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REPORT

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# **Equality at sportscotland**

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Employee Information Report: Workforce  
composition

April 2025

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# Introduction

Welcome to **sportscotland**'s 2025 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.

It includes information on:

- Employee information by characteristic
- Occupational segregation
- Recruitment Applicants
- Gender pay gap review
- Ethnicity pay gap review
- Equal pay review
- Our statement on equal pay

# Employee Information

We use an annual equality monitoring survey to collect, store and analyse protected characteristics data of **sportscotland** employees. We use this equality monitoring data in a number of ways. It helps us:

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

## Commitment

We are committed to reviewing this data to identify key themes which will inform the integration of Inclusion within our People Strategy Action Plan. Progress against the action plan will be reviewed annually.

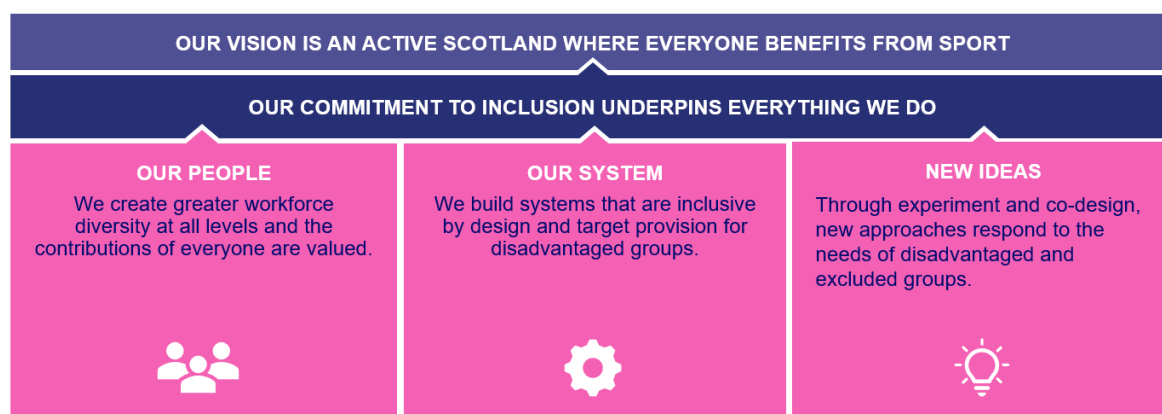
## Strategic context

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.

## Our approach to inclusion

In 2021, we developed a new approach for inclusion which has three strands aligned to the Public Sector Equality Duty. Our approach is part of Sport for Life and provides the framework for enabling and ensuring inclusion is embedded in our work. It will become our business as usual.

Figure 1. Three strands form our approach for inclusion



We aim to champion inclusion and lead by example. We want to create an environment for change by embedding inclusion in the support and development of “**our people**”.

Developing an inclusive and supportive workplace culture is a key part of this.

## Methodology and Response Rate

We ran the equality monitoring survey over a six-week period between 25 October and 6 December 2024 and collated the findings in the first quarter of 2025. We will refer to this report as the “2025 report”. We then compared the findings with previous surveys and the general Scottish population for each protected characteristic, where available.

The 2024-25 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 received a total of 241 responses from staff across all types of contractual employment, including those classified as workers rather than employees. The total number of staff at **sportscotland**, including board members, and casual workers at the time of this survey was 384, giving a response rate of 63%. This represents a decrease of 10% when compared with the last survey.

Any table or graph which shows “\*” instead of a value refers to an item with fewer than 10 responses. Where totals within categories are less than 4% (or ten employees), we have not included exact numbers to protect staff anonymity, in line with Public Sector Equality Duty (PSED) guidance.

Year	Response Rate
2025	63%
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, although in many cases this has improved over the past two years. We will draw out the differences for each characteristic more clearly in the sections below.

## Age and Sex

We asked our employees the question “What is your sex?” 44% stated that they were male while a further 51% stated that they were female. 5% of employees selected “prefer not to say” when asked to describe their sex.

We asked our employees “What is your age?”. 240 people responded to this question. 31% stated that they were aged between 35-44 years old. This was the largest age group by a slight margin, with the share of responses remaining consistent with the last report. The 45-54 age group also accounts for 31%, while the 25-34 age group represents 16%.

When age range is split by sex, there is an equal share of males and females between the ages of 16 and 34 years old (in both 16 – 24 and 25 – 34 age ranges). The majority of employees between the ages of 35 and 54 who responded to the survey were female, while 54% of responses from employees aged between 55 and 64 years old were male.

One employee chose not to disclose their age. Ten employees chose not to disclose their gender.

Figure 1: sportscotland sex profile



Figure 2: sportscotland age profile

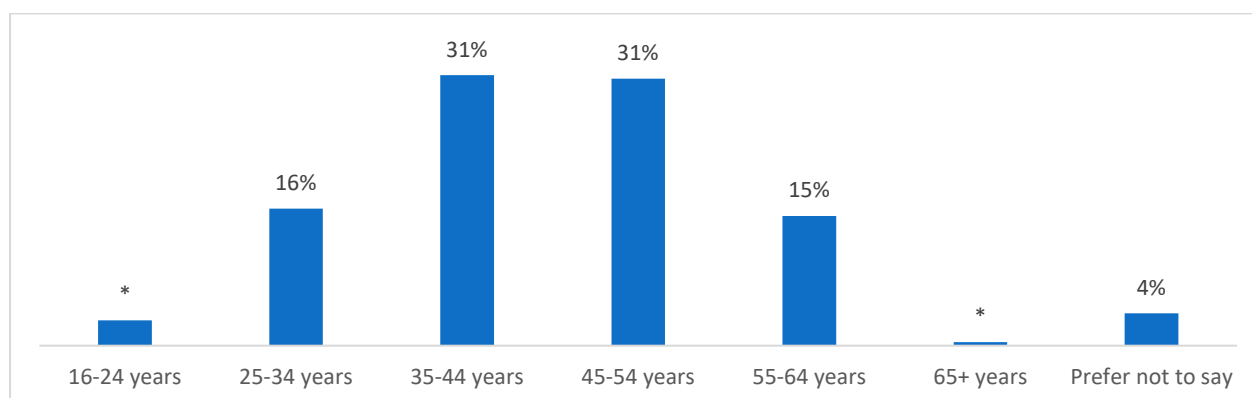
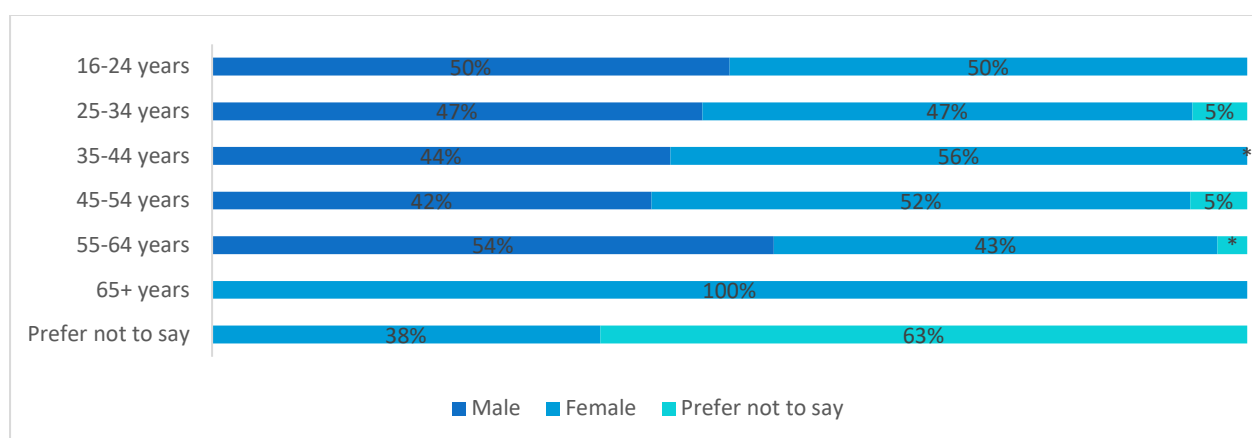


Figure 3: sportscotland age by sex



(Total response sex n=231)

(Total response age n=240)

## Disability

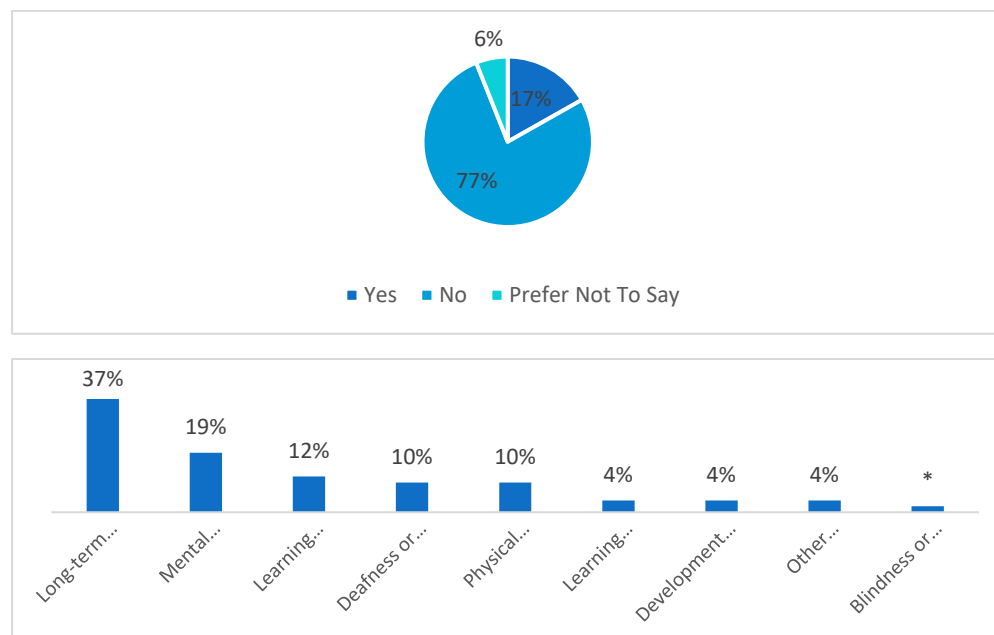
We asked our employees if they had any physical or mental health conditions or illnesses lasting or expected to last 12 months or more. 77% of all staff stated that they did not have any physical, mental or health conditions that were expected to last 12 months while 17% stated that they did. 6% of employees selected “prefer not to say” from the available options.

