



SCOTTISH CHILDREN'S REPORTERS ADMINISTRATION

# EMPLOYEE INFORMATION

2022

## CONTENTS

## PAGE

1	Introduction	3
2	Staff in post	3
3	Our staff statistics: January 2020, January 2021, January 2022, January 2023	3 - 5
4	Our Board	5
5	Recruitment statistics	6 - 12
6	Numbers of part-time and full-time staff	12 – 15
7	Training and Development statistics	15 - 17
8	Maternity Leave Statistics	18 - 19
9	Disability Statistics	19 – 21
10	Employee relations statistics	21
11	Leavers statistics	22 – 24
12	Feedback	25

## 1. Introduction

The purpose of this report is to demonstrate the Scottish Children's Reporters Administration's compliance with the Equality Act 2010 general duty across our employment functions. It summarises the equality employment monitoring data for staff for the period 1 April 2022 to 31 January 2023, using data taken from the iTrent system.

The report focuses on the main protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin and national identity), religion or belief, sex and sexual orientation.

We continue to monitor and encourage our workforce to complete their equality data to meet our legal obligations and in line with good practice and the Scottish census categories. Awareness campaigns of the importance of recording equality data in SCRA has increased self-reporting slightly in respect of disability and religion or belief.

SCRA recognises equality for care experienced young people and to provide them with protection from discrimination and harassment. We recognise this as the "tenth protected characteristic".

## 2. Staff In Post

SCRA has 487 employees (425 full time equivalents) as at 31 January 2023. This is a reduction of 32 employees compared to our previous Employee Information Report produced in January 2022 when we had 519 employees. The reduction in head count is due to temporary working as a result of corporate initiatives in response to the impact of the COVID-19 pandemic.

## 3. Current Composition On Protected Characteristics

The following composition of staff as at 31 January 2023 is based on a total staff group of 487 staff and excludes our board members.

Age Band	16-24	25-34	35-44	45-54	55-64	65+
Jan 2023	2.5%	13.1%	24.0%	30.6%	28.1%	1.6%
Jan 2022	2.7%	13.7%	24.7%	31.1%	25.3%	2.5%
Jan 2021	1.2%	15.0%	24.4%	33.3%	23.0%	3.0%
Jan 2020	1.8%	13.7%	23.4%	33.8%	24.0%	3.3%

(Jan 2023 – n 487)

Disability Status	Disabled	Non-Disabled	% increase in reporting
Jan 2023	5.1%	94.9%	21.4%
Jan 2022	4.2%	95.8%	-8.7%
Jan 2021	4.6%	95.4%	-6.1%
Jan 2020	4.9%	95.1%	22.5%

(Jan 2023 – n 487)

The January 2023 information shows an increase of 21.4% in staff reporting a disability.

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
Jan 2023	0.0%	23.6%	0.4%	76.0%
Jan 2022	0.0%	21.6%	0.4%	78.0%
Jan 2021	0.0%	19.8%	0.6%	79.6%
Jan 2020	0.0%	18.2%	0.6%	81.1%

(Jan 2023 – n 487)

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
Jan 2023	45.0%	13.6%	14.6%	26.9%
Jan 2022	43.5%	12.5%	14.6%	29.3%
Jan 2021	46.3%	12.2%	14.8%	26.7%
Jan 2020	49.8%	12.1%	15.4%	22.7%

(Jan 2023 – n 487 )

Pregnancy	Pregnancy & Maternity
Jan 2023	1.8%
Jan 2022	4.2%
Jan 2021	4.6%
Jan 2020	1.8%

(Jan 2023 – n 487)

Ethnic Origin / Race	White	BME	Not Disclosed
Jan 2023	65.5%	2.5%	32.0%
Jan 2022	63.8%	2.3%	33.9%
Jan 2021	66.1%	2.2%	31.7%
Jan 2020	70.3%	2.0%	27.7%

(Jan 2023 – n 487)

**White includes:** Any other White Background, British, English, Irish, Northern Irish, Scottish, Welsh.

**BME includes:** Any other Asian Background, Any other Mixed Background, Chinese, Pakistani, Other.

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
Jan 2023	20.3%	7.8%	71.9%
Jan 2022	19.1%	6.9%	74.0%
Jan 2021	19.0%	6.4%	74.5%
Jan 2020	19.9%	4.5%	75.6%

(Jan 2023 – n 487)

Sex	Male	Female
Jan 2023	11.3%	88.7%
Jan 2022	11.7%	88.3%
Jan 2021	12.0%	88.0%
Jan 2020	11.5%	88.5%

(Jan 2023 – n 487)

The overall sex ratio of female to males, based on headcount, across SCRA as a whole is 88.7% to 11.3%, and this shows a male reduction of 0.4% compared with January 2022 figures.

