | 201 | 100 |
| | 2015 | * | * | 114 | 30.3 | * | * | 259 | 68.9 | 376 | 100 |
| | 2016 | * | * | 95 | 43.6 | * | * | 121 | 55.5 | 218 | 100 |
| | 2017 | * | * | 98 | 45.6 | * | * | 114 | 53.0 | 215 | 100 |
| | 2018 | * | * | 99 | 46.9 | * | * | 109 | 51.7 | 211 | 100 |
| | 2019 | * | * | 97 | 48.0 | * | * | 102 | 50.5 | 202 | 100 |
| | 2020 | * | * | 91 | 47.4 | * | * | 96 | 50.0 | 192 | 100 |

PAY BAND COMPOSITION BY ETHNICITY

| | | Ethnic minority | | White | | Prefer not to say | | Unknown | | Total | |
|------------|-------------|-----------------|-----|-------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| SCS | 2013 | * | * | 142 | 81.7 | * | * | 26 | 14.9 | 174 | 100 |
| | 2014 | * | * | 138 | 83.2 | * | * | 22 | 13.2 | 166 | 100 |
| | 2015 | * | * | 127 | 83.7 | * | * | 19 | 12.4 | 152 | 100 |
| | 2016 | * | * | 143 | 85.6 | * | * | 16 | 9.6 | 167 | 100 |
| | 2017 | 5 | 2.8 | 146 | 82.6 | 5 | 2.8 | 21 | 11.8 | 177 | 100 |
| | 2018 | 5 | 2.6 | 158 | 81.5 | 6 | 3.1 | 25 | 12.8 | 194 | 100 |
| | 2019 | 7 | 3.4 | 168 | 81.2 | 3 | 1.4 | 29 | 14.0 | 207 | 100 |
| | 2020 | 5 | 2.4 | 167 | 79.5 | 2 | 1.0 | 36 | 17.1 | 210 | 100 |

PAY BAND COMPOSITION BY SEXUAL ORIENTATION

| | | LGBO | | Heterosexual/ Straight | | Prefer not to say | | Unknown | | Total | |
|---------------|-------------|------|-----|---------------------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| Band A | 2015 | 34 | 1.8 | 632 | 33.2 | 40 | 2.1 | 1195 | 62.9 | 1901 | 100 |
| | 2016 | 42 | 2.3 | 705 | 38.2 | 40 | 2.2 | 1058 | 57.3 | 1845 | 100 |
| | 2017 | 39 | 2.3 | 728 | 42.4 | 46 | 2.7 | 905 | 52.7 | 1718 | 100 |
| | 2018 | 59 | 3.3 | 863 | 48.4 | 47 | 2.6 | 815 | 45.7 | 1784 | 100 |
| | 2019 | 80 | 4.2 | 954 | 50.2 | 44 | 2.3 | 824 | 43.3 | 1902 | 100 |
| | 2020 | 97 | 4.8 | 1041 | 51.0 | 47 | 2.3 | 855 | 41.9 | 2040 | 100 |
| Band B | 2015 | 77 | 1.9 | 2044 | 51.8 | 125 | 3.2 | 1703 | 43.1 | 3949 | 100 |
| | 2016 | 94 | 2.3 | 2362 | 56.9 | 153 | 3.7 | 1539 | 37.1 | 4148 | 100 |
| | 2017 | 134 | 3.0 | 2776 | 63.1 | 185 | 4.2 | 1305 | 29.7 | 4400 | 100 |
| | 2018 | 190 | 3.8 | 3328 | 66.4 | 202 | 4.0 | 1294 | 25.8 | 5014 | 100 |
| | 2019 | 251 | 4.4 | 3844 | 67.4 | 232 | 4.1 | 1374 | 24.1 | 5701 | 100 |
| | 2020 | 300 | 4.9 | 4110 | 66.8 | 246 | 4.0 | 1498 | 24.3 | 6154 | 100 |
| Band C | 2015 | 33 | 2.4 | 700 | 50.1 | 47 | 3.4 | 616 | 44.1 | 1396 | 100 |
| | 2016 | 47 | 3.2 | 883 | 59.7 | 57 | 3.9 | 491 | 33.2 | 1478 | 100 |
| | 2017 | 66 | 3.8 | 1126 | 65.4 | 71 | 4.1 | 460 | 26.7 | 1723 | 100 |
| | 2018 | 78 | 3.9 | 1362 | 67.6 | 87 | 4.3 | 489 | 24.3 | 2016 | 100 |
| | 2019 | 99 | 4.2 | 1651 | 69.9 | 111 | 4.7 | 501 | 21.2 | 2362 | 100 |
| | 2020 | 108 | 4.2 | 1772 | 68.7 | 121 | 4.7 | 578 | 22.4 | 2579 | 100 |

PAY BAND COMPOSITION BY SEXUAL ORIENTATION

| | | LGBO | | Heterosexual/ Straight | | Prefer not to say | | Unknown | | Total | |
|----------------------------|-------------|------|-----|---------------------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| Not Assimilated | 2015 | * | * | 78 | 20.7 | * | * | 294 | 78.2 | 376 | 100 |
| | 2016 | * | * | 67 | 30.7 | * | * | 148 | 67.9 | 218 | 100 |
| | 2017 | * | * | 70 | 32.6 | * | * | 142 | 66 | 215 | 100 |
| | 2018 | * | * | 77 | 36.5 | * | * | 130 | 61.6 | 211 | 100 |
| | 2019 | * | * | 78 | 38.6 | * | * | 120 | 59.4 | 202 | 100 |
| | 2020 | * | * | 76 | 39.6 | * | * | 112 | 58.3 | 192 | 100 |
| SCS | 2015 | * | * | 55 | 35.9 | * | * | 91 | 60.1 | 153 | 100 |
| | 2016 | * | * | 106 | 63.5 | * | * | 50 | 29.9 | 167 | 100 |
| | 2017 | * | * | 108 | 60.7 | * | * | 56 | 32 | 178 | 100 |
| | 2018 | 5 | 2.6 | 123 | 63.1 | 9 | 4.6 | 57 | 29.7 | 195 | 100 |
| | 2019 | 6 | 2.9 | 135 | 65.2 | 7 | 3.4 | 59 | 28.5 | 207 | 100 |
| | 2020 | 8 | 3.8 | 132 | 62.9 | 6 | 2.9 | 64 | 30.5 | 210 | 100 |

PAY BAND COMPOSITION BY DISABILITY STATUS

| | | Disabled | | Not disabled | | Prefer not to say | | Unknown | | Total | |
|---------------|-------------|----------|------|--------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| Band A | 2013 | 117 | 6.2 | 902 | 47.7 | 10 | 0.5 | 862 | 45.6 | 1891 | 100 |
| | 2014 | 132 | 6.8 | 855 | 43.9 | 10 | 0.5 | 952 | 48.8 | 1949 | 100 |
| | 2015 | 123 | 6.5 | 775 | 40.8 | 12 | 0.6 | 991 | 52.1 | 1901 | 100 |
| | 2016 | 130 | 7.0 | 777 | 42.1 | 15 | 0.8 | 923 | 5.0 | 1845 | 100 |
| | 2017 | 151 | 8.8 | 722 | 42.0 | 15 | 0.9 | 830 | 48.3 | 1718 | 100 |
| | 2018 | 177 | 9.9 | 665 | 37.3 | 15 | 0.8 | 927 | 52.0 | 1784 | 100 |
| | 2019 | 188 | 9.9 | 775 | 40.7 | 20 | 1.1 | 919 | 48.3 | 1902 | 100 |
| | 2020 | 207 | 10.1 | 891 | 43.7 | 27 | 1.3 | 915 | 44.9 | 2040 | 100 |
| Band B | 2013 | 139 | 3.8 | 2143 | 58.8 | 21 | 0.6 | 1341 | 36.8 | 3644 | 100 |
| | 2014 | 183 | 4.7 | 2138 | 55.2 | 29 | 0.7 | 1526 | 39.4 | 3876 | 100 |
| | 2015 | 200 | 5.1 | 2127 | 53.9 | 36 | 0.9 | 1586 | 40.2 | 3949 | 100 |
| | 2016 | 248 | 6.0 | 2164 | 52.2 | 47 | 1.1 | 1689 | 40.7 | 4148 | 100 |
| | 2017 | 317 | 7.2 | 2321 | 52.8 | 63 | 1.4 | 1699 | 38.6 | 4400 | 100 |
| | 2018 | 395 | 7.9 | 2485 | 49.6 | 72 | 1.4 | 2062 | 41.1 | 5014 | 100 |
| | 2019 | 511 | 9.0 | 3039 | 53.3 | 78 | 1.4 | 2073 | 36.4 | 5701 | 100 |
| | 2020 | 570 | 9.3 | 3361 | 54.6 | 94 | 1.5 | 2129 | 34.6 | 6154 | 100 |

PAY BAND COMPOSITION BY DISABILITY STATUS

| | | Disabled | | Not disabled | | Prefer not to say | | Unknown | | Total | |
|------------------------|-------------|----------|-----|--------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| Band C | 2013 | 24 | 2.0 | 816 | 67.4 | 4 | 0.3 | 366 | 30.2 | 1210 | 100 |
| | 2014 | 49 | 3.6 | 854 | 63.0 | 5 | 0.4 | 447 | 33.0 | 1355 | 100 |
| | 2015 | 53 | 3.8 | 860 | 61.6 | 5 | 0.4 | 478 | 34.2 | 1396 | 100 |
| | 2016 | 67 | 4.5 | 911 | 61.6 | 10 | 0.7 | 490 | 33.2 | 1478 | 100 |
| | 2017 | 91 | 5.3 | 1041 | 60.4 | 18 | 1.0 | 573 | 33.3 | 1723 | 100 |
| | 2018 | 118 | 5.9 | 1165 | 57.8 | 25 | 1.2 | 708 | 35.1 | 2016 | 100 |
| | 2019 | 149 | 6.3 | 1410 | 59.7 | 39 | 1.7 | 764 | 32.3 | 2362 | 100 |
| | 2020 | 180 | 7.0 | 1519 | 58.9 | 43 | 1.7 | 837 | 32.5 | 2579 | 100 |
| Not Assimilated | 2013 | 5 | 1.9 | 96 | 35.7 | * | * | 168 | 62.5 | 269 | 100 |
| | 2014 | * | * | * | 29.9 | * | * | 138 | 68.7 | 201 | 100 |
| | 2015 | * | * | * | 17.3 | * | * | 308 | 81.9 | 376 | 100 |
| | 2016 | 6 | 2.8 | 57 | 26.2 | * | * | 155 | 71.1 | 218 | 100 |
| | 2017 | * | * | 54 | 25.1 | * | * | 158 | 73.5 | 215 | 100 |
| | 2018 | 5 | 2.4 | 53 | 25.1 | * | * | 153 | 72.5 | 211 | 100 |
| | 2019 | 5 | 2.5 | 54 | 26.7 | * | * | 143 | 70.8 | 202 | 100 |
| | 2020 | 3 | 1.6 | 55 | 28.6 | * | * | 134 | 69.8 | 192 | 100 |

PAY BAND COMPOSITION BY DISABILITY STATUS

| | | Disabled | | Not disabled | | Prefer not to say | | Unknown | | Total | |
|------------|-------------|----------|-----|--------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| SCS | 2013 | * | * | 121 | 69.5 | * | * | 49 | 28.2 | 174 | 100 |
| | 2014 | * | * | 114 | 68.7 | * | * | 48 | 28.9 | 166 | 100 |
| | 2015 | * | * | 110 | 72.4 | * | * | 38 | 25.0 | 152 | 100 |
| | 2016 | * | * | 127 | 76 | * | * | 36 | 21.6 | 167 | 100 |
| | 2017 | * | * | 130 | 73.4 | * | * | 44 | 24.9 | 177 | 100 |
| | 2018 | * | * | 144 | 74.2 | * | * | 46 | 23.7 | 194 | 100 |
| | 2019 | 9 | 4.3 | 148 | 71.5 | 1 | 0.5 | 49 | 23.7 | 207 | 100 |
| | 2020 | 11 | 5.2 | 145 | 69.0 | 1 | 0.5 | 53 | 25.2 | 210 | 100 |

PAY BAND COMPOSITION BY MARITAL STATUS

| | | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|---------------|-------------|---------------------------|------|--------|------|----------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Band A | 2013 | 617 | 32.6 | 447 | 23.6 | 60 | 3.2 | 140 | 7.4 | 627 | 33.2 | 1891 | 100 |
| | 2014 | 592 | 30.4 | 438 | 22.5 | 61 | 3.1 | 142 | 7.3 | 716 | 36.7 | 1949 | 100 |
| | 2015 | 537 | 28.2 | 387 | 20.4 | 59 | 3.1 | 115 | 6.0 | 803 | 42.2 | 1901 | 100 |
| | 2016 | 521 | 28.2 | 359 | 19.5 | 63 | 3.4 | 112 | 6.1 | 790 | 42.8 | 1845 | 100 |
| | 2017 | 467 | 27.2 | 319 | 18.6 | 59 | 3.4 | 101 | 5.9 | 772 | 44.9 | 1718 | 100 |
| | 2018 | 438 | 24.6 | 301 | 16.9 | 58 | 3.3 | 76 | 4.3 | 911 | 51.1 | 1784 | 100 |
| | 2019 | 426 | 22.4 | 278 | 14.6 | 54 | 2.8 | 62 | 3.3 | 1082 | 56.9 | 1902 | 100 |
| | 2020 | 426 | 20.9 | 278 | 13.6 | 55 | 2.7 | 56 | 2.7 | 1225 | 60.0 | 2040 | 100 |
| Band B | 2013 | 1689 | 46.4 | 622 | 17.1 | 112 | 3.1 | 187 | 5.1 | 1034 | 28.4 | 3644 | 100 |
| | 2014 | 1778 | 45.9 | 625 | 16.1 | 127 | 3.3 | 184 | 4.7 | 1162 | 30.0 | 3876 | 100 |
| | 2015 | 1773 | 44.9 | 618 | 15.6 | 128 | 3.2 | 170 | 4.3 | 1260 | 31.9 | 3949 | 100 |
| | 2016 | 1847 | 44.5 | 619 | 14.9 | 137 | 3.3 | 163 | 3.9 | 1382 | 33.3 | 4148 | 100 |
| | 2017 | 1873 | 42.6 | 626 | 14.2 | 147 | 3.3 | 172 | 3.9 | 1582 | 30.6 | 4400 | 100 |
| | 2018 | 1938 | 38.7 | 646 | 12.9 | 151 | 3.0 | 164 | 3.3 | 2115 | 42.2 | 5014 | 100 |
| | 2019 | 2097 | 36.8 | 704 | 12.3 | 161 | 2.8 | 161 | 2.8 | 2578 | 45.2 | 5701 | 100 |
| | 2020 | 2152 | 35.0 | 737 | 12.0 | 153 | 2.5 | 160 | 2.6 | 2952 | 48.0 | 6154 | 100 |

PAY BAND COMPOSITION BY MARITAL STATUS

| | | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|------------------------|-------------|---------------------------|------|--------|------|----------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Band C | 2013 | 687 | 56.8 | 128 | 10.6 | 26 | 2.1 | 51 | 4.2 | 318 | 26.3 | 1210 | 100 |
| | 2014 | 743 | 54.8 | 130 | 9.6 | 27 | 2.0 | 61 | 4.5 | 394 | 29.1 | 1355 | 100 |
| | 2015 | 786 | 56.3 | 124 | 8.9 | 28 | 2.0 | 60 | 4.3 | 398 | 28.5 | 1396 | 100 |
| | 2016 | 832 | 56.3 | 120 | 8.1 | 38 | 2.6 | 61 | 4.1 | 427 | 28.9 | 1478 | 100 |
| | 2017 | 980 | 56.9 | 133 | 7.7 | 44 | 2.6 | 68 | 3.9 | 498 | 28.9 | 1723 | 100 |
| | 2018 | 1085 | 53.8 | 149 | 7.4 | 50 | 2.5 | 74 | 3.7 | 658 | 32.6 | 2016 | 100 |
| | 2019 | 1217 | 51.5 | 173 | 7.3 | 64 | 2.7 | 80 | 3.4 | 828 | 35.1 | 2362 | 100 |
| | 2020 | 1313 | 50.9 | 182 | 7.1 | 72 | 2.8 | 85 | 3.3 | 927 | 35.9 | 2579 | 100 |
| Not assimilated | 2013 | 93 | 34.6 | 35 | 13.0 | 6 | 2.2 | 13 | 4.8 | 122 | 45.4 | 269 | 100 |
| | 2014 | 52 | 25.9 | 20 | 10.0 | 5 | 2.5 | 9 | 4.5 | 115 | 57.2 | 201 | 100 |
| | 2015 | 73 | 19.4 | 50 | 13.3 | 6 | 1.6 | 14 | 3.7 | 233 | 62.0 | 376 | 100 |
| | 2016 | 52 | 23.9 | 16 | 7.3 | 6 | 2.8 | 6 | 2.8 | 138 | 63.3 | 218 | 100 |
| | 2017 | 51 | 23.7 | 13 | 6.0 | * | * | * | * | 143 | 66.5 | 215 | 100 |
| | 2018 | 47 | 22.3 | 12 | 5.7 | * | * | * | * | 144 | 68.2 | 211 | 100 |
| | 2019 | 46 | 22.8 | 14 | 6.9 | * | * | * | * | 134 | 66.3 | 202 | 100 |
| | 2020 | 44 | 22.9 | 12 | 6.3 | 0 | 0.0 | 5 | 2.6 | 131 | 68.2 | 192 | 100 |

PAY BAND COMPOSITION BY MARITAL STATUS

| | | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|-----|-------------|---------------------------|------|--------|------|----------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| SCS | 2013 | 106 | 60.9 | 22 | 12.6 | * | * | * | * | 40 | 23.0 | 174 | 100 |
| | 2014 | 98 | 59 | 22 | 13.3 | * | * | * | * | 40 | 24.1 | 166 | 100 |
| | 2015 | 89 | 58.6 | 19 | 12.5 | * | * | * | * | 37 | 24.3 | 152 | 100 |
| | 2016 | 102 | 61.1 | 19 | 11.4 | 6 | 3.6 | 5 | 3.0 | 35 | 21.0 | 167 | 100 |
| | 2017 | 113 | 63.8 | 18 | 10.2 | 7 | 4.0 | 5 | 2.8 | 34 | 19.2 | 177 | 100 |
| | 2018 | 125 | 64.4 | 15 | 7.7 | 7 | 3.6 | 6 | 3.1 | 41 | 21.1 | 194 | 100 |
| | 2019 | 140 | 67.6 | 14 | 6.8 | 6 | 2.9 | 5 | 2.4 | 42 | 20.3 | 207 | 100 |
| | 2020 | 142 | 67.6 | 13 | 6.2 | 5 | 2.4 | 6 | 2.9 | 44 | 21.0 | 210 | 100 |

PAY BAND COMPOSITION BY RELIGION

| | | None | | Christian | | Other religion | | Prefer not to say | | Unknown | | Total | |
|--------|------|------|------|-----------|------|----------------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Band A | 2015 | 348 | 18.3 | 289 | 15.2 | 24 | 1.3 | 40 | 2.1 | 1200 | 63.1 | 1901 | 100 |
| | 2016 | 396 | 21.5 | 302 | 16.4 | 30 | 1.6 | 49 | 2.7 | 1068 | 57.9 | 1845 | 100 |
| | 2017 | 425 | 24.7 | 294 | 17.1 | 33 | 1.9 | 54 | 3.1 | 912 | 53.1 | 1718 | 100 |
| | 2018 | 542 | 30.4 | 332 | 18.6 | 38 | 2.1 | 51 | 2.9 | 821 | 46.0 | 1784 | 100 |
| | 2019 | 606 | 31.9 | 374 | 19.7 | 44 | 2.3 | 53 | 2.8 | 825 | 43.4 | 1902 | 100 |
| | 2020 | 653 | 32.0 | 418 | 20.5 | 55 | 2.7 | 58 | 2.8 | 856 | 42.0 | 2040 | 100 |
| Band B | 2015 | 1106 | 28.0 | 918 | 23.2 | 57 | 1.4 | 144 | 3.6 | 1724 | 43.7 | 3949 | 100 |
| | 2016 | 1301 | 31.4 | 1058 | 25.5 | 70 | 1.7 | 164 | 4.0 | 1555 | 37.5 | 4148 | 100 |
| | 2017 | 1608 | 36.5 | 1203 | 27.3 | 74 | 1.7 | 201 | 4.6 | 1314 | 29.9 | 4400 | 100 |
| | 2018 | 2010 | 40.1 | 1367 | 27.3 | 88 | 1.8 | 238 | 4.7 | 1311 | 26.1 | 5014 | 100 |
| | 2019 | 2420 | 42.4 | 1532 | 26.9 | 102 | 1.8 | 258 | 4.5 | 1389 | 24.4 | 5701 | 100 |
| | 2020 | 2658 | 43.2 | 1611 | 26.2 | 112 | 1.8 | 262 | 4.3 | 1511 | 24.6 | 6154 | 100 |
| Band C | 2015 | 398 | 28.5 | 303 | 21.7 | 17 | 1.2 | 50 | 3.6 | 628 | 45.0 | 1396 | 100 |
| | 2016 | 505 | 34.2 | 387 | 26.2 | 25 | 1.7 | 58 | 3.9 | 503 | 34.0 | 1478 | 100 |
| | 2017 | 652 | 37.8 | 501 | 29.1 | 27 | 1.6 | 71 | 4.1 | 472 | 27.4 | 1723 | 100 |
| | 2018 | 811 | 40.2 | 576 | 28.6 | 33 | 1.6 | 90 | 4.5 | 506 | 25.1 | 2016 | 100 |
| | 2019 | 993 | 42.0 | 697 | 29.5 | 46 | 1.9 | 106 | 4.5 | 520 | 22.0 | 2362 | 100 |
| | 2020 | 1069 | 41.5 | 740 | 28.7 | 53 | 2.1 | 120 | 4.7 | 597 | 23.1 | 2579 | 100 |

PAY BAND COMPOSITION BY RELIGION

| | | None | | Christian | | Other religion | | Prefer not to say | | Unknown | | Total | |
|----------------------------|-------------|------|------|-----------|------|----------------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Not Assimilated | 2015 | 39 | 10.4 | 34 | 9.0 | * | * | * | * | 300 | 79.8 | 376 | 100 |
| | 2016 | 25 | 11.5 | 34 | 15.6 | * | * | * | * | 155 | 71.1 | 218 | 100 |
| | 2017 | 27 | 12.6 | 36 | 16.7 | * | * | * | * | 144 | 67.0 | 215 | 100 |
| | 2018 | 32 | 15.2 | 39 | 18.5 | * | * | * | * | 132 | 62.6 | 211 | 100 |
| | 2019 | 35 | 17.3 | 38 | 18.8 | 2 | 1.0 | 5 | 2.5 | 122 | 60.4 | 202 | 100 |
| | 2020 | 34 | 17.7 | 37 | 19.3 | 3 | 1.6 | 4 | 2.1 | 114 | 59.4 | 192 | 100 |
| SCS | 2015 | 20 | 13.2 | 31 | 20.4 | * | * | * | * | 94 | 61.8 | 152 | 100 |
| | 2016 | 49 | 29.3 | 53 | 31.7 | * | * | * | * | 54 | 32.3 | 167 | 100 |
| | 2017 | 55 | 31.1 | 50 | 28.2 | 5 | 2.8 | 7 | 4.0 | 60 | 33.9 | 177 | 100 |
| | 2018 | 60 | 30.9 | 62 | 32.0 | * | * | * | * | 60 | 30.9 | 194 | 100 |
| | 2019 | 35 | 17.3 | 38 | 18.8 | * | * | * | * | 122 | 60.4 | 202 | 100 |
| | 2020 | 34 | 17.7 | 37 | 19.3 | * | * | * | * | 114 | 59.4 | 192 | 100 |

2.3 Workforce composition by DGs and agencies

| DG/AGENCY COMPOSITION BY AGE ('PREFER NOT TO SAY' RESPONSES EXCLUDED) | | | | | | | | | | | | | |
|---|------|-------|------|-------|------|-------|------|-------|------|-----|-----|-------|-----|
| | | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| AIB | 2013 | 25 | 17.6 | 53 | 37.3 | 30 | 21.1 | 28 | 19.7 | 6 | 4.2 | 142 | 100 |
| | 2014 | 16 | 11.6 | 57 | 41.3 | 27 | 19.6 | 30 | 21.7 | 8 | 5.8 | 138 | 100 |
| | 2015 | 16 | 10.9 | 70 | 47.6 | 29 | 19.7 | 25 | 17.0 | 7 | 4.8 | 147 | 100 |
| | 2016 | 11 | 7.7 | 68 | 47.9 | 30 | 21.1 | 26 | 18.3 | 7 | 4.9 | 142 | 100 |
| | 2017 | 9 | 6.9 | 56 | 43.1 | 30 | 23.1 | 28 | 21.5 | 7 | 5.4 | 130 | 100 |
| | 2018 | 9 | 6.9 | 52 | 40.0 | 28 | 21.5 | 30 | 23.1 | 11 | 8.5 | 130 | 100 |
| | 2019 | 11 | 8.6 | 47 | 36.7 | 30 | 23.4 | 30 | 23.4 | 10 | 7.8 | 128 | 100 |
| | 2020 | 13 | 11.3 | 37 | 32.2 | 35 | 30.4 | 23 | 20.0 | 7 | 6.1 | 115 | 100 |
| DG CEA | 2017 | 51 | 12.2 | 129 | 30.9 | 122 | 29.2 | 99 | 23.7 | 17 | 4.1 | 418 | 100 |
| | 2018 | 83 | 16.7 | 147 | 29.6 | 134 | 27.0 | 109 | 22.0 | 23 | 4.6 | 496 | 100 |
| | 2019 | 94 | 16.9 | 165 | 29.7 | 155 | 27.9 | 118 | 21.2 | 24 | 4.3 | 556 | 100 |
| | 2020 | 81 | 14.1 | 169 | 29.4 | 175 | 30.5 | 124 | 21.6 | 25 | 4.4 | 574 | 100 |
| DG ECJ | 2017 | 117 | 10.1 | 292 | 25.2 | 361 | 31.1 | 332 | 28.6 | 59 | 5.1 | 1161 | 100 |
| | 2018 | 185 | 14.1 | 334 | 25.5 | 371 | 28.3 | 353 | 27.0 | 66 | 5.0 | 1309 | 100 |
| | 2019 | 235 | 16.7 | 334 | 23.8 | 390 | 27.8 | 370 | 26.4 | 74 | 5.3 | 1403 | 100 |
| | 2020 | 219 | 16.0 | 332 | 24.2 | 366 | 26.7 | 377 | 27.5 | 78 | 5.7 | 1372 | 100 |

DG/AGENCY COMPOSITION BY AGE ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
|----------------|-------------|-------|------|-------|------|-------|------|-------|------|-----|-----|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| DG ECON | 2016 | 262 | 11.9 | 585 | 26.7 | 609 | 27.7 | 576 | 26.2 | 163 | 7.4 | 2195 | 100 |
| | 2017 | 291 | 12.9 | 553 | 24.5 | 609 | 27.0 | 632 | 28.0 | 172 | 7.6 | 2257 | 100 |
| | 2018 | 387 | 15.3 | 622 | 24.6 | 666 | 26.3 | 673 | 26.6 | 184 | 7.3 | 2532 | 100 |
| | 2019 | 423 | 15.9 | 668 | 25.0 | 699 | 26.2 | 686 | 25.7 | 191 | 7.2 | 2667 | 100 |
| | 2020 | 419 | 15.4 | 687 | 25.2 | 702 | 25.7 | 706 | 25.9 | 214 | 7.8 | 2728 | 100 |
| DG HSC | 2013 | 46 | 8.1 | 144 | 25.5 | 210 | 37.2 | 154 | 27.3 | 11 | 1.9 | 565 | 100 |
| | 2014 | 43 | 7.5 | 138 | 24.1 | 210 | 36.6 | 164 | 28.6 | 18 | 3.1 | 573 | 100 |
| | 2015 | 47 | 10.0 | 98 | 20.9 | 170 | 36.2 | 137 | 29.1 | 18 | 3.8 | 470 | 100 |
| | 2016 | 38 | 8.0 | 104 | 21.9 | 166 | 34.9 | 143 | 30.1 | 24 | 5.1 | 475 | 100 |
| | 2017 | 49 | 9.9 | 106 | 21.4 | 165 | 33.3 | 150 | 30.3 | 25 | 5.1 | 495 | 100 |
| | 2018 | 69 | 12.9 | 111 | 20.8 | 176 | 33.0 | 158 | 29.6 | 20 | 3.7 | 534 | 100 |
| | 2019 | 116 | 18.9 | 129 | 21.0 | 173 | 28.2 | 169 | 27.6 | 26 | 4.2 | 613 | 100 |
| | 2020 | 205 | 21.2 | 224 | 23.2 | 259 | 26.8 | 239 | 24.7 | 39 | 4.0 | 966 | 100 |
| DG ODO | 2017 | 266 | 17.9 | 377 | 25.4 | 391 | 26.3 | 358 | 24.1 | 92 | 6.2 | 1484 | 100 |
| | 2018 | 301 | 18.9 | 400 | 25.1 | 398 | 25.0 | 404 | 25.3 | 91 | 5.7 | 1594 | 100 |
| | 2019 | 365 | 19.7 | 457 | 24.6 | 489 | 26.4 | 445 | 24.0 | 98 | 5.3 | 1854 | 100 |
| | 2020 | 351 | 18.3 | 459 | 23.9 | 531 | 27.6 | 466 | 24.3 | 114 | 5.9 | 1921 | 100 |
| DG SE | 2017 | * | * | 28 | 29.5 | 25 | 26.3 | 25 | 26.3 | * | * | 95 | 100 |
| | 2018 | * | * | 48 | 35.8 | 31 | 23.1 | 33 | 24.6 | * | * | 134 | 100 |
| | 2019 | 22 | 14.4 | 47 | 30.7 | 42 | 27.5 | 39 | 25.5 | 3 | 2.0 | 153 | 100 |
| | 2020 | 22 | 15.1 | 46 | 31.5 | 37 | 25.3 | 37 | 25.3 | 4 | 2.7 | 146 | 100 |

DG/AGENCY COMPOSITION BY AGE ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
|------------------|-------------|-------|------|-------|------|-------|------|-------|------|-----|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Disc Scot | 2013 | * | * | 66 | 30.1 | 50 | 22.8 | 46 | 21.0 | * | * | 219 | 100 |
| | 2014 | 63 | 22.6 | 96 | 34.4 | 57 | 20.4 | 56 | 20.1 | 7 | 2.5 | 279 | 100 |
| | 2015 | 77 | 22.2 | 135 | 38.9 | 71 | 20.5 | 56 | 16.1 | 8 | 2.3 | 347 | 100 |
| | 2016 | 73 | 21.7 | 132 | 39.3 | 63 | 18.8 | 61 | 18.2 | 7 | 2.1 | 336 | 100 |
| | 2017 | 57 | 18.5 | 124 | 40.3 | 52 | 16.9 | 63 | 20.5 | 12 | 3.9 | 308 | 100 |
| | 2018 | 39 | 13.9 | 110 | 39.1 | 57 | 20.3 | 58 | 20.6 | 17 | 6.0 | 281 | 100 |
| | 2019 | 61 | 19.4 | 117 | 37.1 | 59 | 18.7 | 56 | 17.8 | 22 | 7.0 | 315 | 100 |
| | 2020 | 54 | 18.5 | 106 | 36.3 | 60 | 20.5 | 45 | 15.4 | 27 | 9.2 | 292 | 100 |
| Edu Scot | 2013 | 28 | 10.8 | 40 | 15.4 | 68 | 26.2 | 103 | 39.6 | 21 | 8.1 | 260 | 100 |
| | 2014 | 34 | 11.9 | 50 | 17.5 | 69 | 24.1 | 111 | 38.8 | 22 | 7.7 | 286 | 100 |
| | 2015 | 31 | 10.9 | 51 | 18 | 70 | 24.6 | 105 | 37.0 | 27 | 9.5 | 284 | 100 |
| | 2016 | 26 | 9.3 | 53 | 18.9 | 64 | 22.8 | 109 | 38.8 | 29 | 10.3 | 281 | 100 |
| | 2017 | 10 | 4.2 | 41 | 17.2 | 59 | 24.8 | 97 | 40.8 | 31 | 13.0 | 238 | 100 |
| | 2018 | 6 | 2.2 | 50 | 18.5 | 69 | 25.6 | 102 | 37.8 | 43 | 15.9 | 270 | 100 |
| | 2019 | 8 | 2.4 | 62 | 18.5 | 94 | 28.1 | 117 | 34.9 | 54 | 16.1 | 335 | 100 |
| | 2020 | 10 | 3.2 | 54 | 17.1 | 84 | 26.7 | 120 | 38.1 | 47 | 14.9 | 315 | 100 |

DG/AGENCY COMPOSITION BY AGE ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
|------------|-------------|-------|------|-------|------|-------|------|-------|------|-----|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| FSS | 2015 | 14 | 9.1 | 22 | 14.3 | 55 | 35.7 | 52 | 33.8 | 11 | 7.1 | 154 | 100 |
| | 2016 | 18 | 10.6 | 28 | 16.5 | 57 | 33.5 | 55 | 32.4 | 12 | 7.1 | 170 | 100 |
| | 2017 | 19 | 11.0 | 27 | 15.6 | 61 | 35.3 | 51 | 29.5 | 15 | 8.7 | 173 | 100 |
| | 2018 | 11 | 6.3 | 31 | 17.6 | 61 | 34.7 | 54 | 30.7 | 19 | 10.8 | 176 | 100 |
| | 2019 | 29 | 12.9 | 50 | 22.3 | 70 | 31.3 | 52 | 23.2 | 23 | 10.3 | 224 | 100 |
| | 2020 | 23 | 10.1 | 55 | 24.2 | 66 | 29.1 | 58 | 25.6 | 25 | 11.0 | 227 | 100 |
| NRS | 2013 | 30 | 7.5 | 99 | 24.8 | 103 | 25.8 | 125 | 31.3 | 43 | 10.8 | 400 | 100 |
| | 2014 | 29 | 7.4 | 91 | 23.3 | 94 | 24.0 | 131 | 33.5 | 46 | 11.8 | 391 | 100 |
| | 2015 | 19 | 5.0 | 90 | 23.7 | 94 | 24.7 | 135 | 35.5 | 42 | 11.1 | 380 | 100 |
| | 2016 | 27 | 7.1 | 84 | 22.2 | 94 | 24.9 | 132 | 34.9 | 41 | 10.8 | 378 | 100 |
| | 2017 | 36 | 8.6 | 103 | 24.7 | 104 | 24.9 | 133 | 31.9 | 41 | 9.8 | 417 | 100 |
| | 2018 | 38 | 9.0 | 100 | 23.8 | 103 | 24.5 | 134 | 31.9 | 45 | 10.7 | 420 | 100 |
| | 2019 | 45 | 10.4 | 98 | 22.6 | 107 | 24.7 | 139 | 32.0 | 45 | 10.4 | 434 | 100 |
| | 2020 | 44 | 10.1 | 92 | 21.1 | 106 | 24.4 | 136 | 31.3 | 57 | 13.1 | 435 | 100 |

DG/AGENCY COMPOSITION BY AGE ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
|-----------------|-------------|-------|------|-------|------|-------|------|-------|------|-----|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| OSCR | 2013 | 7 | 13.0 | 18 | 33.3 | 15 | 27.8 | 8 | 14.8 | 6 | 11.1 | 54 | 100 |
| | 2014 | * | * | 20 | 33.9 | 13 | 22.0 | 12 | 20.3 | * | * | 59 | 100 |
| | 2015 | * | * | 21 | 38.2 | 10 | 18.2 | 14 | 25.5 | * | * | 55 | 100 |
| | 2016 | * | * | 22 | 38.6 | 12 | 21.1 | 13 | 22.8 | * | * | 57 | 100 |
| | 2017 | 5 | 8.6 | 18 | 31.0 | 14 | 24.1 | 14 | 24.1 | 7 | 12.1 | 58 | 100 |
| | 2018 | * | * | 11 | 21.6 | 16 | 31.4 | 14 | 27.5 | * | * | 51 | 100 |
| | 2019 | 5 | 10.6 | 9 | 19.1 | 20 | 42.6 | 10 | 21.3 | 3 | 6.4 | 47 | 100 |
| | 2020 | 5 | 10.4 | 10 | 20.8 | 19 | 39.6 | 10 | 20.8 | 4 | 8.3 | 48 | 100 |
| Rev Scot | 2015 | * | * | 15 | 33.3 | 9 | 20.0 | 12 | 26.7 | * | * | 45 | 100 |
| | 2016 | * | * | 14 | 30.4 | 12 | 26.1 | 10 | 21.7 | * | * | 46 | 100 |
| | 2017 | * | * | 16 | 28.6 | 17 | 30.4 | 12 | 21.4 | * | * | 56 | 100 |
| | 2018 | * | * | 19 | 26.8 | 23 | 32.4 | 14 | 19.7 | * | * | 71 | 100 |
| | 2019 | 9 | 13.4 | 16 | 23.9 | 20 | 29.9 | 17 | 25.4 | 5 | 7.5 | 67 | 100 |
| | 2020 | 6 | 10.0 | 16 | 26.7 | 14 | 23.3 | 18 | 30.0 | 6 | 10.0 | 60 | 100 |

