



Equality monitoring of employee protected characteristics: 2024-25 data tables

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Explanatory notes

Publication principles

We present our data in a way that aims to balance transparency and our duty to protect the anonymity of our employees as per the General Data Protection Regulations (GDPR). The data we present:

- reflects the proportion of our workforce that has completed their equality data information, including 'prefer not to say' (but with non-complete records excluded)
- uses percentage bandings only, rather than the count of people in each group.

Recruitment stage

There are two recruitment tables for each protected characteristic.

1. Shows the total applicant distribution by vacancy type:
 - a) **Internal only:** vacancies that were open to current employees only
 - b) **External and internal:** vacancies open to both employees and the public.
2. Shows the progression of applicants by equality group through key recruitment stages, which includes all applications received across all our vacancies in the reporting period.

Using the example below, each column heading represents the last stage that applicants reached. For example, 15-20% of total applicants reached the interview stage but were not appointed, whilst 15-20% were interviewed and appointed. The remaining 60-65% did not reach the interview stage.

Sex	Applied/withdrew	Interviewed	Appointed	Total
Female	65-70%	15-20%	15-20%	100%
Male	60-65%	15-20%	15-20%	100%
Prefer not to say	100%	<5%	<5%	100%
Total	60-65%	15-20%	15-20%	100%

Protected characteristics data: our approach

Trans status (gender reassignment)

We gather data on transgender status; however, our employee population is too small to publicly report on this protected characteristic.

National identity

Monitoring question and answer options are the same as those used in the Scottish Census 2011¹. We use the following aggregated categories:

- **Scottish:** Scottish
- **Other British:** English, Welsh, Northern Irish, British
- **Other national identity:** Other national identity.

Ethnic origin

Monitoring question and answer options are the same as those used in the Scottish Census 2011:

¹ We are aware that there are updated Scotland census questions for 2022, but we have not yet updated our question and answer options. This applies to all references using the Scotland 2011 Census questions.

- **White Scottish, British, Irish:** aggregates white Scottish, British or Irish
- **White minority ethnic:** aggregates all other white ethnic groups
- **Non-white ethnic minority:** aggregates the high level Scottish census groupings of mixed/multiple ethnic groups, Asian, African, Caribbean or Black, and other ethnic groups.

We acknowledge that aggregating data in this way can disguise differences between ethnic groups. Our numbers are too low to disaggregate data further.

Religion or belief

Monitoring question and answer options are the same as those used in the Scottish Census 2011. We use the following aggregated categories:

- **No religion or belief:** no religion
- **Christian:** aggregates Church of Scotland, Roman Catholic and any other Christian
- **Other religions or belief:** aggregates Buddhist, Hindu, Muslim, Sikh, Jewish, and any other religion or belief.

Disability

Monitoring question and answer options are the same as those used in the Scottish Census 2011. Our reporting therefore includes disability and long term conditions.

Grades

Grade 1 is our lowest paid grade. Grade 10 is our highest paid grade.

Definition of full time

Full time employees are those contracted to work 35 hours per week.

Training

We provide disaggregated data by protected characteristic for the following types of training:

- **External qualifications:** courses run by external providers that result in a certificate or recognised qualification
- **Internal non-mandated training:** training our employees complete excluding mandatory training, such as corporate induction.

Suppression of values

All data tables use **percentages only**, not counts. The following principles apply:

➤ Percentages are reported in 5% bands

The Equality and Human Rights Commission guidance recommends to not report accurate percentages if the number of people is below 10.

Wherever possible, we will provide data by percentage bands with reference to a specified total number of persons concerned: however, where the total number of persons within a grouping is 10 or fewer, we will **not report data for that group**², or will report only the percentage bands without the

² This is in line with UK Government guidance on reporting – see page 13 of the [Equality \(Race and Disability\) Bill](#).

total figure. For instance, we do not report any data on teams which have fewer than 10 employees in total.

- **Where any figures are on the boundary between two bands, these have been allocated to the higher band**

For example, 65% would be within 65-70%, not 60-65%.

- **The upper and lower points are reported as <5% and >95%**

Cross tabs by grade, working pattern and training are included for disability, age, sex and race only.

Section 1: Sex

Table 1.1 - Employees 2024-25: Sex distribution

The percentages used below are based on 380 employees: 100% equality record completion.

Sex	Percentage
Female	65-70%
Male	30-35%
Total	100%

Table 1.1 commentary

SLAB's workforce is predominantly female and has been over the long term. Compared to the Scottish working population, which is nearly evenly split by sex (49% female and 51% male), the contrast is fairly pronounced, however, our view is that this is not an uncommon workforce profile amongst public sector organisations.

There is little change to report on the previous year (less than a 1% shift from female to male staff).

Table 1.2a - Employees 2024-25: Sex by grade bands (column totals)

The percentages used below are based on 380 employees: 100% equality record completion.

Sex	Grades 1-3	Grades 4-6	Grades 7+	Total
Female	65-70%	65-70%	55-60%	65-70%
Male	30-35%	30-35%	40-45%	30-35%
Total	100%	100%	100%	100%

Table 1.2b - Employees 2024-25: Sex by grade bands (row totals)

The percentages used below are based on 380 employees: 100% equality record completion.

Sex	Grades 1-3	Grades 4-6	Grade 7+	Total
Female	30-35%	50-55%	15-20%	100%
Male	25-30%	45-50%	25-30%	100%
Total	30-35%	50-55%	15-20%	100%

Table 1.2a and 1.2b commentary

Male staff are noticeably more likely than their female counterparts to be employed at Grade 7+, however, this difference does not appear to be statistically significant.

Table 1.3a - Employees 2024-25: Sex by working pattern (column totals)

The percentages used below are based on 380 employees: 100% equality record completion.

Sex	Full time	Part time	Total
Female	60-65%	80-85%	65-70%
Male	35-40%	15-20%	30-35%
Total	100%	100%	100%

Table 1.3b - Employees 2024-25: Sex by working pattern (row totals)

The percentages used below are based on 380 employees: 100% equality record completion.

Sex	Full time	Part time	Total
Female	75-80%	20-25%	100%
Male	90-95%	5-10%	100%
Total	80-85%	15-20%	100%

Table 1.3a and 1.3b commentary

There is a clear contrast in working patterns by sex, with female staff more likely to be employed on a part time basis. This is a statistically significant difference. However, this reflects national trends, as [Close the Gap](#) reported in 2024 that 42% of women employed in Scotland work part time, compared to only 13% of men. We implemented a flexible working policy in 2023 which provides greater opportunity to consider different flexible working options. Despite this, part time working remains primarily to be taken up by women.

Table 1.4a - Employees 2024-25: Sex by (external qualifications) training

The percentages used below are based on 43 employees: 100% equality record completion.

Sex	Engaged in training
Female	60-65%
Male	35-40%
Total	100%

Table 1.4b - Employees 2024-25: Sex by (internal non-mandated) training

The percentages used below are based on 54 employees: 100% equality record completion.

