SQA

Workforce Equality Monitoring Report 2023–25

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Introduction

As part of its Public Sector Equality Duties, we are required to publish information on the composition of SQA's workforce every two years. The Workforce Equality Monitoring Report 2023–25 provides data for the reporting period 01 December 2022 to 30 November 2024. The data aims to examine progress and trends against data published in 2021–23 (where possible).

Publication of this report supports our commitment to embed and mainstream equality, diversity and inclusion in all that we do. It provides insight to inform our equality action plans and will allow us to have more meaningful discussions with our staff. In addition, it fulfils our requirements under the specific duties of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, which states that SQA must gather, use and publish both employee and gender pay gap information (we publish our [Equal Pay Audit](#) separately). We make use of this data to inform decision making, measure progress and inform our equality impact assessments. This progress is detailed in our Equality Mainstreaming Report 2023–25.

Executive summary

Employment monitoring data helps us to better understand who works for us and to identify potential barriers to attracting, recruiting, developing and retaining people from a diverse range of backgrounds. It provides evidence to help inform and progress our work to fully embrace equality, diversity and inclusion in all that we do. During the two-year reporting period the overall response rate for colleague equality data has remained high at 85.04% in 2023 and 85.78% in 2024, with minimal change in our colleague demographic.

In January 2024 we made updates to our Human Resource Information System, which we use to collect equality data from staff, and ran a data equality monitoring campaign to encourage colleagues to update their data, targeting areas with lower disclosure rates.

We summarise the key findings from this publication below. Clicking the link in each point will take you to the relevant section to learn more.

Key highlights

Staff equality and diversity profile

- We have had a 2.06% increase in staff declaring a disability since 2021.
- There has been a 1.00% increase in staff declaring they are from a minority ethnicity since 2021.
- In the two-year reporting period, there was a greater percentage of females in all grades, including head of service. This had previously not been the case and is encouraging to see a greater percentage of females reflected at this level within the organisation.
- We have a very positive rate of return to work (greater than 50.00%) for those staff that have taken maternity leave.
- Our workforce has a greater representation of staff self-identifying as lesbian, gay, bisexual or 'other sexual orientation' (6.62% in 2023 and 6.94% in 2024) compared to Scotland's population aged 16 to 64 based on the 2022 census (5.15%).

Promotions

- The proportion of permanent promotions increased by 23.76% between 2021 and 2024.
- The largest percentage of the promotions in 2024 (27.59%) were within the 25 to 29 age bracket, highlighting the organisation's commitment to young talent (defined within SQA as those between ages 16 to 28).
- Staff who have declared themselves as disabled are receiving promotions earlier in their career with SQA than staff who have not declared a disability, which is encouraging for these protected characteristic groups.
- Staff who have declared themselves of a minority ethnic background are receiving promotions earlier in their career with SQA than those staff declaring themselves as being from a white background, which is encouraging for these protected characteristic groups.

- Staff who have declared themselves as female are receiving promotions earlier in their career with SQA than those who have declared themselves male, which is encouraging for these protected characteristic groups.
- Staff who have declared themselves as LGBQ+ are receiving promotions earlier in their career with SQA than those who have declared themselves as heterosexual / straight, which is encouraging for these protected characteristic groups.

Discipline and grievance

- During 2023 and 2024 there was only one grievance recorded related to a protected characteristic.

Applicant data

- Applications from 16 to 24-year-olds accounted for 31.02% of applications in 2024. This was due to the promotion of our Modern Apprenticeship programme through new advertising channels, including radio and social media.
- The minority ethnic applicant profile for SQA shows greater representation compared to that of Scotland's population aged 16 to 64.
- More applications progress through each stage for female applicants than for male applicants.
- There is a higher proportion of LGBQ+ applicants among our applications than among Scotland's population aged 16 to 64 as a whole, and LGBQ+ applicants are as likely to be successful at getting an interview or being offered a job as heterosexual applicants.

Areas to monitor and review

Staff equality and diversity profile

- We had a 3.05% decrease in staff aged 16 to 24 between 2021 and 2024, and we will continue to review this and focus on programmes that support the attraction and retention of young talent, such as intern opportunities, modern apprentice programmes, a Young Talent Network and young talent development mentoring programme.
- While we noted that there has been an increase in the number of disabled staff, we can see that this section of our workforce does not mirror that of Scotland's population aged 16 to 64, based on the 2022 Census. We will continue to monitor and review this and focus on programmes that support the attraction and retention of disabled staff, such as our Disability Confident recruitment scheme, our Disability Network, our practice of working with staff to implement reasonable adjustments, and a Reasonable Adjustments Passport Scheme.

Training

- A greater proportion of female staff than male staff have requested training. We will continue to monitor this and to explore the reasons for this.
- A greater proportion of disabled staff than non-disabled staff have requested training. We will continue to monitor this and to explore the reasons for this.

- A greater proportion of LGBQ+ staff than heterosexual / straight staff have requested training. We will continue to monitor this and to explore the reasons for this.
- A greater proportion of staff from a minority ethnic background than white staff have requested training. We will continue to monitor this and to explore the reasons for this.

Promotions

- In both 2023 and 2024 the proportion of permanent promotions for female staff was less than the proportion of permanent promotions for male staff. We will continue to monitor this to determine if further action is required.

Leavers

- In both 2023 and 2024 25–29-year-olds made up the largest percentage of leavers. We will continue to monitor this and promote our Young Talent Network and talent development mentoring programme to help support retention of this age group.
- The proportion of disabled staff leaving is slightly greater than that of non-disabled staff over both years — 8.25% of all disabled staff and 7.52% of all non-disabled staff in 2023, and 10.91% of all disabled staff and 7.09% of all non-disabled staff in 2024 — with average length of service for leavers being similar. We will continue to review this data.
- There was a higher proportion of minority ethnic staff leaving the organisation compared to the proportion of white staff leaving in both 2023 and 2024. However, there was a decrease in the proportion of minority ethnic staff leaving in 2024 compared to 2023. Again, we will continue to monitor and explore this to understand why a greater proportion of minority ethnic staff are choosing to leave SQA.
- LGBQ+ staff had a shorter length of service upon leaving than heterosexual staff in both 2023 and 2024.. After similar results in the previous 2021–23 Workforce Equality Monitoring Report we reviewed reasons for leaving provided by LGBQ+ staff and could not identify any significant pattern or trend in this group of leavers. We will re-examine this with the additional data from 2023 and 2024.

Applicant data

- Applications from disabled applicants do not mirror that of Scotland's population aged 16 to 64, based on the 2022 Census. We will continue to offer interviews through our Disability Confident scheme to encourage disabled applicants to apply for jobs with SQA.
- We note that fewer minority ethnic applicants are successful at getting an interview or being offered a job than white applicants, and we have recently engaged with the Council for Ethnic Minority Voluntary Organisations (CEMVO) to examine best practice in attracting a diversity of applicants.

Conclusion

We continue to have a high level of engagement from colleagues, with over 80% providing their equality monitoring data. This has helped us to carry out more meaningful and accurate analysis to help identify areas of under-representation and develop action plans as part of setting our 2025–29 Equality Outcomes.

In addition, we have been able to use staff equality monitoring data to inform the completion of equality impact assessments and associated action plans related to HR and People Reward and Equalities policies. Equality monitoring data is vital to SQA and informs our decisions about which equality initiatives we should progress, as well as where improvements could be made. We will continue to communicate its importance to our staff.

Methodology

1. We took a snapshot of staff data from our human resource information system (Business World) as of 30 November 2024.

2. We extracted applicant data from our recruitment management system (eRecruiter) for the period 01 December 2022 to 30 November 2024.

3. We calculated differences in data by comparing 2024 data against 2021 data where possible, unless otherwise indicated.

4. Where applicable, we include external benchmarking data in this report for comparison. This includes those on a temporary fixed-term contract but does not include agency workers or secondees. Full-time and part-time staff are reported as aggregate headcounts.

5. Full-time is defined as being contracted to work 35 hours per week.

6. Data is presented primarily at an organisational level but, where appropriate, a breakdown by grade is given.

7. Executive Management Team data is not disclosed, given the size of this group, to ensure compliance with GDPR legislation to protect personal information.

8. Apart from sex, which uses HMRC data, and age, which is calculated using date of birth, the equality and diversity data within this report is based upon voluntary individual self-classification, where individuals may choose not to disclose. The 'prefer not to say' option is available for anyone who does not want to choose a specific category for one or more of the protected characteristics. 'Not recorded' indicates that no response was given to a self-classification question.

9. There may be differences between the number of females and males noted in this report and those in the Equal Pay Audit Summary as of 30 November 2024. This is because the workforce equality monitoring report looks at the sex options that are reportable to HMRC, whereas the Equal Pay Audit summary excludes staff who select 'prefer not to say' or 'identify in another way' in relation to gender identity.

10. Percentages will be rounded to the nearest two decimal places.

11. Where applicable, we have summarised reporting in line with protected characteristic categories listed in the 2022 Census for Scotland.

12. Reporting was done alphabetically by protected characteristic as outlined within the Equality Act (2010).

13. We have chosen to take an inclusive approach and report on both gender identity and the protected characteristic of gender reassignment. Gender reassignment information for staff is gathered by asking: 'Do you consider yourself to be trans, or have a trans history?' Gender identity information is gathered by asking: 'What is your gender identity?' Gender identity information is gathered separately from data on sex, which uses HMRC data.

14. Race in section 7 has been reported in line with the ethnic categories in Scotland's 2022 Census. While we recognise that each minority ethnic group will have its own experience of the workplace which we value and review data for, we have had to combine all minority ethnic groups to provide analysis and commentary in some sections of the report, due to the smaller population sizes.

15. Sexual orientation has been aggregated within some sections of the report under the heading of LGBQ+, encompassing individuals who identify as lesbian / gay woman, gay, bisexual, not sure, and other sexual orientation to allow us to provide analysis and commentary due to smaller population sizes in these groups. Transgender status is reported in the gender reassignment and gender identity section of the report.

SQA workforce overview

As at 30 November 2024, SQA had a total of 1066 staff, which equates to 1023.32 full-time equivalents (FTE). There has been an increase of 7.35% in the number of staff within the organisation when compared to 2021. Table 0.1 shows a percentage breakdown of where staff work within the organisation. The largest number of staff work within the Qualifications Development Directorate, followed by the Operations Directorate, with 46.25% of all SQA staff working within these two directorates.

Table 0.1: Colleague headcount by directorate

Directorate	2021	2022	2023	2024	Difference
Accreditation [1]	2.01%	1.83%	1.84%	1.78%	-0.23%
Business Development [2]	11.98%	11.58%	10.66%	0.00%	-11.98%
Business Systems	14.00%	13.22%	13.24%	14.35%	0.35%
Communications	5.14%	5.50%	5.42%	6.19%	1.05%
Corporate Office [3]	2.11%	2.03%	2.02%	1.88%	-0.23%
Corporate Strategy and Business Development [4]	0.00%	0.00%	0.00%	10.60%	10.60%
Education Reform [5]	0.00%	0.58%	0.83%	0.28%	0.28%
Finance [6]	0.00%	0.00%	0.00%	3.56%	3.56%
Finance and Corporate Services [7]	5.74%	5.69%	5.97%	0.00%	-5.74%
Modern Apprentice [8]	0.00%	0.19%	0.28%	0.47%	0.47%
Operations	18.63%	18.53%	17.56%	18.39%	-0.24%
People	8.66%	8.59%	8.46%	8.35%	-0.31%
Policy, Analysis and Standards	2.92%	3.57%	5.33%	6.29%	3.37%
Qualifications Development	28.80%	28.67%	28.40%	27.86%	-0.94%

[1] Accreditation is an individual reporting area and not part of a wider directorate.
[2] Part of Strategic Planning and Governance merged with Business Development into the newly named Corporate Strategy and Business Development.
[3] Corporate Office is an individual reporting area and not part of a wider directorate.
[4] Corporate Strategy and Business Development is a newly named directorate, established in 2024, which incorporates the previous parts of Strategic Planning and Governance within Business Development.
[5] Education Reform Directorate was only established in September 2022.
[6] Finance and Corporate Services Directorate split in 2024 with some staff from Strategic Planning and Governance moving to the People Directorate and the newly named Corporate Strategy and Business Development Directorate.
[7] Finance and Corporate Services Directorate split in 2024 with some staff from Strategic Planning and Governance moving to the People Directorate and the newly named Corporate Strategy and Business Development Directorate.
[8] Modern Apprentice is an individual reporting area and not part of a wider directorate.

Table 0.2 below shows the breakdown of staff self-reporting their equality data, by category, over the last four years. This shows the percentage of staff who chose a self-reporting option (including 'prefer not to say') as against those who did not (classed as 'not recorded'). The difference compares 2024 to 2021, and where this is not possible the difference noted reflects the difference between 2024 and 2023 or as otherwise indicated.

Table 0.2: Colleague completion rate

Completion Rate	2021	2022	2023	2024	Difference
Age [9]	100%	100%	100%	100%	0.00%
Caring responsibilities [10]	83.18%	80.89%	79.87%	–	–
Caring responsibilities: carers	–	–	–	–	–
Caring responsibilities: parents	–	–	–	76.74%	–
Disability	84.69%	82.24%	81.62%	80.11%	-4.58%
Gender identification	85.70%	83.20%	82.63%	84.90%	-0.80%
Nationality	90.43%	88.80%	90.26%	91.46%	1.03%
Marriage and civil partnership	89.73%	87.74%	89.15%	90.43%	0.70%
Race	58.95%	87.04%	89.34%	90.90%	31.95%
Religion or belief	–	86.73%	89.25%	90.43%	1.18%
Sex [11]	100%	100%	100%	100%	0.00%
Sexual orientation	52.52%	83.35%	80.97%	83.02%	30.50%
Transgender identification	53.70%	84.61%	82.26%	84.05%	30.35%
All SQA	47.40%	71.20%	85.04%	85.78%	38.38%

It is encouraging to note that there has been an overall increase of 38.38% in staff completion rates since 2021. Both age and sex have 100% completion rates as these must be completed for HMRC purposes. Since 2022 all other protected characteristics except for caring responsibilities have a completion rate of over 80%. We believe the lower completion rate for caring responsibilities is due to the change

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[9] Age has a 100% completion rate as we use date of birth provided during the hiring process.

[10] Caring responsibilities previously encompassed both carers as defined in the Carers (Scotland) Act 2016 and parents / carers of non-disabled children under 18 years' old who do not come under the definition of the act. In early 2024, we split this equality category to assist in informing equality related work around these two distinct groups of carers to better reflect the unique needs of each of these groups.

[11] Sex has a 100% completion rate as we use HMRC gender information provided during the hiring process.

made in 2024 in how the category is recorded. We hope to see an increase in completion rate for this category following our annual Data Matters campaign.

The protected characteristic with the greatest increase in self-reporting since 2021 has been race, with an increase of 31.95%, followed by sexual orientation (up by 30.50%) and transgender identification (up by 30.35%). We will continue to encourage staff to declare their protected characteristics.

Staff equality and diversity profile

1 Age

In all four years since 2021, 63.79% or more of staff are between the ages of 35 and 59.

The 16–24 and 65+ age brackets had the smallest percentage of staff. In 2024, those within these age brackets made up 3.47% of the organisation. We note that this is a 5.09% decrease across these two age groups since 2021.

We have initiatives in place to support the recruitment and retention of young talent (people aged 16–24), offering:

♦ intern opportunities for young people aged between 16–24 and up to 29 if an individual is disabled or care experienced.

♦ the Career Ready mentoring programme, which connects young people aged 15–18 with mentors within the organisation.

♦ a Young Talent staff network group. The aim of this group is to give our younger staff support to become more confident, improve job satisfaction, and increase skills and abilities by taking on internal and external opportunities. It also allows our staff the chance to grow their connections around the organisation.

♦ a young talent development mentoring programme providing additional support and guidance on employability skills.

During the reporting periods from 2021 to 2024 there has been an increase of greater than 1.00% of staff within the following age brackets:
25–29 (up by 4.09%), 45–49 (up by 2.88%) and 60–64 (up by 1.22%), and a decrease of greater than 1.00% of staff within the following age brackets: 16–24 (down by -3.05%), 35–39 (down by -2.32%), 65+ (down by -2.04%) and 50–54 (down by -1.93%).

Table 1.1 shows the age profile of the organisation from 2021 to 2024.

Table 1.1: Age

Age bracket	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %	Difference (number)	Difference %
16–24	49	4.93%	36	3.47%	36	3.31%	20	1.88%	-29	-3.05%
25–29	73	7.35%	105	10.14%	134	12.32%	122	11.44%	49	4.09%
30–34	96	9.67%	95	9.17%	103	9.47%	106	9.94%	10	0.27%
35–39	146	14.70%	144	13.90%	138	12.68%	132	12.38%	-14	-2.32%
40–44	146	14.70%	150	14.48%	161	14.80%	159	14.92%	13	0.22%
45–49	113	11.38%	124	11.97%	133	12.22%	152	14.26%	39	2.88%
50–54	131	13.19%	126	12.16%	128	11.76%	120	11.26%	-11	-1.93%
55–59	122	12.29%	122	11.78%	134	12.32%	138	12.95%	16	0.66%
60–64	81	8.16%	102	9.85%	97	8.92%	100	9.38%	19	1.22%
65+	36	3.63%	32	3.09%	24	2.21%	17	1.59%	-19	-2.04%
Total	993	100 %	1036	100 %	1088	100 %	1066	100 %	73	0.00%

As for age distribution across grades (figures 1.1 and 1.2):

♦ the largest percentage of staff in the 16–24 and 25–29 age brackets are at grade 4 in both 2023 and 2024. However, we note that the percentage of those in age bracket 16–24 is split evenly between grades 4 and 5 in 2024 (35.00%).
♦ the largest percentage of staff in the 30–34 and 35–39 age brackets are at grade 6 in both 2023 and 2024.
♦ the largest percentage of staff in the 40–44 age bracket is at grade 8 in 2023 and grade 7 in 2024.
♦ the largest percentage of staff in the 45–49, 50–54, 55–59, 60–64 and 65+ age brackets are grade 8 in both 2023 and 2024.

Figure 1.1: 2023 Distribution of age bracket by grade
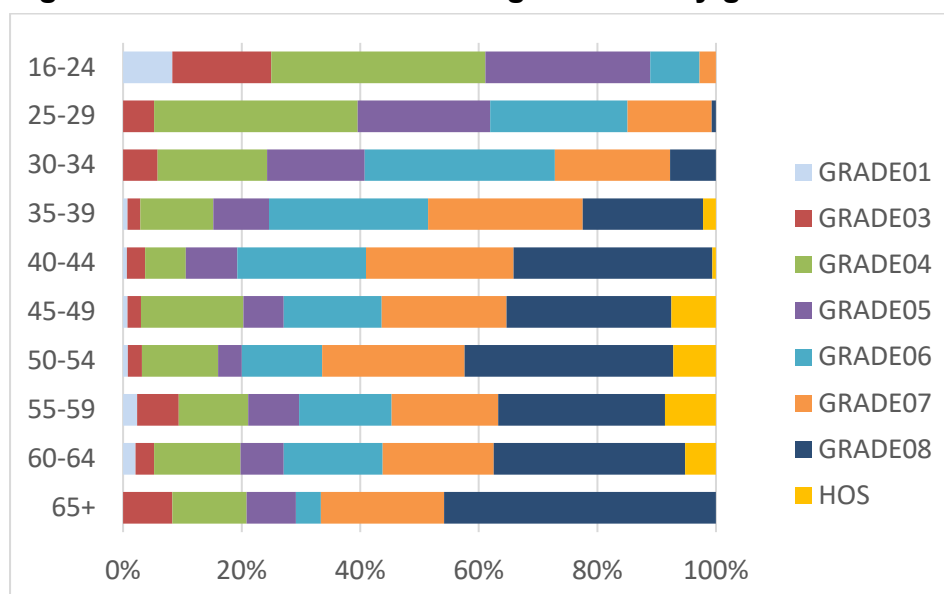
Figure 1.2: 2024 Distribution of age bracket by grade
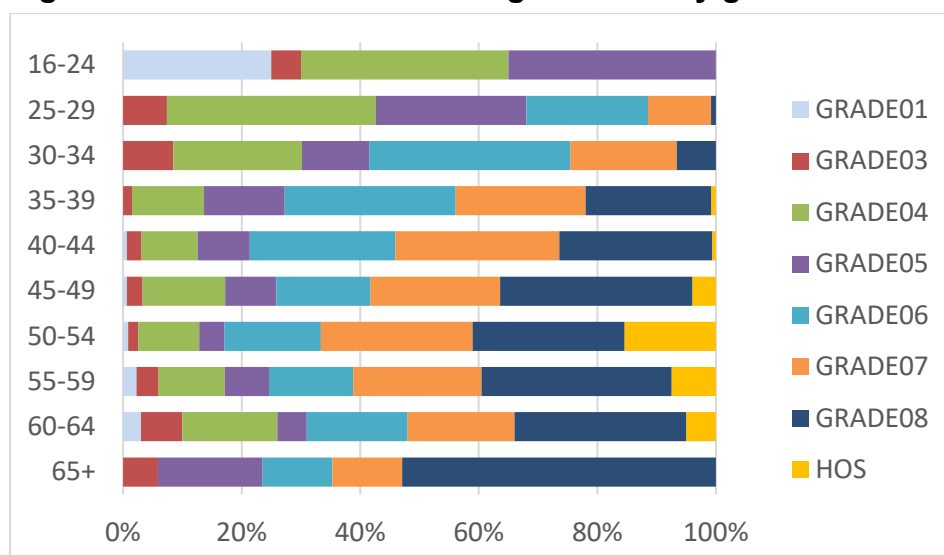
In addition to the above we would also like to note:

♦ Grades 1, 3, 8 and head of service each have more than 25.00% of staff who are age 55 or over. This is something that the organisation will need to consider when looking at succession planning and considering options to mitigate the risk of losing institutional knowledge.