DG/AGENCY COMPOSITION BY AGE ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
|-------------|-------------|-------|------|-------|------|-------|------|-------|------|-----|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| SAAS | 2013 | 62 | 32.8 | 49 | 25.9 | 38 | 20.1 | 32 | 16.9 | 8 | 4.2 | 189 | 100 |
| | 2014 | 68 | 31.3 | 62 | 28.6 | 43 | 19.8 | 36 | 16.6 | 8 | 3.7 | 217 | 100 |
| | 2015 | 93 | 37.7 | 59 | 23.9 | 48 | 19.4 | 37 | 15 | 10 | 4.0 | 247 | 100 |
| | 2016 | 92 | 37.2 | 61 | 24.7 | 46 | 18.6 | 37 | 15 | 11 | 4.5 | 247 | 100 |
| | 2017 | 86 | 36.4 | 57 | 24.2 | 48 | 20.3 | 34 | 14.4 | 11 | 4.7 | 236 | 100 |
| | 2018 | 79 | 35.1 | 54 | 24.0 | 47 | 20.9 | 36 | 16 | 9 | 4.0 | 225 | 100 |
| | 2019 | 75 | 31.4 | 52 | 21.8 | 55 | 23.0 | 47 | 19.7 | 10 | 4.2 | 239 | 100 |
| | 2020 | 69 | 29.5 | 49 | 20.9 | 57 | 24.4 | 47 | 20.1 | 12 | 5.1 | 234 | 100 |
| SHR | 2013 | * | * | 14 | 26.9 | 16 | 30.8 | 16 | 30.8 | * | * | 52 | 100 |
| | 2014 | * | * | 13 | 25.0 | 17 | 32.7 | 18 | 34.6 | * | * | 52 | 100 |
| | 2015 | * | * | 16 | 30.8 | 16 | 30.8 | 17 | 32.7 | * | * | 52 | 100 |
| | 2016 | * | * | 18 | 34.0 | 13 | 24.5 | 20 | 37.7 | * | * | 53 | 100 |
| | 2017 | * | * | 15 | 30.0 | 12 | 24.0 | 20 | 40.0 | * | * | 50 | 100 |
| | 2018 | * | * | 9 | 20.0 | 11 | 24.4 | 20 | 44.4 | 5 | 11.1 | 45 | 100 |
| | 2019 | * | * | 9 | 17.6 | 14 | 27.5 | 20 | 39.2 | * | * | 51 | 100 |
| | 2020 | * | * | 9 | 18.0 | 16 | 32.0 | 18 | 36.0 | 7 | 14.0 | 50 | 100 |

DG/AGENCY COMPOSITION BY AGE ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
|-----------------|------|-------|------|-------|------|-------|------|-------|------|-----|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| SPPA | 2013 | 33 | 12.8 | 68 | 26.5 | 67 | 26.1 | 75 | 29.2 | 14 | 5.4 | 257 | 100 |
| | 2014 | 47 | 16.5 | 63 | 22.2 | 74 | 26.1 | 85 | 29.9 | 15 | 5.3 | 284 | 100 |
| | 2015 | 49 | 16.4 | 75 | 25.2 | 69 | 23.2 | 85 | 28.5 | 20 | 6.7 | 298 | 100 |
| | 2016 | 54 | 17.1 | 76 | 24.1 | 73 | 23.2 | 86 | 27.3 | 26 | 8.3 | 315 | 100 |
| | 2017 | 51 | 16.5 | 78 | 25.2 | 64 | 20.6 | 87 | 28.1 | 30 | 9.7 | 310 | 100 |
| | 2018 | 53 | 16.8 | 81 | 25.7 | 59 | 18.7 | 88 | 27.9 | 34 | 10.8 | 315 | 100 |
| | 2019 | 48 | 15.6 | 81 | 26.4 | 59 | 19.2 | 83 | 27.0 | 36 | 11.7 | 307 | 100 |
| | 2020 | 32 | 11.0 | 77 | 26.4 | 64 | 21.9 | 81 | 27.7 | 38 | 13.0 | 292 | 100 |
| Social Sec Scot | 2018 | 65 | 25.7 | 71 | 28.1 | 67 | 26.5 | 45 | 17.8 | 5 | 2.0 | 253 | 100 |
| | 2019 | 116 | 23.0 | 139 | 27.6 | 130 | 25.8 | 109 | 21.6 | 10 | 2.0 | 504 | 100 |
| | 2020 | 224 | 24.3 | 250 | 27.1 | 234 | 25.4 | 187 | 20.3 | 27 | 2.9 | 922 | 100 |
| Trans Scot | 2013 | 31 | 7.7 | 115 | 28.5 | 122 | 30.3 | 114 | 28.3 | 21 | 5.2 | 403 | 100 |
| | 2014 | 33 | 8.1 | 111 | 27.3 | 124 | 30.5 | 117 | 28.7 | 22 | 5.4 | 407 | 100 |
| | 2015 | 32 | 8.2 | 93 | 23.8 | 126 | 32.2 | 120 | 30.7 | 20 | 5.1 | 391 | 100 |
| | 2016 | 31 | 7.9 | 93 | 23.6 | 123 | 31.2 | 120 | 30.5 | 27 | 6.9 | 394 | 100 |
| | 2017 | 38 | 9.3 | 98 | 24.0 | 117 | 28.7 | 123 | 30.1 | 32 | 7.8 | 408 | 100 |
| | 2018 | 48 | 11 | 101 | 23.1 | 129 | 29.5 | 125 | 28.6 | 34 | 7.8 | 437 | 100 |
| | 2019 | 61 | 12.8 | 113 | 23.7 | 128 | 26.9 | 133 | 27.9 | 41 | 8.6 | 476 | 100 |
| | 2020 | 65 | 13.6 | 115 | 24.1 | 123 | 25.8 | 127 | 26.6 | 47 | 9.9 | 477 | 100 |

DG/AGENCY COMPOSITION BY GENDER ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | Female | | Male | | Total | |
|----------------|-------------|--------|------|------|------|-------|-----|
| | | N | % | N | % | N | % |
| AIB | 2013 | 98 | 69.0 | 44 | 31.0 | 142 | 100 |
| | 2014 | 98 | 71.0 | 40 | 29.0 | 138 | 100 |
| | 2015 | 96 | 65.3 | 51 | 34.7 | 147 | 100 |
| | 2016 | 94 | 66.2 | 48 | 33.8 | 142 | 100 |
| | 2017 | 87 | 66.9 | 43 | 33.1 | 130 | 100 |
| | 2018 | 85 | 65.4 | 45 | 34.6 | 130 | 100 |
| | 2019 | 87 | 68.0 | 41 | 32.0 | 128 | 100 |
| | 2020 | 76 | 66.1 | 39 | 33.9 | 115 | 100 |
| DG CEA | 2017 | 235 | 56.1 | 184 | 43.9 | 419 | 100 |
| | 2018 | 294 | 59.3 | 202 | 40.7 | 496 | 100 |
| | 2019 | 333 | 59.9 | 223 | 40.1 | 556 | 100 |
| | 2020 | 345 | 60.1 | 229 | 39.9 | 574 | 100 |
| DG ECJ | 2017 | 700 | 60.2 | 462 | 39.8 | 1162 | 100 |
| | 2018 | 768 | 58.6 | 542 | 41.4 | 1310 | 100 |
| | 2019 | 849 | 60.5 | 554 | 39.5 | 1403 | 100 |
| | 2020 | 839 | 61.2 | 533 | 38.8 | 1372 | 100 |
| DG ECON | 2016 | 1023 | 46.6 | 1172 | 53.4 | 2194 | 100 |
| | 2017 | 1057 | 46.8 | 1201 | 53.2 | 2258 | 100 |
| | 2018 | 1216 | 48.0 | 1316 | 52.0 | 2533 | 100 |
| | 2019 | 1307 | 49.0 | 1359 | 51.0 | 2667 | 100 |
| | 2020 | 1347 | 49.4 | 1380 | 50.6 | 2728 | 100 |

DG/AGENCY COMPOSITION BY GENDER ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | Female | | Male | | Total | |
|---------------|-------------|--------|------|------|------|-------|-----|
| | | N | % | N | % | N | % |
| DG HSC | 2013 | 348 | 61.6 | 217 | 38.4 | 565 | 100 |
| | 2014 | 355 | 62.0 | 218 | 38.1 | 573 | 100 |
| | 2015 | 279 | 59.4 | 191 | 40.6 | 470 | 100 |
| | 2016 | 292 | 61.5 | 183 | 38.5 | 475 | 100 |
| | 2017 | 305 | 61.5 | 191 | 38.5 | 496 | 100 |
| | 2018 | 327 | 61.1 | 208 | 38.9 | 535 | 100 |
| | 2019 | 382 | 62.3 | 231 | 37.7 | 613 | 100 |
| | 2020 | 612 | 63.4 | 354 | 36.6 | 966 | 100 |
| DG ODO | 2017 | 715 | 48.1 | 772 | 51.9 | 1487 | 100 |
| | 2018 | 798 | 49.9 | 800 | 50.1 | 1598 | 100 |
| | 2019 | 937 | 50.5 | 917 | 49.5 | 1854 | 100 |
| | 2020 | 970 | 50.5 | 951 | 49.5 | 1921 | 100 |
| DG SE | 2017 | 41 | 43.2 | 54 | 56.8 | 95 | 100 |
| | 2018 | 73 | 52.5 | 66 | 47.5 | 139 | 100 |
| | 2019 | 86 | 56.2 | 67 | 43.8 | 153 | 100 |
| | 2020 | 79 | 54.1 | 67 | 45.9 | 146 | 100 |

DG/AGENCY COMPOSITION BY GENDER ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | Female | | Male | | Total | |
|------------------|-------------|--------|------|------|------|-------|-----|
| | | N | % | N | % | N | % |
| Disc Scot | 2013 | 129 | 58.9 | 90 | 41.1 | 219 | 100 |
| | 2014 | 157 | 56.3 | 122 | 43.7 | 279 | 100 |
| | 2015 | 197 | 56.8 | 150 | 43.2 | 347 | 100 |
| | 2016 | 188 | 55.8 | 149 | 44.2 | 337 | 100 |
| | 2017 | 175 | 56.8 | 133 | 43.2 | 308 | 100 |
| | 2018 | 159 | 56.6 | 122 | 43.4 | 281 | 100 |
| | 2019 | 169 | 53.7 | 146 | 46.3 | 315 | 100 |
| | 2020 | 150 | 51.4 | 142 | 48.6 | 292 | 100 |
| Edu Scot | 2013 | 179 | 68.9 | 81 | 31.2 | 260 | 100 |
| | 2014 | 193 | 67.5 | 93 | 32.5 | 286 | 100 |
| | 2015 | 195 | 68.7 | 89 | 31.3 | 284 | 100 |
| | 2016 | 194 | 69.0 | 87 | 31.0 | 281 | 100 |
| | 2017 | 171 | 71.9 | 67 | 28.2 | 238 | 100 |
| | 2018 | 197 | 73.0 | 73 | 27.0 | 270 | 100 |
| | 2019 | 250 | 74.6 | 85 | 25.4 | 335 | 100 |
| | 2020 | 235 | 74.6 | 80 | 25.4 | 315 | 100 |

DG/AGENCY COMPOSITION BY GENDER ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | Female | | Male | | Total | |
|------------|-------------|--------|------|------|------|-------|-----|
| | | N | % | N | % | N | % |
| FSS | 2015 | 61 | 39.6 | 93 | 60.4 | 154 | 100 |
| | 2016 | 72 | 42.4 | 98 | 57.7 | 170 | 100 |
| | 2017 | 77 | 44.5 | 96 | 55.5 | 173 | 100 |
| | 2018 | 84 | 47.5 | 93 | 52.5 | 177 | 100 |
| | 2019 | 107 | 47.8 | 117 | 52.2 | 224 | 100 |
| | 2020 | 106 | 46.7 | 121 | 53.3 | 227 | 100 |
| NRS | 2013 | 204 | 51.0 | 196 | 49.0 | 400 | 100 |
| | 2014 | 206 | 52.7 | 185 | 47.3 | 391 | 100 |
| | 2015 | 203 | 53.4 | 177 | 46.6 | 380 | 100 |
| | 2016 | 206 | 54.5 | 172 | 45.5 | 378 | 100 |
| | 2017 | 225 | 54.0 | 192 | 46.0 | 417 | 100 |
| | 2018 | 232 | 55.2 | 188 | 44.8 | 420 | 100 |
| | 2019 | 235 | 54.1 | 199 | 45.9 | 434 | 100 |
| | 2020 | 235 | 54.0 | 200 | 46.0 | 435 | 100 |

DG/AGENCY COMPOSITION BY GENDER ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | Female | | Male | | Total | |
|-----------------|-------------|--------|------|------|------|-------|-----|
| | | N | % | N | % | N | % |
| OSCR | 2013 | 35 | 64.8 | 19 | 35.2 | 54 | 100 |
| | 2014 | 38 | 64.4 | 21 | 35.6 | 59 | 100 |
| | 2015 | 35 | 63.6 | 20 | 36.4 | 55 | 100 |
| | 2016 | 38 | 66.7 | 19 | 33.3 | 57 | 100 |
| | 2017 | 37 | 63.8 | 21 | 36.2 | 58 | 100 |
| | 2018 | 33 | 64.7 | 18 | 35.3 | 51 | 100 |
| | 2019 | 30 | 63.8 | 17 | 36.2 | 47 | 100 |
| | 2020 | 31 | 64.6 | 17 | 35.4 | 48 | 100 |
| Rev Scot | 2015 | 23 | 51.1 | 22 | 48.9 | 45 | 100 |
| | 2016 | 22 | 47.8 | 24 | 52.2 | 46 | 100 |
| | 2017 | 31 | 55.4 | 25 | 44.6 | 56 | 100 |
| | 2018 | 41 | 57.8 | 30 | 42.3 | 71 | 100 |
| | 2019 | 35 | 52.2 | 32 | 47.8 | 67 | 100 |
| | 2020 | 35 | 58.3 | 25 | 41.7 | 60 | 100 |

DG/AGENCY COMPOSITION BY GENDER ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | Female | | Male | | Total | |
|-------------|-------------|--------|------|------|------|-------|-----|
| | | N | % | N | % | N | % |
| SAAS | 2013 | 110 | 58.2 | 79 | 41.8 | 189 | 100 |
| | 2014 | 120 | 55.3 | 97 | 44.7 | 217 | 100 |
| | 2015 | 134 | 54.3 | 113 | 45.8 | 247 | 100 |
| | 2016 | 132 | 53.4 | 115 | 46.6 | 247 | 100 |
| | 2017 | 130 | 55.1 | 106 | 44.9 | 236 | 100 |
| | 2018 | 137 | 60.6 | 89 | 39.4 | 226 | 100 |
| | 2019 | 134 | 56.1 | 105 | 43.9 | 239 | 100 |
| | 2020 | 129 | 55.1 | 105 | 44.9 | 234 | 100 |
| SHR | 2013 | 35 | 64.8 | 19 | 35.2 | 54 | 100 |
| | 2014 | 38 | 64.4 | 21 | 35.6 | 59 | 100 |
| | 2015 | 35 | 63.6 | 20 | 36.4 | 55 | 100 |
| | 2016 | 38 | 66.7 | 19 | 33.3 | 57 | 100 |
| | 2017 | 37 | 63.8 | 21 | 36.2 | 58 | 100 |
| | 2018 | 33 | 64.7 | 18 | 35.3 | 51 | 100 |
| | 2019 | 33 | 64.7 | 18 | 35.3 | 51 | 100 |
| | 2020 | 32 | 64.0 | 18 | 36.0 | 50 | 100 |

DG/AGENCY COMPOSITION BY GENDER ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | | Female | | Male | | Total | |
|------------------------|-------------|--------|------|------|------|-------|-----|
| | | N | % | N | % | N | % |
| SPPA | 2013 | 143 | 55.6 | 114 | 44.4 | 257 | 100 |
| | 2014 | 160 | 56.3 | 124 | 43.7 | 284 | 100 |
| | 2015 | 168 | 56.4 | 130 | 43.6 | 298 | 100 |
| | 2016 | 174 | 55.2 | 141 | 44.8 | 315 | 100 |
| | 2017 | 175 | 56.5 | 135 | 43.6 | 310 | 100 |
| | 2018 | 172 | 54.4 | 144 | 45.6 | 316 | 100 |
| | 2019 | 166 | 54.1 | 141 | 45.9 | 307 | 100 |
| | 2020 | 160 | 54.8 | 132 | 45.2 | 292 | 100 |
| Social Sec Scot | 2018 | 152 | 59.8 | 102 | 40.2 | 254 | 100 |
| | 2019 | 290 | 57.5 | 214 | 42.5 | 504 | 100 |
| | 2020 | 558 | 60.5 | 364 | 39.5 | 922 | 100 |
| Trans Scot | 2013 | 147 | 36.5 | 256 | 63.5 | 403 | 100 |
| | 2014 | 152 | 37.4 | 255 | 62.7 | 407 | 100 |
| | 2015 | 152 | 38.9 | 239 | 61.1 | 391 | 100 |
| | 2016 | 154 | 39.0 | 241 | 61.0 | 395 | 100 |
| | 2017 | 166 | 40.7 | 242 | 59.3 | 408 | 100 |
| | 2018 | 174 | 39.8 | 263 | 60.2 | 437 | 100 |
| | 2019 | 200 | 42.0 | 276 | 58.0 | 476 | 100 |
| | 2020 | 204 | 42.8 | 273 | 57.2 | 477 | 100 |

DG/AGENCY COMPOSITION BY ETHNICITY

| | | Ethnic Minority | | White | | Prefer not to say | | Unknown | | Total | |
|----------------|-------------|-----------------|-----|-------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| AIB | 2013 | * | * | 89 | 62.7 | * | * | 46 | 32.4 | 142 | 100 |
| | 2014 | * | * | 103 | 74.6 | * | * | 29 | 21.0 | 138 | 100 |
| | 2015 | * | * | 116 | 78.9 | * | * | 23 | 15.7 | 147 | 100 |
| | 2016 | * | * | 112 | 78.9 | * | * | 23 | 16.2 | 142 | 100 |
| | 2017 | * | * | 102 | 78.5 | * | * | 22 | 16.9 | 130 | 100 |
| | 2018 | * | * | 104 | 80.0 | * | * | 20 | 15.4 | 130 | 100 |
| | 2019 | * | * | 103 | 80.5 | * | * | 20 | 15.6 | 128 | 100 |
| | 2020 | * | * | 93 | 80.9 | * | * | 18 | 15.7 | 115 | 100 |
| DG CEA | 2017 | 7 | 1.7 | 343 | 81.9 | 10 | 2.4 | 59 | 14.1 | 419 | 100 |
| | 2018 | 13 | 2.6 | 402 | 81.1 | 9 | 1.8 | 72 | 14.5 | 496 | 100 |
| | 2019 | 13 | 2.3 | 456 | 82.0 | 7 | 1.3 | 80 | 14.4 | 556 | 100 |
| | 2020 | 11 | 1.9 | 448 | 78.0 | 8 | 1.4 | 107 | 18.6 | 574 | 100 |
| DG ECJ | 2017 | 23 | 2.0 | 1015 | 87.4 | 19 | 1.6 | 105 | 9.0 | 1162 | 100 |
| | 2018 | 24 | 1.8 | 1107 | 84.5 | 28 | 2.1 | 151 | 11.5 | 1310 | 100 |
| | 2019 | 38 | 2.7 | 1174 | 83.7 | 29 | 2.1 | 162 | 11.5 | 1403 | 100 |
| | 2020 | 39 | 2.8 | 1124 | 81.9 | 27 | 2.0 | 182 | 13.3 | 1372 | 100 |
| DG ECON | 2016 | 39 | 1.8 | 1757 | 80.1 | 43 | 2.0 | 356 | 16.2 | 2195 | 100 |
| | 2017 | 40 | 1.8 | 1845 | 81.7 | 49 | 2.2 | 325 | 14.4 | 2259 | 100 |
| | 2018 | 50 | 2.0 | 2095 | 82.7 | 45 | 1.8 | 343 | 13.5 | 2533 | 100 |
| | 2019 | 60 | 2.2 | 2200 | 82.5 | 49 | 1.8 | 358 | 13.4 | 2667 | 100 |
| | 2020 | 66 | 2.4 | 2229 | 81.7 | 50 | 1.8 | 383 | 14.0 | 2728 | 100 |

DG/AGENCY COMPOSITION BY ETHNICITY

| | | Ethnic Minority | | White | | Prefer not to say | | Unknown | | Total | |
|------------------|-------------|-----------------|-----|-------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| DG HLTHSC | 2013 | 15 | 2.7 | 465 | 82.3 | 9 | 1.6 | 76 | 13.5 | 565 | 100 |
| | 2014 | 14 | 2.4 | 474 | 82.7 | 8 | 1.4 | 77 | 13.4 | 573 | 100 |
| | 2015 | 11 | 2.3 | 390 | 83.0 | 12 | 2.6 | 57 | 12.1 | 470 | 100 |
| | 2016 | 11 | 2.3 | 402 | 84.6 | 12 | 2.5 | 50 | 10.5 | 475 | 100 |
| | 2017 | 16 | 3.2 | 425 | 85.7 | 11 | 2.2 | 44 | 8.9 | 496 | 100 |
| | 2018 | 21 | 3.9 | 458 | 85.6 | 11 | 2.1 | 45 | 8.4 | 535 | 100 |
| | 2019 | 18 | 2.9 | 521 | 85.0 | 12 | 2.0 | 62 | 10.1 | 613 | 100 |
| | 2020 | 39 | 4.0 | 767 | 79.4 | 19 | 2.0 | 141 | 14.6 | 966 | 100 |
| DG ODO | 2017 | 28 | 1.9 | 1225 | 82.4 | 27 | 1.8 | 207 | 13.9 | 1487 | 100 |
| | 2018 | 35 | 2.2 | 1314 | 82.2 | 25 | 1.6 | 224 | 14.0 | 1598 | 100 |
| | 2019 | 41 | 2.2 | 1490 | 80.4 | 28 | 1.5 | 295 | 15.9 | 1854 | 100 |
| | 2020 | 39 | 2.0 | 1465 | 76.3 | 27 | 1.4 | 390 | 20.3 | 1921 | 100 |
| DG SE | 2017 | * | * | 81 | 85.3 | * | * | 7 | 7.4 | 95 | 100 |
| | 2018 | * | * | 114 | 82.0 | * | * | 16 | 11.5 | 139 | 100 |
| | 2019 | 6 | 3.9 | 129 | 84.3 | 6 | 3.9 | 12 | 7.8 | 153 | 100 |
| | 2020 | * | * | 122 | 83.6 | * | * | 15 | 10.3 | 146 | 100 |

DG/AGENCY COMPOSITION BY ETHNICITY

| | | Ethnic Minority | | White | | Prefer not to say | | Unknown | | Total | |
|------------------|-------------|-----------------|-----|-------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| Disc Scot | 2013 | 6 | 2.7 | 125 | 57.1 | * | * | 88 | 40.2 | 219 | 100 |
| | 2014 | 8 | 2.9 | 193 | 69.2 | 1 | 0.4 | 77 | 27.6 | 279 | 100 |
| | 2015 | 7 | 2.0 | 193 | 55.6 | 2 | 0.6 | 145 | 41.8 | 347 | 100 |
| | 2016 | 5 | 1.5 | 185 | 54.9 | 3 | 0.9 | 144 | 42.7 | 337 | 100 |
| | 2017 | * | * | 208 | 67.5 | * | * | 90 | 29.2 | 308 | 100 |
| | 2018 | 6 | 2.1 | 183 | 65.1 | 7 | 2.5 | 85 | 30.3 | 281 | 100 |
| | 2019 | 10 | 3.2 | 217 | 68.9 | 4 | 1.3 | 84 | 26.7 | 315 | 100 |
| | 2020 | 9 | 3.1 | 196 | 67.1 | 3 | 1.0 | 84 | 28.8 | 292 | 100 |
| Edu Scot | 2013 | * | * | 145 | 55.8 | * | * | 108 | 41.5 | 260 | 100 |
| | 2014 | * | * | 181 | 63.3 | * | * | 98 | 34.3 | 286 | 100 |
| | 2015 | * | * | 187 | 65.9 | * | * | 88 | 31.0 | 284 | 100 |
| | 2016 | 5 | 1.8 | 188 | 66.9 | 4 | 1.4 | 84 | 29.9 | 281 | 100 |
| | 2017 | * | * | 173 | 72.7 | * | * | 60 | 25.2 | 238 | 100 |
| | 2018 | * | * | 179 | 66.3 | * | * | 86 | 31.9 | 270 | 100 |
| | 2019 | 2 | 0.6 | 227 | 67.8 | 3 | 0.9 | 103 | 30.7 | 335 | 100 |
| | 2020 | 2 | 0.6 | 210 | 66.7 | 4 | 1.3 | 99 | 31.4 | 315 | 100 |

DG/AGENCY COMPOSITION BY ETHNICITY

| | | Ethnic Minority | | White | | Prefer not to say | | Unknown | | Total | |
|-----|------|-----------------|-----|-------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| FSS | 2015 | * | * | 7 | 4.6 | * | * | 147 | 95.5 | 154 | 100 |
| | 2016 | * | * | 52 | 30.6 | * | * | 114 | 67.1 | 170 | 100 |
| | 2017 | 6 | 3.5 | 96 | 55.5 | 2 | 1.2 | 69 | 39.9 | 173 | 100 |
| | 2018 | 5 | 2.8 | 113 | 63.8 | 3 | 1.7 | 56 | 31.6 | 177 | 100 |
| | 2019 | 7 | 3.1 | 120 | 53.6 | 3 | 1.3 | 94 | 42.0 | 224 | 100 |
| | 2020 | 6 | 2.6 | 127 | 55.9 | 5 | 2.2 | 89 | 39.2 | 227 | 100 |
| NRS | 2013 | 8 | 2.0 | 327 | 81.8 | 10 | 2.5 | 55 | 13.8 | 400 | 100 |
| | 2014 | 6 | 1.5 | 313 | 80.1 | 10 | 2.6 | 62 | 15.9 | 391 | 100 |
| | 2015 | 6 | 1.6 | 314 | 82.6 | 10 | 2.6 | 50 | 13.2 | 380 | 100 |
| | 2016 | 6 | 1.6 | 310 | 82.0 | 10 | 2.7 | 52 | 13.8 | 378 | 100 |
| | 2017 | 7 | 1.7 | 344 | 82.5 | 8 | 1.9 | 58 | 13.9 | 417 | 100 |
| | 2018 | 8 | 1.9 | 345 | 82.1 | 6 | 1.4 | 61 | 14.5 | 420 | 100 |
| | 2019 | 8 | 1.8 | 349 | 80.4 | 6 | 1.4 | 71 | 16.4 | 434 | 100 |
| | 2020 | 7 | 1.6 | 341 | 78.4 | 7 | 1.6 | 80 | 18.4 | 435 | 100 |

DG/AGENCY COMPOSITION BY ETHNICITY

| | | Ethnic Minority | | White | | Prefer not to say | | Unknown | | Total | |
|----------|------|-----------------|---|-------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| OSCR | 2013 | * | * | 37 | 68.5 | * | * | 17 | 31.5 | 54 | 100 |
| | 2014 | * | * | 42 | 71.2 | * | * | 17 | 28.8 | 59 | 100 |
| | 2015 | * | * | 40 | 72.7 | * | * | 15 | 27.3 | 55 | 100 |
| | 2016 | * | * | 40 | 70.2 | * | * | 17 | 29.8 | 57 | 100 |
| | 2017 | * | * | 42 | 72.4 | * | * | 16 | 27.6 | 58 | 100 |
| | 2018 | * | * | 38 | 74.5 | * | * | 13 | 25.5 | 51 | 100 |
| | 2019 | * | * | 42 | 89.4 | * | * | 5 | 10.6 | 47 | 100 |
| | 2020 | * | * | 43 | 89.6 | * | * | 5 | 10.4 | 48 | 100 |
| Rev Scot | 2015 | * | * | 32 | 71.1 | 1 | 2.2 | 12 | 26.7 | 45 | 100 |
| | 2016 | * | * | 36 | 78.3 | 1 | 2.2 | 9 | 19.6 | 46 | 100 |
| | 2017 | * | * | 48 | 85.7 | * | * | 5 | 8.9 | 56 | 100 |
| | 2018 | * | * | 56 | 78.9 | * | * | 13 | 18.3 | 71 | 100 |
| | 2019 | * | * | 52 | 77.6 | * | * | 14 | 20.9 | 67 | 100 |
| | 2020 | * | * | 46 | 76.7 | * | * | 13 | 21.7 | 60 | 100 |

DG/AGENCY COMPOSITION BY ETHNICITY

| | | Ethnic Minority | | White | | Prefer not to say | | Unknown | | Total | |
|-------------|-------------|-----------------|---|-------|------|-------------------|---|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| SAAS | 2013 | * | * | 89 | 47.1 | * | * | 98 | 51.9 | 189 | 100 |
| | 2014 | * | * | 92 | 42.4 | * | * | 121 | 55.8 | 217 | 100 |
| | 2015 | * | * | 85 | 34.4 | * | * | 158 | 64.0 | 247 | 100 |
| | 2016 | * | * | 83 | 33.6 | * | * | 160 | 64.8 | 247 | 100 |
| | 2017 | * | * | 93 | 39.4 | * | * | 140 | 59.3 | 236 | 100 |
| | 2018 | * | * | 91 | 40.3 | * | * | 131 | 58.0 | 226 | 100 |
| | 2019 | * | * | 98 | 41.0 | * | * | 138 | 57.7 | 239 | 100 |
| | 2020 | * | * | 102 | 43.6 | * | * | 128 | 54.7 | 234 | 100 |
| SHR | 2013 | * | * | 43 | 61.4 | * | * | 26 | 37.1 | 70 | 100 |
| | 2014 | * | * | 45 | 66.2 | * | * | 20 | 29.4 | 68 | 100 |
| | 2015 | * | * | 43 | 66.2 | * | * | 18 | 27.7 | 65 | 100 |
| | 2016 | * | * | 44 | 66.7 | * | * | 18 | 27.3 | 66 | 100 |
| | 2017 | * | * | 41 | 66.1 | * | * | 17 | 27.4 | 62 | 100 |
| | 2018 | * | * | 38 | 69.1 | * | * | 13 | 23.6 | 55 | 100 |
| | 2019 | * | * | 43 | 84.3 | * | * | 5 | 9.8 | 51 | 100 |
| | 2020 | * | * | 41 | 82.0 | * | * | 6 | 12.0 | 50 | 100 |

DG/AGENCY COMPOSITION BY ETHNICITY

| | | Ethnic Minority | | White | | Prefer not to say | | Unknown | | Total | |
|------------------------|-------------|-----------------|-----|-------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| SPPA | 2013 | * | * | 174 | 67.7 | * | * | 79 | 30.7 | 257 | 100 |
| | 2014 | * | * | 173 | 60.9 | * | * | 105 | 37.0 | 284 | 100 |
| | 2015 | * | * | 199 | 66.8 | * | * | 94 | 31.5 | 298 | 100 |
| | 2016 | * | * | 221 | 70.2 | * | * | 90 | 28.6 | 315 | 100 |
| | 2017 | * | * | 228 | 73.6 | * | * | 78 | 25.2 | 310 | 100 |
| | 2018 | * | * | 241 | 76.3 | * | * | 71 | 22.5 | 316 | 100 |
| | 2019 | * | * | 231 | 75.2 | * | * | 72 | 23.5 | 307 | 100 |
| | 2020 | * | * | 222 | 76.0 | * | * | 66 | 22.6 | 292 | 100 |
| Social Sec Scot | 2018 | 8 | 3.2 | 211 | 83.1 | 2 | 0.8 | 33 | 13.0 | 254 | 100 |
| | 2019 | 14 | 2.8 | 415 | 82.3 | 0 | 0 | 75 | 14.9 | 504 | 100 |
| | 2020 | 28 | 3.0 | 719 | 78.0 | 3 | 0.3 | 172 | 18.7 | 922 | 100 |
| Trans Scot | 2013 | * | * | 277 | 68.7 | * | * | 117 | 29.0 | 403 | 100 |
| | 2014 | * | * | 291 | 71.5 | * | * | 105 | 25.8 | 407 | 100 |
| | 2015 | * | * | 289 | 73.9 | 7 | 1.8 | 92 | 23.5 | 391 | 100 |
| | 2016 | 5 | 1.3 | 310 | 78.5 | 5 | 1.3 | 75 | 19.0 | 395 | 100 |
| | 2017 | 6 | 1.5 | 317 | 77.7 | 7 | 1.7 | 78 | 19.1 | 408 | 100 |
| | 2018 | 8 | 1.8 | 336 | 76.9 | 10 | 2.3 | 83 | 19.0 | 437 | 100 |
| | 2019 | 9 | 1.9 | 364 | 76.5 | 9 | 1.9 | 94 | 19.7 | 476 | 100 |
| | 2020 | 12 | 2.5 | 370 | 77.6 | 7 | 1.5 | 88 | 18.4 | 477 | 100 |

DG/AGENCY COMPOSITION BY SEXUAL ORIENTATION

| | | LGBO | | Heterosexual/ Straight | | Prefer not to say | | Unknown | | Total | |
|---------|------|------|-----|---------------------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| AIB | 2015 | * | * | 92 | 62.6 | * | * | 47 | 32.0 | 147 | 100 |
| | 2016 | * | * | 89 | 62.7 | * | * | 46 | 32.4 | 142 | 100 |
| | 2017 | * | * | 78 | 60.0 | * | * | 44 | 33.9 | 130 | 100 |
| | 2018 | * | * | 85 | 65.4 | * | * | 38 | 29.2 | 130 | 100 |
| | 2019 | * | * | 84 | 65.6 | * | * | 38 | 29.7 | 128 | 100 |
| | 2020 | * | * | 80 | 69.6 | * | * | 31 | 27.0 | 115 | 100 |
| DG CEA | 2017 | 20 | 4.8 | 222 | 53.0 | 17 | 4.1 | 160 | 38.2 | 419 | 100 |
| | 2018 | 26 | 5.2 | 280 | 56.5 | 23 | 4.6 | 167 | 33.7 | 496 | 100 |
| | 2019 | 34 | 6.1 | 346 | 62.2 | 24 | 4.3 | 152 | 27.3 | 556 | 100 |
| | 2020 | 36 | 6.3 | 340 | 59.2 | 26 | 4.5 | 172 | 30.0 | 574 | 100 |
| DG ECJ | 2017 | 48 | 4.1 | 761 | 65.5 | 46 | 4.0 | 307 | 26.4 | 1162 | 100 |
| | 2018 | 62 | 4.7 | 868 | 66.3 | 58 | 4.4 | 322 | 24.6 | 1310 | 100 |
| | 2019 | 70 | 5.0 | 963 | 68.6 | 70 | 5.0 | 300 | 21.4 | 1403 | 100 |
| | 2020 | 74 | 5.4 | 933 | 68.0 | 60 | 4.4 | 305 | 22.2 | 1372 | 100 |
| DG ECON | 2016 | 33 | 1.5 | 1106 | 50.4 | 76 | 3.5 | 980 | 44.7 | 2195 | 100 |
| | 2017 | 42 | 1.9 | 1284 | 56.8 | 87 | 3.9 | 846 | 37.5 | 2259 | 100 |
| | 2018 | 74 | 2.9 | 1601 | 63.2 | 88 | 3.5 | 770 | 30.4 | 2533 | 100 |
| | 2019 | 89 | 3.3 | 1747 | 65.5 | 102 | 3.8 | 729 | 27.3 | 2667 | 100 |
| | 2020 | 98 | 3.6 | 1804 | 66.1 | 111 | 4.1 | 715 | 26.2 | 2728 | 100 |

DG/AGENCY COMPOSITION BY SEXUAL ORIENTATION

| | | LGBO | | Heterosexual/ Straight | | Prefer not to say | | Unknown | | Total | |
|-----------|------|------|-----|---------------------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| DG HSC | 2015 | 12 | 2.6 | 263 | 56.0 | 18 | 3.8 | 177 | 37.7 | 470 | 100 |
| | 2016 | 16 | 3.4 | 292 | 61.5 | 25 | 5.3 | 142 | 29.9 | 475 | 100 |
| | 2017 | 18 | 3.6 | 335 | 67.5 | 23 | 4.6 | 120 | 24.2 | 496 | 100 |
| | 2018 | 20 | 3.7 | 384 | 71.8 | 23 | 4.3 | 108 | 20.2 | 535 | 100 |
| | 2019 | 89 | 3.3 | 1747 | 65.5 | 102 | 3.8 | 729 | 27.3 | 2667 | 100 |
| | 2020 | 98 | 3.6 | 1804 | 66.1 | 111 | 4.1 | 715 | 26.2 | 2728 | 100 |
| DG ODO | 2017 | 59 | 4.0 | 980 | 65.9 | 60 | 4.0 | 388 | 26.1 | 1487 | 100 |
| | 2018 | 65 | 4.1 | 1098 | 68.7 | 63 | 3.9 | 372 | 23.3 | 1598 | 100 |
| | 2019 | 87 | 4.7 | 1261 | 68.0 | 78 | 4.2 | 428 | 23.1 | 1854 | 100 |
| | 2020 | 89 | 4.6 | 1234 | 64.2 | 81 | 4.2 | 517 | 26.9 | 1921 | 100 |
| DG SE | 2017 | * | * | 61 | 64.2 | * | * | 24 | 25.3 | 95 | 100 |
| | 2018 | 8 | 5.8 | 92 | 66.2 | 7 | 5.0 | 32 | 23.0 | 139 | 100 |
| | 2019 | 10 | 6.5 | 114 | 74.5 | 8 | 5.2 | 21 | 13.7 | 153 | 100 |
| | 2020 | 10 | 6.8 | 103 | 70.5 | 9 | 6.2 | 24 | 16.4 | 146 | 100 |
| Disc Scot | 2015 | 10 | 2.9 | 142 | 40.9 | 14 | 4.0 | 181 | 52.2 | 347 | 100 |
| | 2016 | 14 | 4.2 | 142 | 42.1 | 9 | 2.7 | 172 | 51.0 | 337 | 100 |
| | 2017 | 15 | 4.9 | 174 | 56.5 | 14 | 4.6 | 105 | 34.1 | 308 | 100 |
| | 2018 | 15 | 5.3 | 154 | 54.8 | 14 | 5.0 | 98 | 34.9 | 281 | 100 |
| | 2019 | 20 | 6.3 | 185 | 58.7 | 15 | 4.8 | 95 | 30.2 | 315 | 100 |
| | 2020 | 17 | 5.8 | 172 | 58.9 | 12 | 4.1 | 91 | 31.2 | 292 | 100 |