We also 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 were given the option to select as many conditions as necessary. 37% of responses were from employees who said they had a long-term illness, disease or condition followed by 19%



who had a mental health condition. 12% of respondents stated that they have a learning difficulty. Nine employees opted not to respond to this question on the survey

Figure 4: sportscotland physical, mental or health conditions disclosure



(Total response condition n=232)  
(Total response condition list n=52)

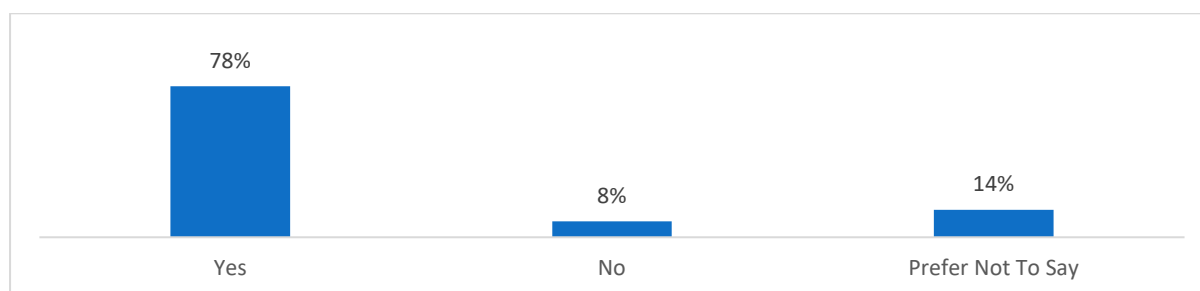
Employees were asked if they felt **sportscotland** had made reasonable adjustments to support their needs in the workplace. 60% of employees who answered this question, stated that this question was not applicable to them. Of the remaining employees who responded, 78% felt that **sportscotland** had made reasonable adjustments, 8% stated that **sportscotland** had not made reasonable adjustments to support their needs in the workplace while 14% preferred not to say.

When asked if they felt these adjustments were sufficient, 73% of the employees who this question applied to stated that they felt they were. 20% of employees preferred not to disclose their feelings while 7% of employees did not feel that the adjustments offered to them were sufficient.

Employees were asked if they felt **sportscotland** colleagues had appropriate awareness and understanding of their needs in the workplace. 71% of employees who this question applied to felt that their colleagues did have awareness and understanding of their workplace needs while 14% did not. 16% preferred not to say.

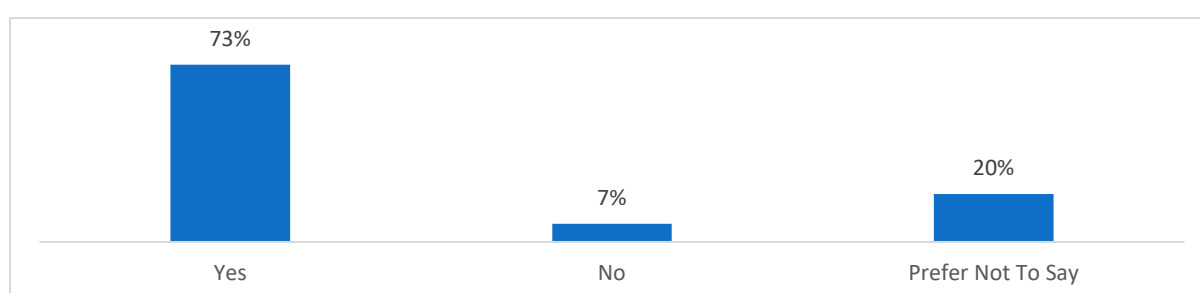
Employees were also asked if they felt they had a network of people within **sportscotland** who could support their needs in the workplace where required. 71% of employees felt they did have access to a support network in work while 14% did not. 16% of employees opted not to disclose this information.

Figure 5: Has **sportscotland** made reasonable adjustments to support your need in the workplace?



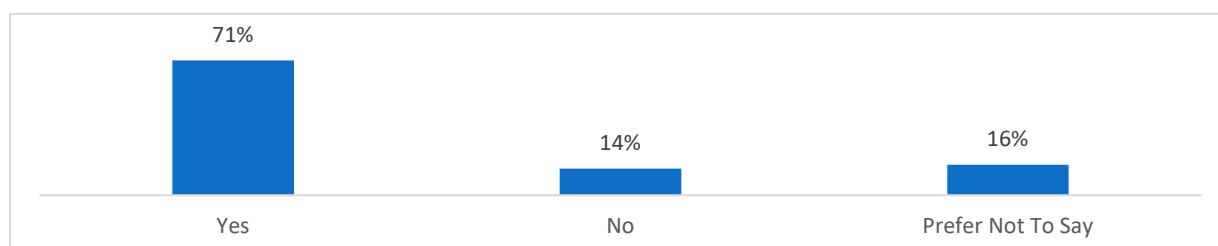
(Total applicable response n=85)

Figure 6: Are these adjustments sufficient?



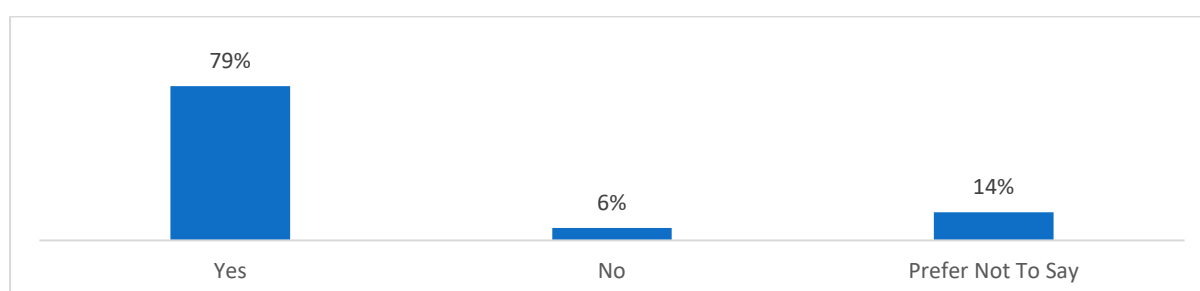
(Total response n=81)

Figure 7: Do you feel that **sportscotland** colleagues have appropriate awareness and understanding of your needs in the workplace?



(Total response n=95)

Figure 8: Do you feel you have a network of people within **sportscotland** who can support your needs in the workplace where required?



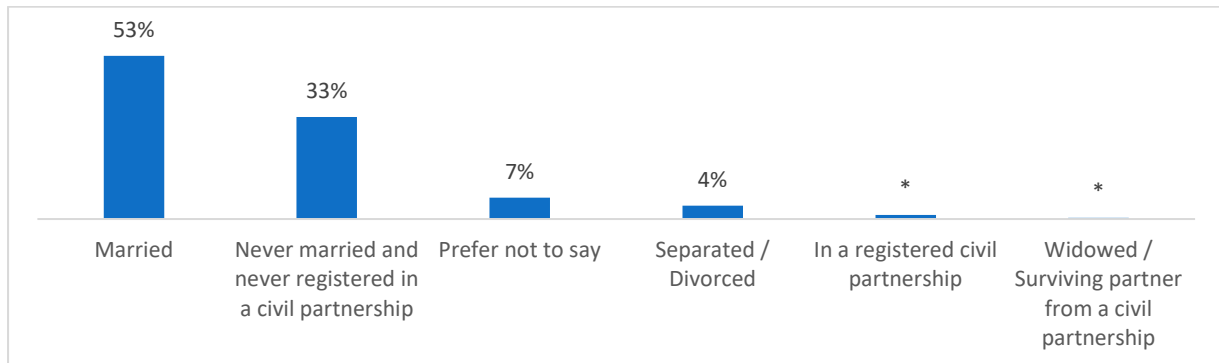
(Total response n=111)

## Marriage / Civil Partnership

**sportscotland** employees were asked to describe their current marital or partnership status.

Of the 230 responses, 53% stated they were married followed by 33% who had never been married or registered in a civil partnership which reflects what was reported last year. 7% preferred not to disclose their marital status while 4% stated that they were either separated or divorced.

