SCOTTISH POLICE AUTHORITY
ÙGHDARRAS POILIS NA H-ALBA

Equality & Diversity Employment Monitoring & Analysis

Report

March 2022

Contents

1 Introduction

The Scottish Police Authority (the Authority) is a non-departmental public body based across various locations in Scotland.

We aim to build a workforce reflecting the society we serve with an inclusive culture which values and respects diversity. Each year we publish employment monitoring data we have collated and considered in our equality and diversity workforce reports. This publication continues our reporting process which supplements the key insights included within the Joint Equality and Diversity Mainstreaming and Outcomes Progress report.

This report assists the Authority to regularly analyse data to identify trends and required actions to support delivery of our Joint Equality Outcomes with Police Scotland.

As outlined in last year's report our Equality Outcomes recognise the need for timely workforce insights to support evidence based planning and decision making. This reflects the journey we are on in partnership with Police Scotland. As part of this journey we will continue to work with Police Scotland to undertake and further develop our understanding of the insights our data provides.

In last year's report we developed an EDI Action Plan based on the data and insights included. An update on progress against the action plan is included at Appendix A with any outstanding and follow up actions from the plan being mainstreamed into relevant delivery plans going forward.

The data presented in this report cover the overall workforce profile as well as specific detail in relation to recruitment, retention, development and pay. To ensure more meaningful reporting and comparison over time we now report workforce profiles to two decimal points rather than rounding to a full percentage point.

For the purpose of this report, promotion refers to any internal member of staff who successfully applies for a role at a higher grade. In relation to pay SPA and Police Scotland currently report on pay gaps in relation to disability, ethnicity, sex and sexual orientation and detail of these are included throughout the report.

Due to the low numbers in terms of recruitment and leavers there are limitations in the level of progress that can be made in increasing the diversity of the workforce profile year on year.

1.1   Our Responsibilities as a Public Body

The Authority has a specific legal duty to gather and use data in relation to recruitment, development and retention split by relevant protected characteristic. We publish this information to demonstrate our commitment to developing an inclusive workplace and our legal responsibilities against the three aims of the general equality duty, to give due regard to the need to:

• Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act

• Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it

• Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

1.2   Scope

Where available, external benchmarks have been drawn from relevant sources, including the National Records of Scotland (2017) based on data from the last available Scottish Census.

These external benchmarks are based on the proportion of residents from protected characteristics within the total population, as opposed to within employment.

1.3   Interpreting the Data

Please note the following when interpreting the data presented in this report:

• Information is published in accordance with GDPR and the Data Protection Act 2018 and so does not identify individuals

• Low numbers of staff within any characteristic group have been combined to protect anonymity

• For some characteristics this report is based on relatively small data sets which makes robust analysis challenging. It is also means that small changes could show a significant impact in terms of percentage increase/decrease

• We acknowledge the existence of gaps within our data and are committed to developing our data, where possible for future reports.

2 Disclosure Rates

The table below outlines the percentage of staff that choose not to disclose their protected characteristic information as at 31 March 2022.

	Disability	Gender Reassignment	Race	Religion or Belief	Sexual Orientation
Overall Workforce	6%	4%	4%	12%	9%

In research carried out by the College of Policing it is shown that individuals tend to be most reluctant to share religion, sexual orientation and disability, which is consistent with the data for the Authority.

An assessment of previous data shows that disclosure rates have remained at similar levels for the last few years. However the rates for non-disclosure for disability have reduced from 7% to 6% in this reporting period

We will focus on encouraging an increase in disclosure rates by providing a safe and supportive environment for our staff and being clear on how this information will be used. This will allow us to further improve the quality and validity of our data in future reports to help understand more about the experiences of our workforce.

Progress and Next Steps

During this reporting period, options have been explored to consider how to encourage an increase in disclosure rates, which included discussions with diversity staff associations.

As a result of this consideration we will work with Police Scotland to develop and implement a campaign to raise awareness of the purpose and benefit of disclosure of protected characteristic information. This will seek to utilise or adapt good practice that has been identified through a review of the NPCC 'Safe to Say' Campaign.