Sexual Orientation	Bisexual/Gay /Lesbian/Other	Heterosexual	Not Disclosed
Jan 2023	2.1%	27.3%	70.6%
Jan 2022	2.5%	25.2%	72.3%
Jan 2021	2.2%	24.3%	73.5%
Jan 2020	1.8%	23.0%	74.4%

(Jan 2023 – n 487)

SCRA recognises Care Experience as our 10<sup>th</sup> protected characteristic.

Care Experience	Yes	No	Prefer Not to Say	Not Disclosed
2022	0.8%	7.4%	0.4%	91.4%
2021	0.6%	4.3%	0.2%	94.0%

## 4. SCRA's Board

SCRA's Board represents the Scottish Government's aim of gender diversity and the gender representation on our Board, as guided by the Gender Representation on Public Boards (Scotland) Act 2018 where the use of gender in this context is appropriate. We currently have 2 males and 6 females on SCRA's Board (a 25/75% split). The gender gap has widened however we are now operating as a full board. Last year we carried a vacancy for a few months.

All SCRA's Board members have been selected and appointed via the Scottish Government's public appointments process and bring extensive and relevant expertise. The following Board members, in their lead roles are involved in committees that may have an impact on our inclusion and diversity agenda:

- Michelle Miller chairs the Remuneration and Nominations Committee.
- James Edgar chairs the Audit & Risk Committee
- Martin Toye is Information Governance Board Lead

SCRA's Remuneration & Nominations Committee's purpose is to:

- To oversee the Administration’s scheme of salaries, and to ensure that its arrangements for the remuneration and financial benefits of its staff are consistent with the recruitment of suitable personnel and the maintenance of a high level of motivation within the organisation.
- To receive reports from the Principal Reporter/Chief Executive on the Executive Team Development programme (to include an element of succession planning).
- Influence and shape Board appointments as part of creating a more diverse board. All members of the Board attend the Committee, chaired by Suzie Vestri.

## 5. Recruitment

The tables below show the percentage of applications by protected characteristic, along with the subsequent percentage by characteristic of those subsequently shortlisted and appointed.

All equality monitoring data provided by applicants is accessed by HR only. This information is not used in shortlisting or appointing and is used to inform our work to improve workforce diversity.

SCRA intend to implement an electronic application process in 2023 which will ask applicants to complete an equal opportunities form before submitting an application.

These statistics should be viewed with the 2011 Scottish census data to provide a fuller context as to representation of the Scottish public more generally.

AGE

### Applicants

Year	16 to 23	24 to 34	35 to 44	45 to 54	55 to 64	65+	Not disclosed
2022	12.0%	28.5%	23.4%	15.2%	10.1%	0.0%	10.8%
2021	14.7%	35.6%	22.1%	16.5%	5.3%	0.4%	5.3%
2020	14.8%	30.2%	21.3%	19.3%	10.1%	0.3%	4.1%
2019	16.1%	29.9%	20.0%	17.4%	9.1%	0.0%	7.6%

From 2021 shows a notable decrease of 7.1% within the 24 – 34 age bracket and an increase of 4.8% in the number of applicants in the 55 – 64 age band. Additionally, there was a significant rise in the number of applicants not wishing to disclose their age.

