



Equality monitoring of employee protected characteristics: 2025-26 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 in line with the UK's data protection legislation. 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

In previous years, we have reported on recruitment by protected characteristics, including distributions by vacancy types and recruitment outcomes (such as percentage appointed).

For this financial year, we are unfortunately unable to report on the profile of the applicant pool and on recruitment outcomes. This is due to an issue which occurred as SLAB's recruitment processes (including the recording of equalities data) were moved to a new platform, leading to the relevant data not being recorded up until early April. We have now fixed this issue and intend to report on recruitment as normal in 2026-27.

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 2011.¹ 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:

- **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.

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.

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 recommends not reporting accurate percentages if the number of people is below 10.

As such, we will instead provide data by percentage bands, and to report on smaller categories with fewer than 10 people, we will **not** specify the total number of persons, nor the exact disclosure rate, to prevent cross-reference against the total number of staff reported elsewhere.

➤ 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

The disclosure rate for this protected characteristic is greater than 95%.

Table 1.1 – Employees 2025-26: Sex distribution

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

Table 1.1 commentary

SLAB's workforce is, and has historically been, predominantly female. Compared to the Scottish working population,² 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 2025-26: Sex by grade bands (column totals)

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

Table 1.2b – Employees 2025-26: Sex by grade bands (row totals)

Sex	Grades 1-3	Grades 4-6	Grade 7+	Total
Female	25-30%	50-55%	15-20%	100.0%
Male	25-30%	45-50%	20-25%	100.0%
Total	25-30%	50-55%	15-20%	100%

Table 1.2a and 1.2b commentary

Male staff are more likely than their female counterparts to be employed at Grade 7+, however, having undertaken testing, this difference is not statistically significant.

Table 1.3a – Employees 2025-26: Sex by working pattern (column totals)

Sex	Full time	Part time	Total
Female	60-65%	80-85%	65-70%
Male	35-40%	20-25%	30-35%
Total	100%	100%	100%

Table 1.3b – Employees 2025-26: Sex by working pattern (row totals)

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

² Scottish Survey Core Questions for 2024.

Table 1.4a – Employees 2025-26: Sex by (external qualifications) training

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

Table 1.4b – Employees 2025-26: Sex by (internal non-mandated) training

Sex	Engaged in training
Female	75-80%
Male	20-25%
Total	100%

Table 1.5 – Leavers 2025-26: Sex distribution

Sex	Percentage
Female	60-65%
Male	35-40%
Total	100%

Section 2: Age distributions

The disclosure rate for this protected characteristic is >95%.

Table 2.1 – Employees 2025-26: Age distribution

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

Table 2.1 commentary

As reported in the previous year, 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 2025-26: Age by grade bands (column totals)

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	15-20%	20-25%	25-30%	20-25%
45-54	25-30%	25-30%	30-35%	25-30%
55-64	20-25%	20-25%	30-35%	25-30%
65+	<5%	<5%	<5%	<5%
Total	100%	100%	100%	100%

Table 2.2b – Employees 2025-26: Age by grade bands (row totals)

Age (years)	Grades 1-3	Grades 4-6	Grade 7+	Total
<=24	65-70%	30-35%	<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	20-25%	45-50%	25-30%	100%
65+	55-60%	25-30%	10-15%	100%
Total	25-30%	50-55%	15-20%	100%

Table 2.3a – Employees 2025-26: Age by working pattern (column totals)

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

Table 2.3b – Employees 2025-26: Age by working pattern (row totals)

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

Table 2.4a – Employees 2025-26: Age by training, external qualifications

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

Table 2.4b – Employees 2025-26: Age by training, internal non-mandated

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

Table 2.5 – Leavers 2025-26: Age distribution

Age	Percentage
<=24	5-10%

Age	Percentage
25-34	20-25%
35-44	25-30%
45-54	10-15%
55-64	20-25%
65+	<5%
Total	100%

Section 3: National identity

The disclosure rate for this protected characteristic is 80-85%, unless otherwise specified.

Table 3.1 – Employees 2025-26: National identity distribution

National identity	Percentage
Scottish	65-70%
Other British	20-25%
Other national identity	<5%
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 2025-26: National identity by grade bands (column totals)

National identity	Grades 1-3	Grades 4-6	Grades 7+	Total
Scottish	75-80%	65-70%	55-60%	65-70%
Other British	15-20%	20-25%	30-35%	20-25%
Other national identity	5-10%	<5%	5-10%	<5%
Prefer not to say	<5%	5-10%	5-10%	<5%
Total	100%	100%	100%	100%

Table 3.2b – Employees 2025-26: National identity by grade bands (row totals)

National identity	Grades 1-3	Grades 4-6	Grades 7+	Total
Scottish	30-35%	45-50%	15-20%	100%
Other British	20-25%	50-55%	25-30%	100%
Other national identity	35-40%	40-45%	20-25%	100%
Prefer not to say	<5%	65-70%	30-35%	100%
Total	25-30%	50-55%	20-25%	100%

Table 3.2a and 3.2b commentary

As reported in previous years, '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 relatively similar.