DG/AGENCY COMPOSITION BY SEXUAL ORIENTATION

| | | LGBO | | Heterosexual/ Straight | | Prefer not to say | | Unknown | | Total | |
|----------|------|------|-----|---------------------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| Edu Scot | 2015 | * | * | 141 | 49.7 | * | * | 132 | 46.5 | 284 | 100 |
| | 2016 | 5 | 1.8 | 146 | 52.0 | 10 | 3.6 | 120 | 42.7 | 281 | 100 |
| | 2017 | * | * | 137 | 57.6 | * | * | 91 | 38.2 | 238 | 100 |
| | 2018 | 6 | 2.2 | 145 | 53.7 | 6 | 2.2 | 113 | 41.9 | 270 | 100 |
| | 2019 | 9 | 2.7 | 191 | 57.0 | 9 | 2.7 | 126 | 37.6 | 335 | 100 |
| | 2020 | 7 | 2.2 | 178 | 56.5 | 11 | 3.5 | 119 | 37.8 | 315 | 100 |
| FSS | 2015 | * | * | 8 | 5.2 | * | * | 146 | 94.8 | 154 | 100 |
| | 2016 | * | * | 52 | 30.6 | * | * | 113 | 66.5 | 170 | 100 |
| | 2017 | * | * | 96 | 55.5 | * | * | 68 | 39.3 | 173 | 100 |
| | 2018 | * | * | 111 | 62.7 | * | * | 54 | 30.5 | 177 | 100 |
| | 2019 | * | * | 120 | 53.6 | * | * | 92 | 41.1 | 224 | 100 |
| | 2020 | 5 | 2.2 | 124 | 54.6 | 10 | 4.4 | 88 | 38.8 | 227 | 100 |
| NRS | 2015 | 7 | 1.8 | 120 | 31.6 | 5 | 1.3 | 248 | 65.3 | 380 | 100 |
| | 2016 | 7 | 1.9 | 130 | 34.4 | 11 | 2.9 | 230 | 60.9 | 378 | 100 |
| | 2017 | 14 | 3.4 | 174 | 41.7 | 20 | 4.8 | 209 | 50.1 | 417 | 100 |
| | 2018 | 14 | 3.3 | 186 | 44.3 | 19 | 4.5 | 201 | 47.9 | 420 | 100 |
| | 2019 | 21 | 4.8 | 198 | 45.6 | 16 | 3.7 | 199 | 45.9 | 434 | 100 |
| | 2020 | 20 | 4.6 | 196 | 45.1 | 17 | 3.9 | 202 | 46.4 | 435 | 100 |

DG/AGENCY COMPOSITION BY SEXUAL ORIENTATION

| | | LGBO | | Heterosexual/ Straight | | Prefer not to say | | Unknown | | Total | |
|----------|------|------|------|---------------------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| OSCR | 2015 | * | * | 24 | 43.6 | * | * | 30 | 54.5 | 55 | 100 |
| | 2016 | * | * | 28 | 49.1 | * | * | 28 | 49.1 | 57 | 100 |
| | 2017 | * | * | 30 | 51.7 | * | * | 27 | 46.6 | 58 | 100 |
| | 2018 | * | * | 29 | 56.9 | * | * | 22 | 43.1 | 51 | 100 |
| | 2019 | * | * | 37 | 78.7 | * | * | 10 | 21.3 | 47 | 100 |
| | 2020 | * | * | 38 | 79.2 | * | * | 10 | 20.8 | 48 | 100 |
| Rev Scot | 2015 | * | * | 27 | 60.0 | * | * | 15 | 33.3 | 45 | 100 |
| | 2016 | * | * | 31 | 67.4 | * | * | 12 | 26.1 | 46 | 100 |
| | 2017 | * | * | 41 | 73.2 | * | * | 9 | 16.1 | 56 | 100 |
| | 2018 | * | * | 48 | 67.6 | * | * | 17 | 23.9 | 71 | 100 |
| | 2019 | 7 | 10.4 | 41 | 61.2 | 1 | 1.5 | 18 | 26.9 | 67 | 100 |
| | 2020 | 8 | 13.3 | 35 | 58.3 | 1 | 1.7 | 16 | 26.7 | 60 | 100 |
| SAAS | 2015 | * | * | 16 | 6.5 | * | * | 225 | 91.1 | 247 | 100 |
| | 2016 | * | * | 24 | 9.7 | * | * | 219 | 88.7 | 247 | 100 |
| | 2017 | * | * | 39 | 16.5 | * | * | 195 | 82.6 | 236 | 100 |
| | 2018 | * | * | 43 | 19.0 | * | * | 179 | 79.2 | 226 | 100 |
| | 2019 | 7 | 2.9 | 49 | 20.5 | * | * | 183 | 76.6 | 239 | 100 |
| | 2020 | * | * | 60 | 25.6 | * | * | 168 | 71.8 | 234 | 100 |

DG/AGENCY COMPOSITION BY SEXUAL ORIENTATION

| | | LGBO | | Heterosexual/ Straight | | Prefer not to say | | Unknown | | Total | |
|--------------------|------|------|-----|---------------------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| SHR | 2015 | * | * | 31 | 47.7 | * | * | 29 | 44.6 | 65 | 100 |
| | 2016 | * | * | 32 | 48.5 | * | * | 29 | 43.9 | 66 | 100 |
| | 2017 | * | * | 30 | 48.4 | * | * | 27 | 43.5 | 62 | 100 |
| | 2018 | * | * | 26 | 47.3 | * | * | 23 | 41.8 | 55 | 100 |
| | 2019 | * | * | 32 | 62.7 | * | * | 15 | 29.4 | 51 | 100 |
| | 2020 | * | * | 30 | 60.0 | * | * | 16 | 32.0 | 50 | 100 |
| SPPA | 2015 | * | * | 108 | 36.2 | 3 | 1.0 | 187 | 62.8 | 298 | 100 |
| | 2016 | * | * | 133 | 42.2 | * | * | 177 | 56.2 | 315 | 100 |
| | 2017 | * | * | 144 | 46.5 | * | * | 161 | 51.9 | 310 | 100 |
| | 2018 | * | * | 160 | 50.6 | * | * | 147 | 46.5 | 316 | 100 |
| | 2019 | * | * | 159 | 51.8 | * | * | 140 | 45.6 | 307 | 100 |
| | 2020 | * | * | 152 | 52.1 | * | * | 133 | 45.5 | 292 | 100 |
| Social Sec Scot | 2018 | 14 | 5.5 | 195 | 76.8 | 5 | 2.0 | 40 | 15.8 | 254 | 100 |
| | 2019 | 34 | 6.7 | 382 | 75.8 | 7 | 1.4 | 81 | 16.1 | 504 | 100 |
| | 2020 | 62 | 6.7 | 665 | 72.1 | 19 | 2.1 | 176 | 19.1 | 922 | 100 |

DG/AGENCY COMPOSITION BY SEXUAL ORIENTATION

| | | LGBO | | Heterosexual/ Straight | | Prefer not to say | | Unknown | | Total | |
|------------|------|------|-----|---------------------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| Trans Scot | 2015 | 6 | 1.5 | 182 | 46.6 | 11 | 2.8 | 192 | 49.1 | 391 | 100 |
| | 2016 | 7 | 1.8 | 233 | 59.0 | 12 | 3.0 | 143 | 36.2 | 395 | 100 |
| | 2017 | 8 | 2.0 | 251 | 61.5 | 11 | 2.7 | 138 | 33.8 | 408 | 100 |
| | 2018 | 13 | 3.0 | 276 | 63.2 | 16 | 3.7 | 132 | 30.2 | 437 | 100 |
| | 2019 | 16 | 3.4 | 306 | 64.3 | 15 | 3.2 | 139 | 29.2 | 476 | 100 |
| | 2020 | 19 | 4.0 | 322 | 67.5 | 13 | 2.7 | 123 | 25.8 | 477 | 100 |

DG/AGENCY COMPOSITION BY DISABILITY STATUS

| | | Disabled | | Not disabled | | Prefer not to say | | Unknown | | Total | |
|---------|------|----------|-----|--------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| AIB | 2013 | 8 | 5.6 | 82 | 57.8 | * | * | 52 | 36.6 | 142 | 100 |
| | 2014 | 8 | 5.8 | 80 | 58.0 | * | * | 50 | 36.2 | 138 | 100 |
| | 2015 | 7 | 4.8 | 84 | 57.1 | 2 | 1.4 | 54 | 36.7 | 147 | 100 |
| | 2016 | 6 | 4.2 | 79 | 55.6 | 3 | 2.1 | 54 | 38.0 | 142 | 100 |
| | 2017 | 7 | 5.4 | 72 | 55.4 | 3 | 2.3 | 48 | 36.9 | 130 | 100 |
| | 2018 | 6 | 4.6 | 70 | 53.9 | 3 | 2.3 | 51 | 39.2 | 130 | 100 |
| | 2019 | 9 | 7.0 | 69 | 53.9 | 3 | 2.3 | 47 | 36.7 | 128 | 100 |
| | 2020 | 9 | 7.8 | 65 | 56.5 | 2 | 1.7 | 39 | 33.9 | 115 | 100 |
| DG CEA | 2017 | 25 | 6.0 | 250 | 59.7 | 5 | 1.2 | 139 | 33.2 | 419 | 100 |
| | 2018 | 27 | 5.4 | 278 | 56.1 | 7 | 1.4 | 184 | 37.1 | 496 | 100 |
| | 2019 | 41 | 7.4 | 318 | 57.2 | 11 | 2.0 | 186 | 33.5 | 556 | 100 |
| | 2020 | 38 | 6.6 | 318 | 55.4 | 12 | 2.1 | 206 | 35.9 | 574 | 100 |
| DG ECJ | 2017 | 87 | 7.5 | 714 | 61.5 | 12 | 1.0 | 349 | 30.0 | 1162 | 100 |
| | 2018 | 117 | 8.9 | 730 | 55.7 | 15 | 1.2 | 448 | 34.2 | 1310 | 100 |
| | 2019 | 128 | 9.1 | 811 | 57.8 | 21 | 1.5 | 443 | 31.6 | 1403 | 100 |
| | 2020 | 122 | 8.9 | 800 | 58.3 | 27 | 2.0 | 423 | 30.8 | 1372 | 100 |
| DG ECON | 2016 | 93 | 4.2 | 1195 | 54.4 | 25 | 1.1 | 882 | 40.2 | 2195 | 100 |
| | 2017 | 107 | 4.7 | 1242 | 55.0 | 31 | 1.4 | 879 | 38.9 | 2259 | 100 |
| | 2018 | 149 | 5.9 | 1329 | 52.5 | 32 | 1.3 | 1023 | 40.4 | 2533 | 100 |
| | 2019 | 170 | 6.4 | 1512 | 56.7 | 36 | 1.3 | 949 | 35.6 | 2667 | 100 |
| | 2020 | 186 | 6.8 | 1587 | 58.2 | 40 | 1.5 | 915 | 33.5 | 2728 | 100 |

DG/AGENCY COMPOSITION BY DISABILITY STATUS

| | | Disabled | | Not disabled | | Prefer not to say | | Unknown | | Total | |
|---------------|-------------|----------|------|--------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| DG HSC | 2013 | 31 | 5.5 | 367 | 65.0 | 2 | 0.4 | 165 | 29.2 | 565 | 100 |
| | 2014 | 40 | 7.0 | 354 | 61.8 | 3 | 0.5 | 176 | 30.7 | 573 | 100 |
| | 2015 | 36 | 7.7 | 277 | 58.9 | 3 | 0.6 | 154 | 32.8 | 470 | 100 |
| | 2016 | 43 | 9.1 | 269 | 56.6 | 6 | 1.3 | 157 | 33.1 | 475 | 100 |
| | 2017 | 39 | 7.9 | 283 | 57.1 | 10 | 2.0 | 164 | 33.1 | 496 | 100 |
| | 2018 | 52 | 9.7 | 284 | 53.1 | 9 | 1.7 | 190 | 35.5 | 535 | 100 |
| | 2019 | 65 | 10.6 | 341 | 55.6 | 11 | 1.8 | 196 | 32.0 | 613 | 100 |
| | 2020 | 113 | 11.7 | 520 | 53.8 | 16 | 1.7 | 317 | 32.8 | 966 | 100 |
| DG ODO | 2017 | 137 | 9.2 | 739 | 49.7 | 12 | 0.8 | 599 | 40.3 | 1487 | 100 |
| | 2018 | 148 | 9.3 | 762 | 47.7 | 17 | 1.1 | 671 | 42.0 | 1598 | 100 |
| | 2019 | 185 | 10.0 | 950 | 51.2 | 21 | 1.1 | 698 | 37.6 | 1854 | 100 |
| | 2020 | 194 | 10.1 | 971 | 50.5 | 25 | 1.3 | 731 | 38.1 | 1921 | 100 |
| DG SE | 2017 | 6 | 6.3 | 47 | 49.5 | 3 | 3.2 | 39 | 41.1 | 95 | 100 |
| | 2018 | 7 | 5.0 | 75 | 54.0 | 2 | 1.4 | 55 | 39.6 | 139 | 100 |
| | 2019 | 16 | 10.5 | 96 | 62.7 | 3 | 2.0 | 38 | 24.8 | 153 | 100 |
| | 2020 | 14 | 9.6 | 92 | 63.0 | 2 | 1.4 | 38 | 26.0 | 146 | 100 |

DG/AGENCY COMPOSITION BY DISABILITY STATUS

| | | Disabled | | Not disabled | | Prefer not to say | | Unknown | | Total | |
|------------------|-------------|----------|-----|--------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| Disc Scot | 2013 | 8 | 3.7 | 65 | 29.7 | * | * | 146 | 66.7 | 219 | 100 |
| | 2014 | 15 | 5.4 | 82 | 29.4 | 1 | 0.4 | 181 | 64.9 | 279 | 100 |
| | 2015 | 14 | 4.0 | 84 | 24.2 | 1 | 0.3 | 248 | 71.5 | 347 | 100 |
| | 2016 | 15 | 4.5 | 94 | 27.9 | 1 | 0.3 | 227 | 67.4 | 337 | 100 |
| | 2017 | 22 | 7.1 | 115 | 37.3 | 4 | 1.3 | 167 | 54.2 | 308 | 100 |
| | 2018 | 25 | 8.9 | 90 | 32.0 | 4 | 1.4 | 162 | 57.7 | 281 | 100 |
| | 2019 | 29 | 9.2 | 137 | 43.5 | 1 | 0.3 | 148 | 47.0 | 315 | 100 |
| | 2020 | 29 | 9.9 | 121 | 41.4 | 1 | 0.3 | 141 | 48.3 | 292 | 100 |
| Edu Scot | 2013 | 6 | 2.3 | 106 | 40.8 | * | * | 148 | 56.9 | 260 | 100 |
| | 2014 | 7 | 2.5 | 108 | 37.8 | * | * | 171 | 59.8 | 286 | 100 |
| | 2015 | 8 | 2.8 | 103 | 36.3 | * | * | 173 | 60.9 | 284 | 100 |
| | 2016 | 6 | 2.1 | 99 | 35.2 | * | * | 176 | 62.6 | 281 | 100 |
| | 2017 | 6 | 2.5 | 89 | 37.4 | 1 | 0.4 | 142 | 59.7 | 238 | 100 |
| | 2018 | 8 | 3.0 | 93 | 34.4 | 2 | 0.7 | 167 | 61.9 | 270 | 100 |
| | 2019 | 12 | 3.6 | 133 | 39.7 | 5 | 1.5 | 185 | 55.2 | 335 | 100 |
| | 2020 | 10 | 3.2 | 129 | 41.0 | 7 | 2.2 | 169 | 53.7 | 315 | 100 |

DG/AGENCY COMPOSITION BY DISABILITY STATUS

| | | Disabled | | Not disabled | | Prefer not to say | | Unknown | | Total | |
|------------|-------------|----------|------|--------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| FSS | 2015 | * | * | * | * | * | * | 151 | 98.1 | 154 | 100 |
| | 2016 | * | * | 11 | 6.5 | * | * | 153 | 90.0 | 170 | 100 |
| | 2017 | 9 | 5.2 | 50 | 28.9 | 4 | 2.3 | 110 | 63.6 | 173 | 100 |
| | 2018 | 15 | 8.5 | 68 | 38.4 | 4 | 2.3 | 90 | 50.9 | 177 | 100 |
| | 2019 | 16 | 7.1 | 78 | 34.8 | 4 | 1.8 | 126 | 56.3 | 224 | 100 |
| | 2020 | 14 | 6.2 | 92 | 40.5 | 3 | 1.3 | 118 | 52.0 | 227 | 100 |
| NRS | 2013 | 22 | 5.5 | 229 | 57.3 | 4 | 1.0 | 145 | 36.3 | 400 | 100 |
| | 2014 | 26 | 6.7 | 213 | 54.5 | * | * | 152 | 38.9 | 391 | 100 |
| | 2015 | 26 | 6.8 | 206 | 54.2 | 1 | 0.3 | 147 | 38.7 | 380 | 100 |
| | 2016 | 30 | 7.9 | 198 | 52.4 | 3 | 0.8 | 147 | 38.9 | 378 | 100 |
| | 2017 | 42 | 10.1 | 213 | 51.1 | 2 | 0.5 | 160 | 38.4 | 417 | 100 |
| | 2018 | 42 | 10.0 | 206 | 49.1 | 3 | 0.7 | 169 | 40.2 | 420 | 100 |
| | 2019 | 47 | 10.8 | 208 | 47.9 | 6 | 1.4 | 173 | 39.9 | 434 | 100 |
| | 2020 | 43 | 9.9 | 206 | 47.4 | 6 | 1.4 | 180 | 41.4 | 435 | 100 |

DG/AGENCY COMPOSITION BY DISABILITY STATUS

| | | Disabled | | Not disabled | | Prefer not to say | | Unknown | | Total | |
|----------|------|----------|------|--------------|------|-------------------|---|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| OSCR | 2013 | * | * | 24 | 44.4 | * | * | 27 | 50.0 | 54 | 100 |
| | 2014 | * | * | 26 | 44.1 | * | * | 29 | 49.2 | 59 | 100 |
| | 2015 | * | * | 25 | 45.5 | * | * | 26 | 47.3 | 55 | 100 |
| | 2016 | * | * | 23 | 40.4 | * | * | 32 | 56.1 | 57 | 100 |
| | 2017 | * | * | 24 | 41.4 | * | * | 31 | 53.4 | 58 | 100 |
| | 2018 | * | * | 20 | 39.2 | * | * | 28 | 54.9 | 51 | 100 |
| | 2019 | * | * | 22 | 46.8 | * | * | 22 | 46.8 | 47 | 100 |
| | 2020 | 5 | 10.4 | 22 | 45.8 | * | * | 21 | 43.8 | 48 | 100 |
| Rev Scot | 2015 | * | * | 12 | 26.7 | * | * | 29 | 64.4 | 45 | 100 |
| | 2016 | * | * | 17 | 37.0 | * | * | 27 | 58.7 | 46 | 100 |
| | 2017 | * | * | 21 | 37.5 | * | * | 31 | 55.4 | 56 | 100 |
| | 2018 | * | * | 22 | 31.0 | * | * | 45 | 63.4 | 71 | 100 |
| | 2019 | 7 | 10.4 | 24 | 35.8 | * | * | 36 | 53.7 | 67 | 100 |
| | 2020 | 7 | 11.7 | 20 | 33.3 | * | * | 33 | 55.0 | 60 | 100 |

DG/AGENCY COMPOSITION BY DISABILITY STATUS

| | | Disabled | | Not disabled | | Prefer not to say | | Unknown | | Total | |
|------|------|----------|-----|--------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| SAAS | 2013 | 6 | 3.2 | 73 | 38.6 | * | * | 110 | 58.2 | 189 | 100 |
| | 2014 | 8 | 3.7 | 72 | 33.2 | * | * | 137 | 63.1 | 217 | 100 |
| | 2015 | 6 | 2.4 | 69 | 27.9 | * | * | 172 | 69.6 | 247 | 100 |
| | 2016 | 7 | 2.8 | 64 | 25.9 | * | * | 176 | 71.3 | 247 | 100 |
| | 2017 | 8 | 3.4 | 62 | 26.3 | * | * | 166 | 70.3 | 236 | 100 |
| | 2018 | 9 | 4.0 | 58 | 25.7 | * | * | 159 | 70.4 | 226 | 100 |
| | 2019 | 12 | 5.0 | 62 | 25.9 | * | * | 165 | 69.0 | 239 | 100 |
| | 2020 | 11 | 4.7 | 72 | 30.8 | * | * | 151 | 64.5 | 234 | 100 |
| SHR | 2013 | * | * | 37 | 52.9 | 1 | 1.4 | 32 | 45.7 | 70 | 100 |
| | 2014 | * | * | 35 | 51.5 | 2 | 2.9 | 31 | 45.6 | 68 | 100 |
| | 2015 | * | * | 34 | 52.3 | * | * | 28 | 43.1 | 65 | 100 |
| | 2016 | * | * | 34 | 51.5 | * | * | 29 | 43.9 | 66 | 100 |
| | 2017 | * | * | 32 | 51.6 | * | * | 27 | 43.5 | 62 | 100 |
| | 2018 | * | * | 29 | 52.7 | * | * | 23 | 41.8 | 55 | 100 |
| | 2019 | * | * | 33 | 64.7 | * | * | 14 | 27.5 | 51 | 100 |
| | 2020 | * | * | 31 | 62.0 | * | * | 15 | 30.0 | 50 | 100 |

DG/AGENCY COMPOSITION BY DISABILITY STATUS

| | | Disabled | | Not disabled | | Prefer not to say | | Unknown | | Total | |
|------------------------|-------------|----------|------|--------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| SPPA | 2013 | 10 | 3.9 | 141 | 54.9 | 1 | 0.4 | 105 | 40.9 | 257 | 100 |
| | 2014 | 10 | 3.5 | 137 | 48.2 | 2 | 0.7 | 135 | 47.5 | 284 | 100 |
| | 2015 | 13 | 4.4 | 139 | 46.6 | 2 | 0.7 | 144 | 48.3 | 298 | 100 |
| | 2016 | 18 | 5.7 | 141 | 44.8 | 3 | 1.0 | 153 | 48.6 | 315 | 100 |
| | 2017 | 24 | 7.7 | 144 | 46.5 | 4 | 1.3 | 138 | 44.5 | 310 | 100 |
| | 2018 | 24 | 7.6 | 143 | 45.3 | 5 | 1.6 | 144 | 45.6 | 316 | 100 |
| | 2019 | 21 | 6.8 | 141 | 45.9 | 6 | 2.0 | 139 | 45.3 | 307 | 100 |
| | 2020 | 22 | 7.5 | 134 | 45.9 | 6 | 2.1 | 130 | 44.5 | 292 | 100 |
| Social Sec Scot | 2018 | 22 | 8.7 | 70 | 27.6 | 3 | 1.2 | 159 | 62.6 | 254 | 100 |
| | 2019 | 49 | 9.7 | 261 | 51.8 | 4 | 0.8 | 190 | 37.7 | 504 | 100 |
| | 2020 | 106 | 11.5 | 541 | 58.7 | 13 | 1.4 | 262 | 28.4 | 922 | 100 |
| Trans Scot | 2013 | 17 | 4.2 | 201 | 49.9 | 1 | 0.3 | 184 | 45.7 | 403 | 100 |
| | 2014 | 23 | 5.7 | 195 | 47.9 | 1 | 0.3 | 188 | 46.2 | 407 | 100 |
| | 2015 | 25 | 6.4 | 180 | 46.0 | 1 | 0.3 | 185 | 47.3 | 391 | 100 |
| | 2016 | 33 | 8.4 | 198 | 50.1 | 2 | 0.5 | 162 | 41.0 | 395 | 100 |
| | 2017 | 42 | 10.3 | 194 | 47.6 | 3 | 0.7 | 169 | 41.4 | 408 | 100 |
| | 2018 | 44 | 10.1 | 206 | 47.1 | 4 | 0.9 | 183 | 41.9 | 437 | 100 |
| | 2019 | 50 | 10.5 | 229 | 48.1 | 4 | 0.8 | 193 | 40.5 | 476 | 100 |
| | 2020 | 46 | 9.6 | 249 | 52.2 | 3 | 0.6 | 179 | 37.5 | 477 | 100 |

DG/AGENCY COMPOSITION BY MARITAL STATUS

| | | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|--------|------|---------------------------|------|--------|------|----------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| AIB | 2013 | 73 | 51.4 | 14 | 9.9 | * | * | * | * | 41 | 28.9 | 142 | 100 |
| | 2014 | 72 | 52.2 | 15 | 10.9 | * | * | * | * | 38 | 27.5 | 138 | 100 |
| | 2015 | 67 | 45.6 | 16 | 10.9 | * | * | * | * | 53 | 36.1 | 147 | 100 |
| | 2016 | 68 | 47.9 | 18 | 12.7 | 7 | 4.9 | 8 | 5.6 | 41 | 28.9 | 142 | 100 |
| | 2017 | 67 | 51.5 | 16 | 12.3 | 6 | 4.6 | 5 | 3.8 | 36 | 27.7 | 130 | 100 |
| | 2018 | 69 | 53.1 | 12 | 9.2 | 6 | 4.6 | 4 | 3.1 | 39 | 30.0 | 130 | 100 |
| | 2019 | 67 | 52.3 | 13 | 10.2 | 6 | 4.7 | 3 | 2.3 | 39 | 30.5 | 128 | 100 |
| DG CEA | 2017 | 176 | 42.0 | 60 | 14.3 | 15 | 3.6 | 19 | 4.5 | 149 | 35.6 | 419 | 100 |
| | 2018 | 189 | 38.1 | 57 | 11.5 | 15 | 3 | 21 | 4.2 | 214 | 43.1 | 496 | 100 |
| | 2019 | 200 | 36.0 | 58 | 10.4 | 17 | 3.1 | 20 | 3.6 | 261 | 46.9 | 556 | 100 |
| | 2020 | 206 | 35.9 | 46 | 8.0 | 17 | 3.0 | 23 | 4.0 | 282 | 49.1 | 574 | 100 |
| G ECJ | 2017 | 585 | 50.3 | 147 | 12.7 | 34 | 2.9 | 47 | 4.0 | 349 | 30.0 | 1162 | 100 |
| | 2018 | 596 | 45.5 | 167 | 12.7 | 35 | 2.7 | 44 | 3.4 | 468 | 35.7 | 1310 | 100 |
| | 2019 | 593 | 42.3 | 173 | 12.3 | 34 | 2.4 | 43 | 3.1 | 560 | 39.9 | 1403 | 100 |
| | 2020 | 572 | 41.7 | 168 | 12.2 | 33 | 2.4 | 46 | 3.4 | 553 | 40.3 | 1372 | 100 |

DG/AGENCY COMPOSITION BY MARITAL STATUS

| | | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|---------|------|---------------------------|------|--------|------|----------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| DG ECON | 2016 | 949 | 43.2 | 307 | 14.0 | 58 | 2.6 | 90 | 4.1 | 791 | 36.0 | 2195 | 100 |
| | 2017 | 981 | 43.4 | 294 | 13.0 | 60 | 2.7 | 89 | 3.9 | 835 | 37.0 | 2259 | 100 |
| | 2018 | 1033 | 40.8 | 302 | 11.9 | 64 | 2.5 | 84 | 3.3 | 1050 | 41.5 | 2533 | 100 |
| | 2019 | 1085 | 40.7 | 315 | 11.8 | 71 | 2.7 | 82 | 3.1 | 1114 | 41.8 | 2667 | 100 |
| | 2020 | 1098 | 40.2 | 316 | 11.6 | 71 | 2.6 | 78 | 2.9 | 1165 | 42.7 | 2728 | 100 |
| DG HSC | 2013 | 261 | 46.2 | 109 | 19.3 | 16 | 2.8 | 28 | 5.0 | 151 | 26.7 | 565 | 100 |
| | 2014 | 259 | 45.2 | 107 | 18.7 | 18 | 3.1 | 27 | 4.7 | 162 | 28.3 | 573 | 100 |
| | 2015 | 214 | 45.5 | 78 | 16.6 | 14 | 3.0 | 28 | 6.0 | 136 | 28.9 | 470 | 100 |
| | 2016 | 214 | 45.1 | 72 | 15.2 | 21 | 4.4 | 26 | 5.5 | 142 | 29.9 | 475 | 100 |
| | 2017 | 215 | 43.3 | 81 | 16.3 | 21 | 4.2 | 29 | 5.8 | 150 | 30.2 | 496 | 100 |
| | 2018 | 219 | 40.9 | 84 | 15.7 | 20 | 3.7 | 28 | 5.2 | 184 | 34.4 | 535 | 100 |
| | 2019 | 247 | 40.3 | 81 | 13.2 | 19 | 3.1 | 30 | 4.9 | 236 | 38.5 | 613 | 100 |
| | 2020 | 363 | 37.6 | 108 | 11.2 | 21 | 2.2 | 34 | 3.5 | 440 | 45.5 | 966 | 100 |
| DG ODO | 2017 | 569 | 38.3 | 210 | 14.1 | 43 | 2.9 | 60 | 4.0 | 605 | 40.7 | 1487 | 100 |
| | 2018 | 562 | 35.2 | 194 | 12.1 | 45 | 2.8 | 51 | 3.2 | 746 | 46.7 | 1598 | 100 |
| | 2019 | 630 | 34.0 | 214 | 11.5 | 46 | 2.5 | 49 | 2.6 | 915 | 49.4 | 1854 | 100 |
| | 2020 | 634 | 33.0 | 229 | 11.9 | 45 | 2.3 | 46 | 2.4 | 967 | 50.3 | 1921 | 100 |

DG/AGENCY COMPOSITION BY MARITAL STATUS

| | | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|-----------|------|---------------------------|------|--------|------|----------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| DG SE | 2017 | 36 | 37.9 | 11 | 11.6 | * | * | * | * | 42 | 44.2 | 95 | 100 |
| | 2018 | 49 | 35.3 | 15 | 10.8 | * | * | * | * | 67 | 48.2 | 139 | 100 |
| | 2019 | 62 | 40.5 | 18 | 11.8 | 7 | 4.6 | 3 | 2.0 | 63 | 41.2 | 153 | 100 |
| | 2020 | 58 | 39.7 | 18 | 12.3 | 6 | 4.1 | 4 | 2.7 | 60 | 41.1 | 146 | 100 |
| Disc Scot | 2013 | 52 | 23.7 | 28 | 12.8 | * | * | * | * | 118 | 53.9 | 219 | 100 |
| | 2014 | 63 | 22.6 | 28 | 10.0 | * | * | * | * | 167 | 59.9 | 279 | 100 |
| | 2015 | 78 | 22.5 | 30 | 8.6 | * | * | * | * | 222 | 64.0 | 347 | 100 |
| | 2016 | 83 | 24.6 | 26 | 7.7 | * | * | * | * | 218 | 64.7 | 337 | 100 |
| | 2017 | 85 | 27.6 | 31 | 10.1 | * | * | * | * | 183 | 59.4 | 308 | 100 |
| | 2018 | 82 | 29.2 | 23 | 8.2 | * | * | * | * | 168 | 59.8 | 281 | 100 |
| | 2019 | 70 | 22.2 | 27 | 8.6 | * | * | * | * | 210 | 66.7 | 315 | 100 |
| | 2020 | 65 | 22.3 | 25 | 8.6 | * | * | * | * | 195 | 66.8 | 292 | 100 |
| Edu Scot | 2013 | 111 | 42.7 | 42 | 16.2 | 11 | 4.2 | 16 | 6.2 | 80 | 30.8 | 260 | 100 |
| | 2014 | 116 | 40.6 | 38 | 13.3 | 10 | 3.5 | 14 | 4.9 | 108 | 37.8 | 286 | 100 |
| | 2015 | 114 | 40.1 | 40 | 14.1 | 11 | 3.9 | 11 | 3.9 | 108 | 38.0 | 284 | 100 |
| | 2016 | 119 | 42.3 | 34 | 12.1 | 10 | 3.6 | 10 | 3.6 | 108 | 38.4 | 281 | 100 |
| | 2017 | 104 | 43.7 | 24 | 10.1 | 10 | 4.2 | 9 | 3.8 | 91 | 38.2 | 238 | 100 |
| | 2018 | 118 | 43.7 | 17 | 6.3 | 11 | 4.1 | 8 | 3.0 | 116 | 43.0 | 270 | 100 |
| | 2019 | 135 | 40.3 | 14 | 4.2 | 15 | 4.5 | 8 | 2.4 | 163 | 48.7 | 335 | 100 |
| | 2020 | 134 | 42.5 | 13 | 4.1 | 13 | 4.1 | 5 | 1.6 | 150 | 47.6 | 315 | 100 |

DG/AGENCY COMPOSITION BY MARITAL STATUS

| | | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|-----|------|---------------------------|------|--------|------|----------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| FSS | 2015 | 27 | 17.5 | 27 | 17.5 | * | * | 4 | 2.6 | 96 | 62.3 | 154 | 100 |
| | 2016 | 39 | 22.9 | 26 | 15.3 | * | * | 5 | 2.9 | 100 | 58.8 | 170 | 100 |
| | 2017 | 50 | 28.9 | 24 | 13.9 | * | * | * | * | 96 | 55.5 | 173 | 100 |
| | 2018 | 50 | 28.2 | 23 | 13.0 | * | * | * | * | 101 | 57.1 | 177 | 100 |
| | 2019 | 70 | 31.3 | 39 | 17.4 | 5 | 2.2 | 3 | 1.3 | 107 | 47.8 | 224 | 100 |
| | 2020 | 67 | 29.5 | 34 | 15.0 | * | * | * | * | 120 | 52.9 | 227 | 100 |
| NRS | 2013 | 187 | 46.8 | 82 | 20.5 | 26 | 6.5 | 13 | 3.3 | 92 | 23.0 | 400 | 100 |
| | 2014 | 176 | 45.0 | 75 | 19.2 | 31 | 7.9 | 15 | 3.8 | 94 | 24.0 | 391 | 100 |
| | 2015 | 163 | 42.9 | 73 | 19.2 | 26 | 6.8 | 14 | 3.7 | 104 | 27.4 | 380 | 100 |
| | 2016 | 167 | 44.2 | 67 | 17.7 | 27 | 7.1 | 13 | 3.4 | 104 | 27.5 | 378 | 100 |
| | 2017 | 175 | 42.0 | 67 | 16.1 | 26 | 6.2 | 12 | 2.9 | 137 | 32.9 | 417 | 100 |
| | 2018 | 174 | 41.4 | 65 | 15.5 | 22 | 5.2 | 12 | 2.9 | 147 | 35.0 | 420 | 100 |
| | 2019 | 173 | 39.9 | 61 | 14.1 | 21 | 4.8 | 12 | 2.8 | 167 | 38.5 | 434 | 100 |
| | 2020 | 173 | 39.8 | 61 | 14.0 | 18 | 4.1 | 11 | 2.5 | 172 | 39.5 | 435 | 100 |

DG/AGENCY COMPOSITION BY MARITAL STATUS

| | | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|----------|------|---------------------------|------|--------|------|----------|---|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| OSCR | 2013 | 18 | 33.3 | * | * | * | * | 3 | 5.6 | 27 | 50.0 | 54 | 100 |
| | 2014 | 19 | 32.2 | * | * | * | * | 3 | 5.1 | 30 | 50.8 | 59 | 100 |
| | 2015 | 19 | 34.5 | * | * | * | * | 3 | 5.5 | 27 | 49.1 | 55 | 100 |
| | 2016 | 21 | 36.8 | * | * | * | * | 3 | 5.3 | 28 | 49.1 | 57 | 100 |
| | 2017 | 20 | 34.5 | * | * | * | * | 3 | 5.2 | 31 | 53.4 | 58 | 100 |
| | 2018 | 17 | 33.3 | * | * | * | * | 3 | 5.9 | 28 | 54.9 | 51 | 100 |
| | 2019 | 14 | 29.8 | * | * | * | * | 2 | 4.3 | 29 | 61.7 | 47 | 100 |
| Rev Scot | 2020 | 15 | 31.3 | * | * | * | * | 1 | 2.1 | 30 | 62.5 | 48 | 100 |
| | 2015 | 11 | 24.4 | * | * | * | * | 2 | 4.4 | 27 | 60.0 | 45 | 100 |
| | 2016 | 15 | 32.6 | * | * | * | * | 2 | 4.3 | 26 | 56.5 | 46 | 100 |
| | 2017 | 16 | 28.6 | * | * | * | * | 4 | 7.1 | 33 | 58.9 | 56 | 100 |
| | 2018 | 17 | 23.9 | 7 | 9.9 | * | * | * | * | 43 | 60.6 | 71 | 100 |
| | 2019 | 20 | 29.9 | 9 | 13.4 | * | * | 1 | 1.5 | 37 | 55.2 | 67 | 100 |
| | 2020 | 17 | 28.3 | 10 | 16.7 | * | * | * | * | 32 | 53.3 | 60 | 100 |

DG/AGENCY COMPOSITION BY MARITAL STATUS

| | | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|------|------|---------------------------|------|--------|------|----------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| SAAS | 2013 | 58 | 30.7 | 43 | 22.8 | 6 | 3.2 | 3 | 1.6 | 79 | 41.8 | 189 | 100 |
| | 2014 | 58 | 26.7 | 44 | 20.3 | 6 | 2.8 | 3 | 1.4 | 106 | 48.8 | 217 | 100 |
| | 2015 | 66 | 26.7 | 38 | 15.4 | 6 | 2.4 | 2 | 0.8 | 135 | 54.7 | 247 | 100 |
| | 2016 | 68 | 27.5 | 37 | 15.0 | 6 | 2.4 | 4 | 1.6 | 132 | 53.4 | 247 | 100 |
| | 2017 | 67 | 28.4 | 33 | 14.0 | 5 | 2.1 | 3 | 1.3 | 128 | 54.2 | 236 | 100 |
| | 2018 | 63 | 27.9 | 44 | 19.5 | * | * | * | * | 111 | 49.1 | 226 | 100 |
| | 2019 | 69 | 28.9 | 40 | 16.7 | * | * | * | * | 121 | 50.6 | 239 | 100 |
| | 2020 | 68 | 29.1 | 39 | 16.7 | * | * | * | * | 117 | 50.0 | 234 | 100 |
| SHR | 2013 | 31 | 44.3 | * | * | * | * | 3 | 4.3 | 33 | 47.1 | 70 | 100 |
| | 2014 | 28 | 41.2 | * | * | * | * | 4 | 5.9 | 32 | 47.1 | 68 | 100 |
| | 2015 | 28 | 43.1 | * | * | * | * | 5 | 7.7 | 28 | 43.1 | 65 | 100 |
| | 2016 | 28 | 42.4 | * | * | * | * | 5 | 7.6 | 29 | 43.9 | 66 | 100 |
| | 2017 | 27 | 43.5 | * | * | * | * | 5 | 8.1 | 26 | 41.9 | 62 | 100 |
| | 2018 | 25 | 45.5 | * | * | * | * | 4 | 7.3 | 21 | 38.2 | 55 | 100 |
| | 2019 | 25 | 49.0 | * | * | * | * | 3 | 5.9 | 19 | 37.3 | 51 | 100 |
| | 2020 | 23 | 46.0 | * | * | * | * | 3 | 6.0 | 20 | 40.0 | 50 | 100 |