### Shortlisted

Year	16 to 23	24 to 34	35 to 44	45 to 54	55 to 64	65+	Not Disclosed
2022	9.7%	29.1%	23.3%	17.5%	9.7%	0.0%	10.7%
2021	11.8%	33.2%	24.6%	19.0%	4.8%	0.3%	5.9%
2020	8.6%	31.6%	26.7%	18.8%	9.4%	0.0%	4.9%
2019	7.3%	28.4%	24.3%	25.7%	6.0%	0.0%	8.3%

### Appointed

Year	16 to 23	24 to 34	35 to 44	45 to 54	55 to 64	65+	Not Disclosed
2022	6.9%	34.5%	31.0%	13.8%	3.4%	0.0%	10.3%
2021	9.1%	34.1%	28.4%	23.9%	2.3%	1.1%	1.1%
2020	5.0%	23.8%	37.5%	22.5%	6.3%	0.0%	5.0%
2019	3.0%	34.8%	25.8%	25.8%	4.5%	0.0%	6.1%

### DISABILITY

### Applicants

Year	% Disabled	% Not Disabled	% Not Disclosed	% Using the Guaranteed Interview Scheme
2022	10.1%	80.4%	9.5%	0.0%
2021	6.5%	85.1%	8.3%	0.0%
2020	6.5%	88.1%	5.1%	0.1%
2019	7.4%	82.8%	0.0%	0.4%

A slight increase of 3.6% of applicants willing to disclose a disability in 2022.

### Shortlisted

Year	% Disabled	% Not disabled	% Not Disclosed	% Using the Guaranteed Interview Scheme
2022	4.9%	84.5%	10.7%	0.0%
2021	5.5%	85.5%	9.0%	0.0%
2020	9.4%	82.3%	8.3%	0.4%
2019	8.7%	82.1%	9.2%	0.5%

## Appointed

Year	% Disabled	% Not disabled	% Not Disclosed	% Using the Guaranteed Interview Scheme
2022	0.0%	86.2%	13.8%	0.0%
2021	3.4%	90.9%	5.7%	0.0%
2020	8.8%	80.0%	11.3%	0.0%
2019	10.6%	80.3%	9.1%	0.0%

## GENDER REASSIGNMENT

## Applicants

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2022	0.0%	89.2%	0.0%	10.8%
2021	0.2%	90.7%	0.0%	9.1%
2020	0.0%	93.0%	1.4%	5.6%
2019	0.0%	83.5%	0.0%	16.5%

## Shortlisted

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2022	0.0%	88.3%	0.0%	11.7%
2021	0.0%	92.0%	0.0%	8.0%
2020	0.0%	92.5%	0.0%	7.5%
2019	0.0%	80.7%	0.0%	19.3%

## Appointed

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2022	0.0%	89.7%	0.0%	10.3%
2021	0.0%	95.5%	0.0%	4.5%
2020	0.0%	92.5%	0.0%	7.5%
2019	0.0%	77.3%	0.0%	22.7%



MARRIAGE AND CIVIL PARTNERSHIP

**Applicants**

Year	Married/ Civil Partner	Single	Other	Not Disclosed
2022	36.7%	28.5%	20.3%	14.6%
2021	28.3%	41.2%	20.9%	9.6%
2020	36.3%	33.7%	23.2%	6.9%
2019	29.6%	37.5%	20.7%	12.2%

**Shortlisted**

Year	Married/ Civil Partner	Single	Other	Not Disclosed
2022	41.7%	29.1%	17.5%	11.7%
2021	32.5%	39.4%	18.4%	9.7%
2020	40.2%	28.9%	22.9%	7.9%
2019	34.4%	32.6%	21.2%	11.9%

**Appointed**

Year	Married/ Civil Partner	Single	Other	Not Disclosed
2022	44.8%	31.0%	13.8%	10.3%
2021	47.7%	34.1%	13.7%	4.5%
2020	41.3%	27.5%	23.8%	11.3%
2019	50.0%	25.8%	15.1%	9.1%

RACE

**Applicants**

Ethnic Origin / Race	White	BME	Not Disclosed
2022	85.4%	3.8%	10.8%
2021	89.7%	2.5%	7.8%
2020	93.1%	2.1%	4.8%
2019	88.4%	1.8%	9.8%

There is a slight increase in applicants from the BME communities and a 4.3% drop in applicants from the White group. The table also illustrates that applicants were not as willing to disclose their race compared to 2021.

