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REPORT

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# Equality at sportscotland

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Employee Information Report: Workforce  
composition

April 2023

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# Introduction

Welcome to **sportscotland**'s 2023 employee information report.

Under the Public Sector Equality Duty, we are required to publish information on the composition of our workforce every two years. This includes the relevant protected characteristics of individuals throughout the employment lifecycle (recruitment, development, and retention) and the progress we have made in gathering and using the information to enable us to better perform the general equality duty.

This report includes information on:

1. Employee information by characteristic
2. Occupational segregation
3. Recruitment applicants
4. Gender pay gap review
5. Ethnicity pay gap review
6. Equal pay review
7. Our statement on equal pay

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# Strategic context

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

We know that there is inequality in sport and physical activity. We provide leadership to the sporting sector, to influence and drive the changes needed to address inequalities and ensure everyone has the opportunity to take part. Through this, we contribute to a more inclusive Scotland.

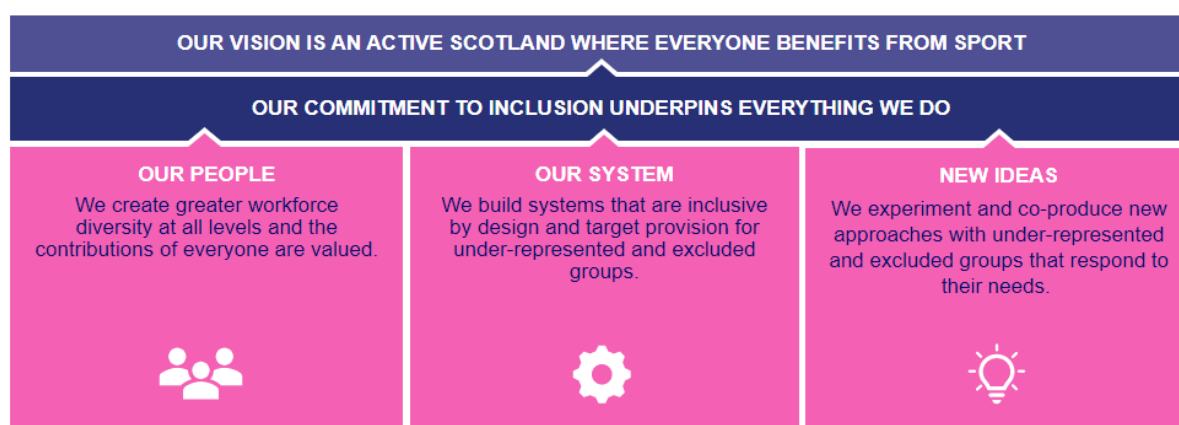
We are also committed to embedding a culture of inclusion in our organisation and ensuring that all employees are treated fairly, without discrimination because of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

## Sport for Life and our approach to equality, diversity and inclusion

In 2021, we developed a new approach for equality, diversity and inclusion (EDI), aligned to Sport for Life. Our approach brings our commitment to inclusion underpinning everything we do to life.

Our EDI approach has three strands aligned to the Public Sector Equality Duty (PSED). It provides the framework for enabling and developing a system that is inclusive by design, building on our strong foundation of existing work. It will become our business as usual.

Figure 1. Three strands form our approach for equality, diversity and inclusion



We aim to champion inclusion and lead by example. We want to create an environment for change by embedding inclusion in the recruitment, support and development of “**our people**”. Developing an inclusive and supportive workplace culture is a key part of this.

# Employee Equality Information

We use a biennial equality monitoring survey to collect, store and analyse protected characteristics data of **sportscotland** employees. We use this equality monitoring data to help us:

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

## Commitment

Between 2021 and 2022, we used an equality impact assessment (EQIA) process to review the composition and segregation of our workforce. We identified patterns of inequality and where there are gaps in our data. We used evidence to help us understand how protected characteristics can affect our work experiences. We looked for “what works” to improve EDI in workforces.

We used this to design actions to deliver inclusive, person-centred services and policies. We aligned this with our people strategy themes, prioritising two key areas:

1. Attract, recruit, and induct
2. Deliver excellent management and leadership

You can access the workforce composition EQIA at: [Equality impact assessments \(sportscotland.org.uk\)](https://sportscotland.org.uk/equality-impact-assessments).

Progress against the actions are reported in our 2021-23 equality mainstreaming and outcomes progress report at: [Equality reporting \(sportscotland.org.uk\)](https://sportscotland.org.uk/equality-reporting).

We are committed to continually reviewing this data to identify key themes and actions which will inform the integration of inclusion within our people strategy action plan. We review progress against the action plan annually.

## Methodology and Response Rate

We updated the equality monitoring survey to be in line with the Scottish Census questions.

We ran the survey over a five-week period between February and March 2023. We then compared the findings with previous surveys and the general Scottish population for each protected characteristic, where available.

The 2022-23 equalities monitoring survey was an online questionnaire available to all staff. Data has been managed in the strictest confidence and in line with the requirements of the Data Protection Act.

The survey had a total of 278 responses from staff on all contract types. The total number of staff at **sportscotland**, including casual staff is 383, giving a response rate of 73%, the highest turnout since 2012.

Table 1: Previous employee equality survey response rates

Year	Response rate
2023	73%
2021	68%
2019	38%
2017	65%
2015	64%
2014	67%
2013	67%
2012	74%

# Employee Information by Protected Characteristic

## Summary

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

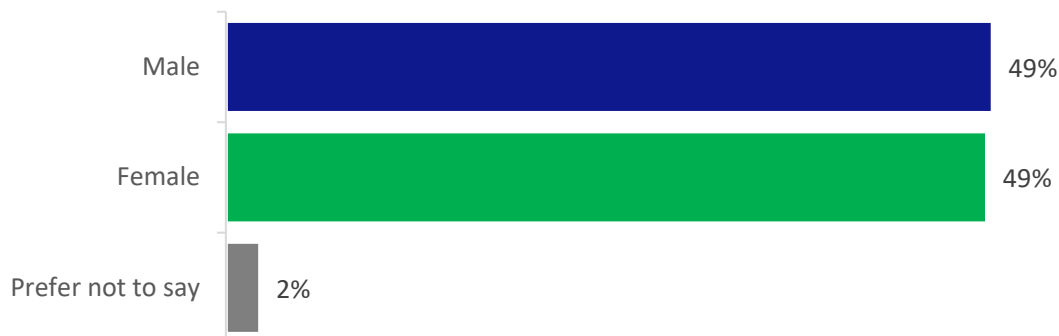
## Age and Sex

In previous surveys, we have asked the question “How would you best describe your gender?” We adapted this question in line with the changes made to the most recent Scottish Census questions.

This year, we asked our employees the question “What is your sex?”. 273 people responded to this question. 49% stated that they were male while a further 49% stated that they were female. 2% of employees selected “prefer not to say”.

In 2021, 53% stated they were male and 46% stated they were female. The split between the number of males and females has been consistent over previous surveys. 2018 was the only year where females made up majority of responses.

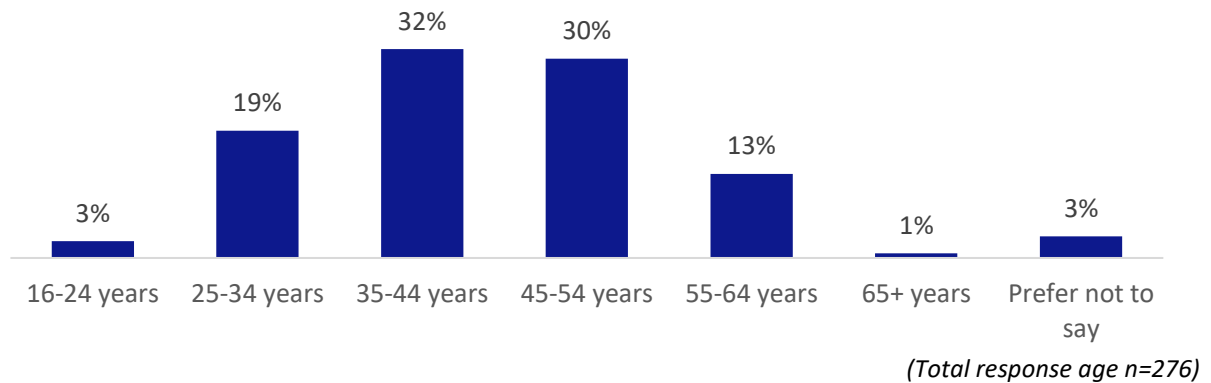
Figure 2: **sportscotland** sex profile



*(Total response sex n=273)*

We asked our employees “What is your age?”. 276 people responded to this question. 32% stated that they were aged between 35-44 years old. This was the largest age grouping. It is followed by 45-54 years (30%) and 25-34 years (19%). This is consistent with the 2021 survey. There has been a 2% increase in the 16–24-year-old age grouping since 2021.