♦ The proportion of staff working part-time was greater than the proportion working full-time in the 65+ age brackets only in 2023. No other age brackets over the 2023 and 2024 period had a greater proportion of staff working part-time.

♦ In 2023 and 2024 the proportion of staff on permanent contracts was greater than the proportion of staff on fixed-term contracts for all age brackets.

♦ The proportion of females is greater across all age brackets, which reflects the overall composition of the organisation. Due to the limited sample size within SQA we are unable to publish further intersectional data on age to avoid breaching UK General Data Protection Regulations (UK GDPR).

2   Caring responsibilities

Although 'caring responsibilities' is not a protected characteristic, this is an area of priority for SQA. In 2024, we clearly defined this category to reflect a carer as defined in the Carers (Scotland) Act 2016, to help us better understand the unique needs of those in this group.

We are committed to carers and have maintained our Carer Positive Engaged accreditation. We aspire to achieve Carer Positive Established accreditation by Autumn 2025. In addition, we have created a Carer's Support Hub to help support employees with significant caring responsibilities in balancing work and care by signposting them to useful resources and important information. We also plan to publish a Carer's Policy by Summer 2025.

Table 2.1 shows the composition of staff within the organisation that have caring responsibilities as defined in the Carers (Scotland) Act 2016.

Table 2.1: Caring Responsibilities

Caring responsibilities	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %	Difference (number)	Difference %
No	–	–	–	–	–	–	614	57.60%	–	–
Not specified	–	–	–	–	–	–	316	29.64%	–	–
Prefer not to say	–	–	–	–	–	–	55	5.16%	–	–
Yes	–	–	–	–	–	–	81	7.60%	–	–
Total	–	–	–	–	–	–	1066	100%	–	–

3   Disability

The percentage of staff declaring a disability has increased by 2.06% between 2024 and 2021. Figure 3.1 shows the percentage of staff by self-reporting category.

Analysis of disability data by grade between 2021 and 2024 identified no significant trends. In both 2023 and 2024, grade 5 (11.86% and 15.25%) had the highest percentage of staff declaring a disability.

In 2024, the proportion of staff working full-time (10.74%) who had declared a disability was 3.84% higher than the proportion of staff working part-time (6.90%) who had declared a disability. In addition, the proportion of staff on permanent contracts who had declared a disability was similar to the proportion of staff on fixed-term contracts who have declared a disability. In 2023, 8.46% of those on permanent contracts and 15.49% of those on fixed-term contracts declared a disability, and in 2024, 10.35% of those on permanent contracts and 9.52% of those on fixed-term contracts declared a disability. Looking over the four-year period from 2021 to 2024 there do not appear to be any significant trends.

Of those staff who have declared a disability, females made up 57.73% (2023) and 57.27% (2024) of the population, and males 42.27% (2023) and 42.73% (2024). Due to the low number of staff declaring a disability within SQA we are unable to publish further intersectional data in relation to disability and other protected characteristics.

Table 3.1 shows the composition of the disability self-reporting categories for the period from 2021 to 2024.

Table 3.1: Disability

Disability	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %	Difference (number)	Difference %
No	683	68.78%	697	67.28%	718	65.99%	677	63.51%	-6	-5.27%
Not specified	152	15.31%	184	17.76%	200	18.38%	212	19.89%	60	4.58%
Prefer not to say	76	7.65%	72	6.95%	73	6.71%	67	6.29%	-9	-1.36%
Yes	82	8.26%	83	8.01%	97	8.92%	110	10.32%	28	2.06%
Total	993	100%	1036	100%	1088	100%	1066	100%	73	7.35%

Figure 3.1 Disability Declaration 2023

Disability declaration rates 2023

- Yes 8.92%
- Prefer not to say 6.71%
- Not Specified 18.38%
- No 65.99%

Legend: No ■ Not Specified ■ Prefer not to say ■ Yes
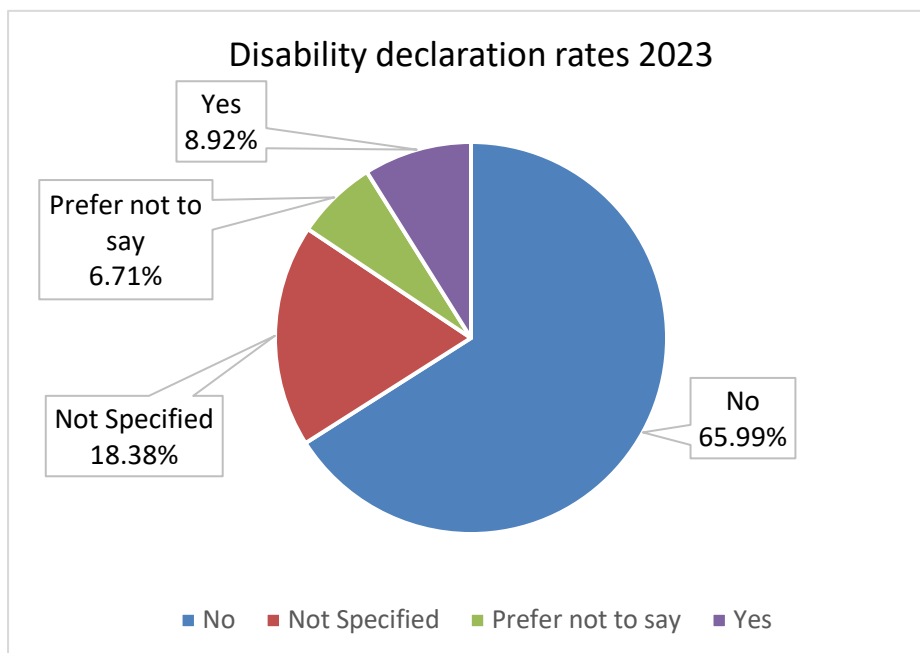
Figure 3.2 Disability Declaration 2024

Disability decleration rate 2024

- Yes 10.32%
- Prefer not to say 6.29%
- Not Specified 19.89%
- No 63.51%

Legend: No ■ Not Specified ■ Prefer not to say ■ Yes
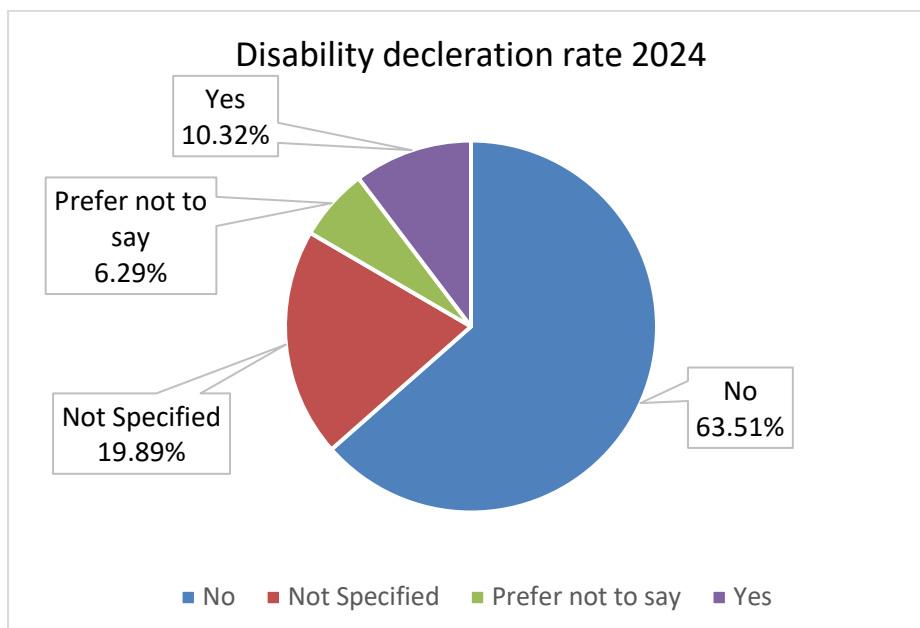
The three most frequent disability types noted in 2023 and 2024 by those declaring a disability are:

♦ mental health condition

♦ long-term illness, disease or health condition

♦ learning difficulty (a specific learning condition that affects the way you learn and process information)

The full list of disability types declared by staff and the figures for these across the period from 2021–24 can be seen below in Table 3.2.

Table 3.2: Disability by type

Disability type	2021 %	2022 %	2023 %	2024 %	Difference
Blindness or partial sight loss	6.49%	7.59%	5.74%	4.86%	-1.63%
Deafness or partial hearing loss	16.88%	15.19%	10.66%	7.64%	-9.24%
Developmental disorder (a condition that you have since childhood which affects motor, cognitive, social and emotional skills, and speech and language)	3.90%	2.53%	8.20%	7.64%	3.74%
Learning difficulty (a specific learning condition that affects the way you learn and process information)	12.99%	11.39%	0.82%	10.42%	-2.57%
Learning disability (a condition that you have had since childhood that affects the way you learn, understand information and communicate)[12]	0.00%	0.00%	0.00%	1.39%	1.39%
Long-term illness, disease or condition (a condition, not listed above, that you may have for life, which may be managed with treatment or medication)	20.78%	20.25%	17.21%	24.31%	3.53%
Mental health condition (a condition that affects your emotional, physical and mental wellbeing)	19.48%	22.78%	25.41%	24.31%	4.83%
Other condition	7.79%	10.13%	9.02%	6.25%	-1.54%
Physical disability (a condition that substantially limits one or more basic physical activities such as walking, climbing stairs, lifting or carrying)	9.09%	8.86%	9.02%	6.94%	-2.15%
Prefer not to specify	2.60%	1.27%	1.64%	6.25%	3.65%

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12 This was a new category added in 2024 to reflect the disability types listed in the 2022 Scottish Census Questionnaire.

4   Gender reassignment and gender identity

Staff provide data on both gender reassignment and gender identity.

Due to the low number of staff reporting as transgender or describing their gender identity as 'other', we are unable to publish further data in relation to gender reassignment or gender identity. This data is, however, monitored internally.

5   Marriage and civil partnership

The percentage of staff declaring they are married or in a civil partnership was 40.90% in 2023 and 44.75% in 2024. The percentage of staff declaring they are married or in a civil partnership has remained consistent over the last four years.

Table 5.1 shows the marriage and civil partnership status of staff within the organisation for the period from 2021 to 2024.

Table 5.1: Relationship status

Relationship status	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %
No	377	37.97%	396	38.22%	464	42.65%	433	40.62%
Not specified	102	10.27%	127	12.26%	118	10.85%	102	9.57%
Prefer not to say	55	5.54%	59	5.69%	61	5.61%	54	5.07%
Yes	459	46.22%	454	43.82%	445	40.90%	477	44.75%

6   Pregnancy and maternity

The rate of those who return to work following a period of maternity leave is greater than 50.0% for all four years noted in Table 6.1.

♦ In 2023 all directorates and reporting areas, except for the People directorate, had at least one member of staff who had taken maternity leave, and in 2024 all directorates and reporting areas, except for the Accreditation and Finance and Corporate Services had at least one member of staff who had taken maternity leave.
♦ 50% or more of staff who have taken maternity leave between 2021 and 2023 have been in grade 6 or above.

Table 6.1 details the number of staff who have taken maternity leave, whether they are still on maternity leave (due to return to work), have returned to work following maternity, resigned following maternity leave, or their fixed-term contract ended (contract ended as planned).

Table 6.1: Pregnancy and maternity

Pregnancy and maternity	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %
Contract ended as planned	1	3.33%	0	0.00%	0	0.00%	0	0.00%
Due to return to work	0	0.00%	11	40.00%	5	27.78%	12	48.00%
Resigned	0	0.00%	1	4.00%	1	5.56%	0	0.00%
Returned to work	29	96.67%	14	56.00%	12	66.67%	13	52.00%
Total	30	100%	26	100%	18	100%	25	100%

Figures 6.1 and 6.2 detail the maternity return-to-work statistics for 2023 and 2024.

Figure 6.1: Maternity return-to-work statistics 2023

Due to return to work 28%

Resigned 5%

Returned to work 67%
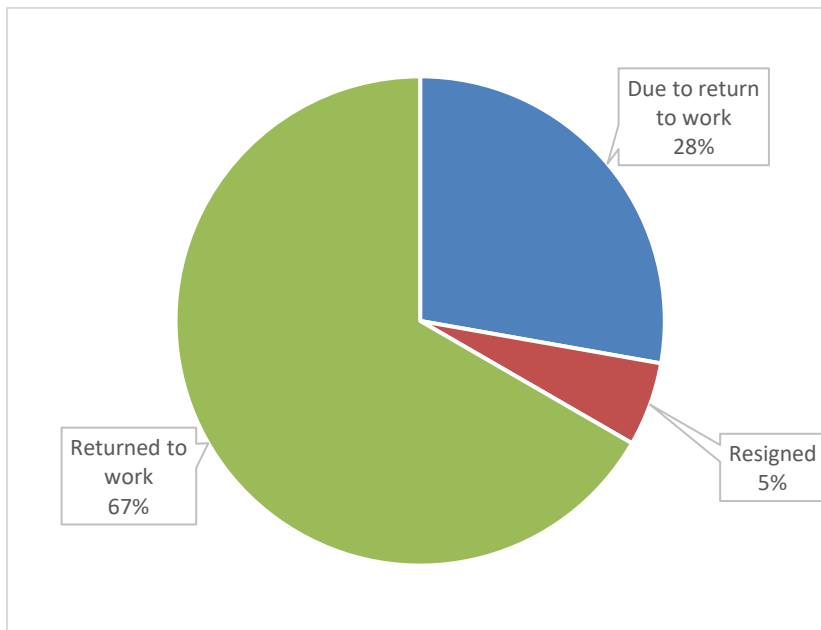
Figure 6.2: Maternity return-to-work statistics 2024

Due to return to work 48%

Returned to work 52%
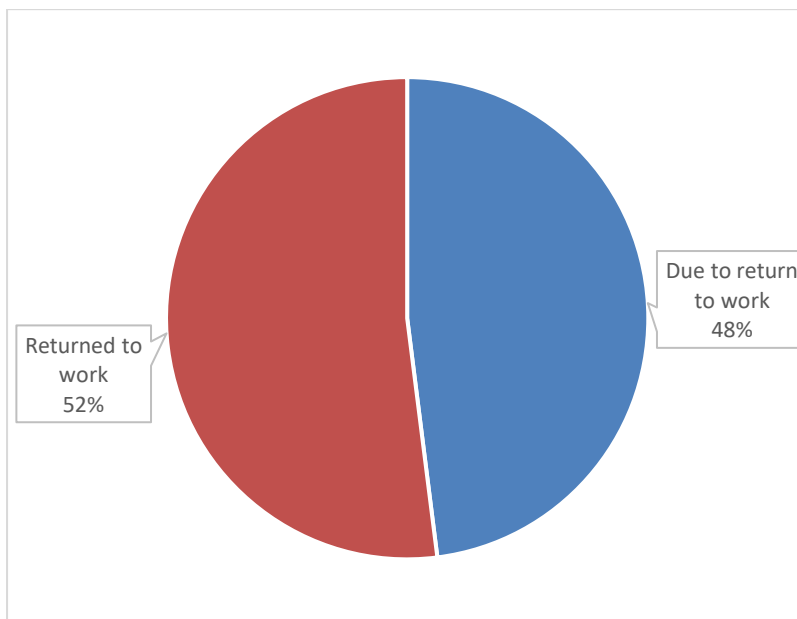
7   Race

Table 7.1 shows the minority ethnic background of staff within the organisation for the period from 2021 to 2024.

Table 7.1: Race

Ethnicity	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %
African, Scottish African or British African	< 5	< 0.50%	< 5	< 0.48%	< 5	< 0.46%	< 5	< 0.47%
Asian, Scottish Asian or British Asian	24	2.42%	25	2.41%	28	2.57%	30	2.81%
Caribbean or Black	< 5	< 0.50%	< 5	< 0.48%	< 5	< 0.46%	< 5	< 0.47%
Mixed or multiple ethnic group	< 5	< 0.50%	< 5	< 0.48%	< 5	< 0.46%	< 5	< 0.47%
Not specified	101	10.17%	122	11.78%	116	10.66%	97	9.10%
Other ethnic group	< 5	< 0.50%	< 5	< 0.48%	< 5	< 0.46%	< 5	< 0.47%
Prefer not to say	34	3.42%	30	2.90%	34	3.13%	26	2.44%
White	825	83.08%	849	81.95%	896	82.35%	897	84.15%

Over the period between 2021 and 2024 there has been an increase of 1.00% in staff declaring they are from a minority ethnic background. In 2023 over 3.50% of staff have declared they were from a minority ethnic background (3.86%) and 2024 saw the number of staff declaring they are from a minority ethnic background increasing to 4.32%.

The make-up of staff by minority ethnic category in 2023 and 2024 is shown in Figures 7.1 and 7.2.

Figure 7.1: Race by minority ethnic group 2023

Other Ethnic Group 9.52%
Mixed or Multiple Ethnic Group 9.52%
Carribbean or Black 9.52%
African, Scottish African or British African 4.76%
Asian, Scottish Asian or British Asian 66.67%
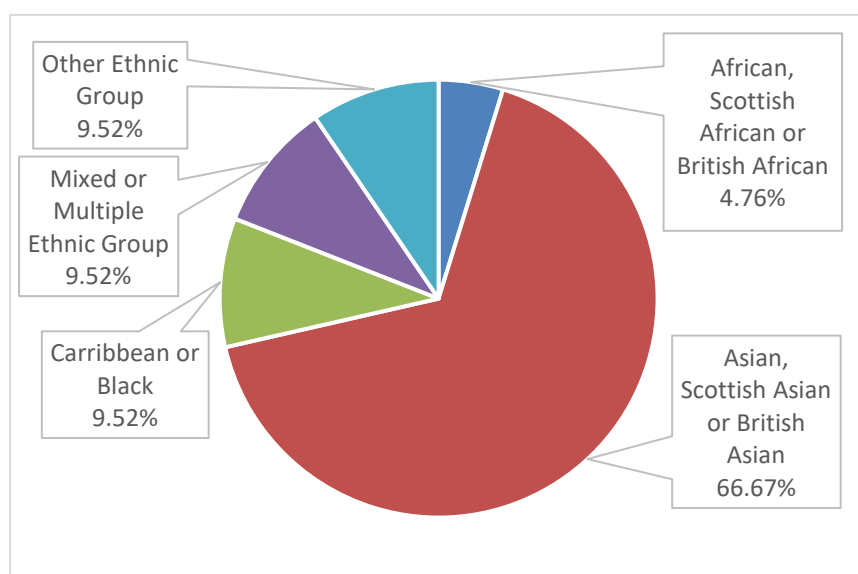
Figure 7.2 Race by minority ethnic group 2024

Other Ethnic Group 6.52%
Mixed or Multiple Ethnic Group 8.70%
Carribbean or Black 8.70%
African, Scottish African or British African 10.87%
Asian, Scottish Asian or British Asian 65.22%
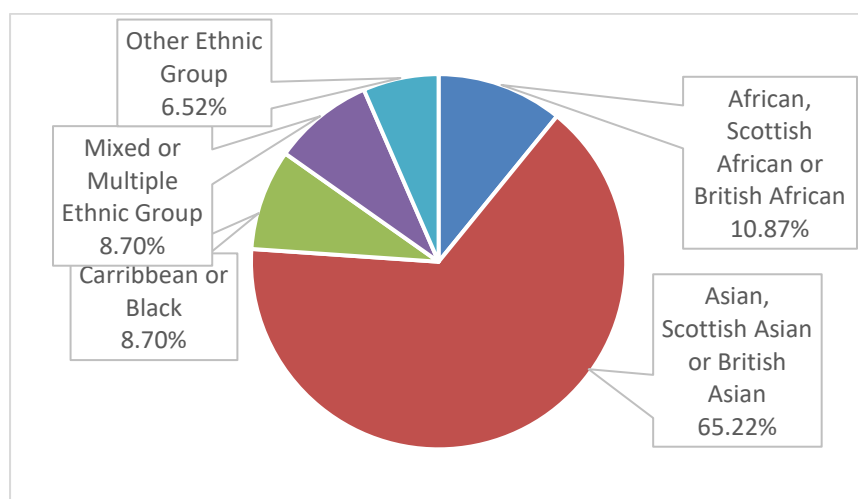
In 2023 grade 1 had the highest percentage of staff declaring they were from a minority ethnic background, followed by grade 7; in 2024 grade 7 had the highest percentage of staff so declaring, followed by grade 5. It is encouraging to note that we have minority ethnic staff up to and including head of service, though it is noted that staff from a minority ethnic background are not represented above this level, and further work is required to widen diversity in senior management roles.