**Shortlisted**

Ethnic Origin / Race	White	BME	Not Disclosed
2022	88.3%	1.9%	9.7%
2021	87.9%	3.1%	9.0%
2020	92.5%	1.1%	6.4%
2019	89.0%	1.4%	9.6%

### Appointed

Ethnic Origin / Race	White	BME	Not Disclosed
2022	89.7%	0.0%	10.3%
2021	92.0%	2.3%	5.7%
2020	92.5%	1.3%	6.3%
2019	90.9%	0.0%	9.1%

### RELIGION OR BELIEF

### Applicants

Year	Religion/Belief	No Religion/Belief	Not Disclosed
2022	29.1%	53.2%	17.7%
2021	34.5%	54.6%	10.7%
2020	34.9%	55.1%	10.0%
2019	37.5%	46.6%	15.9%

### Shortlisted

Year	Religion/Belief	No Religion/Belief	Not Disclosed
2022	37.9%	44.7%	17.5%
2021	36.3%	52.9%	10.4%
2020	37.9%	50.4%	11.7%
2019	34.9%	44.0%	21.1%

### Appointed

Year	Religion/Belief	No Religion/Belief	Not Disclosed
2022	20.7%	62.1%	17.2%
2021	31.8%	59.1%	9.1%
2020	27.5%	60.0%	12.5%
2019	25.8%	57.6%	16.7%

SEX**Applicants**

Year	Male	Female	Non-binary	Not Disclosed
2022	9.5%	79.1%	0.0%	11.4%
2021	10.5%	81.9%	0.7%	6.9%
2020	14.9%	79.7%	0.1%	5.3%
2019	11.8%	84.7%	0.2%	3.3%

A slight decrease in percentage of male applicants received in 2022 with a rise of applicants not willing to disclose their sex compared to 2021.

**Shortlisted**

Year	Male	Female	Non-binary	Not Disclosed
2022	9.7%	78.6%	0.0%	11.7%
2021	9.0%	83.0%	0.3%	7.3%
2020	10.2%	82.3%	0.0%	7.5%
2019	11.9%	86.2%	0.0%	1.8%

**Appointed**

Year	Male	Female	Non-binary	Not Disclosed
2022	6.9%	82.8%	0.0%	10.3%
2021	4.5%	93.2%	0.0%	2.3%
2020	11.3%	81.3%	0.0%	1.3%
2019	7.6%	92.4%	0.0%	0.0%

There is a slight rise of 2.4% in the number of male appointments alongside a notable decrease of 10.4% in the number of females appointed. The table also presents that 10.3% of appointments did not wish to disclose their sex compared to 2.3% in the previous year.

SEXUAL ORIENTATION

**Applicants**

Year	Bisexual/Gay/ Lesbian/Other	Heterosexual/ Straight	Prefer not to say/ Not Disclosed
2022	3.8%	84.2%	12.0%
2021	8.0%	82.4%	9.6%
2020	4.5%	87.2%	8.3%
2019	5.0%	82.3%	12.8%

**Shortlisted**

Year	Bisexual/Gay/ Lesbian/Other	Heterosexual/ Straight	Prefer not to say/ Not Disclosed
2022	4.9%	82.5%	12.6%
2021	7.9%	82.0%	10.0%
2020	6.4%	83.1%	10.5%
2019	6.4%	75.7%	17.9%

**Appointed**

Year	Bisexual/Gay/ Lesbian/Other	Heterosexual/ Straight	Prefer not to say/ Not Disclosed
2022	3.4%	86.2%	10.3%
2021	5.7%	86.4%	8.0%
2020	3.8%	85.0%	11.2%
2019	6.1%	78.8%	15.2%

6. Numbers of part-time and full-time staff

Age Band	16-24	25-34	35-44	45-54	55-64	65+
<b>2022</b>						
Full Time	2.3%	9.7%	14.4%	21.4%	15.4%	0.4%
Part Time	0.2%	3.5%	9.7%	9.2%	12.7%	1.2%
<b>2021</b>						
Full Time	2.5%	10.6%	15.6%	19.7%	15.2%	1.8%
Part Time	0.2%	3.1%	9.4%	11.0%	10.0%	1.7%
<b>2020</b>						
Full Time	1.0%	11.8%	13.6%	20.7%	11.8%	0.4%
Part Time	0.2%	3.2%	10.8%	12.4%	11.4%	2.6%
<b>2019</b>						
Full Time	1.6%	10.7%	12.7%	21.5%	11.7%	0.6%
Part Time	0.2%	3.1%	10.5%	12.5%	12.3%	2.7%