Table 3.3a – Employees 2025-26: National identity by working pattern (column totals)

National identity	Full time	Part time	Total
Scottish	65-70%	70-75%	65-70%
Other British	20-25%	20-25%	20-25%
Other national identity	5-10%	<5%	<5%
Prefer not to say	<5%	<5%	<5%
Total	100%	100%	100%

Table 3.3b – Employees 2025-26: National identity by working pattern (row totals)

National identity	Full time	Part time	Total
Scottish	75-80%	20-25%	100%
Other British	80-85%	20-25%	100%
Other national identity	85-90%	10-15%	100%
Prefer not to say	80-85%	15-20%	100%
Total	80-85%	15-20%	100%

Table 3.4a – Employees 2025-26: National identity by training, external qualifications

The disclosure rate for this table is 75-80%.

National identity	Percentage
Scottish	80-85%
Other British	5-10%
Other national identity	10-15%
Prefer not to say	<5%
Total	100%

Table 3.4b – Employees 2025-26: National identity by training, internal non-mandated

The disclosure rate for this table is 65-70%.

National identity	Percentage
Scottish	70-75%
Other British	15-20%
Other national identity	5-10%
Prefer not to say	5-10%
Total	100%

Table 3.5 – Leavers 2025-26: National identity distribution

The disclosure rate for this table is 65-70%.

National identity	Percentage
Scottish	55-60%
Other British	25-30%
Other national identity	10-15%
Prefer not to say	<5%
Total	100%

Section 4: Ethnic origin

The disclosure rate for this protected characteristic is 80-85%, unless otherwise specified.

Table 4.1 – Employees 2025-26: Ethnic origin distribution

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

As we reported in previous years, compared to the Scottish workforce, SLAB's employee profile continues to contain 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 2025-26: Ethnic origin by grade bands (column totals)

Ethnic origin	Grades 1-3	Grades 4-6	Grades 7+	Total
White Scottish, British, Irish	85-90%	85-90%	80-85%	85-90%
White minority ethnic	<5%	<5%	5-10%	<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 2025-26: Ethnic origin by grade bands (row totals)

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 2025-26: Ethnic origin by working pattern (column totals)

Ethnic origin	Full time	Part time	Total
White Scottish, British, Irish	80-85%	85-90%	85-90%
White minority ethnic	<5%	<5%	<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 2025-26: Ethnic origin by working pattern (row totals)

Ethnic origin	Full time	Part time	Total
White Scottish, British, Irish	75-80%	20-25%	100%
White minority ethnic	80-85%	15-20%	100%
Non-white minority ethnic	90-95%	5-10%	100%
Prefer not to say	80-85%	15-20%	100%
Total	80-85%	15-20%	100%

Table 4.4a – Employees 2025-26: Ethnic origin by training, external qualifications

The disclosure rate for this table is 75-80%.

Ethnic origin	Percentage
White Scottish, British, Irish	80-85%
White minority ethnic	10-15%
Non-white minority ethnic	5-10%
Prefer not to say	<5%
Total	100%

Table 4.4b – Employees 2025-26: Ethnic origin by training, internal non-mandated

The disclosure rate for this table is 65-70%.

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%

Table 4.5 – Leavers 2025-26: Ethnic origin distribution

The disclosure rate for this table is 65-70%.

Ethnic origin	Percentage
White Scottish, British, Irish	90-95%
White minority ethnic	<5%
Non-white minority ethnic	<5%
Prefer not to say	<5%
Total	100%

Section 5: Religion or belief

The disclosure rate for this protected characteristic is 80-85%, unless otherwise specified.

Table 5.1 – Employees 2025-26: Religion/belief distribution

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 – Leavers 2025-26: Religion/belief distribution

The disclosure rate for this table is 65-70%.

Religion/belief	Percentage
No religion or belief	40-45%
Christian	40-45%
Other religion or belief	<5%
Prefer not to say	15-20%
Total	100%

Section 6: Sexual orientation

The disclosure rate for this protected characteristic is 80-85%, unless otherwise specified.