Figure 9: **sportscotland** marital status



(Total response n=230)

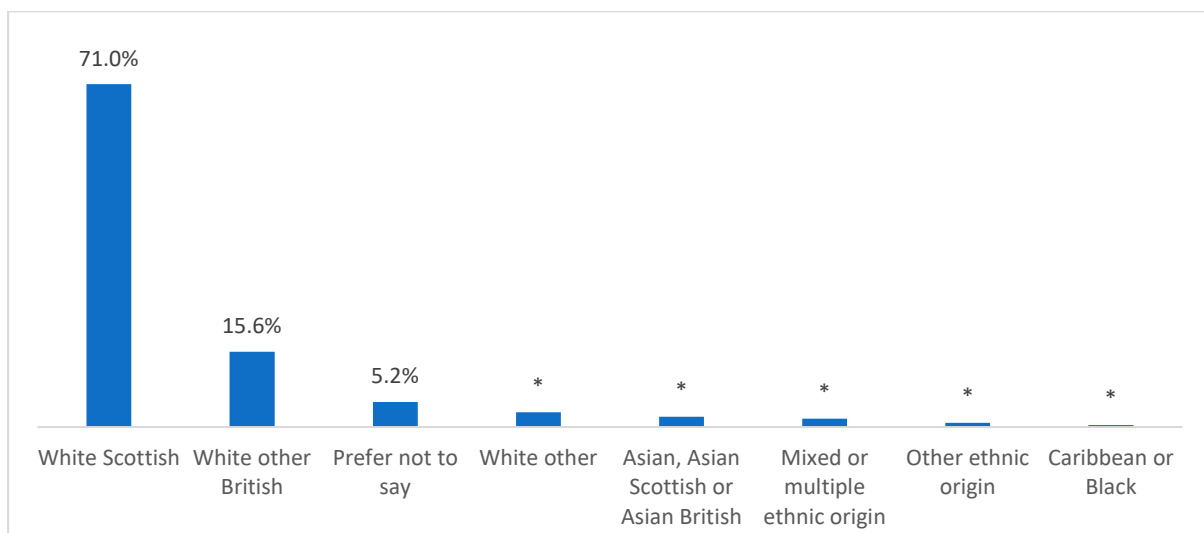
## Race / Ethnicity

**sportscotland** employees were asked which ethnic group they identified with most. 71% of responses said they identified as white Scottish, a decrease of 5% from our 2023 report.

16% considered themselves to be White Other British followed by 5% who preferred not to disclose their ethnicity. 5.2% of employees identified as a non-white ethnic group, a steady increase from the previous survey.

90% of employees when grouped, generally identified as White, which is a decrease compared to the 95% of responses in 2023 who stated they were White.

Figure 10: **sportscotland** race and ethnicity



(Total response n=231)

Table 1: Ethnicity comparison between **sportscotland** employees and Scottish population

Ethnic Group	sportscotland %	Scottish Population %
White Scottish	71.0%	77.7%
White Other British	15.6%	9.4%
White Other	*	5.8%
Mixed or Multiple Ethnic Origin	*	*
Asian, Asian Scottish or Asian British	*	*
Other Ethnic Origin	*	*
Prefer not to say	5.2%	N/A

Table 1 shows that when compared with the Scottish population, **sportscotland** has a smaller representation of employees who identify as White Scottish.

15.6% of **sportscotland** employees consider themselves to be White Other British compared with 9.4% of the Scottish population.

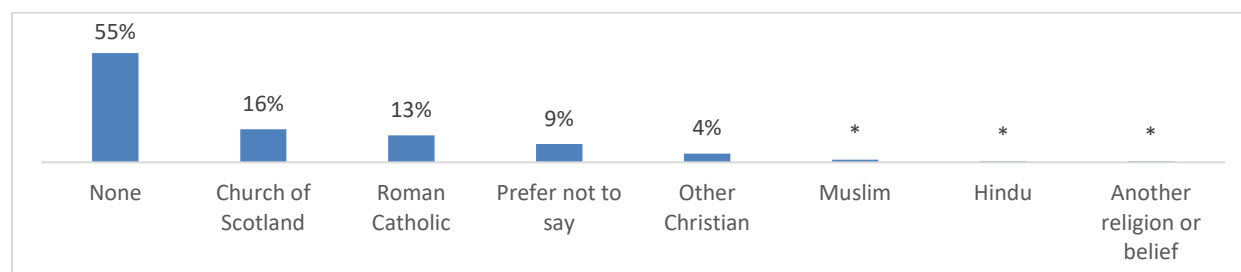
## Religion or Belief

Employees were asked what religion, religious denomination or body they belonged to, or what philosophical belief they held.

Of the 231 responses, 55% stated they held no religious belief, which is similar to the responses when compared with 2023. 33% stated they were Christian.

9% of staff preferred not to disclose their religion.

Figure 11: **sportscotland** religion or belief



(Total response n=231)

Table 2: Religion or belief comparison between **sportscotland** employees and Scottish population

Religion or Belief	sportscotland %	Scottish Population %
None	54.5%	51.1%
Church of Scotland	16.5%	20.4%
Roman Catholic	13.4%	13.3%
Prefer not to say	9.1%	6.2% (not stated)
Other Christian	4.3%	5.1%
Pagan	*	*
Muslim	*	*

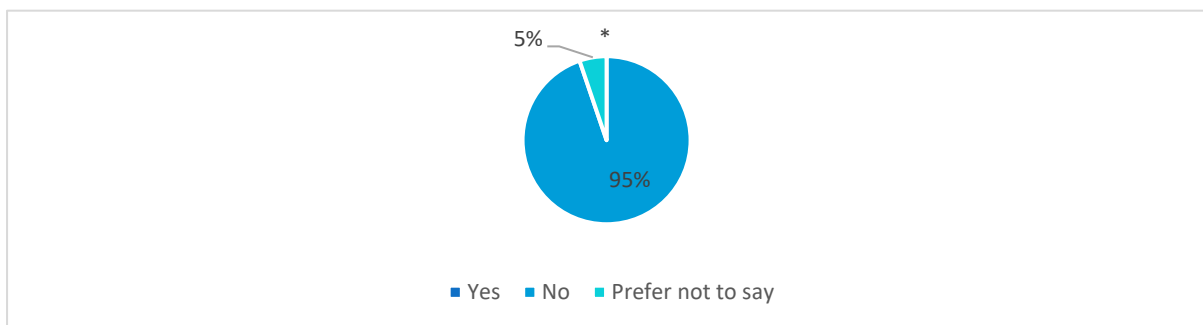
Table 2 shows the comparison of the religious beliefs of **sportscotland** employees and the Scottish population as a whole.

## Gender Reassignment

**sportscotland** staff were asked if they consider themselves to be trans / a transgender person or have a trans history.

95% of the employees who responded to this question stated that they did not consider themselves to be a transgender person or have a trans history. 5% of responses were from people who selected “prefer not to say”.

Figure 12: Do you consider yourself to be trans / a transgender person, or have a trans history?



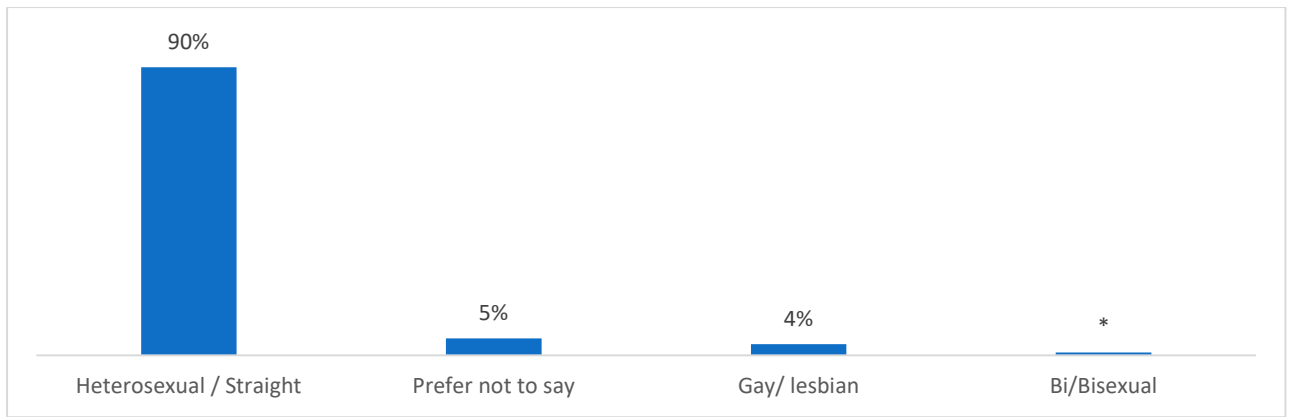
(Total response n=230)

## Sexual Orientation

When asked how best to describe their sexual orientation 90% of employees stated that they consider themselves to be heterosexual.

5% of staff opted not to disclose their sexual orientation while 4% stated that they identified as gay or lesbian.