Figure 3: **sportscotland** age profile

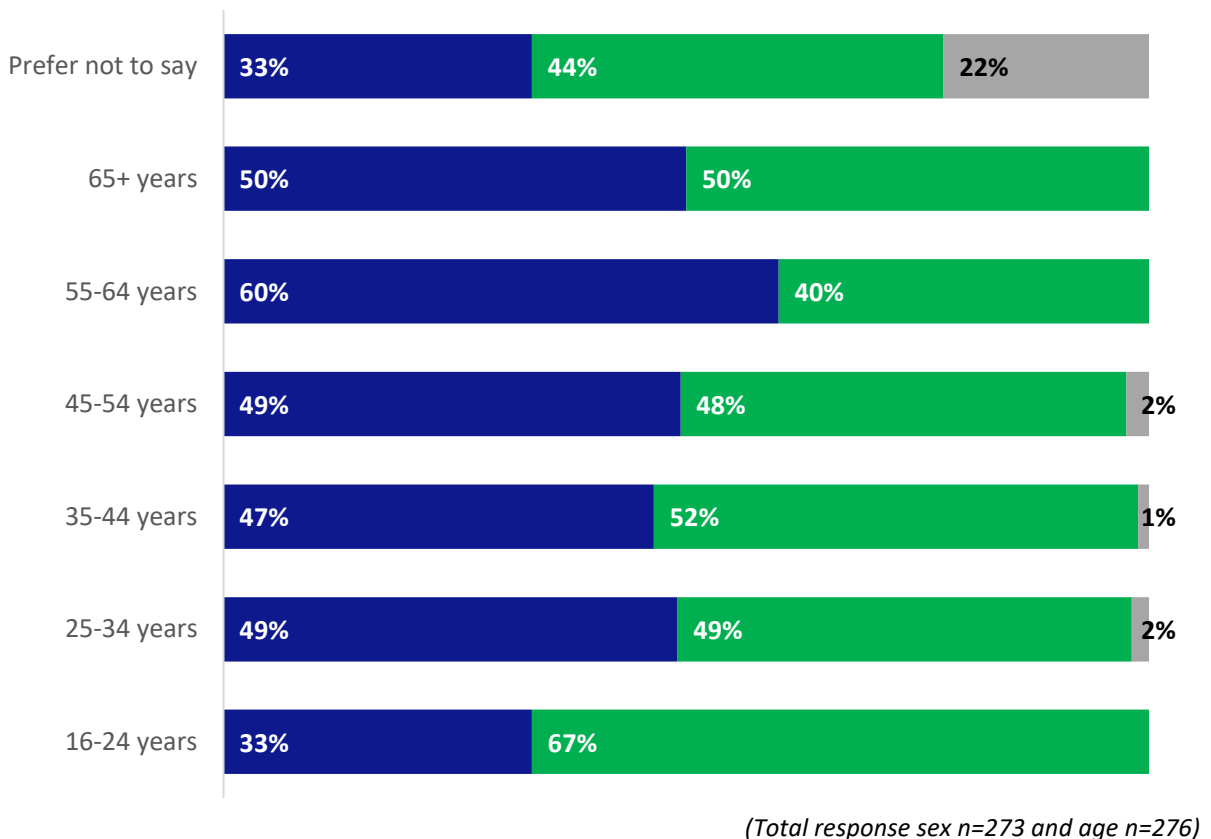


When age range is split by sex, there is an even split between male and female across most age groupings. The exceptions are:

1. more males than females in the 55–64-year-old age grouping (60% to 40%)
2. more females than males in the 16-24-year-old age grouping (67% to 33%)

There have been two significant changes in age range when split by sex. Females in the 65+ age grouping increased by 17% since 2021, from 33% to 50%. A similar trend was also seen in the 25-34-year-old age grouping. Females have increased by 13% since 2021, from 36% to 49%.

Figure 4: **sportscotland** age by sex





## Disability

In previous surveys, we have asked the question “Do you consider yourself to have a disability?” We adapted this question in line with the changes made to the most recent Scottish Census questions.

We asked our employees if they had any physical or mental health conditions or illnesses lasting or expected to last 12 months or more. 273 people responded. Most employees (79%) stated they did not have any physical, mental or health conditions. 16% of employees stated yes, an increase of 5% since 2021. This remains lower than the Scottish population which is around 30%.

Figure 5: **sportscotland** physical, mental or health conditions

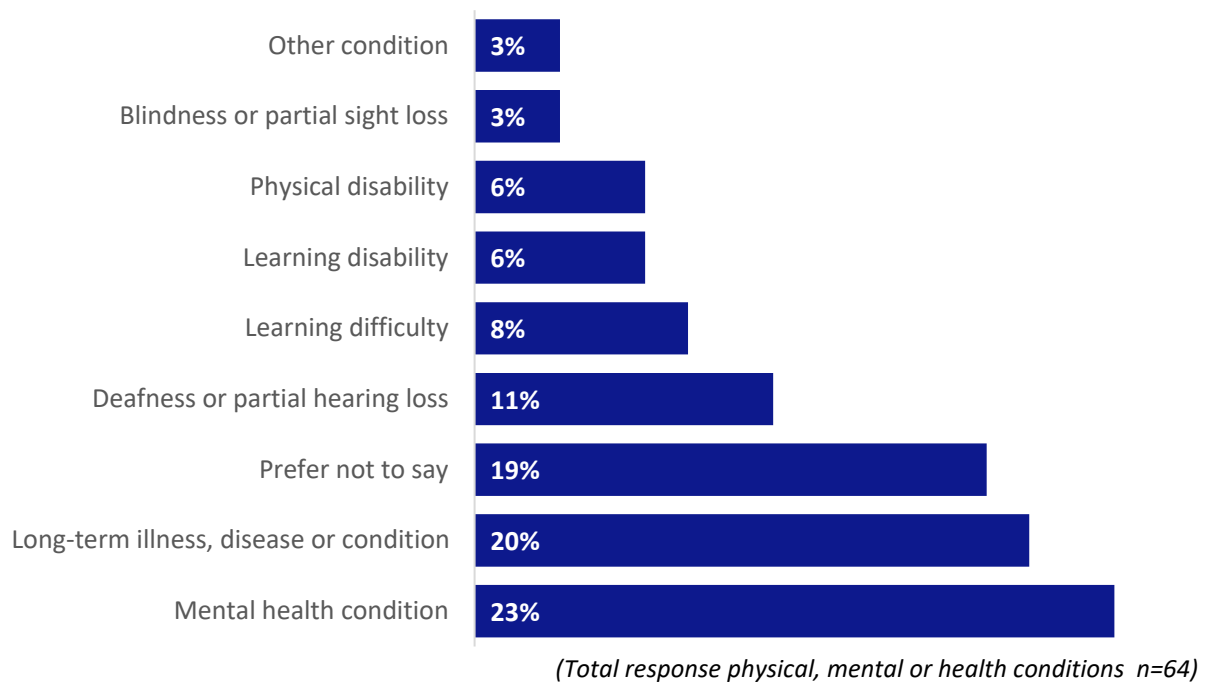


*(Total response physical, mental or health conditions n=273)*

We asked those employees who stated that they did have a physical, mental or health condition to select from a list of options which term best described their condition. Employees could select as many options as necessary. 64 people responded to this question, up from 29 in 2021.

Of those employees who responded, 23% stated they had a mental health condition. This was followed by 20% who had a long-term illness, disease or condition. In 2021, mental health condition (28%) and learning difficulty (31%), were the two most frequently selected options. Eight physical, mental or health conditions were selected in this year's survey. This is up from seven in 2021, and three in 2019.

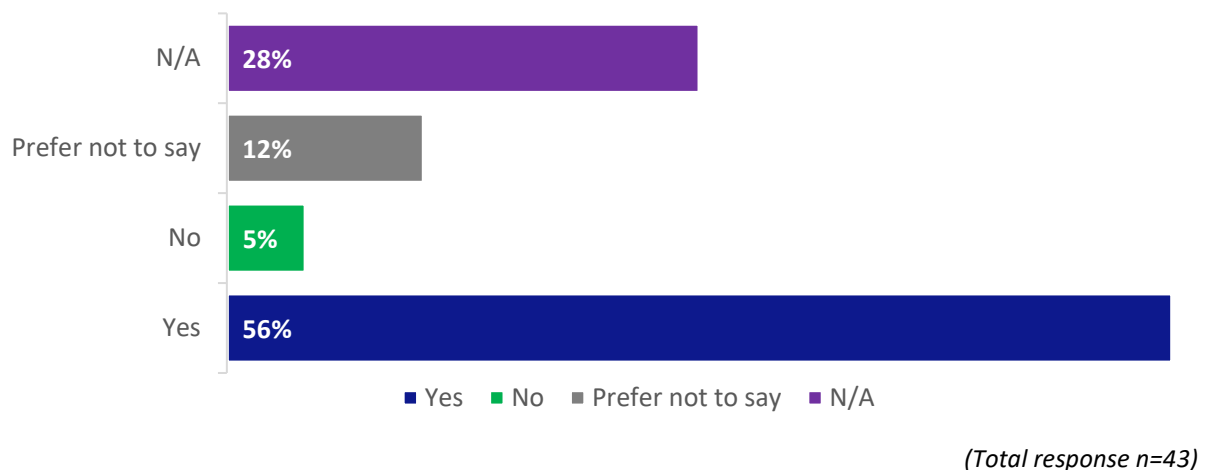
Figure 6: **sportscotland** physical or mental health conditions or illnesses



For the first time in the survey, we asked employees who stated they had a physical, mental or health condition if they felt **sportscotland** had made reasonable adjustments to support their needs in the workplace.