Sex	Engaged in training
Female	60-65%
Male	35-40%
Total	100%

Table 1.5 - Recruitment 2024-25: Sex of applicant by recruitment type

Sex	External and internal	Internal only	Total
Female	60-65%	55-60%	60-65%
Male	35-40%	40-45%	35-40%
Prefer not to say	<5%	<5%	<5%
Total	100%	100%	100%

Table 1.6a - Recruitment 2024-25: Sex of applicant by recruitment stage (column totals)

Sex	Applied/withdrew	Interviewed	Appointed	Total
Female	55-60%	65-70%	55-60%	60-65%
Male	35-40%	25-30%	40-45%	35-40%
Prefer not to say	<5%	<5%	<5%	<5%
Total	100%	100%	100%	100%

Table 1.6b - Recruitment 2024-25: Sex of applicant by recruitment stage (row totals)

Sex	Applied/withdrew	Interviewed	Appointed	Total
Female	70-75%	20-25%	<5%	100%
Male	75-80%	15-20%	5-10%	100%
Prefer not to say	75-80%	20-25%	5-10%	100%
Total	70-75%	20-25%	<5%	100%

Table 1.4a to 1.6b commentary

We note that, like the existing SLAB workforce, the pool of recruitment applicants is also majority female. Male applicants were slightly more likely to be appointed than female applicants, though male applicants were also more likely to have applied only (that is, to not reach interview).

We note that prior to sitting on an interview panel, all managers involved in recruitment must undertake unconscious bias training.

Table 1.7 - Leavers 2024-25: Sex distribution

The percentages used below are based on 22 employees: 100% equality record completion.

Sex	Percentage
Female	80-85%
Male	15-20%
Total	100%

Section 2: Age distributions

Table 2.1 - Employees 2024-25: Age distribution

The percentages used below are based on 380 employees: 100% equality record completion.

Age (years)	Percentage of employees
<=24	<5%
25-34	15-20%
35-44	25-30%
45-54	25-30%
55-64	20-25%
65+	<5%
Total	100%

Table 2.1 commentary

The age profile of SLAB's workforce is somewhat bell-shaped, with most staff clustered around the middle bands. In comparison, the Scottish workforce profile has significantly greater proportions who are aged <=24 or 25-34 (11% and 24% respectively). Our view is that this contrast may reflect low rates of turnover within the organisation.

With current recruitment restrictions it is unlikely that our demographic will change over the coming years.

Table 2.2a - Employees 2024-25: Age by grade bands (column totals)

The percentages used below are based on 380 employees: 100% equality record completion.

Age (years)	Grades 1-3	Grades 4-6	Grade 7+	Total
<=24	5-10%	<5%	<5%	<5%
25-34	20-25%	15-20%	<5%	15-20%
35-44	20-25%	25-30%	30-35%	25-30%
45-54	20-25%	25-30%	35-40%	25-30%
55-64	20-25%	20-25%	25-30%	20-25%
65+	<5%	<5%	<5%	<5%
Total	100%	100%	100%	100%

Table 2.2b - Employees 2024-25: Age by grade bands (row totals)

The percentages used below are based on 380 employees: 100% equality record completion.

Age (years)	Grades 1-3	Grades 4-6	Grade 7+	Total
<=24	75-80%	25-30%	<5%	100%
25-34	40-45%	55-60%	<5%	100%
35-44	20-25%	50-55%	20-25%	100%
45-54	25-30%	50-55%	20-25%	100%
55-64	30-35%	45-50%	20-25%	100%
65+	40-45%	40-45%	20-25%	100%
Total	30-35%	50-55%	15-20%	100%

Table 2.3a - Employees 2024-25: Age by working pattern (column totals)

The percentages used below are based on 380 employees: 100% equality record completion.

Age (years)	Full time	Part time	Total
<=24	<5%	<5%	<5%
25-34	15-20%	5-10%	15-20%
35-44	25-30%	25-30%	25-30%
45-54	25-30%	35-40%	25-30%
55-64	20-25%	25-30%	20-25%
65+	<5%	<5%	<5%
Total	100%	100%	100%

Table 2.3b - Employees 2024-25: Age by working pattern (row totals)

The percentages used below are based on 380 employees: 100% equality record completion.

Age (years)	Full time	Part time	Total
<=24	90-95%	5-10%	100%
25-34	90-95%	5-10%	100%
35-44	80-85%	15-20%	100%
45-54	75-80%	20-25%	100%
55-64	80-85%	15-20%	100%
65+	80-85%	20-25%	100%
Total	80-85%	15-20%	100%

Table 2.4a – Employees 2024-25: Age by training, external qualifications

The percentages used below are based on 43 employees: 100% equality record completion.

Age (years)	Percentage
<=24	<5%
25-34	15-20%
35-44	35-40%
45-54	20-25%
55-64	15-20%
65+	<5%
Total	100%

Table 2.4b – Employees 2024-25: Age by training, internal non-mandated

The percentages used below are based on 36 employees: 100% equality record completion.

Age (years)	Percentage
<=24	<5%
25-34	10-15%
35-44	20-25%
45-54	35-40%
55-64	25-30%

Age (years)	Percentage
65+	<5%
Total	100%

Table 2.5 - Recruitment 2024-25: Age by recruitment type

Age (years)	External and internal	Internal only	Total
<=24	25-30%	<5%	25-30%
25-34	35-40%	30-35%	35-40%
35-44	15-20%	40-45%	15-20%
45-54	5-10%	25-30%	10-15%
55-64	<5%	<5%	<5%
65+	<5%	<5%	<5%
Prefer not to say	5-10%	<5%	5-10%
Total	100%	100%	100%

Table 2.6a – Recruitment 2024-25: Applicant age by recruitment stage (column totals)

Age (years)	Applied/withdrew	Interviewed	Appointed	Total
<=24	25-30%	10-15%	20-25%	25-30%
25-34	35-40%	45-50%	30-35%	35-40%
35-44	15-20%	20-25%	15-20%	15-20%
45-54	5-10%	15-20%	10-15%	10-15%
55-64	<5%	<5%	5-10%	<5%
65+	<5%	<5%	<5%	<5%
Prefer not to say	5-10%	5-10%	5-10%	5-10%
Total	100%	100%	100%	100%

Table 2.6b – Recruitment 2024-25: Applicant age by recruitment stage (row totals)

Age (years)	Applied/withdrew	Interviewed	Appointed	Total
<=24	80-85%	15-20%	<5%	100%
25-34	70-75%	15-20%	5-10%	100%
35-44	70-75%	20-25%	5-10%	100%
45-54	60-65%	30-35%	5-10%	100%
55-64	60-65%	35-40%	<5%	100%
65+	75-80%	25-30%	<5%	100%
Prefer not to say	75-80%	20-25%	<5%	100%
Total	70-75%	20-25%	<5%	100%

Table 2.2a to 2.6b commentary

Compared to the existing SLAB workforce profile, applicants tend to come from younger age bands, but this was considerably less so for the ‘internal only’ applicants. However, the group with the highest rate of ‘appointed’ (within the 5-10% band) was applicants aged 45-54.

Table 2.7 - Leavers 2024-25: Age distribution

The percentages used below are based on 22 employees: 100% equality record completion.

Age	Percentage
<=24	<5%
25-34	20-25%
35-44	<5%
45-54	20-25%

Age	Percentage
55-64	25-30%
65+	15-20%
Total	100%

Section 3: National identity

Table 3.1 - Employees 2024-25: National identity distribution

The percentages used below are based on 315 employees: 83% equality record completion.