Figure 13: **sportscotland** sexual orientation



*(Total response n=227)*

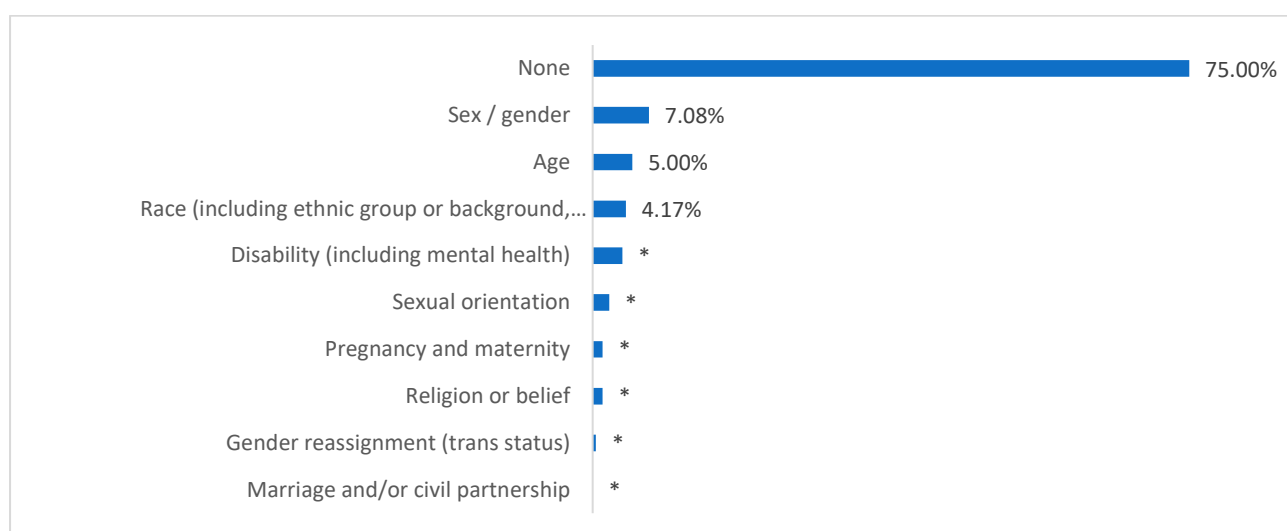
## Discrimination

Employees were asked if they had experienced, seen or had reported to them, any discrimination, harassment, bullying or any inappropriate behaviour against various characteristics.

75% of responses stated they had seen no bullying or discrimination of any kind.

Of the remaining responses, 7% stated they had experienced or witnessed discrimination against someone's sex or gender. 5% had witnessed or experienced age-related discrimination while a further 4% stated they had seen or experienced race related discrimination. Further responses stated that there had been instances where **sportscotland** employees had witnessed or experienced disability, sexual orientation, pregnancy/maternity religion/belief or gender reassignment related discrimination.

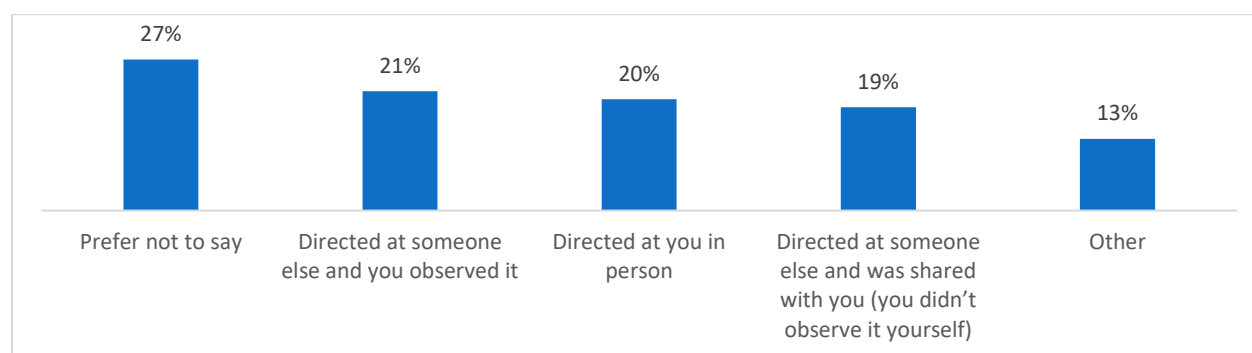
Figure 14: **sportscotland** employees who experienced or witnessed discrimination / bullying



(Total response n=240)

Of the employees who stated that they had experienced or witnessed discrimination or bullying, 27% opted not to share who the discrimination was directed at, followed by 21% and 20% of employees stating that the discrimination they witnessed was directed at someone else or directed at themselves respectively. 19% of employees stated that the discrimination they were aware of was directed at someone else, although they did not witness the discrimination first hand. 13% of responses stated that the discrimination was directed in another way. Further comments that were provided by some of these employees describe discrimination aimed at general groups based on gender or nationality.

Figure 15: **sportscotland** discrimination direction

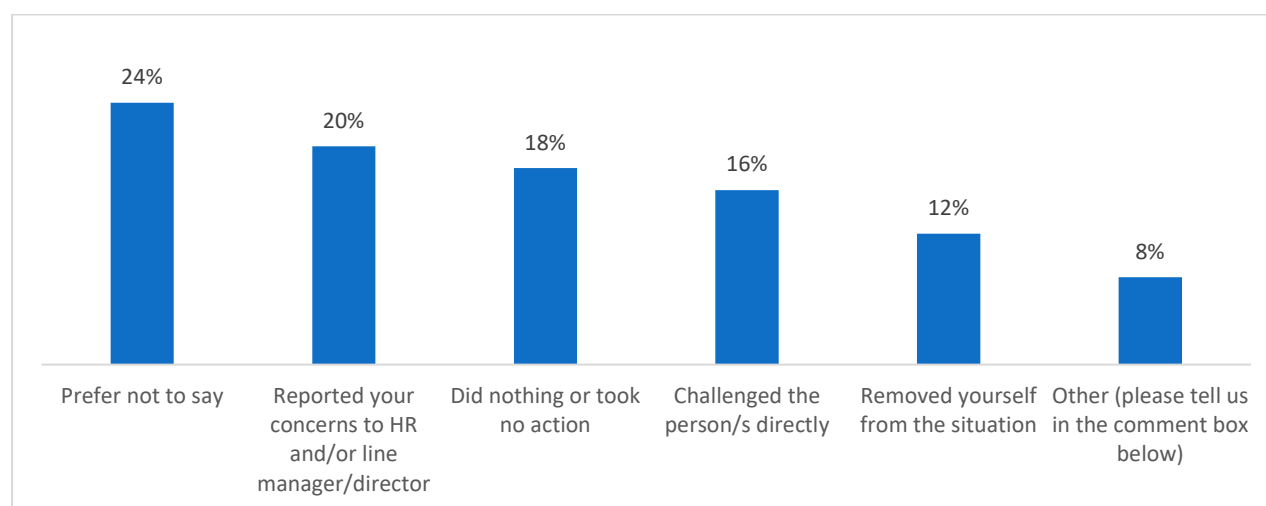


(Total response n=70)

When asked what action they took when experiencing or witnessing discrimination, 24% of employees selected “prefer not to say” from the available options. 20% stated they reported their concerns to HR or their line manager while 18% said they did nothing or took no action. 16% challenged the person(s) directly while 12% stated that they removed themselves from the situation altogether. 8% of employees stated they took other action.

Further comments from employees who selected “other” describe supporting the victim of discrimination, discussing with colleagues around how to manage similar situations in the future and speaking to the head of their department for advice.

Figure 16: **sportscotland** discrimination action taken

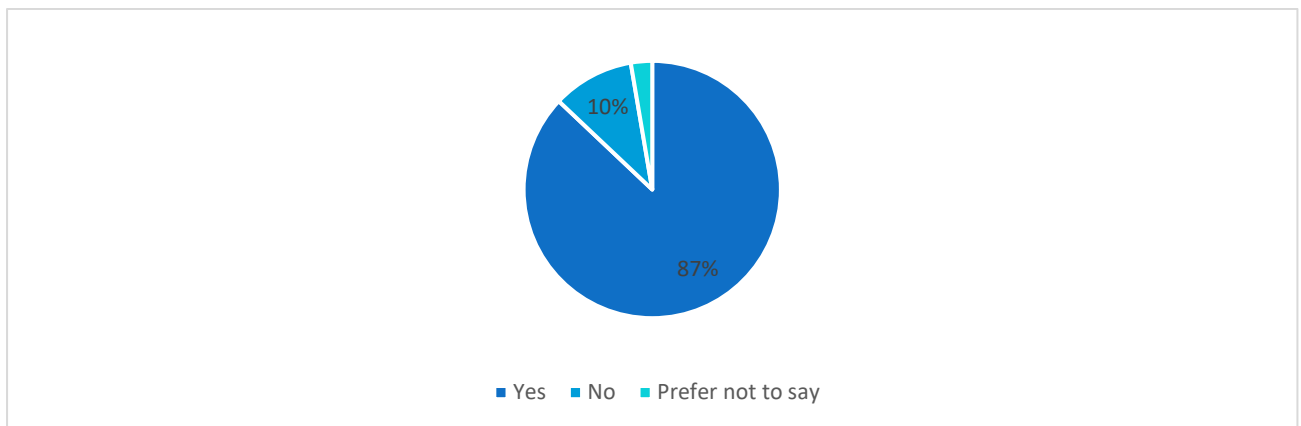


(Total response n=49)

When asked if they were aware of how to report any discrimination bullying and harassment, or inappropriate behaviour, 87% of responses stated they were aware of how to report such behaviour. 10% stated they weren't aware how to report discrimination. As part of this questionnaire all employees were given the opportunity to report inappropriate behaviour via a Teams form, which is monitored by HR.