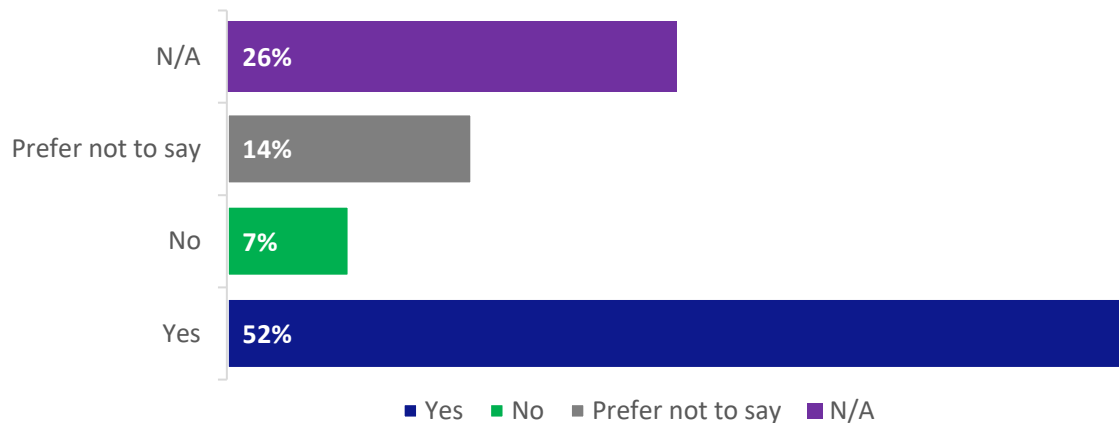
Most employees (56%) with a physical, mental or health condition felt that **sportscotland** had made reasonable adjustments. 5% did not feel that reasonable adjustments had been made. Over a quarter of employees who responded felt this question did not apply to them.

Figure 7: Has **sportscotland** made reasonable adjustments to support your need in the workplace?



We asked employees if they felt these adjustments were sufficient. Most employees (52%) felt the adjustments offered were sufficient while 7% of employees did not.

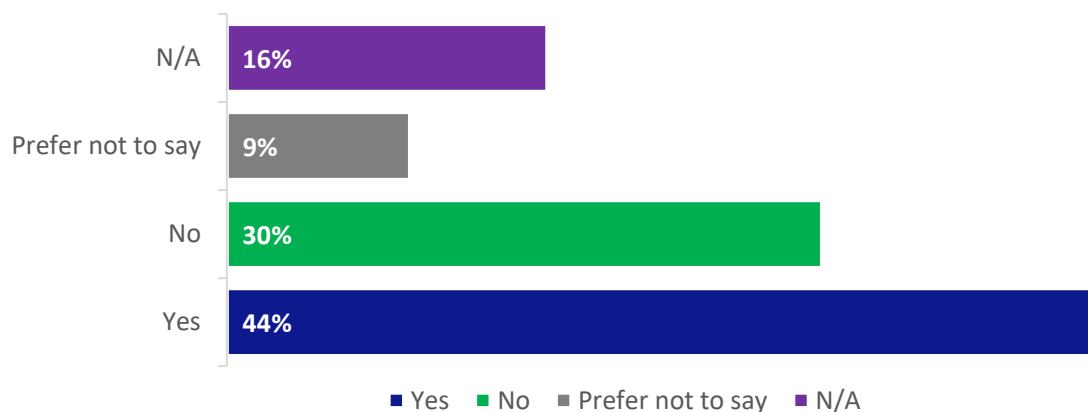
Figure 8: Are these adjustments sufficient?



(Total response n=42)

We asked employees if they felt **sportscotland** colleagues had appropriate awareness and understanding of their needs in the workplace. Almost a third of employees (30%) felt that their colleagues did not have awareness and understanding of their workplace needs. Over 40% stated their colleagues did have awareness and understanding of their workplace needs.

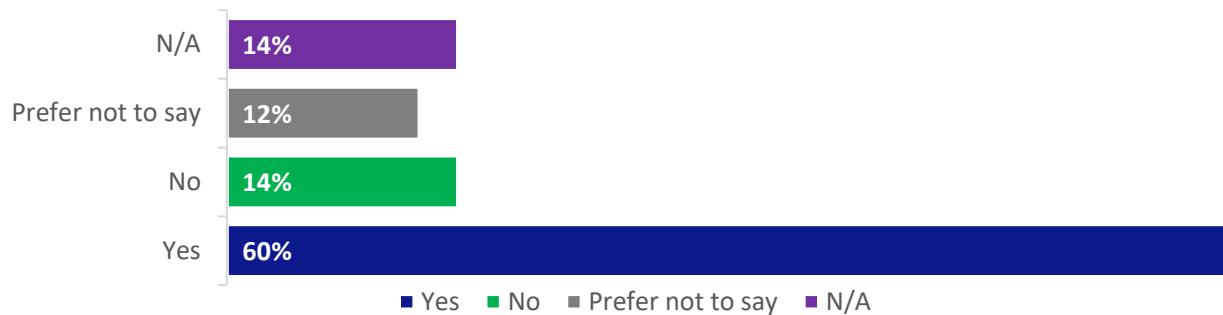
Figure 9: Do you feel that **sportscotland** colleagues have appropriate awareness and understanding of your needs in the workplace?



(Total response n=43)

Employees were also asked if they felt they had a network of people within **sportscotland** who could support their needs in the workplace where required. 60% of employees felt they did have access to a support network in work while 14% did not. 12% of employees opted not to disclose this information.

Figure 10: Do you feel you have a network of people within **sportscotland** who can support your needs in the workplace where required?



(Total response n=43)

### Race / Ethnicity

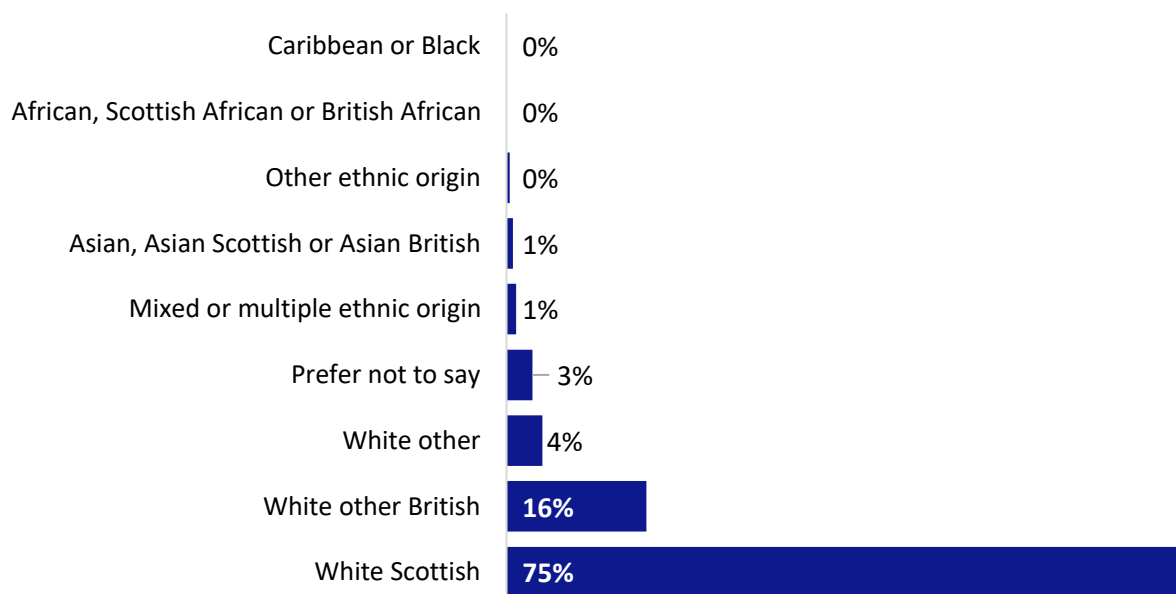
We asked our employees which ethnic group they identified with most. 274 people responded. We updated the available options in line with the 2021 Scottish Census.

75% of employees identified as “White Scottish”, an increase of 2% from 2021. This is followed by 16% who identified as “White other British” followed by 4% who were “White other”. The % of employees who consider themselves as white and from another part of the UK has decreased by 3% since 2021.

1% of employees came from a “Mixed or multiple ethnic origin” background followed by a further 1% who were “Asian, Asian Scottish or Asian British”. No employees identified as “African, Scottish African or British African” or “Caribbean or Black” which is consistent with previous reports.

When each individual ethnic origin is grouped, 95% of **sportscotland** employees identified as white. This is identical to the 2021 report.

Figure 11: **sportscotland** race and ethnicity



(Total response n=274)

Table 2: Ethnicity comparison between **sportscotland** employees and Scottish population

<b>Ethnic Group</b>	<b>sportscotland %</b>	<b>Scottish Population %</b>
<b>White Scottish</b>	75.2%	84%
<b>White other British</b>	15.7%	8%
<b>White other</b>	4.0%	4.2%
<b>Mixed or multiple ethnic origin</b>	1.1%	0.4%
<b>Asian, Asian Scottish or Asian British</b>	0.7%	2.7%
<b>Other ethnic origin</b>	0.4%	0.3%
<b>Prefer not to say</b>	2.9%	N/A

Table 2 shows that when compared with the Scottish population, **sportscotland** has a smaller representation of employees who identify as “White Scottish”. This is offset by a significantly higher representation of “White other British”. In 2021, 2% of employees identified themselves as “White other”. This figure has increased to 4% in the 2023 survey which is consistent with the wider Scottish population.

Fewer employees identify as “Asian, Asian Scottish or Asian British” compared with the Scottish population. This is consistent with the 2021 results. There has been a slight increase in the percentage of employees who consider themselves to be from a mixed or multiple ethnic origin background from 0.4% in 2021 to 1.1% in 2023.

