



SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA

Equality & Diversity Employment Monitoring & Analysis

Report



March 2023



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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 in relation to equality, diversity and inclusion (EDI). 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.

In last year's report we detailed how we are mainstreaming EDI activity into the delivery plan supporting the SPA Corporate Strategy 2023-26. Relevant progress and next steps are highlighted throughout this report.

The data presented in this report covers 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 most data in this report 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

This report focuses only on employees who work directly for the SPA. As of 31 March 2023, 636 individuals (headcount) were employed by the SPA, spread across SPA Corporate and SPA Forensics - both playing a key supportive role in maintaining and improving policing in Scotland.

Where available, external benchmarks have been drawn from relevant sources including data from the most recent Scottish Census in 2022 and from the 2011 census where more recent data is not yet published.

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 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 shows the percentage of the overall workforce who choose not to disclose their protected characteristic information since 31 March 2020 for comparison.

	Disability	Gender Reassignment	Race	Religion or Belief	Sexual Orientation
2020	7%	4%	5%	12%	9%
2021	7%	4%	5%	12%	9%
2022	6.09%	3.78%	4.44%	11.68%	8.72%
2023	5.82%	3.46%	4.25%	11.16%	8.81%

This shows that disclosure rates have remained at similar levels although there does appear to be a positive trend with yearly decreases in those choosing not to disclose. The exception to this relates to sexual orientation, which has remained static since 2020.

Progress and Next Steps

We are committed to encouraging an increase in disclosure rates by providing and promoting a safe and supportive environment for our staff and being clear on how this information will be used.

In a similar approach adopted by Police Forces in England and Wales, we are now working jointly with Police Scotland to develop and introduce a campaign focusing on how personal information is used by the organisation, with the aim of encouraging more staff to share their personal information with us by showing examples of how we have used this information in the past to inform positive change.

3

Age

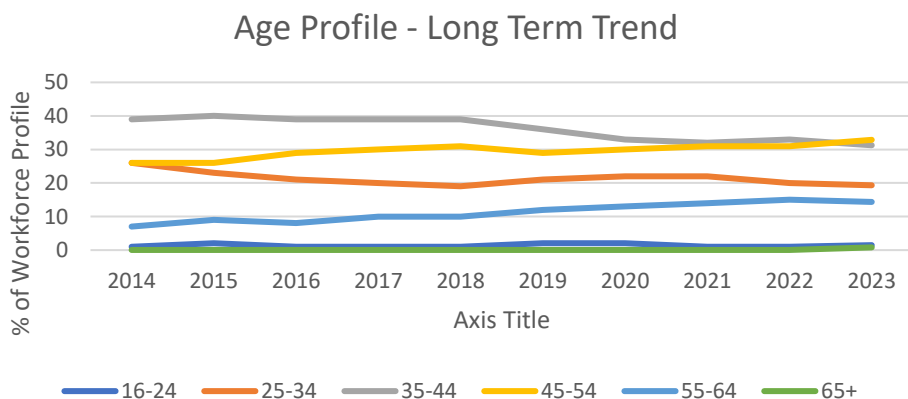
3.1 External Analysis

Scotland’s population is ageing compared with previous decades. There are more people in the older age groups than ever recorded in Scotland’s 2022 Census with now over one million people aged 65 and over (1,091,000). This is over a quarter of a million higher than the number of people under 15 (832,300). A [Scottish Government report](#) confirms that the employment rate has decreased between 2019 and 2021 for all age groups, except for those aged 25 to 34 years. In relation to 16–24-year-olds in Scotland [Labour Market Statistics](#) show a continuing decline in estimated employment rates from 59.3% in 2019 to 52.3% in 2023.