DG/AGENCY COMPOSITION BY MARITAL STATUS

| | | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|-----------------|------|---------------------------|------|--------|------|----------|-----|-------------------|------|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| SPPA | 2013 | 131 | 51.0 | 56 | 21.8 | 13 | 5.1 | 22 | 8.6 | 35 | 13.6 | 257 | 100 |
| | 2014 | 144 | 50.7 | 49 | 17.3 | 13 | 4.6 | 41 | 14.4 | 37 | 13.0 | 284 | 100 |
| | 2015 | 143 | 48.0 | 46 | 15.4 | 13 | 4.4 | 48 | 16.1 | 48 | 16.1 | 298 | 100 |
| | 2016 | 145 | 46.0 | 49 | 15.6 | 14 | 4.4 | 54 | 17.1 | 53 | 16.8 | 315 | 100 |
| | 2017 | 140 | 45.2 | 47 | 15.2 | 16 | 5.2 | 49 | 15.8 | 58 | 18.7 | 310 | 100 |
| | 2018 | 141 | 44.6 | 42 | 13.3 | 17 | 5.4 | 41 | 13 | 75 | 23.7 | 316 | 100 |
| | 2019 | 137 | 44.6 | 41 | 13.4 | 15 | 4.9 | 36 | 11.7 | 78 | 25.4 | 307 | 100 |
| | 2020 | 136 | 46.6 | 39 | 13.4 | 15 | 5.1 | 33 | 11.3 | 69 | 23.6 | 292 | 100 |
| Social Sec Scot | 2018 | 49 | 19.3 | 9 | 3.5 | 6 | 2.4 | 2 | 0.8 | 188 | 74.0 | 254 | 100 |
| | 2019 | 108 | 21.4 | 21 | 4.2 | 9 | 1.8 | 1 | 0.2 | 365 | 72.4 | 504 | 100 |
| | 2020 | 170 | 18.4 | 48 | 5.2 | 12 | 1.3 | 3 | 0.3 | 689 | 74.7 | 922 | 100 |
| Trans Scot | 2013 | 174 | 43.2 | 61 | 15.1 | 7 | 1.7 | 12 | 3.0 | 149 | 37.0 | 403 | 100 |
| | 2014 | 187 | 45.9 | 64 | 15.7 | 9 | 2.2 | 15 | 3.7 | 132 | 32.4 | 407 | 100 |
| | 2015 | 182 | 46.5 | 59 | 15.1 | 8 | 2.0 | 14 | 3.6 | 128 | 32.7 | 391 | 100 |
| | 2016 | 191 | 48.4 | 56 | 14.2 | 13 | 3.3 | 10 | 2.5 | 125 | 31.6 | 395 | 100 |
| | 2017 | 194 | 47.5 | 59 | 14.5 | 14 | 3.4 | 12 | 2.9 | 129 | 31.6 | 408 | 100 |
| | 2018 | 198 | 45.3 | 59 | 13.5 | 13 | 3.0 | 9 | 2.1 | 158 | 36.2 | 437 | 100 |
| | 2019 | 221 | 46.4 | 56 | 11.8 | 13 | 2.7 | 7 | 1.5 | 179 | 37.6 | 476 | 100 |
| | 2020 | 220 | 46.1 | 54 | 11.3 | 13 | 2.7 | 10 | 2.1 | 180 | 37.7 | 477 | 100 |

DG/AGENCY COMPOSITION BY RELIGION

| | | None | | Christian | | Other religion | | Prefer not to say | | Unknown | | Total | |
|---------|------|------|------|-----------|------|----------------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| AIB | 2015 | 54 | 36.7 | 35 | 23.8 | * | * | * | * | 47 | 32.0 | 147 | 100 |
| | 2016 | 54 | 38.0 | 33 | 23.2 | * | * | * | * | 46 | 32.4 | 142 | 100 |
| | 2017 | 52 | 40.0 | 27 | 20.8 | * | * | * | * | 43 | 33.1 | 130 | 100 |
| | 2018 | 55 | 42.3 | 31 | 23.9 | * | * | * | * | 39 | 30.0 | 130 | 100 |
| | 2019 | 55 | 43.0 | 30 | 23.4 | * | * | * | * | 39 | 30.5 | 128 | 100 |
| | 2020 | 54 | 47.0 | 24 | 20.9 | * | * | * | * | 33 | 28.7 | 115 | 100 |
| DG CEA | 2017 | 153 | 36.5 | 76 | 18.1 | * | * | * | * | 168 | 40.1 | 419 | 100 |
| | 2018 | 193 | 38.9 | 97 | 19.6 | 9 | 1.8 | 24 | 4.8 | 173 | 34.9 | 496 | 100 |
| | 2019 | 238 | 42.8 | 121 | 21.8 | 14 | 2.5 | 28 | 5.0 | 155 | 27.9 | 556 | 100 |
| | 2020 | 235 | 40.9 | 119 | 20.7 | 13 | 2.3 | 32 | 5.6 | 175 | 30.5 | 574 | 100 |
| DG ECJ | 2017 | 461 | 39.7 | 315 | 27.1 | 26 | 2.2 | 42 | 3.6 | 318 | 27.4 | 1162 | 100 |
| | 2018 | 563 | 43.0 | 333 | 25.4 | 21 | 1.6 | 58 | 4.4 | 335 | 25.6 | 1310 | 100 |
| | 2019 | 642 | 45.8 | 363 | 25.9 | 25 | 1.8 | 64 | 4.6 | 309 | 22.0 | 1403 | 100 |
| | 2020 | 633 | 46.1 | 338 | 24.6 | 27 | 2.0 | 60 | 4.4 | 314 | 22.9 | 1372 | 100 |
| DG ECON | 2016 | 582 | 26.5 | 520 | 23.7 | 27 | 1.2 | 81 | 3.7 | 985 | 44.9 | 2195 | 100 |
| | 2017 | 677 | 30.0 | 612 | 27.1 | 34 | 1.5 | 88 | 3.9 | 848 | 37.5 | 2259 | 100 |
| | 2018 | 881 | 34.8 | 732 | 28.9 | 42 | 1.7 | 101 | 4.0 | 777 | 30.7 | 2533 | 100 |
| | 2019 | 991 | 37.2 | 774 | 29.0 | 50 | 1.9 | 114 | 4.3 | 738 | 27.7 | 2667 | 100 |
| | 2020 | 1037 | 38.0 | 799 | 29.3 | 55 | 2.0 | 115 | 4.2 | 722 | 26.5 | 2728 | 100 |

DG/AGENCY COMPOSITION BY RELIGION

| | | None | | Christian | | Other religion | | Prefer not to say | | Unknown | | Total | |
|-----------|------|------|------|-----------|------|----------------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| DG HLTHSC | 2015 | 164 | 34.9 | 101 | 21.5 | 11 | 2.3 | 15 | 3.2 | 179 | 38.1 | 470 | 100 |
| | 2016 | 178 | 37.5 | 124 | 26.1 | 11 | 2.3 | 19 | 4.0 | 143 | 30.1 | 475 | 100 |
| | 2017 | 210 | 42.3 | 133 | 26.8 | 12 | 2.4 | 20 | 4.0 | 121 | 24.4 | 496 | 100 |
| | 2018 | 241 | 45.1 | 141 | 26.4 | 16 | 3.0 | 25 | 4.7 | 112 | 20.9 | 535 | 100 |
| | 2019 | 300 | 48.9 | 155 | 25.3 | 17 | 2.8 | 27 | 4.4 | 114 | 18.6 | 613 | 100 |
| | 2020 | 458 | 47.4 | 241 | 24.9 | 24 | 2.5 | 41 | 4.2 | 202 | 20.9 | 966 | 100 |
| DG ODO | 2017 | 601 | 40.4 | 399 | 26.8 | 24 | 1.6 | 69 | 4.6 | 394 | 26.5 | 1487 | 100 |
| | 2018 | 702 | 43.9 | 411 | 25.7 | 27 | 1.7 | 79 | 4.9 | 379 | 23.7 | 1598 | 100 |
| | 2019 | 829 | 44.7 | 474 | 25.6 | 30 | 1.6 | 87 | 4.7 | 434 | 23.4 | 1854 | 100 |
| | 2020 | 819 | 42.6 | 464 | 24.2 | 35 | 1.8 | 82 | 4.3 | 521 | 27.1 | 1921 | 100 |
| DG SE | 2017 | 26 | 27.4 | 32 | 33.7 | * | * | * | * | 26 | 27.4 | 95 | 100 |
| | 2018 | 53 | 38.1 | 44 | 31.7 | * | * | * | * | 34 | 24.5 | 139 | 100 |
| | 2019 | 61 | 39.9 | 54 | 35.3 | 5 | 3.3 | 11 | 7.2 | 22 | 14.4 | 153 | 100 |
| | 2020 | 63 | 43.2 | 45 | 30.8 | * | * | * | * | 25 | 17.1 | 146 | 100 |
| Disc Scot | 2015 | 82 | 23.6 | 68 | 19.6 | 7 | 2.0 | 13 | 3.8 | 177 | 51.0 | 347 | 100 |
| | 2016 | 84 | 24.9 | 63 | 18.7 | 9 | 2.7 | 10 | 3.0 | 171 | 50.7 | 337 | 100 |
| | 2017 | 92 | 29.9 | 83 | 27.0 | 10 | 3.3 | 17 | 5.5 | 106 | 34.4 | 308 | 100 |
| | 2018 | 83 | 29.5 | 74 | 26.3 | 12 | 4.3 | 14 | 5.0 | 98 | 34.9 | 281 | 100 |
| | 2019 | 105 | 33.3 | 87 | 27.6 | 15 | 4.8 | 12 | 3.8 | 96 | 30.5 | 315 | 100 |
| | 2020 | 94 | 32.2 | 83 | 28.4 | 12 | 4.1 | 10 | 3.4 | 93 | 31.8 | 292 | 100 |

DG/AGENCY COMPOSITION BY RELIGION

| | | None | | Christian | | Other religion | | Prefer not to say | | Unknown | | Total | |
|----------|------|------|------|-----------|------|----------------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Edu Scot | 2015 | 57 | 20.1 | 75 | 26.4 | * | * | * | * | 134 | 47.2 | 284 | 100 |
| | 2016 | 58 | 20.6 | 85 | 30.3 | * | * | * | * | 123 | 43.8 | 281 | 100 |
| | 2017 | 54 | 22.7 | 80 | 33.6 | * | * | * | * | 94 | 39.5 | 238 | 100 |
| | 2018 | 59 | 21.9 | 84 | 31.1 | * | * | * | * | 114 | 42.2 | 270 | 100 |
| | 2019 | 78 | 23.3 | 110 | 32.8 | 5 | 1.5 | 15 | 4.5 | 127 | 37.9 | 335 | 100 |
| | 2020 | 73 | 23.2 | 102 | 32.4 | 5 | 1.6 | 15 | 4.8 | 120 | 38.1 | 315 | 100 |
| FSS | 2015 | 5 | 3.3 | 2 | 1.3 | * | * | * | * | 146 | 94.8 | 154 | 100 |
| | 2016 | 26 | 15.3 | 23 | 13.5 | * | * | * | * | 113 | 66.5 | 170 | 100 |
| | 2017 | 47 | 27.2 | 40 | 23.1 | 5 | 2.9 | 14 | 8.1 | 67 | 38.7 | 173 | 100 |
| | 2018 | 51 | 28.8 | 50 | 28.3 | * | * | * | * | 53 | 29.9 | 177 | 100 |
| | 2019 | 55 | 24.6 | 58 | 25.9 | 3 | 1.3 | 17 | 7.6 | 91 | 40.6 | 224 | 100 |
| | 2020 | 61 | 26.9 | 60 | 26.4 | 2 | 0.9 | 17 | 7.5 | 87 | 38.3 | 227 | 100 |
| NRS | 2015 | 75 | 19.7 | 45 | 11.8 | 8 | 2.1 | 7 | 1.8 | 245 | 64.5 | 380 | 100 |
| | 2016 | 82 | 21.7 | 48 | 12.7 | 12 | 3.2 | 9 | 2.4 | 227 | 60.1 | 378 | 100 |
| | 2017 | 115 | 27.6 | 64 | 15.4 | 13 | 3.1 | 17 | 4.1 | 208 | 49.9 | 417 | 100 |
| | 2018 | 127 | 30.2 | 68 | 16.2 | 10 | 2.4 | 14 | 3.3 | 201 | 47.9 | 420 | 100 |
| | 2019 | 139 | 32.0 | 74 | 17.1 | 9 | 2.1 | 13 | 3.0 | 199 | 45.9 | 434 | 100 |
| | 2020 | 138 | 31.7 | 73 | 16.8 | 8 | 1.8 | 15 | 3.4 | 201 | 46.2 | 435 | 100 |

DG/AGENCY COMPOSITION BY RELIGION

| | | None | | Christian | | Other religion | | Prefer not to say | | Unknown | | Total | |
|----------|------|------|------|-----------|------|----------------|---|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| OSCR | 2015 | 13 | 23.6 | 9 | 16.4 | * | * | * | * | 30 | 54.5 | 55 | 100 |
| | 2016 | 15 | 26.3 | 10 | 17.5 | * | * | * | * | 29 | 50.9 | 57 | 100 |
| | 2017 | 16 | 27.6 | 11 | 19.0 | * | * | * | * | 28 | 48.3 | 58 | 100 |
| | 2018 | 16 | 31.4 | 9 | 17.6 | * | * | * | * | 23 | 45.1 | 51 | 100 |
| | 2019 | 22 | 46.8 | 11 | 23.4 | * | * | * | 6.4 | 11 | 23.4 | 47 | 100 |
| | 2020 | 23 | 47.9 | 11 | 22.9 | * | * | * | 6.3 | 11 | 22.9 | 48 | 100 |
| Rev Scot | 2015 | 17 | 37.8 | 9 | 20.0 | * | * | * | 4.4 | 17 | 37.8 | 45 | 100 |
| | 2016 | 21 | 45.7 | 9 | 19.6 | * | * | * | * | 13 | 28.3 | 46 | 100 |
| | 2017 | 27 | 48.2 | 15 | 26.8 | * | * | * | * | 9 | 16.1 | 56 | 100 |
| | 2018 | 32 | 45.1 | 17 | 23.9 | * | * | * | * | 18 | 25.4 | 71 | 100 |
| | 2019 | 28 | 41.8 | 17 | 25.4 | * | * | * | * | 19 | 28.4 | 67 | 100 |
| | 2020 | 27 | 45.0 | 14 | 23.3 | * | * | * | * | 17 | 28.3 | 60 | 100 |
| SAAS | 2015 | 10 | 4.1 | 9 | 3.6 | * | * | 2 | 0.8 | 226 | 91.5 | 247 | 100 |
| | 2016 | 13 | 5.3 | 12 | 4.9 | * | * | * | * | 220 | 89.1 | 247 | 100 |
| | 2017 | 26 | 11.0 | 11 | 4.7 | * | * | * | * | 196 | 83.1 | 236 | 100 |
| | 2018 | 32 | 14.2 | 11 | 4.9 | * | * | * | * | 179 | 79.2 | 226 | 100 |
| | 2019 | 39 | 16.3 | 14 | 5.9 | * | * | * | * | 183 | 76.6 | 239 | 100 |
| | 2020 | 44 | 18.8 | 17 | 7.3 | * | * | * | * | 169 | 72.2 | 234 | 100 |

DG/AGENCY COMPOSITION BY RELIGION

| | | None | | Christian | | Other religion | | Prefer not to say | | Unknown | | Total | |
|-----------------|------|------|------|-----------|------|----------------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| SHR | 2015 | 15 | 23.1 | 14 | 21.5 | * | * | * | 9.2 | 30 | 46.2 | 65 | 100 |
| | 2016 | 15 | 22.7 | 15 | 22.7 | * | * | * | 9.1 | 30 | 45.5 | 66 | 100 |
| | 2017 | 14 | 22.6 | 14 | 22.6 | * | * | * | 9.7 | 28 | 45.2 | 62 | 100 |
| | 2018 | 14 | 25.5 | 10 | 18.2 | * | * | * | * | 24 | 43.6 | 55 | 100 |
| | 2019 | 16 | 31.4 | 13 | 25.5 | * | * | 5 | 9.8 | 17 | 33.3 | 51 | 100 |
| | 2020 | 14 | 28.0 | 13 | 26.0 | * | * | * | * | 17 | 34.0 | 50 | 100 |
| SPPA | 2015 | 59 | 19.8 | 49 | 16.4 | 0 | 0.0 | 3 | 1.0 | 187 | 62.8 | 298 | 100 |
| | 2016 | 77 | 24.4 | 54 | 17.1 | * | * | * | * | 177 | 56.2 | 315 | 100 |
| | 2017 | 91 | 29.4 | 52 | 16.8 | * | * | * | * | 161 | 51.9 | 310 | 100 |
| | 2018 | 101 | 32.0 | 58 | 18.4 | * | * | * | * | 147 | 46.5 | 316 | 100 |
| | 2019 | 100 | 32.6 | 57 | 18.6 | 3 | 1.0 | 7 | 2.3 | 140 | 45.6 | 307 | 100 |
| | 2020 | 93 | 31.8 | 57 | 19.5 | 3 | 1.0 | 6 | 2.1 | 133 | 45.5 | 292 | 100 |
| Social Sec Scot | 2018 | 129 | 50.8 | 77 | 30.3 | 7 | 2.8 | 4 | 1.6 | 37 | 14.6 | 254 | 100 |
| | 2019 | 258 | 51.2 | 148 | 29.4 | 14 | 2.8 | 5 | 1.0 | 79 | 15.7 | 504 | 100 |
| | 2020 | 437 | 47.4 | 266 | 28.9 | 24 | 2.6 | 21 | 2.3 | 174 | 18.9 | 922 | 100 |

DG/AGENCY COMPOSITION BY RELIGION

| | | None | | Christian | | Other religion | | Prefer not to say | | Unknown | | Total | |
|------------|-------------|------|------|-----------|------|----------------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Trans Scot | 2015 | 85 | 21.7 | 97 | 24.8 | 5 | 1.3 | 12 | 3.1 | 192 | 49.1 | 391 | 100 |
| | 2016 | 115 | 29.1 | 120 | 30.4 | 5 | 1.3 | 11 | 2.8 | 144 | 36.5 | 395 | 100 |
| | 2017 | 121 | 29.7 | 130 | 31.9 | 7 | 1.7 | 11 | 2.7 | 139 | 34.1 | 408 | 100 |
| | 2018 | 139 | 31.8 | 139 | 31.8 | 6 | 1.4 | 15 | 3.4 | 138 | 31.6 | 437 | 100 |
| | 2019 | 164 | 34.5 | 146 | 30.7 | 5 | 1.1 | 17 | 3.6 | 144 | 30.3 | 476 | 100 |
| | 2020 | 181 | 37.9 | 144 | 30.2 | 9 | 1.9 | 15 | 3.1 | 128 | 26.8 | 477 | 100 |

3. EMPLOYEE CYCLE

The Scottish Government continues to recruit people from more diverse backgrounds, with year-on-year increases in diversity across all protected characteristics. In particular, more women are being recruited into the organisation than men; however, they still make up the majority of part time staff.

There has been particular progress on disability. On recruitment, the proportion of recruited staff declaring a disability has doubled since 2013. Disabled staff also account for a higher proportion of promoted staff than they did in 2013.

Minority Ethnic staff and disabled staff tend to receive less favourable appraisal markings than white and non-disabled colleagues respectively.

Under-30s are comprising an increasing proportion of the workforce. Staff aged over 60 remain the most likely to leave the organisation, primarily due to retirement. Staff under 30 are more likely to be on fixed-term contracts, and the decrease in under-30s leavers from 2019 to 2020 is indicative of the fewer temporary appointments coming to an end during 2020.

Average Working Days Lost due to sickness was noticeably lower across all groups in 2020 as a result of the requirement to work from home for the majority of the year due to the COVID-19 pandemic.

RECRUITMENT BY AGE ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
|-------------|-------|------|-------|------|-------|------|-------|------|-----|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 2013 | 107 | 44.6 | 50 | 20.8 | 47 | 19.6 | * | * | * | * | 240 | 100 |
| 2014 | 136 | 42.5 | 85 | 26.6 | 57 | 17.8 | * | * | * | * | 320 | 100 |
| 2015 | 127 | 40.7 | 99 | 31.7 | 47 | 15.1 | 26 | 8.3 | 13 | 4.2 | 312 | 100 |
| 2016 | 137 | 40.5 | 91 | 26.9 | 58 | 17.2 | 40 | 11.8 | 12 | 3.6 | 338 | 100 |
| 2017 | 161 | 41.4 | 139 | 35.7 | 50 | 12.9 | 30 | 7.7 | 9 | 2.3 | 389 | 100 |
| 2018 | 269 | 36.9 | 241 | 33.1 | 135 | 18.5 | 72 | 9.9 | 12 | 1.6 | 729 | 100 |
| 2019 | 6 | 0.6 | 338 | 35.0 | 323 | 33.5 | 171 | 17.7 | 107 | 11.1 | 20 | 2.1 |
| 2020 | 11 | 1.7 | 198 | 31.3 | 195 | 30.8 | 125 | 19.7 | 91 | 14.4 | 13 | 2.1 |

3.1 Recruitment

| RECRUITMENT BY GENDER | | | | | | | | |
|-----------------------|--------|------|------|------|-------------------|-----|-------|-----|
| | Female | | Male | | Prefer not to say | | Total | |
| | N | % | N | % | N | % | N | % |
| 2013 | 126 | 52.5 | 113 | 47.1 | 1 | 0.4 | 240 | 100 |
| 2014 | 166 | 51.6 | 154 | 47.8 | 2 | 0.6 | 322 | 100 |
| 2015 | 173 | 55.1 | 138 | 43.9 | 3 | 1.0 | 314 | 100 |
| 2016 | 175 | 51.6 | 162 | 47.8 | 2 | 0.6 | 339 | 100 |
| 2017 | 224 | 57.1 | 161 | 41.1 | 7 | 1.8 | 392 | 100 |
| 2018 | 433 | 59.2 | 291 | 39.8 | 8 | 1.1 | 732 | 100 |
| 2019 | 548 | 56.2 | 420 | 43.1 | 7 | 0.7 | 975 | 100 |
| 2020 | 368 | 58.0 | 257 | 40.5 | 10 | 1.6 | 635 | 100 |

| RECRUITMENT BY ETHNICITY | | | | | | | | |
|--------------------------|-----------------|-----|-------|------|-------------------|-----|-------|-----|
| | Minority Ethnic | | White | | Prefer not to say | | Total | |
| | N | % | N | % | N | % | N | % |
| 2013 | * | * | 234 | 97.5 | * | * | 240 | 100 |
| 2014 | 5 | 1.6 | 311 | 96.6 | 6 | 1.9 | 322 | 100 |
| 2015 | 10 | 3.2 | 301 | 95.9 | 3 | 1.0 | 314 | 100 |
| 2016 | 6 | 1.8 | 328 | 96.8 | 5 | 1.5 | 339 | 100 |
| 2017 | 14 | 3.6 | 371 | 94.6 | 7 | 1.8 | 392 | 100 |
| 2018 | 25 | 3.4 | 699 | 95.5 | 8 | 1.1 | 732 | 100 |
| 2019 | 31 | 3.2 | 940 | 95.9 | 9 | 0.9 | 980 | 100 |
| 2020 | 21 | 3.3 | 603 | 94.5 | 14 | 2.2 | 638 | 100 |

RECRUITMENT BY SEXUAL ORIENTATION

| | LGBO | | Straight | | Prefer not to say | | Total | |
|-------------|------|-----|----------|------|-------------------|-----|-------|-----|
| | N | % | N | % | N | % | N | % |
| 2015 | 13 | 4.1 | 290 | 92.4 | 11 | 3.5 | 314 | 100 |
| 2016 | 15 | 4.4 | 310 | 91.4 | 14 | 4.1 | 339 | 100 |
| 2017 | 29 | 7.4 | 335 | 85.5 | 28 | 7.1 | 392 | 100 |
| 2018 | 64 | 8.7 | 621 | 84.8 | 47 | 6.4 | 732 | 100 |
| 2019 | 95 | 9.7 | 830 | 84.7 | 55 | 5.6 | 980 | 100 |
| 2020 | 54 | 8.5 | 538 | 84.3 | 46 | 7.2 | 638 | 100 |

RECRUITMENT BY DISABILITY STATUS

| | Disabled | | Not disabled | | Prefer not to say | | Total | |
|-------------|----------|------|--------------|------|-------------------|-----|-------|-----|
| | N | % | N | % | N | % | N | % |
| 2013 | 17 | 7.1 | 213 | 88.8 | 10 | 4.2 | 240 | 100 |
| 2014 | 38 | 11.8 | 276 | 85.7 | 8 | 2.5 | 322 | 100 |
| 2015 | 19 | 6.1 | 282 | 89.8 | 13 | 4.1 | 314 | 100 |
| 2016 | 28 | 8.3 | 299 | 88.2 | 12 | 3.5 | 339 | 100 |
| 2017 | 46 | 11.7 | 334 | 85.2 | 12 | 3.1 | 392 | 100 |
| 2018 | 118 | 16.1 | 593 | 81.0 | 21 | 2.9 | 732 | 100 |
| 2019 | 141 | 14.4 | 814 | 83.1 | 25 | 2.6 | 980 | 100 |
| 2020 | 94 | 14.7 | 522 | 81.8 | 22 | 3.4 | 638 | 100 |

RECRUITMENT BY MARITAL STATUS

| | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|-------------|---------------------------|------|--------|-----|----------|---|-------------------|---|---------|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 2013 | 27 | 11.3 | 9 | 3.8 | * | * | * | * | 200 | 83.3 | 240 | 100 |
| 2014 | 29 | 9.0 | 9 | 2.8 | * | * | * | * | 274 | 85.1 | 322 | 100 |
| 2015 | 35 | 11.1 | 7 | 2.2 | * | * | * | * | 268 | 85.4 | 314 | 100 |
| 2016 | 38 | 11.2 | 7 | 2.1 | * | * | * | * | 291 | 85.8 | 339 | 100 |
| 2017 | 35 | 8.9 | 9 | 2.3 | * | * | * | * | 343 | 87.5 | 392 | 100 |
| 2018 | 26 | 3.6 | 11 | 1.5 | * | * | * | * | 694 | 94.8 | 732 | 100 |
| 2019 | 28 | 2.9 | 13 | 1.3 | * | * | * | * | 936 | 95.5 | 980 | 100 |
| 2020 | 9 | 1.4 | * | * | * | * | * | * | 625 | 98.0 | 638 | 100 |

RECRUITMENT BY RELIGION

| | None | | Christian | | Other religion | | Prefer not to say | | Total | |
|-------------|------|------|-----------|------|----------------|-----|-------------------|-----|-------|-----|
| | N | % | N | % | N | % | N | % | N | % |
| 2015 | 171 | 54.5 | 120 | 38.2 | 7 | 2.2 | 16 | 5.1 | 314 | 100 |
| 2016 | 190 | 56.0 | 121 | 35.7 | 14 | 4.1 | 14 | 4.1 | 339 | 100 |
| 2017 | 238 | 60.7 | 118 | 30.1 | 11 | 2.8 | 25 | 6.4 | 392 | 100 |
| 2018 | 481 | 65.7 | 198 | 27.0 | 24 | 3.3 | 29 | 4.0 | 732 | 100 |
| 2019 | 611 | 62.3 | 279 | 28.5 | 37 | 3.8 | 53 | 5.4 | 980 | 100 |
| 2020 | 370 | 58.0 | 201 | 31.5 | 29 | 4.5 | 38 | 6.0 | 638 | 100 |

RECRUITMENT BY GUARANTEED INTERVIEW STATUS

| | No | | Yes | | Total | |
|-------------|-----|------|-----|-----|-------|-----|
| | N | % | N | % | N | % |
| 2013 | 234 | 97.5 | 6 | 2.5 | 240 | 100 |
| 2014 | 310 | 96.3 | 12 | 3.7 | 322 | 100 |
| 2015 | 301 | 95.9 | 13 | 4.1 | 314 | 100 |
| 2016 | 331 | 97.6 | 8 | 2.4 | 339 | 100 |
| 2017 | 373 | 95.2 | 19 | 4.8 | 392 | 100 |
| 2018 | 679 | 92.8 | 53 | 7.2 | 732 | 100 |
| 2019 | 913 | 93.2 | 67 | 6.8 | 980 | 100 |
| 2020 | 586 | 91.8 | 52 | 8.2 | 638 | 100 |

3.2 Working pattern

| FULL-TIME (FT) AND PART-TIME (PT) STAFF BY AGE | | | | | | | | | | | | | |
|--|------|-------|------|-------|------|-------|------|-------|------|-----|------|-------|-----|
| | | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| FT | 2013 | 798 | 13.1 | 1617 | 26.6 | 1780 | 29.3 | 1627 | 26.7 | 262 | 4.3 | 6084 | 100 |
| | 2014 | 847 | 13.3 | 1652 | 26.0 | 1792 | 28.2 | 1772 | 27.9 | 286 | 4.5 | 6349 | 100 |
| | 2015 | 904 | 13.9 | 1700 | 26.1 | 1794 | 27.6 | 1792 | 27.5 | 315 | 4.8 | 6505 | 100 |
| | 2016 | 897 | 13.8 | 1668 | 25.6 | 1729 | 26.6 | 1877 | 28.9 | 332 | 5.1 | 6503 | 100 |
| | 2017 | 1062 | 15.6 | 1698 | 25.0 | 1735 | 25.5 | 1936 | 28.5 | 368 | 5.4 | 6799 | 100 |
| | 2018 | 1360 | 17.8 | 1899 | 24.9 | 1874 | 24.6 | 2085 | 27.4 | 404 | 5.3 | 7622 | 100 |
| | 2019 | 1671 | 19.4 | 2113 | 24.6 | 2107 | 24.5 | 2255 | 26.2 | 448 | 5.2 | 8594 | 100 |
| | 2020 | 1778 | 19.1 | 2304 | 24.8 | 2296 | 24.7 | 2397 | 25.8 | 513 | 5.5 | 9288 | 100 |
| PT | 2013 | 45 | 4.1 | 358 | 32.4 | 413 | 37.4 | 173 | 15.7 | 115 | 10.4 | 1104 | 100 |
| | 2014 | 52 | 4.3 | 385 | 32.1 | 421 | 35.1 | 209 | 17.4 | 131 | 10.9 | 1198 | 100 |
| | 2015 | 49 | 3.9 | 393 | 30.9 | 464 | 36.5 | 232 | 18.3 | 133 | 10.5 | 1271 | 100 |
| | 2016 | 41 | 3.0 | 401 | 29.6 | 481 | 35.6 | 274 | 20.3 | 156 | 11.5 | 1353 | 100 |
| | 2017 | 39 | 2.7 | 400 | 27.9 | 501 | 34.9 | 309 | 21.5 | 185 | 12.9 | 1434 | 100 |
| | 2018 | 41 | 2.6 | 439 | 27.5 | 556 | 34.8 | 351 | 22.0 | 210 | 13.1 | 1597 | 100 |
| | 2019 | 54 | 3.0 | 480 | 27.0 | 627 | 35.2 | 385 | 21.6 | 234 | 13.1 | 1780 | 100 |
| | 2020 | 64 | 3.4 | 483 | 25.6 | 652 | 34.6 | 422 | 22.4 | 266 | 14.1 | 1887 | 100 |

FULL-TIME (FT) AND PART-TIME (PT) STAFF BY GENDER

| | | Female | | Male | | Total | |
|-----------|-------------|--------|------|------|------|-------|-----|
| | | N | % | N | % | N | % |
| FT | 2013 | 2730 | 44.9 | 3354 | 55.1 | 6084 | 100 |
| | 2014 | 2860 | 45.0 | 3489 | 55.0 | 6349 | 100 |
| | 2015 | 2955 | 45.4 | 3550 | 54.6 | 6505 | 100 |
| | 2016 | 2957 | 45.5 | 3546 | 54.5 | 6503 | 100 |
| | 2017 | 3139 | 46.2 | 3659 | 53.8 | 6798 | 100 |
| | 2018 | 3621 | 47.5 | 4000 | 52.5 | 7621 | 100 |
| | 2019 | 3937 | 48.3 | 4207 | 51.7 | 8145 | 100 |
| | 2020 | 4157 | 49.0 | 4328 | 51.0 | 8486 | 100 |
| PT | 2013 | 949 | 86.0 | 155 | 14.0 | 1104 | 100 |
| | 2014 | 1021 | 85.2 | 177 | 14.8 | 1198 | 100 |
| | 2015 | 1070 | 84.2 | 201 | 15.8 | 1271 | 100 |
| | 2016 | 1132 | 83.7 | 221 | 16.3 | 1353 | 100 |
| | 2017 | 1178 | 82.1 | 256 | 17.9 | 1434 | 100 |
| | 2018 | 1306 | 81.8 | 291 | 18.2 | 1597 | 100 |
| | 2019 | 1404 | 81.4 | 321 | 18.6 | 1725 | 100 |
| | 2020 | 1429 | 80.9 | 338 | 19.1 | 1767 | 100 |

FULL-TIME (FT) AND PART-TIME (PT) STAFF BY ETHNICITY

| | | Ethnic minority | | White | | Prefer not to say | | Unknown | | Total | |
|-----------|-------------|-----------------|-----|-------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| FT | 2013 | 101 | 1.7 | 4570 | 75.1 | 87 | 1.4 | 1326 | 21.8 | 6084 | 100 |
| | 2014 | 103 | 1.6 | 4792 | 75.5 | 103 | 1.6 | 1351 | 21.3 | 6349 | 100 |
| | 2015 | 95 | 1.5 | 4866 | 74.8 | 111 | 1.7 | 1433 | 22.0 | 6505 | 100 |
| | 2016 | 105 | 1.6 | 5009 | 77.0 | 115 | 1.8 | 1274 | 19.6 | 6503 | 100 |
| | 2017 | 126 | 1.9 | 5379 | 79.1 | 138 | 2.0 | 1156 | 17.0 | 6799 | 100 |
| | 2018 | 162 | 2.1 | 6053 | 79.4 | 150 | 2.0 | 1257 | 16.5 | 7622 | 100 |
| | 2019 | 186 | 2.3 | 6382 | 78.4 | 147 | 1.8 | 1430 | 17.6 | 8145 | 100 |
| | 2020 | 206 | 2.4 | 6503 | 76.6 | 152 | 1.8 | 1625 | 19.1 | 8486 | 100 |
| PT | 2013 | 13 | 1.2 | 878 | 79.5 | 10 | 0.9 | 203 | 18.4 | 1104 | 100 |
| | 2014 | 16 | 1.3 | 971 | 81.1 | 13 | 1.1 | 198 | 16.5 | 1198 | 100 |
| | 2015 | 20 | 1.6 | 1011 | 79.5 | 14 | 1.1 | 226 | 17.8 | 1271 | 100 |
| | 2016 | 22 | 1.6 | 1097 | 81.1 | 21 | 1.6 | 213 | 15.7 | 1353 | 100 |
| | 2017 | 24 | 1.7 | 1206 | 84.1 | 20 | 1.4 | 184 | 12.8 | 1434 | 100 |
| | 2018 | 32 | 2.0 | 1333 | 83.5 | 14 | 0.9 | 218 | 13.7 | 1597 | 100 |
| | 2019 | 33 | 1.9 | 1435 | 83.2 | 18 | 1.0 | 239 | 13.9 | 1725 | 100 |
| | 2020 | 36 | 2.0 | 1444 | 81.7 | 18 | 1.0 | 269 | 15.2 | 1767 | 100 |

FULL-TIME (FT) AND PART-TIME (PT) STAFF BY SEXUAL ORIENTATION

| | | LGBO | | Heterosexual/ Straight | | Prefer not to say | | Unknown | | Total | |
|----|------|------|-----|---------------------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| FT | 2015 | 143 | 2.2 | 2974 | 45.7 | 198 | 3.0 | 3190 | 49.0 | 6505 | 100 |
| | 2016 | 175 | 2.7 | 3450 | 53.1 | 230 | 3.5 | 2648 | 40.7 | 6503 | 100 |
| | 2017 | 228 | 3.4 | 4004 | 58.9 | 279 | 4.1 | 2288 | 33.7 | 6799 | 100 |
| | 2018 | 311 | 4.1 | 4787 | 62.8 | 301 | 3.9 | 2223 | 29.2 | 7622 | 100 |
| | 2019 | 406 | 4.7 | 5536 | 64.4 | 336 | 3.9 | 2316 | 26.9 | 8594 | 100 |
| | 2020 | 475 | 5.1 | 5915 | 63.7 | 367 | 4.0 | 2531 | 27.3 | 9288 | 100 |
| PT | 2015 | 5 | 0.4 | 535 | 42.1 | 20 | 1.6 | 711 | 55.9 | 1271 | 100 |
| | 2016 | 12 | 0.9 | 673 | 49.7 | 30 | 2.2 | 638 | 47.2 | 1353 | 100 |
| | 2017 | 15 | 1.0 | 804 | 56.1 | 35 | 2.4 | 580 | 40.4 | 1434 | 100 |
| | 2018 | 22 | 1.4 | 966 | 60.5 | 47 | 2.9 | 562 | 35.2 | 1597 | 100 |
| | 2019 | 31 | 1.7 | 1126 | 63.3 | 61 | 3.4 | 562 | 31.6 | 1780 | 100 |
| | 2020 | 39 | 2.1 | 1216 | 64.4 | 56 | 3.0 | 576 | 30.5 | 1887 | 100 |