3   Age

3.1   2021-22 Data

	16-24	25-34	35-44	45-54	55-64	65+
Overall Workforce (as at 31/3/22)	1.15%	19.57%	33.22%	30.59%	14.97%	0.49%
Applications Received (during 2021-22)*	27%	39%	17%	9%	4%	0%
Recruitment (during 2021-22)	12%	41%	23%	18%	6%	0%
Promotion (during 2021-22)	0%	13%	45%	32%	10%	0%
Leavers (during 2021-22)	5%	24%	14%	14%	33%	10%

*HR System is able to record whole workforce profile by age. There are scenarios during recruitment process where applicants will choose not to disclose (0.67%) or not return the form (3.46%)

Age Profile - Long Term Trend
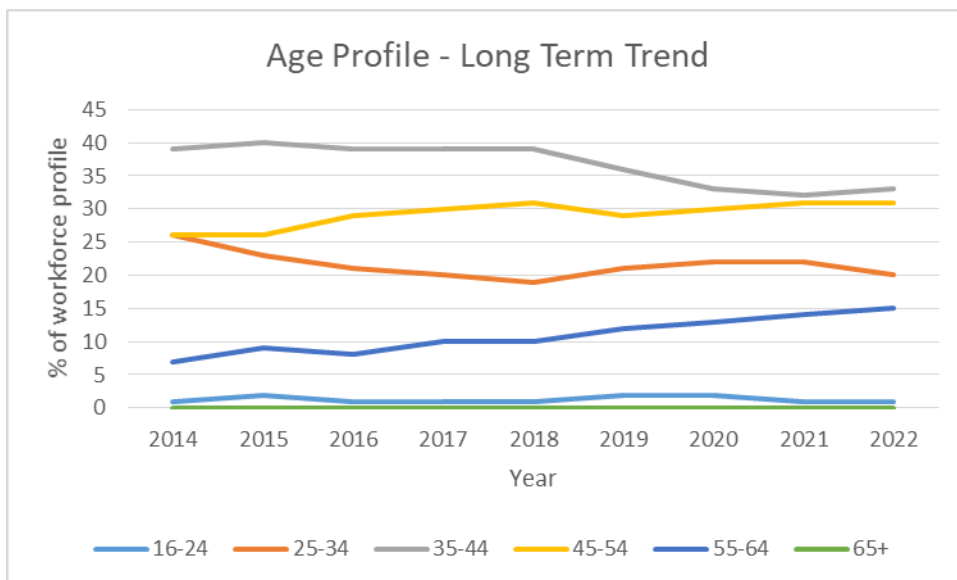
Key Observations and Insights

- Applications tend to come from those aged 16-34, which is reflected in the fact that there is a higher percentage in recruitment of those in 16-24 and 25-34 category compared to the overall workforce profile. However overall workforce representation has not increased (reflecting low overall number of recruits)

- A large percentage of workforce within the Authority, specifically Forensic Services, requires a professional qualification and equivalent experience, therefore an under representation of young people in these roles can be expected

- These data demonstrate a continued increasing trend in representation of those aged 55-64 demonstrating the continuation of an ageing workforce.

4 Disability

The Equality Act states a person has a disability if:

    a. that person has a physical or mental impairment

    b. the impairment has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

4.1   2021-22 Data

	Yes	No	Chose Not to Disclose	Not Recorded
Overall Workforce **(as at 31/3/22)**	5.76%	87.34%	6.09%	0.82%
Applications Received	6%	80%	1%	13%
Recruitment, Promotion & Leavers **(during 2021-22)**	Unable to provide a full profile due to the small number involved during this reporting period.			

Key Observations and Insights

- Analysis of our staff data from 2014 onwards shows no significant or meaningful changes in the disability status apart from an increase in those declaring a disability from 5% in 2020

- During discussion with diversity staff associations it was highlighted that progressing work to increase the confidence to disclose protected characteristics would be particularly welcome from a disability perspective.

4.2   Pay

2022 Grade	Yes	No	Choose not to Disclose	Not Recorded
Grade 7 and Below	6.39%	86.19%	7.16%	0.26%
Grade 8 and Above	4.61%	89.40%	4.15%	1.84%
Authority Profile	5.76%	87.34%	6.09%	0.82%

Average Hourly Earnings(£) 2022	Disability Recorded	None Recorded	Pay Gap
Authority Staff	£23.73	£24.54	3.3%

Key Observations and Insights

Trend analysis with previous years has not identified any meaningful changes, although this is only the third year this data has been available. Representation compared to overall workforce is slightly higher at grade 7 and below, whereas it is slightly lower for grade 8 and above. This is likely to be the contributing factor to the current pay gap.

Progress and Next Steps

Discussions with diversity staff associations have mainly focused on the importance of taking steps to increase the confidence to disclose a disability.

We will continue to engage with diversity staff associations to better understand and address specific barriers in relation recruitment, progression and retention. Consideration will also be given to a wider assessment in policing of application and success rates to enter policing.