The percentage of staff from all minority ethnic backgrounds working full-time is greater than the percentage of minority ethnic staff working part-time. The proportion of minority ethnic staff working full-time is greater than the proportion of white staff working full-time in both 2023 and 2024. In 2024, there is a higher proportion of staff from a minority ethnic background on fixed-term contracts compared to the proportion of white staff on fixed-term contracts.

Due to the low numbers of minority ethnic staff within SQA, we are unable to publish further intersectional data in relation to ethnicity and other protected characteristics. However, this information has been reviewed and considered internally.

8   Religion or belief

The percentage of staff declaring their religion, belief or non-belief increased by 0.70% between 2021 and 2024. The percentage of those declaring has remained relatively stable within each category over the last four years, with less than a 1.00% difference for all religion, belief or non-belief categories. There are two exceptions to this, which are for the 'prefer not to say' category, which has decreased 1.27% over the four-year period, and the 'none' category, which has seen an increase of 4.50% since 2021. This mirrors the findings from the 2022 Scottish Census that the majority of people in Scotland had no religion.

When examining religion, belief and non-belief by grade between 2021 and 2024 no trends were identified.

The proportion of staff within each category of religion, belief or non-belief are similar for part-time and full-time staff, with two exceptions. They are as follows:

♦ There is a higher proportion of full-time staff declaring no religion ('none').
♦ There is a higher proportion of part-time staff who have not specified any religion, belief or non-belief.

Table 8.1 shows the religion, belief or non-belief status of staff within the organisation for the period from 2021 to 2024.

SQA has the following in place to support staff in their religion and beliefs:

♦ Our multicultural Appreciate Culture and Ethnicity (ACE) network helps to celebrate different religious festivals for our staff from minority ethnic backgrounds.
♦ We began publishing an organisational Equality Diversity and Inclusion calendar to highlight different religious festivals throughout the year to help raise awareness for staff and line managers.
♦ Both offices offer quiet areas for prayer or personal reflection.
♦ The canteen at our Lowden facility offers meal options to reflect particular diets.

Table 8.1: Religion or belief

Religion or belief	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %
Another religion or body	6	0.60%	6	0.58%	9	0.83%	6	0.56%
Buddhist	< 5	< 0.50%	< 5	< 0.48%	<= 5	<= 0.46%	<= 5	<= 0.47%
Church of Scotland	127	12.79%	125	12.07%	119	10.94%	112	10.51%
Hindu	7	0.70%	8	0.77%	11	1.01%	13	1.22%
Jewish	< 5	< 0.50%	< 5	< 0.48%	<= 5	<= 0.46%	–	0.00%
Muslim	10	1.01%	11	1.06%	10	0.92%	11	1.03%
None	462	46.53%	489	47.20%	540	49.63%	544	51.03%
Not specified	102	10.27%	123	11.87%	117	10.75%	102	9.57%
Other Christian	44	4.43%	44	4.25%	45	4.14%	47	4.41%
Pagan	–	–	–	–	–	0.00%	<= 5	<= 0.47%
Prefer not to say	103	10.37%	103	9.94%	104	9.56%	97	9.10%
Roman Catholic	129	12.99%	123	11.87%	127	11.67%	128	12.01%
Sikh	< 5	< 0.50%	< 5	< 0.48%	–	0.00%	–	0.00%

Due to the low number of staff declaring in some of the religion, belief and no belief categories, we are unable to publish any further intersectional data on religion, belief and non-belief.

9   Sex

Table 9.1 shows the distribution of staff within the organisation by sex for the period from 2021 to 2024.

The split between females and males within the organisation has remained consistent over the period from 2021 to 2024, with less than a 1.00% change.

Table 9.1: Sex

Sex	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %	Difference (number)	Difference %
Female	618	62.24%	644	62.16%	679	62.41%	664	62.29%	46	0.05%
Male	375	37.76%	392	37.84%	409	37.59%	402	37.71%	27	-0.05%
SQA	993	100%	1036	100%	1088	100%	1066	100%	73	0.00%

In this reporting period we have noted that there is a greater percentage of females in all grades, including head of service. This had previously not been the case and it is encouraging to see a greater percentage of females at this level within the organisation. The composition of head of service over the last four years is noted below.

Table 9.2: Heads of service by sex

Sex	2021	2022	2023	2024	Difference
Females	41.94%	41.18%	51.28%	51.22%	9.28%
Males	58.06%	58.82%	48.72%	48.78%	-9.28%

The number of members of the Board of Management has decreased by one over the course of the reporting period. Details are in Table 9.3 below. Board members are appointed by Scottish Government and are therefore not SQA employees. As such, no further equality and diversity data is held for this group.

Table 9.3: Board members by sex

	Total number of board members	Females	Males
2021	10	4	6
2022	9	4	5
2023	9	4	5
2024	10	4	6

Figures 9.1 and 9.2 detail the proportion of females and males by working pattern (part-time versus full-time) and by contract type (fixed-term versus permanent) for 2023 and 2024.

On reviewing working patterns (Figure 9.1), we can see there is a higher proportion of females than males on a part-time working pattern, and a higher proportion of males than females on a full-time working pattern. This can be due in part to females taking on a caring role for children and older relatives, as indicated in research by Age UK.

On examining contract types (Figure 9.2), we find there is a higher proportion of males on a fixed-term contract in comparison to females.

Figure 9.1: Working pattern by sex 2023 and 2024
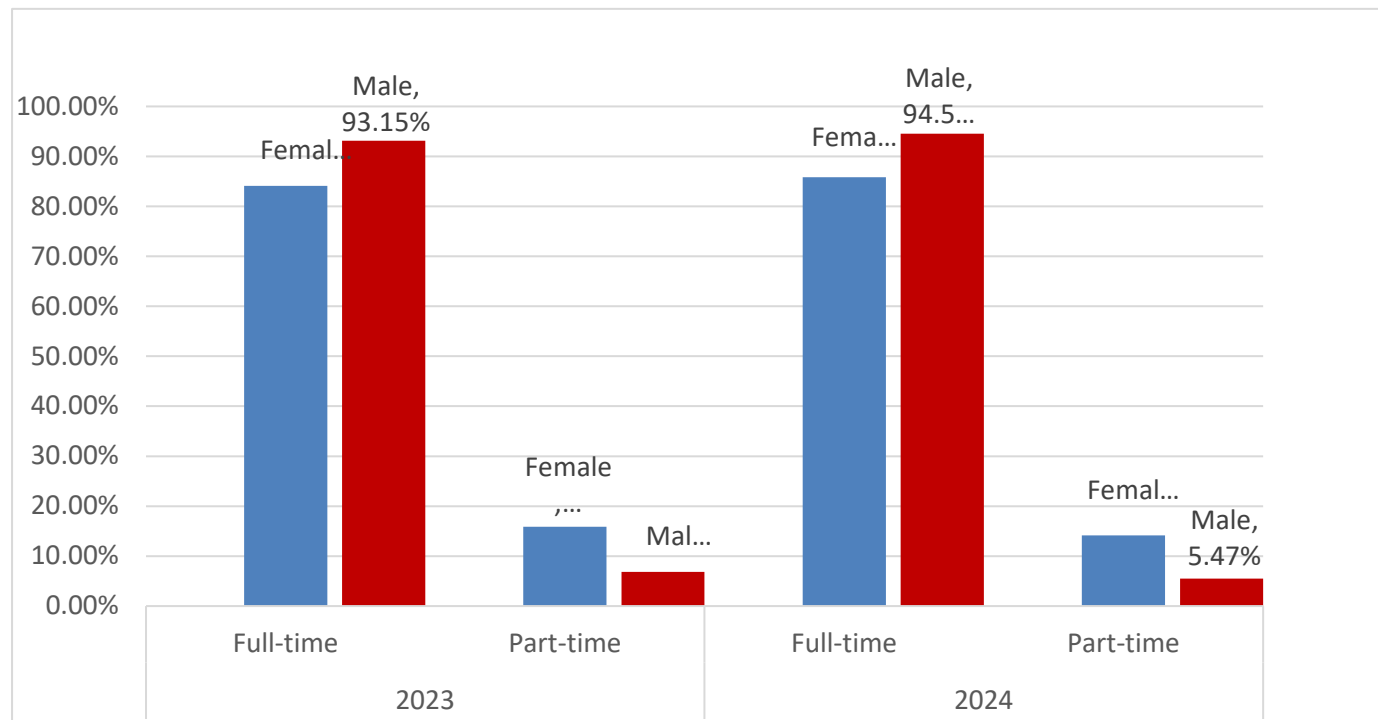
Figure 9.2: Contract type by sex 2023 and 2024
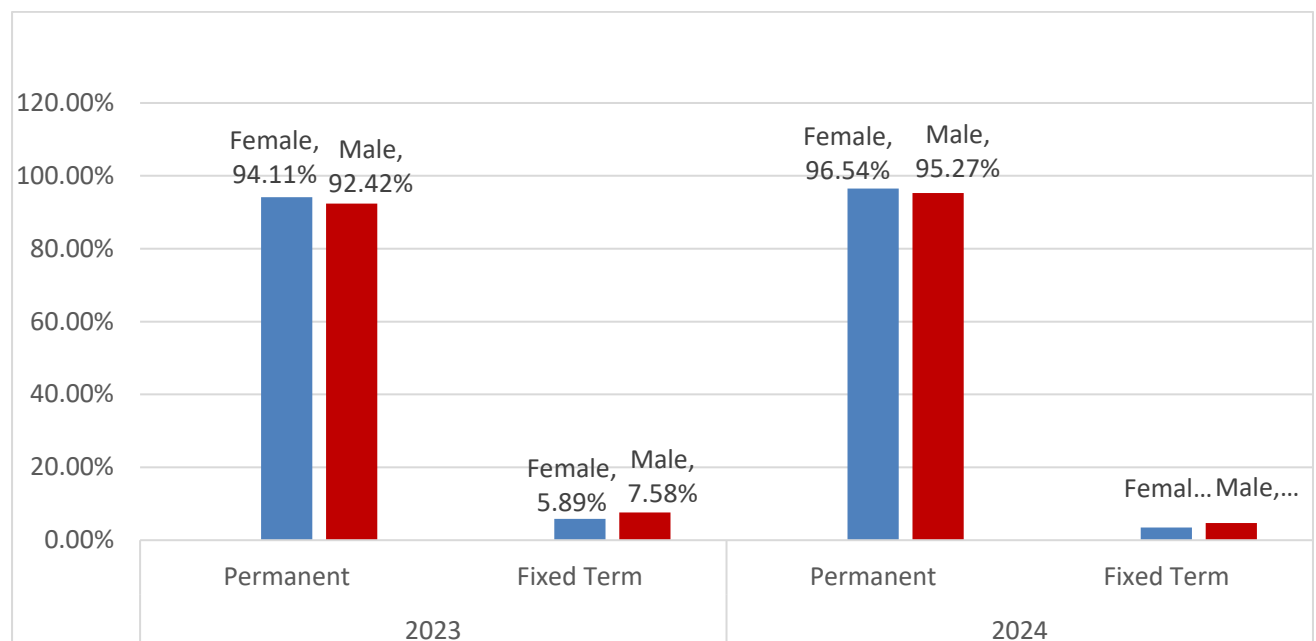
Figures 9.3 and 9.4 show sex by ethnicity group. Overall, there is a greater percentage of females (62.29%) than males (37.71%) so it would be expected that this is also reflected in the analysis of ethnic groups by sex. The percentage of females is the same or greater for each minority ethnic category, except for the African, Scottish African or British African category, in 2024, where there are a higher percentage of males.

Figure 9.3: Ethnicity groups and sex 2023
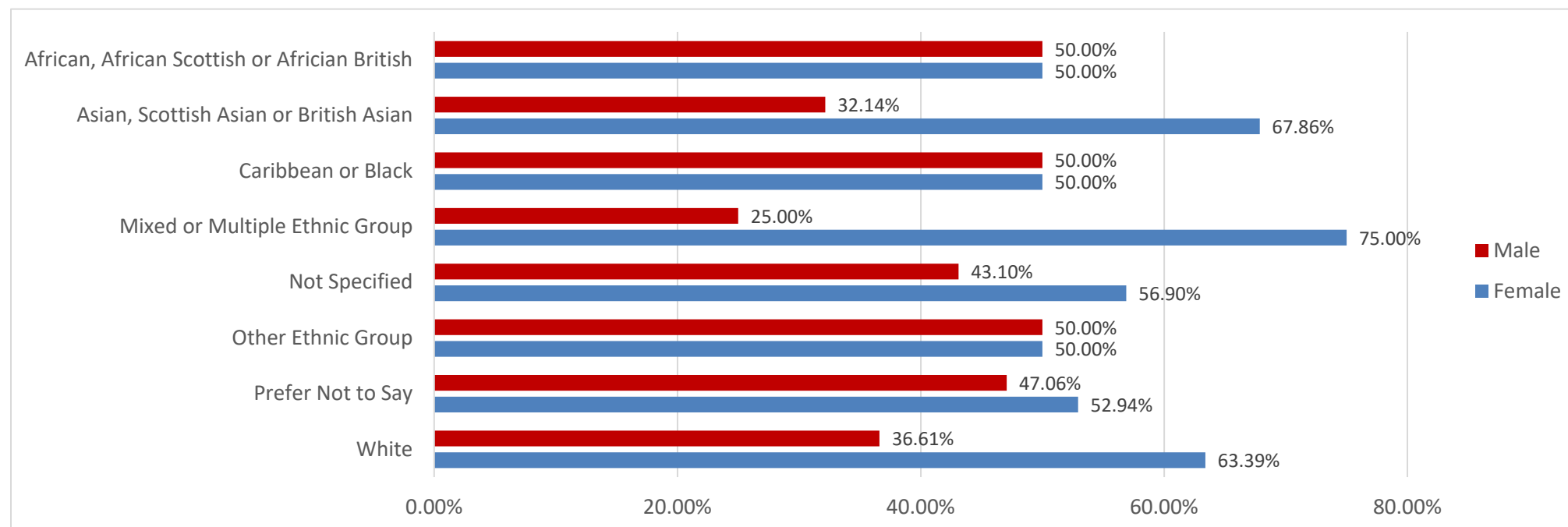
Figure 9.4: Ethnicity groups and sex 2024

Sex by Ethnicity, 2024

Ethnicity	Male	Female
African, Scottish African or British African	60.00%	40.00%
Asian, Scottish Asian or British Asian	40.00%	60.00%
Carribbean or Black	50.00%	50.00%
Mixed or Multiple Ethnic Group	25.00%	75.00%
Not Specified	41.24%	58.76%
Other Ethnic Group	33.33%	66.67%
Prefer Not to Say	50.00%	50.00%
White	36.79%	63.21%
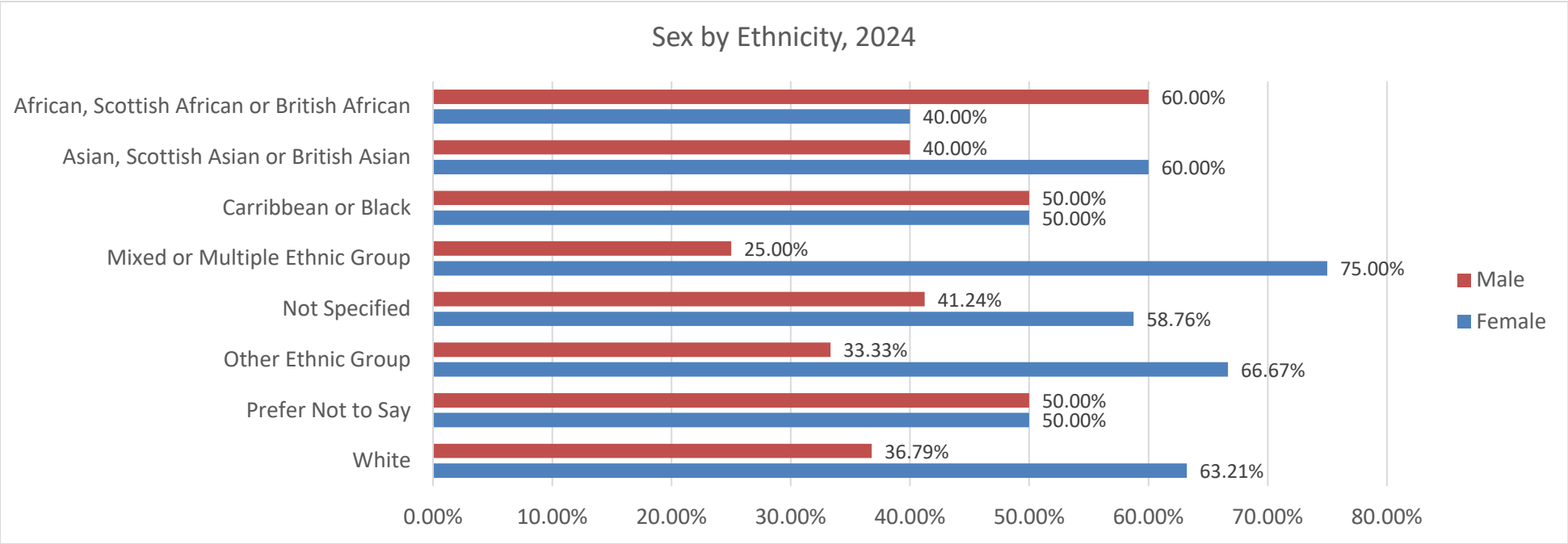
10   Sexual orientation

Table 10.1 shows the composition of staff sexual orientation for 2023 and 2024. We have moved to reporting sexual orientation in line with the 2022 Scottish Census categories and therefore are unable to provide a comparison between the last reporting period and this current reporting period.

Table 10.1: Sexual orientation

Sexual Orientation	2023 (number)	2023 %	2024 (number)	2024 %
Bisexual	24	2.21%	28	2.63%
Gay or lesbian	39	3.58%	36	3.38%
Heterosexual / straight	717	65.90%	729	68.39%
Not specified	207	19.03%	181	16.98%
Other sexual orientation	9	0.83%	10	0.94%
Prefer not to say	92	8.46%	82	7.69%

Upon analysing sexual orientation data by grade, we noted that there is LGBQ+ representation at all grades up to head of service, except for Grade 1 which are our modern apprentices and cleaning staff, in 2024. In 2024, head of service (12.20%) followed by grade 6 (10.17%) had the highest percentage of staff declaring LGBQ+ status.

A higher proportion of LGBQ+ staff declared themselves disabled (34.72% in 2023 and 35.14% in 2024) compared to the proportion of heterosexual staff who declared themselves disabled (9.21% in 2023 and 10.70% in 2024). This is in line with information published by the Office for National Statistics based on the 2021 census for England and Wales, which noted that people who identified as LGBQ+ were more likely to be disabled than the overall population.

Our Rainbow Network provides a safe supportive space for LGBT+ colleagues and allies. It also provides an anonymous question and answer service, 'Rainbow Query', for colleagues to ask a range of questions in a private supportive space.

Due to the low number of staff declaring sexual orientation in some categories within SQA, we are unable to publish further intersectional data in relation to sexual orientation categories and other protected characteristics.

11 Training data

All training data is based on the number of individuals who have requested training. During the review period April to March, all staff have a performance review and agree a set of objectives with their line manager. This is documented on our self-service portal. Training requests are in line with the individual's job role, objectives or expressed aspirations, and are agreed with their line manager and approved by SQA's Organisational Development and Change Management team. Staff development is much wider than simply accessing formal training but can be more complex to capture and report on.

Table 11.1 shows the number and percentage of staff who requested training over the period 2021 to 2024. The number of staff requesting training has increased year-on-year for the last two years.

Table 11.1: Training data by number of staff

	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %	Difference (number)	Difference %
Total staff requesting training	433	43.61%	371	35.81%	494	45.40%	546	51.22%	113	7.61%

Table 11.2 shows the number of training requests over the period 2021 to 2024. The number of training requests over the period has fluctuated, but with a notable increase in the past two years.

Table 11.2: Training data by number of training requests

	2021	2022	2023	2024	Difference (number)
Total training requests	822	710	1002	993	171

The highest numbers of staff requesting training in 2023 and 2024 were in grades 6, 7 and 8, as shown below in Figure 11.1. However, grade 5 had the highest proportion of staff requesting training in 2023 at 54.24% and in 2024 grade 6 had the highest proportion of staff requesting training at 61.64%. Detail on the proportion of staff requesting training by grade is shown in Figure 11.2.