Table 6.1 – Employees 2025-26: Sexual orientation distribution

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 – Leavers 2025-26: Sexual orientation distribution

The disclosure rate for this table is 65-70%.

Sexual orientation	Percentage
Heterosexual/straight	80-85%
Lesbian, Gay or Bisexual (LGB)	5-10%
Other/ not sure	<5%
Prefer not to say	5-10%
Total	100%

Section 7: Disability

The disclosure rate for this protected characteristic is 80-85%, unless otherwise specified.

Table 7.1 – Employees 2025-26: Disability distribution

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 slightly higher proportion of SLAB's employees reported a disability or long-term health condition when comparing to the Scottish workforce (around 15%). There has been no significant shift on the disability profile of SLAB staff when compared to 2024/25.

Table 7.2a – Employees 2025-26: Disability by grade bands (column totals)

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

Table 7.2b – Employees 2025-26: Disability by grade bands (row totals)

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

Table 7.2a and 7.2b commentary

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

Table 7.3a – Employees 2025-26: Disability by working pattern (column totals)

Disability	Full time	Part time	Total
Yes	15-20%	20-25%	15-20%
No	70-75%	65-70%	65-70%
Prefer not to say	10-15%	10-15%	10-15%
Total	100%	100%	100%

Table 7.3b – Employees 2025-26: Disability by working pattern (row totals)

Disability	Full time	Part time	Total
Yes	75-80%	20-25%	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 little difference across protected groups: a greater proportion of staff declaring a disability work part-time, but the difference between disabled

and non-disabled staff in this regard is fairly small. This is notwithstanding that we might have expected a greater proportion of people declaring disabilities to work part-time³.

Table 7.4a – Employees 2025-26: Disability by training, external qualifications

The disclosure rate for this table is 75-80%.

Disability	Percentage
Yes	15-20%
No	75-80%
Prefer not to say	5-10%
Total	100%

Table 7.4b - Employees 2025-26: Disability by training, internal non-mandated

The disclosure rate for this table is 65-70%.

Disability	Percentage
Yes	20-25%
No	65-70%
Prefer not to say	10-15%
Total	100%

Table 7.5 – Leavers 2025-26: Disability distribution

The disclosure rate for this table is 65-70%.

Disability	Percentage
Yes	30-35%
No	50-55%
Prefer not to say	15-20%
Total	100%

Section 8: Marital status

The disclosure rate for this protected characteristic is 55-60%, unless otherwise specified.

Table 8.1 – Employees 2025-26: marital status distribution

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%

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 8.2a – Employees 2025-26: marital status by grade bands (column totals)

Marital status	Grades 1-3	Grades 4-6	Grades 7+	Total
Never Married / Never in Civil Partnership	40-45%	30-35%	25-30%	30-35%
Married / Civil Partnership	35-40%	55-60%	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 2025-26: marital status by grade bands (row totals)

Marital status	Grades 1-3	Grades 4-6	Grades 7+	Total
Never Married / Never in Civil Partnership	30-35%	45-50%	15-20%	100%
Married / Civil Partnership	15-20%	55-60%	20-25%	100%
Divorced / Dissolved Civil Partnership	25-30%	40-45%	30-35%	100%
Separated	80-85%	15-20%	<5%	100%
Widowed / Surviving partner from Civil Partnership	60-65%	20-25%	20-25%	100%
Prefer not to say	10-15%	70-75%	10-15%	100%
Grand Total	25-30%	50-55%	20-25%	100%

Table 8.3a – Employees 2025-26: marital status by working pattern (column totals)

Marital status	Full time	Part time	Total
Never Married / Never in Civil Partnership	35-40%	20-25%	30-35%
Married / Civil Partnership	45-50%	55-60%	50-55%
Divorced / Dissolved Civil Partnership	5-10%	<5%	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 2025-26: marital status by working pattern (row totals)

Marital status	Full time	Part time	Total
Never Married / Never in Civil Partnership	85-90%	10-15%	100%
Married / Civil Partnership	75-80%	20-25%	100%
Divorced / Dissolved Civil Partnership	85-90%	10-15%	100%
Separated	50-55%	50-55%	100%
Widowed / Surviving partner from Civil Partnership	40-45%	60-65%	100%
Prefer not to say	>95%	<5%	100%
Grand Total	80-85%	15-20%	100%

Table 8.4a – Employees 2025-26: marital status by training, external qualifications

The disclosure rate for this table is 70-75%.

