

Gender pay gap review (2024/25)

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 carrying out 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 2024. The gender pay review was carried out 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	£25.50 - £55.83	37%	63%	100%
C	£21.42 - £25.49	47%	53%	100%
B	£16.47 - £21.41	47%	53%	100%
A	£12.10 - £16.46	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 9.5% and 10.6% respectively:

	Female	Male	All Staff	Gender Pay Gap
Mean:	£21.56	£23.82	£22.75	9.5%
Median:	£21.34	£23.89	£21.41	10.6%
No. of Staff:	170	190	360	

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
2024	9.5%	10.6%	170	47%	190	53%	360

What Do These Figures Mean?

The Gender Pay Gap has improved from last year, with the median continuing to decrease from 16.6% in 2022 to 10.6% in 2024, and the mean also continuing to decrease from 14.6% in 2022 to 9.5% in 2024.

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
- We have female representation on all shortlisting panels
- We advertise all vacancies as flexible by default

Future Actions

Recruitment

- We continue to look at ways to attract more females to apply for roles within the two upper quartile ranges.
- We will conduct a comprehensive analysis of our recruitment data to identify trends and patterns, that may be contributing to a gender imbalance