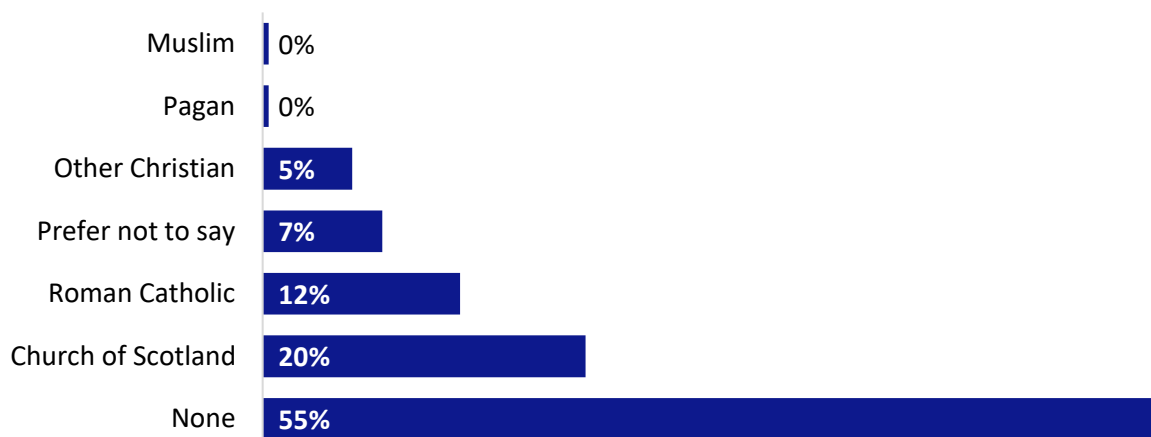
## **Religion or Belief**

We asked our employees to identify their religion or what philosophical belief they held. 273 people responded. We updated the available options in line with the 2021 Scottish Census.

Over half (55%) stated they held no religious belief, a slight increase (2%) when compared with 2021. This is followed by 20% who belong to the Church of Scotland, a reduction of 4% since 2021. 12% of employees identified as Roman Catholic an increase of 3% since 2021. The % of employees identifying as Other Christian or Muslim has remained static.

This year no employees identified as Buddhist, a reduction of almost 1% since 2021. While 2023 is the first year we have seen identification with Pagan faith. This is a result of the updated options from the 2021 Scottish Census. No employees identified as Hindu, Jewish or Sikh which is consistent with previous reports.

Figure 12: **sportscotland** religion or belief



(Total response n=273)

Table 3: Religion or belief comparison between **sportscotland** employees and Scottish population

Religion or Belief	sportscotland %	Scottish Population %
<b>None</b>	54.6%	36.7%
<b>Church of Scotland</b>	19.8%	32.4%
<b>Roman Catholic</b>	12.1%	15.9%
<b>Prefer not to say</b>	7.3%	N/A
<b>Other Christian</b>	5.5%	5.5%
<b>Pagan</b>	0.4%	N/A
<b>Muslim</b>	0.4%	1.4%

Table 3 shows the comparison of the religious beliefs of **sportscotland** employees and the Scottish population. When compared with the Scottish population, there is a significantly higher representation of employees who hold no religion or belief. There is also a lower representation of employees who identify as Church of Scotland, Roman Catholic and Muslim. This is consistent with the 2021 results.

## Gender Reassignment

In previous surveys, we have asked the question “Have you ever identified as transgender?”. We adapted this question in line with the changes made to the most recent Scottish Census questions.

We asked our employees if they consider themselves to be trans / a transgender person or have a trans history. 273 people responded to this question. Less than 1% of employees consider themselves to be trans or have a trans history. This is the first time since 2013 anyone has answered yes.

Figure 13: Do you consider yourself to be trans / a transgender person, or have a trans history?



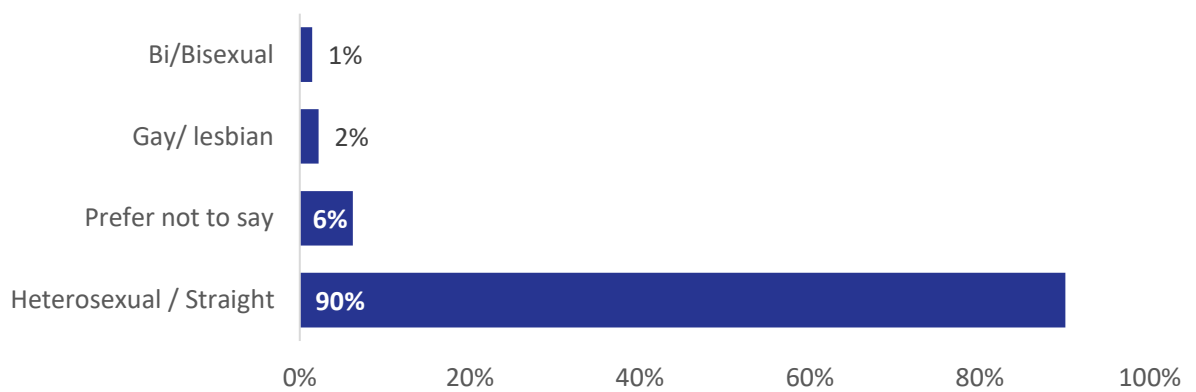
(Total response n=273)

## Sexual Orientation

We asked our employees how they would best describe their sexual orientation. 272 people responded.

90% of employees stated that they consider themselves to be heterosexual, a reduction of almost 3% since 2021. Responses for employees who describe their sexual orientation as Gay / Lesbian and Bi / Bisexual have remained broadly the same since 2021.

Figure 14: sportscotland sexual orientation



(Total response n=272)

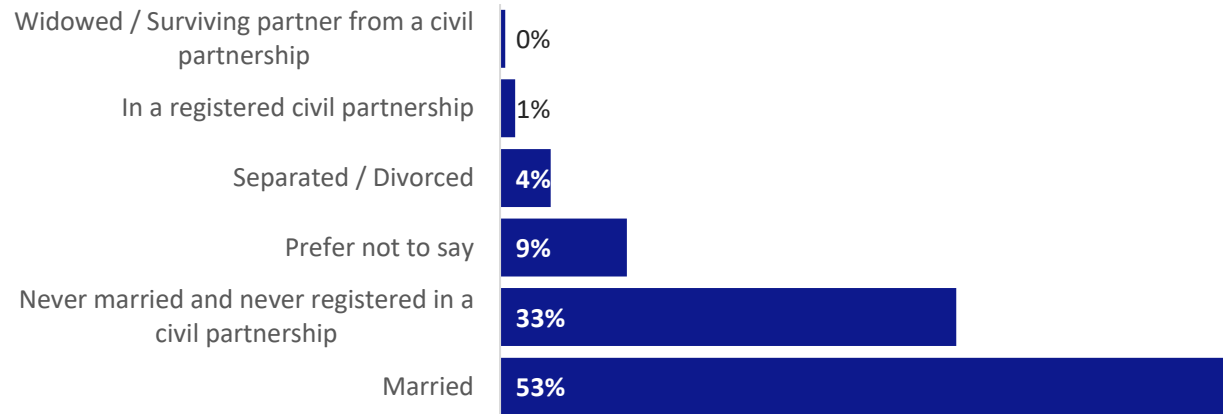
We are unable to compare responses to this question to the Scottish population. According to the Census, it is not possible to draw any since the non-response rate for the sexual orientation question was 70%.

## Marriage / Civil Partnership

We asked employees to select their current marital or partnership status. 272 people responded.

Of the responses, 53% stated they were married followed by 33% who had never been married or registered in a civil partnership. 9% preferred not to disclose their marital status while 4% stated that they were either separated or divorced. We did not collect this data in 2021 so no comparison is available.

Figure 15: **sportscotland** marital status



(Total response n=272)

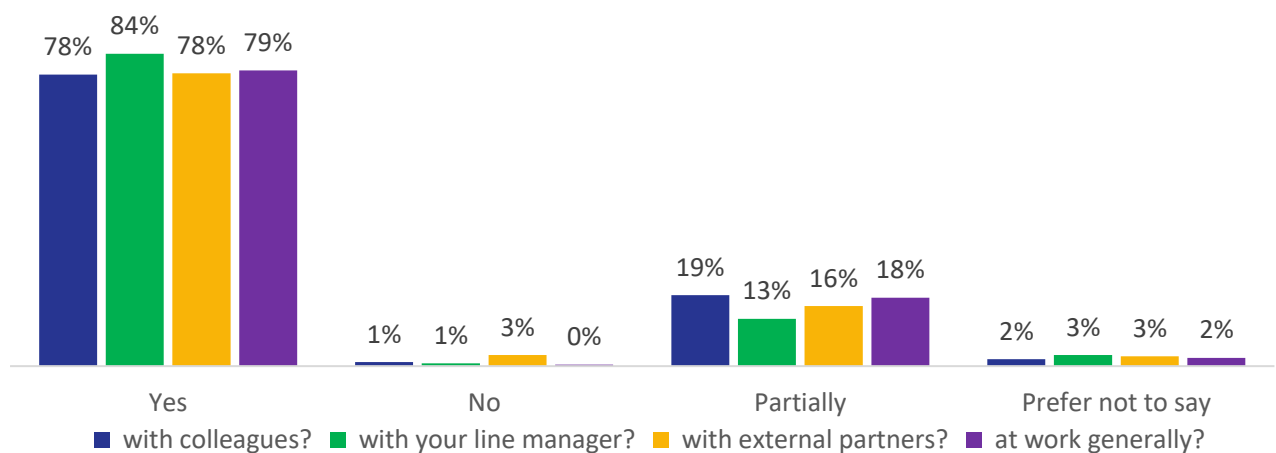
## Authentic Self

We asked our employees if they felt comfortable with being their authentic self with colleagues, their line manager, external partners and at work generally. 268 people responded.