Figure 17: Are you aware of how to report any discrimination, bullying and harassment, or inappropriate behaviour should you experience or witness it?



(Total response n=224)

## Authentic Self

**sportscotland** employees were asked if they felt comfortable with being their authentic self with colleagues, their line manager, external partners and at work generally.

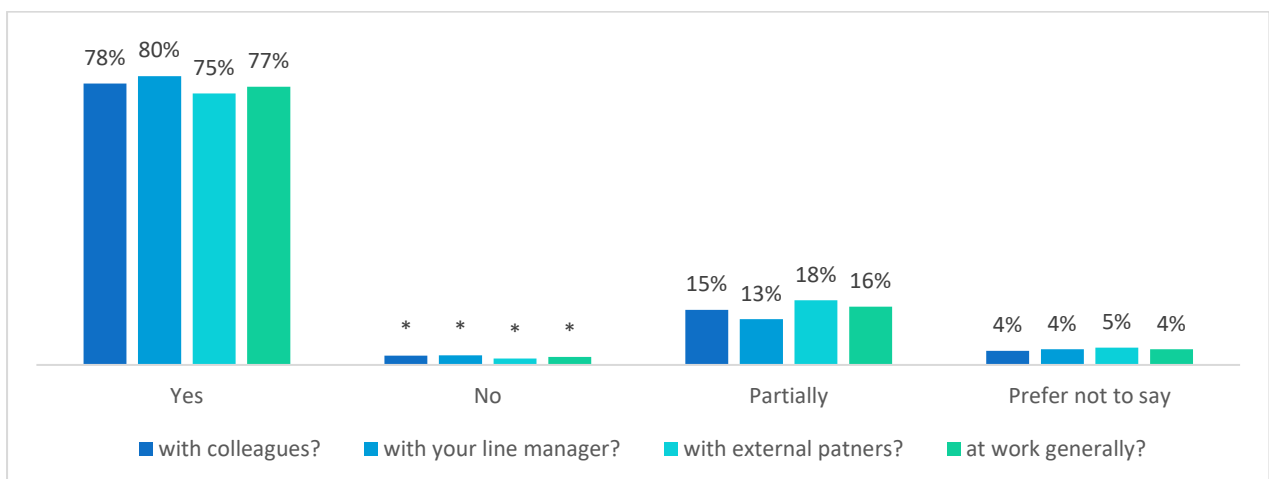
78% of employees felt that they could be their authentic self with colleagues with 15% of employees feeling that they could only partially be their authentic self in the company of colleagues.

80% of **sportscotland** employees stated they could be their authentic self with their line manager. 13% felt they could partially be their authentic self with their line manager.

75% of responses felt they could be their authentic self with external partners. 18% stated they were partially comfortable being their authentic self with external partners while 5% opted not to disclose this information.

77% of **sportscotland** employees feel comfortable with being their authentic self at work generally followed by 16% who partially felt they can be their authentic self at work.

Figure 18: Are you comfortable with being your authentic self...



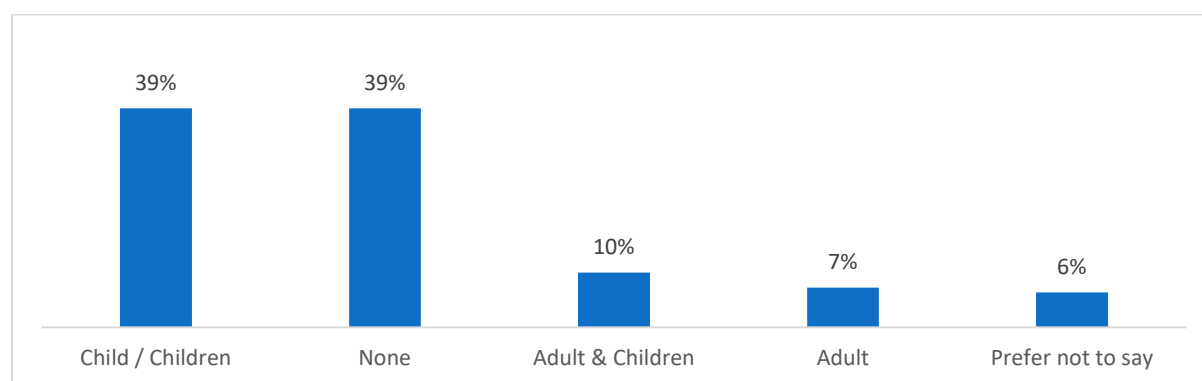
(Total response n=229)

## Caring Responsibilities

**sportscotland** employees were asked to describe their caring responsibilities. 39% of responses stated that they don't have any caring responsibilities with a further 39% stating that the care for at least one child.

10% of staff stated they care for at least one adult and one child while 7% of **sportscotland** employees care for an adult. 6% opted not to disclose their caring responsibilities.

Figure 19: **sportscotland** caring responsibilities



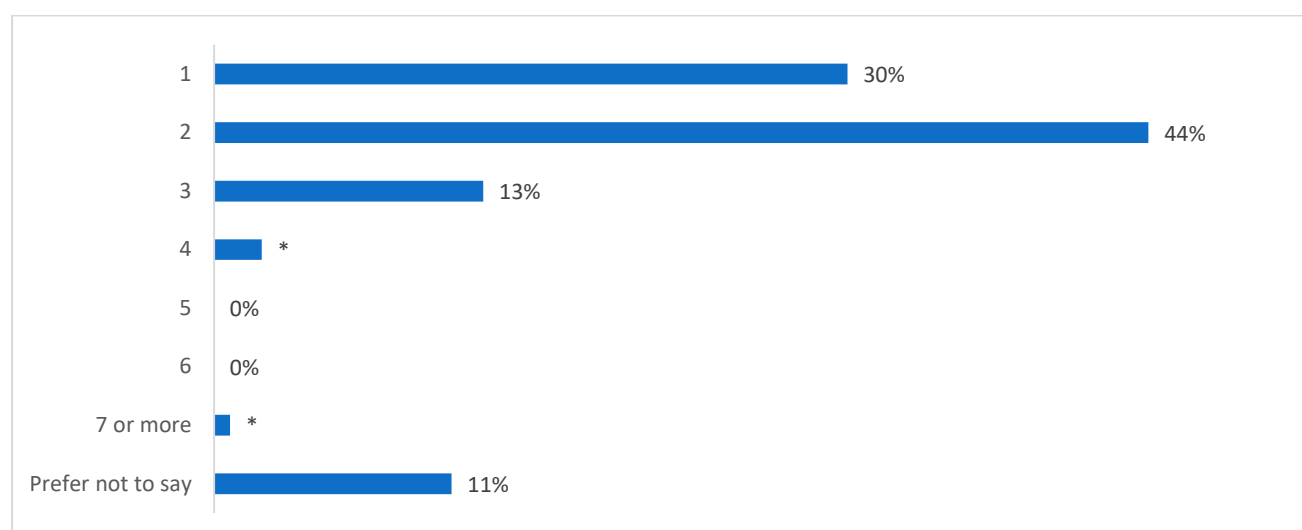
(Total response n=228)

When asked to disclose the number of dependents they supported, 44% of **sportscotland** employees stated that they cared for two other people followed by 30% who cared for one other person. This is in line with what was reported in 2023.

13% stated they care for 3 people.

13% of employees responding to this question opted not to disclose the number of dependents they cared for.

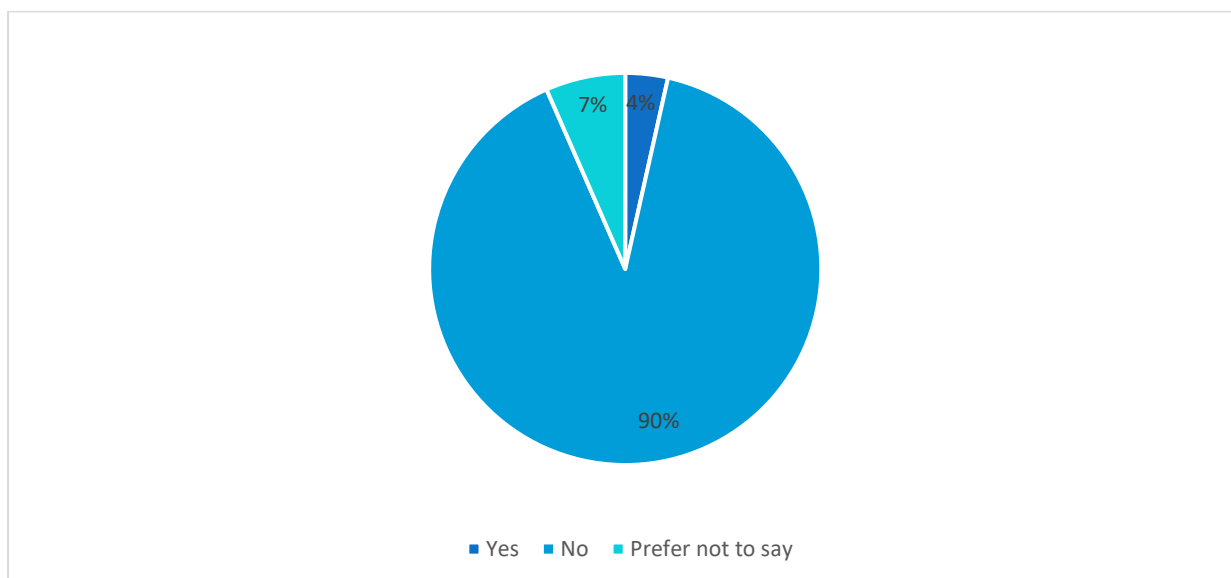
Figure 20: **sportscotland** caring responsibilities - number of dependents



(Total response n=135)

When asked if they were care experienced, 90% of **sportscotland** employees stated that they were not. 4% of employees stated that they were care experienced while 7% opted not to disclose if they were care experienced.