Disability Status	Disabled	Non-Disabled	Not Disclosed
<b>2022</b>			
Full Time	2.9%	18.1%	42.5%
Part Time	2.3%	7.2%	27.1%
<b>2021</b>			
Full Time	2.7%	15.8%	46.1%
Part Time	1.5%	8.1%	25.8%
<b>2020</b>			
Full Time	2.0%	14.4%	42.9%
Part Time	2.6%	8.8%	29.3%
<b>2019</b>			
Full Time	3.1%	15.8%	39.9%
Part Time	1.8%	7.0%	32.4%

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
<b>2022</b>				
Full Time	0.0%	17.5%	0.0%	46.0%
Part Time	0.0%	6.2%	0.4%	30.0%
<b>2021</b>				
Full Time	0.0%	14.8%	0.0%	49.7%
Part Time	0.0%	6.7%	0.4%	28.3%
<b>2020</b>				
Full Time	0.0%	12.4%	0.2%	46.7%
Part Time	0.0%	7.4%	0.4%	32.9%
<b>2019</b>				
Full Time	0.0%	13.7%	0.0%	45.1%
Part Time	0.0%	4.5%	0.6%	36.1%

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
<b>2022</b>				
Full Time	26.1%	10.1%	9.2%	18.1%
Part Time	18.9%	3.5%	5.3%	8.8%
<b>2021</b>				
Full Time	25.2%	9.6%	9.2%	20.4%
Part Time	18.3%	2.9%	5.4%	8.9%
<b>2020</b>				
Full Time	24.0%	9.2%	8.4%	17.6%
Part Time	22.2%	3.0%	6.4%	9.1%
<b>2019</b>				
Full Time	26.8%	9.4%	9.5%	13.1%
Part Time	22.7%	2.7%	5.9%	9.8%

Pregnancy	Pregnancy/Maternity
<b>2022</b>	
Full Time	1.6%
Part Time	0.2%
<b>2021</b>	
Full Time	1.9%
Part Time	1.5%
<b>2020</b>	
Full Time	1.4%
Part Time	1.6%
<b>2019</b>	
Full Time	1.2%
Part Time	0.4%

Ethnic Origin / Race	White	BME	Not Disclosed
<b>2022</b>			
Full Time	42.7%	0.8%	19.9%
Part Time	22.8%	1.6%	12.1%
<b>2021</b>			
Full Time	40.7%	0.8%	23.1%
Part Time	23.1%	1.3%	10.8%
<b>2020</b>			
Full Time	37.8%	0.8%	20.6%
Part Time	28.3%	1.6%	10.9%
<b>2019</b>			
Full Time	42.2%	0.4%	16.2%
Part Time	28.1%	1.4%	11.7%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
<b>2022</b>			
Full Time	13.6%	5.5%	44.4%
Part Time	6.8%	2.3%	27.5%
<b>2021</b>			
Full Time	12.7%	4.8%	47.0%
Part Time	6.4%	2.1%	27.0%
<b>2020</b>			
Full Time	11.8%	4.2%	43.3%
Part Time	7.0%	2.6%	31.1%
<b>2019</b>			
Full Time	13.5%	3.3%	42.0%
Part Time	7.4%	1.2%	32.6%

Sex	Male	Female
<b>2022</b>		
Full Time	9.7%	53.8%
Part Time	1.6%	34.9%
<b>2021</b>		
Full Time	10.2%	54.3%
Part Time	1.5%	33.9%
<b>2020</b>		
Full Time	9.8%	49.5%
Part Time	2.2%	38.5%
<b>2019</b>		
Full Time	10.5%	48.4%
Part Time	1.0%	40.0%