5   Gender Reassignment

5.1   2021-22 Data

2022 Transgender Identity	%
Yes	0%
No	95.23%
Choose not to Disclose	3.78%
Not Recorded	0.99%

Progress and Next Steps

Whilst the available data does not provide opportunity for any meaningful insight, engagement with diversity staff associations will continue to seek to better understand steps to support a trans inclusive workplace.

6   Pregnancy & Maternity

Over this reporting period, seven individuals took maternity leave.

We offer enhanced pay and leave for adoption, maternity and paternity along with shared parental leave, and a range of flexible working options to support parents in the workplace.

Progress and Next Steps

Improving the data in this area is included in the EDI Action Plan (Appendix A) for closure in June 2023. We will engage with Police Scotland to ensure the ability to capture improved data as part of the next annual report, particularly in relation to retention in the years following return to work.

7   Race

Scottish population figures show that 95.4% of people report their ethnicity as 'White', while 4.6% of the population are from a Black, Asian, Minority Ethnic (BAME) background, with the Asian population being the largest BAME group (2.8%).

7.1   2021-22 Data

	White Scottish	All Other White British	White Minority Ethnic (WME)	Black Minority Ethnic (BME)	Chose not to Disclose	Not Recorded
Overall Workforce (as at 31/3/22	75.16%	14.64%	2.96%	1.81%	4.44%	0.99%
Applications Received	75%	9%	6%	5%	2%	4%
Recruitment, Promotion & Leavers (during 2021-22)	Unable to provide a full profile due to the small number involved during this reporting period.					

Key Observations and Insights

- With data now available to report application rates it can be seen that application rates for BME and WME are higher than the current workforce profile. Due to the small number of recruits it is not possible to identify if this is translating into higher recruitment rates.

- The percentage of WME staff has increased from 2% to 2.96%

- The percentage of BME staff has remained at 2% since 2014 and with the new approach to reporting we have confirmed that the figure is slightly below 2% (as previous reporting was rounded to the nearest full percentage point in previous years)

- Recent discussion with diversity staff associations has encouraged further review and research of the vetting process and its impact on ethnic minorities. This will be considered in the next reporting period.

7.2   Pay

2022 Grade	White Scottish	Other White British	White Minority	BME	Choose not to Disclose	Not Recorded
Grade 7 and Below	80.56%	10.49%	2.81%	1.53%	4.09%	0.51%
Grade 8 and Above	65.44%	22.12%	3.23%	2.30%	5.07%	1.84%
SPA Staff Profile	75.16%	14.64%	2.96%	1.81%	4.44%	0.99%

Average Hourly Earnings (2022)	BME	White Scottish	Pay Gap
SPA Staff	£25.38	£23.83	-6.5%

Key Observations and Insights

- The negative pay gap figure relates to the fact that a higher proportion of BME staff work in grade 8 and above roles compared to the proportion of the overall workforce

- Given the small numbers involved, statistical variations can exist and therefore it is difficult to draw any clear conclusions.

Progress and Next Steps

Engagement with diversity staff associations has specifically highlighted the importance of the current focus on improved understanding of reasons for leaving and ensuring equal access to training.

These areas will continue to be a priority alongside carrying out further research in relation to the recruitment process and any areas where there are disproportionately higher failure rates, with vetting highlighted as a potential area that requires further research.

8 Religion or Belief

8.1   2021-22 Data

	None	CoS	RC	OC	OR	Other	CNTD	NR
Overall Workforce (as at 31-3-22)	53.95%	18.26%	10.36%	3.62%	0.33%	0.82%	11.68%	0.99%
Applications Received (during 2021-22)	62%	11%	13%	4%	3%	0%	4%	3%
Recruitment (during 2021-22)	71%	6%	18%	6%	0	0	0	0
Promotion (during 2021-22)	53%	18%	21%	3%	0	0	5%	0
Leavers (during 2021-22)	43%	19%	14%	5%	0	5%	14%	0

CoS – Church of Scotland, RC – Roman Catholic, OC – Other Christian, OR – Other Religions, CNTD – Choose not to Disclose, NR – Not Recorded

Key Observations and Insights

There are no meaningful conclusions which can be drawn based upon this data although the long term data shows that those who have no religious beliefs has increased from 41% to 54% since 2014.

9   Sex

Recent national population data shows 51% of the Scottish population are women and 49% are men. The split across the Authority reflects the national trends within the public sector where data shows that the majority of the workforce is female (70%).

More comprehensive data is available in relation to sex compared to other protected characteristics due to the numbers involved.