FULL-TIME (FT) AND PART-TIME (PT) STAFF BY DISABILITY STATUS

| | | Disabled | | Not disabled | | Prefer not to say | | Unknown | | Total | |
|-----------|-------------|----------|------|--------------|------|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % |
| FT | 2013 | 234 | 3.8 | 3396 | 55.8 | 33 | 0.5 | 2421 | 39.8 | 6084 | 100 |
| | 2014 | 304 | 4.8 | 3302 | 52 | 40 | 0.6 | 2703 | 42.6 | 6349 | 100 |
| | 2015 | 316 | 4.9 | 3200 | 49.2 | 49 | 0.8 | 2940 | 45.2 | 6505 | 100 |
| | 2016 | 377 | 5.8 | 3253 | 50.0 | 66 | 1.0 | 2807 | 43.2 | 6503 | 100 |
| | 2017 | 467 | 6.9 | 3414 | 50.2 | 87 | 1.3 | 2831 | 41.6 | 6799 | 100 |
| | 2018 | 576 | 7.6 | 3629 | 47.6 | 100 | 1.3 | 3317 | 43.5 | 7622 | 100 |
| | 2019 | 713 | 8.3 | 4427 | 51.5 | 122 | 1.4 | 3332 | 38.8 | 8594 | 100 |
| | 2020 | 781 | 8.4 | 4937 | 53.2 | 142 | 1.5 | 3428 | 36.9 | 9288 | 100 |
| PT | 2013 | 55 | 5.0 | 682 | 61.8 | 2 | 0.2 | 365 | 33.1 | 1104 | 100 |
| | 2014 | 67 | 5.6 | 719 | 60.0 | 4 | 0.3 | 408 | 34.1 | 1198 | 100 |
| | 2015 | 67 | 5.3 | 737 | 58.0 | 4 | 0.3 | 463 | 36.4 | 1271 | 100 |
| | 2016 | 78 | 5.8 | 783 | 57.9 | 6 | 0.4 | 486 | 35.9 | 1353 | 100 |
| | 2017 | 98 | 6.8 | 854 | 59.6 | 9 | 0.6 | 473 | 33.0 | 1434 | 100 |
| | 2018 | 123 | 7.7 | 883 | 55.3 | 12 | 0.8 | 579 | 36.3 | 1597 | 100 |
| | 2019 | 149 | 8.4 | 999 | 56.1 | 16 | 0.9 | 616 | 34.6 | 1780 | 100 |
| | 2020 | 190 | 10.1 | 1034 | 54.8 | 23 | 1.2 | 640 | 33.9 | 1887 | 100 |

FULL-TIME (FT) AND PART-TIME (PT) STAFF BY MARITAL STATUS

| | | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|----|------|---------------------------|------|--------|------|----------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| FT | 2013 | 2468 | 40.6 | 1154 | 19.0 | 182 | 3.0 | 356 | 5.9 | 1924 | 31.6 | 6084 | 100 |
| | 2014 | 2487 | 39.2 | 1132 | 17.8 | 194 | 3.1 | 356 | 5.6 | 2180 | 34.3 | 6349 | 100 |
| | 2015 | 2467 | 37.9 | 1082 | 16.6 | 187 | 2.9 | 323 | 5.0 | 2446 | 37.6 | 6505 | 100 |
| | 2016 | 2512 | 38.6 | 1022 | 15.7 | 206 | 3.2 | 310 | 4.8 | 2453 | 37.7 | 6503 | 100 |
| | 2017 | 2590 | 38.1 | 998 | 14.7 | 210 | 3.1 | 310 | 4.6 | 2691 | 39.6 | 6799 | 100 |
| | 2018 | 2680 | 35.2 | 1006 | 13.2 | 216 | 2.8 | 280 | 3.7 | 3440 | 45.1 | 7622 | 100 |
| | 2019 | 2896 | 33.7 | 1061 | 12.3 | 237 | 2.8 | 265 | 3.1 | 4135 | 48.1 | 8594 | 100 |
| | 2020 | 3049 | 32.8 | 1095 | 11.8 | 235 | 2.5 | 263 | 2.8 | 4646 | 50.0 | 9288 | 100 |
| PT | 2013 | 724 | 65.6 | 100 | 9.1 | 24 | 2.2 | 39 | 3.5 | 217 | 19.7 | 1104 | 100 |
| | 2014 | 776 | 64.8 | 103 | 8.6 | 28 | 2.3 | 44 | 3.7 | 247 | 20.6 | 1198 | 100 |
| | 2015 | 791 | 62.2 | 116 | 9.1 | 38 | 3.0 | 39 | 3.1 | 287 | 22.6 | 1271 | 100 |
| | 2016 | 842 | 62.2 | 111 | 8.2 | 44 | 3.3 | 37 | 2.7 | 319 | 23.6 | 1353 | 100 |
| | 2017 | 894 | 62.3 | 111 | 7.7 | 49 | 3.4 | 42 | 2.9 | 338 | 23.6 | 1434 | 100 |
| | 2018 | 953 | 59.7 | 117 | 7.3 | 52 | 3.3 | 46 | 2.9 | 429 | 26.9 | 1597 | 100 |
| | 2019 | 1030 | 57.9 | 122 | 6.9 | 51 | 2.9 | 48 | 2.7 | 529 | 29.7 | 1780 | 100 |
| | 2020 | 1028 | 54.5 | 127 | 6.7 | 50 | 2.6 | 49 | 2.6 | 633 | 33.5 | 1887 | 100 |

FULL-TIME (FT) AND PART-TIME (PT) STAFF BY RELIGION

| | | None | | Christian | | Other religion | | Prefer not to say | | Unknown | | Total | |
|----|------|------|------|-----------|------|----------------|-----|-------------------|-----|---------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| FT | 2015 | 1653 | 25.4 | 1317 | 20.2 | 86 | 1.3 | 213 | 3.3 | 3236 | 49.7 | 6505 | 100 |
| | 2016 | 1945 | 29.9 | 1512 | 23.3 | 110 | 1.7 | 246 | 3.8 | 2690 | 41.4 | 6503 | 100 |
| | 2017 | 2359 | 34.7 | 1715 | 25.2 | 120 | 1.8 | 291 | 4.3 | 2314 | 34.0 | 6799 | 100 |
| | 2018 | 2932 | 38.5 | 1956 | 25.7 | 138 | 1.8 | 338 | 4.4 | 2258 | 29.6 | 7622 | 100 |
| | 2019 | 3478 | 40.5 | 2238 | 26.0 | 168 | 2.0 | 365 | 4.2 | 2345 | 27.3 | 8594 | 100 |
| | 2020 | 3785 | 40.8 | 2368 | 25.5 | 190 | 2.0 | 388 | 4.2 | 2557 | 27.5 | 9288 | 100 |
| PT | 2015 | 258 | 20.3 | 258 | 20.3 | 14 | 1.1 | 29 | 2.3 | 712 | 56.0 | 1271 | 100 |
| | 2016 | 331 | 24.5 | 322 | 23.8 | 20 | 1.5 | 35 | 2.6 | 645 | 47.7 | 1353 | 100 |
| | 2017 | 408 | 28.5 | 369 | 25.7 | 22 | 1.5 | 47 | 3.3 | 588 | 41.0 | 1434 | 100 |
| | 2018 | 523 | 32.7 | 420 | 26.3 | 28 | 1.8 | 54 | 3.4 | 572 | 35.8 | 1597 | 100 |
| | 2019 | 643 | 36.1 | 468 | 26.3 | 32 | 1.8 | 65 | 3.7 | 572 | 32.1 | 1780 | 100 |
| | 2020 | 700 | 37.1 | 502 | 26.6 | 37 | 2.0 | 63 | 3.3 | 585 | 31.0 | 1887 | 100 |

3.3 Promotions

PROMOTION BY AGE ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
|-------------|-------|------|-------|------|-------|------|-------|------|-----|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 2013 | 81 | 25.1 | 131 | 40.6 | 78 | 24.1 | * | * | * | * | 323 | 100 |
| 2014 | 45 | 22.5 | 72 | 36.0 | 54 | 27.0 | * | * | * | * | 200 | 100 |
| 2015 | 78 | 24.7 | 121 | 38.3 | 73 | 23.1 | * | * | * | * | 316 | 100 |
| 2016 | 58 | 19.1 | 124 | 40.8 | 74 | 24.3 | 43 | 14.1 | 5 | 1.6 | 304 | 100 |
| 2017 | 141 | 22.3 | 229 | 36.2 | 171 | 27.0 | 82 | 13.0 | 10 | 1.6 | 633 | 100 |
| 2018 | 205 | 27.7 | 261 | 35.2 | 157 | 21.2 | 110 | 14.8 | 8 | 1.1 | 741 | 100 |
| 2019 | 14 | 2.2 | 179 | 27.8 | 205 | 31.9 | 151 | 23.5 | 90 | 14.0 | 4 | 0.6 |
| 2020 | * | * | 26 | 38.8 | 18 | 26.9 | 14 | 20.9 | * | * | * | * |

PROMOTION BY GENDER

| | Female | | Male | | Prefer not to say | | Total | |
|-------------|--------|------|------|------|-------------------|-----|-------|-----|
| | N | % | N | % | N | % | N | % |
| 2013 | 197 | 60.8 | 117 | 36.1 | 10 | 3.1 | 324 | 100 |
| 2014 | 103 | 51.5 | 94 | 47.0 | 3 | 1.5 | 200 | 100 |
| 2015 | 176 | 55.7 | 133 | 42.1 | 7 | 2.2 | 316 | 100 |
| 2016 | 157 | 51.6 | 141 | 46.4 | 6 | 2.0 | 304 | 100 |
| 2017 | 357 | 56.3 | 272 | 42.9 | 5 | 0.8 | 634 | 100 |
| 2018 | 439 | 59.2 | 298 | 40.2 | 5 | 0.7 | 742 | 100 |
| 2019 | 354 | 55.1 | 277 | 43.1 | 12 | 1.9 | 643 | 100 |
| 2020 | 35 | 52.2 | 29 | 43.3 | 3 | 4.5 | 67 | 100 |

PROMOTION BY ETHNICITY

| | Minority Ethnic | | White | | Prefer not to say | | Total | |
|-------------|-----------------|-----|-------|------|-------------------|-----|-------|-----|
| | N | % | N | % | N | % | N | % |
| 2013 | 6 | 1.8 | 325 | 95.3 | 10 | 2.9 | 341 | 100 |
| 2014 | 5 | 2.2 | 214 | 95.5 | 5 | 2.2 | 224 | 100 |
| 2015 | 5 | 1.6 | 300 | 94.9 | 11 | 3.5 | 316 | 100 |
| 2016 | * | * | 294 | 96.7 | * | * | 304 | 100 |
| 2017 | 13 | 2.1 | 612 | 96.5 | 9 | 1.4 | 634 | 100 |
| 2018 | 15 | 2.0 | 715 | 96.4 | 12 | 1.6 | 742 | 100 |
| 2019 | 12 | 1.9 | 619 | 96.1 | 13 | 2.0 | 644 | 100 |
| 2020 | * | * | 64 | 95.5 | * | * | 67 | 100 |

PROMOTION BY SEXUAL ORIENTATION

| | LGBO | | Heterosexual/Straight | | Prefer not to Say | | Total | |
|-------------|------|------|-----------------------|------|-------------------|-----|-------|-----|
| | N | % | N | % | N | % | N | % |
| 2015 | 14 | 4.4 | 283 | 89.6 | 19 | 6.0 | 316 | 100 |
| 2016 | 14 | 4.6 | 277 | 91.1 | 13 | 4.3 | 304 | 100 |
| 2017 | 28 | 4.4 | 572 | 90.2 | 34 | 5.4 | 634 | 100 |
| 2018 | 38 | 5.1 | 663 | 89.4 | 41 | 5.5 | 742 | 100 |
| 2019 | 39 | 6.1 | 567 | 88.0 | 38 | 5.9 | 644 | 100 |
| 2020 | 7 | 10.4 | 56 | 83.6 | 4 | 6.0 | 67 | 100 |

PROMOTIONS BY DISABILITY STATUS

| | Disabled | | Not disabled | | Prefer not to say | | Total | |
|-------------|----------|------|--------------|------|-------------------|------|-------|-----|
| | N | % | N | % | N | % | N | % |
| 2013 | 24 | 7.0 | 242 | 71.0 | 75 | 22.0 | 341 | 100 |
| 2014 | 22 | 9.8 | 155 | 69.2 | 47 | 21.0 | 224 | 100 |
| 2015 | 19 | 6.0 | 246 | 77.8 | 51 | 16.1 | 316 | 100 |
| 2016 | 31 | 10.2 | 246 | 80.9 | 27 | 8.9 | 304 | 100 |
| 2017 | 71 | 11.2 | 536 | 84.5 | 27 | 4.3 | 634 | 100 |
| 2018 | 75 | 10.1 | 644 | 86.8 | 23 | 3.1 | 742 | 100 |
| 2019 | 69 | 10.7 | 551 | 85.6 | 24 | 3.7 | 644 | 100 |
| 2020 | 10 | 14.9 | 55 | 82.1 | 2 | 3.0 | 67 | 100 |

PROMOTIONS BY MARITAL STATUS

| | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|-------------|---------------------------|------|--------|------|----------|-----|-------------------|-----|---------|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 2013 | 85 | 24.9 | 34 | 10.0 | 8 | 2.3 | 24 | 7.0 | 190 | 55.7 | 341 | 100 |
| 2014 | 68 | 30.4 | 23 | 10.3 | 6 | 2.7 | 10 | 4.5 | 117 | 52.2 | 224 | 100 |
| 2015 | 94 | 29.7 | 40 | 12.7 | 3 | 0.9 | 8 | 2.5 | 171 | 54.1 | 316 | 100 |
| 2016 | 103 | 33.9 | 20 | 6.6 | 5 | 1.6 | 9 | 3.0 | 167 | 54.9 | 304 | 100 |
| 2017 | 180 | 28.4 | 62 | 9.8 | 13 | 2.1 | 22 | 3.5 | 357 | 56.3 | 634 | 100 |
| 2018 | 184 | 24.8 | 51 | 6.9 | 11 | 1.5 | 24 | 3.2 | 472 | 63.6 | 742 | 100 |
| 2019 | 142 | 22.0 | 61 | 9.5 | 6 | 0.9 | 18 | 2.8 | 417 | 64.8 | 644 | 100 |
| 2020 | 13 | 19.4 | 5 | 7.5 | * | * | * | * | 49 | 73.1 | 67 | 100 |

PROMOTION BY RELIGION

| | None | | Christian | | Other religion | | Prefer not to say | | Total | |
|-------------|------|------|-----------|------|----------------|-----|-------------------|-----|-------|-----|
| | N | % | N | % | N | % | N | % | N | % |
| 2015 | 164 | 51.9 | 121 | 38.3 | 6 | 1.9 | 25 | 7.9 | 316 | 100 |
| 2016 | 173 | 56.9 | 114 | 37.5 | 5 | 1.6 | 12 | 3.9 | 304 | 100 |
| 2017 | 379 | 59.8 | 214 | 33.8 | 11 | 1.7 | 30 | 4.7 | 634 | 100 |
| 2018 | 422 | 56.9 | 252 | 34.0 | 23 | 3.1 | 45 | 6.1 | 742 | 100 |
| 2019 | 393 | 61.0 | 205 | 31.8 | 12 | 1.9 | 34 | 5.3 | 644 | 100 |
| 2020 | 43 | 64.2 | 16 | 23.9 | * | * | * | * | 67 | 100 |

PROMOTIONS BY GUARANTEED INTERVIEW STATUS

| | No | | Yes | | Total | |
|-------------|-----|------|-----|------|-------|-----|
| | N | % | N | % | N | % |
| 2013 | 331 | 97.1 | 10 | 2.9 | 341 | 100 |
| 2014 | 212 | 94.6 | 12 | 5.4 | 224 | 100 |
| 2015 | 312 | 98.7 | 4 | 1.3 | 316 | 100 |
| 2016 | 298 | 98.0 | 6 | 2.0 | 304 | 100 |
| 2017 | 622 | 98.1 | 12 | 1.9 | 634 | 100 |
| 2018 | 715 | 96.4 | 27 | 3.6 | 742 | 100 |
| 2019 | 614 | 95.3 | 30 | 4.7 | 644 | 100 |
| 2020 | 58 | 86.6 | 9 | 13.4 | 67 | 100 |

3.4 Temporary Responsibility Supplement

STAFF WHO HAD TRS STINTS BY AGE

| | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
|-------------|-------|------|-------|------|-------|------|-------|------|-----|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 2013 | * | * | 38 | 23.8 | 53 | 33.1 | 45 | 28.1 | 24 | 15.0 | 160 | 100 |
| 2014 | 17 | 6.9 | 67 | 27.3 | 73 | 29.8 | 63 | 25.7 | 25 | 10.2 | 245 | 100 |
| 2015 | 29 | 8.7 | 101 | 30.2 | 100 | 29.9 | 73 | 21.9 | 31 | 9.3 | 334 | 100 |
| 2016 | 20 | 6.6 | 85 | 28.1 | 116 | 38.3 | 69 | 22.8 | 13 | 4.3 | 303 | 100 |
| 2017 | 49 | 10.0 | 158 | 32.2 | 139 | 28.4 | 112 | 22.9 | 32 | 6.5 | 490 | 100 |
| 2018 | 97 | 11.6 | 262 | 31.5 | 251 | 30.1 | 186 | 22.3 | 37 | 4.4 | 833 | 100 |
| 2019 | 96 | 16.4 | 164 | 27.9 | 156 | 26.6 | 138 | 23.5 | 33 | 5.6 | 587 | 100 |
| 2020 | 239 | 18.3 | 351 | 26.9 | 375 | 28.8 | 291 | 22.3 | 48 | 3.7 | 1304 | 100 |

STAFF WHO HAD TRS STINTS BY GENDER

| | Female | | Male | | Total | |
|-------------|--------|------|------|------|-------|-----|
| | N | % | N | % | N | % |
| 2013 | 85 | 53.1 | 75 | 46.9 | 160 | 100 |
| 2014 | 126 | 51.4 | 119 | 48.6 | 245 | 100 |
| 2015 | 170 | 50.9 | 163 | 48.8 | 333 | 100 |
| 2016 | 166 | 54.8 | 137 | 45.2 | 303 | 100 |
| 2017 | 243 | 49.6 | 247 | 50.4 | 490 | 100 |
| 2018 | 428 | 51.4 | 405 | 48.6 | 833 | 100 |
| 2019 | 318 | 54.2 | 269 | 45.8 | 587 | 100 |
| 2020 | 718 | 55.1 | 586 | 44.9 | 1304 | 100 |

STAFF WHO HAD TRS STINTS BY ETHNICITY

| | Ethnic minority | | White | | Prefer not to say | | Unknown | | Total | |
|-------------|-----------------|-----|-------|------|-------------------|-----|---------|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % |
| 2013 | * | * | 148 | 92.5 | * | * | 10 | 6.3 | 160 | 100 |
| 2014 | 5 | 2.0 | 202 | 82.4 | 8 | 3.3 | 30 | 12.2 | 245 | 100 |
| 2015 | * | * | 299 | 89.5 | * | * | 26 | 7.8 | 334 | 100 |
| 2016 | * | * | 268 | 88.4 | * | * | 18 | 5.9 | 303 | 100 |
| 2017 | 9 | 1.8 | 440 | 89.8 | 11 | 2.2 | 30 | 6.1 | 490 | 100 |
| 2018 | 6 | 0.7 | 714 | 85.7 | 16 | 1.9 | 97 | 11.6 | 833 | 100 |
| 2019 | 11 | 1.9 | 506 | 86.2 | 10 | 1.7 | 60 | 10.2 | 587 | 100 |
| 2020 | 25 | 1.9 | 1065 | 81.7 | 16 | 1.2 | 198 | 15.2 | 1304 | 100 |

STAFF WHO HAD TRS STINTS BY SEXUAL ORIENTATION

| | LGBO | | Heterosexual/Straight | | Prefer not to say | | Unknown | | Total | |
|-------------|------|-----|-----------------------|------|-------------------|-----|---------|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % |
| 2015 | 11 | 3.3 | 232 | 69.5 | 13 | 3.9 | 78 | 23.4 | 334 | 100 |
| 2016 | 12 | 4.0 | 228 | 75.2 | 15 | 5.0 | 48 | 15.8 | 303 | 100 |
| 2017 | 23 | 4.7 | 367 | 74.9 | 24 | 4.9 | 76 | 15.5 | 490 | 100 |
| 2018 | 28 | 3.4 | 558 | 67.0 | 40 | 4.8 | 207 | 24.8 | 833 | 100 |
| 2019 | 22 | 3.7 | 416 | 70.9 | 24 | 4.1 | 125 | 21.3 | 587 | 100 |
| 2020 | 60 | 4.6 | 889 | 68.2 | 47 | 3.6 | 308 | 23.6 | 1304 | 100 |

STAFF WHO HAD TRS STINTS BY DISABILITY STATUS

| | Disabled | | Not disabled | | Prefer not to say | | Unknown | | Total | |
|-------------|----------|------|--------------|------|-------------------|-----|---------|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % |
| 2013 | 15 | 9.4 | 100 | 62.5 | 1 | 0.6 | 44 | 27.5 | 160 | 100 |
| 2014 | 26 | 10.6 | 142 | 58.0 | 2 | 0.8 | 75 | 30.6 | 245 | 100 |
| 2015 | 18 | 5.4 | 204 | 61.1 | 4 | 1.2 | 108 | 32.3 | 334 | 100 |
| 2016 | 18 | 5.9 | 175 | 57.8 | 2 | 0.7 | 108 | 35.6 | 303 | 100 |
| 2017 | 35 | 7.1 | 275 | 56.1 | 14 | 2.9 | 166 | 33.9 | 490 | 100 |
| 2018 | 62 | 7.4 | 451 | 54.1 | 13 | 1.6 | 307 | 36.9 | 833 | 100 |
| 2019 | 46 | 7.8 | 363 | 61.8 | 9 | 1.5 | 169 | 28.8 | 587 | 100 |
| 2020 | 99 | 7.6 | 726 | 55.7 | 22 | 1.7 | 457 | 35.0 | 1304 | 100 |

STAFF WHO HAD TRS STINTS BY MARITAL STATUS

| | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|-------------|---------------------------|------|--------|------|----------|-----|-------------------|-----|---------|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 2013 | 82 | 51.3 | 23 | 14.4 | 9 | 5.6 | 6 | 3.8 | 40 | 25.0 | 160 | 100 |
| 2014 | 118 | 48.2 | 41 | 16.7 | 7 | 2.9 | 12 | 4.9 | 67 | 27.3 | 245 | 100 |
| 2015 | 173 | 51.8 | 59 | 17.7 | 8 | 2.4 | 11 | 3.3 | 83 | 24.9 | 334 | 100 |
| 2016 | 154 | 50.8 | 38 | 12.5 | 6 | 2.0 | 11 | 3.6 | 94 | 31.0 | 303 | 100 |
| 2017 | 221 | 45.1 | 65 | 13.3 | 15 | 3.1 | 27 | 5.5 | 162 | 33.1 | 490 | 100 |
| 2018 | 337 | 40.5 | 125 | 15.0 | 27 | 3.2 | 27 | 3.2 | 317 | 38.1 | 833 | 100 |
| 2019 | 243 | 41.4 | 71 | 12.1 | 12 | 2.0 | 19 | 3.2 | 242 | 41.2 | 587 | 100 |
| 2020 | 521 | 40.0 | 165 | 12.7 | 33 | 2.5 | 45 | 3.5 | 540 | 41.4 | 1304 | 100 |

STAFF WHO HAD TRS STINTS BY RELIGION

| | None | | Christian | | Other Religion | | Prefer not to say | | Unknown | | Total | |
|-------------|------|------|-----------|------|----------------|-----|-------------------|-----|---------|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 2015 | 125 | 37.4 | 111 | 33.2 | * | * | * | * | 83 | 24.9 | 334 | 100 |
| 2016 | 140 | 46.2 | 84 | 27.7 | 7 | 2.3 | 23 | 7.6 | 49 | 16.2 | 303 | 100 |
| 2017 | 235 | 48.0 | 142 | 29.0 | 7 | 1.4 | 31 | 6.3 | 75 | 15.3 | 490 | 100 |
| 2018 | 338 | 40.6 | 224 | 26.9 | 16 | 1.9 | 42 | 5.0 | 213 | 25.6 | 833 | 100 |
| 2019 | 274 | 46.7 | 155 | 26.4 | 9 | 1.5 | 24 | 4.1 | 125 | 21.3 | 587 | 100 |
| 2020 | 580 | 44.5 | 346 | 26.5 | 17 | 1.3 | 46 | 3.5 | 315 | 24.2 | 1304 | 100 |

3.5 Appraisals

| APPRAISALS BY AGE | | | | | | | | | |
|-------------------|------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | Effective or below | | Highly effective | | Exceptional | | Total | |
| | | N | % | N | % | N | % | N | % |
| 16-29 | 2013 | 329 | 55.5 | 224 | 37.8 | 40 | 6.7 | 593 | 100 |
| | 2014 | 391 | 62.3 | 215 | 34.2 | 22 | 3.5 | 628 | 100 |
| | 2015 | 436 | 67.5 | 194 | 30.0 | 16 | 2.5 | 646 | 100 |
| | 2016 | 463 | 64.3 | 244 | 33.9 | 13 | 1.8 | 720 | 100 |
| | 2017 | 474 | 66.0 | 230 | 32.0 | 14 | 1.9 | 718 | 100 |
| | 2018 | 538 | 61.2 | 314 | 35.7 | 27 | 3.1 | 879 | 100 |
| | 2019 | 798 | 63.6 | 409 | 32.6 | 47 | 3.7 | 1254 | 100 |
| | 2020 | 623 | 60.1 | 383 | 36.9 | 31 | 3.0 | 1037 | 100 |
| 30-39 | 2013 | 757 | 45.6 | 789 | 47.5 | 114 | 6.9 | 1660 | 100 |
| | 2014 | 826 | 49.3 | 767 | 45.8 | 82 | 4.9 | 1675 | 100 |
| | 2015 | 751 | 45.7 | 797 | 48.4 | 97 | 5.9 | 1645 | 100 |
| | 2016 | 782 | 46.0 | 826 | 48.6 | 91 | 5.4 | 1699 | 100 |
| | 2017 | 776 | 45.9 | 829 | 49.1 | 84 | 5.0 | 1689 | 100 |
| | 2018 | 749 | 45.0 | 818 | 49.2 | 97 | 5.8 | 1664 | 100 |
| | 2019 | 1000 | 50.4 | 865 | 43.6 | 118 | 6.0 | 1983 | 100 |
| | 2020 | 729 | 47.3 | 729 | 47.3 | 84 | 5.4 | 1542 | 100 |

APPRAISALS BY AGE

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|-------|------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| 40-49 | 2013 | 875 | 45.4 | 939 | 48.8 | 112 | 5.8 | 1926 | 100 |
| | 2014 | 842 | 44.9 | 934 | 49.8 | 101 | 5.4 | 1877 | 100 |
| | 2015 | 761 | 41.9 | 927 | 51.1 | 127 | 7.0 | 1815 | 100 |
| | 2016 | 764 | 41.7 | 938 | 51.2 | 131 | 7.1 | 1833 | 100 |
| | 2017 | 776 | 41.1 | 987 | 52.3 | 125 | 6.6 | 1888 | 100 |
| | 2018 | 759 | 41.4 | 962 | 52.5 | 113 | 6.2 | 1834 | 100 |
| | 2019 | 933 | 44.7 | 1030 | 49.4 | 123 | 5.9 | 2086 | 100 |
| | 2020 | 652 | 41.4 | 836 | 53.1 | 86 | 5.5 | 1574 | 100 |
| 50-59 | 2013 | 722 | 49.1 | 690 | 47.0 | 57 | 3.9 | 1469 | 100 |
| | 2014 | 789 | 51.6 | 676 | 44.2 | 64 | 4.2 | 1529 | 100 |
| | 2015 | 775 | 49.8 | 705 | 45.3 | 77 | 4.9 | 1557 | 100 |
| | 2016 | 793 | 47.4 | 805 | 48.1 | 76 | 4.5 | 1674 | 100 |
| | 2017 | 890 | 45.9 | 963 | 49.7 | 85 | 4.4 | 1938 | 100 |
| | 2018 | 833 | 45.3 | 930 | 50.5 | 77 | 4.2 | 1840 | 100 |
| | 2019 | 986 | 49.0 | 937 | 46.5 | 91 | 4.5 | 2014 | 100 |
| | 2020 | 719 | 45.5 | 797 | 50.5 | 63 | 4.0 | 1579 | 100 |

APPRAISALS BY AGE

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|-----|------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| 60+ | 2013 | 195 | 64.4 | 97 | 32.0 | 11 | 3.6 | 303 | 100 |
| | 2014 | 205 | 63.3 | 111 | 34.3 | 8 | 2.5 | 324 | 100 |
| | 2015 | 202 | 63.3 | * | * | * | * | 319 | 100 |
| | 2016 | 205 | 60.3 | 126 | 37.1 | 9 | 2.6 | 340 | 100 |
| | 2017 | 289 | 54.2 | 233 | 43.7 | 11 | 2.1 | 533 | 100 |
| | 2018 | 241 | 55.4 | 187 | 43.0 | 7 | 1.6 | 435 | 100 |
| | 2019 | 298 | 57.2 | 214 | 41.1 | 9 | 1.7 | 521 | 100 |
| | 2020 | 234 | 56.8 | 164 | 39.8 | 14 | 3.4 | 412 | 100 |

APPRAISALS BY GENDER

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|--------|------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Female | 2013 | 1414 | 46.7 | 1442 | 47.6 | 173 | 5.7 | 3029 | 100 |
| | 2014 | 1536 | 49.9 | 1389 | 45.1 | 153 | 5.0 | 3078 | 100 |
| | 2015 | 1520 | 48.4 | 1460 | 46.5 | 158 | 5.0 | 3138 | 100 |
| | 2016 | 1501 | 46.1 | 1590 | 48.8 | 166 | 5.1 | 3257 | 100 |
| | 2017 | 1609 | 45.5 | 1759 | 49.7 | 169 | 4.8 | 3537 | 100 |
| | 2018 | 1564 | 44.7 | 1747 | 49.9 | 191 | 5.5 | 3502 | 100 |
| | 2019 | 2096 | 49.5 | 1898 | 44.8 | 239 | 5.6 | 4233 | 100 |
| | 2020 | 1533 | 46.2 | 1622 | 48.9 | 165 | 5.0 | 3320 | 100 |

APPRAISALS BY GENDER

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|------|------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Male | 2013 | 1464 | 50.1 | 1297 | 44.4 | 161 | 5.5 | 2922 | 100 |
| | 2014 | 1517 | 51.3 | 1314 | 44.5 | 124 | 4.2 | 2955 | 100 |
| | 2015 | 1405 | 49.4 | 1277 | 44.9 | 162 | 5.7 | 2844 | 100 |
| | 2016 | 1506 | 50.0 | 1349 | 44.8 | 154 | 5.1 | 3009 | 100 |
| | 2017 | 1596 | 49.4 | 1483 | 45.9 | 150 | 4.6 | 3229 | 100 |
| | 2018 | 1556 | 49.4 | 1463 | 46.5 | 130 | 4.1 | 3149 | 100 |
| | 2019 | 1919 | 52.9 | 1557 | 43.0 | 149 | 4.1 | 3625 | 100 |
| | 2020 | 1423 | 50.4 | 1287 | 45.6 | 113 | 4.0 | 2823 | 100 |

APPRAISALS BY ETHNICITY

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|-----------------|------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Ethnic minority | 2013 | 53 | 57 | * | * | * | * | 93 | 100 |
| | 2014 | 62 | 63.3 | * | * | * | * | 98 | 100 |
| | 2015 | 71 | 69.6 | 31 | 30.4 | * | * | 102 | 100 |
| | 2016 | 61 | 64.2 | * | * | * | * | 95 | 100 |
| | 2017 | 68 | 59.1 | 47 | 40.9 | * | * | 115 | 100 |
| | 2018 | 68 | 59.1 | 39 | 33.9 | 8 | 7 | 115 | 100 |
| | 2019 | 105 | 64.4 | 53 | 32.5 | 5 | 3.1 | 163 | 100 |
| | 2020 | 84 | 64.6 | 44 | 33.8 | 2 | 1.5 | 130 | 100 |

APPRAISALS BY ETHNICITY

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|--------------------------|-------------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| White | 2013 | 2115 | 45.8 | 2225 | 48.2 | 279 | 6 | 4619 | 100 |
| | 2014 | 2269 | 48.5 | 2170 | 46.3 | 244 | 5.2 | 4683 | 100 |
| | 2015 | 2229 | 46.5 | 2283 | 47.6 | 280 | 5.8 | 4792 | 100 |
| | 2016 | 2243 | 44.9 | 2468 | 49.4 | 281 | 5.6 | 4992 | 100 |
| | 2017 | 2498 | 44.4 | 2834 | 50.4 | 293 | 5.2 | 5625 | 100 |
| | 2018 | 2408 | 44.0 | 2779 | 50.8 | 287 | 5.2 | 5474 | 100 |
| | 2019 | 3060 | 48.1 | 2970 | 46.6 | 337 | 5.3 | 6367 | 100 |
| | 2020 | 2324 | 46.1 | 2471 | 49.0 | 247 | 4.9 | 5042 | 100 |
| Prefer not to say | 2013 | 41 | 46.6 | 45 | 51.1 | 2 | 2.3 | 88 | 100 |
| | 2014 | 42 | 48.8 | 41 | 47.7 | 3 | 3.5 | 86 | 100 |
| | 2015 | 41 | 46.1 | 45 | 50.6 | 3 | 3.4 | 89 | 100 |
| | 2016 | 55 | 49.5 | 54 | 48.6 | 2 | 1.8 | 111 | 100 |
| | 2017 | 57 | 43.8 | 71 | 54.6 | 2 | 1.5 | 130 | 100 |
| | 2018 | 56 | 45.2 | 67 | 54 | 1 | 0.8 | 124 | 100 |
| | 2019 | 76 | 53.5 | 58 | 40.8 | 8 | 5.6 | 142 | 100 |
| | 2020 | 50 | 52.6 | 41 | 43.2 | 4 | 4.2 | 95 | 100 |

APPRAISALS BY ETHNICITY

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|---------|------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Unknown | 2013 | 669 | 58.1 | 431 | 37.4 | 51 | 4.4 | 1151 | 100 |
| | 2014 | 680 | 58.3 | 458 | 39.3 | 28 | 2.4 | 1166 | 100 |
| | 2015 | 584 | 58.5 | 378 | 37.8 | 37 | 3.7 | 999 | 100 |
| | 2016 | 648 | 60.7 | 384 | 36.0 | 36 | 3.4 | 1068 | 100 |
| | 2017 | 582 | 65 | 290 | 32.4 | 24 | 2.7 | 896 | 100 |
| | 2018 | 588 | 62.6 | 326 | 34.7 | 25 | 2.7 | 939 | 100 |
| | 2019 | 774 | 65.3 | 374 | 31.5 | 38 | 3.2 | 1186 | 100 |
| | 2020 | 499 | 56.9 | 353 | 40.3 | 25 | 2.9 | 877 | 100 |

APPRAISALS BY SEXUAL ORIENTATION

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|------|------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| LGBO | 2015 | 7 | 87.5 | * | * | * | * | 8 | 100 |
| | 2016 | 96 | 50.3 | 84 | 44 | 11 | 5.8 | 191 | 100 |
| | 2017 | 90 | 45.9 | 98 | 50 | 8 | 4.1 | 196 | 100 |
| | 2018 | 102 | 47.9 | 97 | 45.5 | 14 | 6.6 | 213 | 100 |
| | 2019 | 137 | 47.7 | 135 | 47.0 | 15 | 5.2 | 287 | 100 |
| | 2020 | 129 | 49.2 | 116 | 44.3 | 17 | 6.5 | 262 | 100 |

APPRAISALS BY SEXUAL ORIENTATION

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|-----------------------------------|-------------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Heterosexual/ Straight | 2015 | 65 | 63.7 | * | * | * | * | 102 | 100 |
| | 2016 | 1788 | 46.3 | 1864 | 48.3 | 207 | 5.4 | 3859 | 100 |
| | 2017 | 1857 | 45.6 | 2007 | 49.3 | 210 | 5.2 | 4074 | 100 |
| | 2018 | 1863 | 44.1 | 2132 | 50.5 | 228 | 5.4 | 4223 | 100 |
| | 2019 | 2451 | 48.8 | 2303 | 45.8 | 271 | 5.4 | 5025 | 100 |
| | 2020 | 1916 | 46.9 | 1974 | 48.3 | 197 | 4.8 | 4087 | 100 |
| Prefer not to say | 2015 | 3 | 60.0 | 2 | 40.0 | * | * | 5 | 100 |
| | 2016 | 108 | 45.2 | 123 | 51.5 | 8 | 3.3 | 239 | 100 |
| | 2017 | 113 | 44.0 | 131 | 51 | 13 | 5.1 | 257 | 100 |
| | 2018 | 124 | 47.5 | 130 | 49.8 | 7 | 2.7 | 261 | 100 |
| | 2019 | 166 | 53.9 | 127 | 41.2 | 15 | 4.9 | 308 | 100 |
| | 2020 | 105 | 46.7 | 110 | 48.9 | 10 | 4.4 | 225 | 100 |
| Unknown | 2015 | 20 | 69.0 | 9 | 31 | * | * | 29 | 100 |
| | 2016 | 1015 | 51.3 | 868 | 43.9 | 94 | 4.8 | 1977 | 100 |
| | 2017 | 1145 | 51.1 | 1006 | 44.9 | 88 | 3.9 | 2239 | 100 |
| | 2018 | 1031 | 52.7 | 852 | 43.6 | 72 | 3.7 | 1955 | 100 |
| | 2019 | 1260 | 56.3 | 890 | 39.8 | 87 | 3.9 | 2237 | 100 |
| | 2020 | 807 | 51.4 | 709 | 45.2 | 54 | 3.4 | 1570 | 100 |