3.2 2022-23 Profile Data

	16-24	25-34	35-44	45-54	55-64	65+
Overall Workforce (As at 31/3/23)	1.42%	19.34%	31.29%	32.86%	14.31%	0.79%
Applications Received (During 2022-23)	28%	43%	15%	10%	3%	<1%
Recruitment (During 2022-23)	14.89%	36.17%	21.28%	25.53%	2.13%	0%
Promotion (During 2022-23)	0%	20.51%	25.64%	48.72%	5.13%	0%
Leavers (During 2022-23)	0%	36%	20%	12%	16%	16%

3.2 Long Term Profile Trend



3.3 Key Observations and Insights

- Those aged 16-24 have lower success rates compared to application rates, whereas those aged 34-54 have the opposite experience. Trends will continue to be monitored regarding this.
- As highlighted previously, a large percentage of the roles within the Authority, specifically Forensics Services, require a professional qualification and equivalent experience, therefore an under representation of young people in these roles can be expected.
- The age data continues to demonstrate the continuation of an ageing workforce with the increasing representation of those aged 55-64.

3.4 Next Steps

Considering the extent to which more can be done in the attraction, recruitment and retention of young people (aged 16-24).

4

Disability

4.1 External Analysis

The [Annual Population Survey, 2014-2021](#) confirms the percentage of Scotland's working-age population classified as disabled (as per the definition in the [Equality Act](#)) has increased from 18% in 2014 to 24% in 2021.

The [ONS Annual Population Survey](#) for 2021 confirmed that the employment rate for disabled people during 2021 was estimated at 49.6%, which is significantly lower than the rate for non-disabled people (80.8%).

4.2 2022-23 Profile Data

	Yes	No	Chose Not to Disclose	Not Recorded
Overall Workforce (As at 31/3/23)	5.35%	87.89%	5.82%	0.94%
Applications Received (During 2022-23)	8%	89%	3%	-
Recruitment (During 2022-23)	6.38%	87.23%	4.26%	2.13%
Promotion (During 2022-23)	2.56%	87.18%	10.26%	-
Leavers (During 2022-23)	24%	72%	4%	-

4.3 Long Term Profile Trend

In terms of the overall workforce, the number of people declaring a disability has decreased from 5.76% in 2022 but is higher than that reported in 2020 (5%).

4.4 2022/23 Pay Data

The disability pay gap for 31 March 2023 was 1.7%, which is a decrease from 3.3% on 31 March 2022. When looking at representation by grade a likely cause of the small pay gap is the fact that 6% of those Grade 7 and below have declared as having a disability with it sitting at 5% for Grade 8 and above.

4.5 Key Observations and Insights

- The workforce profile is significantly under-represented compared to the percentage of Scotland's working population that are recorded as disabled. This position is consistent with the fact the disability employment rate in Scotland as a whole is low.
- Pay gap data doesn't identify specific issues indicating the main focus should be on increasing workforce representation as a whole.
- Whilst recognising the low number of leavers per year impacts on statistical significance it is still worth noting that 24% of those that left in 22-23 had a recorded disability. Reasons for leaving include resignation, retirement and end of contract.

4.6 Next Steps

We continue to seek, understand and remove barriers to diverse recruitment, retention, and development of staff through continued engagement with diversity staff associations.

Engagement for this year will have a specific focus on steps taken to ensure effective retention.

5

Gender Reassignment

5.1 External Analysis

The [Gender Recognition Reform \(Scotland\) Bill: equality impact assessment](#) states that, as of May 2018 around 0.5% of the Scottish population were estimated to be trans.

5.2 2022-23 Data

2023 Transgender Identity	%
Yes	0%
No	95.44%
Choose not to Disclose	3.46%
Not Recorded	1.1%

In terms of those who have chosen not to disclose, this figure has decreased slightly from 4% in 2020, 4% in 2021, 3.78% in 2022.

5.3 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

We offer enhanced pay and leave for adoption, maternity, and paternity along with shared parental leave.

Over this reporting period, 11 individuals took maternity leave.

Since 1 April 2013, 125 authority staff have taken maternity leave. A review of retention rates over the last 10 years confirmed that 4.8% of all authority staff returning from maternity leave left within 12 months of returning. Whilst not being complacent about the need to continually monitor approaches, it is positive to note that this compares favourably to current authority leaver rates for 22-23 (6.3%).