National identity	Percentage
Scottish	65-70%
Other British	20-25%
Other national identity	5-10%
Prefer not to say	<5%
Total	100%

Table 3.1 commentary

SLAB's workforce is composed overwhelmingly of employees from the 'Scottish' or 'Other British' national identity groups. There has been little change in this profile in the last year.

It is not possible to compare to the workforce at a Scotland level, as there is no relevant comparator within the Scottish Core Survey questions.

Table 3.2a - Employees 2024-25: National identity by grade bands (column totals)

The percentages used below are based on 315 employees: 83% equality record completion.

National identity	Grades 1-3	Grades 4-6	Grades 7+	Total
Scottish	70-75%	65-70%	55-60%	65-70%
Other British	15-20%	20-25%	30-35%	20-25%
Other national identity	5-10%	5-10%	<5%	5-10%
Prefer not to say	<5%	5-10%	5-10%	<5%
Total	100%	100%	100%	100%

Table 3.2b - Employees 2024-25: National identity by grade bands (row totals)

The percentages used below are based on 315 employees: 83% equality record completion.

National identity	Grades 1-3	Grades 4-6	Grades 7+	Total
Scottish	30-35%	45-50%	15-20%	100%
Other British	25-30%	45-50%	25-30%	100%
Other national identity	35-40%	45-50%	15-20%	100%
Prefer not to say	<5%	65-70%	30-35%	100%
Total	30-35%	45-50%	20-25%	100%

Table 3.2a and 3.2b commentary

'Other British' staff are somewhat more likely to be employed at Grade 7+, and less so at Grades 1-3, as are employees who answered with 'prefer not to say'. It is unclear why this is the case.

However, the grade profile of Scottish employees and 'other national identity' are very similar.

Table 3.3a - Employees 2024-25: National identity by working pattern (column totals)

The percentages used below are based on 315 employees: 83% equality record completion.

National identity	Full time	Part time	Total
Scottish	65-70%	65-70%	65-70%
Other British	20-25%	20-25%	20-25%
Other national identity	5-10%	5-10%	5-10%
Prefer not to say	<5%	<5%	<5%
Total	100%	100%	100%

Table 3.3b - Employees 2024-25: National identity by working pattern (row totals)

The percentages used below are based on 315 employees: 83% equality record completion.

National identity	Full time	Part time	Total
Scottish	80-85%	15-20%	100%
Other British	80-85%	15-20%	100%
Other national identity	80-85%	15-20%	100%
Prefer not to say	80-85%	15-20%	100%
Total	80-85%	15-20%	100%

Table 3.4a - Employees 2024-25: National identity by training, external qualifications

The percentages used below are based on 34 employees: 79% equality record completion.

National identity	Percentage
Scottish	75-80%
Other British	5-10%
Other national identity	10-15%
Prefer not to say	<5%
Total	100%

Table 3.4b - Employees 2024-25: National identity by training, internal non-mandated

The percentages used below are based on 42 employees: 78% equality record completion.

National identity	Percentage
Scottish	65-70%
Other British	25-30%
Other national identity	<5%
Prefer not to say	<5%
Total	100%

Table 3.5 - Recruitment 2024-25: Applicant national identity by recruitment type

National identity	External and internal	Internal only	Total
Scottish	50-55%	75-80%	50-55%
Other British	15-20%	15-20%	15-20%
Other national identity	20-25%	5-10%	20-25%
Prefer not to say	<5%	<5%	<5%
Total	100%	100%	100%

Table 3.5 commentary

Compared to SLAB's existing workforce profile, overall, applicants were much more likely to be from the 'other national identity' group'. This was less the case for internal applicants.

Table 3.6a - Recruitment 2024-25: Applicant national identity by recruitment stage (column totals)

National identity	Applied/withdrew	Interviewed	Appointed	Total
Scottish	50-55%	55-60%	60-65%	50-55%
Other British	15-20%	15-20%	15-20%	15-20%
Other national identity	25-30%	20-25%	10-15%	20-25%
Prefer not to say	<5%	<5%	5-10%	<5%
Total	100%	100%	100%	100%

Table 3.6b - Recruitment 2024-25: Applicant national identity by recruitment stage (row totals)

National identity	Applied/withdrew	Interviewed	Appointed	Total
Scottish	70-75%	20-25%	5-10%	100%
Other British	70-75%	20-25%	<5%	100%
Other national identity	75-80%	15-20%	<5%	100%
Prefer not to say	75-80%	10-15%	5-10%	100%
Total	70-75%	20-25%	<5%	100%

Table 3.6a and 3.6b commentary

Though applicants declaring 'other national identity' made up 20-25% of total applications, they comprised only 10-15% of those appointed.

Applicants answering 'other national identity' were the most likely not to reach interview stage, and the least likely to be appointed. This does not appear to be statistically significant, however.

Table 3.7 - Leavers 2024-25: National identity distribution

The percentages used below are based on 22 employees: 100% equality record completion.

National identity	Percentage
Scottish	65-70%
Other British	20-25%
Other national identity	<5%
Prefer not to say	5-10%
Total	100%

Section 4: Ethnic origin

Table 4.1 - Employees 2024-25: Ethnic origin distribution

The percentages used below are based on 315 employees: 83% equality record completion.

Ethnic origin	Percentage
White Scottish, British, Irish	85-90%
White minority ethnic	<5%
Non-white minority ethnic	<5%
Prefer not to say	5-10%
Total	100%

Table 4.1 commentary

Compared to the Scottish workforce, SLAB's employee profile contains fewer white minority and non-white minority staff (total figure for the Scottish workforce is 16%). As with other categories, there has been relatively little change when compared to 2023-24.

Table 4.2a - Employee 2024-25: Ethnic origin by grade bands (column totals)

The percentages used below are based on 315 employees: 83% equality record completion.

Ethnic origin	Grades 1-3	Grades 4-6	Grades 7+	Total
White Scottish, British, Irish	85-90%	85-90%	85-90%	85-90%
White minority ethnic	5-10%	<5%	<5%	<5%
Non-white minority ethnic	5-10%	5-10%	<5%	<5%
Prefer not to say	<5%	5-10%	5-10%	5-10%
Total	100%	100%	100%	100%

Table 4.2b - Employee 2024-25: Ethnic origin by grade bands (row totals)

The percentages used below are based on 315 employees: 83% equality record completion.

Ethnic origin	Grades 1-3	Grades 4-6	Grades 7+	Total
White Scottish, British, Irish	30-35%	45-50%	15-20%	100%
White minority ethnic	40-45%	30-35%	25-30%	100%
Non-white minority ethnic	40-45%	50-55%	5-10%	100%
Prefer not to say	10-15%	55-60%	25-30%	100%
Total	30-35%	45-50%	20-25%	100%

Table 4.2a and 4.2b commentary

Staff from both minority categories are more likely to be employed at grades 1-3 than the overall level, though white minority ethnic staff also have a higher rate of employment at Grade 7+.

The rate at which non-white ethnic minority staff are employed at Grade 7+ is considerably lower than for all other categories, for reasons that are not clear. It is not possible to test for statistical significance however, given low numbers.

