



Workforce Equality Monitoring Report

2021–23

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Introduction

As part of its Public Sector Equality Duties, SQA is required to publish information on the composition of our workforce every two years. The Workforce Equality Monitoring Report 2021–23 provides data for the reporting period 01 February 2021 to 30 November 2022. The 2022 data is over a shorter time period as we have changed the date at which we extract data from our systems to allow sufficient time to analyse the data and meet internal approval deadlines. The data aims to examine progress and trends against data published in 2019–21 (where possible).

The publication of this workforce data supports our commitment to embed and mainstream equality, diversity and inclusion in all that we do by providing insight to inform our equality action plans and allow us to have 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 SQA must gather, use and publish both employee and gender pay gap (link to Equal Pay Audit) information. 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 2021–23 (insert link)

Methodology

- 1 A snapshot of staff data has been taken from our Human Resource Information System (Business World) as of 30 November 2022.
- 2 Applicant data has been extracted from our recruitment management system (eRecruiter) for the period 01 February 2021 to 30 November 2022.
- 3 Variance data has been calculated by comparing 2022 data against 2019 data where possible or as otherwise indicated.
- 4 Where applicable, we look to include external benchmarking data within this report for the purposes of comparison. We have utilised headcount unless stated otherwise. This includes those on a temporary fixed term contract (FTC) but does not include agency workers or secondees. Full-time and part-time staff are reported as aggregate headcounts unless stated.
- 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 The Executive Management Team (EMT) data is not disclosed due to the size of this population and to ensure compliance with GDPR legislation to protect personal information.
- 8 The equality and diversity data within this report is based upon voluntary individual self-classification (apart from sex and age, which uses HMRC data) where individuals have the option to choose not to disclose. The 'Prefer not to say' option is available for those individuals who do not wish to identify their information on one or more of the protected characteristics. 'Not Recorded' indicates that no information has been provided by an individual in the self-classification options.
- 9 There may be variances in the number of females and males noted within the Equal Pay Audit Summary as of 30 November 2022 due to the workforce equality monitoring report using only the sex options that are reportable to HMRC. The Equal Pay Audit summary excludes staff who selected '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 characteristics categories listed within 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. While gender identity is not the same as gender reassignment, it does offer the option for staff to describe their gender identity as 'male', 'female' and 'in another way' Gender reassignment information for staff is gathered by asking: Have you ever identified as a trans * or transgender person? Gender identity information is gathered by asking: How would you describe your gender identity? Gender identity information is gathered separately from data on sex, which utilises HMRC data.
- 14 Race within section 7 has been reported in line with the [ethnic categories](#) within Scotland's 2022 Census. While we recognise that each ethnic minority group will have its own experience of the workplace which we value and review data for, we have had to combine all ethnic minority groups to provide analysis and commentary in some sections within the report due to the smaller population sizes.
- 15 Sexual orientation has been aggregated within some sections of the report under the heading of LGBTQ+ encompassing individuals who identify as Lesbian, Gay, Bisexual, Questioning and in another way 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 2022, SQA had a total of 1036 staff, which equates to 983.05 full time equivalents (FTE). There has been an increase of 11.04% in the number of staff within the organisation when compared to 2019. 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 47.20% of all SQA staff working within these two directorates.

Table 0.1: colleague headcount by directorate

Directorate	2019	2020	2021	2022	Variance
Accreditation ¹	1.94%	2.19%	2.01%	1.83%	-0.11%
Business Development	17.57%	16.89%	11.98%	11.58%	-5.99%
Business Systems	14.56%	14.39%	14.00%	13.22%	-1.34%
Communications			5.14%	5.50%	5.50%
Corporate Office ²	2.23%	2.29%	2.11%	2.03%	-0.20%
Education Reform ³			0.00%	0.58%	0.58%
Finance & Corporate Services	5.15%	5.94%	5.74%	5.69%	0.54%
Modern Apprentice ⁴	0.19%	0.83%	0.00%	0.19%	0.00%
Operations	19.90%	19.29%	18.63%	18.53%	-1.37%
People	10.68%	9.80%	8.66%	8.59%	-2.09%
Policy, Analysis and Standards			2.92%	3.57%	3.57%
Qualifications Development	27.77%	28.57%	28.80%	28.67%	0.90%

¹ Accreditation is an individual reporting area and not part of a wider directorate.