Sexual Orientation	Bisexual/Gay/ Lesbian/Other	Heterosexual	Not Disclosed
<b>2022</b>			
Full Time	1.6%	19.3%	42.5%
Part Time	0.4%	8.0%	28.1%
<b>2021</b>			
Full Time	1.9%	17.0%	45.7%
Part Time	0.6%	8.3%	26.6%
<b>2020</b>			
Full Time	1.8%	15.2%	42.3%
Part Time	0.4%	9.0%	31.3%
<b>2019</b>			
Full Time	1.7%	24.0%	74.3%
Part Time	1.2%	14.1%	84.6%

## 7. Training and Development

### Training Courses Attended 01/01/2022 to 31/12/2022

SCRA remains committed to developing our people to ensure that they have the skills to work safely, perform well within their current roles, increase their ability to adapt positively to change and continue to develop and progress to reach their full potential. SCRA's front line operational staff attend regular training sessions to improve their knowledge of procedures and Practice Direction to ensure they remain compliant with regulations and legislation in their decision-making and supporting processes.

There was a significant increase in the average training days in 2022 as training opportunities resumed back to normal post pandemic.

Training Courses Attended		
Date	Based on Number of Employees	Average training days delivered by SCRA
01 January 2022 to 31 December 2022	487	4.64
01 January 2021 to 31 December 2021	519	1.01
01 January 2020 to 31 December 2020	499	1.43
01 January 2019 to 31 December 2019	488	0.93
01 January 2018 to 31 December 2018	475	0.80

Learning is recorded on our HR and Payroll system with staff encouraged to self-record any personal learning.

Age Band	16-24	25-34	35-44	45-54	55-64	65+
2022	0.8%	13.9%	26.3%	36.2%	21.8%	0.9%
2021	1.4%	27.0%	32.2%	25.0%	14.2%	0.2%
2020	0.0%	23.3%	37.0%	19.2%	20.5%	0.0%
2019	0.6%	28.6%	32.9%	25.3%	12.4%	0.0%

Disability Status	Disabled	Non-Disabled	Not Disclosed
2022	4.7%	32.3%	63.1%
2021	5.8%	14.0%	80.0%
2020	9.6%	13.7%	76.7%
2019	6.4%	20.7%	72.8%

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2022	0.0%	29.5%	0.2%	70.4%
2021	0.0%	18.3%	0.2%	81.6%
2020	0.0%	11.0%	0.0%	97.3%
2019	0.0%	23.4%	0.8%	75.6%



Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
2022	50.0%	11.2%	14.1%	24.7%
2021	30.3%	10.0%	8.5%	51.1%
2020	30.1%	5.5%	15.1%	49.3%
2019	45.4%	7.4%	9.5%	37.6%

Pregnancy	Pregnancy/Maternity
2022	0.4%
2021	1.1%
2020	5.5%
2019	0.9%

Ethnic Origin / Race	White	BME	Not Disclosed
2022	70.0%	2.2%	27.8%
2021	45.2%	1.6%	53.2%
2020	46.6%	1.4%	52.0%
2019	57.2%	0.5%	42.2%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
2022	24.6%	9.6%	65.8%
2021	11.3%	6.8%	81.9%
2020	17.8%	2.7%	79.5%
2019	15.7%	7.1%	68.5%

Sex	Male	Female
2022	11.1%	88.7%
2021	10.1%	89.9%
2020	5.5%	94.5%
2019	6.6%	93.3%

Sexual Orientation	Bisexual/Gay/ Lesbian/Other	Heterosexual	Not Disclosed
2022	2.1%	29.8%	68.1%
2021	3.7%	17.3%	79.0%
2020	2.7%	20.5%	76.8%
2019	4.9%	22.7%	72.3%

## 8. Maternity Leave Returners

In the period 1 April 2022 to 31 January 2023, 11 employees returned from maternity leave. There were no reported leavers after their maternity leave period had ended. The monitoring of pregnancy and maternity information and return to work after maternity leave is fully embedded in our HR process.

Return rates after maternity leave remain high. This reflects the wide range of inclusive flexible working opportunities available and the support we offer to managers to successfully manage the return to work of an employee from maternity leave.