APPRAISALS BY DISABILITY STATUS

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|---------------------|-------------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Disabled | 2013 | 154 | 59.5 | 97 | 37.5 | 8 | 3.1 | 259 | 100 |
| | 2014 | 162 | 60.0 | 99 | 36.7 | 9 | 3.3 | 270 | 100 |
| | 2015 | 186 | 60.2 | 113 | 36.6 | 10 | 3.2 | 309 | 100 |
| | 2016 | 196 | 58.0 | 130 | 38.5 | 12 | 3.6 | 338 | 100 |
| | 2017 | 263 | 54.1 | 199 | 40.9 | 24 | 4.9 | 486 | 100 |
| | 2018 | 266 | 56.8 | 186 | 39.7 | 16 | 3.4 | 468 | 100 |
| | 2019 | 358 | 58.6 | 230 | 37.6 | 23 | 3.8 | 611 | 100 |
| | 2020 | 298 | 58.1 | 203 | 39.6 | 12 | 2.3 | 513 | 100 |
| Not disabled | 2013 | 1616 | 44.7 | 1779 | 49.2 | 221 | 6.1 | 3616 | 100 |
| | 2014 | 1611 | 46.5 | 1672 | 48.2 | 185 | 5.3 | 3468 | 100 |
| | 2015 | 1457 | 44.2 | 1626 | 49.3 | 217 | 6.6 | 3300 | 100 |
| | 2016 | 1388 | 41.8 | 1732 | 52.2 | 199 | 6.0 | 3319 | 100 |
| | 2017 | 1540 | 41.7 | 1955 | 52.9 | 202 | 5.5 | 3697 | 100 |
| | 2018 | 1469 | 41.5 | 1879 | 53.1 | 192 | 5.4 | 3540 | 100 |
| | 2019 | 1777 | 45.2 | 1934 | 49.2 | 218 | 5.5 | 3929 | 100 |
| | 2020 | 1526 | 44.8 | 1696 | 49.8 | 185 | 5.4 | 3407 | 100 |

APPRAISALS BY DISABILITY STATUS

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|-------------------|------|--------------------|------|------------------|------|-------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Prefer not to say | 2013 | 12 | 44.4 | 15 | 55.6 | * | * | 27 | 100 |
| | 2014 | 16 | 55.2 | 12 | 41.4 | 1 | 3.4 | 29 | 100 |
| | 2015 | 22 | 57.9 | 15 | 39.5 | 1 | 2.6 | 38 | 100 |
| | 2016 | 28 | 60.9 | 13 | 28.3 | 5 | 10.9 | 46 | 100 |
| | 2017 | 44 | 51.2 | 35 | 40.7 | 7 | 8.1 | 86 | 100 |
| | 2018 | 39 | 50.0 | 37 | 47.4 | 2 | 2.6 | 78 | 100 |
| | 2019 | 56 | 55.4 | 42 | 41.6 | 3 | 3.0 | 101 | 100 |
| | 2020 | 51 | 54.8 | 37 | 39.8 | 5 | 5.4 | 93 | 100 |
| Unknown | 2013 | 1096 | 53.5 | 848 | 41.4 | 105 | 5.1 | 2049 | 100 |
| | 2014 | 1264 | 55.8 | 920 | 40.6 | 82 | 3.6 | 2266 | 100 |
| | 2015 | 1260 | 54.0 | 983 | 42.1 | 92 | 3.9 | 2335 | 100 |
| | 2016 | 1395 | 54.4 | 1064 | 41.5 | 104 | 4.1 | 2563 | 100 |
| | 2017 | 1358 | 54.4 | 1053 | 42.2 | 86 | 3.4 | 2497 | 100 |
| | 2018 | 1346 | 52.5 | 1109 | 43.2 | 111 | 4.3 | 2566 | 100 |
| | 2019 | 1824 | 56.7 | 1249 | 38.8 | 144 | 4.5 | 3217 | 100 |
| | 2020 | 1082 | 50.8 | 973 | 45.7 | 76 | 3.6 | 2131 | 100 |

APPRAISALS BY MARITAL STATUS

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|----------------------------------|-------------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Married/civil partnership | 2013 | 1418 | 44.6 | 1571 | 49.4 | 191 | 6.0 | 3180 | 100 |
| | 2014 | 1464 | 46.6 | 1518 | 48.3 | 160 | 5.1 | 3142 | 100 |
| | 2015 | 1317 | 43.8 | 1506 | 50.0 | 187 | 6.2 | 3010 | 100 |
| | 2016 | 1266 | 42.1 | 1547 | 51.5 | 192 | 6.4 | 3005 | 100 |
| | 2017 | 1289 | 40.9 | 1700 | 53.9 | 166 | 5.3 | 3155 | 100 |
| | 2018 | 1183 | 40.2 | 1594 | 54.1 | 167 | 5.7 | 2944 | 100 |
| | 2019 | 1416 | 43.8 | 1615 | 50.0 | 201 | 6.2 | 3232 | 100 |
| | 2020 | 946 | 40.8 | 1231 | 53.1 | 140 | 6.0 | 2317 | 100 |
| Single | 2013 | 507 | 52.4 | 399 | 41.3 | 61 | 6.3 | 967 | 100 |
| | 2014 | 517 | 54.0 | 404 | 42.2 | 37 | 3.9 | 958 | 100 |
| | 2015 | 493 | 53.1 | 408 | 44.0 | 27 | 2.9 | 928 | 100 |
| | 2016 | 482 | 51.1 | 428 | 45.3 | 34 | 3.6 | 944 | 100 |
| | 2017 | 461 | 47.5 | 471 | 48.5 | 39 | 4.0 | 971 | 100 |
| | 2018 | 475 | 50.5 | 429 | 45.6 | 36 | 3.8 | 940 | 100 |
| | 2019 | 535 | 53.4 | 426 | 42.6 | 40 | 4.0 | 1001 | 100 |
| | 2020 | 364 | 48.2 | 353 | 46.8 | 38 | 5.0 | 755 | 100 |

APPRAISALS BY MARITAL STATUS

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|--------------------------|-------------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Divorced | 2013 | 152 | 55.5 | 116 | 42.3 | 6 | 2.2 | 274 | 100 |
| | 2014 | 156 | 60.9 | 90 | 35.2 | 10 | 3.9 | 256 | 100 |
| | 2015 | 134 | 52.5 | 111 | 43.5 | 10 | 3.9 | 255 | 100 |
| | 2016 | 114 | 47.3 | 118 | 49.0 | 9 | 3.7 | 241 | 100 |
| | 2017 | 132 | 52.6 | 110 | 43.8 | 9 | 3.6 | 251 | 100 |
| | 2018 | 111 | 48.1 | 109 | 47.2 | 11 | 4.8 | 231 | 100 |
| | 2019 | 137 | 54.8 | 104 | 41.6 | 9 | 3.6 | 250 | 100 |
| | 2020 | 99 | 52.7 | 83 | 44.1 | 6 | 3.2 | 188 | 100 |
| Prefer not to say | 2013 | 150 | 54.7 | 113 | 41.2 | 11 | 4.0 | 274 | 100 |
| | 2014 | 146 | 54.5 | 111 | 41.4 | 11 | 4.1 | 268 | 100 |
| | 2015 | 130 | 50.8 | 113 | 44.1 | 13 | 5.1 | 256 | 100 |
| | 2016 | 125 | 47.3 | 128 | 48.5 | 11 | 4.2 | 264 | 100 |
| | 2017 | 130 | 49.8 | 110 | 42.1 | 21 | 8.0 | 261 | 100 |
| | 2018 | 135 | 50.6 | 119 | 44.6 | 13 | 4.9 | 267 | 100 |
| | 2019 | 122 | 47.1 | 121 | 46.7 | 16 | 6.2 | 259 | 100 |
| | 2020 | 78 | 44.3 | 85 | 48.3 | 13 | 7.4 | 176 | 100 |

APPRAISALS BY MARITAL STATUS

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|----------------|-------------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Unknown | 2013 | 651 | 51.8 | 540 | 43.0 | 65 | 5.2 | 1256 | 100 |
| | 2014 | 770 | 54.6 | 580 | 41.2 | 59 | 4.2 | 1409 | 100 |
| | 2015 | 851 | 55.5 | 599 | 39.1 | 83 | 5.4 | 1533 | 100 |
| | 2016 | 1020 | 56.3 | 718 | 39.6 | 74 | 4.1 | 1812 | 100 |
| | 2017 | 1193 | 56.1 | 851 | 40.0 | 84 | 3.9 | 2128 | 100 |
| | 2018 | 1216 | 53.6 | 960 | 42.3 | 94 | 4.1 | 2270 | 100 |
| | 2019 | 1805 | 57.9 | 1189 | 38.2 | 122 | 3.9 | 3116 | 100 |
| | 2020 | 1470 | 54.3 | 1157 | 42.7 | 81 | 3.0 | 2708 | 100 |

APPRAISALS BY RELIGION

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|----------------|------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| None | 2015 | 49 | 69.0 | * | * | * | * | 71 | 100 |
| | 2016 | 1007 | 45.9 | 1078 | 49.1 | 110 | 5.0 | 2195 | 100 |
| | 2017 | 1008 | 43.6 | 1172 | 50.7 | 130 | 5.6 | 2310 | 100 |
| | 2018 | 1071 | 43.4 | 1260 | 51.1 | 134 | 5.4 | 2465 | 100 |
| | 2019 | 1460 | 48.0 | 1425 | 46.8 | 159 | 5.2 | 3044 | 100 |
| | 2020 | 1192 | 47.0 | 1215 | 47.9 | 127 | 5.0 | 2534 | 100 |
| Christian | 2015 | 2848 | 48.5 | 2705 | 46.1 | 318 | 5.4 | 5871 | 100 |
| | 2016 | 775 | 46.1 | 810 | 48.2 | 97 | 5.8 | 1682 | 100 |
| | 2017 | 850 | 47.5 | 860 | 48.0 | 81 | 4.5 | 1791 | 100 |
| | 2018 | 801 | 44.8 | 889 | 49.7 | 97 | 5.4 | 1787 | 100 |
| | 2019 | 1013 | 49.2 | 928 | 45.0 | 119 | 5.8 | 2060 | 100 |
| | 2020 | 777 | 46.4 | 819 | 48.9 | 79 | 4.7 | 1675 | 100 |
| Other religion | 2015 | * | * | * | * | * | * | * | 100 |
| | 2016 | 57 | 58.8 | * | * | * | * | 97 | 100 |
| | 2017 | 64 | 55.2 | 46 | 39.7 | 6 | 5.2 | 116 | 100 |
| | 2018 | 59 | 54.6 | * | * | * | * | 108 | 100 |
| | 2019 | 93 | 64.1 | * | * | * | * | 145 | 100 |
| | 2020 | 68 | 61.3 | * | * | * | * | 111 | 100 |

APPRAISALS BY RELIGION

| | | Effective or below | | Highly effective | | Exceptional | | Total | |
|-------------------|------|--------------------|------|------------------|------|-------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Prefer not to say | 2015 | 4 | 57.1 | 3 | 42.9 | * | * | 7 | 100 |
| | 2016 | 123 | 44.4 | 142 | 51.3 | 12 | 4.3 | 277 | 100 |
| | 2017 | 122 | 42.1 | 155 | 53.4 | 13 | 4.5 | 290 | 100 |
| | 2018 | 139 | 45.7 | 150 | 49.3 | 15 | 4.9 | 304 | 100 |
| | 2019 | 177 | 52.1 | 146 | 42.9 | 17 | 5.0 | 340 | 100 |
| | 2020 | 106 | 45.1 | 116 | 49.4 | 13 | 5.5 | 235 | 100 |
| Unknown | 2015 | 21 | 70.0 | 9 | 30.0 | * | * | 30 | 100 |
| | 2016 | 1045 | 51.9 | 873 | 43.3 | 97 | 4.8 | 2015 | 100 |
| | 2017 | 1161 | 51.4 | 1009 | 44.7 | 89 | 3.9 | 2259 | 100 |
| | 2018 | 1050 | 52.8 | 866 | 43.6 | 72 | 3.6 | 1988 | 100 |
| | 2019 | 1272 | 56.1 | 907 | 40.0 | 90 | 4.0 | 2269 | 100 |
| | 2020 | 814 | 51.2 | 719 | 45.2 | 56 | 3.5 | 1589 | 100 |

3.6 Leavers

LEAVERS BY AGE ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | 16-29 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Total | |
|-------------|-------|------|-------|------|-------|------|-------|------|-----|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 2013 | 50 | 12.1 | 89 | 21.5 | 72 | 17.4 | 60 | 14.5 | 143 | 34.5 | 414 | 100 |
| 2014 | 72 | 22.1 | 90 | 27.6 | 51 | 15.6 | 36 | 11.0 | 77 | 23.6 | 326 | 100 |
| 2015 | 85 | 15.4 | 124 | 22.5 | 75 | 13.6 | 117 | 21.2 | 150 | 27.2 | 551 | 100 |
| 2016 | 93 | 23.1 | 94 | 23.3 | 66 | 16.4 | 63 | 15.6 | 87 | 21.6 | 403 | 100 |
| 2017 | 120 | 28.4 | 76 | 18.0 | 54 | 12.8 | 58 | 13.7 | 114 | 27.0 | 422 | 100 |
| 2018 | 197 | 36.1 | 81 | 14.8 | 61 | 11.2 | 74 | 13.6 | 133 | 24.4 | 546 | 100 |
| 2019 | 180 | 30.7 | 114 | 19.4 | 58 | 9.9 | 96 | 16.4 | 139 | 23.7 | 587 | 100 |
| 2020 | 84 | 19.8 | 77 | 18.2 | 57 | 13.4 | 90 | 21.2 | 116 | 27.4 | 424 | 100 |

LEAVERS BY GENDER ('PREFER NOT TO SAY' RESPONSES EXCLUDED)

| | Female | | Male | | Total | |
|-------------|--------|------|------|------|-------|-----|
| | N | % | N | % | N | % |
| 2013 | 191 | 46.1 | 223 | 53.9 | 414 | 100 |
| 2014 | 118 | 36.0 | 210 | 64.0 | 328 | 100 |
| 2015 | 250 | 45.4 | 301 | 54.6 | 551 | 100 |
| 2016 | 186 | 45.9 | 219 | 54.1 | 405 | 100 |
| 2017 | 199 | 46.9 | 225 | 53.1 | 424 | 100 |
| 2018 | 264 | 47.6 | 291 | 52.4 | 555 | 100 |
| 2019 | 291 | 49.6 | 296 | 50.4 | 587 | 100 |
| 2020 | 233 | 55.0 | 191 | 45.0 | 424 | 100 |

LEAVERS BY ETHNICITY

| | Ethnic minority | | White | | Prefer not to say | | Unknown | | Total | |
|-------------|-----------------|-----|-------|------|-------------------|-----|---------|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % |
| 2013 | * | * | 221 | 53.4 | * | * | 187 | 45.2 | 414 | 100 |
| 2014 | * | * | 125 | 38.1 | * | * | 197 | 60.1 | 328 | 100 |
| 2015 | 11 | 2.0 | 308 | 55.9 | 1 | 0.2 | 231 | 41.9 | 551 | 100 |
| 2016 | 5 | 1.2 | 225 | 55.6 | 4 | 1.0 | 171 | 42.2 | 405 | 100 |
| 2017 | * | * | 233 | 55.0 | * | * | 180 | 42.5 | 424 | 100 |
| 2018 | 8 | 1.4 | 265 | 47.7 | 12 | 2.2 | 270 | 48.6 | 555 | 100 |
| 2019 | 7 | 1.2 | 330 | 56.2 | 6 | 1.0 | 244 | 41.6 | 587 | 100 |
| 2020 | 9 | 2.1 | 270 | 63.7 | 3 | 0.7 | 142 | 33.5 | 424 | 100 |

LEAVERS BY SEXUAL ORIENTATION

| | LGBO | | Heterosexual/Straight | | Prefer not to say | | Unknown | | Total | |
|-------------|------|-----|-----------------------|------|-------------------|-----|---------|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % |
| 2015 | 9 | 1.6 | 154 | 27.9 | 12 | 2.2 | 376 | 68.2 | 551 | 100 |
| 2016 | 9 | 2.2 | 141 | 34.8 | 10 | 2.5 | 245 | 60.5 | 405 | 100 |
| 2017 | 15 | 3.5 | 159 | 37.5 | 11 | 2.6 | 239 | 56.4 | 424 | 100 |
| 2018 | 14 | 2.5 | 165 | 29.7 | 18 | 3.2 | 358 | 64.5 | 555 | 100 |
| 2019 | 17 | 2.9 | 220 | 37.5 | 16 | 2.7 | 334 | 56.9 | 587 | 100 |
| 2020 | 13 | 3.1 | 193 | 45.5 | 21 | 5.0 | 197 | 46.5 | 424 | 100 |

LEAVERS BY DISABILITY STATUS

| | Disabled | | Not disabled | | Prefer not to say | | Unknown | | Total | |
|-------------|----------|-----|--------------|------|-------------------|-----|---------|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % |
| 2013 | 22 | 5.3 | 151 | 36.5 | 3 | 0.7 | 238 | 57.5 | 414 | 100 |
| 2014 | 11 | 3.4 | 82 | 25.0 | * | * | 235 | 71.6 | 328 | 100 |
| 2015 | 31 | 5.6 | 189 | 34.3 | 1 | 0.2 | 330 | 59.9 | 551 | 100 |
| 2016 | 17 | 4.2 | 131 | 32.3 | 4 | 1.0 | 253 | 62.5 | 405 | 100 |
| 2017 | 17 | 4.0 | 145 | 34.2 | 4 | 0.9 | 258 | 60.8 | 424 | 100 |
| 2018 | 27 | 4.9 | 170 | 30.6 | 6 | 1.1 | 352 | 63.4 | 555 | 100 |
| 2019 | 44 | 7.5 | 184 | 31.3 | 8 | 1.4 | 351 | 59.8 | 587 | 100 |
| 2020 | 33 | 7.8 | 181 | 42.7 | 2 | 0.5 | 208 | 49.1 | 424 | 100 |

LEAVERS BY MARITAL STATUS

| | Married/Civil Partnership | | Single | | Divorced | | Prefer not to say | | Unknown | | Total | |
|-------------|---------------------------|------|--------|------|----------|-----|-------------------|-----|---------|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 2013 | 134 | 32.4 | 71 | 17.1 | 11 | 2.7 | 26 | 6.3 | 172 | 41.5 | 414 | 100 |
| 2014 | 72 | 22.1 | 41 | 12.6 | * | * | * | * | 185 | 56.7 | 326 | 100 |
| 2015 | 164 | 29.8 | 69 | 12.5 | 11 | 2.0 | 30 | 5.4 | 277 | 50.3 | 551 | 100 |
| 2016 | 100 | 24.8 | 49 | 12.1 | 8 | 2.0 | 18 | 4.5 | 229 | 56.7 | 404 | 100 |
| 2017 | 108 | 25.5 | 34 | 8.0 | 17 | 4.0 | 17 | 4.0 | 247 | 58.4 | 423 | 100 |
| 2018 | 144 | 25.9 | 42 | 7.6 | 15 | 2.7 | 20 | 3.6 | 334 | 60.2 | 555 | 100 |
| 2019 | 169 | 28.8 | 56 | 9.5 | 11 | 1.9 | 13 | 2.2 | 338 | 57.6 | 587 | 100 |
| 2020 | 145 | 34.2 | 38 | 9.0 | 13 | 3.1 | 5 | 1.2 | 223 | 52.6 | 424 | 100 |

LEAVERS BY RELIGION

| | None | | Christian | | Other religion | | Prefer not to say | | Unknown | | Total | |
|-------------|------|------|-----------|------|----------------|-----|-------------------|-----|---------|------|-------|-----|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 2015 | 80 | 14.5 | 77 | 14.0 | 10 | 1.8 | 10 | 1.8 | 374 | 67.9 | 551 | 100 |
| 2016 | 79 | 19.5 | 64 | 15.8 | * | * | * | * | 247 | 61.0 | 405 | 100 |
| 2017 | 90 | 21.2 | 74 | 17.5 | 5 | 1.2 | 12 | 2.8 | 243 | 57.3 | 424 | 100 |
| 2018 | 87 | 15.7 | 77 | 13.9 | 10 | 1.8 | 18 | 3.2 | 363 | 65.4 | 555 | 100 |
| 2019 | 145 | 24.7 | 87 | 14.8 | 10 | 1.7 | 12 | 2.0 | 333 | 56.7 | 587 | 100 |
| 2020 | 116 | 27.4 | 85 | 20.0 | 7 | 1.7 | 17 | 4.0 | 199 | 46.9 | 424 | 100 |

REASONS FOR LEAVING BY AGE

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|--------------|-------------|-----------|-----|-------------|------|------------|---|------------|------|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| 16-29 | 2013 | * | * | 17 | 34.0 | * | * | 31 | 62.0 | * | * | 50 | 100 |
| | 2014 | * | * | 27 | 37.5 | * | * | 37 | 51.4 | * | * | 72 | 100 |
| | 2015 | * | * | 32 | 37.6 | * | * | 38 | 44.7 | * | * | 85 | 100 |
| | 2016 | 7 | 6.8 | 44 | 42.7 | * | * | 46 | 44.7 | 6 | 5.8 | 103 | 100 |
| | 2017 | 14 | 9.9 | 43 | 30.3 | * | * | 69 | 48.6 | 16 | 11.3 | 142 | 100 |
| | 2018 | 7 | 2.7 | 61 | 23.2 | * | * | 182 | 69.2 | 13 | 4.9 | 263 | 100 |
| | 2019 | 13 | 7.2 | 71 | 39.4 | * | * | 83 | 46.1 | 13 | 7.2 | 180 | 100 |
| | 2020 | * | * | 43 | 51.2 | * | * | 25 | 29.8 | * | * | 84 | 100 |

REASONS FOR LEAVING BY AGE

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|-------|------|-----------|------|-------------|------|------------|---|------------|------|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| 30-39 | 2013 | * | * | 39 | 43.8 | * | * | 36 | 40.4 | * | * | 89 | 100 |
| | 2014 | * | * | 35 | 38.9 | * | * | 45 | 50.0 | * | * | 90 | 100 |
| | 2015 | * | * | 44 | 35.5 | * | * | 36 | 29 | * | * | 124 | 100 |
| | 2016 | 7 | 7.4 | 44 | 46.8 | * | * | 22 | 23.4 | 21 | 22.3 | 94 | 100 |
| | 2017 | 8 | 10.5 | 26 | 34.2 | * | * | 21 | 27.6 | * | * | 76 | 100 |
| | 2018 | * | * | 50 | 61.7 | * | * | 20 | 24.7 | * | * | 81 | 100 |
| | 2019 | 7 | 6.1 | 63 | 55.3 | * | * | 26 | 22.8 | 18 | 15.8 | 114 | 100 |
| | 2020 | * | * | 50 | 64.9 | * | * | 17 | 22.1 | * | * | 77 | 100 |
| 40-49 | 2013 | * | * | 24 | 33.3 | * | * | 22 | 30.6 | * | * | 72 | 100 |
| | 2014 | * | * | 31 | 60.8 | * | * | 13 | 25.5 | * | * | 51 | 100 |
| | 2015 | * | * | 27 | 36.0 | * | * | 15 | 20.0 | * | * | 75 | 100 |
| | 2016 | * | * | 43 | 65.2 | * | * | 7 | 10.6 | * | * | 66 | 100 |
| | 2017 | 6 | 11.1 | 35 | 64.8 | * | * | 5 | 9.3 | 8 | 14.8 | 54 | 100 |
| | 2018 | * | * | 30 | 49.2 | * | * | 16 | 26.2 | * | * | 61 | 100 |
| | 2019 | * | * | 34 | 58.6 | * | * | * | * | 13 | 22.4 | 58 | 100 |
| | 2020 | * | * | 32 | 56.1 | * | * | * | * | 16 | 28.1 | 57 | 100 |

REASONS FOR LEAVING BY AGE

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|-------|------|-----------|-----|-------------|------|------------|------|------------|------|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| 50-59 | 2013 | * | * | 15 | 25.0 | 5 | 8.3 | 9 | 15.0 | * | * | 60 | 100 |
| | 2014 | * | * | 19 | 51.4 | * | * | 10 | 27.0 | * | * | 37 | 100 |
| | 2015 | * | * | 21 | 17.9 | 6 | 5.1 | 16 | 13.7 | * | * | 117 | 100 |
| | 2016 | 6 | 9.5 | 27 | 42.9 | 8 | 12.7 | 14 | 22.2 | 8 | 12.7 | 63 | 100 |
| | 2017 | * | * | 12 | 20.7 | 11 | 19 | 12 | 20.7 | * | * | 58 | 100 |
| | 2018 | * | * | 23 | 31.1 | 17 | 23 | 19 | 25.7 | * | * | 74 | 100 |
| | 2019 | * | * | 35 | 36.5 | 26 | 27.1 | * | * | 21 | 21.9 | 96 | 100 |
| | 2020 | * | * | 34 | 37.8 | 16 | 17.8 | * | * | 26 | 28.9 | 90 | 100 |
| 60+ | 2013 | * | * | 7 | 4.9 | 16 | 11.2 | 15 | 10.5 | * | * | 143 | 100 |
| | 2014 | * | * | 12 | 15.4 | 37 | 47.4 | 16 | 20.5 | * | * | 78 | 100 |
| | 2015 | * | * | 11 | 7.3 | 45 | 30.0 | 12 | 8.0 | * | * | 150 | 100 |
| | 2016 | * | * | * | * | 64 | 73.6 | 12 | 13.8 | * | * | 87 | 100 |
| | 2017 | * | * | 10 | 8.8 | 76 | 66.7 | 12 | 10.5 | * | * | 114 | 100 |
| | 2018 | * | * | 8 | 6.0 | 106 | 79.7 | 17 | 12.8 | * | * | 133 | 100 |
| | 2019 | * | * | 18 | 12.9 | 105 | 75.5 | 9 | 6.5 | * | * | 139 | 100 |
| | 2020 | * | * | 7 | 6.0 | 96 | 82.8 | 5 | 4.3 | 8 | 6.9 | 116 | 100 |

REASONS FOR LEAVING BY GENDER

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|---------------|-------------|-----------|-----|-------------|------|------------|------|------------|------|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Female | 2013 | * | * | 44 | 23.0 | * | * | 53 | 27.7 | 84 | 44.0 | 191 | 100 |
| | 2014 | * | * | 60 | 50.8 | * | * | 31 | 26.3 | 14 | 11.9 | 118 | 100 |
| | 2015 | * | * | 63 | 25.2 | * | * | 38 | 15.2 | 127 | 50.8 | 250 | 100 |
| | 2016 | 13 | 7.0 | 78 | 41.9 | 31 | 16.7 | 37 | 19.9 | 27 | 14.5 | 186 | 100 |
| | 2017 | 12 | 6.0 | 64 | 32.2 | 45 | 22.6 | 38 | 19.1 | 40 | 20.1 | 199 | 100 |
| | 2018 | 5 | 1.9 | 87 | 33.0 | 54 | 20.5 | 85 | 32.2 | 33 | 12.5 | 264 | 100 |
| | 2019 | 9 | 3.1 | 122 | 41.9 | 57 | 19.6 | 71 | 24.4 | 32 | 11.0 | 291 | 100 |
| | 2020 | 5 | 2.1 | 92 | 39.5 | 56 | 24.0 | 36 | 15.5 | 44 | 18.9 | 233 | 100 |
| Male | 2013 | 8 | 3.6 | 58 | 26.0 | 15 | 6.7 | 60 | 26.9 | 82 | 36.8 | 223 | 100 |
| | 2014 | 10 | 4.8 | 64 | 30.5 | 28 | 13.3 | 90 | 42.9 | 18 | 8.6 | 210 | 100 |
| | 2015 | 6 | 2.0 | 72 | 23.9 | 33 | 11.0 | 79 | 26.2 | 111 | 36.9 | 301 | 100 |
| | 2016 | 12 | 5.5 | 83 | 37.9 | 42 | 19.2 | 56 | 25.6 | 26 | 11.9 | 219 | 100 |
| | 2017 | 21 | 9.3 | 60 | 26.7 | 43 | 19.1 | 64 | 28.4 | 37 | 16.4 | 225 | 100 |
| | 2018 | 10 | 3.4 | 80 | 27.5 | 70 | 24.1 | 109 | 37.5 | 22 | 7.6 | 291 | 100 |
| | 2019 | 19 | 6.4 | 99 | 33.4 | 74 | 25.0 | 67 | 22.6 | 37 | 12.5 | 296 | 100 |
| | 2020 | * | * | 74 | 38.7 | 60 | 31.4 | * | * | 29 | 15.2 | 191 | 100 |

REASONS FOR LEAVING BY ETHNICITY

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|-----------------|------|-----------|-----|-------------|------|------------|------|------------|-----|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Ethnic minority | 2013 | * | * | * | * | * | * | * | * | * | * | * | 100 |
| | 2014 | * | * | * | * | * | * | * | * | * | * | 4 | 100 |
| | 2015 | * | * | 5 | 45.5 | * | * | * | * | * | * | 11 | 100 |
| | 2016 | * | * | * | * | * | * | * | * | * | * | 5 | 100 |
| | 2017 | * | * | * | * | * | * | * | * | * | * | 4 | 100 |
| | 2018 | * | * | * | * | * | * | * | * | * | * | 8 | 100 |
| | 2019 | * | * | * | * | * | * | * | * | * | * | 7 | 100 |
| | 2020 | * | * | * | * | * | * | * | * | * | * | 9 | 100 |
| White | 2013 | 7 | 3.2 | 46 | 20.8 | 20 | 9.0 | 14 | 6.3 | 134 | 60.6 | 221 | 100 |
| | 2014 | * | * | 58 | 46.4 | 33 | 26.4 | * | * | 24 | 19.2 | 125 | 100 |
| | 2015 | * | * | 68 | 22.1 | 43 | 14.0 | * | * | 180 | 58.4 | 308 | 100 |
| | 2016 | 16 | 7.1 | 101 | 44.9 | 57 | 25.3 | 10 | 4.4 | 41 | 18.2 | 225 | 100 |
| | 2017 | 21 | 9.0 | 80 | 34.3 | 81 | 34.8 | 7 | 3.0 | 44 | 18.9 | 233 | 100 |
| | 2018 | 10 | 3.8 | 96 | 36.2 | 112 | 42.3 | 12 | 4.5 | 35 | 13.2 | 265 | 100 |
| | 2019 | 17 | 5.2 | 141 | 42.7 | 112 | 33.9 | 10 | 3.0 | 50 | 15.2 | 330 | 100 |
| | 2020 | * | * | 104 | 38.5 | 100 | 37.0 | * | * | 53 | 19.6 | 270 | 100 |

REASONS FOR LEAVING BY ETHNICITY

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|--------------------------|-------------|-----------|------|-------------|-------|------------|-------|------------|------|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Prefer not to say | 2013 | 1 | 25.0 | 1 | 25.0 | * | * | * | * | 2 | 50.0 | 4 | 100 |
| | 2014 | * | * | * | * | 2 | 100.0 | * | * | 0 | 0.0 | 2 | 100 |
| | 2015 | * | * | 1 | 100.0 | * | * | * | * | 0 | 0.0 | 1 | 100 |
| | 2016 | * | * | 3 | 75.0 | 1 | 25.0 | * | * | 0 | 0.0 | 4 | 100 |
| | 2017 | 1 | 14.3 | 3 | 42.9 | 1 | 14.3 | * | * | 2 | 28.6 | 7 | 100 |
| | 2018 | * | * | 6 | 50.0 | 4 | 33.3 | * | * | 2 | 16.7 | 12 | 100 |
| | 2019 | * | * | 4 | 66.7 | 1 | 16.7 | * | * | 1 | 16.7 | 6 | 100 |
| | 2020 | * | * | * | * | 1 | 33.3 | * | * | 2 | 66.7 | 3 | 100 |
| Unknown | 2013 | 2 | 1.1 | 54 | 28.9 | 3 | 1.6 | 99 | 52.9 | 29 | 15.5 | 187 | 100 |
| | 2014 | 7 | 3.6 | 63 | 32.0 | 4 | 2.0 | 115 | 58.4 | 8 | 4.1 | 197 | 100 |
| | 2015 | 4 | 1.7 | 61 | 26.4 | 8 | 3.5 | 103 | 44.6 | 55 | 23.8 | 231 | 100 |
| | 2016 | 9 | 5.3 | 55 | 32.2 | 14 | 8.2 | 82 | 48.0 | 11 | 6.4 | 171 | 100 |
| | 2017 | 10 | 5.6 | 39 | 21.7 | 6 | 3.3 | 95 | 52.8 | 30 | 16.7 | 180 | 100 |
| | 2018 | 5 | 1.9 | 61 | 22.6 | 7 | 2.6 | 181 | 67.0 | 16 | 5.9 | 270 | 100 |
| | 2019 | 10 | 4.1 | 72 | 29.5 | 18 | 7.4 | 127 | 52.0 | 17 | 7.0 | 244 | 100 |
| | 2020 | * | * | 57 | 40.1 | 15 | 10.6 | 52 | 36.6 | 18 | 12.7 | 142 | 100 |

REASONS FOR LEAVING BY SEXUAL ORIENTATION

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|-----------------------------------|-------------|-----------|------|-------------|------|------------|------|------------|------|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| LGBO | 2015 | * | * | * | * | * | * | * | * | 7 | 77.8 | 9 | 100 |
| | 2016 | * | * | * | * | * | * | * | * | * | * | 9 | 100 |
| | 2017 | * | * | 6 | 40.0 | * | * | * | * | * | * | 15 | 100 |
| | 2018 | * | * | 5 | 35.7 | * | * | * | * | 5 | 35.7 | 14 | 100 |
| | 2019 | * | * | 8 | 47.1 | * | * | * | * | * | * | 17 | 100 |
| | 2020 | * | * | 6 | 46.2 | * | * | * | * | * | * | 13 | 100 |
| Heterosexual/ straight | 2015 | * | * | 57 | 37.0 | 9 | 5.8 | * | * | 77 | 50.0 | 154 | 100 |
| | 2016 | 10 | 7.1 | 77 | 54.6 | 16 | 11.3 | 10 | 7.1 | 28 | 19.9 | 141 | 100 |
| | 2017 | 14 | 8.8 | 69 | 43.4 | 39 | 24.5 | 5 | 3.1 | 32 | 20.1 | 159 | 100 |
| | 2018 | 6 | 3.6 | 78 | 47.3 | 44 | 26.7 | 11 | 6.7 | 26 | 15.8 | 165 | 100 |
| | 2019 | 14 | 6.4 | 113 | 51.4 | 54 | 24.5 | 8 | 3.6 | 31 | 14.1 | 220 | 100 |
| | 2020 | 5 | 2.6 | 84 | 43.5 | 59 | 30.6 | 8 | 4.1 | 37 | 19.2 | 193 | 100 |
| Prefer not to say | 2015 | * | * | * | * | 2 | 16.7 | 2 | 16.7 | 8 | 66.7 | 12 | 100 |
| | 2016 | * | * | 7 | 70.0 | 1 | 10.0 | * | * | 2 | 20.0 | 10 | 100 |
| | 2017 | 1 | 9.1 | 5 | 45.5 | 2 | 18.2 | * | * | 3 | 27.3 | 11 | 100 |
| | 2018 | 2 | 11.1 | 8 | 44.4 | 4 | 22.2 | 1 | 5.6 | 3 | 16.7 | 18 | 100 |
| | 2019 | 1 | 6.3 | 8 | 50.0 | 6 | 37.5 | * | * | 1 | 6.3 | 16 | 100 |
| | 2020 | 1 | 4.8 | 10 | 47.6 | 7 | 33.3 | * | * | 3 | 14.3 | 21 | 100 |

REASONS FOR LEAVING BY SEXUAL ORIENTATION

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|----------------|-------------|-----------|-----|-------------|------|------------|------|------------|------|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Unknown | 2015 | 5 | 1.3 | 77 | 20.5 | 41 | 10.9 | 107 | 28.5 | 146 | 38.8 | 376 | 100 |
| | 2016 | 13 | 5.3 | 75 | 30.6 | 55 | 22.4 | 83 | 33.9 | 19 | 7.8 | 245 | 100 |
| | 2017 | 15 | 6.3 | 44 | 18.4 | 45 | 18.8 | 96 | 40.2 | 39 | 16.3 | 239 | 100 |
| | 2018 | 7 | 2.0 | 76 | 21.2 | 73 | 20.4 | 181 | 50.6 | 21 | 5.9 | 358 | 100 |
| | 2019 | 12 | 3.6 | 92 | 27.5 | 70 | 21.0 | 127 | 38.0 | 33 | 9.9 | 334 | 100 |
| | 2020 | * | * | 66 | 33.5 | 48 | 24.4 | 52 | 26.4 | * | * | 197 | 100 |