Marital status	Percentage
Never Married / Never in Civil Partnership	50-55%
Married / Civil Partnership	40-45%
Divorced / Dissolved Civil Partnership	5-10%
Separated	<5%
Widowed / Surviving partner from Civil Partnership	<5%
Prefer not to say	<5%
Total	100%

Table 8.4b – Employees 2025-26: marital status by training, internal non-mandated

The disclosure rate for this table is 45-50%.

Marital status	Percentage
Never Married / Never in Civil Partnership	10-15%
Married / Civil Partnership	65-70%
Divorced / Dissolved Civil Partnership	5-10%
Separated	<5%
Widowed / Surviving partner from Civil Partnership	<5%
Prefer not to say	5-10%
Total	100%

Table 8.5 – Leavers 2025-26: marital status distribution

The disclosure rate for this table is 40-45%.

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

Section 9: Care experience

The disclosure rate for this characteristic is 80-85%, unless otherwise specified.

Table 9.1 – Employees 2025-26: care experience distribution

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

Table 9.2a – Employees 2025-26: care experience by grade bands (column totals)

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%	85-90%
Prefer not to say	5-10%	5-10%	10-15%	5-10%
Total	100%	100%	100%	100%

Table 9.2b – Employees 2025-26: care experience by grade bands (row totals)

Care experience	Grades 1-3	Grades 4-6	Grades 7+	Total
Yes	40-45%	50-55%	5-10%	100%
No	25-30%	50-55%	20-25%	100%
Prefer not to say	25-30%	50-55%	20-25%	100%
Total	25-30%	50-55%	20-25%	100%

Table 9.2a and 9.2b commentary

We note that care-experienced staff are less likely to be employed at higher grades, and a greater proportion of care-experienced staff are employed at Grades 1 to 3 when compared to those with no experience of care. However, it is important to note that the numbers involved are too low to test for statistical significance, and as such, it is not possible to determine whether there is a meaningful relationship between care experience and staff grade profile.

Table 9.3a – Employees 2025-26: care experience by working pattern (column totals)

Care experience	Full time	Part time	Total
Yes	5-10%	5-10%	5-10%
No	85-90%	80-85%	85-90%
Prefer not to say	5-10%	10-15%	5-10%
Total	100%	100%	100%

Table 9.3b – Employees 2025-26: care experience by working pattern (row totals)

Care experience	Full time	Part time	Total
Yes	80-85%	15-20%	100%
No	80-85%	15-20%	100%
Prefer not to say	75-80%	20-25%	100%
Total	80-85%	15-20%	100%

Table 9.4a – Employees 2025-26: care experience by training, external qualifications

Care experience	Percentage
Yes	5-10
No	90-95%
Prefer not to say	<5%
Total	100%

Table 9.4b – Employees 2025-26: care experience by training, internal non-mandated

Care experience	Percentage
Yes	<5%

Care experience	Percentage
No	85-90%
Prefer not to say	10-15%
Total	100%

Table 9.5 – Leavers 2025-26: care experience distribution

The disclosure rate for this table is 65-70%.

Care experience	Percentage
Yes	<5%
No	80-85%
Prefer not to say	10-15%
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 2025-26, 83% returned to work. 33% 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 2025-26.

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 90 hours.

Employees with sickness absence relating to their disability

In 2025-26, 45-50% of employees on long-term disability related absence returned to work, 30-35% remained absent in the reporting period, and 25-30% 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
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Client Legal Services	75-80%	20-25%	5.1	5.9
Corporate Services & Accounts	55-60%	40-45%	4.6	4.0
Operations & Legal Services	70-75%	25-30%	4.3	4.6
Strategic Development	50-55%	45-50%	5.6	6.1
Total	65-70%	30-35%	4.7	4.8

	Client Legal Services	Corporate Services & Accounts	Operations & Legal Services	Strategic Development	Total
Female	35-40%	25-30%	30-35%	5-10%	100%
Male	20-25%	40-45%	25-30%	10-15%	100%
Total	30-35%	30-35%	25-30%	5-10%	100%

Commentary

As reported in previous years, 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.

	Female	Male	Average F Grade	Average M Grade
Client Legal Services	75-80%	20-25%	5.1	5.9
CLAO	90-95%	5-10%	5.4	6
PDSO & Client Legal Services	75-80%	20-25%	4.9	6.8
SCL	30-35%	65-70%	4.8	5
Corporate Services & Accounts	55-60%	40-45%	4.6	4.0
Accounts	60-65%	35-40%	3.8	3.7
Digital Services & Projects	45-50%	50-55%	5.8	5.2
Facilities	25-30%	75-80%	3.3	2.2
Other Corporate Services & Accounts	80-85%	15-20%	5.1	5.3
Operations & Legal Services	70-75%	25-30%	4.3	4.6
Civil & Children's Legal Assistance	70-75%	25-30%	5.2	4.8
Civil A&A Verification and Civil Finance - Means	70-75%	25-30%	3.9	4.4
Civil Finance - Collections & Principal Sums	75-80%	20-25%	3.9	3.0
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	4.8

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 (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 most staff, such as Digital Services, Facilities and Solicitor Contact Line.