Figure 21: **sportscotland** care experience



(Total response n=228)

## BSL

Employees were asked to indicate their level of British Sign Language experience.

83% of **sportscotland** employees stated that they have no BSL experience followed by 9% who had been on a taster session.

62% of responses in 2023 stated that they had no BSL experience, however 10% of responses also chose “prefer not to say” in response to this question.

5% of responses stated that they had either a level 1 award in BSL or lived experience.

Figure 22: **sportscotland** BSL experience

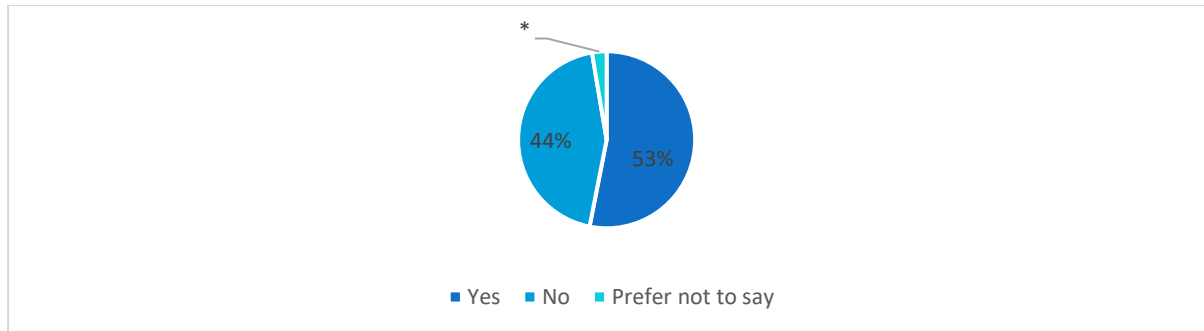


(Total response n=228)

## Gaelic Language

When asked if they were aware of **sportscotland's** Gaelic language plan, 53% of employees stated that they were aware. 44% were not aware of **sportscotland's** Gaelic language plan. This is relatively consistent when compared with results in 2023.

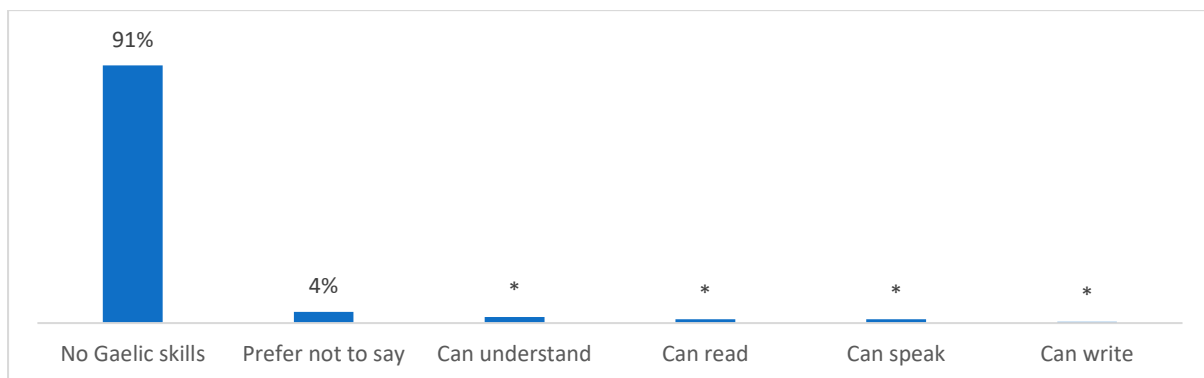
Figure 23: Are you aware of **sportscotland's** Gaelic Language Plan?



(Total response n=226)

91% of **sportscotland** employees stated that they have no Gaelic skills while 4% opted not to disclose this information. 4% of **sportscotland** employees stated they can either read, speak or write Gaelic.

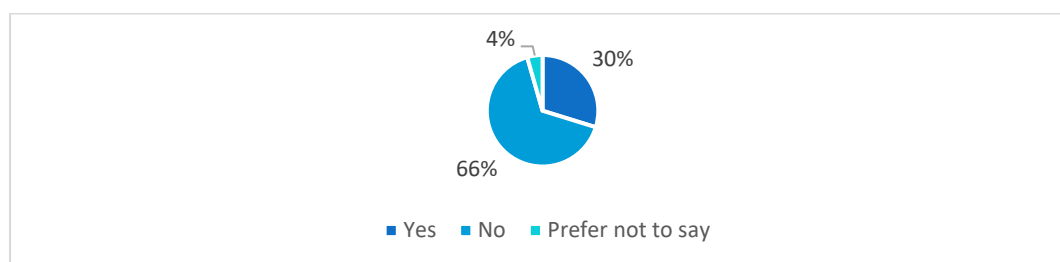
Figure 24: **sportscotland's** Gaelic skills



(Total response n=230)

When asked if they would be interested in learning Gaelic, 66% of sportscotland employees stated that they would not. 30% would be interested in learning Gaelic while 4% preferred not to say.

Figure 25: Would you be interested in learning Gaelic?



(Total response n=225)

## Employee by Department

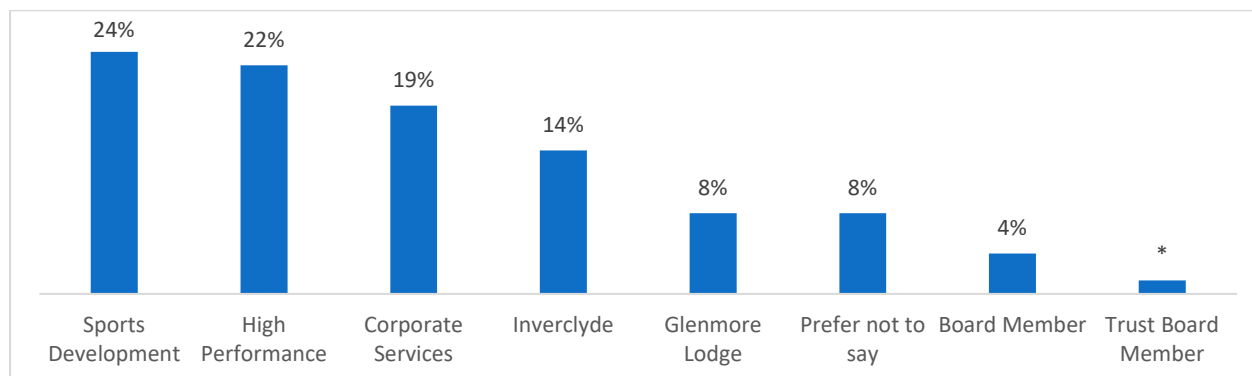
24% of responses to this year's survey were made up of employees from Sports Development followed by 22% from High Performance and 19% from Corporate Services.

Employees from High Performance have accounted for the largest share of responses in recent years. This is the first year since pre-2021 that High Performance has not accounted for the majority of survey responses.

14% of responses came from employees at Inverclyde while 8% came from Glenmore Lodge. 8% of employees did not wish to disclose their department. This is consistent with last year's report

4% of responses came from board members.

Figure 26: **sportscotland** responses by department



(Total response n=227)

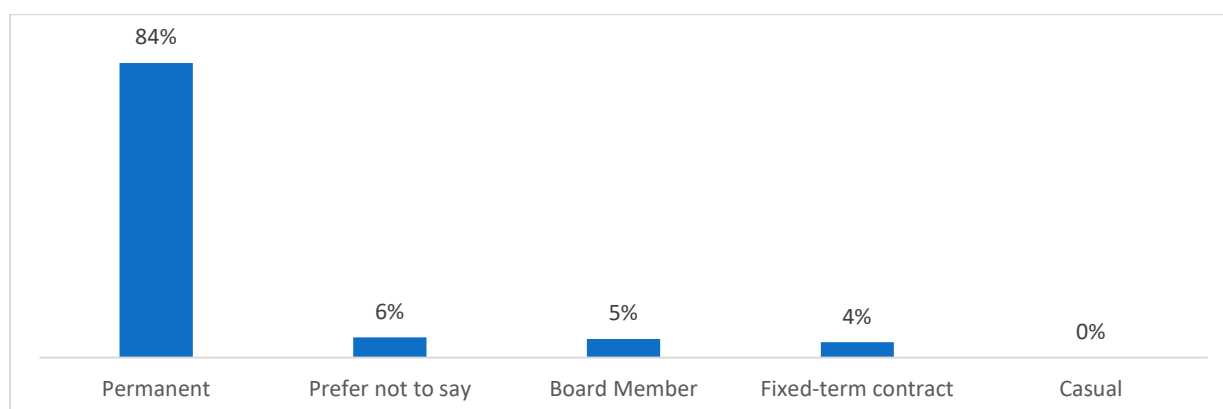
This is the second year that employees were also asked to indicate their current contract type. 84% of staff who responded to this year's survey stated they currently had a permanent contract, a slight increase from 80% in 2023.