Most employees feel comfortable with being their authentic self at work generally (79%). This is broadly the same when considering colleagues and external partners but increases to 84% of employees feeling comfortable with their line manager.

Less than 1% of employees stated they can't be their authentic self at work generally. Again, this is broadly the same when considering colleagues and line managers but increases to 3% of employees not feeling comfortable being their authentic selves with external partners.

Figure 16: Are you comfortable with being your authentic self...



(Total response n=268)



## Caring Responsibilities

We asked our employees to describe their caring responsibilities. 267 people responded. 42% of responses stated that they don't have any caring responsibilities. This is down slightly from the 2021 results of 46%.

The majority of our employees have caring responsibilities (52%). This is comparable to the 2021 results. 36% stated they care for at least one child while 10% care for an adult. This year we asked whether employees care for both adults and children. A further 6% stated that they care for both adults and children.

Figure 17: **sportscotland** caring responsibilities

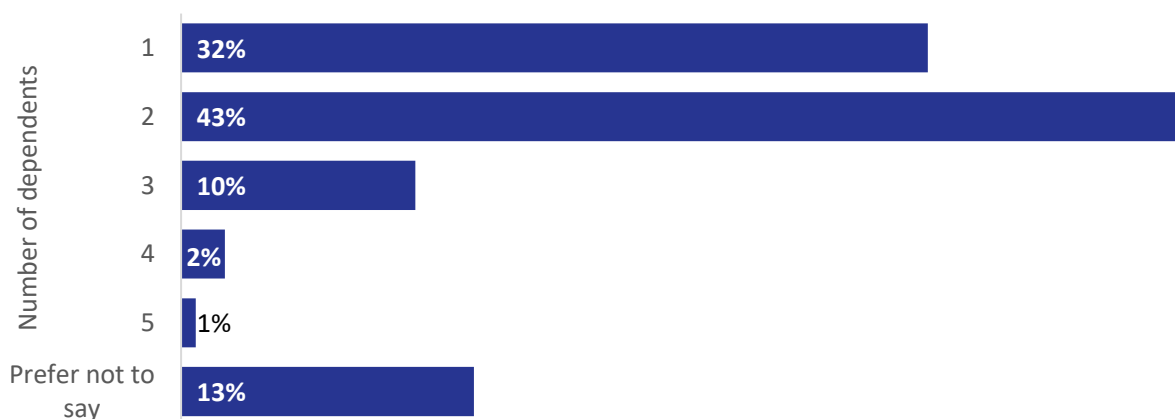


(Total response n=267)

We asked our employees to tell us the number of dependents they supported. 159 people responded. Most employees with caring responsibilities care for two people (43%). In 2021, most employees who cared for dependents, cared for only one other person.

10% of our employees stated they care for three people, 2% care for four people while 1% stated that they care for five people. In 2021, no employees stated they cared for any more than three people.

Figure 18: **sportscotland** caring responsibilities – number of dependents



(Total response n=159)

## Care experience

The 2023 survey was the first year we asked our employees if they were care experienced. 255 people responded. 4% of employees stated they were care experienced.

Figure 19: **sportscotland** care experience



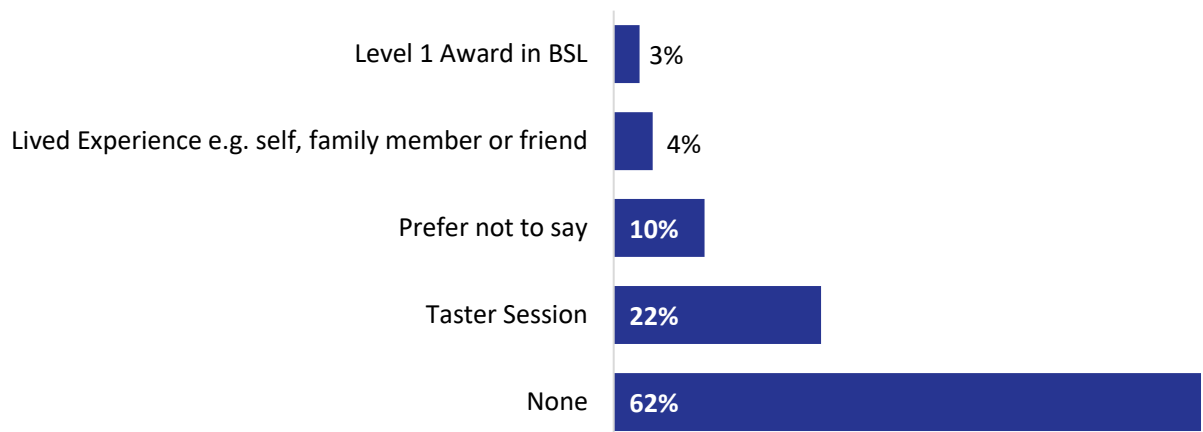
(Total response n=255)

## British Sign Language (BSL)

We asked our employees to indicate their level of British Sign Language experience. 220 people responded to this question.

Most employees stated that they have no BSL experience (62%), down from 79% last year. There is an increase across all levels of BSL experience since 2021. More employees have experienced a taster session, up to 22% from 16% in 2021. 4% of employees have lived BSL experience, up from 1% in 2021. 3% of employees have a recognised level 1 award in BSL, up from 2% in 2021.

Figure 20: **sportscotland** BSL experience



(Total response n=220)

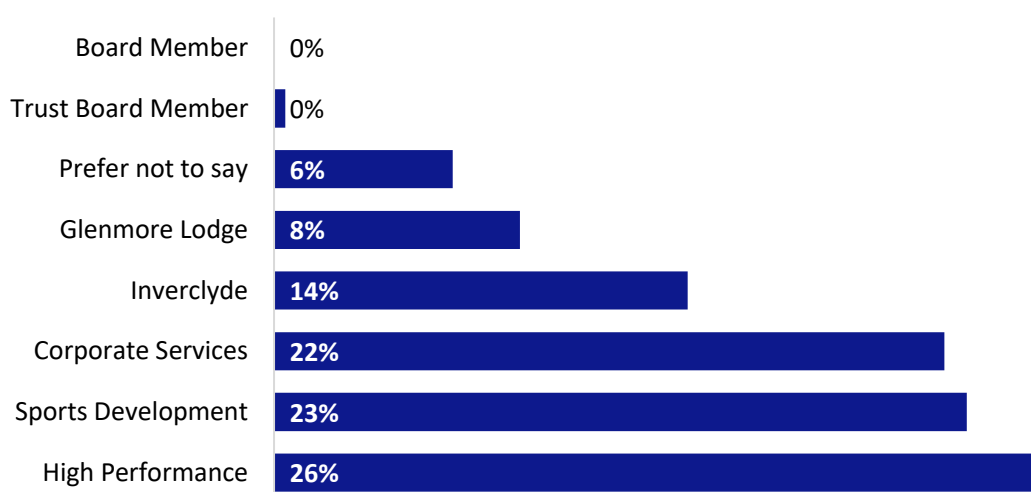
## Employee Department

We have presented the different areas of the organisation the respondents currently work in. 267 employees provided this information.

Employees from High Performance (26%), Sports Development (23%) and Corporate Services (22%) make up most responses in this year's survey. This is in line with previous survey responses.

No board members responded to this year's survey, down from 4% in 2021, while less than 1% of responses came from Trust board members, down from 3%.

Figure 21: **sportscotland** responses by department



(Total response n=267)

This year, employees were also asked to indicate their current contract type. 87% of staff who responded to this year's survey stated they currently had a permanent contract followed by 6% who were on a fixed-term contract and a further 6% who did not wish to disclose their contract type. 1% of employees revealed that they currently held a casual contract with **sportscotland**.

Table 4 shows the split of contract type by department. This indicated that employees with casual contracts came exclusively from sports development and high performance. The majority of employees on fixed-term contracts, came from Inverclyde and Glenmore Lodge.