Age Band	16-24	25-34	35-44	45-54	55-64	65+
2022	0.0%	45.5%	54.5%	0.0%	0.0%	0.0%
2021	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%
2020	7.7%	53.8%	38.5%	0.0%	0.0%	0.0%
2019	7.7%	46.2%	46.2%	0.0%	0.0%	0.0%

Disability Status	Disabled	Non-Disabled	Not Disclosed
2022	0.0%	9.1%	90.9%
2021	0.0%	22.2%	77.8%
2020	0.0%	23.1%	76.9%
2019	0.0%	23.1%	76.9%

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2022	0.0%	9.1%	0.0%	90.9%
2021	0.0%	16.7%	0.0%	83.3%
2020	0.0%	7.7%	0.0%	92.3%
2019	0.0%	15.4%	0.0%	84.6%

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
2022	27.3%	9.1%	9.1%	54.5%
2021	22.2%	11.1%	11.1%	55.6%
2020	46.2%	0.0%	15.3%	38.5%
2019	53.8%	0.0%	7.7%	38.5%

Ethnic Origin / Race	White	BME	Not Disclosed
2022	18.2%	0.0%	81.8%
2021	30.8%	15.4%	53.8%
2020	30.8%	15.4%	53.8%
2019	30.8%	7.7%	61.5%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
2022	0.0%	9.1%	90.9%
2021	5.6%	11.1%	83.3%
2020	23.1%	0.0%	76.9%
2019	30.8%	0.0%	69.2%

Sex	Male	Female
2022	0.0%	100%
2021	0.0%	100%
2020	0.0%	100%
2019	0.0%	100%

Sexual Orientation	Bisexual/Gay /Lesbian/Other	Heterosexual	Not Disclosed
2022	0.0%	9.1%	90.9%
2021	0.0%	22.2%	77.8%
2020	2.0%	23.1%	76.9%
2019	0.0%	23.1%	76.9%

## 9. Return to work of disabled employees following sick leave relating to their disability

As shown above, 5.1% of our workforce has disclosed that they consider themselves disabled. Disclosure remains entirely voluntary, however, and 94.9% of the workforce has chosen not to declare or has not disclosed this information as at 31 January 2023.

Occupational Health continue to work with our managers and staff to identify the reasonable adjustments that could be implemented to provide the appropriate support for each individual at work. SCRA encourages employees with a disability to consider the use of the Disability Leave Policy as a supportive measure.

We have been confirmed as a Disability Confident Employer under the Department for Work & Pensions' Disability Confident Scheme. We endeavour to work towards Disability Confident Leader status.

This means we are committed to attract, recruit and retain people who live with a disability for their skills and talent and the value this brings to our workforce and workplace.

Age Band	16-24	25-34	35-44	45-54	55-64	65+
<b>2022</b>	0.0%	7.7%	11.5%	30.8%	50.0%	0.0%
<b>2021</b>	0.0%	0.0%	21.1%	31.6%	47.4%	0.0%
<b>2020</b>	0.0%	0.0%	57.1%	28.6%	0.0%	14.3%
<b>2019</b>	0.0%	21.4%	28.6%	21.4%	28.6%	0.0%

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
<b>2022</b>	0.0%	11.5%	3.8%	84.6%
<b>2021</b>	0.0%	10.5%	0.0%	89.5%
<b>2020</b>	0.0%	0.0%	0.0%	100%
<b>2019</b>	0.0%	21.4%	0.0%	78.6%

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
<b>2022</b>	19.2%	26.9%	42.3%	11.5%
<b>2021</b>	47.4%	5.3%	36.8%	10.5%
<b>2020</b>	42.9%	0.0%	28.6%	28.5%
<b>2019</b>	57.1%	7.1%	28.5%	7.1%

Pregnancy	Pregnancy/Maternity
<b>2022</b>	0.0%
<b>2021</b>	0.0%
<b>2020</b>	0.0%
<b>2019</b>	0.0%

Ethnic Origin / Race	White	BME	Not Disclosed
<b>2022</b>	88.5%	0.0%	11.5%
<b>2021</b>	89.5%	0.0%	10.5%
<b>2020</b>	71.4%	0.0%	28.6%
<b>2019</b>	85.7%	0.0%	14.3%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
<b>2022</b>	30.8%	7.7%	61.5%
<b>2021</b>	63.2%	21.1%	15.8%
<b>2020</b>	14.3%	14.3%	71.4%
<b>2019</b>	35.7%	14.3%	50.0%