Table 4.3a - Employees 2024-25: Ethnic origin by working pattern (column totals)

The percentages used below are based on 315 employees: 83% equality record completion.

Ethnic origin	Full time	Part time	Total
White Scottish, British, Irish	85-90%	85-90%	85-90%
White minority ethnic	<5%	5-10%	<5%
Non-white minority ethnic	5-10%	<5%	<5%
Prefer not to say	5-10%	5-10%	5-10%
Total	100%	100%	100%

Table 4.3b - Employees 2024-25: Ethnic origin by working pattern (row totals)

The percentages used below are based on 315 employees: 83% equality record completion.

Ethnic origin	Full time	Part time	Total
White Scottish, British, Irish	80-85%	15-20%	100%
White minority ethnic	75-80%	25-30%	100%
Non-white minority ethnic	85-90%	10-15%	100%
Prefer not to say	80-85%	15-20%	100%
Total	80-85%	15-20%	100%

Table 4.4a - Employees 2024-25: Ethnic origin by training, external qualifications

The percentages used below are based on 34 employees: 79% equality record completion.

Ethnic origin	Percentage
White Scottish, British, Irish	85-90%
White minority ethnic	5-10%
Non-white minority ethnic	<5%
Prefer not to say	<5%
Total	100%

Table 4.4b - Employees 2024-25: Ethnic origin by training, internal non-mandated

The percentages used below are based on 42 employees: 78% equality record completion.

Ethnic origin	Percentage
White Scottish, British, Irish	85-90%
White minority ethnic	5-10%
Non-white minority ethnic	<5%
Prefer not to say	<5%
Total	100%

Table 4.5 - Recruitment 2024-25: Applicant ethnic origin by recruitment type

Ethnic origin	External and internal	Internal only	Total
White Scottish, British, Irish	55-60%	80-85%	55-60%
White minority ethnic	5-10%	5-10%	5-10%
Non-white minority ethnic	25-30%	5-10%	25-30%
Prefer not to say	<5%	<5%	<5%
Total	100%	100%	100%

Table 4.5 commentary

As with national identity, the applicant pool is considerably more diverse than the existing SLAB workforce, particularly with regards to the representation of non-white minority ethnic applicants (less so for internal positions only, where the number of potential non-white minority applicants is lower given the profile of the existing workforce).

Table 4.6a - Recruitment 2024-25: Applicant ethnic origin by recruitment stage (column totals)

Ethnic origin	Applied/withdrew	Interviewed	Appointed	Total
White Scottish, British, Irish	55-60%	65-70%	70-75%	55-60%
White minority ethnic	5-10%	10-15%	5-10%	5-10%
Non-white minority ethnic	30-35%	20-25%	10-15%	25-30%
Prefer not to say	<5%	<5%	5-10%	<5%
Total	100%	100%	100%	100%

Table 4.6b - Recruitment 2024-25: Applicant ethnic origin by recruitment stage (row totals)

Ethnic origin	Applied/withdrew	Interviewed	Appointed	Total
White Scottish, British, Irish	50-55%	35-40%	10-15%	100%
White minority ethnic	65-70%	30-35%	<5%	100%
Non-white minority ethnic	80-85%	10-15%	<5%	100%
Prefer not to say	45-50%	35-40%	15-20%	100%
Total	60-65%	25-30%	5-10%	100%

Table 4.6a and 4.6b commentary

Non-white ethnic minority applicants made up 25-30% of the total (which is considerable, and indeed larger than the proportion of the Scottish working population generally), but only 10-15% of those appointed. Compared to the other categories, applicants in this group were more likely not to reach interview stage or to be appointed. White majority applicants, in contrast, made up 55-60% of the total, but 70-75% of those appointed.

Table 4.7 - Leavers 2024-25: Ethnic origin distribution

The percentages used below are based on 22 employees: 100% equality record completion.

Ethnic origin	Percentage
White Scottish, British, Irish	80-85%
White minority ethnic	<5%
Non-white minority ethnic	5-10%
Prefer not to say	5-10%
Total	100%

Section 5: Religion or belief

Table 5.1 - Employees 2024-25: Religion/belief distribution

The percentages used below are based on 315 employees: 83% equality record completion.

Religion/belief	Percentage
No religion or belief	50-55%
Christian	30-35%
Other religion or belief	<5%
Prefer not to say	10-15%
Total	100%

Table 5.1 commentary

Compared to the Scottish workforce, SLAB staff are slightly more likely to be Christian, and somewhat less likely to report following any 'Other religion or belief', but not hugely so.

The rate of SLAB staff answering 'no religion or belief' appears low compared to the Scottish figures, though the role of the 10-15% who answered with 'prefer not to say' must be considered in this comparison (as there is no prefer not to say option in the Scottish survey core questions). Again, compared to 2023-24 there is very little change to report.

Table 5.2 - Recruitment 2024-25: Applicant religion/belief by recruitment type

Religion/belief	External and internal	Internal only	Total
No religion or belief	45-50%	65-70%	45-50%
Christian	25-30%	15-20%	25-30%
Other religion or belief	15-20%	5-10%	15-20%
Prefer not to say	10-15%	5-10%	10-15%
Total	100%	100%	100%

Table 5.2 commentary

There is a considerably higher rate of ‘other religion or belief’ amongst applicants (primarily for jobs advertised both internally and externally) when compared to the existing SLAB workforce.

Table 5.3a - Recruitment 2024-25: Applicant religion/belief by recruitment stage (column totals)

Religion or belief	Applied/withdrew	Interviewed	Appointed	Total
No religion or belief	40-45%	55-60%	55-60%	45-50%
Christian	25-30%	20-25%	15-20%	25-30%
Other religion or belief	15-20%	5-10%	10-15%	15-20%
Prefer not to say	10-15%	10-15%	15-20%	10-15%
Total	100%	100%	100%	100%

Table 5.3b - Recruitment 2024-25: Applicant religion/belief by recruitment stage (row totals)

Religion or belief	Applied/withdrew	Interviewed	Appointed	Total
No religion or belief	65-70%	25-30%	5-10%	100%
Christian	75-80%	15-20%	<5%	100%
Other religion or belief	85-90%	5-10%	<5%	100%
Prefer not to say	70-75%	15-20%	5-10%	100%
Total	70-75%	20-25%	<5%	100%

Table 5.3a and 5.3b commentary

Applicants declaring ‘other religion or belief’ were considerably more likely than other categories not to reach interview stage or be appointed: this was statistically significant. Applicants declaring no belief reached interview stage or were appointed at a higher rate than the overall picture.

Table 5.4 - Leavers 2024-25: Religion/belief distribution

The percentages used below are based on 22 employees: 100% equality record completion.

Religion/belief	Percentage
No religion or belief	50-55%
Christian	35-40%
Other religion or belief	<5%
Prefer not to say	10-15%
Total	100%

Section 6: Sexual orientation

Table 6.1 - Employees 2024-25: Sexual orientation distribution

The percentages used below are based on 315 employees: 83% equality record completion.