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

	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	70-75%	<5%	10-15%	5-10%
Facilities	90-95%	10-15%	<5%	<5%
Other Corporate Services & Accounts	80-85%	15-20%	<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	85-90%	<5%	<5%	5-10%
Civil Finance - Collections & Principal Sums	85-90%	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 two of the 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, PDSO, Facilities and Civil and Children's Legal Assistance are notable for having higher rates of white majority staff.

Horizontal segregation by disability

	Yes	No	Prefer not to say
Client Legal Services	20-25%	55-60%	15-20%
CLAO	30-35%	55-60%	5-10%
PDSO & Client Legal Services	15-20%	60-65%	15-20%
SCL	15-20%	50-55%	30-35%
Corporate Services and Accounts	15-20%	70-75%	10-15%
Accounts	10-15%	75-80%	5-10%
Digital Services & Projects	20-25%	60-65%	10-15%

Facilities	<5%	>95%	<5%
Other Corporate Services & Accounts	15-20%	75-80%	5-10%
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	10-15%	70-75%	10-15%
Civil Finance - Collections & Principal Sums	25-30%	65-70%	10-15%
Criminal Services	15-20%	75-80%	<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; in contrast, CLAO has a comparatively high number of disabled staff.

Horizontal and vertical segregation: Teams by Grade bands

	Grades 1-3	Grades 4-6	Grades 7+
Client Legal Services	20-25%	45-50%	25-30%
CLAO	5-10%	60-65%	25-30%
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%
Digital Services & Projects	<5%	80-85%	15-20%
Facilities	80-85%	5-10%	5-10%
Other Corporate Services & Accounts	15-20%	60-65%	15-20%
Operations and Legal Services	35-40%	50-55%	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 & Principal Sums	55-60%	35-40%	<5%
Criminal Services	45-50%	40-45%	5-10%
Strategic Development	<5%	70-75%	25-30%
Other Strategic Development	<5%	70-75%	25-30%
Total	25-30%	50-55%	15-20%

Commentary

Again, as reported last year, there continues to be significant variation in grade profile between teams, which suggests the overall SLAB picture hides actual differences between teams. For instance, there are various teams across the directorates with relatively few staff employed at Grades 1-3: for example, CLAO, Digital Services, and Strategic Development. On the other hand, there is several teams with higher levels of Grade 7+, for example, Strategic Development, CLAO and PDSO. Relatively few of the individual teams have a grade profile that closely mirrors the overall SLAB position.

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	13.70-16.89	35-40%	60-65%
Q2	16.89-22.12	20-25%	75-80%
Q3	22.12-29.32	35-40%	60-65%
Q4	30.47-73.60	35-40%	55-60%
Total		30-35%	65-70%

In March 2025, our mean gender pay gap for all staff (full and part time) was 4.3%. This figure shows that our mean gender pay gap has decreased this year and continues to demonstrate 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 is now 14.0%, which is a reduction from the previously reported figure of 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	£21.75	£24.58
Staff declaring a disability or long-term health condition	£22.12	£26.43

Our current mean disability pay gap is -7.5% (meaning staff declaring a disability have a higher mean hourly pay than those who do not). There is also a small negative disability pay gap (-1.7%) when using the median.

SLAB's median pay gap compares very favourably to both the UK median figure of 12.7% (ONS, 2023) and more specifically to the Scotland figure of 18.5%, as reported in the most recently available data (2021).⁴

⁴ [Disability pay gaps in the UK - Office for National Statistics.](#)

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 now 7.6%, which is a sizeable drop on the rate previously reported (12.2%). Our median ethnicity pay gap is lower than the mean, at 1.7% (again, a drop of more than 5% since the previous report). This contrasts with the position for the gender pay gap, where the median is higher than the mean. The most recent reliable Scotland data is for 2019, at which point the median pay gap reported by the ONS was 10.3%: this is now significantly higher than ours. The 2019 median ethnicity pay gap for the UK was 2.3%⁵; SLAB is now also outperforming against this measure too.

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.

⁵ [Ethnicity pay gaps 2019 - Office for National Statistics.](#)