Figure 22: **sportscotland** employment contract type

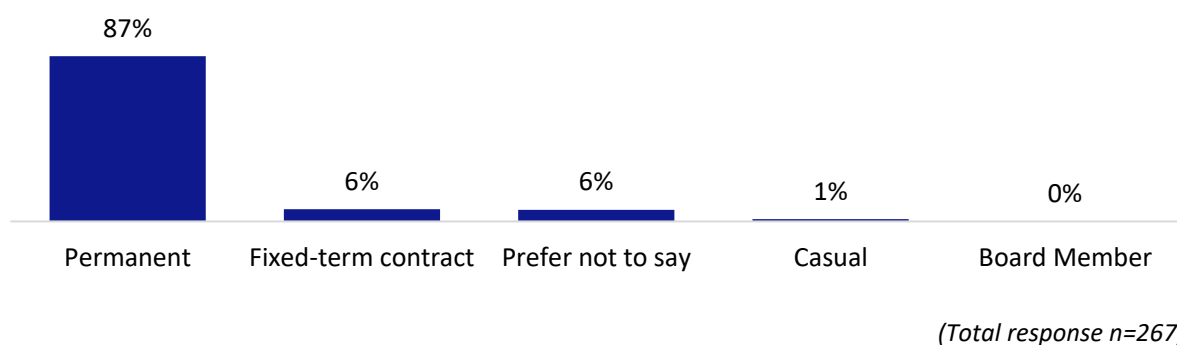


Table 4: **sportscotland** department by contract type

	Permanent	Fixed-term contract	Prefer not to say	Casual
<b>High Performance</b>	90%	7%	1%	1%
<b>Sports Development</b>	92%	5%	0%	3%
<b>Corporate Services</b>	95%	3%	2%	0%
<b>Inverclyde</b>	86%	14%	0%	0%
<b>Glenmore Lodge</b>	86%	9%	5%	0%
<b>Prefer not to say</b>	19%	0%	81%	0%
<b>Trust Board Member</b>	100%	0%	0%	0%
<b>Board Member</b>	-	-	-	-

# Occupational Segregation

The information presented in this report is taken from the sensitive information section of our Human Resources Information System (HRIS). 90% of 349 employees completed at least one section of the sensitive information section.

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

## Horizontal Segregation

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

## Vertical Segregation

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

## Job Grade by Sex

Table 4 shows information on our job grades by sex. 84% of all employees completed this part of the sensitive information section.

154 employees recorded that they were male with 138 were female. Fewer than 10 employees in grades 1 and 4 selected “other” when asked to disclose their sex.

The majority of employees in grade 1 are female while all other grades between 2 and 7 are occupied by mostly males. This is in line with previous reports.

As it was reported in 2021, there are currently no females in grade 7 positions.

Table 5: sportscotland grade by sex

Grade by Sex	Male	Female	Did Not Answer	Other	Totals	
<b>1</b>	18	33	16	*	<b>68</b>	<b>19%</b>
<b>2</b>	*	10	*	0	<b>23</b>	<b>7%</b>
<b>3</b>	36	29	*	0	<b>74</b>	<b>21%</b>
<b>4</b>	45	35	18	*	<b>99</b>	<b>28%</b>
<b>5</b>	31	17	*	0	<b>53</b>	<b>15%</b>
<b>6</b>	12	*	0	0	<b>18</b>	<b>5%</b>
<b>7</b>	*	0	0	0	<b>*</b>	<b>0%</b>
<b>Casual</b>	*	*	*	0	<b>*</b>	<b>2%</b>
<b>Intern</b>	0	0	0	0	<b>*</b>	<b>0%</b>
<b>Junior Specialist</b>	0	*	0	0	<b>*</b>	<b>0%</b>
<b>Specialist</b>	*	*	*	0	<b>*</b>	<b>1%</b>
<b>Snr Specialist</b>	*	0	0	0	<b>*</b>	<b>0%</b>
<b>Totals</b>	<b>154</b>	<b>138</b>	<b>58</b>	<b>*</b>		
	<b>44%</b>	<b>39%</b>	<b>16%</b>	<b>*</b>		

## Job Grade by Disability

Table 5 shows job grade by disability. 75% of **sportscotland** employees recorded that they are not disabled, while 16% did not provide an answer to this section. 3% of staff recorded that they were disabled. 2% of employees stated that they did not know if they were disabled.

Fewer than 10 employees in grade 1, 2, 3, 4, specialist and casual stated that they did consider themselves to be disabled.

Table 6: **sportscotland** grade by disability

Grade by Disability	Not Disabled	Did Not Answer	Declined to Specify	Disabled	Not Known	Totals	
<b>1</b>	43	19	*	*	*	*	*
<b>2</b>	12	*	0	*	0	<b>23</b>	<b>7%</b>
<b>3</b>	59	*	*	*	*	<b>74</b>	<b>21%</b>
<b>4</b>	79	14	*	*	*	*	*
<b>5</b>	47	*	*	0	0	*	*
<b>6</b>	17	0	0	0	*	*	*
<b>7</b>	*	0	0	0	*	*	*
<b>Casual</b>	*	*	0	*	0	*	*
<b>Intern</b>	0	0	0	0	0	<b>0</b>	<b>0%</b>
<b>Junior Specialist</b>	0	*	0	0	0	*	*
<b>Specialist</b>	*	*	*	*	*	*	*
<b>Snr Specialist</b>	0	*	0	0	0	*	*
<b>Totals</b>	<b>267</b>	<b>56</b>	<b>*</b>	<b>10</b>	<b>*</b>		
	<b>75%</b>	<b>16%</b>	<b>4%</b>	<b>3%</b>	<b>2%</b>		

## Job Grade by Race

278 employees stated that they were white while 70 did not choose to disclose their race. <3% of responses were made up of employees from mixed, Asian or Asian British or other ethnic groups.

Table 7: sportscotland grade by race

Grade by Race	White	Mixed	Not Stated	Other Ethnic Groups	Asian or Asian British	Totals	
1	47	*	20	0	0	<b>68</b>	<b>19%</b>
2	19	0	*	0	0	*	*
3	61	*	10	0	*	*	*
4	77	0	21	0	*	*	*
5	46	0	*	*	0	*	*
6	17	0	*	0	0	*	*
7	*	0	0	0	0	*	*
Casual	*	0	*	0	0	*	*
Intern	0	0	0	0	0	<b>0</b>	<b>0%</b>
Junior Specialist	0	0	*	0	0	*	
Specialist	*	0	*	0	0	*	*
Snr Specialist	0	0	*	0	0	*	
<b>Totals</b>	<b>278</b>	*	<b>70</b>	*	*		
	<b>79%</b>	*	<b>20%</b>	*	*		



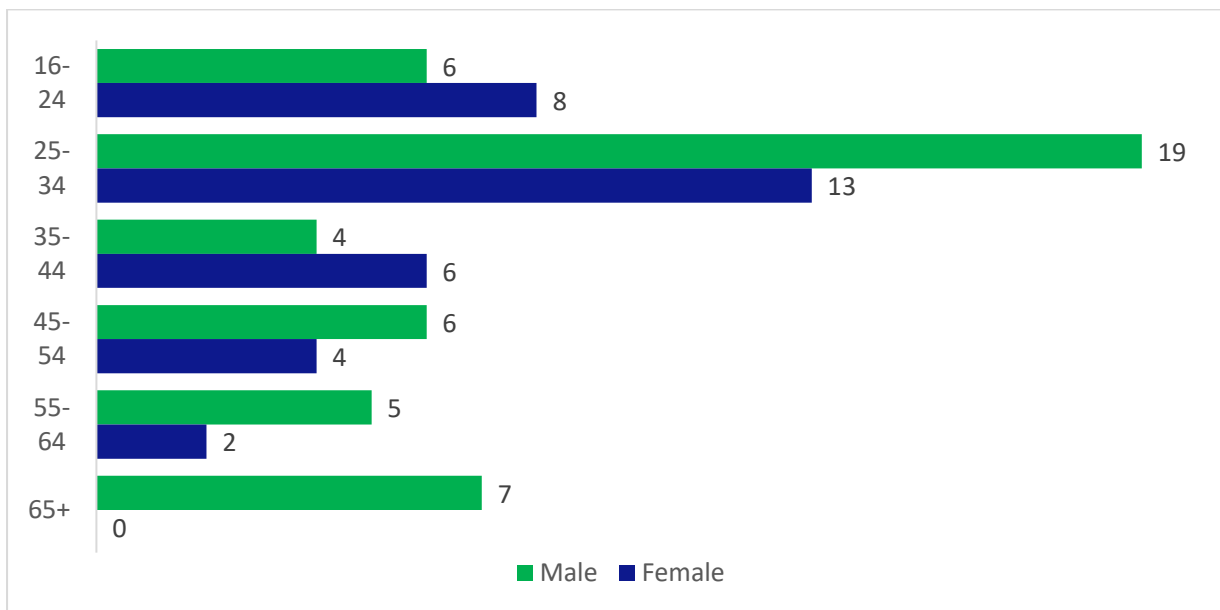
### New Starters by Age and Gender – 2022-23

80 new employees joined **sportscotland** in 2022-23, of which 59% were male and 41% female.

40% of all new starters in 2022 were aged between 25 and 34 years old followed by 18% aged between 16 and 24.

The majority of all new starts aged between 45 and 65+ years old were recorded as male with most new starts aged between 35 and 54 recorded as female.