Sexual orientation	Percentage
Heterosexual/straight	85-90%
Lesbian, Gay or Bisexual (LGB)	<5%
Other/not sure	<5%
Prefer not to say	10-15%
Total	100%

Table 6.1 commentary

Compared to the Scottish workforce profile, LGB people and those declaring any other sexual orientation or 'not sure' are somewhat underrepresented in SLAB's workforce. However, the level of 'prefer not to say' declared amongst SLAB staff obscures the full picture for making a direct comparison. Again, there is very little change on the equivalent 2023-24 figures to report.

Table 6.2 - Recruitment 2024-25: Applicant sexual orientation by recruitment type

Sexual orientation	External and internal	Internal only	Total
Heterosexual/straight	75-80%	90-95%	75-80%
Lesbian, Gay or Bisexual (LGB)	10-15%	5-10%	10-15%
Other/not sure	<5%	<5%	<5%
Prefer not to say	5-10%	<5%	5-10%
Total	100%	100%	100%

Table 6.2 commentary

People in the applicant pool were considerably more likely to declare an LGB sexual orientation than SLAB's workforce.

Table 6.3a - Recruitment 2024-25: Applicant sexual orientation by recruitment stage (column totals)

Sexual orientation	Applied/withdrew	Interviewed	Appointed	Total
Heterosexual/straight	75-80%	75-80%	70-75%	75-80%
Lesbian, Gay or Bisexual (LGB)	10-15%	15-20%	10-15%	10-15%
Other/not sure	<5%	<5%	<5%	<5%
Prefer not to say	5-10%	5-10%	10-15%	5-10%
Total	100%	100%	100%	100%

Table 6.3b - Recruitment 2024-25: Applicant sexual orientation by recruitment stage (row totals)

Sexual orientation	Applied/withdrew	Interviewed	Appointed	Total
Heterosexual/straight	70-75%	20-25%	<5%	100%
Lesbian, Gay or Bisexual (LGB)	65-70%	25-30%	5-10%	100%
Other/not sure	90-95%	5-10%	<5%	100%
Prefer not to say	75-80%	15-20%	5-10%	100%
Total	70-75%	20-25%	<5%	100%

Table 6.3a and 6.3b commentary

LGB applicants were considerably more likely to reach interview stage, and very slightly more likely to be appointed compared to other applicants. In comparison, people answering 'other/not sure' were considerably less likely to get beyond application stage, though the numbers here are comparatively low. It was not possible to test for statistical significance given low numbers.

Table 6.4 - Leavers 2024-25: Sexual orientation distribution

The percentages used below are based on 22 employees: 100% equality record completion.

Sexual orientation	Percentage
Heterosexual/straight	75-80%
Lesbian, Gay or Bisexual (LGB)	<5%
Other/ not sure	<5%
Prefer not to say	15-20%
Total	100%

Section 7: Disability

Table 7.1 - Employees 2024-25: Disability distribution

The percentages used below are based on 315 employees: 83% equality record completion.

Disability	Percentage
Yes	15-20%
No	65-70%
Prefer not to say	10-15%
Total	100%

Table 7.1 commentary

As noted in previous years, a relatively high proportion of SLAB's employees reported a disability or long term health condition when comparing to the Scottish workforce as a whole.

Compared to 2023-24, there has been a slight shift, with the proportion of staff declaring a disability moving from 20-25% to 15-20%.

Table 7.2a - Employees 2024-25: Disability by grade bands (column totals)

The percentages used below are based on 315 employees: 83% equality record completion.

Disability	Grades 1-3	Grades 4-6	Grades 7+	Total
Yes	20-25%	15-20%	20-25%	15-20%
No	65-70%	70-75%	65-70%	65-70%
Prefer not to say	10-15%	10-15%	5-10%	10-15%
Total	100%	100%	100%	100%

Table 7.2b - Employees 2024-25: Disability by grade bands (row totals)

The percentages used below are based on 315 employees: 83% equality record completion.

Disability	Grades 1-3	Grades 4-6	Grades 7+	Total
Yes	35-40%	40-45%	25-30%	100%
No	25-30%	50-55%	15-20%	100%
Prefer not to say	25-30%	55-60%	15-20%	100%
Total	30-35%	45-40%	20-25%	100%

Table 7.2a and 7.2b commentary

The differences between the categories here are relatively minimal. Staff with disabilities are slightly more likely to be employed at both Grades 1-3 and Grades 7+, and less so at Grades 4-6, however, this does not appear to be a statistically significant relationship.

Table 7.3a - Employees 2024-25: Disability by working pattern (column totals)

The percentages used below are based on 315 employees: 83% equality record completion.

Disability	Full time	Part time	Total
Yes	15-20%	15-20%	15-20%
No	65-70%	70-75%	65-70%
Prefer not to say	10-15%	10-15%	10-15%
Total	100%	100%	100%

Table 7.3b - Employees 2024-25: Disability by working pattern (row totals)

The percentages used below are based on 315 employees: 83% equality record completion.

Disability	Full time	Part time	Total
Yes	80-85%	15-20%	100%
No	80-85%	15-20%	100%
Prefer not to say	80-85%	15-20%	100%
Total	80-85%	15-20%	100%

Table 7.3a and 7.3b commentary

We note that looking at working pattern by disability shows very little difference across protected groups.

Whilst we might have expected a greater proportion of people declaring disabilities to work part-time³, perhaps reflecting a degree of underemployment, this is not reflected amongst SLAB's employees. This has been the case for several years.

Table 7.4a - Employees 2024-25: Disability by training, external qualifications

The percentages used below are based on 34 employees: 79% equality record completion.

Disability	Percentage
Yes	10-15%
No	70-75%
Prefer not to say	10-15%
Total	100%

³ See [Scottish Government's Labour Market Statistics for Scotland by Disability report \(2022\)](#) which indicates that at a Scotland level, whilst 31% of disabled people in work worked part time, for non-disabled people, the equivalent figure was 23%.

Table 7.4b - Employees 2024-25: Disability by training, internal non-mandated

The percentages used below are based on 42 employees: 78% equality record completion.

Disability	Percentage
Yes	20-25%
No	65-70%
Prefer not to say	5-10%
Total	100%

Table 7.5 - Recruitment 2024-25: Applicant disability by recruitment type

Disability	External and internal	Internal only	Total
Yes	10-15%	15-20%	10-15%
No	75-80%	65-70%	75-80%
Prefer not to say	5-10%	15-20%	5-10%
Total	100%	100%	100%

Table 7.6a - Recruitment 2024-25: Applicant disability by recruitment stage (column totals)

Disability	Applied/withdrew	Interviewed	Appointed	Total
Yes	10-15%	15-20%	<5%	10-15%
No	80-85%	75-80%	90-95%	80-85%
Prefer not to say	5-10%	5-10%	5-10%	5-10%
Total	100%	100%	100%	100%

Table 7.6b - Recruitment 2024-25: Applicant disability by recruitment stage (row totals)

Disability	Applied/withdrew	Interviewed	Appointed	Total
Yes	65-70%	30-35%	<5%	100%
No	70-75%	15-20%	5-10%	100%
Prefer not to say	70-75%	20-25%	<5%	100%
Total	70-75%	20-25%	<5%	100%

Table 7.6a and 7.6b commentary

Disabled applicants were considerably more likely than the average to reach interview stage but were appointed at a lower rate than non-disabled applicants. However, the relevant numbers are too small to test for statistical significance.