Next Steps

Ongoing engagement with diversity staff associations will allow the Authority to continually monitor data and lived experience related to pregnancy and maternity.

7

Race

7.1 External Analysis

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%).

The [ONS Annual Population Survey](#) for 2021 shows that the employment rate for the minority ethnic group aged 16 to 64 was estimated at 62.1% in 2021 compared to 73.9% for the white group.

7.2 2022-23 Data

2023	White Scottish	All Other White British	White Minority Ethnic (WME)	Black Minority Ethnic (BME)	Chose not to Disclose	Not Recorded
Overall Workforce (As at 31/3/23)	76.73%	13.52%	2.83%	1.57%	4.25%	1.1%
Applications Received (During 2022/23)	77.98%	7.48%	7.73%	5.81%	1%	-
Recruitment (During 2022/23)	87.23%	4.26%	4.26%	-	2.13%	2.13%
Promotion (During 2022/23)	69.23%	15.38%	2.56%	2.56%	5.13%	5.12%
Leavers (During 2022/23)	68%	12%	12%	4%	4%	-

7.3 Long-term Profile Trend

The percentage of BME staff has been reported at 2% since 2014 and with the new approach to reporting (to two decimal places) we have confirmed that the figure is below 2% (previous reporting was rounded to the nearest full percentage point in previous years).

7.4 2022-23 Data

The BME pay gap as of 31 March 2023 was -9%.

7.5 Key Observations and Insights

Application rates for BME and WME continue to be higher than the current workforce profile. Due to the small number of recruits overall, it is not possible to identify if this translates into higher recruitment rates.

WME and BME leaver figures are higher than current workforce profile. Whilst this relates to a small number of people, it does demonstrate the need for continued engagement within diversity staff associations.

Initial research has been conducted in relation to the link between vetting processes and ethnicity and this has been an area of interest for the SPA People Committee following engagement with diversity staff associations.

7.6 Next Steps

Engagement with diversity staff associations has specifically highlighted the importance of the current focus on improved understanding of reasons for leaving.

8

Religion or Belief

8.1 2022-23 Profile Data

2023	None	CoS	RC	OC	OR	Other	CNTD	NR
Overall Workforce (As at 31/3/23)	54.72%	17.77%	10.53%	3.30%	-	0.94%	11.16%	0.94%
Applications Received (During 2022/23)	67%	10%	12%	6%	3%	<1%	3%	-
Recruitment (During 2022/23)	68.09%	10.64%	10.64%	2.13%	0.02%	2.13%	2.13%	2.13%
Promotion (During 2022/23)	61.54%	7.69%	12.82%	2.56%	-	2.56%	12.82%	-
Leavers (During 2022/23)	60%	12%	16%	8%	-	-	4%	-

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

8.2 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 continues to increase.

9

Sex

9.1 External Analysis

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%).

Official data from the [Office of National Statistics](#) shows the Scottish gender pay gap in 2022 was 12.2%, lower than the UK-wide figure of 14.9%. More comprehensive data is available in relation to sex compared to other protected characteristics due to the numbers involved.

9.2 2022/23 Profile Data

2023	Male	Female
Overall Workforce (as at 31/3/23)	30.97%	69.03%
Applications Received (during 2022/23)	24%	76%
Recruitment (during 2022/23)	21.28%	78.82%
Promotion (during 2022/23)	33.33%	66.67%
Leavers (during 2022/23)	32%	68%

9.3 Long Term Trend Data

The percentage of females has gradually increased since 2014 from 63% to 69.03% in 2023.

9.4 Pay Data

The gender pay gap as at 31 March 2023 was 11.5%. The gap has increased from 10.4% in 2021. In order to enhance understanding on the causes of the gap, representation in relation to sex has been assessed based on pay quartiles (i.e. the lower, lower middle, upper middle and upper quartile pay bands).

Pay Quartiles	Female	Male
1 st	8.4%	4.1%
2 nd	54%	53.8%
3 rd	34.9%	34%
4 th	2.7%	8.1%

9.5 Key Observations and Insights

Whilst females are strongly represented when considering the overall workforce profile the data shows the main issue in relation to representation relates to the fact that females continue to be underrepresented at higher grades and overrepresented at lower grades.