This is followed by 6% who did not wish to disclose their contract type and 5% stating that they were board members. 4% of responses came from employees on fixed term contracts.

Table 3 shows the split of contract type by department. This indicated that the majority of employees on fixed-term contracts, came from High Performance and Glenmore Lodge.

Last year, the share of fixed term contracts in High performance accounted for 7% of all contract types. This has increased to 10% in 2025.

Figure 27: **sport**scotland employment contract type



(Total response n=225)

Table 3: **sport**scotland department by contract type

	Permanent	Prefer not to say	Board Member	Fixed-term contract	Casual
Sports Development	96%	*	*	4%	*
High Performance	90%	*	*	10%	*
Corporate Services	98%	*	*	*	*
Inverclyde	97%	*	*	3%	*
Glenmore Lodge	89%	*	*	11%	*
Prefer not to say	33%	67%	*	*	*
Board Member	0%	*	100%	*	*
Trust Board Member	0%	*	100%	*	*

# Occupational Segregation

The information presented in this part of the report is taken from the sensitive information section of our Human Resources Information System (HRIS). The employee survey that was previously referenced could not be used in this section, as it does not contain job grade information to maintain anonymity. 82% of 370 employees who were employed when the information was collected 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.

## Job Grade by Sex

Table 4 shows information on our job grades by sex. 76% of all employees completed this part of the sensitive information section in iTrent.

150 employees recorded that they were male with 131 were female.

The majority of employees in grades 1 and 2 are female while all other grades between 3 and 7 are occupied by mostly males. This is in line with what was reported in 2023.

Table 4: **sportscotland** grade by sex

Grade by Sex	Male	Female	Other	Did Not Answer	Totals	
1	16	25	*	25	67	18%
2	*	13	*	*	25	7%
3	36	28	*	11	75	20%
4	45	34	*	22	102	28%
5	26	18	*	*	49	13%
6	12	6	*	*	18	5%
7	*	*	*	*	*	*
Casual	*	*	*	16	26	7%
Specialist	*	*	*	*	*	*
Senior Specialist	*	*	*	*	*	*
Junior Specialist	*	*	*	*	*	*
	150	131	*	87		
	41%	35%	*	24%		



## Job Grade by Disability

The HRIS sensitive information section asks employees to self-certify their disability status. Table 5 shows job grade by disability. 69% of **sportscotland** employees reported they are not disabled, 24% did not answer, and 4% indicated they are disabled or unsure if they are disabled.

Table 5: **sportscotland** grade by disability

Grade by Disability	Disabled	Not disabled	Declined to specify	Not known	Did Not Answer	Totals	
1	*	36	*	*	25	67	18%
2	*	15	*	*	*	25	7%
3	*	55	*	*	12	75	20%
4	*	78	*	*	19	102	28%
5	*	42	*	*	*	49	13%
6	*	17	*	*	*	18	5%
7	*	*	*	*	*	*	*
Casual	*	*	*	*	19	26	7%
Specialist	*	*	*	*	*	*	*
Senior Specialist	*	*	*	*	*	*	*
Junior Specialist	*	*	*	*	*	*	*
	*	255	*	*	90		
	*	69%	*	*	24%		

## Job Grade by Race

70% of employees stated that they were white while 27% choose not to disclose their race.

Table 6: **sportscotland** grade by race

Grade by Race	White	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Groups	Did Not Answer	Totals	
1	38	*	*	*	*	27	67	18%
2	18	*	*	*	*	*	25	7%
3	59	*	*	*	*	12	75	20%
4	75	*	*	*	*	25	102	28%
5	42	*	*	*	*	*	49	13%
6	17	*	*	*	*	*	18	5%
7	*	*	*	*	*	*	*	*
Casual	*	*	*	*	*	20	26	7%
Specialist	*	*	*	*	*	*	*	*
Senior Specialist	*	*	*	*	*	*	*	*
Junior Specialist	*	*	*	*	*	*	*	*
	260	*	*	*	*	100		
	70%	*	*	*	*	27%		

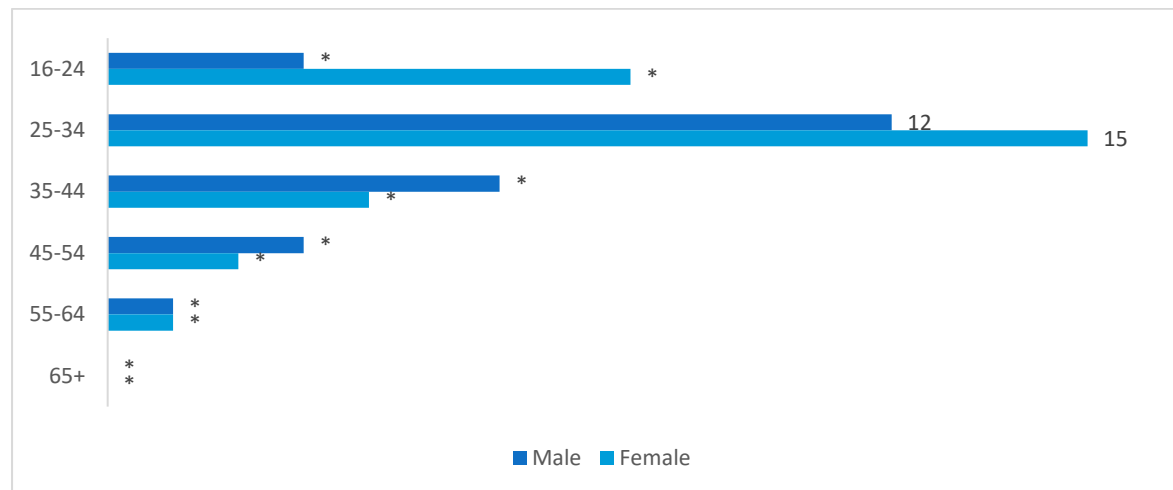
## New Starters by Age and Gender – 2023-24

55 new employees joined **sportscotland** in 2023-24, of which 45% were male and 55% female.

49% of all new starters in 2023-24 were aged between 25 and 34 years old followed by 20% aged between 16 and 24.

The majority of all new starts aged between 35 and 54 years old were recorded as male with most new starts aged between 16 and 34 recorded as female.

Figure 28: sportscotland new starts - gender



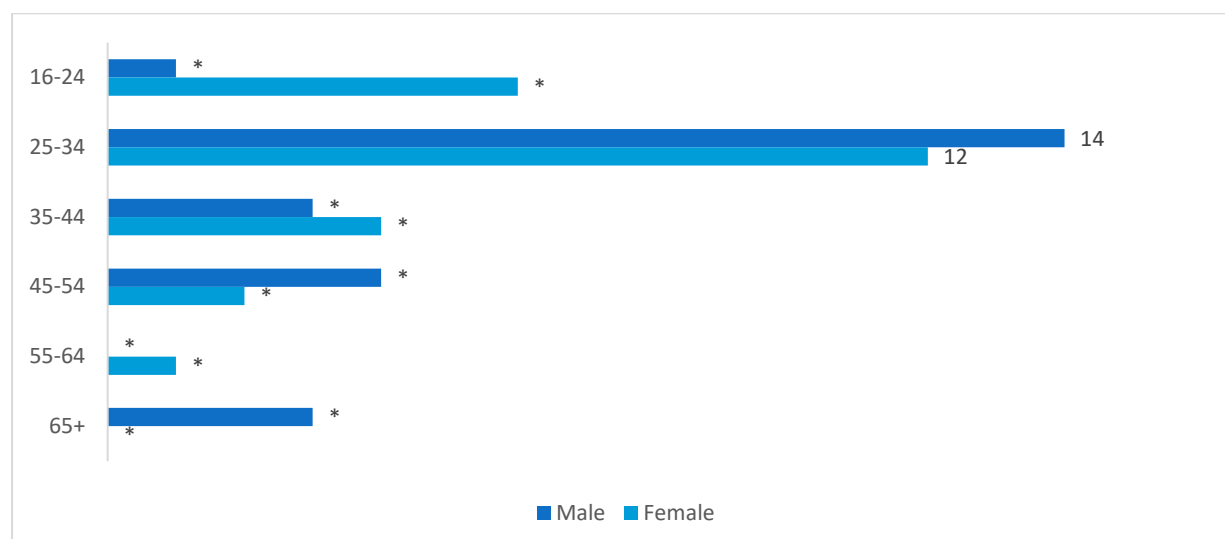
## Leavers by Age & Gender – 2023-24

50 people left **sportscotland** in 2023-24 of which 50% were male.

47% of leavers were aged between 24 and 34 years old, 13% were aged between 16 and 24 and 35 and 44, while 11% were aged between 45 and 54 years old.

The majority of leavers aged between 16 and 24 years old as well as 35-44 years old were female while most leavers in the 25 to 34 year old and 45 to 54 year old age brackets were male, the exact numbers cannot be provided for reasons of anonymity.