Table 7.7 - Leavers 2024-25: Disability distribution

The percentages used below are based on 22 employees: 100% equality record completion.

Disability	Percentage
Yes	30-35%
No	55-60%
Prefer not to say	5-10%
Total	100%

Section 8: Marital status

Table 8.1 - Employees 2024-25: marital status distribution

The percentages used below are based on 225 employees: 59% equality record completion.

Marital status	Percentage
Never Married / Never in Civil Partnership	30-35%
Married / Civil Partnership	50-55%
Divorced / Dissolved Civil Partnership	5-10%
Separated	<5%
Widowed / Surviving partner from Civil Partnership	<5%
Prefer not to say	<5%
Total	100%

Table 8.2a - Employees 2024-25: marital status by grade bands (column totals)

The percentages used below are based on 225 employees: 59% equality record completion

Marital status	Grades 1-3	Grades 4-6	Grades 7+	Total
Never Married / Never in Civil Partnership	40-45%	25-30%	35-10%	30-35%
Married / Civil Partnership	30-35%	60-65%	50-55%	50-55%
Divorced / Dissolved Civil Partnership	5-10%	5-10%	10-15%	5-10%
Separated	5-10%	<5%	<5%	<5%
Widowed / Surviving partner from Civil Partnership	5-10%	<5%	<5%	<5%
Prefer not to say	<5%	<5%	<5%	<5%
Total	100%	100%	100%	100%

Table 8.2b - Employees 2024-25: marital status by grade bands (row totals)

The percentages used below are based on 225 employees: 59% equality record completion.

Marital status	Grades 1-3	Grades 4-6	Grades 7+	Total
Never Married / Never in Civil Partnership	30-35%	40-45%	20-25%	100%
Married / Civil Partnership	15-20%	60-65%	20-25%	100%
Divorced / Dissolved Civil Partnership	30-35%	35-40%	30-35%	100%
Separated	80-85%	15-20%	<5%	100%
Widowed / Surviving partner from Civil Partnership	75-80%	25-30%	<5%	100%
Prefer not to say	10-15%	75-80%	10-15%	100%
Grand Total	25-30%	50-55%	100.00%	100%

Table 8.3a - Employees 2024-25: marital status by working pattern (column totals)

The percentages used below are based on 225 employees: 59% equality record completion.

Marital status	Full time	Part time	Total
Never Married / Never in Civil Partnership	35-40%	25-30%	30-35%
Married / Civil Partnership	45-50%	55-60%	50-55%
Divorced / Dissolved Civil Partnership	5-10%	5-10%	5-10%
Separated	<5%	5-10%	<5%
Widowed / Surviving partner from Civil Partnership	<5%	5-10%	<5%
Prefer not to say	<5%	<5%	<5%
Total	100%	100%	100%

Table 8.3b - Employees 2024-25: marital status by working pattern (row totals)

The percentages used below are based on 225 employees: 59% equality record completion.

Marital status	Full time	Part time	Total
Never Married / Never in Civil Partnership	85-90%	10-15%	100%
Married / Civil Partnership	80-85%	20-25%	100%
Divorced / Dissolved Civil Partnership	85-90%	10-15%	100%
Separated	50-55%	50-55%	100%
Widowed / Surviving partner from Civil Partnership	50-55%	50-55%	100%
Prefer not to say	>95%	<5%	100%
Grand Total	80-85%	15-20%	100%

Table 8.4a - Employees 2024-25: marital status by training, external qualifications

The percentages used below are based on 19 employees: 43% equality record completion.

Marital status	Percentage
Never Married / Never in Civil Partnership	50-55%
Married / Civil Partnership	25-30%
Divorced / Dissolved Civil Partnership	15-20%
Separated	<5%
Widowed / Surviving partner from Civil Partnership	<5%
Prefer not to say	5-10%
Total	100%

Table 8.4b - Employees 2024-25: marital status by training, internal non-mandated

The percentages used below are based on 34 employees: 63% equality record completion.

Marital status	Percentage
Never Married / Never in Civil Partnership	20-25%
Married / Civil Partnership	60-65%
Divorced / Dissolved Civil Partnership	5-10%
Separated	<5%
Widowed / Surviving partner from Civil Partnership	<5%
Prefer not to say	<5%
Total	100%

Table 8.5 - Recruitment 2024-25: Applicant marital status by recruitment type

Marital status	External and internal	Internal only	Total
Never Married / Never in Civil Partnership	65-70%	65-70%	65-70%
Married / Civil Partnership	20-25%	25-30%	20-25%
Divorced / Dissolved Civil Partnership	<5%	<5%	<5%
Separated	<5%	5-10%	<5%
Widowed / Surviving partner from Civil Partnership	<5%	<5%	<5%
Prefer not to say	5-10%	<5%	5-10%
Total	100%	100%	100%

Table 8.6a - Recruitment 2024-25: Applicant marital status by recruitment stage (column totals)

Marital status	Applied/withdrew	Interviewed	Appointed	Total
Never Married / Never in Civil Partnership	65-70%	65-70%	65-70%	65-70%
Married / Civil Partnership	20-25%	25-30%	15-20%	20-25%
Divorced / Dissolved Civil Partnership	<5%	<5%	5-10%	<5%
Separated	<5%	<5%	<5%	<5%
Widowed / Surviving partner from Civil Partnership	<5%	<5%	<5%	<5%
Prefer not to say	5-10%	<5%	5-10%	5-10%
Total	100%	100%	100%	100%

Table 8.6b - Recruitment 2024-25: Applicant marital status by recruitment stage (row totals)

Marital status	Applied/withdrew	Interviewed	Appointed	Total
Never Married / Never in Civil Partnership	70-75%	20-25%	5-10%	100%
Married / Civil Partnership	70-75%	25-30%	<5%	100%
Divorced / Dissolved Civil Partnership	70-75%	15-20%	5-10%	100%
Separated	75-80%	20-25%	<5%	100%
Widowed / Surviving partner from Civil Partnership	>95%	<5%	<5%	100%
Prefer not to say	80-85%	10-15%	5-10%	100%
Total	70-75%	20-25%	<5%	100%

Table 8.7 - Leavers 2024-25: marital status distribution

The percentages used below are based on 13 employees: 59% equality record completion.

Marital status	Percentage
Never Married / Never in Civil Partnership	15-20%
Married / Civil Partnership	80-85%
Divorced / Dissolved Civil Partnership	<5%
Separated	<5%
Widowed / Surviving partner from Civil Partnership	<5%
Prefer not to say	<5%
Total	100%

Section 9: Care experience

Table 9.1 - Employees 2024-25: care experience distribution

The percentages used below are based on 315 employees: 83% equality record completion.

Care experience	Percentage
Yes	5-10%
No	80-85%
Prefer not to say	5-10%
Total	100%

Table 9.2a - Employees 2024-25: care experience by grade bands (column totals)

The percentages used below are based on 315 employees: 83% equality record completion.