REASONS FOR LEAVING BY DISABILITY STATUS

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|---------------------|-------------|-----------|------|-------------|------|------------|------|------------|-----|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Disabled | 2013 | * | * | * | * | 5 | 22.7 | * | * | 12 | 54.5 | 22 | 100 |
| | 2014 | * | * | * | * | * | * | * | * | * | * | 11 | 100 |
| | 2015 | * | * | 6 | 19.4 | * | * | * | * | 18 | 58.1 | 31 | 100 |
| | 2016 | * | * | 5 | 29.4 | * | * | * | * | * | * | 17 | 100 |
| | 2017 | * | * | * | * | 6 | 35.3 | * | * | * | * | 17 | 100 |
| | 2018 | * | * | 9 | 33.3 | 13 | 48.1 | * | * | * | * | 27 | 100 |
| | 2019 | 8 | 18.2 | 15 | 34.1 | 12 | 27.3 | * | * | * | * | 44 | 100 |
| | 2020 | * | * | 8 | 24.2 | 8 | 24.2 | * | * | 12 | 36.4 | 33 | 100 |
| Not disabled | 2013 | 5 | 3.3 | 28 | 18.5 | 12 | 7.9 | 3 | 2.0 | 103 | 68.2 | 151 | 100 |
| | 2014 | * | * | 40 | 48.8 | 23 | 28.0 | * | * | 15 | 18.3 | 82 | 100 |
| | 2015 | * | * | 37 | 19.6 | 31 | 16.4 | * | * | 113 | 59.8 | 189 | 100 |
| | 2016 | * | * | 53 | 40.5 | 45 | 34.4 | * | * | 22 | 16.8 | 131 | 100 |
| | 2017 | * | * | 46 | 31.7 | 60 | 41.4 | * | * | 25 | 17.2 | 145 | 100 |
| | 2018 | 8 | 4.7 | 56 | 32.9 | 76 | 44.7 | 7 | 4.1 | 23 | 13.5 | 170 | 100 |
| | 2019 | * | * | 76 | 41.3 | 71 | 38.6 | * | * | 27 | 14.7 | 184 | 100 |
| | 2020 | * | * | 69 | 38.1 | 71 | 39.2 | * | * | 33 | 18.2 | 181 | 100 |

REASONS FOR LEAVING BY DISABILITY STATUS

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|--------------------------|-------------|-----------|------|-------------|-------|------------|------|------------|------|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Prefer not to say | 2013 | * | * | 1 | 33.3 | * | * | * | * | 2 | 66.7 | 3 | 100 |
| | 2015 | * | * | 1 | 100.0 | * | * | * | * | * | * | 1 | 100 |
| | 2016 | 1 | 25 | 2 | 50.0 | 1 | 25.0 | * | * | * | * | 4 | 100 |
| | 2017 | * | * | 2 | 50.0 | 2 | 50.0 | * | * | * | * | 4 | 100 |
| | 2018 | 1 | 16.7 | 3 | 50.0 | 1 | 16.7 | * | * | 1 | 16.7 | 6 | 100 |
| | 2019 | * | * | 5 | 62.5 | 2 | 25.0 | * | * | 1 | 12.5 | 8 | 100 |
| | 2020 | * | * | 1 | 50.0 | * | * | * | * | 1 | 50.0 | 2 | 100 |
| Unknown | 2013 | 3 | 1.3 | 72 | 30.3 | 6 | 2.5 | 108 | 45.4 | 49 | 20.6 | 238 | 100 |
| | 2014 | 9 | 3.8 | 81 | 34.5 | 12 | 5.1 | 119 | 50.6 | 14 | 6.0 | 235 | 100 |
| | 2015 | 7 | 2.1 | 91 | 27.6 | 17 | 5.2 | 108 | 32.7 | 107 | 32.4 | 330 | 100 |
| | 2016 | 16 | 6.3 | 101 | 39.9 | 24 | 9.5 | 84 | 33.2 | 28 | 11.1 | 253 | 100 |
| | 2017 | 20 | 7.8 | 72 | 27.9 | 20 | 7.8 | 98 | 38.0 | 48 | 18.6 | 258 | 100 |
| | 2018 | 6 | 1.7 | 99 | 28.1 | 34 | 9.7 | 186 | 52.8 | 27 | 7.7 | 352 | 100 |
| | 2019 | 16 | 4.6 | 125 | 35.6 | 46 | 13.1 | 128 | 36.5 | 36 | 10.3 | 351 | 100 |
| | 2020 | * | * | 88 | 42.3 | 37 | 17.8 | 55 | 26.4 | * | * | 208 | 100 |

REASONS FOR LEAVING BY MARITAL STATUS

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|----------------------------------|-------------|-----------|-----|-------------|------|------------|------|------------|------|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Married/Civil Partnership | 2013 | * | * | 16 | 11.9 | 14 | 10.4 | 11 | 8.2 | * | * | 134 | 100 |
| | 2014 | * | * | 33 | 45.2 | 24 | 32.9 | 6 | 8.2 | * | * | 73 | 100 |
| | 2015 | * | * | 28 | 17.1 | 27 | 16.5 | 5 | 3.0 | 104 | 63.4 | 164 | 100 |
| | 2016 | * | * | 36 | 36.0 | 43 | 43.0 | 6 | 6.0 | * | * | 100 | 100 |
| | 2017 | * | * | 21 | 19.4 | 57 | 52.8 | * | * | * | * | 108 | 100 |
| | 2018 | * | * | 42 | 29.2 | 80 | 55.6 | 6 | 4.2 | * | * | 144 | 100 |
| | 2019 | 5 | 3.0 | 58 | 34.3 | 80 | 47.3 | 6 | 3.6 | 20 | 11.8 | 169 | 100 |
| | 2020 | * | * | 52 | 35.9 | 60 | 41.4 | * | * | 28 | 19.3 | 145 | 100 |
| Single | 2013 | * | * | 18 | 25.4 | * | * | 17 | 23.9 | * | * | 71 | 100 |
| | 2014 | * | * | 13 | 31.7 | * | * | 11 | 26.8 | * | * | 41 | 100 |
| | 2015 | * | * | 23 | 33.3 | 8 | 11.6 | 5 | 7.2 | * | * | 69 | 100 |
| | 2016 | * | * | 22 | 44.9 | 9 | 18.4 | 6 | 12.2 | * | * | 49 | 100 |
| | 2017 | * | * | 11 | 31.4 | 6 | 17.1 | 7 | 20.0 | 9 | 25.7 | 35 | 100 |
| | 2018 | * | * | 11 | 26.2 | 15 | 35.7 | 6 | 14.3 | 7 | 16.7 | 42 | 100 |
| | 2019 | * | * | 28 | 50.0 | 13 | 23.2 | * | * | 7 | 12.5 | 56 | 100 |
| | 2020 | * | * | 14 | 36.8 | 13 | 34.2 | * | * | 8 | 21.1 | 38 | 100 |

REASONS FOR LEAVING BY MARITAL STATUS

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|--------------------------|-------------|-----------|-----|-------------|------|------------|------|------------|------|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Divorced | 2013 | * | * | * | * | * | * | * | * | 8 | 72.7 | 11 | 100 |
| | 2014 | * | * | * | * | * | * | * | * | * | * | 3 | 100 |
| | 2015 | * | * | * | * | * | * | * | * | 7 | 63.6 | 11 | 100 |
| | 2016 | * | * | * | * | * | * | * | * | * | * | * | 100 |
| | 2017 | * | * | * | * | 11 | 64.7 | 0 | 0.0 | * | * | 17 | 100 |
| | 2018 | * | * | * | * | 10 | 66.7 | 0 | 0.0 | * | * | 15 | 100 |
| | 2019 | * | * | * | * | 6 | 54.5 | 0 | 0.0 | * | * | 11 | 100 |
| | 2020 | * | * | * | * | 8 | 61.5 | 0 | 0.0 | 5 | 38.5 | 13 | 100 |
| Prefer not to say | 2013 | * | * | 13 | 50.0 | * | * | 10 | 38.5 | * | * | 26 | 100 |
| | 2014 | * | * | 11 | 42.3 | * | * | 11 | 42.3 | * | * | 26 | 100 |
| | 2015 | * | * | 7 | 23.3 | * | * | 8 | 26.7 | 13 | 43.3 | 30 | 100 |
| | 2016 | * | * | 6 | 33.3 | * | * | 8 | 44.4 | * | * | 18 | 100 |
| | 2017 | * | * | 8 | 47.1 | * | * | * | * | * | * | 17 | 100 |
| | 2018 | * | * | 7 | 35.0 | * | * | 5 | 25.0 | * | * | 20 | 100 |
| | 2019 | 1 | 7.7 | 5 | 38.5 | 2 | 15.4 | 3 | 23.1 | 2 | 15.4 | 13 | 100 |
| | 2020 | * | * | 3 | 60.0 | 2 | 40.0 | * | * | * | * | 5 | 100 |

REASONS FOR LEAVING BY MARITAL STATUS

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|----------------|-------------|-----------|-----|-------------|------|------------|------|------------|------|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Unknown | 2013 | * | * | 54 | 31.4 | 6 | 3.5 | 74 | 43.0 | 34 | 19.8 | 172 | 100 |
| | 2014 | 6 | 3.2 | 66 | 35.7 | 7 | 3.8 | 93 | 50.3 | 13 | 7.0 | 185 | 100 |
| | 2015 | 7 | 2.5 | 77 | 27.8 | 12 | 4.3 | 98 | 35.4 | 83 | 30.0 | 277 | 100 |
| | 2016 | 11 | 4.8 | 95 | 41.3 | 18 | 7.8 | 72 | 31.3 | 34 | 14.8 | 230 | 100 |
| | 2017 | 22 | 8.9 | 83 | 33.6 | 12 | 4.9 | 89 | 36.0 | 41 | 16.6 | 247 | 100 |
| | 2018 | 7 | 2.1 | 105 | 31.4 | 16 | 4.8 | 177 | 53.0 | 29 | 8.7 | 334 | 100 |
| | 2019 | 19 | 5.6 | 126 | 37.3 | 30 | 8.9 | 124 | 36.7 | 39 | 11.5 | 338 | 100 |
| | 2020 | 7 | 3.1 | 97 | 43.5 | 33 | 14.8 | 54 | 24.2 | 32 | 14.3 | 223 | 100 |

REASONS FOR LEAVING BY RELIGION

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|-----------------------|-------------|-----------|-----|-------------|------|------------|------|------------|------|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| None | 2015 | * | * | 26 | 32.5 | * | * | 7 | 8.8 | 41 | 51.3 | 80 | 100 |
| | 2016 | 6 | 7.6 | 42 | 53.2 | 10 | 12.7 | 8 | 10.1 | 13 | 16.5 | 79 | 100 |
| | 2017 | * | * | 46 | 51.1 | 11 | 12.2 | * | * | 21 | 23.3 | 90 | 100 |
| | 2018 | * | * | 48 | 55.2 | 15 | 17.2 | * | * | 17 | 19.5 | 87 | 100 |
| | 2019 | 12 | 8.3 | 78 | 53.8 | 21 | 14.5 | 8 | 5.5 | 26 | 17.9 | 145 | 100 |
| | 2020 | * | * | 58 | 50.0 | 25 | 21.6 | * | * | 27 | 23.3 | 116 | 100 |
| Christian | 2015 | * | * | 23 | 29.9 | 5 | 6.5 | * | * | 47 | 61.0 | 77 | 100 |
| | 2016 | * | * | 34 | 53.1 | 7 | 10.9 | * | * | 19 | 29.7 | 64 | 100 |
| | 2017 | * | * | 26 | 35.1 | 28 | 37.8 | * | * | 11 | 14.9 | 74 | 100 |
| | 2018 | * | * | 26 | 33.8 | 31 | 40.3 | * | * | 10 | 13.0 | 77 | 100 |
| | 2019 | * | * | 42 | 48.3 | 33 | 37.9 | * | * | 8 | 9.2 | 87 | 100 |
| | 2020 | * | * | 31 | 36.5 | 35 | 41.2 | * | * | 15 | 17.6 | 85 | 100 |
| Other religion | 2015 | * | * | 5 | 50.0 | * | * | * | * | * | * | 10 | 100 |
| | 2016 | * | * | * | * | * | * | * | * | * | * | 2 | 100 |
| | 2017 | * | * | * | * | * | * | * | * | * | * | 5 | 100 |
| | 2018 | * | * | 6 | 60.0 | * | * | * | * | * | * | 10 | 100 |
| | 2019 | * | * | * | * | * | * | * | * | * | * | 10 | 100 |
| | 2020 | * | * | * | * | * | * | * | * | * | * | 7 | 100 |

REASONS FOR LEAVING BY RELIGION

| | | Dismissal | | Resignation | | Retirement | | End of FTA | | Other | | Total | |
|-------------------|------|-----------|------|-------------|------|------------|------|------------|------|-------|------|-------|-----|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Prefer not to say | 2015 | * | * | 3 | 30.0 | 1 | 10.0 | 1 | 10.0 | 5 | 50.0 | 10 | 100 |
| | 2016 | 2 | 15.4 | 8 | 61.5 | 1 | 7.7 | 1 | 7.7 | 1 | 7.7 | 13 | 100 |
| | 2017 | 1 | 8.3 | 4 | 33.3 | 3 | 25.0 | * | * | 4 | 33.3 | 12 | 100 |
| | 2018 | 2 | 11.1 | 8 | 44.4 | 4 | 22.2 | 1 | 5.6 | 3 | 16.7 | 18 | 100 |
| | 2019 | * | * | 5 | 41.7 | 5 | 41.7 | * | * | 2 | 16.7 | 12 | 100 |
| | 2020 | 1 | 5.9 | 7 | 41.2 | 6 | 35.3 | 2 | 11.8 | 1 | 5.9 | 17 | 100 |
| Unknown | 2015 | 5 | 1.3 | 78 | 20.9 | 40 | 10.7 | 107 | 28.6 | 144 | 38.5 | 374 | 100 |
| | 2016 | 13 | 5.3 | 77 | 31.2 | 55 | 22.3 | 83 | 33.6 | 19 | 7.7 | 247 | 100 |
| | 2017 | 15 | 6.2 | 46 | 18.9 | 45 | 18.5 | 96 | 39.5 | 41 | 16.9 | 243 | 100 |
| | 2018 | 7 | 1.9 | 79 | 21.8 | 73 | 20.1 | 181 | 49.9 | 23 | 6.3 | 363 | 100 |
| | 2019 | 12 | 3.6 | 92 | 27.6 | 69 | 20.7 | 127 | 38.1 | 33 | 9.9 | 333 | 100 |
| | 2020 | * | * | 68 | 34.2 | 49 | 24.6 | 52 | 26.1 | * | * | 199 | 100 |

3.7 Sickness

SICKNESS BY AGE

| | Average Working Days Lost | |
|-------|---------------------------|------|
| 16-29 | 2013 | 6.9 |
| | 2014 | 14.7 |
| | 2015 | 12.8 |
| | 2016 | 11.2 |
| | 2017 | 13.3 |
| | 2018 | 6.8 |
| | 2019 | 15.0 |
| | 2020 | 4.7 |
| 30-39 | 2013 | 19.2 |
| | 2014 | 14.6 |
| | 2015 | 15.2 |
| | 2016 | 13.6 |
| | 2017 | 14.5 |
| | 2018 | 6.8 |
| | 2019 | 6.5 |
| | 2020 | 4.8 |

SICKNESS BY AGE

| | Average Working Days Lost | |
|--------------|---------------------------|------|
| 40-49 | 2013 | 10.7 |
| | 2014 | 12.0 |
| | 2015 | 11.4 |
| | 2016 | 11.9 |
| | 2017 | 11.5 |
| | 2018 | 8.3 |
| | 2019 | 11.9 |
| | 2020 | 5.6 |
| 50-59 | 2013 | 14.1 |
| | 2014 | 15.5 |
| | 2015 | 13.5 |
| | 2016 | 15.9 |
| | 2017 | 14.3 |
| | 2018 | 12.0 |
| | 2019 | 18.9 |
| | 2020 | 7.9 |

SICKNESS BY AGE

| | Average Working Days Lost | |
|------------|---------------------------|------|
| 60+ | 2013 | 24.6 |
| | 2014 | 29.0 |
| | 2015 | 30.5 |
| | 2016 | 28.2 |
| | 2017 | 44.5 |
| | 2018 | 18.7 |
| | 2019 | 22.0 |
| | 2020 | 13.4 |

SICKNESS BY GENDER

| | | Average Working Days Lost |
|--------|------|---------------------------|
| Female | 2013 | 15.4 |
| | 2014 | 14.9 |
| | 2015 | 16.3 |
| | 2016 | 14.8 |
| | 2017 | 16.5 |
| | 2018 | 10.4 |
| | 2019 | 12.5 |
| | 2020 | 6.2 |
| Male | 2013 | 13.8 |
| | 2014 | 15.6 |
| | 2015 | 12.7 |
| | 2016 | 14.3 |
| | 2017 | 14.0 |
| | 2018 | 7.9 |
| | 2019 | 14.9 |
| | 2020 | 6.6 |

SICKNESS BY ETHNICITY

| | Average Working Days Lost | |
|-----------------|---------------------------|------|
| Ethnic minority | 2013 | 12.3 |
| | 2014 | 42.6 |
| | 2015 | 21.0 |
| | 2016 | 30.1 |
| | 2017 | 30.0 |
| | 2018 | 11.6 |
| | 2019 | 6.7 |
| | 2020 | 8.8 |
| White | 2013 | 14.6 |
| | 2014 | 13.5 |
| | 2015 | 15.0 |
| | 2016 | 14.3 |
| | 2017 | 14.7 |
| | 2018 | 9.2 |
| | 2019 | 13.3 |
| | 2020 | 6.2 |

SICKNESS BY ETHNICITY

| | Average Working Days Lost | |
|-------------------|---------------------------|------|
| Prefer not to say | 2013 | 12.6 |
| | 2014 | 26.1 |
| | 2015 | 7.3 |
| | 2016 | 15.4 |
| | 2017 | 4.8 |
| | 2018 | 7.8 |
| | 2019 | 30.8 |
| | 2020 | 4.3 |
| Unknown | 2013 | 17.5 |
| | 2014 | 21.9 |
| | 2015 | 13.7 |
| | 2016 | 13.3 |
| | 2017 | 19.9 |
| | 2018 | 9.8 |
| | 2019 | 13.8 |
| | 2020 | 7.1 |

SICKNESS BY SEXUAL ORIENTATION

| | Average Working Days Lost | |
|------------------------------|---------------------------|------|
| LGBO | 2015 | 20.7 |
| | 2016 | 24.8 |
| | 2017 | 27.2 |
| | 2018 | 10.9 |
| | 2019 | 11.5 |
| | 2020 | 6.3 |
| Heterosexual/Straight | 2015 | 12.4 |
| | 2016 | 12.3 |
| | 2017 | 12.6 |
| | 2018 | 8.6 |
| | 2019 | 10.9 |
| | 2020 | 5.7 |
| Prefer not to say | 2015 | 4.8 |
| | 2016 | 8.2 |
| | 2017 | 10.9 |
| | 2018 | 4.5 |
| | 2019 | 21.6 |
| | 2020 | 4.7 |

SICKNESS BY SEXUAL ORIENTATION

| | Average Working Days Lost | |
|---------|---------------------------|------|
| Unknown | 2015 | 20.9 |
| | 2016 | 20.3 |
| | 2017 | 22.1 |
| | 2018 | 11.3 |
| | 2019 | 19.4 |
| | 2020 | 8.3 |

SICKNESS BY DISABILITY

| | | Average Working Days Lost |
|---------------------|-------------|---------------------------|
| Disabled | 2013 | 38.3 |
| | 2014 | 41.6 |
| | 2015 | 26.1 |
| | 2016 | 33.4 |
| | 2017 | 19.8 |
| | 2018 | 16.9 |
| | 2019 | 37.8 |
| | 2020 | 6.1 |
| Not disabled | 2013 | 13.2 |
| | 2014 | 10.4 |
| | 2015 | 13.4 |
| | 2016 | 13.4 |
| | 2017 | 15.9 |
| | 2018 | 8.3 |
| | 2019 | 9.1 |
| | 2020 | 6.3 |

SICKNESS BY DISABILITY

| | | Average Working Days Lost |
|-------------------|------|---------------------------|
| Prefer not to say | 2013 | 25.7 |
| | 2014 | 17.1 |
| | 2015 | 17.2 |
| | 2016 | 19.0 |
| | 2017 | 13.3 |
| | 2018 | 13.6 |
| | 2019 | 12.3 |
| | 2020 | 5.9 |
| Unknown | 2013 | 10.5 |
| | 2014 | 16.6 |
| | 2015 | 14.3 |
| | 2016 | 12.0 |
| | 2017 | 14.1 |
| | 2018 | 8.9 |
| | 2019 | 11.5 |
| | 2020 | 6.6 |

SICKNESS BY MARITAL STATUS

| | Average Working Days Lost | |
|---------------------------|---------------------------|------|
| Married/civil partnership | 2013 | 12.2 |
| | 2014 | 11.6 |
| | 2015 | 11.5 |
| | 2016 | 11.5 |
| | 2017 | 12.0 |
| | 2018 | 8.9 |
| | 2019 | 12.4 |
| | 2020 | 7.1 |
| Single | 2013 | 7.9 |
| | 2014 | 10.6 |
| | 2015 | 21.8 |
| | 2016 | 19.8 |
| | 2017 | 24.1 |
| | 2018 | 12.7 |
| | 2019 | 9.6 |
| | 2020 | 4.9 |

SICKNESS BY MARITAL STATUS

| | Average Working Days Lost | |
|-------------------|---------------------------|------|
| Divorced | 2013 | 27.9 |
| | 2014 | 37.8 |
| | 2015 | 17.8 |
| | 2016 | 36.4 |
| | 2017 | 6.4 |
| | 2018 | 8.5 |
| | 2019 | 15.5 |
| | 2020 | 5.7 |
| Prefer not to say | 2013 | 31.0 |
| | 2014 | 56.6 |
| | 2015 | 11.4 |
| | 2016 | 28.9 |
| | 2017 | 26.0 |
| | 2018 | 16.4 |
| | 2019 | 18.0 |
| | 2020 | 3.4 |

SICKNESS BY MARITAL STATUS

| | Average Working Days Lost | |
|---------|---------------------------|------|
| Unknown | 2013 | 18.2 |
| | 2014 | 15.3 |
| | 2015 | 15.8 |
| | 2016 | 13.3 |
| | 2017 | 15.5 |
| | 2018 | 8.5 |
| | 2019 | 14.7 |
| | 2020 | 6.7 |

SICKNESS BY RELIGION

| | | Average Working Days Lost |
|----------------|------|---------------------------|
| None | 2015 | 11.5 |
| | 2016 | 10.0 |
| | 2017 | 11.6 |
| | 2018 | 6.8 |
| | 2019 | 7.7 |
| | 2020 | 5.4 |
| Christian | 2015 | 11.6 |
| | 2016 | 13.7 |
| | 2017 | 13.1 |
| | 2018 | 9.8 |
| | 2019 | 12.1 |
| | 2020 | 6.9 |
| Other Religion | 2015 | 66.1 |
| | 2016 | 44.9 |
| | 2017 | 52.1 |
| | 2018 | 35.6 |
| | 2019 | 61.6 |
| | 2020 | 2.7 |

SICKNESS BY RELIGION

| | | Average Working Days Lost |
|-------------------|------|---------------------------|
| Prefer not to say | 2015 | 8.1 |
| | 2016 | 8.0 |
| | 2017 | 5.9 |
| | 2018 | 6.1 |
| | 2019 | 19.0 |
| | 2020 | 5.0 |
| Unknown | 2015 | 20.3 |
| | 2016 | 20.0 |
| | 2017 | 21.6 |
| | 2018 | 11.3 |
| | 2019 | 18.5 |
| | 2020 | 8.1 |

4. PEOPLE SURVEY

The following section presents 2016-19 data from the Civil Service People Survey. It shows rates of discrimination, bullying and harassment, engagement and inclusion among staff. The relevant survey questions are:

Discrimination, Bullying and Harassment

During the past 12 months have you personally experienced discrimination at work?
[yes/no/prefer not to say]

During the past 12 months have you personally experienced bullying or harassment at work?
[yes/no/prefer not to say]

Engagement

I am proud when I tell others I am part of [my organisation]

I would recommend [my organisation] as a great place to work

I feel a strong personal attachment to [my organisation]

[My organisation] inspires me to do the best in my job

[My organisation] motivates me to help it achieve its objectives

[strongly agree/agree/neither agree nor disagree/disagree/strongly disagree]

Responses to these questions are combined together into a mean 'Engagement' score. 'Strongly agree' responses are assigned 100%, agree 75%, neither agree nor disagree 50%, disagree 25% and strongly disagree 0%. **Assigned percentages are totalled and divided by five for a mean Engagement Score.**

Inclusion

I am treated fairly at work

I am treated with respect by the people I work with

I feel valued for the work I do

I think that [my organisation] respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)

[strongly agree/agree/neither agree nor disagree/disagree/strongly disagree]

Responses to these questions are combined together into a mean 'Inclusion and Fair Treatment, (IFT) score. 'Strongly agree' responses are assigned 100%, agree 75%, neither agree nor disagree 50%, disagree 25% and strongly disagree 0%. **Assigned percentages are totalled and divided by five for a mean IFT Score.**

There appear to be relationships between protected characteristics and the likelihood to experience discrimination, likelihood to be bullied or harassed, and levels of engagement and inclusion.

Women experience higher levels of discrimination, bullying and harassment than male respondents, but have a slightly higher mean Engagement Score than men. Those who identify in another way showed significantly lower Engagement Score than for those who identified as male or female.

An increasing proportion of minority ethnic respondents report experiencing discrimination, though their mean IFT score is comparable to white respondents.

A higher proportion of LGBO staff experienced discrimination, bullying and harassment compared to heterosexual respondents. Respondents who identified as bisexual or other were even more likely than LGBO respondents to have experienced discrimination, bullying and harassment.

Disabled respondents experience discrimination, bullying and harassment more than non-disabled respondents, Nevertheless, the mean IFT score among disabled respondents increased (though it still remains below that of non-disabled respondents).

4.1 Experiences of discrimination, bullying and harassment

| EXPERIENCES OF DISCRIMINATION IN THE PAST 12 MONTHS BY AGE | | | | | | | | | |
|--|------|----------------------------|------|-----------------------------------|------|-------------------|-----|-------|-----|
| | | Experienced discrimination | | Did not experience discrimination | | Prefer not to say | | Total | |
| | | N | % | N | % | N | % | N | % |
| 16-29 | 2016 | 50 | 9.8 | 435 | 85.5 | 24 | 4.7 | 509 | 100 |
| | 2017 | 58 | 9.3 | 536 | 86.0 | 29 | 4.7 | 623 | 100 |
| | 2018 | 96 | 11.6 | 692 | 83.5 | 41 | 5.0 | 829 | 100 |
| | 2019 | 110 | 10.4 | 893 | 84.7 | 51 | 4.8 | 1054 | 100 |
| 30-39 | 2016 | 41 | 9.2 | 391 | 88.1 | 12 | 2.7 | 444 | 100 |
| | 2017 | 110 | 9.1 | 1037 | 86.2 | 56 | 4.7 | 1203 | 100 |
| | 2018 | 123 | 9.3 | 1142 | 86.4 | 57 | 4.3 | 1322 | 100 |
| | 2019 | 122 | 8.1 | 1315 | 87.1 | 73 | 4.8 | 1510 | 100 |
| 40-49 | 2016 | 108 | 8.8 | 1057 | 85.9 | 66 | 5.4 | 1231 | 100 |
| | 2017 | 127 | 9.3 | 1161 | 84.9 | 80 | 5.9 | 1368 | 100 |
| | 2018 | 109 | 7.6 | 1258 | 87.1 | 77 | 5.3 | 1444 | 100 |
| | 2019 | 115 | 7.0 | 1456 | 88.6 | 72 | 4.4 | 1643 | 100 |
| 50-59 | 2016 | 79 | 7.8 | 873 | 86.2 | 61 | 6.0 | 1013 | 100 |
| | 2017 | 102 | 8.6 | 1022 | 85.9 | 66 | 5.6 | 1190 | 100 |
| | 2018 | 121 | 9.3 | 1095 | 84.2 | 84 | 6.5 | 1300 | 100 |
| | 2019 | 106 | 7.1 | 1300 | 87.4 | 81 | 5.4 | 1487 | 100 |
| 60+ | 2016 | 18 | 9.4 | 158 | 82.3 | 16 | 8.3 | 192 | 100 |
| | 2017 | 19 | 8.9 | 182 | 85.5 | 12 | 5.6 | 213 | 100 |
| | 2018 | 24 | 9.2 | 218 | 83.5 | 19 | 7.3 | 261 | 100 |
| | 2019 | 19 | 6.5 | 253 | 86.1 | 22 | 7.5 | 294 | 100 |

EXPERIENCES OF DISCRIMINATION IN THE PAST 12 MONTHS BY AGE

| | | Experienced discrimination | | Did not experience discrimination | | Prefer not to say | | Total | |
|-------------------|------|----------------------------|------|-----------------------------------|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Prefer not to say | 2016 | 63 | 15.8 | 272 | 68.3 | 63 | 15.8 | 398 | 100 |
| | 2017 | 65 | 17.0 | 249 | 65.0 | 69 | 18.0 | 383 | 100 |
| | 2018 | 70 | 16.0 | 288 | 65.9 | 79 | 18.1 | 437 | 100 |
| | 2019 | 99 | 21.4 | 286 | 61.8 | 78 | 16.8 | 463 | 100 |

EXPERIENCES OF DISCRIMINATION IN THE PAST 12 MONTHS BY GENDER

| | | Experienced discrimination | | Did not experience discrimination | | Prefer not to say | | Total | |
|-------------------|------|----------------------------|------|-----------------------------------|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Female | 2016 | 199 | 9.3 | 1830 | 85.7 | 107 | 5.0 | 2136 | 100 |
| | 2017 | 254 | 10.4 | 2038 | 83.8 | 141 | 5.8 | 2433 | 100 |
| | 2018 | 281 | 10.1 | 2334 | 84.1 | 160 | 5.8 | 2775 | 100 |
| | 2019 | 314 | 9.7 | 2766 | 85.1 | 172 | 5.3 | 3252 | 100 |
| Male | 2016 | 156 | 7.9 | 1710 | 86.5 | 111 | 5.6 | 1977 | 100 |
| | 2017 | 171 | 7.6 | 1967 | 87.6 | 108 | 4.8 | 2246 | 100 |
| | 2018 | 203 | 8.2 | 2142 | 86.3 | 137 | 5.5 | 2482 | 100 |
| | 2019 | 180 | 6.4 | 2491 | 88.6 | 142 | 5.0 | 2813 | 100 |
| Prefer not to say | 2016 | 54 | 16.7 | 216 | 66.7 | 54 | 16.7 | 324 | 100 |
| | 2017 | 58 | 18.7 | 188 | 60.5 | 65 | 20.9 | 311 | 100 |
| | 2018 | 59 | 17.2 | 223 | 65.0 | 61 | 17.8 | 343 | 100 |
| | 2019 | 72 | 19.4 | 236 | 63.6 | 63 | 17.0 | 371 | 100 |

EXPERIENCES OF DISCRIMINATION IN THE PAST 12 MONTHS BY ETHNICITY

| | | Experienced discrimination | | Did not experience discrimination | | Prefer not to say | | Total | |
|-------------------|------|----------------------------|------|-----------------------------------|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Ethnic Minority | 2016 | 25 | 16.5 | 112 | 73.7 | 15 | 9.9 | 152 | 100 |
| | 2017 | 22 | 14.1 | 109 | 69.9 | 25 | 16.0 | 156 | 100 |
| | 2018 | 18 | 9.6 | 152 | 81.3 | 17 | 9.1 | 187 | 100 |
| | 2019 | 27 | 11.9 | 183 | 81.0 | 16 | 7.1 | 226 | 100 |
| White | 2016 | 354 | 8.7 | 3513 | 86.0 | 218 | 5.3 | 4085 | 100 |
| | 2017 | 417 | 9.1 | 3930 | 85.7 | 240 | 5.2 | 4587 | 100 |
| | 2018 | 489 | 9.5 | 4367 | 85.0 | 283 | 5.51 | 5139 | 100 |
| | 2019 | 485 | 8.2 | 5123 | 86.7 | 301 | 5.1 | 5909 | 100 |
| Prefer not to say | 2016 | 37 | 14.5 | 175 | 68.6 | 43 | 16.9 | 255 | 100 |
| | 2017 | 46 | 18.5 | 153 | 61.5 | 50 | 20.1 | 249 | 100 |
| | 2018 | 36 | 13.0 | 183 | 66.3 | 57 | 20.7 | 276 | 100 |
| | 2019 | 59 | 18.7 | 197 | 62.3 | 60 | 19.0 | 316 | 100 |

EXPERIENCES OF DISCRIMINATION IN THE PAST 12 MONTHS BY SEXUAL ORIENTATION

| | | Experienced discrimination | | Did not experience discrimination | | Prefer not to say | | Total | |
|-----------------------------------|-------------|----------------------------|------|-----------------------------------|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| LGBO | 2016 | 34 | 18.1 | 146 | 77.7 | 8 | 4.3 | 188 | 100 |
| | 2017 | 42 | 13.3 | 261 | 82.6 | 13 | 4.1 | 316 | 100 |
| | 2018 | 51 | 14.4 | 289 | 81.6 | 14 | 4.0 | 354 | 100 |
| | 2019 | 55 | 14.1 | 317 | 81.5 | 17 | 4.4 | 389 | 100 |
| Heterosexual/ Straight | 2016 | 316 | 8.26 | 3310 | 86.5 | 201 | 5.3 | 3827 | 100 |
| | 2017 | 380 | 8.82 | 3700 | 85.9 | 226 | 5.3 | 4306 | 100 |
| | 2018 | 438 | 9.1 | 4127 | 85.3 | 272 | 5.6 | 4837 | 100 |
| | 2019 | 431 | 7.8 | 4820 | 87.0 | 291 | 5.3 | 5542 | 100 |
| Prefer not to say | 2016 | 58 | 13.7 | 303 | 71.8 | 61 | 14.5 | 422 | 100 |
| | 2017 | 67 | 15.8 | 277 | 65.5 | 79 | 18.7 | 423 | 100 |
| | 2018 | 61 | 13.5 | 317 | 70.1 | 74 | 16.4 | 452 | 100 |
| | 2019 | 85 | 16.3 | 366 | 70.4 | 69 | 13.3 | 520 | 100 |

EXPERIENCES OF DISCRIMINATION IN THE PAST 12 MONTHS BY DISABILITY STATUS

| | | Experienced discrimination | | Did not experience discrimination | | Prefer not to say | | Total | |
|--------------------------|-------------|----------------------------|------|-----------------------------------|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Disabled | 2016 | 113 | 19.4 | 424 | 72.9 | 45 | 7.7 | 582 | 100 |
| | 2017 | 126 | 17.9 | 511 | 72.6 | 67 | 9.5 | 704 | 100 |
| | 2018 | 167 | 19.3 | 628 | 72.4 | 72 | 8.3 | 867 | 100 |
| | 2019 | 202 | 16.5 | 931 | 76.1 | 91 | 7.4 | 1224 | 100 |
| Not disabled | 2016 | 265 | 7.4 | 3172 | 88.0 | 167 | 4.6 | 3604 | 100 |
| | 2017 | 299 | 7.6 | 3453 | 87.8 | 182 | 4.6 | 3934 | 100 |
| | 2018 | 326 | 7.5 | 3824 | 87.6 | 214 | 4.9 | 4364 | 100 |
| | 2019 | 293 | 6.2 | 4234 | 89.5 | 206 | 4.4 | 4733 | 100 |
| Prefer not to say | 2016 | 36 | 13.1 | 180 | 65.5 | 59 | 21.5 | 275 | 100 |
| | 2017 | 60 | 16.3 | 240 | 65.2 | 68 | 18.5 | 368 | 100 |
| | 2018 | 53 | 13.7 | 263 | 67.8 | 72 | 18.6 | 388 | 100 |
| | 2019 | 76 | 15.4 | 338 | 68.4 | 80 | 16.2 | 494 | 100 |

EXPERIENCES OF DISCRIMINATION IN THE PAST 12 MONTHS BY RELIGION

| | | Experienced discrimination | | Did not experience discrimination | | Prefer not to say | | Total | |
|--------------------------|------|----------------------------|------|-----------------------------------|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| None | 2016 | 189 | 8.2 | 2003 | 87.1 | 108 | 4.7 | 2300 | 100 |
| | 2017 | 225 | 8.7 | 2241 | 86.9 | 114 | 4.4 | 2580 | 100 |
| | 2018 | 279 | 9.3 | 2570 | 85.8 | 148 | 4.9 | 2997 | 100 |
| | 2019 | 273 | 7.7 | 3105 | 87.9 | 156 | 4.4 | 3534 | 100 |
| Christian | 2016 | 144 | 8.9 | 1392 | 85.8 | 87 | 5.4 | 1623 | 100 |
| | 2017 | 172 | 9.4 | 1552 | 84.7 | 109 | 6.0 | 1833 | 100 |
| | 2018 | 191 | 9.9 | 1631 | 84.4 | 111 | 5.7 | 1933 | 100 |
| | 2019 | 188 | 8.7 | 1839 | 85.2 | 131 | 6.1 | 2158 | 100 |
| Other religion or belief | 2016 | 29 | 18.4 | 116 | 73.4 | 13 | 8.2 | 158 | 100 |
| | 2017 | 31 | 15.7 | 145 | 73.2 | 22 | 11.1 | 198 | 100 |
| | 2018 | 25 | 11.0 | 184 | 81.1 | 18 | 7.9 | 227 | 100 |
| | 2019 | 21 | 11.5 | 151 | 83.0 | 10 | 5.5 | 182 | 100 |
| Prefer not to say | 2016 | 54 | 13.1 | 289 | 70.3 | 68 | 16.6 | 411 | 100 |
| | 2017 | 61 | 14.1 | 300 | 69.1 | 73 | 16.8 | 434 | 100 |
| | 2018 | 55 | 11.3 | 348 | 71.6 | 83 | 17.1 | 486 | 100 |
| | 2019 | 89 | 15.4 | 408 | 70.7 | 80 | 13.9 | 577 | 100 |