Figure 11.1: Number of staff requesting training by grade in 2023 and 2024
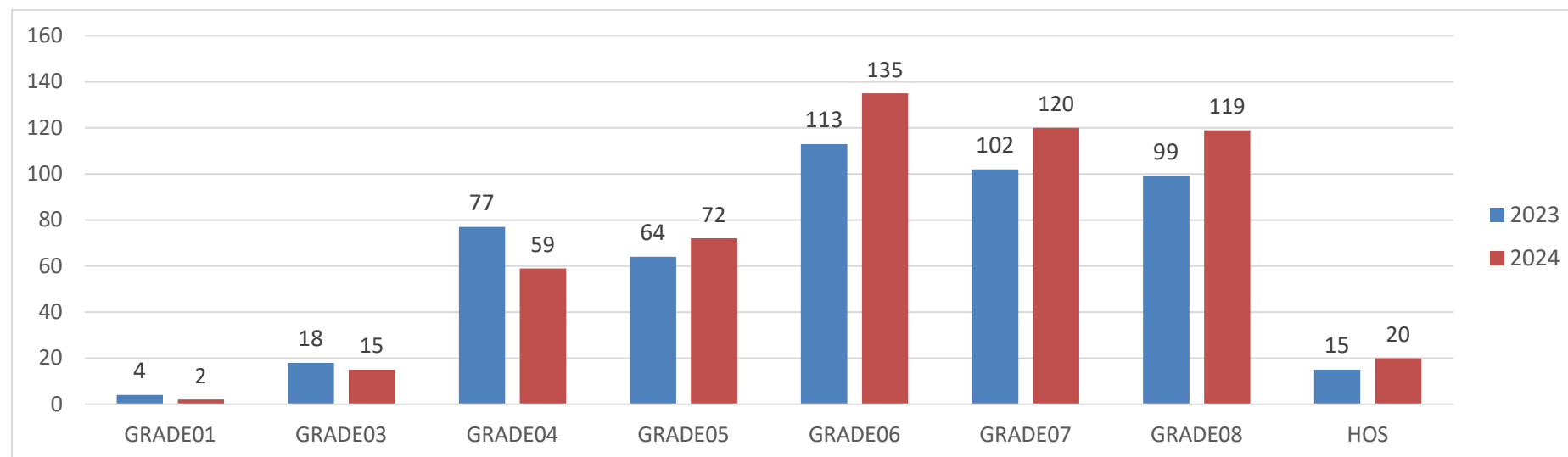
Figure 11.2: Proportion of staff requesting training by grade in 2023 and 2024
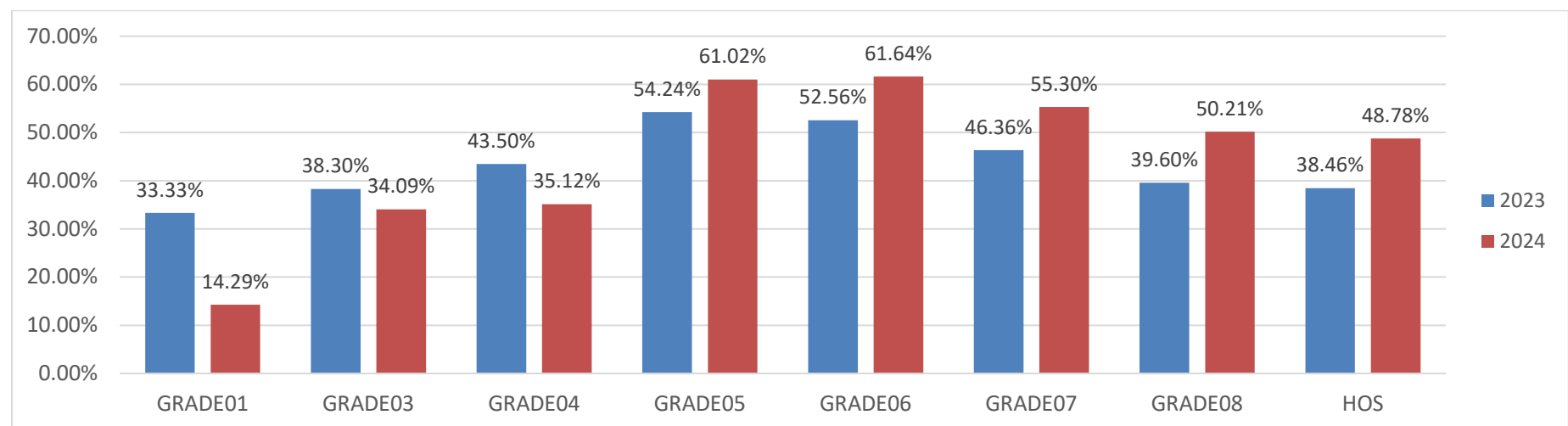
Table 11.3 shows the number and percentage breakdown of full- and part-time staff that requested training in 2023 and 2024.The proportion of full-time staff requesting training was greater than the proportion of part-time staff requesting training.

Table 11.3: Training data by working pattern

	2023 (number)	**2023 %**	**2024 (number)**	**2024 %**
Full-time	450	91.09%	509	93.22%
Part-time	44	8.91%	37	6.78%
Total	494	100%	546	100%

Figure 11.3 shows the proportion of full- and part-time staff requesting training in 2023 and 2024.

Figure 11.3: Proportion of full- and part-time staff requesting training in 2023 and 2024
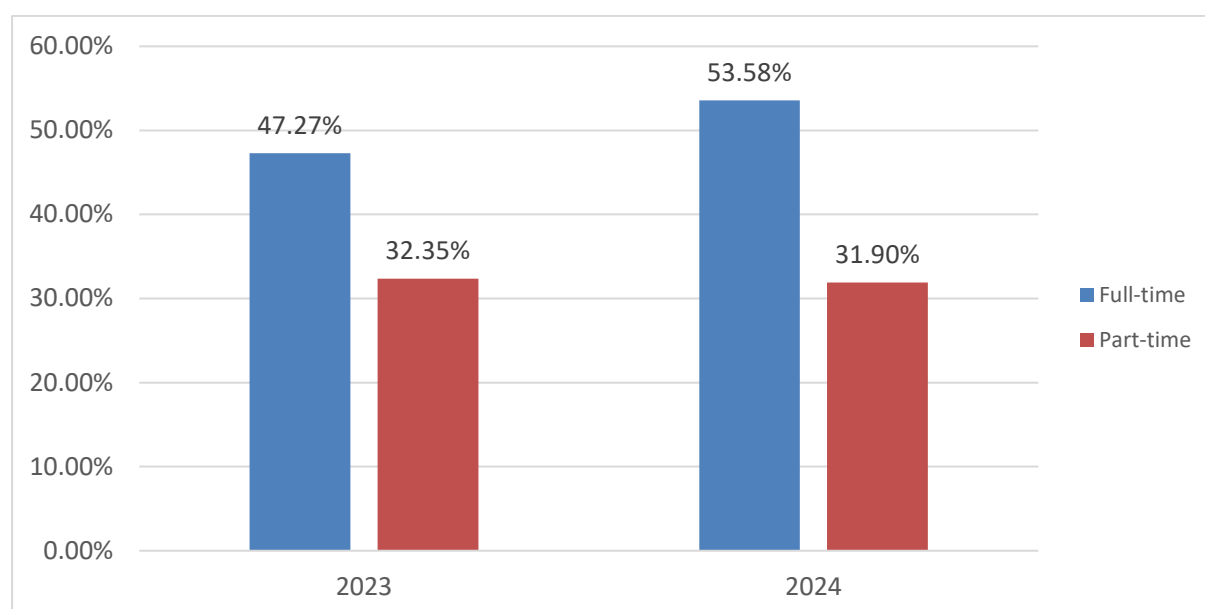
Table 11.4 shows the number and percentage of staff by contract type that requested training in 2023 and 2024 and Figure 11.3 shows the proportion of those on fixed-term and permanent contracts requesting training in both years. We can see that the proportion of those on permanent contracts requesting training was greater than the proportion of those on fixed-term contracts requesting training, although the proportions were more closely aligned in 2023.

Table 11.4: Training data by contract type

	2023 (number)	2023 %	2024 (number)	2024 %
Fixed-term	29	5.87%	15	2.75%
Permanent	465	94.13%	531	97.25%
Total	494	100%	546	100%

Figure 11.4: Proportion of staff requesting training by contract type in 2023 and 2024
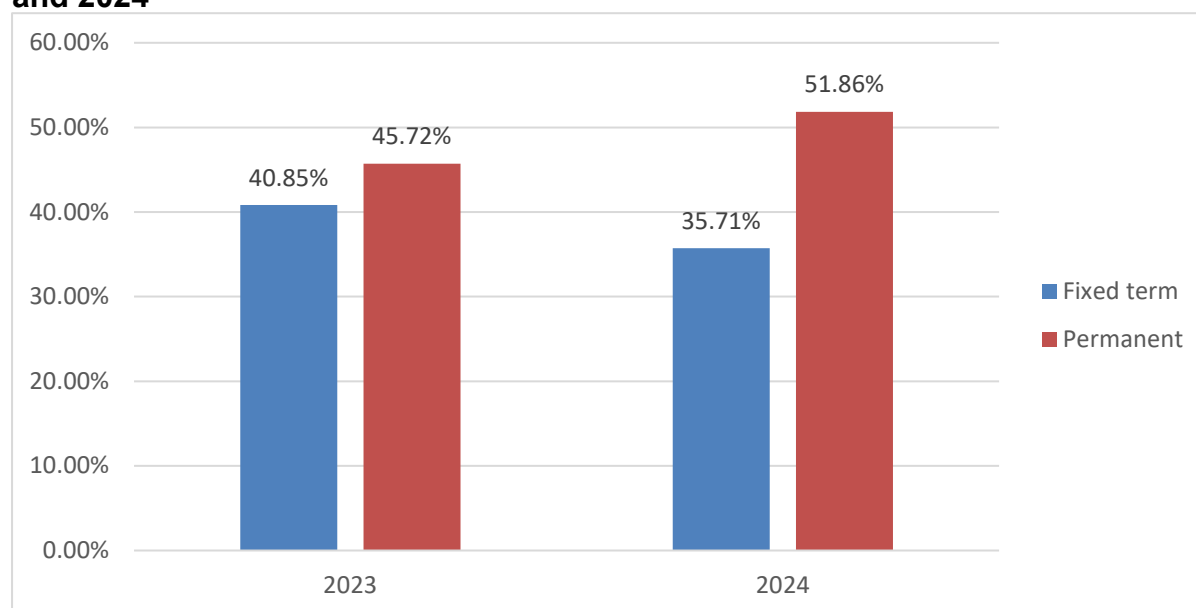
Training requests by age

Table 11.5 shows the number and percentage of staff by age who requested training in 2023 and 2024. In both years staff aged 40–44 had the greatest number of individuals requesting training, which reflects the higher number of staff within these age brackets. The proportion of staff requesting training was greater than 25.00% for all age brackets, except for those 65 and older in 2023, where the proportion of staff was lower than 25.00%. We will continue to monitor this to see if this is a trend that continues.

Table 11.5: Training data by age

Age bracket	2023 (number)	2023 %	2024 (number)	2024 %
16–24	19	3.85%	7	1.28%
25–29	69	13.97%	72	13.19%
30–34	66	13.36%	63	11.54%
35–39	67	13.56%	73	13.37%
40–44	89	18.02%	88	16.12%

Age bracket	2023 (number)	2023 %	2024 (number)	2024 %
45–49	59	11.94%	85	15.57%
50–54	56	11.34%	56	10.26%
55–59	39	7.89%	60	10.99%
60–64	26	5.26%	37	6.78%
65+	≤ 5	≤ 1.01%	≤ 5	≤ 0.92%

Training requests by disability status

Table 11.6 shows the disability status of staff who requested training in 2023 and 2024. A higher proportion of disabled staff requested training compared to non-disabled staff in both years. In 2023, 52.58% of disabled staff requested training compared to 46.80% of non-disabled staff; and in 2024 66.36% of disabled staff requested training compared to 51.99% of non-disabled staff.

Table 11.6: Training data by disability

Disability status	2023 (number)	2023 %	2024 (number)	2024 %
No	336	68.02%	352	64.47%
Not specified	79	15.99%	88	16.12%
Prefer not to say	28	5.67%	33	6.04%
Yes	51	10.32%	73	13.37%

Training requests by race

Table 11.7 shows staff requesting training by minority ethnic category in 2023 and 2024. These figures are representative of the overall breakdown of minority ethnic and white staff.

Table 11.7: Training data by race

Race	2023 (number)	2023 %	2024 (number)	2024 %
Minority ethnic	29	5.87%	33	6.04%
Not specified	47	9.51%	35	6.41%
Prefer not to say	12	2.43%	13	2.38%
White	406	82.19%	465	85.16%

Figure 11.5 shows the proportion of minority ethnic and white staff requesting training in both years. The proportion of staff from a minority ethnic background requesting training was greater than the proportion of staff from a white ethnic

background. It is not possible to give a more detailed breakdown in relation to minority ethnic groups due to the size of the populations, therefore this data is shown in aggregate.

Figure 11.5: Proportion of minority ethnic and white staff requesting training in 2023 and 2024
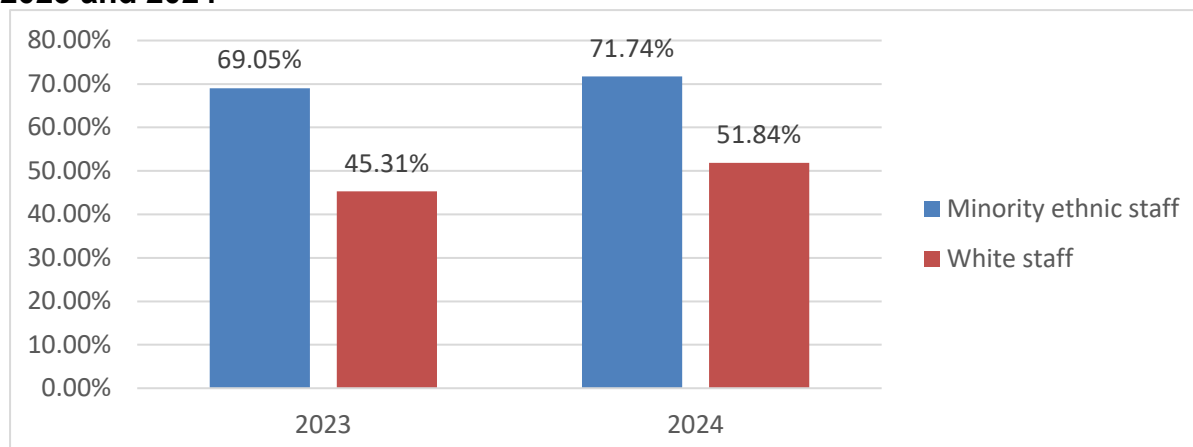
Training requests by sex

Table 11.8 shows staff requesting training by sex in 2023 and 2024. The proportions of females and males requesting training were very similar in both years. In 2023, 48.45% of all female staff requested training compared to 40.34% of all male staff, and in 2024, 52.41% of all female staff requested training compared to 49.25% of all male staff.

Table 11.8: Training data by sex

Sex	2023 (number)	2023 %	2024 (number)	2024 %
Female	329	66.60%	348	63.74%
Male	165	33.40%	198	36.26%

Training requests by sexual orientation

Table 11.9 shows staff requesting training by sexual orientation in 2023 and 2024. Figure 11.6 shows the proportion of LGBQ+ and heterosexual staff requesting training in both years. The proportion of LGBQ+ staff requesting training is greater in both years. It wasn't possible to give a more detailed breakdown in relation to sexual orientation due to the size of the populations in these groups, therefore the data has been displayed in aggregate.

Table 11.9: Training Data by Sexual Orientation

Sexual orientation	2023 (number)	2023 %	2024 (number)	2024 %
Heterosexual / straight	336	68.02%	395	72.34%
LGBQ+	40	8.10%	45	8.24%
Not specified	81	16.40%	69	12.64%
Prefer not to say	37	7.49%	37	6.78%

Figure 11.6: Proportion of heterosexual and LGBQ+ staff requesting training in 2023 and 2024
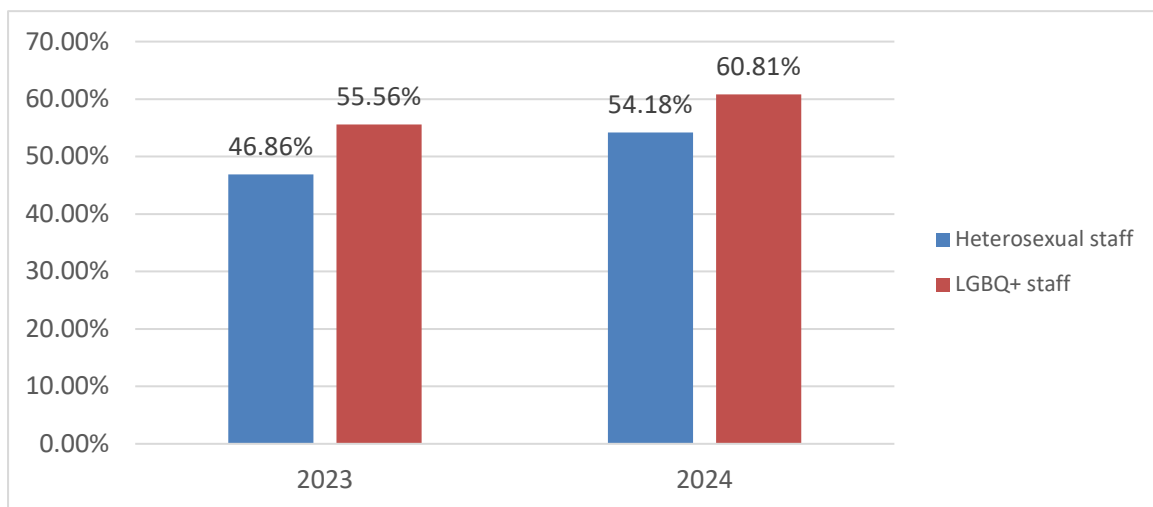
12   Promotion data

Table 12.1 provides information on total promotions and promotions by contract type for 2021 to 2024. The overall number of promotions has halved since 2021, decreasing from 109 to 58 in 2024. This has been due to the public sector recruitment freeze announced by the Scottish Government in August 2024.

When looking at the type of promotions within the organisation we can see those temporary promotions (fixed-term contracts and internal secondment opportunities) account for less than half the promotions within in the organisation in both 2023 and 2024 which is encouraging.

Table 12.1: Promotion data

Contract Type	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %	Difference (number)	Difference %
Fixed-term contract	5	4.59%	4	3.70%	4	3.70%	1	1.72%	-4	-2.87%
Internal secondment	66	60.55%	53	49.07%	38	35.19%	23	39.66%	-43	-20.89%
Permanent	38	34.86%	51	47.22%	66	61.11%	34	58.62%	-4	23.76%
SQA total	109	100%	108	100%	108	100%	58	100%	-51	0.00%

Table 12.2 shows the average length of service upon promotion, and we can see that, with the exception of fixed-term contracts, there is a similar length of service for those being promoted into permanent and temporary internal secondment opportunities.

Table 12.2: Average length of service upon promotion by contract type

Promotion type	2021	2022	2023	2024
Fixed-term contract	1.52	1.45	1.26	0.89
Internal secondment	7.04	8.16	8.33	7.30
Permanent	6.47	6.50	7.00	6.55

Table 12.3 provides information on total promotions by grade for 2021 to 2024. In all four years grade 4 has had the greatest number of staff who were promoted. Also, as expected, the number of promotions decreases at grade 8 and head of service level as there are a smaller number of head of service and director roles.

Table 12.3: Promotion by grade

Grade	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %	Difference (number)	Difference %
Grade 1	6	5.50%	0	0.00%	2	1.85%	1	1.72%	-5	-3.78%
Grade 3	12	11.01%	13	12.04%	17	15.74%	11	18.97%	-1	7.96%
Grade 4	29	26.61%	29	26.85%	28	25.93%	20	34.48%	-9	7.87%
Grade 5	20	18.35%	23	21.30%	16	14.81%	7	12.07%	-13	-6.28%
Grade 6	27	24.77%	23	21.30%	25	23.15%	13	22.41%	-14	-2.36%
Grade 7	11	10.09%	13	12.04%	12	11.11%	2	3.45%	-9	-6.64%
Grade 8	4	3.67%	5	4.63%	7	6.48%	3	5.17%	-1	1.50%
HOS	0	0.00%	2	1.85%	1	0.93%	1	1.72%	1	1.72%

Promotion data by age

Table 12.4 provides information on total promotions by age bracket for 2021 to 2024. The average age upon promotion in 2023 and 2024 was 38 which is in line with the previous report (average age at time of promotion in 2021 was 36 and in 2022 it was 37). It is encouraging to note that the largest percentage of the promotions (27.59%) in 2024 were within the 25–29 age bracket, highlighting the organisation's commitment to young talent (defined within SQA as those between ages 16–28).

Table 12.4: Promotion by age bracket

Age bracket	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %	Difference (number)	Difference %
16–24	16	14.68%	10	9.26%	8	7.41%	< 5	5.17%	–	–
25–29	14	12.84%	19	17.59%	21	19.44%	16	27.59%	2	14.75%
30–34	23	21.10%	18	16.67%	12	11.11%	9	15.52%	-14	-5.58%
35–39	20	18.35%	22	20.37%	18	16.67%	7	12.07%	-13	-6.28%
40–44	14	12.84%	16	14.81%	23	21.30%	7	12.07%	-7	-0.77%
45–49	10	9.17%	8	7.41%	10	9.26%	< 5	5.17%	–	–
50–54	< 5	< 4.59%	7	6.48%	7	6.48%	8	13.79%	–	–
55–59	7	6.42%	7	6.48%	7	6.48%	< 5	5.17%	–	–
60–64	< 5	< 4.59%	< 5	< 4.63%	< 5	1.85%	< 5	3.45%	–	–
65+	< 5	< 4.59%	< 5	< 4.63%	8	7.41%	< 5	5.17%	–	–

Promotion data by disability status

Table 12.5 shows total promotions and length of service (LoS) upon promotion by disability status category. We note that in 2023, 5.56% of all promotions were secured by staff who had declared a disability, which is less than the overall percentage of staff who declared themselves as having a disability (8.92%). However, in 2024 12.07% of all promotions were secured by staff who had declared a disability, which is greater than the percentage of staff who declared themselves as having a disability in 2024 (10.32%). We also note that staff who have declared themselves disabled are receiving promotions earlier in their career with SQA than non-disabled staff, which is encouraging for this protected characteristic group.