Care experience	Grades 1-3	Grades 4-6	Grades 7+	Total
Yes	5-10%	5-10%	<5%	5-10%
No	80-85%	85-90%	85-90%	80-85%
Prefer not to say	10-15%	5-10%	5-10%	5-10%
Total	100%	100%	100%	100%

Table 9.2b - Employees 2024-25: care experience by grade bands (row totals)

The percentages used below are based on 315 employees: 83% equality record completion.

Care experience	Grades 1-3	Grades 4-6	Grades 7+	Total
Yes	40-45%	45-50%	10-15%	100%
No	25-30%	50-55%	20-25%	100%
Prefer not to say	30-35%	45-50%	15-20%	100%
Total	30-35%	45-40%	20-25%	100%

Table 9.3a - Employees 2024-25: care experience by working pattern (column totals)

The percentages used below are based on 315 employees: 83% equality record completion.

Care experience	Full time	Part time	Total
Yes	5-10%	5-10%	5-10%
No	80-85%	80-85%	80-85%
Prefer not to say	5-10%	10-15%	5-10%
Total	100%	100%	100%

Table 9.3b - Employees 2024-25: care experience by working pattern (row totals)

The percentages used below are based on 315 employees: 83% equality record completion.

Care experience	Full time	Part time	Total
Yes	80-85%	15-20%	100%
No	80-85%	15-20%	100%
Prefer not to say	80-85%	15-20%	100%
Total	80-85%	15-20%	100%

Table 9.4a - Employees 2024-25: care experience by training, external qualifications

The percentages used below are based on 34 employees: 79% equality record completion.

Care experience	Percentage
Yes	5-10%
No	85-90%
Prefer not to say	5-10%
Total	100%

Table 9.4b - Employees 2024-25: care experience by training, internal non-mandated

The percentages used below are based on 42 employees: 78% equality record completion.

Care experience	Percentage
Yes	<5%
No	90-95%
Prefer not to say	<5%
Total	100%

Table 9.5 - Leavers 2024-25: care experience distribution

The percentages used below are based on 22 employees: 100% equality record completion.

Care experience	Percentage
Yes	<5%
No	85-90%
Prefer not to say	5-10%
Total	100%

Other staff equalities information and analysis

Other staff equalities information (general)

Maternity

Of all employees due to return from maternity leave during the financial year 2024-25, 100% returned to work. 20% submitted a flexible working request and trials of this new arrangement continue at the time of writing.

Shared Parental Leave

Zero employees requested or accessed Shared Parent Leave in 2024-25.

Paternity

Fewer than 10 employees requested paternity leave within the year, each taking two weeks.

Parental Leave

Fewer than 10 employees requested parental leave within the year, with the amount of time taken ranging from 35 hours to 102 hours.

Employees with sickness absence relating to their disability

In 2024-25, 60-65% of employees on long term disability related absence returned to work, 10-15% remained absent in the reporting period, and 20-25% retired or resigned.

Note that these figures include employees who did not declare a disability, but who were supported in the context of requiring a reasonable adjustment.

Other

We have found that the number of relevant employees is too small across the following areas to allow us to form any definite conclusions with regards to differences between equality groups:

1. numbers of employees involved in a new grievance, disciplinary action and/or dismissal
2. number of employees appraised as 'not fully effective' or 'regularly fall below requirements'

3. number of employees taking paternity or shared parental leave.

Horizontal segregation analysis

Horizontal segregation by sex

Directorate	Female	Male	Average F Grade	Average M Grade
Client Legal Services	70-75%	25-30%	5	6
Corporate Services & Accounts	55-60%	40-45%	4.6	4.1
Operations & Legal Services	65-70%	30-35%	4.3	4.7
Strategic Development	50-55%	45-50%	5.6	6.1
Total	65-70%	30-35%	4.7	4.9

	Client Legal Services	Corporate Services & Accounts	Operations & Legal Services	Strategic Development	Total
Female	35-40%	25-30%	30-35%	5-10%	100%
Male	25-30%	35-40%	25-30%	5-10%	100%
Total	30-35%	30-35%	25-30%	5-10%	100%

Commentary

In terms of the parts of the organisation where male and female staff are employed, the tables above illustrate clear variation in the profile of each directorate. The overall split at organisational level is not in fact closely reflected in any directorate other than Operations & Legal Services. In three of four directorates, the average male grade is higher than that for female staff.

Row labels	Female	Male	Average F Grade	Average M Grade
Client Legal Services	70-75%	25-30%	5	6
CLAO	90-95%	5-10%	5.3	6.3
PDSO & Client Legal Services	75-80%	20-25%	4.8	6.8
SCL	30-35%	65-70%	4.8	5
Corporate Services & Accounts	55-60%	40-45%	4.6	4.1
Accounts	60-65%	35-40%	3.9	3.7
Digital Services & Projects	40-45%	55-60%	5.5	5.6
Facilities	25-30%	75-80%	3.3	2.2
Other Corporate Services & Accounts	75-80%	20-25%	5.2	4.6
Operations & Legal Services	65-70%	30-35%	4.3	4.7
Civil & Children's Legal Assistance	70-75%	25-30%	5.2	4.8
Civil A&A Verification and Civil Finance - Means	65-70%	30-35%	3.6	4.2
Civil Finance - Collections & Psums	85-90%	15-20%	3.9	3
Criminal Services	65-70%	30-35%	4.1	4.4
Strategic Development	50-55%	45-50%	5.6	6.1
Other Strategic Development	50-55%	45-50%	5.6	6.1
Total	65-70%	30-35%	4.7	4.9

Commentary

Breaking down the directorates further into their teams illustrates segregation by sex, some of which is particularly marked compared to the full SLAB picture: for example, the very large female majority

within CLAO and Civil Finance Collections (but also amongst various other teams to a lesser extent). Team-level figures also show a small number of teams in which men make up the majority of staff, such as Digital Services, Facilities, and SCL. Note that in line with our approach to data suppression, there is a small number of teams which we do not report data on in these tables, given the low number of employees involved.

Horizontal segregation by ethnic origin

Row Labels	White majority (includes White Scottish, British or Irish)	White minority ethnic	Non-White minority ethnic	Prefer not to say
Client Legal Services	85-90%	<5%	<5%	5-10%
CLAO	>95%	<5%	<5%	<5%
PDSO & Client Legal Services	90-95%	<5%	<5%	5-10%
SCL	60-65%	<5%	10-15%	25-30%
Corporate Services & Accounts	80-85%	5-10%	5-10%	<5%
Accounts	85-90%	<5%	5-10%	<5%
Digital Services & Projects	65-70%	5-10%	10-15%	5-10%
Facilities	90-95%	10-15%	<5%	<5%
Other Corporate Services & Accounts	90-95%	10-15%	<5%	<5%
Operations & Legal Services	85-90%	<5%	<5%	5-10%
Civil & Children's Legal Assistance	90-95%	<5%	<5%	5-10%
Civil A&A Verification and Civil Finance - Means	80-85%	<5%	5-10%	5-10%
Civil Finance - Collections & Principal Sums	80-85%	10-15%	<5%	5-10%
Criminal Services	>95%	<5%	<5%	<5%
Strategic Development	80-85%	5-10%	5-10%	<5%
Other Strategic Development	80-85%	5-10%	5-10%	<5%
Total	85-90%	<5%	<5%	5-10%

Commentary

As with sex, there is extensive horizontal segregation at a team level when compared to the overall picture; a fairly large number of teams have no representation from one of the minority groups: only three of 15 teams have members of staff from both white minority and non-white minority groups, whilst a further three have neither.