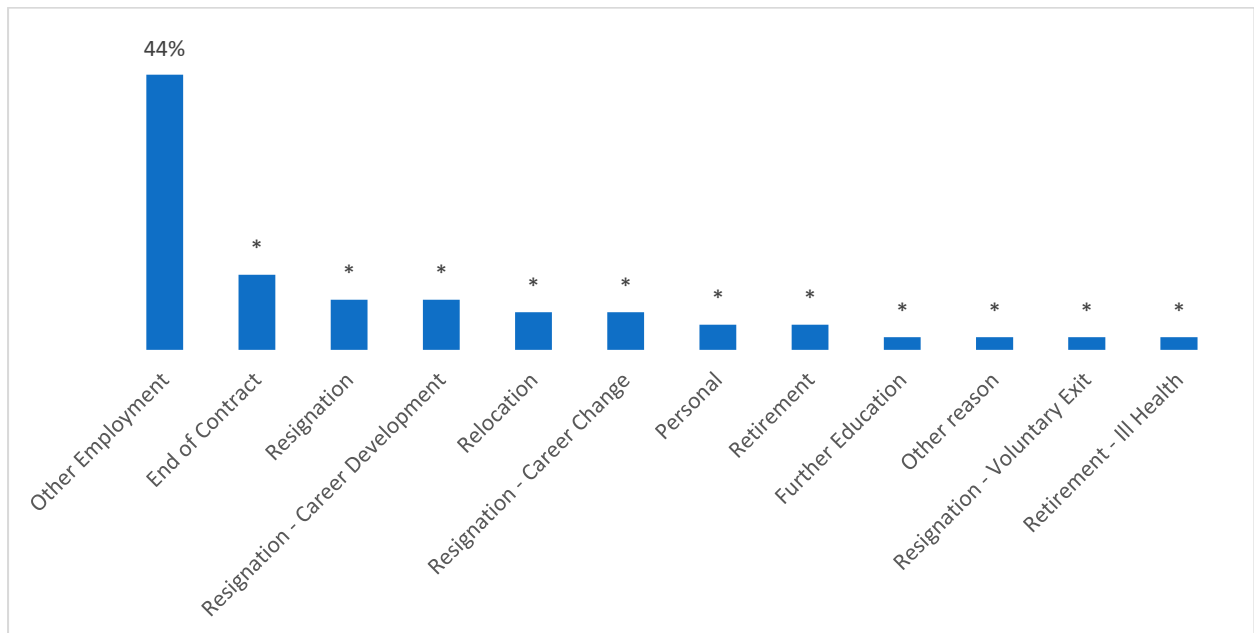
Figure 29: sportscotland leavers - gender



## Reasons for Leaving – 2023-24

Of the 50 leavers in 2023-24, 44% left for other employment.

Figure 28: **sportscotland** reasons for leaving 2023-24



## Flexible Working Requests 2023-24

8 flexible working requests were recorded in 2023-24.

Of which, 5 were to decrease contractual hours, 1 was to increase hours and 2 requests were to compress existing hours in the working week.

# Recruitment Applicants

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

In 2023-24 financial year there were 36 requisitions in iTrent with a total of 1226 applications across all advertised vacancies. This equates to 34 applications per requisition on average.

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

Due to the higher number of applicants, the threshold for redaction has been lowered but remains at 10 applicants. Partially unredacted data will be reviewed by HR, and actions will be considered to enhance the diversity of applicants and their progression to securing positions with **sportscotland**.

Table 7: **sportscotland** applications by ethnicity

Ethnicity	Application		Shortlisted for Interview	
White - Scottish	666	58%	114	67%
White - English	153	13%	20	12%
Indian, Indian Scottish or Indian British	79	7%	11	6%
Other White Ethnic Group	59	5%	*	*
African, African Scottish or African British	32	3%	*	*
White - Irish	28	2%	*	*
Prefer not to say	26	2%	*	*
Pakistani, Pakistani Scottish or Pakistani British	21	2%	*	*
Any Mixed or Multiple Ethnic Group	19	2%	*	*
Other Asian	15	1%	*	*
Black, Black Scottish or Black British	13	1%	*	*
Chinese, Chinese Scottish or Chinese British	13	1%	*	*
White - Northern Irish	13	1%	*	*
Other Ethnic Group	*	*	*	*
Polish	*	*	*	*
Arab, Arab Scottish or Arab British	*	*	*	*
White - Welsh	*	*	*	*
<b>Totals</b>	<b>1148</b>		<b>171</b>	

Table 8: **sportscotland** applications by sex

Sex	Application		Shortlisted for Interview	
Male	713	58%	88	45%
Female	456	37%	84	49%
Unspecified	57	5%	22	13%
<b>Totals</b>	<b>1226</b>		<b>194</b>	

Table 9: **sportscotland** applications by age

Age	Application		Shortlisted for Interview	
Under 21	22	2%	*	*
21 - 30	699	57%	80	41%
31 - 40	279	23%	58	30%
41 - 50	114	9%	25	13%
51 - 60	35	3%	*	*
Over 60	*	*	*	*
No Age	69	6%	24	12%
<b>Totals</b>	<b>1226</b>		<b>194</b>	

Table 10: **sportscotland** applications by marital status

Marital Status	Application		Shortlisted for Interview	
Single	658	54%	89	46%
Married	229	19%	36	19%
Partner	201	16%	37	19%
Unknown	78	6%	21	11%
Not Specified	32	3%	*	*
Divorced	15	1%	*	*
Civil Partnership	11	1%	*	*
Widowed	*	*	*	*
<b>Totals</b>	<b>1226</b>		<b>194</b>	

Table 10: **sportscotland** applications by nationality

Nationality	Application		Shortlisted for Interview	
Unknown	1104	90%	161	83%
Scottish	57	5%	22	11%
British	43	4%	*	*
American	*	*	*	*
Irish	*	*	*	*
Nigeria	*	*	*	*
Romanian	*	*	*	*
Portuguese	*	*	*	*
Spanish	*	*	*	*
Indian	*	*	*	*
<b>Totals</b>	<b>1226</b>		<b>194</b>	

Table 11: **sportscotland** applications by sexual orientation

Sexual Orientation	Application		Shortlisted for Interview	
Heterosexual	1018	83%	151	78%
Unknown	87	7%	21	11%
Declined to specify	43	4%	*	*
Bisexual	30	2%	*	*
Lesbian	22	2%	*	*
Gay	21	2%	*	*
Not Sure	*	*	*	*
<b>Totals</b>	<b>1226</b>		<b>194</b>	

Table 12: **sportscotland** applications by religion

Religion	Application		Shortlisted for Interview	
None	647	53%	103	53%
Unknown	109	9%	21	11%
Roman Catholic	108	9%	19	10%
Other Christian	92	8%	14	7%
Church of Scotland	80	7%	12	6%
Prefer Not to Say	63	5%	12	6%
Hindu	57	5%	10	5%
Muslim	39	3%	*	*
Church of England	18	1%	*	*
Buddhist	*	*	*	*
Sikh	*	*	*	*
Jewish	*	*	*	*
<b>Totals</b>	<b>1226</b>		<b>194</b>	

Table 13: **sportscotland** applications by disability status

Disability	Application		Shortlisted for Interview	
Yes	52	4%	12	6%
Unspecified	1174	96%	182	94%
<b>Totals</b>	<b>1226</b>		<b>194</b>	

# 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

## **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 1 January 2025. Of the 344 employees in **sportscotland** on this date 161 (47%) were female and 183 (53%) were male.

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

	Staff		Median Base Pay		
Grade	Female	Male	Female	Male	Female Salary as a % Above Male
1	40	25	£30,501	£27,122	112.5%
2	14	11	£32,749	£32,230	101.6%
3	32	42	£41,801	£42,446	98.5%
4	45	59	£50,696	£50,696	100%
5	20	29	£61,984	£61,984	100%
6	*	*	£77,664	£77,664	100%
7	*	*	£89,698	£89,698	100%
Jnr Specialist	*	*	£35,708	-	-
Specialist	*	*	£98,500	£98,500	100%
Snr Specialist	*	*	-	£111,009	-
All	161	183	£42,446	£49,100	86.4%

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 only seen a reduction of 1% in females since 2021

Of the seven grades where female staff are present they earn higher median pay than men in two of the grades and are equal in four of the grades. The highest median pay difference is 12.5% in favour of female staff in grade one.

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

	Staff		Mean Base Pay		
Grade	Female	Male	Female	Male	Female Salary as a % Above Male
1	40	25	£28,840	£28,114	102.6
2	14	11	£33,269	£32,985	100.9%
3	32	42	£40,187	£40,694	98.8%
4	45	59	£48,772	£49,533	98.5%
5	20	29	£59,401	£60,129	98.0%
6	*	*	£77,664	£76,724	101.2%
7	*	*	£89,968	£89,968	100%
Jnr Specialist	*	*	£35,708	-	-
Specialist	*	*	£98,500	£898,500	100%
Snr Specialist	*	*	-	£111,009	-
All	161	183	£43,955	£48,441	90.7%

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

For full time staff, the difference in mean pay ranges across six grades from £284 to £940 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 new equality outcomes and our employee equality information can be found at: <https://sportscotland.org.uk/equality-at-sportscotland/equality-reporting/>.

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the national agency for sport