9.6 Next Steps

Explore potential for bespoke development programmes for under-represented groups and continue to engage with Police Scotland and diversity staff associations in relation to barriers to development and progression.

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Sexual Orientation

10.1 External Analysis

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

10.2 2022-23 Profile Data

2023	Lesbian, Gay, Bisexual	Heterosexual	Chose Not to Disclose	Other	Not Recorded
Overall Workforce (As at 31/3/23)	5.66%	84.28%	8.81%	-	1.26%
Applications Received	11%	85%	3%	1%	-
Recruitment	10.64%	78.72%	8.51%	-	2.13%
Promotion	5.13%	79.49%	15.38%	-	-
Leavers	8%	88%	4%	-	-

10.3 Long Term Trend Data

Representation of LGB staff has increased from the figure of 4% reported in 2017 to 5.66% in 2023.

10.4 Pay Data

The pay gap in relation to sexual orientation is sitting at -0.1%.

10.5 Key Observations and Insights

Leaver rates at 8% are slightly higher than the figure for the overall workforce and so demonstrates the need for continued engagement with diversity staff associations.

10.6 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.

Next Steps

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

Flexible Working

There are a range of flexible working options available to support staff.

In 2022-23, there were 10 flexible working applications in total submitted for approval. Six of these were fully approved and four were approved on a trial basis with trials still ongoing.

13

Dignity at Work

Work is underway to revise the current Equality, Dignity and Diversity procedure. This is a joint piece of work between SPA and Police Scotland and involves creation of a framework to support dignity at work in Policing.

14

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.

The Police and Fire Reform (Scotland) Act 2012 allows for Scottish Ministers to appoint up to 15 members to the SPA (minimum 10). The terms and appointment dates of members vary and therefore gender representation can change throughout the year. For the purpose of this report, the gender representation has been noted in the table below on 1 April for 2021, 2022, 2023 and 2024.

Year	Total Members	Female	% of Female
1 April 2021	13	7	53%
1 April 2022	12	7	58%
1 April 2023	12	7	58%
1 April 2024	11	6	55%

The Authority can confirm that as at 1 April 2024, the Gender Representation Objective of 50% female non-executive members is met.

Since 1 April 2021, no members have stepped down at the end of their term or resign from post early. This is confirmed in the table below:

Financial Year	Total Member Resignations / End of term	Female Resignation / End of term	% of Female
2021-2022	0*	0	0%
2022-2023	0	0	0%
2023-2024	1	1	100%

* 1 member passed away

One recruitment process has been run by Public Appointments Scotland since 2021 to fill member vacancies. In January 2024, a Public Appointments campaign was launched seeking four new members. Appointments will be made in Spring 2024. Details of appointments made and the female gender breakdown of appointees is listed in the table below:

Recruitment Round	Appointments made	Female Appointments	% of Females Appointed
2021 (Members)	0	0	0%
2022 (Members)	0	0	0%
2023 (Member)	0	0	0%
2024 (Members)	0	0	0%

While no appointments have been made, between 1 April 2021 and 31 March 2024, 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.

We have used the data available to confirm that current representation means we have met the “gender representation objective”. In terms of encouraging applications our focus has been in encouraging applications from diverse groups rather than focusing solely on female appointments.

Recent Activity

We worked with Public Appointments Scotland to launch a recent recruitment campaign for four new Board Members where it was agreed that the new board members are being sought to diversity the Board specifically with:

- Experience and expertise in advocating for and influencing policy or practice for minoritised ethnic communities
- Experience in the promotion and implementation of equality, diversity and inclusion practices in organisations

These appointments will be confirmed in May 2024.

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Conclusion

We recognise that equality monitoring is a means and not an end in itself. The purpose is to have data that informs clear insight and action.

Whilst our data supports the ability to track progress and inform required action for improvement, we continue to work with Police Scotland to improve access to relevant data, particularly in relation to Training and Development.