EXPERIENCES OF DISCRIMINATION IN THE PAST 12 MONTHS BY SOCIOECONOMIC BACKGROUND

| | | Experienced discrimination | | Did not experience discrimination | | Prefer not to say | | Total | |
|--------------------------------|------|----------------------------|-----|-----------------------------------|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Parent(s) does not have degree | 2017 | 271 | 9.2 | 2530 | 86.2 | 133 | 4.5 | 2934 | 100 |
| | 2018 | 323 | 9.8 | 2800 | 85.0 | 171 | 5.2 | 3294 | 100 |
| Parent(s) has degree | 2017 | 134 | 9.2 | 1234 | 84.6 | 90 | 6.2 | 1458 | 100 |
| | 2018 | 152 | 8.8 | 1492 | 86.2 | 87 | 5.0 | 1731 | 100 |
| Don't know | 2017 | 15 | 8.7 | 134 | 77.5 | 24 | 13.9 | 173 | 100 |
| | 2018 | 13 | 7.6 | 138 | 80.7 | 20 | 11.7 | 171 | 100 |

EXPERIENCES OF DISCRIMINATION IN THE PAST 12 MONTHS BY SOCIOECONOMIC BACKGROUND 2019

| | | N | Experienced discrimination |
|-----------------------|------|------|----------------------------|
| No qualification | 2019 | 892 | 10% |
| Not applicable | 2019 | 43 | 7% |
| Below degree level | 2019 | 2266 | 8% |
| Other | 2019 | 27 | 7% |
| Degree level or above | 2019 | 2249 | 8% |

*The Scottish Government does not hold the disaggregated socio-economic background data from the 2019 People Survey. The 2019 figures in the table below have been extracted from the UK Cabinet Office publication.⁴

4 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/942113/Civil-Service-People-Survey-2019-results-by-socio-economic-background.xlsx

EXPERIENCES OF DISCRIMINATION IN THE PAST 12 MONTHS BY PAY GRADE

| | | Experienced discrimination | | Did not experience discrimination | | Prefer not to say | | Total | |
|---------------|-------------|----------------------------|------|-----------------------------------|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Band A | 2016 | 73 | 11.7 | 500 | 79.9 | 53 | 8.5 | 626 | 100 |
| | 2017 | 65 | 10.6 | 499 | 81.3 | 50 | 8.1 | 614 | 100 |
| | 2018 | 69 | 11.0 | 497 | 79.5 | 59 | 9.4 | 625 | 100 |
| | 2019 | 72 | 10.9 | 527 | 79.5 | 64 | 9.7 | 663 | 100 |
| Band B | 2016 | 236 | 9.8 | 2025 | 84.0 | 150 | 6.2 | 2411 | 100 |
| | 2017 | 293 | 11.1 | 2195 | 83.0 | 158 | 6.0 | 2646 | 100 |
| | 2018 | 325 | 11.3 | 2393 | 82.8 | 172 | 6.0 | 2890 | 100 |
| | 2019 | 341 | 10.1 | 2835 | 84.0 | 199 | 5.9 | 3375 | 100 |
| Band C | 2016 | 65 | 6.8 | 863 | 89.9 | 32 | 3.3 | 960 | 100 |
| | 2017 | 84 | 7.2 | 1040 | 88.5 | 51 | 4.3 | 1175 | 100 |
| | 2018 | 99 | 7.1 | 1223 | 88.0 | 68 | 4.9 | 1390 | 100 |
| | 2019 | 96 | 5.8 | 1495 | 90.5 | 61 | 3.7 | 1652 | 100 |
| SCS | 2016 | * | * | 125 | 95.4 | * | * | 131 | 100 |
| | 2017 | * | * | 139 | 92.7 | * | * | 150 | 100 |
| | 2018 | * | * | 150 | 94.9 | * | * | 158 | 100 |
| | 2019 | * | * | 164 | 95.3 | * | * | 172 | 100 |
| Other | 2016 | 20 | 8.3 | 199 | 82.2 | 23 | 9.5 | 242 | 100 |
| | 2017 | 25 | 8.0 | 254 | 81.7 | 32 | 10.3 | 311 | 100 |
| | 2018 | 34 | 7.9 | 351 | 81.8 | 44 | 10.3 | 429 | 100 |
| | 2019 | 23 | 5.8 | 349 | 87.9 | 25 | 6.3 | 397 | 100 |

EXPERIENCES OF DISCRIMINATION IN THE PAST 12 MONTHS BY CARING RESPONSIBILITIES

| | | Experienced discrimination | | Did not experience discrimination | | Prefer not to say | | Total | |
|-------------------|------|----------------------------|------|-----------------------------------|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Carer | 2016 | 94 | 11.6 | 651 | 80.5 | 64 | 7.9 | 809 | 100 |
| | 2017 | 135 | 13.6 | 780 | 78.7 | 76 | 7.7 | 991 | 100 |
| | 2018 | 133 | 12.5 | 844 | 79.6 | 84 | 7.9 | 1061 | 100 |
| | 2019 | 177 | 11.1 | 1305 | 82.1 | 107 | 6.7 | 1589 | 100 |
| Not a carer | 2016 | 290 | 8.4 | 2993 | 87.1 | 152 | 4.4 | 3435 | 100 |
| | 2017 | 318 | 8.4 | 3288 | 86.6 | 190 | 5.0 | 3796 | 100 |
| | 2018 | 382 | 8.9 | 3690 | 85.9 | 224 | 5.2 | 4296 | 100 |
| | 2019 | 321 | 7.2 | 3937 | 88.2 | 204 | 4.6 | 4462 | 100 |
| Prefer not to say | 2016 | 29 | 14.1 | 127 | 61.7 | 50 | 24.3 | 206 | 100 |
| | 2017 | 30 | 14.6 | 126 | 61.5 | 49 | 23.9 | 205 | 100 |
| | 2018 | 30 | 12.1 | 171 | 68.7 | 48 | 19.3 | 249 | 100 |
| | 2019 | 73 | 18.3 | 261 | 65.3 | 66 | 16.5 | 400 | 100 |

EXPERIENCES OF DISCRIMINATION IN THE PAST 12 MONTHS BY CHILDCARE RESPONSIBILITIES

| | | Experienced discrimination | | Did not experience discrimination | | Prefer not to say | | Total | |
|-------------------------------|------|----------------------------|------|-----------------------------------|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Childcare responsibilities | 2016 | 141 | 8.7 | 1403 | 86.7 | 74 | 4.6 | 1618 | 100 |
| | 2017 | 162 | 9.0 | 1537 | 85.3 | 102 | 5.7 | 1801 | 100 |
| | 2018 | 185 | 9.6 | 1657 | 85.6 | 94 | 4.9 | 1936 | 100 |
| | 2019 | 167 | 7.4 | 1991 | 87.8 | 106 | 4.7 | 2264 | 100 |
| No childcare responsibilities | 2016 | 250 | 9.4 | 2271 | 84.9 | 154 | 5.8 | 2675 | 100 |
| | 2017 | 285 | 9.5 | 2533 | 84.7 | 172 | 5.8 | 2990 | 100 |
| | 2018 | 333 | 9.7 | 2903 | 84.1 | 215 | 6.2 | 3451 | 100 |
| | 2019 | 345 | 8.9 | 3322 | 85.4 | 214 | 5.5 | 3881 | 100 |
| Prefer not to say | 2017 | 34 | 17.5 | 122 | 62.9 | 38 | 19.6 | 194 | 100 |
| | 2018 | 26 | 12.3 | 139 | 65.6 | 47 | 22.2 | 212 | 100 |
| | 2019 | 59 | 18.4 | 190 | 59.4 | 57 | 17.8 | 306 | 100 |

EXPERIENCES OF BULLYING/HARASSMENT IN THE PAST 12 MONTHS BY GENDER

| | | Experienced bullying/harassment | | Did not experience bullying/harassment | | Prefer not to say | | Total | |
|-------|------|---------------------------------|------|--|------|-------------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| 16-29 | 2016 | 45 | 8.9 | 432 | 85.0 | 31 | 6.1 | 508 | 100 |
| | 2017 | 57 | 9.1 | 542 | 86.9 | 25 | 4.0 | 624 | 100 |
| | 2018 | 92 | 11.1 | 707 | 85.2 | 31 | 3.7 | 830 | 100 |
| | 2019 | 127 | 12.1 | 872 | 82.9 | 53 | 5.0 | 1052 | 100 |
| 30-39 | 2016 | 37 | 8.3 | 393 | 88.5 | 14 | 3.2 | 444 | 100 |
| | 2017 | 91 | 7.6 | 1054 | 87.9 | 54 | 4.5 | 1199 | 100 |
| | 2018 | 133 | 10.1 | 1135 | 86.0 | 52 | 3.9 | 1320 | 100 |
| | 2019 | 146 | 9.7 | 1299 | 86.1 | 64 | 4.2 | 1509 | 100 |
| 40-49 | 2016 | 114 | 9.2 | 1068 | 86.6 | 52 | 4.2 | 1234 | 100 |
| | 2017 | 139 | 10.2 | 1159 | 84.7 | 71 | 5.2 | 1369 | 100 |
| | 2018 | 139 | 9.7 | 1236 | 85.8 | 65 | 4.5 | 1440 | 100 |
| | 2019 | 166 | 10.2 | 1397 | 85.4 | 72 | 4.4 | 1635 | 100 |
| 50-59 | 2016 | 95 | 9.4 | 864 | 85.2 | 55 | 5.4 | 1014 | 100 |
| | 2017 | 104 | 8.8 | 1013 | 85.2 | 72 | 6.1 | 1189 | 100 |
| | 2018 | 133 | 10.2 | 1082 | 83.0 | 88 | 6.8 | 1303 | 100 |
| | 2019 | 130 | 8.8 | 1275 | 85.9 | 79 | 5.3 | 1484 | 100 |
| 60+ | 2016 | 10 | 5.2 | 167 | 86.5 | 16 | 8.3 | 193 | 100 |
| | 2017 | 15 | 7.0 | 184 | 86.0 | 15 | 7.0 | 214 | 100 |
| | 2018 | 30 | 11.6 | 213 | 82.2 | 16 | 6.2 | 259 | 100 |
| | 2019 | 18 | 6.1 | 256 | 87.1 | 20 | 6.8 | 294 | 100 |

EXPERIENCES OF BULLYING/HARASSMENT IN THE PAST 12 MONTHS BY GENDER

| | | Experienced bullying/harassment | | Did not experience bullying/harassment | | Prefer not to say | | Total | |
|-------------------|------|---------------------------------|------|--|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Prefer not to say | 2016 | 72 | 18.0 | 266 | 66.3 | 63 | 15.7 | 401 | 100 |
| | 2017 | 66 | 17.4 | 242 | 63.7 | 72 | 19.0 | 380 | 100 |
| | 2018 | 74 | 17.0 | 285 | 65.4 | 77 | 17.7 | 436 | 100 |
| | 2019 | 105 | 22.7 | 295 | 63.7 | 63 | 13.6 | 463 | 100 |

EXPERIENCES OF BULLYING/HARASSMENT IN THE PAST 12 MONTHS BY GENDER

| | | Experienced bullying/harassment | | Did not experience bullying/harassment | | Prefer not to say | | Total | |
|--------------------------|-------------|---------------------------------|------|--|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Female | 2016 | 204 | 9.6 | 1824 | 85.4 | 108 | 5.1 | 2136 | 100 |
| | 2017 | 254 | 10.5 | 2040 | 84.0 | 136 | 5.6 | 2430 | 100 |
| | 2018 | 324 | 11.7 | 2301 | 83.1 | 145 | 5.2 | 2770 | 100 |
| | 2019 | 383 | 11.8 | 2688 | 82.9 | 172 | 5.3 | 3243 | 100 |
| Male | 2016 | 160 | 8.1 | 1721 | 86.9 | 99 | 5.0 | 1980 | 100 |
| | 2017 | 163 | 7.3 | 1974 | 87.9 | 109 | 4.9 | 2246 | 100 |
| | 2018 | 215 | 8.7 | 2140 | 86.2 | 128 | 5.2 | 2483 | 100 |
| | 2019 | 224 | 8.0 | 2462 | 87.7 | 120 | 4.3 | 2806 | 100 |
| Prefer not to say | 2016 | 62 | 19.0 | 209 | 64.1 | 55 | 16.9 | 326 | 100 |
| | 2017 | 55 | 17.8 | 186 | 60.2 | 68 | 22.0 | 309 | 100 |
| | 2018 | 60 | 17.6 | 222 | 65.1 | 59 | 17.3 | 341 | 100 |
| | 2019 | 78 | 21.0 | 235 | 63.2 | 59 | 15.9 | 372 | 100 |

EXPERIENCES OF BULLYING/HARASSMENT IN THE PAST 12 MONTHS BY ETHNICITY

| | | Experienced bullying/harassment | | Did not experience bullying/harassment | | Prefer not to say | | Total | |
|-------------------|------|---------------------------------|------|--|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Ethnic Minority | 2016 | 19 | 12.4 | 121 | 79.1 | 13 | 8.5 | 153 | 100 |
| | 2017 | 25 | 16.0 | 120 | 76.9 | 11 | 7.1 | 156 | 100 |
| | 2018 | 20 | 10.7 | 152 | 81.3 | 15 | 8.0 | 187 | 100 |
| | 2019 | 24 | 10.7 | 187 | 83.1 | 14 | 6.2 | 225 | 100 |
| White | 2016 | 375 | 9.2 | 3508 | 85.8 | 207 | 5.1 | 4090 | 100 |
| | 2017 | 408 | 8.9 | 3924 | 85.6 | 250 | 5.5 | 4582 | 100 |
| | 2018 | 543 | 10.6 | 4330 | 84.3 | 262 | 5.1 | 5135 | 100 |
| | 2019 | 606 | 10.3 | 5002 | 84.9 | 286 | 4.9 | 5894 | 100 |
| Prefer not to say | 2016 | 37 | 14.5 | 173 | 67.8 | 45 | 17.7 | 255 | 100 |
| | 2017 | 40 | 16.1 | 159 | 63.9 | 50 | 20.1 | 249 | 100 |
| | 2018 | 36 | 13.0 | 188 | 68.1 | 52 | 18.8 | 276 | 100 |
| | 2019 | 62 | 19.5 | 205 | 64.5 | 51 | 16.0 | 318 | 100 |

EXPERIENCES OF BULLYING/HARASSMENT IN THE PAST 12 MONTHS BY SEXUAL ORIENTATION

| | | Experienced bullying/harassment | | Did not experience bullying/harassment | | Prefer not to say | | Total | |
|-----------------------------------|-------------|---------------------------------|------|--|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| LGBO | 2016 | 25 | 13.3 | 155 | 82.5 | 8 | 4.3 | 188 | 100 |
| | 2017 | 41 | 13.0 | 262 | 82.9 | 13 | 4.1 | 316 | 100 |
| | 2018 | 45 | 12.7 | 289 | 81.4 | 21 | 5.9 | 355 | 100 |
| | 2019 | 56 | 14.5 | 318 | 82.2 | 13 | 3.4 | 387 | 100 |
| Heterosexual/ Straight | 2016 | 342 | 8.9 | 3311 | 86.5 | 176 | 4.6 | 3829 | 100 |
| | 2017 | 372 | 8.6 | 3709 | 86.2 | 224 | 5.2 | 4305 | 100 |
| | 2018 | 490 | 10.1 | 4096 | 84.7 | 248 | 5.1 | 4834 | 100 |
| | 2019 | 547 | 9.9 | 4715 | 85.3 | 265 | 4.8 | 5527 | 100 |
| Prefer not to say | 2016 | 56 | 13.2 | 294 | 69.5 | 73 | 17.3 | 423 | 100 |
| | 2017 | 65 | 15.5 | 276 | 65.7 | 79 | 18.8 | 420 | 100 |
| | 2018 | 67 | 14.9 | 317 | 70.6 | 65 | 14.5 | 449 | 100 |
| | 2019 | 89 | 17.0 | 361 | 69.0 | 73 | 14.0 | 523 | 100 |

EXPERIENCES OF BULLYING/HARASSMENT IN THE PAST 12 MONTHS BY DISABILITY STATUS

| | | Experienced bullying/harassment | | Did not experience bullying/harassment | | Prefer not to say | | Total | |
|--------------------------|-------------|---------------------------------|------|--|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Disabled | 2016 | 104 | 17.9 | 438 | 75.3 | 40 | 6.9 | 582 | 100 |
| | 2017 | 114 | 16.2 | 525 | 74.7 | 64 | 9.1 | 703 | 100 |
| | 2018 | 155 | 17.9 | 650 | 75.2 | 59 | 6.8 | 864 | 100 |
| | 2019 | 218 | 17.8 | 921 | 75.4 | 83 | 6.8 | 1222 | 100 |
| Not disabled | 2016 | 282 | 7.8 | 3160 | 87.6 | 165 | 4.6 | 3607 | 100 |
| | 2017 | 308 | 7.8 | 3446 | 87.6 | 180 | 4.6 | 3934 | 100 |
| | 2018 | 393 | 9.0 | 3759 | 86.2 | 210 | 4.8 | 4362 | 100 |
| | 2019 | 386 | 8.2 | 4136 | 87.6 | 199 | 4.2 | 4721 | 100 |
| Prefer not to say | 2016 | 42 | 15.2 | 179 | 64.6 | 56 | 20.2 | 277 | 100 |
| | 2017 | 53 | 14.5 | 242 | 66.3 | 70 | 19.2 | 365 | 100 |
| | 2018 | 53 | 13.7 | 271 | 69.9 | 64 | 16.5 | 388 | 100 |
| | 2019 | 88 | 17.8 | 337 | 68.2 | 69 | 14.0 | 494 | 100 |

EXPERIENCES OF BULLYING/HARASSMENT IN THE PAST 12 MONTHS BY RELIGION

| | | Experienced bullying/harassment | | Did not experience bullying/harassment | | Prefer not to say | | Total | |
|---------------------------------|-------------|---------------------------------|------|--|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| None | 2016 | 203 | 8.9 | 1986 | 86.6 | 105 | 4.6 | 2294 | 100 |
| | 2017 | 204 | 7.9 | 2260 | 87.6 | 117 | 4.5 | 2581 | 100 |
| | 2018 | 288 | 9.6 | 2570 | 85.8 | 137 | 4.6 | 2995 | 100 |
| | 2019 | 369 | 10.5 | 3000 | 85.2 | 152 | 4.3 | 3521 | 100 |
| Christian | 2016 | 154 | 9.4 | 1399 | 85.8 | 78 | 4.8 | 1631 | 100 |
| | 2017 | 180 | 9.8 | 1543 | 84.3 | 108 | 5.9 | 1831 | 100 |
| | 2018 | 222 | 11.5 | 1609 | 83.3 | 101 | 5.2 | 1932 | 100 |
| | 2019 | 208 | 9.7 | 1832 | 85.1 | 114 | 5.3 | 2154 | 100 |
| Other religion or belief | 2016 | 19 | 11.9 | 127 | 79.4 | 14 | 8.8 | 160 | 100 |
| | 2017 | 32 | 16.2 | 151 | 76.7 | 14 | 7.1 | 197 | 100 |
| | 2018 | 23 | 10.1 | 187 | 82 | 18 | 7.9 | 228 | 100 |
| | 2019 | 24 | 13.0 | 154 | 83.7 | 6 | 3.3 | 184 | 100 |
| Prefer not to say | 2016 | 55 | 13.3 | 290 | 70.2 | 68 | 16.5 | 413 | 100 |
| | 2017 | 62 | 14.4 | 293 | 67.8 | 77 | 17.8 | 432 | 100 |
| | 2018 | 69 | 14.3 | 336 | 69.6 | 78 | 16.2 | 483 | 100 |
| | 2019 | 91 | 15.7 | 408 | 70.6 | 79 | 13.7 | 578 | 100 |

EXPERIENCES OF BULLYING/HARASSMENT IN THE PAST 12 MONTHS BY SOCIOECONOMIC BACKGROUND*

| | | Experienced bullying/harassment | | Did not experience bullying/harassment | | Prefer not to say | | Total | |
|--------------------------------|------|---------------------------------|------|--|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Parent(s) does not have degree | 2017 | 257 | 8.8 | 2529 | 86.3 | 146 | 5.0 | 2932 | 100 |
| | 2018 | 352 | 10.7 | 2761 | 83.9 | 178 | 5.4 | 3291 | 100 |
| Parent(s) has degree | 2017 | 134 | 9.2 | 1242 | 85.3 | 80 | 5.5 | 1456 | 100 |
| | 2018 | 183 | 10.6 | 1482 | 85.7 | 65 | 3.8 | 1730 | 100 |
| Don't know | 2017 | 16 | 9.3 | 136 | 78.6 | 21 | 12.1 | 173 | 100 |
| | 2018 | 12 | 7.0 | 140 | 81.9 | 19 | 11.1 | 171 | 100 |

*The Scottish Government does not hold the disaggregated socio-economic background data from the 2019 People Survey. The 2019 figures in the table below have been extracted from the UK Cabinet Office publication.

EXPERIENCES OF BULLYING/HARASSMENT IN THE PAST 12 MONTHS BY SOCIOECONOMIC BACKGROUND 2019

| | | N | Experienced bullying/harassment |
|-----------------------|------|------|---------------------------------|
| No qualification | 2019 | 892 | 11% |
| Not applicable | 2019 | 43 | 9% |
| Below degree level | 2019 | 2266 | 10% |
| Other | 2019 | 27 | 11% |
| Degree level or above | 2019 | 2249 | 10% |

EXPERIENCES OF BULLYING/HARASSMENT IN THE PAST 12 MONTHS BY PAY GRADE

| | | Experienced bullying/harassment | | Did not experience bullying/harassment | | Prefer not to say | | Total | |
|--------|------|---------------------------------|------|--|------|-------------------|-----|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Band A | 2016 | 61 | 9.7 | 513 | 81.6 | 55 | 8.7 | 629 | 100 |
| | 2017 | 60 | 9.8 | 507 | 82.7 | 46 | 7.5 | 613 | 100 |
| | 2018 | 59 | 9.5 | 517 | 82.9 | 48 | 7.7 | 624 | 100 |
| | 2019 | 70 | 10.6 | 538 | 81.1 | 55 | 8.3 | 663 | 100 |
| Band B | 2016 | 239 | 9.9 | 2033 | 84.2 | 142 | 5.9 | 2414 | 100 |
| | 2017 | 260 | 9.8 | 2221 | 84.0 | 163 | 6.2 | 2644 | 100 |
| | 2018 | 329 | 11.4 | 2399 | 83.0 | 161 | 5.6 | 2889 | 100 |
| | 2019 | 393 | 11.7 | 2789 | 82.8 | 185 | 5.5 | 3367 | 100 |
| Band C | 2016 | 79 | 8.3 | 846 | 88.3 | 33 | 3.4 | 958 | 100 |
| | 2017 | 98 | 8.4 | 1014 | 86.5 | 60 | 5.1 | 1172 | 100 |
| | 2018 | 144 | 10.4 | 1188 | 85.5 | 58 | 4.2 | 1390 | 100 |
| | 2019 | 148 | 9.0 | 1435 | 87.1 | 65 | 3.9 | 1648 | 100 |
| SCS | 2016 | * | * | 124 | 93.2 | * | * | 133 | 100 |
| | 2017 | * | * | 140 | 93.3 | * | * | 150 | 100 |
| | 2018 | 11 | 7.0 | 141 | 89.8 | 5 | 3.2 | 157 | 100 |
| | 2019 | * | * | 160 | 93.6 | * | * | 171 | 100 |
| Other | 2016 | 32 | 13.2 | 194 | 80.2 | 16 | 6.6 | 242 | 100 |
| | 2017 | 28 | 9.0 | 256 | 82.1 | 28 | 9.0 | 312 | 100 |
| | 2018 | 43 | 10.1 | 344 | 80.4 | 41 | 9.6 | 428 | 100 |
| | 2019 | 37 | 9.4 | 335 | 85.0 | 22 | 5.6 | 394 | 100 |

EXPERIENCES OF BULLYING/HARASSMENT IN THE PAST 12 MONTHS BY CARING RESPONSIBILITIES

| | | Experienced bullying/harassment | | Did not experience bullying/harassment | | Prefer not to say | | Total | |
|-------------------|------|---------------------------------|------|--|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Carer | 2016 | 106 | 13.0 | 655 | 80.5 | 53 | 6.5 | 814 | 100 |
| | 2017 | 132 | 13.4 | 783 | 79.2 | 74 | 7.5 | 989 | 100 |
| | 2018 | 155 | 14.6 | 834 | 78.7 | 71 | 6.7 | 1060 | 100 |
| | 2019 | 210 | 13.2 | 1293 | 81.5 | 83 | 5.2 | 1586 | 100 |
| Not a carer | 2016 | 291 | 8.5 | 2983 | 86.8 | 161 | 4.7 | 3435 | 100 |
| | 2017 | 310 | 8.2 | 3292 | 86.8 | 192 | 5.1 | 3794 | 100 |
| | 2018 | 414 | 9.7 | 3665 | 85.4 | 213 | 5.0 | 4292 | 100 |
| | 2019 | 414 | 9.3 | 3834 | 86.2 | 202 | 4.5 | 4450 | 100 |
| Prefer not to say | 2016 | 30 | 14.4 | 131 | 63.0 | 47 | 22.6 | 208 | 100 |
| | 2017 | 30 | 14.7 | 127 | 62.3 | 47 | 23.0 | 204 | 100 |
| | 2018 | 29 | 11.7 | 172 | 69.1 | 48 | 19.3 | 249 | 100 |
| | 2019 | 68 | 17.0 | 267 | 66.6 | 66 | 16.5 | 401 | 100 |

EXPERIENCES OF BULLYING/HARASSMENT IN THE PAST 12 MONTHS BY CHILDCARE RESPONSIBILITIES

| | | Experienced bullying/harassment | | Did not experience bullying/harassment | | Prefer not to say | | Total | |
|--------------------------------------|-------------|---------------------------------|------|--|------|-------------------|------|-------|-----|
| | | N | % | N | % | N | % | N | % |
| Childcare responsibilities | 2016 | 142 | 8.8 | 1408 | 86.8 | 73 | 4.5 | 1623 | 100 |
| | 2017 | 159 | 8.8 | 1541 | 85.7 | 99 | 5.5 | 1799 | 100 |
| | 2018 | 216 | 11.2 | 1632 | 84.3 | 88 | 4.6 | 1936 | 100 |
| | 2019 | 187 | 8.3 | 1987 | 87.6 | 85 | 5.3 | 2259 | 100 |
| No childcare responsibilities | 2016 | 262 | 9.8 | 2265 | 84.7 | 147 | 5.5 | 2674 | 100 |
| | 2017 | 275 | 9.2 | 2540 | 85.0 | 173 | 5.8 | 2988 | 100 |
| | 2018 | 355 | 10.3 | 2893 | 84.0 | 198 | 5.8 | 3446 | 100 |
| | 2019 | 448 | 11.5 | 3217 | 82.7 | 207 | 5.3 | 3872 | 100 |
| Prefer not to say | 2017 | 36 | 18.8 | 115 | 59.9 | 41 | 21.4 | 192 | 100 |
| | 2018 | 28 | 13.2 | 139 | 65.6 | 45 | 21.2 | 212 | 100 |
| | 2019 | 57 | 17.8 | 190 | 59.4 | 59 | 18.4 | 306 | 100 |

4.2 Engagement, inclusion and fair treatment at work

ENGAGEMENT AND INCLUSION AND FAIR TREATMENT SCORES BY AGE

| | | Mean Engagement Score | Mean Inclusion and Fair Treatment Score |
|-------|------|-----------------------|---|
| 16-29 | 2016 | 67% | 84% |
| | 2017 | 68% | 87% |
| | 2018 | 69% | 85% |
| | 2019 | 71% | 85% |
| 30-39 | 2016 | 63% | 84% |
| | 2017 | 65% | 85% |
| | 2018 | 67% | 83% |
| | 2019 | 68% | 85% |
| 40-49 | 2016 | 62% | 81% |
| | 2017 | 64% | 82% |
| | 2018 | 66% | 85% |
| | 2019 | 69% | 87% |
| 50-59 | 2016 | 62% | 82% |
| | 2017 | 63% | 82% |
| | 2018 | 63% | 81% |
| | 2019 | 66% | 83% |
| 60+ | 2016 | 59% | 78% |
| | 2017 | 62% | 81% |
| | 2018 | 63% | 80% |
| | 2019 | 66% | 83% |

ENGAGEMENT AND INCLUSION AND FAIR TREATMENT SCORES BY AGE

| | | Mean Engagement Score | Mean Inclusion and Fair Treatment Score |
|--------------------------|-------------|-----------------------|---|
| Prefer not to say | 2016 | 50% | 60% |
| | 2017 | 50% | 60% |
| | 2018 | 54% | 62% |
| | 2019 | 54% | 60% |
| All | 2016 | 62% | 80% |
| | 2017 | 63% | 82% |
| | 2018 | 65% | 82% |
| | 2019 | 67% | 83% |

MEAN ENGAGEMENT AND INCLUSION AND FAIR TREATMENT SCORES BY GENDER

| | | Mean Engagement Score | Mean Inclusion and Fair Treatment Score |
|-------------------|------|-----------------------|---|
| Female | 2016 | 65% | 83% |
| | 2017 | 65% | 83% |
| | 2018 | 67% | 83% |
| | 2019 | 69% | 84% |
| Male | 2016 | 61% | 81% |
| | 2017 | 63% | 83% |
| | 2018 | 64% | 83% |
| | 2019 | 67% | 85% |
| Prefer not to say | 2016 | 50% | 59% |
| | 2017 | 49% | 58% |
| | 2018 | 52% | 60% |
| | 2019 | 53% | 60% |
| All | 2016 | 62% | 80% |
| | 2017 | 63% | 82% |
| | 2018 | 65% | 82% |
| | 2019 | 67% | 83% |

MEAN ENGAGEMENT AND INCLUSION AND FAIR TREATMENT SCORES BY ETHNICITY

| | | Mean Engagement Score | Mean Inclusion and Fair Treatment Score |
|--------------------------|-------------|-----------------------|---|
| Ethnic Minority | 2016 | 62% | 71% |
| | 2017 | 69% | 75% |
| | 2018 | 71% | 84% |
| | 2019 | 74% | 83% |
| White | 2016 | 62% | 82% |
| | 2017 | 64% | 83% |
| | 2018 | 65% | 83% |
| | 2019 | 68% | 84% |
| Prefer not to say | 2016 | 50% | 60% |
| | 2017 | 50% | 61% |
| | 2018 | 53% | 63% |
| | 2019 | 52% | 61% |
| All | 2016 | 62% | 80% |
| | 2017 | 63% | 82% |
| | 2018 | 65% | 82% |
| | 2019 | 67% | 83% |

MEAN ENGAGEMENT AND INCLUSION AND FAIR TREATMENT SCORES BY SEXUALITY

| | | Mean Engagement Score | Mean Inclusion and Fair Treatment Score |
|------------------------------|-------------|-----------------------|---|
| LGBO | 2016 | 67% | 82% |
| | 2017 | 65% | 82% |
| | 2018 | 68% | 81% |
| | 2019 | 71% | 83% |
| Heterosexual/Straight | 2016 | 63% | 82% |
| | 2017 | 64% | 83% |
| | 2018 | 66% | 83% |
| | 2019 | 68% | 85% |
| Prefer not to say | 2016 | 53% | 65% |
| | 2017 | 51% | 63% |
| | 2018 | 55% | 67% |
| | 2019 | 56% | 68% |
| All | 2016 | 62% | 80% |
| | 2017 | 63% | 81% |
| | 2018 | 65% | 82% |
| | 2019 | 67% | 83% |

MEAN ENGAGEMENT AND INCLUSION AND FAIR TREATMENT SCORES BY DISABILITY

| | | Mean Engagement Score | Mean Inclusion and Fair Treatment Score |
|--------------------------|-------------|-----------------------|---|
| Disabled | 2016 | 59% | 72% |
| | 2017 | 61% | 74% |
| | 2018 | 64% | 74% |
| | 2019 | 66% | 78% |
| Not disabled | 2016 | 63% | 83% |
| | 2017 | 65% | 84% |
| | 2018 | 66% | 84% |
| | 2019 | 68% | 86% |
| Prefer not to say | 2016 | 51% | 63% |
| | 2017 | 52% | 64% |
| | 2018 | 55% | 67% |
| | 2019 | 58% | 68% |
| All | 2016 | 62% | 80% |
| | 2017 | 63% | 82% |
| | 2018 | 65% | 82% |
| | 2019 | 67% | 83% |

MEAN ENGAGEMENT AND INCLUSION AND FAIR TREATMENT SCORES BY RELIGION

| | | Mean Engagement Score | Mean Inclusion and Fair Treatment Score |
|---------------------------------|-------------|-----------------------|---|
| None | 2016 | 62% | 81% |
| | 2017 | 64% | 83% |
| | 2018 | 65% | 83% |
| | 2019 | 68% | 84% |
| Christian | 2016 | 63% | 83% |
| | 2017 | 65% | 83% |
| | 2018 | 66% | 83% |
| | 2019 | 68% | 85% |
| Other religion or belief | 2016 | 62% | 70% |
| | 2017 | 61% | 76% |
| | 2018 | 67% | 79% |
| | 2019 | 74% | 84% |
| Prefer not to say | 2016 | 53% | 66% |
| | 2017 | 52% | 65% |
| | 2018 | 57% | 68% |
| | 2019 | 58% | 69% |
| All | 2016 | 62% | 80% |
| | 2017 | 63% | 81% |
| | 2018 | 65% | 82% |
| | 2019 | 67% | 83% |

MEAN ENGAGEMENT AND INCLUSION AND FAIR TREATMENT SCORES BY SOCIO-ECONOMIC BACKGROUND*

| | | Mean Engagement Score | Mean Inclusion and Fair Treatment Score |
|--------------------------------|------|-----------------------|---|
| Parent(s) does not have degree | 2017 | 64% | 83% |
| | 2018 | 66% | 83% |
| Parent(s) has degree | 2017 | 64% | 83% |
| | 2018 | 66% | 83% |
| Don't know | 2017 | 61% | 75% |
| | 2018 | 64% | 80% |
| All | 2017 | 64% | 83% |
| | 2018 | 66% | 83% |

*The Scottish Government does not hold the disaggregated socio-economic background data from the 2019 People Survey. The 2019 figures in the table below have been extracted from the UK Cabinet Office publication.

MEAN ENGAGEMENT AND INCLUSION AND FAIR TREATMENT SCORES BY SOCIO-ECONOMIC BACKGROUND 2019

| | | Mean Engagement Score | Mean Inclusion and Fair Treatment Score |
|-----------------------|------|-----------------------|---|
| No qualification | 2019 | 70% | 84% |
| Not applicable | 2019 | 68% | 81% |
| Below degree level | 2019 | 68% | 85% |
| Other | 2019 | 69% | 87% |
| Degree level or above | 2019 | 69% | 85% |

MEAN ENGAGEMENT AND INCLUSION AND FAIR TREATMENT SCORES BY PAY BAND

| | | Mean Engagement Score | Mean Inclusion and Fair Treatment Score |
|--------|------|-----------------------|---|
| Band A | 2016 | 60% | 75% |
| | 2017 | 62% | 78% |
| | 2018 | 65% | 78% |
| | 2019 | 65% | 77% |
| Band B | 2016 | 60% | 79% |
| | 2017 | 60% | 80% |
| | 2018 | 63% | 80% |
| | 2019 | 66% | 82% |
| Band C | 2016 | 66% | 87% |
| | 2017 | 67% | 85% |
| | 2018 | 68% | 85% |
| | 2019 | 70% | 88% |

MEAN ENGAGEMENT AND INCLUSION AND FAIR TREATMENT SCORES BY PAY BAND

| | | Mean Engagement Score | Mean Inclusion and Fair Treatment Score |
|--------------|-------------|-----------------------|---|
| SCS | 2016 | 82% | 93% |
| | 2017 | 83% | 92% |
| | 2018 | 82% | 94% |
| | 2019 | 84% | 94% |
| Other | 2016 | 63% | 81% |
| | 2017 | 65% | 83% |
| | 2018 | 64% | 80% |
| | 2019 | 67% | 84% |
| All | 2016 | 62% | 81% |
| | 2017 | 63% | 82% |
| | 2018 | 65% | 82% |
| | 2019 | 67% | 83% |

MEAN ENGAGEMENT AND INCLUSION AND FAIR TREATMENT SCORES BY CARING RESPONSIBILITIES

| | | Mean Engagement Score | Mean Inclusion and Fair Treatment Score |
|-------------------|------|-----------------------|---|
| Carer | 2016 | 61% | 77% |
| | 2017 | 63% | 80% |
| | 2018 | 65% | 80% |
| | 2019 | 68% | 82% |
| Not a carer | 2016 | 63% | 82% |
| | 2017 | 64% | 83% |
| | 2018 | 66% | 83% |
| | 2019 | 68% | 85% |
| Prefer not to say | 2016 | 50% | 59% |
| | 2017 | 49% | 58% |
| | 2018 | 53% | 67% |
| | 2019 | 55% | 67% |
| All | 2016 | 62% | 80% |
| | 2017 | 63% | 82% |
| | 2018 | 65% | 82% |
| | 2019 | 67% | 83% |

MEAN ENGAGEMENT AND INCLUSION AND FAIR TREATMENT SCORES BY CHILDCARE RESPONSIBILITIES

| | | Mean Engagement Score | Mean Inclusion and Fair Treatment Score |
|-------------------------------|------|-----------------------|---|
| Childcare responsibilities | 2016 | 64% | 83% |
| | 2017 | 65% | 84% |
| | 2018 | 66% | 84% |
| | 2019 | 69% | 86% |
| No childcare responsibilities | 2016 | 61% | 80% |
| | 2017 | 63% | 82% |
| | 2018 | 65% | 82% |
| | 2019 | 67% | 83% |
| Prefer not to say | 2016 | 49% | 57% |
| | 2017 | 50% | 58% |
| | 2018 | 52% | 64% |
| | 2019 | 52% | 60% |
| All | 2016 | 62% | 80% |
| | 2017 | 63% | 82% |
| | 2018 | 65% | 82% |
| | 2019 | 67% | 83% |



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Any enquiries regarding this publication should be sent to us at
The Scottish Government
St Andrew's House
Edinburgh
EH1 3DG

ISBN: 978-1-xxxxx-xxx-x (web only)

Published by The Scottish Government, March 2021

Produced for The Scottish Government by APS Group Scotland, 21 Tennant Street, Edinburgh EH6 5NA
PPDAS835906 (03/21)

W W W . g o v . s c o t