Figure 23: sportscotland new starts - gender



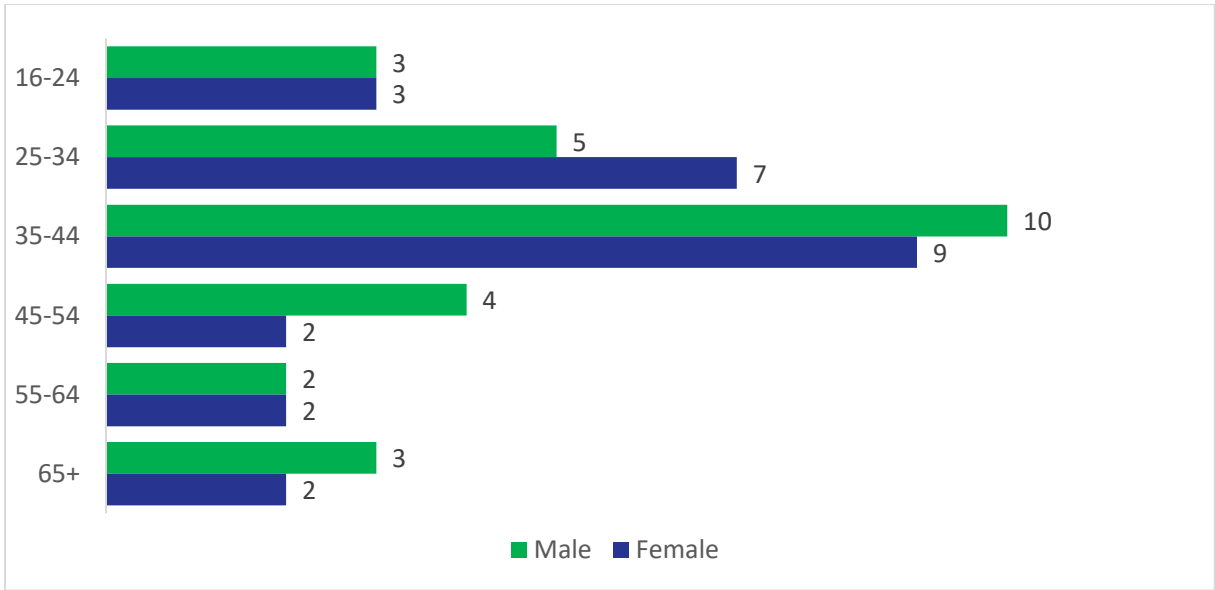
### Leavers by Age & Gender – 2022-23

52 people left **sportscotland** in 2022-23 of which 52% were male.

37% of leavers were aged between 35 and 44 years old, 23% were aged between 25 and 34 while 12% were aged between 45 and 54 years old.

The majority of leavers aged between 35 and 54 years old were male while most leavers in the 25- to 34-year-old age brackets were female.

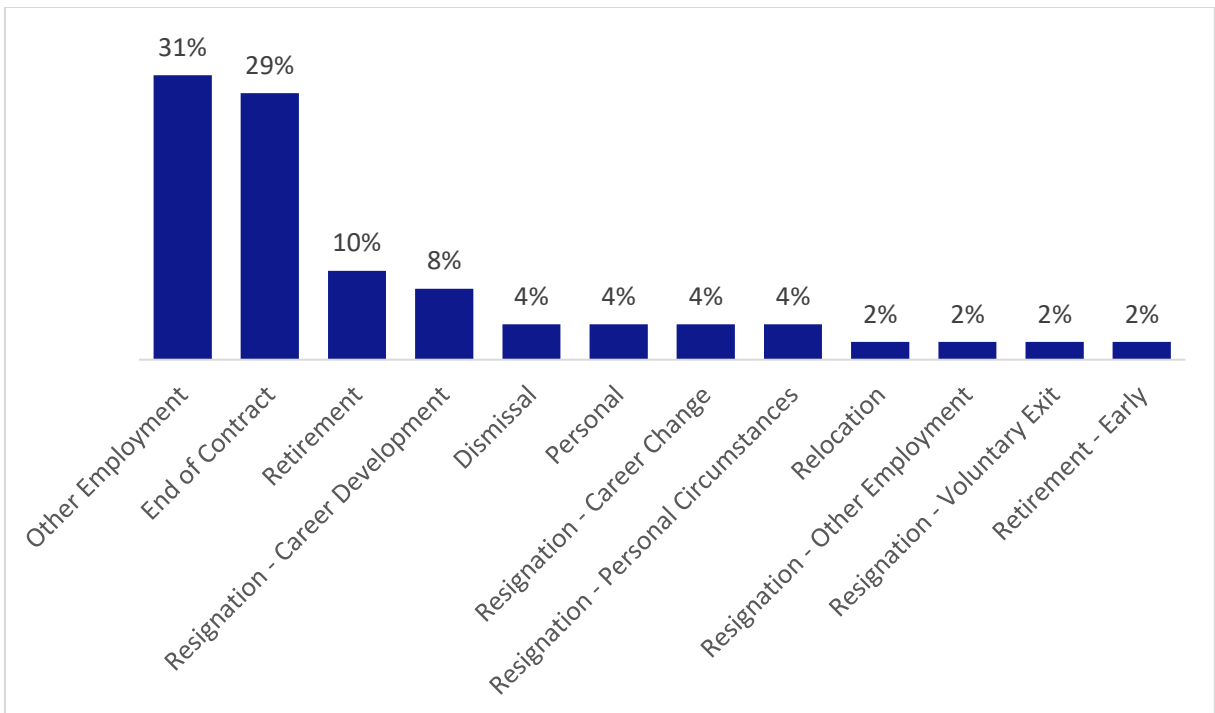
Figure 24: sportscotland leavers - gender



### Reasons for Leaving – 2022-23

Of the 52 leavers in 2022-23, 31% left for other employment followed by 29% who left due to their fixed term contracts coming to an end. 10% of leavers reached retirement while 8% resigned to pursue other opportunities.

Figure 25: **sportscotland** reasons for leaving 2022-23



### Flexible Working Requests 2022-23

Nine employees in 2022-23 reduced their contractual hours in 2022-23, of which three were male and six were female.

By contrast, eight employees in 2023 increased their contractual hours this year. Seven of which were female and one male.

# Recruitment Applicants

**sportscotland** launched the iTrent web recruitment module in January 2022. This has allowed the organisation to record characteristics of all internal and external applicants such as ethnicity, sex, age, marital status, nationality, sexual orientation, and disability status.

Since the launch of web recruitment, there have been 52 job requisitions and a total of 2,561 applicants recorded in iTrent. Of the 2,561 applications, 94 have been from current staff members looking to move internally. 17 internal applicants were successfully appointed to the roles they applied for, accounting for 35% of all successful hires.

Below are tables detailing the number of applications by protected characteristic as well as the number of applications in each category that were shortlisted for interview.

Table 8: **sportscotland** applications by ethnicity

Ethnicity	Application		Shortlisted for Interview	
	Count	Percentage	Count	Percentage
White – Scottish	1,551	60.6%	336	64.7%
White – English	345	13.5%	78	15.0%
Other White Ethnic Group	119	4.6%	25	4.8%
Unspecified	102	4.0%	25	4.8%
Indian, Indian Scottish or Indian British	82	3.2%	10	1.9%
Pakistani, Pakistani Scottish or Pakistani British	49	1.9%	5	1.0%
White – Irish	46	1.8%	7	1.3%
African, African Scottish or African British	44	1.7%	6	1.2%
White - Northern Irish	40	1.6%	6	1.2%
Prefer not to say	34	1.3%	1	0.2%
Any Mixed or Multiple Ethnic Group	27	1.1%	5	1.0%
Other Ethnic Group	27	1.1%	0	0.0%
White – Welsh	24	0.9%	6	1.2%
Chinese, Chinese Scottish or Chinese British	19	0.7%	2	0.4%
Polish	16	0.6%	6	1.2%
Other Asian	11	0.4%	0	0.0%
Black, Black Scottish or Black British	10	0.4%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi	7	0.3%	1	0.2%
Arab, Arab Scottish or Arab British	6	0.2%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	2	0.1%	0	0.0%
<b>Totals</b>	<b>2,561</b>	<b>1</b>	<b>519</b>	<b>1</b>

Table 9: sportscotland applications by sex

Sex	Application		Shortlisted for Interview	
Male	1,667	65.1%	311	59.9%
Female	815	31.8%	188	36.2%
Unspecified	79	3.1%	20	3.9%
<b>Totals</b>	<b>2,561</b>	<b>100%</b>	<b>519</b>	<b>100%</b>

Table 10: sportscotland applications by age

Age	Application		Shortlisted for Interview	
Under 21	67	2.6%	13	2.5%
21 – 30	1,161	45.3%	199	38.3%
31 – 40	808	31.6%	182	35.1%
41 – 50	318	12.4%	77	14.8%
51 - 60	105	4.1%	23	4.4%
Over 60	13	0.5%	4	0.8%
No Age	89	3.5%	21	4.0%
<b>Totals</b>	<b>2,561</b>	<b>100%</b>	<b>519</b>	<b>100%</b>

Table 11: sportscotland applications by marital status

Marital Status	Application		Shortlisted for Interview	
Single	1,123	43.9%	203	39.1%
Married	678	26.5%	153	29.5%
Partner	476	18.6%	100	19.3%
Unknown	114	4.5%	27	5.2%
Not Specified	93	3.6%	21	4.0%
Divorced	41	1.6%	10	1.9%
Civil Partnership	23	0.9%	3	0.6%
Widowed	13	0.5%	2	0.4%
<b>Totals</b>	<b>2,561</b>	<b>100%</b>	<b>519</b>	<b>100%</b>