9.1   2021-22 Data

2022	Male	Female
Overall Workforce (as at 31-3-22)	31.74%	68.26%
Applications Received* (during 2021-22	26%	70%
Recruitment (during 2021-22)	24%	76%
Promotion (during 2021-22)	24%	76%
Leavers (during 2021-22)	52%	48%

*The HR System gathers data by sex only and this is being addressed. Currently recruitment data captures non binary (0.42%) and form not returned (3.46%)

Sex Profile - Long Term Trend
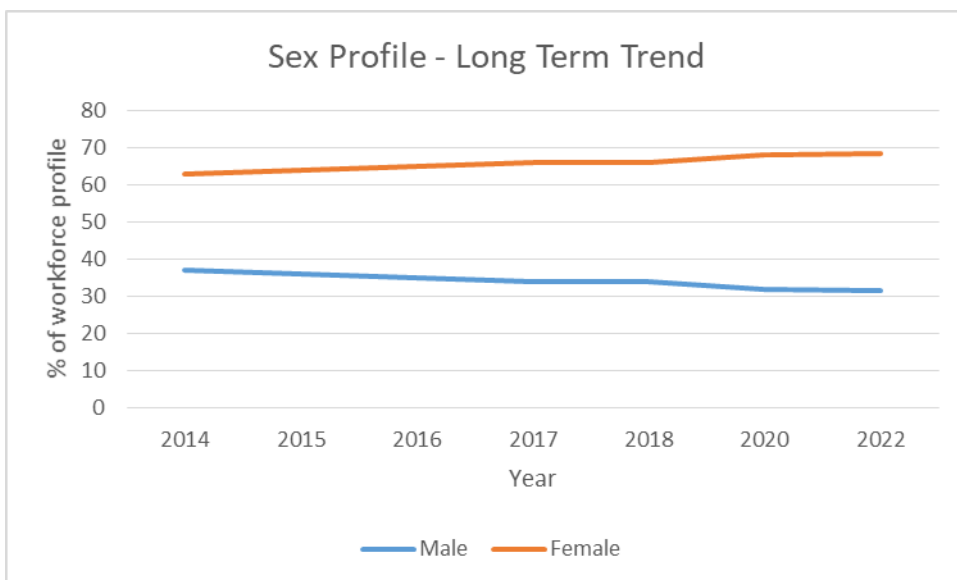
Key Observations and Insights

- Female representation has gradually increased from 63% to 69.73% since 2014.

9.2 Pay

Grade	1	2	3	4	5	6	7
Male	N/A	18.75%	N/A	14.52%	21.43%	26.67%	44.37%
Female	N/A	81.25%	100%	85.48%	78.57%	77.33%	55.63%
Grade	8	9	10	11	12	13	Director
Male	22.50%	44.83%	38.10%	66.67%	60%	60%	50%
Female	77.50%	55.17%	61.90%	33.33%	40%	40%	50%

2022 Average Hourly Earnings (£)	Female	Male	Pay Gap
SPA Staff	£23.59	£26.42	10.7%

The table below demonstrates the disproportionately higher number of females that work part time also has an impact on the Gender Pay Gap:

2022 Average Hourly Earnings (£)	Part Time (less than 1 FTE)	Full Time	Pay Gap
SPA Staff	£21.95	£25.03	12.3%

The median gender pay gap for all employees, including full and part-time employees, in Scotland was 10.9% in 2020. The UK gap was 15.5%.

Key Observations and Insights

The data show the main issue in relation to representation relates to the fact that females are underrepresented at higher grades, which is contributing to a gender pay gap.

Progress and Next Steps

Discussions with diversity staff associations in this reporting period have identified the importance of MyCareer supporting effective career development/progression for staff as well as identifying mechanisms to support identification and resolution of issues that would prevent resignation. We will continue to engage on these and other issues in the upcoming reporting period.

In addition the EDI Action Plan (Appendix A) highlighted that work would progress with Police Scotland to understand steps being taken to appropriately record non-binary status with a completion date for June 2023. Consideration of this work continues.

Sexual Orientation

According to [2018 Scottish Government data](), around 3% of the Scottish population identify as lesbian, gay, bisexual, or other (LGBO) and 95% identified as straight or heterosexual. The Scottish Government note that it is likely that this data undercounts the number of adults self-identifying as LGBO.

10.1   2021-22 Data

2022	Lesbian, Gay, Bisexual	Heterosexual	Chose Not to Disclose	Other	Not Recorded
Overall Workforce (as at 31/3/22)	5.26%	85.03%	8.72%	0%	0.99%
Recruitment, Promotion and Leavers	Unable to provide a full profile due to the small number involved during this reporting period.				