Table 12.5: Promotion by disability status

Disability	2023 (number)	2023 %	2024 (number)	2024 %	LoS 2023	LoS 2024
No	75	69.44%	37	63.79%	7.63	6.21
Not specified	18	16.67%	10	17.24%	3.10	6.28
Prefer not to say	9	8.33%	4	6.90%	12.48	16.65
Yes	6	5.56%	7	12.07%	7.23	4.63

Figure 12.1 also shows the proportion of disabled staff (6.19% in 2023 and 6.36% in 2024) who have received a promotion, compared to the proportion of non-disabled staff (10.45% in 2023 and 5.47% in 2024) who have received a promotion. It is positive for this protected characteristic group that in 2024 the proportion of disabled staff receiving a promotion was slightly greater than the proportion of non-disabled staff receiving a promotion.

Figure 12.1: Proportion of disabled versus non-disabled staff receiving promotions in 2023 and 2024
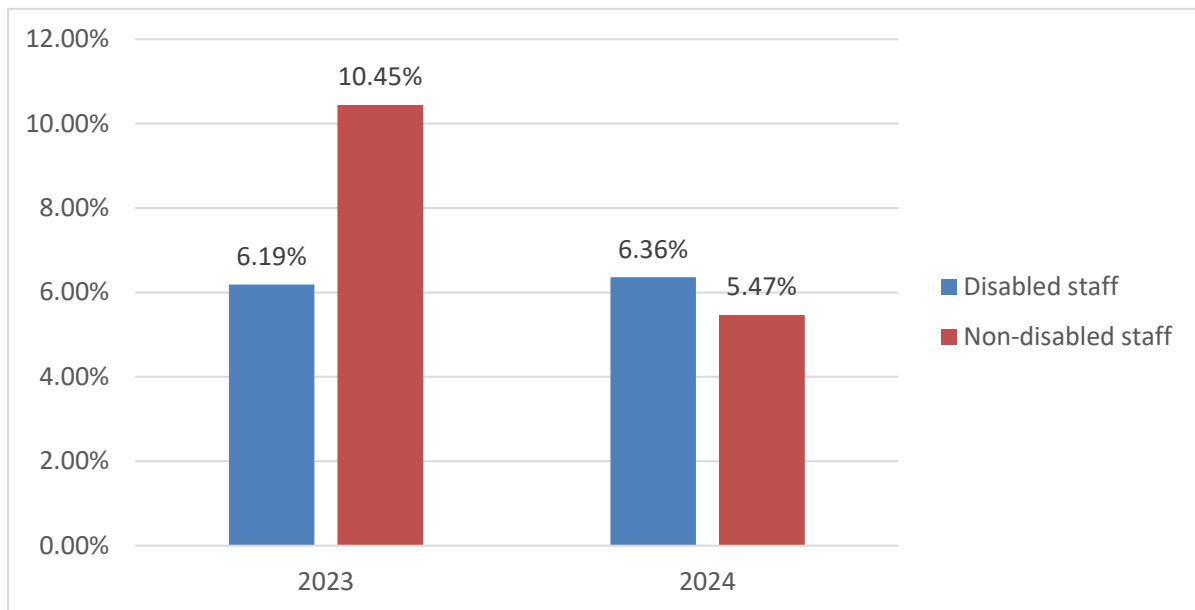
Figure 12.2 shows the proportion of permanent promotions for both disabled and non-disabled staff. We can see that the proportion of permanent promotions for disabled staff in 2023 (50.00%) was less than that of the proportion of permanent promotions for non-disabled staff (68.00%), whereas in 2024 it was the reverse, with a larger proportion of permanent promotions for disabled staff (85.71%) compared to the proportion of permanent promotions for non-disabled staff (48.65%).

Figure 12.2: Proportion of permanent promotions by disability status in 2023 and 2024
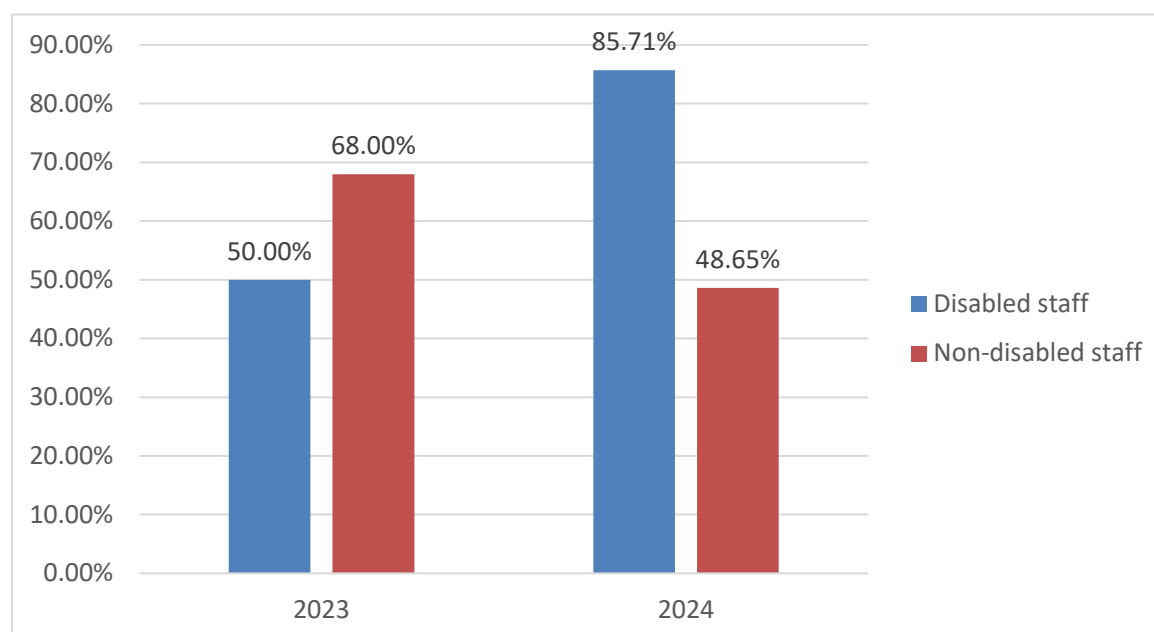
Promotion data by race

Table 12.6 shows total promotions and length of service (LoS) upon promotion, by ethnicity. We can see less than 4.00% of promotions went to staff from a minority ethnic background, with the average length of service upon promotion equal to or less than the average length of service upon promotion for white staff. This is an improvement on the previous reporting period, where minority ethnic staff who had been promoted had double the length of service compared to that of white staff who had been promoted.

Table 12.6: Promotion by race

Ethnic group	2023 (number)	2023 %	2024 (number)	2024 %	2023 LoS	2024 LoS
Minority ethnic	4	3.70%	1	1.72%	7.55	2.98
Not specified	7	6.48%	4	6.90%	4.54	13.21
Prefer not to say	2	1.85%	–	0.00%	2.12	–
White	95	87.96%	53	91.38%	7.55	6.34

Figure 12.3 shows the proportion of minority ethnic staff who have received a promotion compared to the proportion of white staff who have received a promotion.

While the proportion of minority ethnic staff promoted (9.52%) was similar to the proportion of white staff who were promoted (10.60%) in 2023 it was still less and in 2024 the proportion of minority ethnic staff promoted (2.17%) was less than half of the proportion of white staff who were promoted (5.91%).

Figure 12.3: Proportion of minority ethnic and white staff promoted in 2023 and 2024
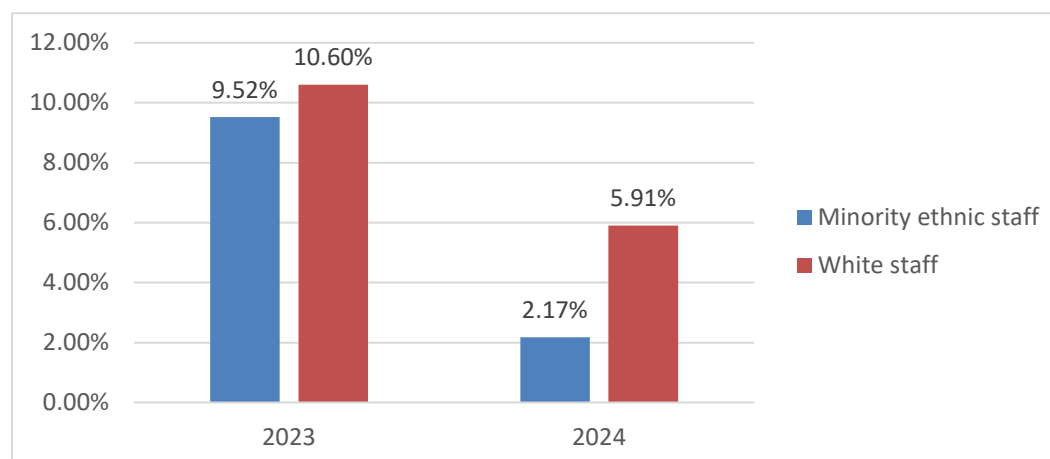
Figure 12.4 shows the proportion of permanent promotions for both minority ethnic and white staff. We can see that the proportion of permanent promotions for minority ethnic staff (75.00%) is higher than the proportion of permanent promotions for white staff (61.05) in 2023, and in 2024 there were no minority ethnic staff who received a permanent promotion. We will continue to monitor this to determine to see if any trends develop.

Figure 12.4: Proportion of permanent appointments by ethnicity in 2023 and 2024
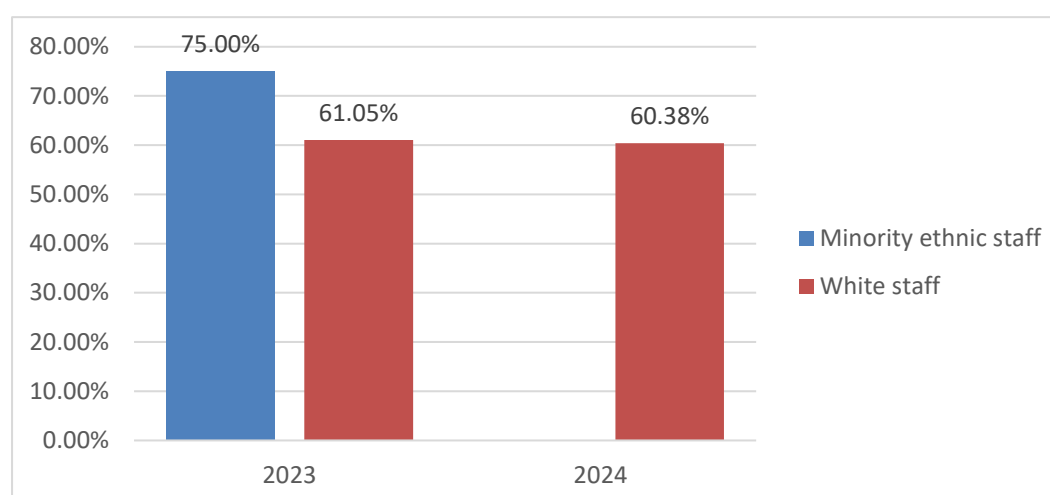
Table 12.7 shows total promotions and length of service (LoS) upon promotion by sex. We can see overall, more women than men received promotions in both years, which mirrors the overall composition of the workforce. We also note that females have a longer average length of service at time of promotion than males, and we will

continue to monitor this to determine if this is a trend that requires us to take any further action.

Table 12.7: Promotion by sex

Sex	2023 (number)	2023 %	2024 (number)	2024 %	2023 LoS	2024 LoS
Female	73	67.59%	36	62.07%	7.53	6.89
Male	35	32.41%	22	37.93%	6.69	6.53

Promotion data by sex

Figure 12.5 shows the proportion of female staff who have received promotions (10.75% in 2023 and 5.42% in 2024) compared to the proportion of male staff who have received promotions (8.56% in 2023 and 5.47% in 2024). In 2023, the proportion of females receiving promotion (temporary and permanent) was greater than that of males. However, in 2024 the proportions of females and males receiving promotion was nearly equal.

Figure 12.5: Proportion of female and males receiving promotion in 2023 and 2024
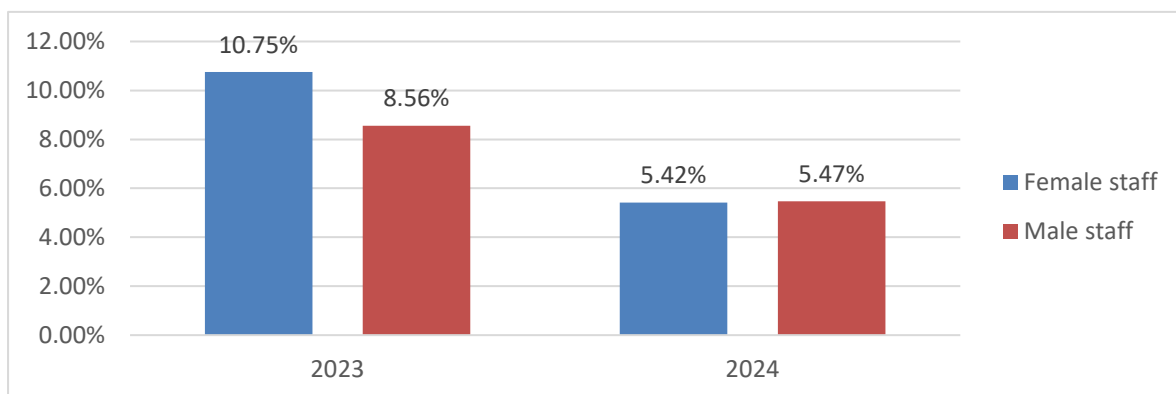
Figure 12.6: Proportion of staff receiving permanent promotions by sex in 2023 and 2024
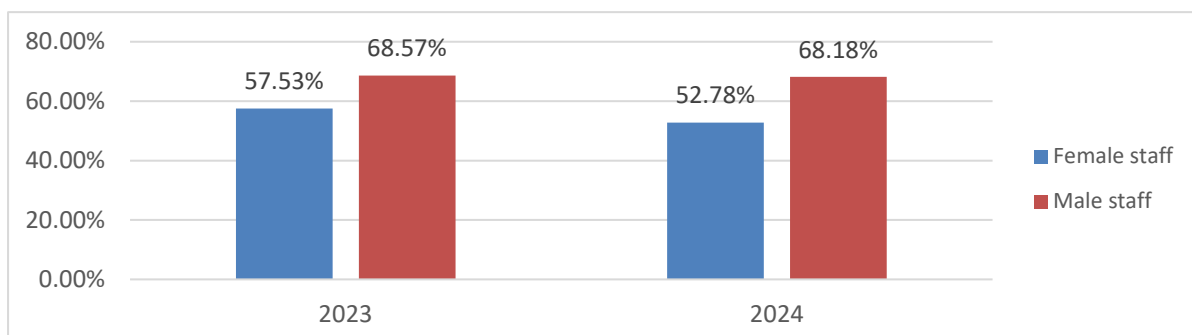
Promotion data by sexual orientation

Table 12.8 shows total promotions and average length of service (LoS) upon promotion by sexual orientation in 2023 and 2024. We note LGBQ+ staff are receiving promotions earlier in their career with SQA than heterosexual staff, which is encouraging for this protected characteristic group.

Table 12.8: Promotion by sexual orientation

Sexual orientation	2023 (number)	2023 %	2024 (number)	2024 %	2023 LoS	2024 LoS
Heterosexual / straight	81	75.00%	40	68.97%	8.14	7.33
LGBQ+	≤ 5	≤ 4.63%	≤ 5	≤ 8.62%	3.36	2.62
Not specified	19	17.59%	10	17.24%	4.07	7.63
Prefer not to say	≤ 5	≤ 4.63%	≤ 5	≤ 8.62%	7.43	3.03

Figure 12.7 shows the proportion of LGBQ+ staff who have received a promotion compared to the proportion of heterosexual staff who have received a promotion. In 2023 a higher proportion of heterosexual staff (11.30%) received a promotion compared to the proportion of LGBQ+ staff (4.17%). However, this was reversed in 2024 with a higher proportion of LGBQ+ staff receiving promotion (6.76%) compared to the proportion of heterosexual staff receiving promotion (5.49%).

Figure 12.7: Proportion of heterosexual and LGBQ+ staff receiving promotion in 2023 and 2024
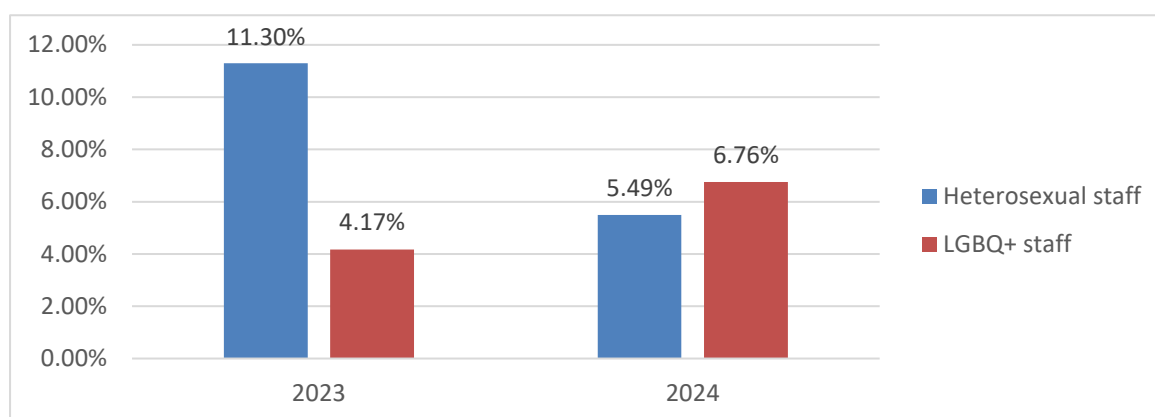
Figure 12.8 shows the proportion of permanent promotions for heterosexual and LGBQ+ staff. The proportion of LGBQ+ staff receiving a permanent promotion was less than heterosexual staff in 2023, but this reverses in 2024 with a greater proportion of LGBQ+ staff receiving a permanent promotion. No clear trends were identified but we will continue to monitor this to ensure our promotion process is fair and equitable.

Figure 12.8: Proportion of staff receiving permanent promotions by sexual orientation in 2023 and 2024
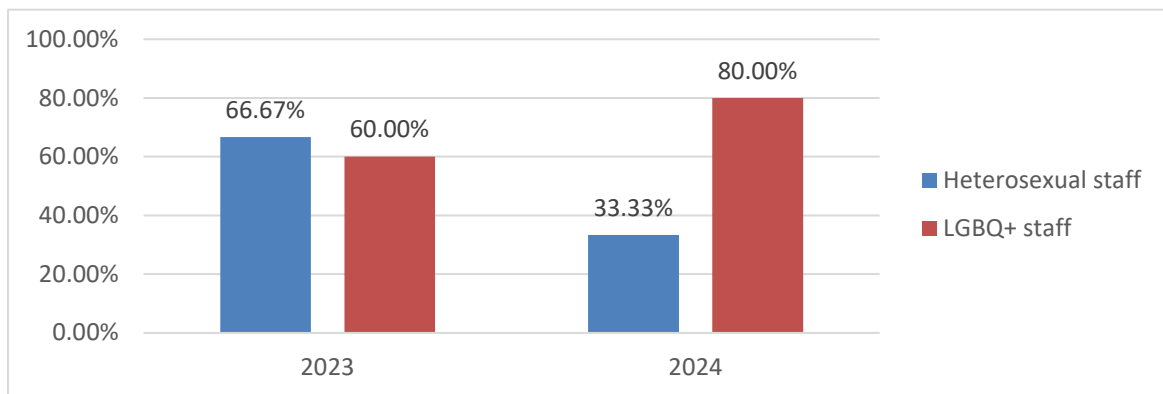
13   Leaver data

We report leaver data by leaver category (voluntary and involuntary) in order to gain insight into whether voluntary and involuntary exit rates differ by protected characteristic group.

The voluntary leaver type includes resignation, retirement and sabbaticals. The involuntary leaver type includes all other types of leavers, including end of fixed-term contracts. This data is published in aggregate due to low numbers in particular categories.

The overall number of leavers has remained relatively consistent between 2021 and 2024, as has the average length of service upon leaving for all leavers. The number of voluntary leavers has increased significantly between 2021 and 2024. This data can be seen below in tables 13.1 and 13.2.

Table 13.1: Leaver data

Leaver type	2021 (number)	2021 %	2022 (number)	2022 %	2023 (number)	2023 %	2024 (number)	2024 %	Difference (number)	Difference %
Involuntary	21	21.43%	14	13.33%	25	26.04%	45	40.91%	24	19.48%
Voluntary	77	78.57%	91	86.67%	71	73.96%	65	59.09%	-12	-19.48%
Total	98	100%	105	100%	96	100%	110	100%	12	–

Table 13.2: Leaver data — average length of service in years

Leaver type	2021	2022	2023	2024
Involuntary	1.76	7.58	2.24	2.17
Voluntary	5.82	5.12	5.48	7.41
Total	4.95	5.45	4.64	5.26

Table 13.3 shows leavers by grade and average length of service upon leaving. Due to the low number of involuntary leavers by grade we have had to aggregate the data to be able to report leavers by grade. The only trend noted for leavers by grade was that grade 1 had 50.00% or more individuals within the grade leave in both years. Grade 1 includes modern apprenticeships and internships. These roles end after completion of the programme unless an individual is successful in securing a permanent position at the end of their apprenticeship contributing to the higher attrition. This is also why the average length of service upon leaving is less than two years at this grade.