Table 12: sportscotland applications by nationality

Nationality	Application		Shortlisted for Interview	
	Count	Percentage	Count	Percentage
Unknown	1,100	43.0%	166	32.0%
British	638	24.9%	161	31.0%
Scottish	589	23.0%	146	28.1%
Indian	45	1.8%	8	1.5%
English	26	1.0%	6	1.2%
Irish	19	0.7%	5	1.0%
Spanish	14	0.5%	3	0.6%
Polish	14	0.5%	5	1.0%
South African	10	0.4%	0	0.0%
Nigeria	9	0.4%	4	0.8%
Italian	9	0.4%	2	0.4%
Greek	9	0.4%	2	0.4%
Australian	8	0.3%	2	0.4%
Brazilian	8	0.3%	0	0.0%
Canadian	6	0.2%	3	0.6%
Ghanaian	5	0.2%	2	0.4%
Pakistani	4	0.2%	0	0.0%
Welsh	4	0.2%	0	0.0%
Portuguese	4	0.2%	0	0.0%
Slovakian	3	0.1%	2	0.4%
Mauritius	3	0.1%	0	0.0%
Zimbabwean	3	0.1%	0	0.0%
Hong Kong	2	0.1%	0	0.0%
Turkish	2	0.1%	0	0.0%
American	2	0.1%	0	0.0%
Northern Ireland	2	0.1%	0	0.0%
Filipino	2	0.1%	0	0.0%
Nepalese	2	0.1%	0	0.0%
Danish	2	0.1%	0	0.0%
Libyan	2	0.1%	0	0.0%
Dutch	2	0.1%	1	0.2%
Antiguan/Barbudan	2	0.1%	0	0.0%
Isle of Man	2	0.1%	0	0.0%
Croatian	2	0.1%	0	0.0%
Finnish	2	0.1%	0	0.0%
Singapore	2	0.1%	0	0.0%
Austrian	2	0.1%	1	0.2%
Sudanese	1	0.0%	0	0.0%
<b>Totals</b>	<b>2,561</b>	<b>100%</b>	<b>519</b>	<b>100%</b>

Table 13: sportscotland applications by sexual orientation

Sexual Orientation	Application		Shortlisted for Interview	
Heterosexual	2,156	84.2%	425	81.9%
Unknown	136	5.3%	34	6.6%
Bisexual	76	3.0%	18	3.5%
Lesbian	74	2.9%	24	4.6%
Declined to specify	70	2.7%	9	1.7%
Gay	46	1.8%	9	1.7%
Not Sure	3	0.1%	0	0.0%
<b>Totals</b>	<b>2,561</b>	<b>100%</b>	<b>519</b>	<b>100%</b>

Table 14: sportscotland applications by religion

Religion	Application		Shortlisted for Interview	
None	1,407	54.9%	290	55.9%
Roman Catholic	290	11.3%	59	11.4%
Church of Scotland	275	10.7%	71	13.7%
Other Christian	158	6.2%	19	3.7%
Unknown	121	4.7%	25	4.8%
Prefer Not to Say	117	4.6%	24	4.6%
Muslim	66	2.6%	9	1.7%
Hindu	58	2.3%	7	1.3%
Church of England	29	1.1%	9	1.7%
Another Religion or Belief	18	0.7%	4	0.8%
Buddhist	9	0.4%	0	0.0%
Sikh	8	0.3%	2	0.4%
Jewish	5	0.2%	0	0.0%
<b>Totals</b>	<b>2,561</b>	<b>100%</b>	<b>519</b>	<b>100%</b>

Table 15: sportscotland applications by disability status

Disability	Application		Shortlisted for Interview	
Yes	108	4.2%	25	1.0%
Unspecified	2,453	95.8%	2,453	99.0%
<b>Totals</b>	<b>2,561</b>	<b>100%</b>	<b>2,478</b>	<b>100%</b>

# Gender pay gap review

## Introduction

As a public sector organisation, **sportscotland** is required to report on their gender pay gaps annually.

A gender pay gap is a measurement of the difference in the average pay of men and women, regardless of the nature of their work, across an entire organisation. The gender pay gap can be driven by the different number of men and women across all roles.

Gender Pay Gap is different from Equal Pay, which involves the direct comparison of two people or groups of people conducting the same, similar or equivalent work. This report shows the difference between the average earnings of men and women, expressed relative to men's earnings.

## Gender Pay Gap Metrics

The Regulations on gender pay gap reporting require employers to use six different measurements:

- **Median gender pay gap** – the difference between the median hourly rate of pay of male and full-pay relevant employees and that of female full-pay relevant employees.
- **Mean gender pay gap** – the difference between the mean hourly rate of pay of male and full-pay relevant employees and that of female full-pay relevant employees.
- **Quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.
- **Median bonus gap** - the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Mean bonus gap** - the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Bonus proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period.

*sportscotland has no bonus scheme so our report focuses on the first three points above.*

The data used to conduct this gender pay gap review was taken on 31 March 2023. The gender pay review was conducted in-line with the new Gender Pay Gap Regulations 2017, analysing the mean and median pay by gender and the number of male and female staff by pay quartile. This only covers staff on annual pay, whereas the survey responses above also includes casually employed staff. More information on the full Gender Pay Gap regulations can be found on the [Government Equalities Office website](#).

## Gender Pay Gap Results

### **Percentage of men and women in each hourly pay quartile:**

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

Quartile Band	Pay Range (hourly pay)	Female	Male	All Staff
D	£23.83 - £54.31	33%	67%	100%
C	£19.88 - £23.82	43%	57%	100%
B	£16.11 - £19.87	48%	52%	100%
A	£10.95 - £16.10	59%	41%	100%

### **The mean (average) gender pay gap in hourly pay:**

The mean or average is calculated by adding up the wages of all employees and dividing the figure by the total number of employees.

Analysis of the hourly mean and median base pay by gender shows a gender pay gap of 12.3% and 14.1% respectively:

	Female	Male	All Staff	Gender Pay Gap
Mean:	£19.80	£22.59	£21.32	12.3%
Median:	£19.75	£22.98	£19.88	14.1%
No. of Staff:	165	192	354	

This analysis includes both full and part-time staff (excluding casual staff).



## sportscotland Trends

Year	Mean (excluding CEO)	Median (excluding CEO)	Female Staff	Female as %	Male Staff	Male as %	All Staff
2017	10.8%	10.5%	148	45%	183	55%	330
2018	11.7%	7.5%	150	44%	190	56%	340
2020	12.8%	13.5%	156	45%	188	55%	344
2021	11.1%	11.6%	147	44%	186	56%	333
2022	14.6%	16.6%	158	48%	175	52%	333
2023	12.3%	14.1%	165	46%	192	54%	354

### What Do These Figures Mean?

The Gender Pay Gap has improved from last year, with the median decreasing from 16.6% in 2022 to 14.1% in 2023, and the mean also decreasing from 14.6% in 2022 to 12.3% in 2023.

This is in large due to the increased percentage of men in the bottom two quartiles - the percentage of women in the top two quartiles is unchanged.

### National Picture

The national median gender pay was 14.9% in 2022, which has fallen from 15.1% in 2021.

The national mean gender pay was 10.7% in 2022, which has increased from 9.05% in 2021.

### Measures Already in Place

- Our job evaluation scheme and pay structure applies to all positions with the exception of CEO and Medical positions
- **sportscotland** offers enhanced pay for family friendly leave
- **sportscotland** offers shared parental leave
- **sportscotland** undertakes annual equal pay audits
- All our interview panels comprise of mixed gender representation
- Unconscious bias forms part of recruitment training
- We review the language used in our adverts to ensure it is gender-neutral
- All new starters to the organisation start at the bottom pay step of the grade

### Future Actions

## Recruitment

- We will ensure we have female representation on all shortlisting panels.
- We will look at ways to attract more females to apply for roles within the two upper quartile ranges.
- We will ensure all our vacancies are advertised as flexible by default.

## **Ethnicity pay gap review**

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

## Equal pay review

The data used to conduct this equal pay review was taken on 31 March 2023. Of the 354 employees in **sportscotland** on this date 162 (46%) were female and 192 (54%) were male.

The analysis of median base pay by grade gives the following results:

Grade	Staff		Median Base Pay		
	Female	Male	Female	Male	Female Salary as a % Above Male
1	47	28	£26,404	£23,773	111.1%
2	10	12	£30,833	£28,705	107.4%
3	32	43	£35,055	£38,130	91.9%
4	45	58	£45,999	£45,999	100%
5	19	34	£56,242	£56,242	100%
6	*	*	£71,471	£71,471	100%
7	*	*	-	£95,141	-
Jnr Specialist	*	*	£32,400	-	-
Specialist	*	*	£91,077	£91,077	100%
Snr Specialist	*	*	-	£102,644	-
All	162	192	£38,130	£42,950	88.8%

The percentage of male and female employees in grades one to three is 48% and 52% respectively. However, grade one has 63% of female staff compared with 37% of male staff which has remained unchanged since 2021.

Of the six grades where female staff are present, they earn higher median pay than men in two of the grades. The highest median pay difference is 11.1% in favour of female staff in grade one.

The analysis of mean base pay by grade gives the following results:

Grade	Staff		Mean Base Pay		
	Female	Male	Female	Male	Female Salary as a % Above Male
1	47	28	£24,600	£23,735	103.6%
2	10	12	£29,350	£28,740	102.1%
3	32	43	£34,978	£35,899	97.4%
4	45	58	£43,785	£44,650	98.1%
5	19	34	£53,084	£53,485	99.3%
6	*	*	£71,158	£70,690	100.7%
7	*	*	-	£95,141	-
Jnr Specialist	*	*	£32,400	-	-
Specialist	*	*	£91,077	£91,077	100%
Snr Specialist	*	*	-	£102,644	-
All	162	192	£38,206	£40,926	88.4%

When considering mean (average) pay the differences are less marked however female staff are paid more than male staff in three of the six grades they are both present.

For full time staff, the difference in mean pay ranges across six grades from £401 to £921 per annum.

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

# Statement on Equal Pay

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

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

## Find out more

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

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**sportscotland**  
the national agency for sport