Observations include:

- the relatively high white minority representation in most teams in Corporate Services & Accounts, but also the under-representation of non-white minority staff (other than in Accounts and Digital Services)
- Operations & Legal Services, in contrast with the above, shows white minority staff are under-represented in almost all teams
- Strategic Development and Digital Services are notable for having higher than average representation of both white minority and non-white minority staff
- CLAO and Civil and Children's Legal Assistance are notable for being white majority only.

Horizontal segregation by disability

Row Labels	Yes	No	Prefer not to say
Client Legal Services	25-30%	55-60%	15-20%
CLAO	30-35%	55-60%	5-10%
PDSO & Client Legal Services	25-30%	55-60%	15-20%
SCL	10-15%	55-60%	30-35%
Corporate Services and Accounts	15-20%	70-75%	10-15%
Accounts	15-20%	75-80%	5-10%
Digital Services & Projects	15-20%	65-70%	15-20%
Facilities	<5%	>95%	<5%
Other Corporate Services & Accounts	25-30%	65-70%	10-15%
Operations and Legal Services	15-20%	70-75%	10-15%
Civil & Children's Legal Assistance	<5%	85-90%	5-10%
Civil A&A Verification and Civil Finance - Means	15-20%	65-70%	10-15%
Civil Finance - Collections & Psums	20-25%	60-65%	15-20%
Criminal Services	15-20%	70-75%	<5%
Strategic Development	10-15%	80-85%	<5%
Other Strategic Development	10-15%	80-85%	<5%
Total	15-20%	65-70%	10-15%

Commentary

We note that, at present, there is only a single team, Facilities, in which there are no staff with disabilities. The only other team that has particularly low rates of staff with disabilities is Civil and Children's Legal Assistance.

Horizontal and vertical segregation: Teams by Grade bands

Row Labels	Grades 1-3	Grades 4-6	Grades 7+
Client Legal Services	20-25%	45-50%	30-35%
CLAO	5-10%	60-65%	30-35%
PDSO & Client Legal Services	35-40%	25-30%	35-40%
SCL	5-10%	85-90%	5-10%
Corporate Services and Accounts	35-40%	50-55%	10-15%
Accounts	55-60%	35-40%	5-10%
Digital Services & Projects	<5%	80-85%	15-20%
Facilities	80-85%	5-10%	5-10%
Other Corporate Services & Accounts	15-20%	70-75%	10-15%
Operations and Legal Services	35-40%	45-50%	10-15%
Civil & Children's Legal Assistance	5-10%	65-70%	20-25%
Civil A&A Verification and Civil Finance - Means	40-45%	50-55%	5-10%
Civil Finance - Collections & Psums	60.00%	35-40%	5-10%
Criminal Services	45-50%	40-45%	5-10%
Strategic Development	<5%	65-70%	30-35%
Other Strategic Development	<5%	65-70%	30-35%
Total	30-35%	50-55%	15-20%

Commentary

Again, there is significant variation in Grade profile between teams, which suggests the overall SLAB picture hides actual differences between team. For instance, there are various teams with very few Grades 1-3, for example CLAO, SCL, Investigations and Compliance, and Strategic Development. On the other hand, there is several teams with higher levels of Grade 7+, for example Strategic Development, CLAO and PDSO, and other teams where staff tend to be less likely to be employed at high grades, for example Facilities, Accounts, and several of the Operational teams.

Pay gap information: detail

We included an overview of our pay gap figures in the annual report, and some additional detail is provided here.

Gender pay gap

Proportion of male and females when divided into four pay quartiles by hourly rate

	Hourly pay brackets (£)	Males' percentage	Females' percentage
Q1	13.17-15.93	35-40%	60-65%
Q2	15.93-20.56	20-25%	80-85%
Q3	20.56-28.19	35-40%	60-65%
Q4	29.29-70.77	40-45%	55-60%
Total		30-35%	65-70%

In March 2025, our mean gender pay gap for all staff (full and part time) was 7.3%. This figure shows that our mean gender pay gap has decreased this year from 9.6% in 2024 and is now lower than the 8.5% figure reported in 2023, which demonstrates positive movement in the right direction. The mean gender pay gap for all employees in Scotland (using [ONC/ASHE data](#)) in 2024 was 8.3%, meaning that SLAB is now outperforming the national position.

SLAB's median gender pay gap remains unchanged at 17.7%, which was also the figure in both 2023 and 2024. In comparison, the median gender pay gap for all employees in Scotland (using [ONC/ASHE data](#)) is 9.2%.

The median pay gap is less prone to fluctuation than the mean. This is because the median (middle) hourly rate values for both men and women coincide with large clusters of staff at the top of grades (Grade 4 for women, Grade 5 for men). For these medians to align it would require significant change in one or more of the overall size, gender distribution, or grade profile of the organisation. The scale of change needed is unlikely to occur naturally, given our generally low turnover rate.

Disability pay gap

The disability pay gap shows the difference in the average hourly rate of pay between disabled and non-disabled employees in an organisation, expressed as a percentage of non-disabled employee earnings.

This is calculated using the same calculation methodology as for gender pay gap reporting.

	Median hourly pay	Mean hourly pay
Staff without a disability or long-term health condition	£20.56	£23.19

Staff declaring a disability or long-term health condition	£20.56	£25.45
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As noted in the annual report, our mean disability pay gap is -9.8% (meaning staff declaring a disability have a higher mean hourly pay than those who do not). There is no disability pay gap (0%) when using the median, as the median hourly pay rates are identical.

SLAB's median pay gap compares very favourably to both the UK median figure of 13.8% and more specifically to the Scotland figure of 18.5%, as reported in the most recently available ONS data (2021).⁴

Ethnicity pay gap: detail

For the purposes of calculating our ethnicity pay gap, we have combined the 'white minority' and 'non-white minority ethnic' groups for comparison against the 'white majority' group. At present, the numbers of staff in the minority groups are too low to allow for further disaggregation.

Whilst we appreciate that combining two groups in this way could potentially obscure some differences in experience (in particular, any difference between white and non-white employees), our view is that it is nonetheless helpful to undertake at least some form of ethnicity pay gap calculation. If our staff demographics change over time and would facilitate a more detailed calculation of the ethnicity pay gap, we will do so, but for our 2023-24 data, this is not possible.

	Median hourly pay	Mean hourly pay
White majority staff	£20.56	£23.69
White minority and non-white ethnic minority staff	£18.98	£21.12

Our mean ethnicity pay gap is 12.2%. Our median ethnicity pay gap is lower than the mean, at 8.3%. This contrasts with the position for the gender pay gap, where the median is higher than the mean. The most recent reliable Scotland data (2019), at which point the median pay gap reported by the ONS was 10.3%, is slightly higher than ours. However, the 2019 median ethnicity pay gap for the UK was 2.3%.⁵

Note: Employees who answered 'prefer not to say' or who have not disclosed any information with regards to disability and ethnicity are excluded from the above calculations.

⁴ [Disability pay gaps in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

⁵ [Ethnicity pay gaps - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)