² Corporate Office is an individual reporting area and not part of a wider directorate.

³ Education Reform is a newly created directorate and was only established in September 2022.

⁴ Modern Apprentice is an individual reporting area and not part of a wider directorate.

Table 0.2 shows the breakdown of staff completing the information by equality data category over the last four years. This has been split by staff who have completed the information (including 'prefer not to say') and those who have not yet completed it. The variance compares 2022 to 2019, where possible.

It is encouraging to note that there has been an overall increase of 40.91% in staff completion rates since the 2019 reporting period. Both age and sex have 100% completion rates as these must be completed for HMRC purposes. All other protected characteristics have a completion rate of over 80%. Sexual orientation has the lowest average self-reporting rate but it is encouraging to note that there has been an increase of 29.24% since the 2019 reporting period. The protected characteristic with the greatest increase in self-reporting over the four-year period has been marriage & civil partnership, with an increase of 31.36% followed by disability (↑29.93%) and race (↑29.27%) since the 2019 reporting period. Further work is continuing in this area to encourage staff to declare their protected characteristics.

Table 0.2: Colleague completion rate

Completion rate	2019	2020	2021	2022	Variance
Age ⁵	100.00%	100.00%	100.00%	100.00%	0.00%
Caring Responsibilities	73.85%	76.40%	83.18%	80.89%	7.04%
Disability	52.41%	83.99%	84.69%	82.24%	29.83%
Gender Identification	-	-	85.70%	83.20%	-
Nationality	-	-	90.43%	88.80%	-
Marriage & Civil Partnership	56.38%	86.24%	89.73%	87.74%	31.36%
Race	58.95%	87.04%	89.83%	88.22%	29.27%
Religion or Belief	-	86.73%	89.73%	88.13%	-
Sex ⁶	100.00%	100.00%	100.00%	100.00%	0.00%
Sexual Orientation	52.52%	83.35%	84.29%	81.76%	29.24%
Transgender Identification	53.70%	84.61%	85.40%	82.92%	29.22%
SQA	47.40%	71.20%	89.98%	88.30%	40.91%

⁵ Age is 100% completion rate as we use date of birth provided during the hiring process.

⁶ Sex is 100% completion rate as we use HMRC gender information provided during the hiring process.

Staff equality and diversity profile

1 Age

In all four years since 2019, 64.29% 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 2022, those within these age brackets made up 6.56% of the organisation. It is, however, encouraging to note that there has been a 1.7% increase in the over 65 age bracket.

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 and/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 around employability skills.