Key Observations and Insights

Representation of LGB staff has remained around 5% since 2017 following an increase from 4% at that point.

10.2   Pay

2022 Grade	LGB	Heterosexual	Other	Choose not to Disclose	Not Recorded
Grade 7 and Below	4.86%	85.17%	0%	9.46%	0.51%
Grade 8 and Above	5.99%	84.79%	0%	7.37%	1.84%
SPA Staff Profile	5.26%	85.03%	0%	8.72%	0.99%

2022 Average hourly earnings (£)	LGB	Other	Pay Gap
SPA Staff	£24.87	£24.46	-1.7%

Key Observations and Insights

- Representation compared to overall workforce is slightly lower at grade 7 and below, whereas it is slightly higher for grade 8 and above. This is likely to be the contributing factor to the current negative pay gap.

- Given the small numbers involved, statistical variations can exist and therefore it is difficult to draw any clear conclusions.

Progress and Next Steps

No specific actions have been identified in this area other than continued engagement with diversity staff associations to support consideration of approaches to ensure an inclusive workplace.

11 Training & Development

There remains a need to address data gaps to support assessment of the extent to which there is equal access to training. This was included in the EDI Action Plan with a completion date of June 2023.

Our EDI Action Plan (Appendix A) also covered commitments related to EDI training itself and progress made in relation to EDI training more generally.

Progress and Next Steps

During this reporting period we have:

- Launched a mandatory online EDI learning module for all staff. This training covers the moral, ethical and legal requirements in relation to EDI

- Developed three bite-sized training sessions (Empower Hours) specific to EDI covering Inclusion, Unconscious Bias and Allies.

- Launched a suite of self-directed EDI learning resources in a variety of formats through a new CPD Brochure. Some of the topics covered include 'Power of Diverse Thinking', 'Inclusive Teams', Micro-messages', and 'Belonging and Uniqueness'.

We will continue to address data gaps in relation to Training and Development as well as ensuring progress is made in embedding EDI considerations into training and development programmes.

12 Board Diversity

The Gender Representation on Public Boards (Scotland) Act 2018 sets an objective for public boards that they have 50% of non-executive members who are women. The Authority has worked proactively with Scottish Government, who are responsible for appointing the Board, for a number of years to improve its diversity and gender balance.

For the purpose of this report, the gender representation has been noted in the table below at 1 April for 2020, 2021, 2022 and 2023.

Year	Total Members	Female	% of Female
1 April 2020	11	5	45%
1 April 2021	13	7	53%
1 April 2022	12	7	58%
1 April 2023	12	7	58%

The Authority can confirm that as at 1 April 2023, the Gender Representation Objective of 50% female non-executive members is met.

Since 1 April 2020, there have been a number of members step down at the end of their term or resign from post early. These are listed in the table below:

Financial Year	Total Member Resignations /End of term	Female Resignation /End of term	% of Female
2020-2021	4	1	25%
2021-2022	0*	0	0%
2022-2023	0	0	0%

* 1 Member passed away

Two recruitment processes have been run by Public Appointments Scotland since 2020 to fill member vacancies. In October 2020, a Public Appointments campaign was launched seeking a new Chair for the Authority. This was followed by a separate process seeking six new members launched in November 2020. Details of the appointments made and the female gender breakdown of appointees is listed in the table below:

Recruitment Round	Appointments made	Female Appointments	% of Females Appointed
2020 (Chair)	1	0	0%
2020 (Members)	6	3	50%
2021 (Members)	0	0	0%
2022 (Members)	0	0	0%

In addition to the appointments made, between 1 April 2020 and 31 March 2023, six members had their appointment terms extended, four of which were female.

The recruitment process for appointing members to the Scottish Police Authority is entirely independent of the Authority and rests with the Scottish Government's Public Appointments Team.

Information in relation to the number of applications received, the number of successful female applicants or details of any positive action steps taken to encourage applications from women will be held by the Scottish Government's Public Appointments team.

The Authority does play a supporting role throughout the recruitment process with communication support and engagement activity to promote the vacancies and the work of the Authority.

The Authority is committed to positively engaging with the Public Appointments team in seeking to address any barriers to the appointment of a diverse Board.

13 Conclusion

We recognise that equality monitoring is a means and not an end in itself. The purpose is to have information to inform how well we reflect wider society.

Work over the past years of reporting indicates improvement in some areas however, we are still striving to gather robust data for our workforce, and to increase disclosure response rates.

We are making progress, and our plans are set out in this report to demonstrate areas we plan to focus on for the year ahead.

14   Appendix A

SPA Equality, Diversity and Inclusion Action Plan 2023