Table 13.3: Leaver by grade

Grade	2023 (number)	2023 %	2024 (number)	2024 %	2023 LoS	2024 LoS
Grade 1	7	7.29%	8	7.27%	1.24	0.42
Grade 3	9	9.38%	7	6.36%	5.05	1.99
Grade 4	30	31.25%	26	23.64%	4.48	7.20
Grade 5	11	11.46%	10	9.09%	6.13	5.25
Grade 6	11	11.46%	12	10.91%	7.77	5.23
Grade 7	12	12.50%	13	11.82%	4.63	7.27
Grade 8	11	11.46%	30	27.27%	2.82	3.71
Head of service	< 5	< 5.21%	< 5	< 4.55%	–	–
Director	< 5	< 5.21%	< 5	< 4.55%	–	–

Due to the low number of involuntary leavers, we have had to aggregate the data to be able to report leavers by working pattern. Figures 13.1 and 13.2 shows the percentage of leavers by working pattern. In 2023 there were 78 full-time and 18 part-time staff who left the organisation and in 2024 there were 78 full-time and 32 part-time staff who left the organisation. The proportion of full-time leavers was very similar over both years (8.19% in 2023 and 8.21% in 2024). However, the proportion of part-time leavers doubled in 2024 to 27.59% (up from 13.24% in 2023). This was due to a number of fixed-term contracts coming to an end. The average length of service upon leaving for full-time staff was 3.93 years in 2023 and 4.47 years in 2024. The average length of service upon leaving for part-time staff was 7.70 years in 2023 and 7.20 years in 2024.

Figure 13.1: Percentage of leavers by working pattern 2023

Part-time
18.75%

Full-time
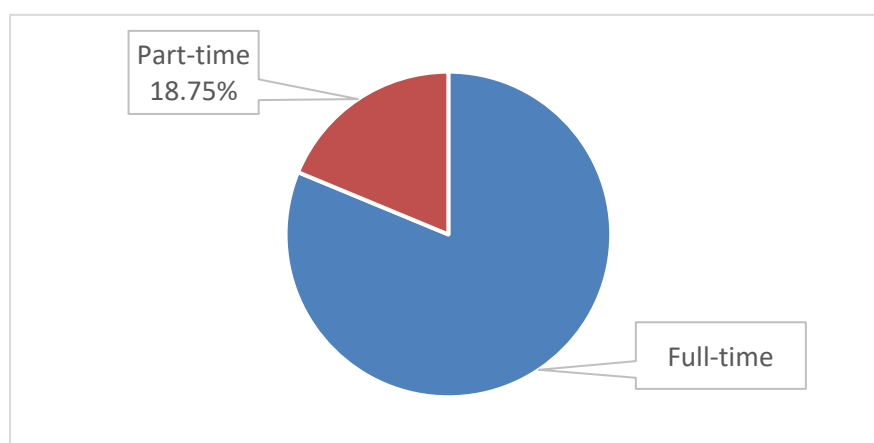
Figure 13.2: Percentage of leavers by working pattern 2024
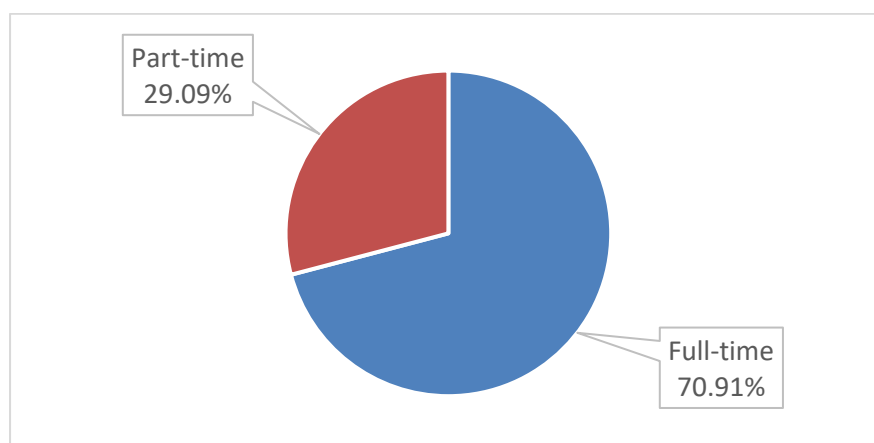
Part-time
29.09%

Full-time
70.91%

Due to the low number of involuntary leavers, we have had to aggregate the data to be able to report leavers by age. Table 13.4 shows the overall number of leavers and average length of service upon leaving by age bracket. There were no obvious trends in leaver ages or proportion of those leaving by age apart from the 16–24 age bracket, which will include modern apprenticeships and internships. These roles end after completion of the programme unless an individual is successful in securing a permanent position at the end of their apprenticeship, contributing to the higher attrition within this age bracket. This is also why the average length of service upon leaving is less than two years at this grade.

Table 13.4: Leaver by age

Age bracket	2023 (number)	2023 %	2024 (number)	2024 %	2023 LoS	2024 LoS
16–24	11	11.46%	14	12.73%	0.73	1.15
25–29	19	19.79%	24	21.82%	2.37	1.56
30–34	11	11.46%	8	7.27%	2.04	3.36
35–39	11	11.46%	≤ 5	≤ 4.55%	4.74	–
40–44	7	7.29%	11	10.00%	1.12	2.47
45–49	8	8.33%	≤ 5	≤ 4.55%	3.04	–
50–54	≤ 5	≤ 5.21%	≤ 5	≤ 4.55%	–	–
55–59	≤ 5	≤ 5.21%	9	8.18%	–	7.89
60–64	10	10.42%	17	15.45%	6.87	10.40
65+	14	14.58%	14	12.73%	14.16	13.27

Where average length of service has not been provided, this is to comply with UK General Data Protection Guidance.

Due to the low number of involuntary leavers, we have had to aggregate the data to be able to report leavers by disability status. Table 13.5 shows the overall number of leavers by disability status. The percentage of leavers by category is consistent over the two-year period. The proportion of disabled staff leaving is slightly greater than that of non-disabled staff over both years — 8.25% of all disabled staff and 7.52% of all non-disabled staff in 2023 and 10.91% of all disabled staff and 7.09% of all non-disabled staff in 2024. The average length of service for disabled and non-disabled staff leaving the organisation was similar over two-year period. We will continue to review this data.

Table 13.5: Leaver by disability

Disability	2023 (number)	2023 %	2024 (number)	2024 %	2023 LoS	2024 LoS
No	54	56.25%	48	43.64%	5.44	6.80
Not specified	30	31.25%	48	43.64%	1.87	2.42
Prefer not to say	< 5	≤ 5.21%	< 5	≤ 4.55%	–	–
Yes	8	8.33%	12	10.91%	6.95	5.86

Due to the low number of involuntary leavers, we have had to aggregate the data to be able to report leavers by race. Table 13.6 shows the overall number of leavers and average length of service upon leaving by race. The percentage of leavers by category is consistent over the two-year period. There was a higher proportion of minority ethnic staff leaving the organisation compared to the proportion of white staff leaving in both years — 23.81% of all minority ethnic staff and 7.25% of all white staff in 2023; 10.87% of all minority ethnic staff and 8.14% of all white staff in

2024. In both years 50% or more minority ethnic leavers were due to fixed-term contracts ending, and it is encouraging to see that there was a decrease in the proportion of minority ethnic staff leaving in 2024. However, we will continue to monitor this to understand why a greater proportion of minority ethnic staff are choosing to leave SQA.

Minority ethnic staff leaving the organisation had a shorter average length of service upon leaving than white staff over both years.

Table 13.6: Leaver by race

Ethnic group	2023 (number)	2023 %	2024 (number)	2024 %	2023 LoS	2024 LoS
Minority ethnic	10	10.42%	≤ 5	≤ 4.55%	1.35	–
Not specified	20	20.83%	28	25.45%	2.28	3.35
Prefer not to say	≤ 5	≤ 5.21%	≤ 5	≤ 4.55%	–	–
White	65	67.71%	73	66.36%	5.87	5.60

Due to the low number of involuntary leavers, we have had to aggregate the data to be able to report leavers by sex. Table 13.7 shows the overall number of leavers and average length of service upon leaving by sex. The percentage of leavers by category is stable over the two-year period. There is a slightly higher proportion of male staff leaving the organisation compared to the proportion of female staff leaving in both years – 10.51% of all male staff and 7.81% of all female staff in 2023 and 10.70% of all male staff and 10.09% of all female staff in 2024. The average length of service for females and males upon leaving was consistent over both years.

Table 13.7: Leaver by sex

Sex	2023 (number)	2023 %	2024 (number)	2024 %	2023 LoS	2024 LoS
Female	53	55.21%	67	60.91%	5.71	6.46
Male	43	44.79%	43	39.09%	3.31	3.40

Due to the low number of involuntary leavers, we have had to aggregate the data to be able to report leavers by sexual orientation. Table 13.8 shows the overall number of leavers and average length of service upon leaving by sexual orientation. There is a slightly higher proportion of LGBQ+ staff leaving the organisation compared to the proportion of heterosexual staff leaving in both years — 8.33% of all LGBQ+ staff and 7.67% of all heterosexual staff in 2023; 16.22% of all LGBQ+ staff and 5.90% of all heterosexual staff in 2024. LGBQ+ staff had a shorter length of service upon leaving than heterosexual staff in both years, which was also less than the overall average length of service in both years. After similar results in the previous 2021–23 Workforce Equality Monitoring Report we reviewed reasons for leaving provided by

LGBQ+ staff and could not identify any significant pattern or trend in this group of leavers and will re-examine this with the additional data from 2023 and 2024.

Table 13.8: Leaver by sexual orientation

Sexual orientation	2023 (number)	2023 %	2024 (number)	2024 %	2023 LoS	2024 LoS
Heterosexual / straight	55	57.29%	43	39.09%	6.01	7.84
LGBQ+	6	6.25%	12	10.91%	1.53	2.64
Not specified	29	30.21%	46	41.82%	1.92	2.49
Prefer not to say	6	6.25%	9	8.18%	8.24	10.61

14 Discipline and grievance

Discipline and grievance are managed through SQA's grievance and discipline policies and associated procedures, with protected characteristics cited where relevant. However, for the reporting period, the numbers that fall under this heading are too low to provide data by individual protected characteristics. We have therefore reported the aggregate number of discipline and grievance cases over the two-year period.

SQA investigated eight disciplinary cases during 2023 and 2024 which resulted in a disciplinary sanction. Over the same period, eight grievances were reported, one of which was related to a protected characteristic. Six were not upheld with no case to answer, and two were partially upheld.

15 Applicant data

This section provides an overview of applicant data by protected characteristic. Internal and external applications are combined in the total statistics.

Table 15.1 shows the applicant information over the four-year period from 2021 to 2024 including total number of applicants, total number of applicants shortlisted, and total number of applicants hired, along with the conversion rate for shortlisting and hiring. The shortlisted conversion rate is the number of shortlisted applicants shown as a percentage of the overall number of applicants. Similarly, the hired conversion rate is the number of applicants hired shown as a percentage of the overall number of applicants.

There has been a significant decrease in the total number of applicants between 2021 and 2024. The decrease in the number of applicants in 2024 is due to a decrease in the number of posts the organisation has advertised, as a result of the public sector recruitment freeze announced by Scottish Government in August 2024.

We also made the equality monitoring section of the application process voluntary in 2024, which has resulted in an increase in the number of applicants who have not provided data across all protected characteristics.

Table 15.1: Overall

Applicant status	2021	2022	2023	2024	Difference
Applicants	3210	3376	7119	2276	-934
Shortlisted	937	952	1155	408	-529
Shortlisted conversion	29.19%	28.20%	16.22%	17.93%	-11.26%
Hired	236	263	233	98	-138
Hired conversion	7.35%	7.79%	3.27%	4.31%	-3.04%

Applicants by age

Figure 15.1 shows the percentage of applications received in each age bracket over the four-year period from 2021 to 2024. In line with the 2021–23 Workforce Equality Monitoring Report, over 50.00% of applications received were from individuals between ages 16 and 34 (64.43% in 2023 and 57.07% in 2024). The 16–24 age bracket had the largest increase in percentage of applications, with a difference of 9.71%, and the 25–29 age bracket had the largest decrease in the percentage of applications, with a negative difference of 7.18% over the four-year period. The number of applications for those in the 55–59, 60–64 and 65+ age brackets accounted for less than 5.0% of the total applications received in each year.

Figure 15.1: Applicants by age bracket as percentage of total applicants by year

40–44 year olds

Percentage of applications

2021: 7.26% · 2022: 8.03% · 2023: 8.40% · 2024: 5.67%

45–49 year olds

Percentage of applications

2021: 6.48% · 2022: 6.04% · 2023: 5.42% · 2024: 3.47%

50–54 year olds

Percentage of applications

2021: 5.95% · 2022: 5.33% · 2023: 4.38% · 2024: 3.21%

55–59 year olds

Percentage of applications

2021: 4.45% · 2022: 2.75% · 2023: 2.43% · 2024: 2.11%

60–64 year olds

Percentage of applications

2021: 1.09% · 2022: 0.95% · 2023: 1.29% · 2024: 0.97%

65 years and older

Percentage of applications

2021: 0.06% · 2022: 0.09% · 2023: 0.08% · 2024: 0.18%

The percentage of each age band hired reflects the percentage of the population within the age bands of the 2022 Scottish Census. In most age bands, the stage reached by applicants is comparable and identifies no prominent age barriers throughout the recruitment process. However, this is not the case for those in the 65+ age bracket, where there were no applicants at the shortlisting or hiring stage in 2021, 2023 or 2024. Applicants in the 65+ age band accounted for 0.11% (10 applicants) of all applications in both 2023 and 2024. Please see Table A.1 in appendix for full details.

Applicants by disability status

Figure 15.2 shows the percentage of applications by disability status over the four-year period from 2021 to 2024. The percentage of applications in each disability

status category remained relatively stable over the four-year period, with the exception of 'Not specified'. We believe this is due to the change in how we record applicant protected characteristic data noted earlier in this section.

Figure 15.2: Applicants by disability status as percentage of total applicants by year

Non-disabled applicants

2021: 83.77% 2022: 82.58% 2023: 83.86% 2024: 67.05%

Disabled applicants

2021: 9.25% 2022: 10.46% 2023: 11.17% 2024: 9.93%

Prefer not to say

2021: 3.33% 2022: 5.07% 2023: 4.30% 2024: 2.28%

Not specified
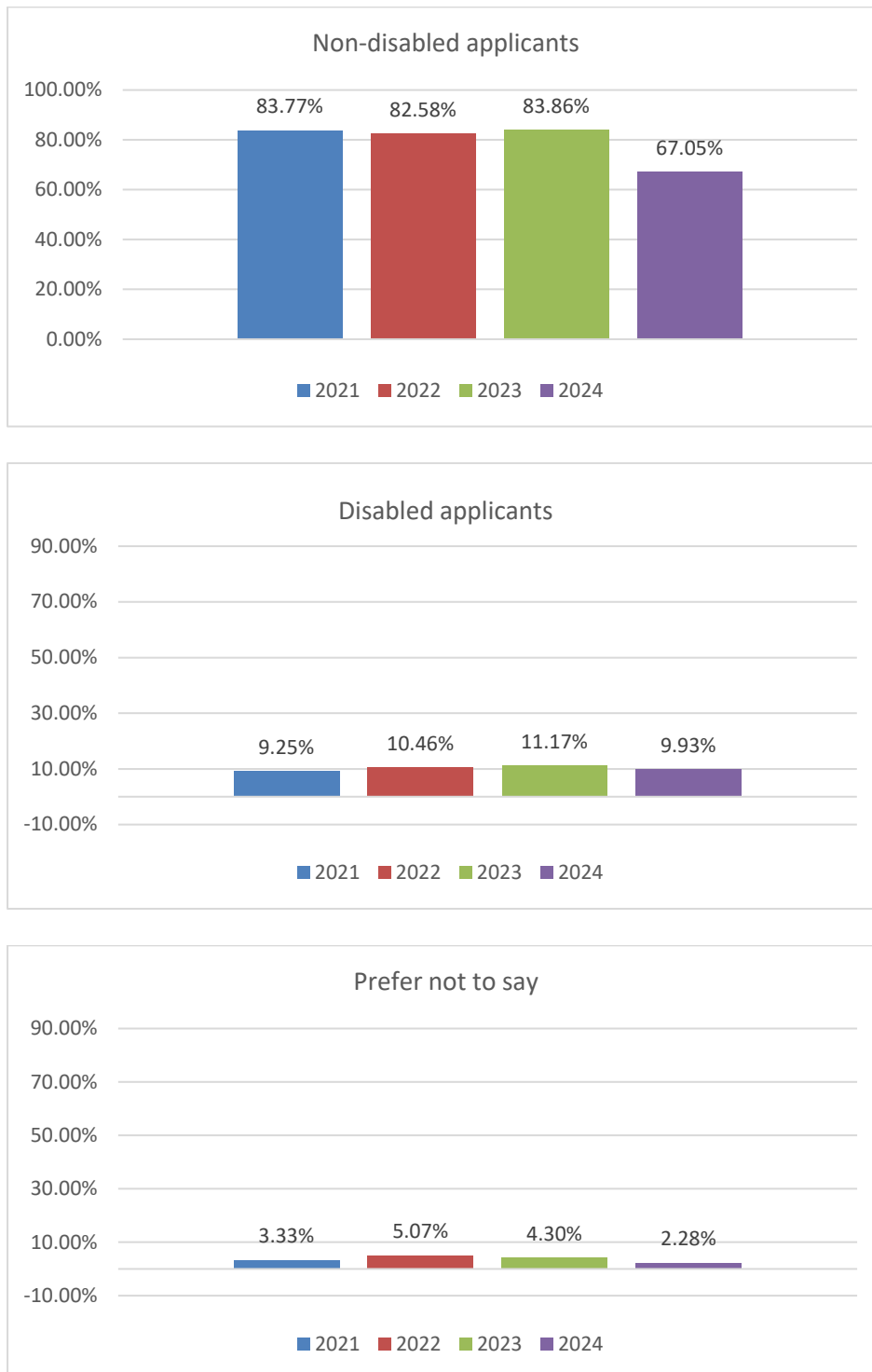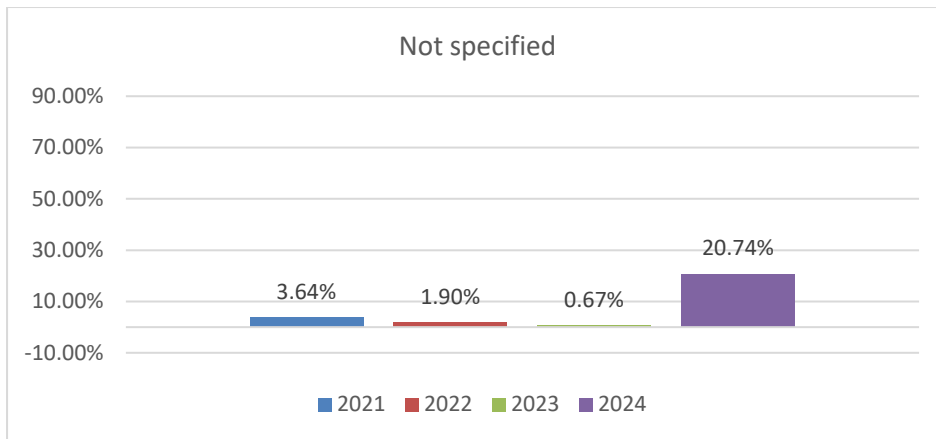
Analysis of applicant disability status by application stage shows that there is a higher proportion of disabled applications being shortlisted compared to the proportion of non-disabled applications shortlisted in all years. This is because of our commitment to the Disability Confident Initiative under which we offer a guaranteed interview to any applicant who considers themself to be disabled, and who meets the minimum requirements for the post. This can be seen in Figure 15.3 below.