Sex	Male	Female
2022	0.0%	100.0%
2021	21.1%	78.9%
2020	14.3%	85.7%
2019	7.1%	92.9%

Sexual Orientation	Bisexual/Gay /Lesbian/Other	Heterosexual	Not Disclosed
2022	0.0%	42.3%	57.7%
2021	21.1%	52.6%	26.3%
2020	14.3%	28.6%	57.1%
2019	14.3%	35.7%	50.0%

## 10. Employee Relations

### Grievances

There was 1 grievance case in 2022.

### Disciplinary action

There were no disciplinary cases processed in 2022.

## II. Reasons for leaving

Staff leave SCRA for a number of reasons including retirement, ill health retirement and end of contract. Forty seven people left SCRA during 2022.

Leavers Reason	2022	2021	2020	2019
Death in Service	1	1		
End of Contract	4	3	4	6
End of Sessional Contract			2	3
Ill Health Retiral	4	2	1	4
Left the organisation	10	7	5	9
Other reason	1			1
Personal		1		1
Resignation	18	18	5	12
Resignation – Ill Health		2		
Retirement	7	8	5	7
Retirement - Early	2			
Voluntary Redundancy/ Voluntary Efficiency Retiral		1	4	1
<b>Total of Employees</b>	<b>47</b>	<b>43</b>	<b>26</b>	<b>44</b>

Age Band	16-24	25-34	35-44	45-54	55-64	65+
2022	6.4%	21.3%	19.1%	14.9%	27.7%	10.6%
2021	4.7%	16.3%	11.6%	18.6%	30.2%	18.6%
2020	0.0%	7.7%	7.7%	19.2%	57.7%	7.7%
2019	0.0%	13.6%	20.5%	11.4%	36.4%	18.2%

Disability Status	Disabled	Non-Disabled	Not Disclosed
2022	6.4%	25.5%	68.1%
2021	7.0%	16.3%	76.7%
2020	11.5%	3.8%	84.6%
2019	4.5%	15.9%	77.3%

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2022	0.0%	27.7%	0.0%	72.3%
2021	0.0%	9.3%	2.3%	88.4%
2020	0.0%	7.7%	0.0%	86.4%
2019	0.0%	13.6%	0.0%	86.4%

Pregnancy	Pregnancy/ Maternity	Not Disclosed
2022	0.0%	100%
2021	0.0%	100%
2020	0.0%	100%
2019	9.1%	90.9%

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
2022	36.2%	2.1%	19.1%	42.6%
2021	34.9%	2.3%	7.0%	55.8%
2020	46.2%	3.8%	11.5%	38.5%
2019	40.9%	9.1%	4.5%	40.9%

Ethnic Origin / Race	White	BME	Not Disclosed
2022	57.4%	0.0%	42.6%
2021	44.2%	0.0%	55.8%
2020	61.5%	0.0%	38.5%
2019	47.7%	2.3%	50.0%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
2022	10.6%	12.8%	76.6%
2021	7.0%	2.3%	90.7%
2020	15.4%	0.0%	84.6%
2019	15.9%	4.5%	79.5%

Sex	Male	Female
2022	14.9%	85.1%
2021	11.6%	88.4%
2020	11.5%	88.5%
2019	15.9%	84.1%

Sexual Orientation	Bisexual/Gay/ Lesbian/Other	Heterosexual	Not Disclosed
2022	8.5%	25.5%	66.0%
2021	0.0%	20.9%	79.1%
2020	0.0%	11.5%	88.5%
2019	2.3%	20.5%	77.3%



Do you have suggestions on how to increase our workforce diversity that the Inclusion & Diversity Steering Group could consider for our next publication?

Please email: [equalities@scra.gov.uk](mailto:equalities@scra.gov.uk)

or write to us at:

Inclusion & Diversity Manager,  
SCRA,  
Ochil House,  
Springkerse Business Park,  
Stirling,  
FK7 7XE