Figure 15.3: Proportion of applicants shortlisted by disability status

Non-disabled applicants shortlised

Disabled applicants shortlised

Applicants who prefer not to say shortlised

- 2021: 26.17%
- 2022: 29.82%
- 2023: 12.42%
- 2024: 21.15%

Applicants with disability status not specified shortlised

- 2021: 24.79%
- 2022: 34.38%
- 2023: 22.92%
- 2024: 20.13%
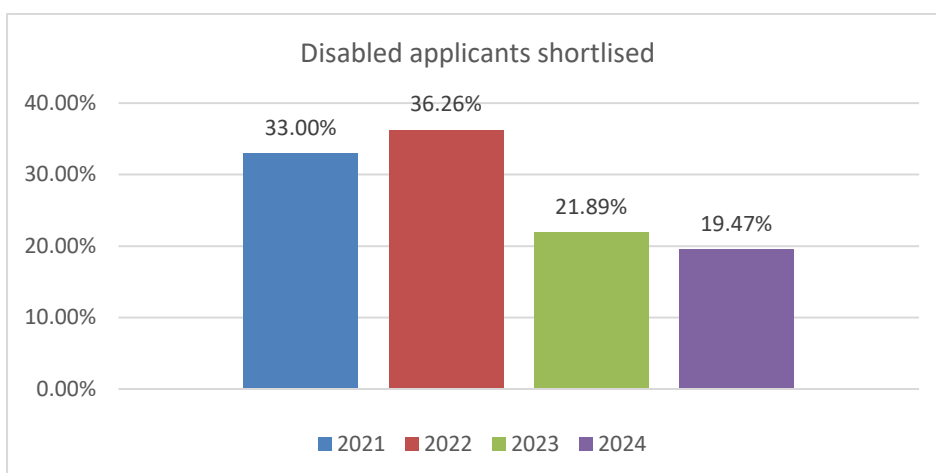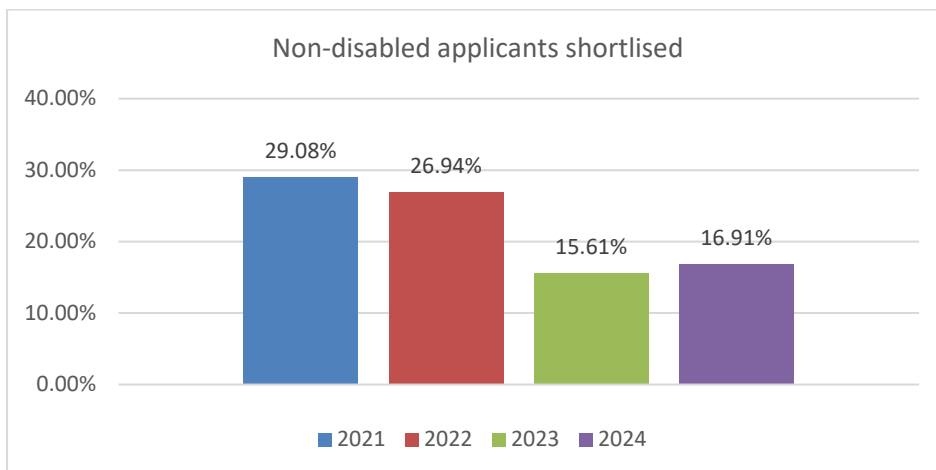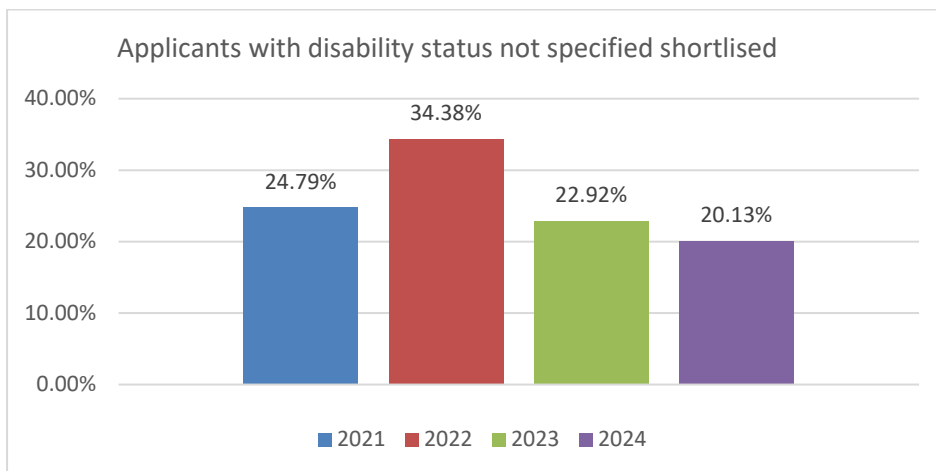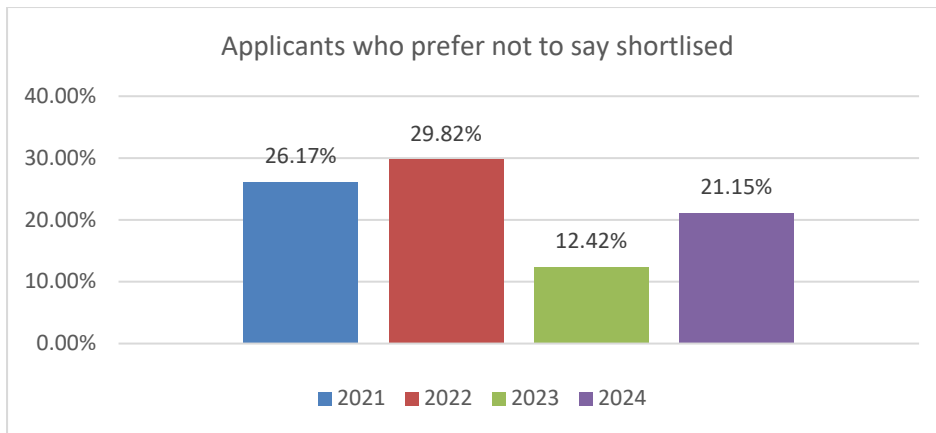
In three out of the four years (2021, 2022 and 2023) the proportion of disabled applicants hired was less than the proportion of non-disabled candidates hired. However, this was the reverse in 2024, with the proportion of disabled applicants hired being greater. This can be seen in Figure 15.4 below.

We will continue to promote our participation in the Disability Confident scheme and monitor the proportion of disabled applicants hired compared to the proportion of non-disabled candidates hired to see if a clearer trend develops. We have Disability Confident Leader status.

Please see Table A.2 in appendix for full details of applicants by disability status.

Figure 15.4: Proportion of applicants hired by disability status by year
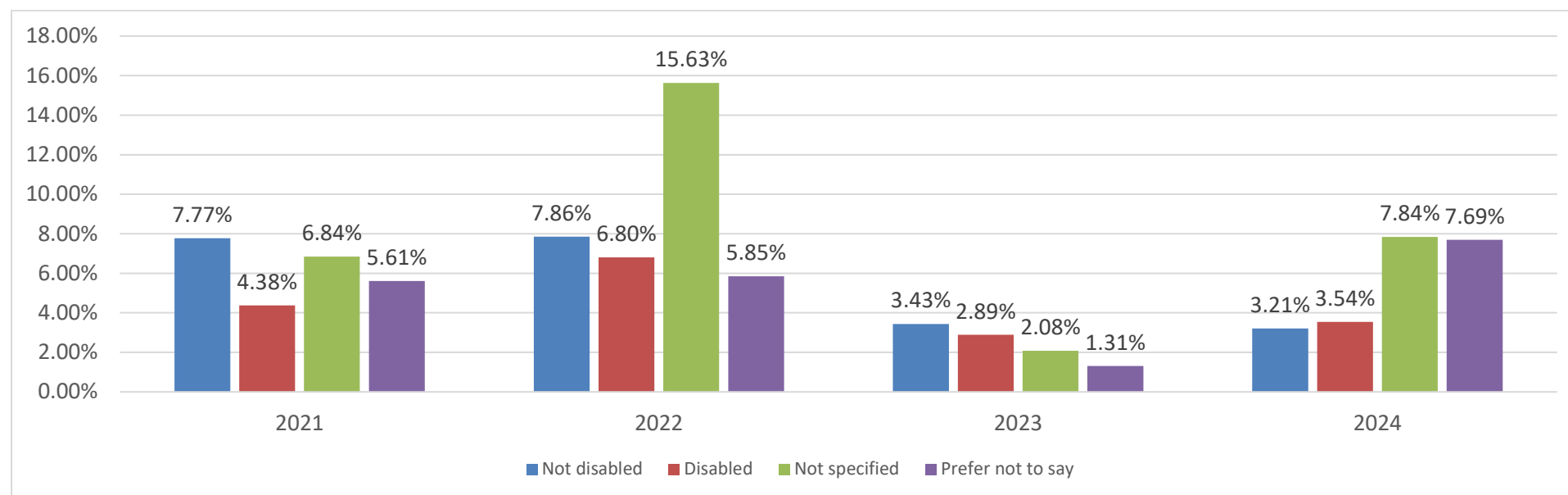
Applicants by marriage and civil partnership status

We note that in 2023 and 2024 the proportion of married applicants shortlisted and hired was greater than the proportion of unmarried candidates shortlisted and hired. There is no further action planned for this protected characteristic. Please see the shortlisted and hired conversion information in Table A.3 in the appendix for full details.

Applicants by race

Minority ethnic applicants accounted for 20.00% of all applications (1424) in 2023 and 15.55% of all applications (354) in 2024.

Applications from minority ethnic applicants accounted for 13.33% all applications shortlisted (154) in 2023 and 7.60% of all applications shortlisted (31) in 2024. Analysis of shortlisted applications by race shows that a higher proportion of applications from white candidates were shortlisted compared to applications from all minority ethnic groups individually and collectively in all four years. This is shown in Figure 15.5 below. The proportion of all minority ethnic applications that were shortlisted in 2023 was 10.81% and 8.76% in 2024.

Figure 15.5: Proportion of applicants shortlisted by race

2021

Ethnic Group	Percentage
African, Scottish African or British African	25.64%
Asian, Scottish Asian or British Asian	20.28%
Caribbean or Black	14.29%
Mixed or multiple Ethnic Group	30.91%
Not specified	24.79%
Other Ethnic Group	3.70%
Prefer Not to Say	25.00%
White	30.60%

2022

Ethnic Group	Percentage
African, Scottish African or British African	16.09%
Asian, Scottish Asian or British Asian	18.68%
Caribbean or Black	21.21%
Mixed or multiple Ethnic Group	28.07%
Not specified	34.38%
Other Ethnic Group	18.92%
Prefer Not to Say	27.14%
White	29.62%

2023

Ethnic Group	Percentage
African, Scottish African or British African	10.03%
Asian, Scottish Asian or British Asian	9.04%
Caribbean or Black	11.46%
Mixed or multiple Ethnic Group	24.00%
Not specified	22.92%
Other Ethnic Group	10.94%
Prefer Not to Say	13.14%
White	17.67%

2024

Ethnic Group	Percentage
African, Scottish African or British African	9.76%
Asian, Scottish Asian or British Asian	8.21%
Caribbean or Black	0.00%
Mixed or multiple Ethnic Group	17.14%
Not specified	20.04%
Other Ethnic Group	0.00%
Prefer Not to Say	16.22%
White	19.57%

Minority ethnic applicants hired accounted for 7.73% all applicants hired (18 individuals) in 2023 and 2.04% of all applicants hired (two individuals) in 2024. Analysis of hired applicants by race shows that there was a higher proportion of white applicants hired compared to all minority ethnic groups individually and collectively over the four-year period. This can be seen below in Figure 15.6. The proportion of minority ethnic applicants hired in 2023 was 1.26% and 0.56% in 2024.

Figure 15.6: Proportion of applicants hired by race

2021

Race	Percentage
African, Scottish African or British African	0.00%
Asian, Scottish Asian or British Asian	5.19%
Carribbean or Black	0.00%
Mixed or multiple Ethnic Group	1.82%
Not specified	6.84%
Other Ethnic Group	0.00%
Prefer Not to Say	2.63%
White	8.04%

2022

Race	Percentage
African, Scottish African or British African	2.30%
Asian, Scottish Asian or British Asian	4.40%
Carribbean or Black	6.06%
Mixed or multiple Ethnic Group	3.51%
Not specified	15.63%
Other Ethnic Group	5.41%
Prefer Not to Say	8.57%
White	8.24%

2023

Race	Percentage
African, Scottish African or British African	0.97%
Asian, Scottish Asian or British Asian	0.96%
Carribbean or Black	2.08%
Mixed or multiple Ethnic Group	2.40%
Not specified	2.08%
Other Ethnic Group	3.13%
Prefer Not to Say	1.14%
White	3.87%

2024

Race	Percentage
African, Scottish African or British African	1.22%
Asian, Scottish Asian or British Asian	0.00%
Carribbean or Black	0.00%
Mixed or multiple Ethnic Group	2.86%
Not specified	7.93%
Other Ethnic Group	0.00%
Prefer Not to Say	2.70%
White	4.12%

We have recently engaged with the Council for Ethnic Minority Voluntary Organisations (CEMVO) to examine best practice in attracting a diversity of applicants.

Please see Table A.4 in the appendix for full details of applicants by race.

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Applicants by religion or belief

This section reports religion or belief, mirroring the 2022 Scottish Census categories.

Analysis of applicants' religion or belief by application stage shows that there was very little change in the percentage of applicants applying from the different religion, belief or non-belief categories. In 2023 and 2024, less than 1.00% of all applicants recorded themselves as Buddhist, Jewish, Pagan or Sikh.

In 2023 and 2024, there were no clear patterns for the proportion of applicants shortlisted in each religion or belief category. This can be seen in the table below.

Table 15.2: Proportion of applicants shortlisted by religion or belief

	2021	**2022**	**2023**	**2024**
Another religion or body	35.90%	21.28%	12.98%	10.00%
Buddhist	35.71%	28.57%	13.21%	27.27%
Church of Scotland	32.63%	36.25%	23.13%	22.40%
Hindu	29.41%	8.77%	9.73%	5.26%
Jewish	0.00%	50.00%	11.54%	0.00%
Muslim	15.00%	18.42%	9.09%	6.10%
None	31.53%	29.62%	17.52%	18.78%
Other Christian	23.29%	19.49%	0.00%	9.45%
Pagan	–	–	0.00%	30.77%
Prefer not to say	26.22%	32.25%	15.36%	16.52%
Roman Catholic	25.27%	23.15%	14.55%	19.76%
Sikh	16.67%	26.32%	0.00%	9.09%
Not specified	24.79%	34.38%	22.92%	20.77%

The table shows the proportion of applicants by religion or belief category. Please see Table T.5 in the appendix for full details of applicants by religion or belief.

Table 15.3: Proportion of applicants hired by religion or belief

	2021	2022	2023	2024
Another religion or body	5.13%	0.00%	2.08%	0.00%
Buddhist	7.14%	14.29%	1.89%	9.09%
Church of Scotland	8.42%	10.00%	5.47%	4.80%
Hindu	3.92%	5.26%	1.56%	0.00%
Jewish	0.00%	0.00%	0.00%	0.00%
Muslim	2.00%	5.26%	0.65%	1.22%
None	9.26%	8.41%	3.79%	3.88%
Other Christian	4.11%	4.62%	0.00%	1.57%
Prefer not to say	4.00%	7.97%	0.00%	7.69%
Roman Catholic	4.10%	5.91%	2.11%	1.74%
Sikh	0.00%	0.00%	3.14%	2.82%
Not specified	6.84%	15.63%	2.08%	8.57%

Applicants by sex

Analysis of applicants' sex by application stage shows that the percentage of applicants who identified themselves as female decreased significantly in 2024. We believe this is due to the change made in 2024 to make equality data collection a voluntary part of the application process, instead of mandatory as it had been up to this point. As you can see in Figure 15.7 below, the proportion of female applications who were shortlisted was higher than the proportion of male applications that were shortlisted. This trend continues when looking at the proportion of females hired versus the proportion of males hired as can be seen in Figure 15.8 below where females have a marginally higher proportion of applicants being hired. Please see Table A.6 in the appendix for full details of applicants by sex.

Figure 15.7: Proportion of applicants shortlisted by sex

Figure 15.7 contains four bar charts showing the proportion of applicants shortlisted by sex for each year.

2021:
- Female: 30.96%
- Male: 27.26%
- Not specified: 24.79%

2022:
- Female: 30.13%
- Male: 25.23%
- Not specified: 34.38%

2023:
- Female: 17.83%
- Male: 14.07%
- Not specified: 22.92%

2024:
- Female: 18.94%
- Male: 16.44%
- Not specified: 19.73%

Figure 15.8: Proportion of applicants hired by sex.

Applicants by sexual orientation

This section reports sexual orientation mirroring the 2022 Scottish Census categories for sexual orientation. LGBQ+ applicants collectively accounted for 13.36% of all applications submitted in 2023 (951) and 8.88% of all applications in 2024 (202).

LGBQ+ applicants shortlisted accounted for 10.56% all applications shortlisted (122) in 2023 and 8.58% of all applications shortlisted (35) in 2024. Analysis of shortlisted applicants' sexual orientation by application stage shows that the proportion of those shortlisted in each sexual orientation category was relatively similar in each of the four years from 2021 to 2024. This can be seen in Figure 15.9 below.

Figure 15.9: Proportion of applications shortlisted by sexual orientation

2021

Category	Value
Bisexual	24.14%
Gay or Lesbian	27.84%
Hetrosexual/Straight	30.35%
Not Specified	24.79%
	21.74%
	22.54%

2022

Category	Value
Bisexual	26.29%
Gay or Lesbian	36.41%
Hetrosexual/Straight	27.10%
Not Specified	34.38%
	46.15%
	33.70%

2023

Category	Value
Bisexual	13.21%
Gay or Lesbian	12.50%
Hetrosexual/Straight	16.59%
Not Specified	22.92%
	11.94%
	18.08%

2024

Category	Value
Bisexual	15.04%
Gay or Lesbian	18.84%
Hetrosexual/Straight	17.22%
Not Specified	20.85%
	25.00%
	15.63%

LGBQ+ applicants hired accounted for 8.15% all applicants hired (19 individuals) in 2023 and 2.04% of all applicants hired (two individuals) in 2024. There appears to be a widening in proportion of each of the sexual orientation categories hired in 2022. This can be seen in Figure 15.10 below. The overall proportion of LGBQ+ applicants hired in 2023 and 2024 (2.00% and 0.99% respectively) was lower than the proportion of heterosexual applicants hired (3.52% in 2023 and 3.44% in 2024).

Please see Table T.7 in the appendix for full details of applicants by sexual orientation.

Figure 15.10: Proportion of applicants hired by sexual orientation.

2024

0.00%

1.45%

3.44%

8.30%

5.00%

3.91%

0.00%   5.00%   10.00%   15.00%   20.00%

- Bisexual
- Gay or Lesbian
- Hetrosexual/Straight
- Not Specified
- Other Sexual Orientation
- Prefer Not to Say
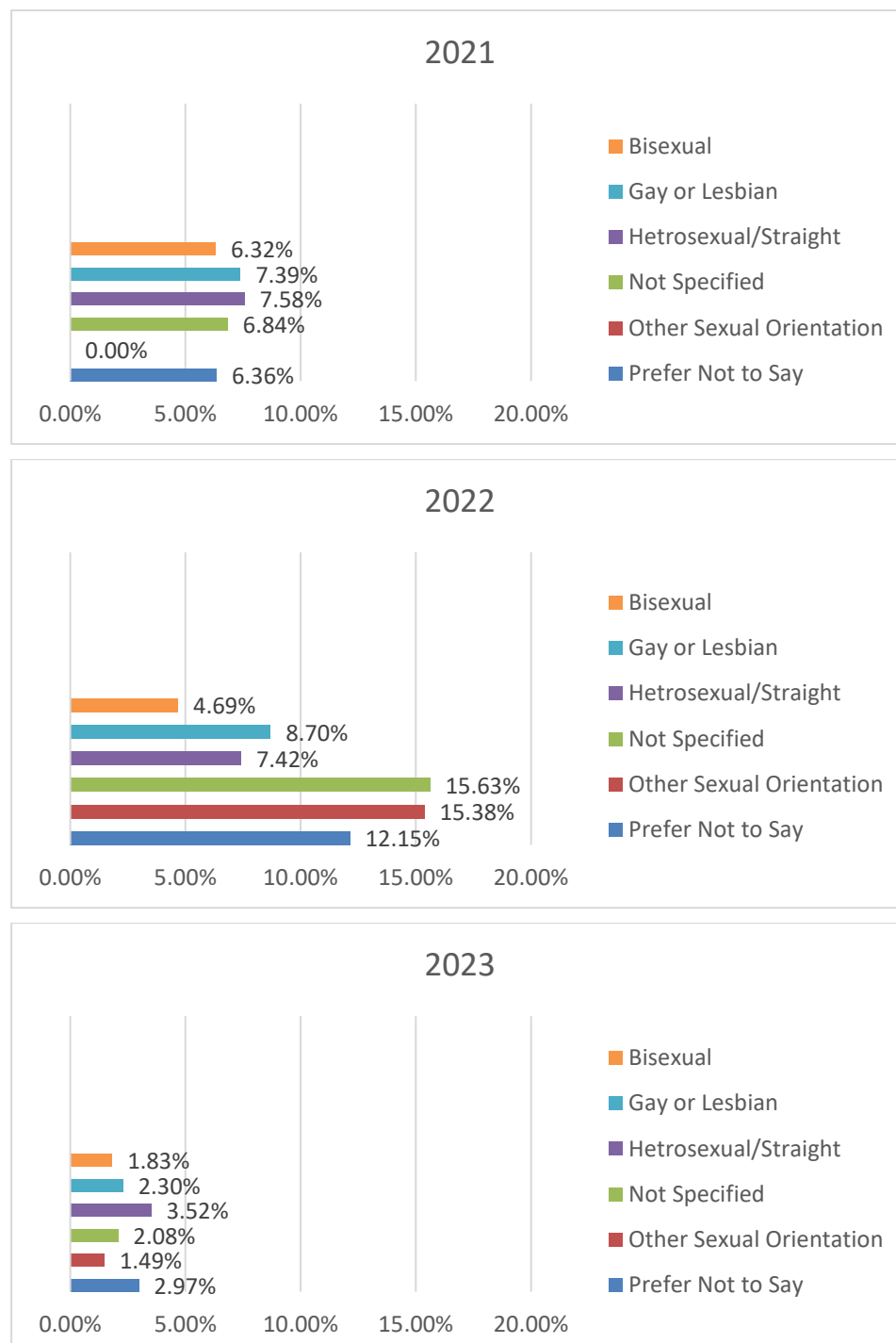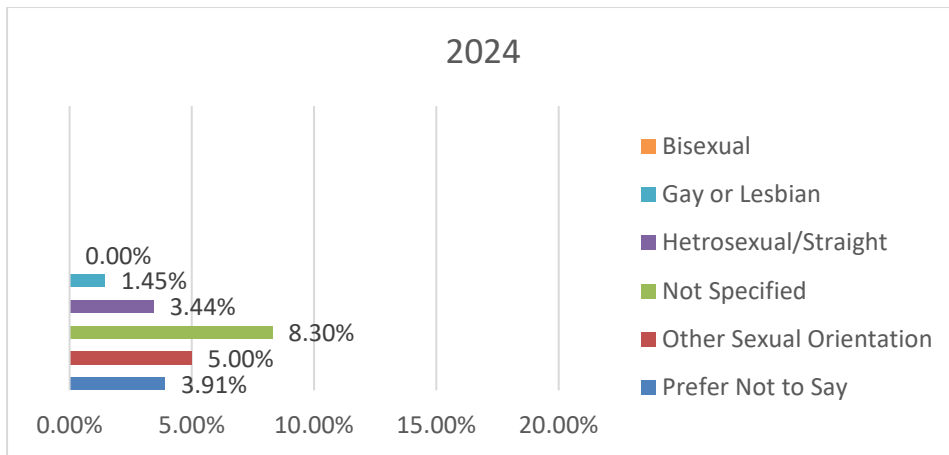
Appendix: Statistics

Table A.1: Applicant status by age bracket

Age	Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
16–24	2021	21.31%	13.98%	19.15%	16.95%	5.85%
	2022	22.69%	15.44%	19.19%	15.21%	5.22%
	2023	21.00%	12.64%	9.77%	12.45%	1.94%
	2024	31.02%	16.18%	9.35%	5.10%	0.71%
	Difference	**9.71%**	**2.20%**	**-9.80%**	**-11.85%**	**-5.14%**
25–29	2021	24.49%	19.21%	22.90%	15.25%	4.58%
	2022	23.40%	20.17%	24.30%	17.87%	5.95%
	2023	26.51%	25.37%	15.53%	21.89%	2.70%
	2024	17.31%	20.34%	21.07%	15.31%	3.81%
	Difference	**-7.18%**	**1.13%**	**-1.83%**	**0.06%**	**-0.77%**
30–34	2021	12.59%	13.34%	30.94%	17.80%	10.40%
	2022	16.00%	14.81%	26.11%	14.45%	7.04%
	2023	16.93%	16.54%	15.85%	12.45%	2.41%
	2024	8.74%	9.56%	19.60%	11.22%	5.53%
	Difference	**-3.85%**	**-3.78%**	**-11.34%**	**-6.58%**	**-4.87%**
35–39	2021	10.72%	15.47%	42.15%	18.22%	12.50%
	2022	11.23%	12.18%	30.61%	12.93%	8.97%
	2023	11.15%	11.60%	16.88%	14.59%	4.28%
	2024	6.20%	7.84%	22.70%	6.12%	4.26%
	Difference	**-4.52%**	**-7.63%**	**-19.45%**	**-12.10%**	**-8.24%**
40–44	2021	7.26%	8.64%	34.76%	7.20%	7.30%
	2022	8.03%	12.08%	42.44%	13.31%	12.92%
	2023	8.40%	12.03%	23.24%	16.31%	6.35%
	2024	5.67%	7.60%	24.03%	8.16%	6.20%
	Difference	**-1.59%**	**-1.04%**	**-10.73%**	**0.96%**	**-1.10%**
45–49	2021	6.48%	9.61%	43.27%	8.47%	9.62%
	2022	6.04%	7.14%	33.33%	6.08%	7.84%
	2023	5.42%	7.62%	22.80%	8.58%	5.18%
	2024	3.47%	5.88%	30.38%	5.10%	6.33%
	Difference	**-3.01%**	**-3.73%**	**-12.89%**	**-3.37%**	**-3.29%**
50–54	2021	5.95%	8.22%	40.31%	7.20%	8.90%
	2022	5.33%	7.25%	38.33%	7.22%	10.56%

Age	Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
	2023	4.38%	6.15%	22.76%	6.44%	4.81%
	2024	3.21%	3.92%	21.92%	5.10%	6.85%
	Difference	**-2.74%**	**-4.30%**	**-18.39%**	**-2.10%**	**-2.05%**
55–59	2021	4.45%	5.98%	39.16%	4.24%	6.99%
	2022	2.75%	3.99%	40.86%	3.04%	8.60%
	2023	2.43%	3.90%	26.01%	4.29%	5.78%
	2024	2.11%	4.90%	41.67%	6.12%	12.50%
	Difference	**-2.34%**	**-1.08%**	**2.51%**	**1.88%**	**5.51%**
60–64	2021	1.09%	1.28%	34.29%	0.42%	2.86%
	2022	0.95%	1.58%	46.88%	1.52%	12.50%
	2023	1.29%	1.82%	22.83%	1.29%	3.26%
	2024	0.97%	0.25%	4.55%	0.00%	0.00%
	Difference	**-0.12%**	**-1.03%**	**-29.74%**	**-0.42%**	**-2.86%**
65+	2021	0.06%	0.00%	0.00%	0.00%	0.00%
	2022	0.09%	0.21%	66.67%	0.76%	66.67%
	2023	0.08%	0.09%	16.67%	0.00%	0.00%
	2024	0.18%	0.25%	25.00%	0.00%	0.00%
	Difference	**0.12%**	**0.25%**	**25.00%**	**0.00%**	**0.00%**

Table A.2: Applicant by disability

Disability	Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
Not disabled	2021	83.77%	83.46%	29.08%	88.56%	7.77%
	2022	82.58%	78.89%	26.94%	83.27%	7.86%
	2023	83.86%	80.69%	15.61%	87.98%	3.43%
	2024	67.05%	63.24%	16.91%	50.00%	3.21%
	Difference	**-16.72%**	**-20.22%**	**-12.17%**	**-38.56%**	**-4.56%**
Disabled	2021	9.25%	10.46%	33.00%	5.51%	4.38%
	2022	10.46%	13.45%	36.26%	9.13%	6.80%
	2023	11.17%	15.06%	21.89%	9.87%	2.89%
	2024	9.93%	10.78%	19.47%	8.16%	3.54%
	Difference	**0.68%**	**0.32%**	**-13.53%**	**2.65%**	**-0.84%**
Not specified	2021	3.64%	3.09%	24.79%	3.39%	6.84%
	2022	1.90%	2.31%	34.38%	3.80%	15.63%
	2023	0.67%	0.95%	22.92%	0.43%	2.08%

Disability	Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
	2024	20.74%	23.28%	20.13%	37.76%	7.84%
	Difference	**17.10%**	**20.19%**	**-4.66%**	**34.37%**	**1.00%**
Prefer not to say	2021	3.33%	2.99%	26.17%	2.54%	5.61%
	2022	5.07%	5.36%	29.82%	3.80%	5.85%
	2023	4.30%	3.29%	12.42%	1.72%	1.31%
	2024	2.28%	2.70%	21.15%	4.08%	7.69%
	Difference	**-1.05%**	**-0.29%**	**-5.02%**	**1.54%**	**2.08%**

Table A.3: Applicant by marriage and civil partnership

Marriage and civil partnership	Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
No	2021	65.83%	59.44%	–	60.59%	–
	2022	66.11%	60.61%	–	56.28%	–
	2023	67.43%	60.00%	14.44%	58.37%	2.83%
	2024	60.37%	52.94%	15.72%	34.69%	2.47%
	Difference	**-5.46%**	**-6.50%**	**–**	**1.14%**	**–**
Yes	2021	27.41%	35.21%	–	33.90%	–
	2022	28.32%	32.67%	–	33.84%	–
	2023	27.86%	34.89%	20.32%	37.34%	4.39%
	2024	17.53%	22.55%	23.06%	26.53%	6.52%
	Difference	**-9.88%**	**-12.66%**	**–**	**-7.37%**	**–**
Not specified	2021	6.20%	6.72%	31.66%	7.20%	8.54%
	2022	7.08%	7.88%	31.38%	8.37%	9.21%
	2023	0.67%	0.95%	22.92%	0.43%	2.08%
	2024	19.82%	22.30%	20.18%	36.73%	7.98%
	Difference	**13.62%**	**15.58%**	**-11.48%**	**29.53%**	**-0.56%**
Prefer not to say	2021	3.12%	2.24%	21.00%	2.12%	2.00%
	2022	3.67%	4.41%	33.87%	6.08%	5.26%
	2023	4.05%	4.16%	16.67%	3.86%	3.13%
	2024	2.28%	2.21%	17.31%	2.04%	3.85%
	Difference	**-0.84%**	**-0.03%**	**-3.69%**	**-0.08%**	**1.85%**

Table A.4: Applicant by race

Race	Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
African, Scottish African, or British African	2021	1.21%	1.07%	25.64%	0.00%	0.00%
	2022	2.58%	1.47%	16.09%	0.76%	2.30%
	2023	4.34%	2.68%	10.03%	1.29%	0.97%
	2024	3.60%	1.96%	9.76%	1.02%	1.22%
	Difference	**2.39%**	**0.89%**	**-15.88%**	**1.02%**	**1.22%**
Asian, Scottish Asian, or British Asian	2021	6.60%	4.59%	20.28%	4.66%	5.19%
	2022	8.09%	5.36%	18.68%	4.56%	4.40%
	2023	11.66%	6.49%	9.04%	3.43%	0.96%
	2024	9.09%	4.17%	8.21%	0.00%	0.00%
	Difference	**2.49%**	**-0.42%**	**-12.07%**	**-4.66%**	**-5.19%**
Caribbean or Black	2021	0.65%	0.32%	14.29%	0.00%	0.00%
	2022	0.98%	0.74%	21.21%	0.76%	6.06%
	2023	1.35%	0.95%	11.46%	0.86%	2.08%
	2024	0.97%	0.00%	0.00%	0.00%	0.00%
	Difference	**0.32%**	**-0.32%**	**-14.29%**	**0.00%**	**0.00%**
Mixed or multiple Ethnic Group	2021	1.71%	1.81%	30.91%	0.42%	1.82%
	2022	1.69%	1.68%	28.07%	0.76%	3.51%
	2023	1.76%	2.60%	24.00%	1.29%	2.40%
	2024	1.54%	1.47%	17.14%	1.02%	2.86%
	Difference	**-0.17%**	**-0.34%**	**-13.77%**	**0.60%**	**1.04%**
Other ethnic group	2021	0.84%	0.11%	3.70%	0.00%	0.00%
	2022	1.10%	0.74%	18.92%	0.76%	5.41%
	2023	0.90%	0.61%	10.94%	0.86%	3.13%
	2024	0.35%	0.00%	0.00%	0.00%	0.00%
	Difference	**-0.49%**	**-0.11%**	**-3.70%**	**0.00%**	**0.00%**
Prefer not to say	2021	2.37%	2.03%	25.00%	0.85%	2.63%
	2022	2.07%	2.00%	27.14%	2.28%	8.57%
	2023	2.46%	1.99%	13.14%	0.86%	1.14%
	2024	1.63%	1.47%	16.22%	1.02%	2.70%
	Difference	**-0.74%**	**-0.56%**	**-8.78%**	**0.17%**	**0.07%**
White	2021	82.96%	86.98%	30.60%	90.68%	8.04%
	2022	81.61%	85.71%	29.62%	86.31%	8.24%
	2023	76.86%	83.72%	17.67%	90.99%	3.87%
	2024	62.87%	68.63%	19.57%	60.20%	4.12%

Race	Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
	Difference	-20.09%	-18.35%	-11.03%	-30.48%	-3.92%
Not specified	2021	3.64%	3.09%	24.79%	3.39%	6.84%
	2022	1.90%	2.31%	34.38%	3.80%	15.63%
	2023	0.67%	0.95%	22.92%	0.43%	2.08%
	2024	19.95%	22.30%	20.04%	0.43%	7.93%
	Difference	16.31%	19.21%	-4.75%	-2.96%	1.09%

Table A.5: Applicant by religion or belief

Religion or belief	Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
Another religion or body	2021	1.21%	1.49%	35.90%	0.85%	5.13%
	2022	1.39%	1.05%	21.28%	0.00%	0.00%
	2023	8.77%	7.01%	12.98%	5.58%	2.08%
	2024	0.88%	0.49%	10.00%	0.00%	0.00%
	Difference	-0.33%	-1.00%	-25.90%	-0.85%	-5.13%
Buddhist	2021	0.44%	0.53%	35.71%	0.42%	7.14%
	2022	0.41%	0.42%	28.57%	0.76%	14.29%
	2023	0.74%	0.61%	13.21%	0.43%	1.89%
	2024	0.48%	0.74%	27.27%	1.02%	9.09%
	Difference	0.04%	0.21%	-8.44%	0.60%	1.95%
Church of Scotland	2021	8.88%	9.93%	32.63%	10.17%	8.42%
	2022	7.11%	9.14%	36.25%	9.13%	10.00%
	2023	5.65%	8.05%	23.13%	9.44%	5.47%
	2024	5.49%	6.86%	22.40%	6.12%	4.80%
	Difference	-3.39%	-3.07%	-10.23%	-4.05%	-3.62%
Hindu	2021	1.59%	1.60%	29.41%	0.85%	3.92%
	2022	1.69%	0.53%	8.77%	1.14%	5.26%
	2023	3.61%	2.16%	9.73%	1.72%	1.56%
	2024	3.34%	0.98%	5.26%	0.00%	0.00%
	Difference	1.75%	-0.62%	-24.15%	-0.85%	-3.92%
Jewish	2021	0.12%	0.00%	0.00%	0.00%	0.00%
	2022	0.18%	0.32%	50.00%	0.00%	0.00%
	2023	0.37%	0.26%	11.54%	0.00%	0.00%
	2024	0.04%	0.00%	0.00%	0.00%	0.00%
	Difference	-0.08%	0.00%	0.00%	0.00%	0.00%

Religion or belief	Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
Muslim	2021	3.12%	1.60%	15.00%	0.85%	2.00%
	2022	3.38%	2.21%	18.42%	2.28%	5.26%
	2023	4.33%	2.42%	9.09%	0.86%	0.65%
	2024	3.60%	1.23%	6.10%	1.02%	1.22%
	Difference	0.48%	-0.37%	-8.90%	0.17%	-0.78%
None	2021	54.83%	59.23%	31.53%	69.07%	9.26%
	2022	57.41%	60.29%	29.62%	61.98%	8.41%
	2023	56.29%	60.78%	17.52%	65.24%	3.79%
	2024	43.06%	45.10%	18.78%	38.78%	3.88%
	Difference	-11.77%	-14.13%	-12.75%	-30.29%	-5.38%
Other Christian	2021	4.55%	3.63%	23.29%	2.54%	4.11%
	2022	5.78%	3.99%	19.49%	3.42%	4.62%
	2023	0.00%	0.00%	0.00%	0.00%	0.00%
	2024	5.58%	2.94%	9.45%	2.04%	1.57%
	Difference	1.03%	-0.69%	-13.84%	-0.50%	-2.54%
Pagan	2021	–	–	–	–	–
	2022	–	–	–	–	–
	2023	0.00%	0.00%	0.00%	0.00%	0.00%
	2024	0.57%	0.98%	30.77%	1.02%	7.69%
	Difference	0.57%	1.34%	15.38%	1.02%	7.69%
Prefer Not to say	2021	7.01%	6.30%	26.22%	3.81%	4.00%
	2022	8.18%	9.35%	32.25%	8.37%	7.97%
	2023	7.32%	6.93%	15.36%	4.72%	2.11%
	2024	5.05%	4.66%	16.52%	2.04%	1.74%
	Difference	-1.96%	-1.64%	-9.70%	-1.77%	-2.26%
Roman Catholic	2021	14.42%	12.49%	25.27%	8.05%	4.10%
	2022	12.03%	9.87%	23.15%	9.13%	5.91%
	2023	12.07%	10.82%	14.55%	11.59%	3.14%
	2024	10.90%	12.01%	19.76%	7.14%	2.82%
	Difference	-3.52%	-0.48%	-5.51%	-0.91%	-1.28%
Sikh	2021	0.19%	0.11%	16.67%	0.00%	0.00%
	2022	0.56%	0.53%	26.32%	0.00%	0.00%
	2023	0.20%	0.00%	0.00%	0.00%	0.00%
	2024	0.48%	0.25%	9.09%	0.00%	0.00%
	Difference	0.29%	0.14%	-7.58%	0.00%	0.00%

Religion or belief	Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
Not specified	2021	3.64%	3.09%	24.79%	3.39%	6.84%
	2022	1.90%	2.31%	34.38%	3.80%	15.63%
	2023	0.67%	0.95%	22.92%	0.43%	2.08%
	2024	20.52%	23.77%	20.77%	40.82%	8.57%
	Difference	**16.88%**	**20.68%**	**-4.02%**	**37.43%**	**1.73%**

Table A.6: Applicant by sex

Sex	Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
Female	2021	54.64%	57.95%	30.96%	61.86%	8.32%
	2022	56.64%	60.50%	30.13%	57.03%	7.85%
	2023	55.70%	61.21%	17.83%	63.95%	3.76%
	2024	39.89%	42.16%	18.94%	37.76%	4.07%
	Difference	**-14.75%**	**-15.79%**	**-12.02%**	**-24.10%**	**-4.25%**
Male	2021	41.71%	38.95%	27.26%	34.75%	6.12%
	2022	41.44%	37.08%	25.23%	38.78%	7.29%
	2023	43.63%	37.84%	14.07%	35.62%	2.67%
	2024	39.28%	36.03%	16.44%	25.51%	2.80%
	Difference	**-14.75%**	**-15.79%**	**-12.02%**	**-24.10%**	**-4.25%**
Not provided	2021	3.64%	3.09%	24.79%	3.39%	6.84%
	2022	1.90%	2.31%	34.38%	3.80%	15.63%
	2023	0.67%	0.95%	22.92%	0.43%	2.08%
	2024	19.82%	21.81%	19.73%	36.73%	7.98%
	Difference	**16.18%**	**18.72%**	**-5.06%**	**33.34%**	**1.14%**
Other	2021	–	–	–	–	–
	2022	–	–	–	–	–
	2023	–	–	–	–	–
	2024	0.13%	0.00%	0.00%	0.00%	0.00%
	Difference	–	–	–	–	–
Prefer not to say	2021	–	–	–	–	–
	2022	–	–	–	–	–
	2023	–	–	–	–	–
	2024	0.88%	0.00%	0.00%	0.00%	0.00%
	Difference	–	–	–	–	–

Table A.7: Applicant by sexual orientation

Sexual orientation	Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
Bisexual	2021	5.42%	4.48%	24.14%	4.66%	6.32%
	2022	6.31%	5.88%	26.29%	3.80%	4.69%
	2023	6.91%	5.63%	13.21%	3.86%	1.83%
	2024	4.96%	4.17%	15.04%	0.00%	0.00%
	Difference	**-0.46%**	**-0.31%**	**-9.10%**	**-4.66%**	**-6.32%**
Gay or lesbian	2021	5.48%	5.23%	27.84%	5.51%	7.39%
	2022	5.45%	7.04%	36.41%	6.08%	8.70%
	2023	5.51%	-4.24%	12.50%	3.86%	2.30%
	2024	3.03%	3.19%	18.84%	1.02%	1.45%
	Difference	**-2.45%**	**-2.04%**	**-9.00%**	**-4.49%**	**-5.94%**
Heterosexual / straight	2021	79.35%	82.50%	30.35%	81.78%	7.58%
	2022	80.21%	77.10%	27.10%	76.43%	7.42%
	2023	79.83%	81.65%	16.59%	85.84%	3.52%
	2024	63.80%	61.27%	17.22%	51.02%	3.44%
	Difference	**-15.55%**	**-21.23%**	**-13.13%**	**-30.76%**	**-4.14%**
Other sexual orientation	2021	0.72%	0.53%	21.74%	0.00%	0.00%
	2022	0.77%	1.26%	46.15%	1.52%	15.38%
	2023	0.94%	0.69%	11.94%	0.43%	1.49%
	2024	0.88%	1.23%	25.00%	1.02%	5.00%
	Difference	**0.16%**	**0.70%**	**3.26%**	**1.02%**	**5.00%**
Prefer not to say	2021	5.39%	4.16%	22.54%	4.66%	6.36%
	2022	5.36%	6.41%	33.70%	8.37%	12.15%
	2023	6.14%	6.84%	18.08%	5.58%	2.97%
	2024	5.62%	4.90%	15.63%	5.10%	3.91%
	Difference	**0.23%**	**0.74%**	**-6.91%**	**0.44%**	**-2.45%**
Not provided	2021	3.64%	3.09%	24.79%	3.39%	6.84%
	2022	1.90%	2.31%	34.38%	3.80%	15.63%
	2023	0.67%	0.95%	22.92%	0.43%	2.08%
	2024	21.70%	25.25%	20.85%	41.84%	8.30%
	Difference	**18.06%**	**22.16%**	**-3.94%**	**38.45%**	**1.46%**