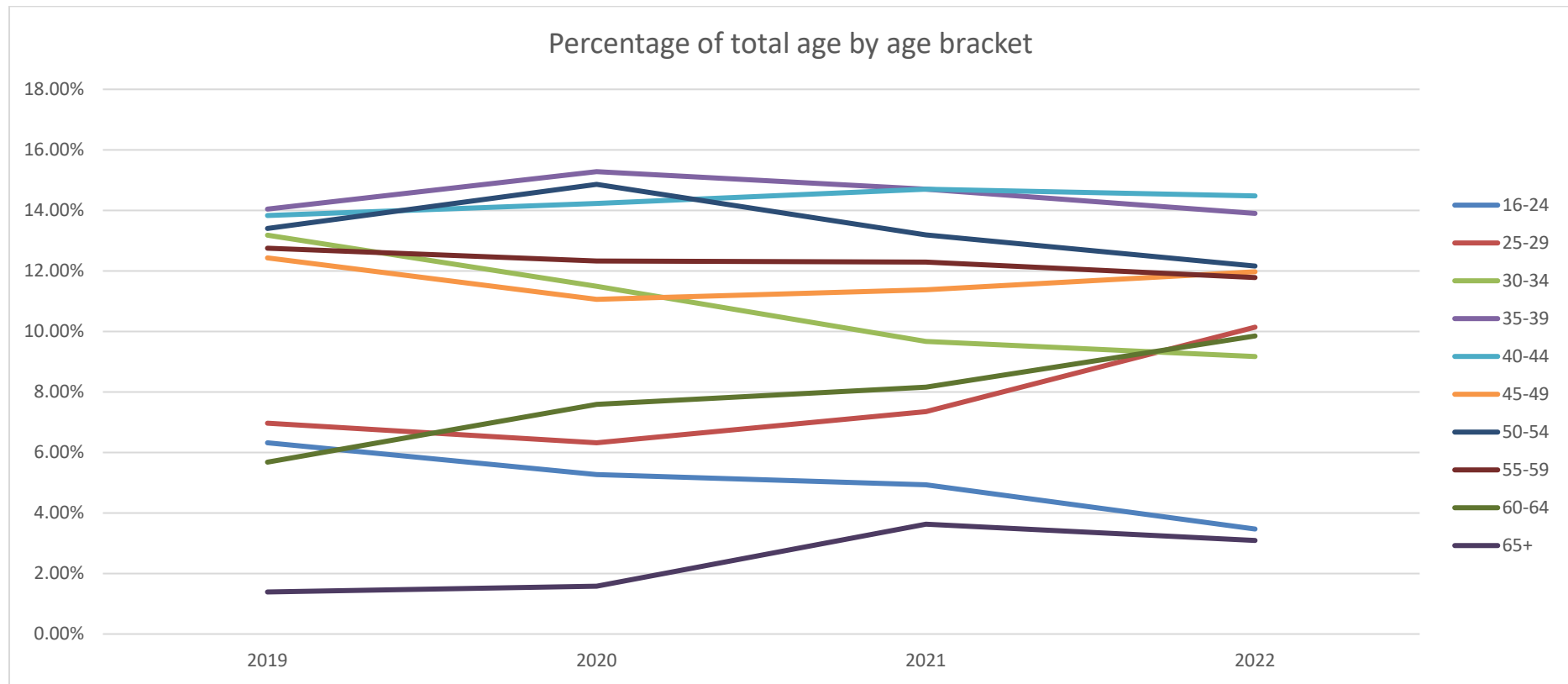
During the reporting periods from 2019 to 2022 there has been an increase of greater than 1.00% of staff within the 60–64 (↑4.16%), 25–29 (↑3.17%) and 65+ (↑1.70%) age brackets and a decrease of greater than 1.00% of staff within the 30–34 (↓4.01%), 16–24 (↓2.85%) and 50–54 (↓1.24%) age brackets.

Table 1.1 shows the age profile of the organisation from 2019 to 2022.

Table 1.1: Age

Age bracket	2019 no	2019 %	2020 no	2020 %	2021 no	2021 %	2022 no	2022 %	Variance no	Variance %
16–24	59	6.32%	50	5.27%	49	4.93%	36	3.47%	-23	-2.85%
25–29	65	6.97%	60	6.32%	73	7.35%	105	10.14%	40	3.17%
30–34	123	13.18%	109	11.49%	96	9.67%	95	9.17%	-28	-4.01%
35–39	131	14.04%	145	15.28%	146	14.70%	144	13.90%	13	-0.14%
40–44	129	13.83%	135	14.23%	146	14.70%	150	14.48%	21	0.65%
45–49	116	12.43%	105	11.06%	113	11.38%	124	11.97%	8	-0.46%
50–54	125	13.40%	141	14.86%	131	13.19%	126	12.16%	1	-1.24%
55–59	119	12.75%	117	12.33%	122	12.29%	122	11.78%	3	-0.98%
60–64	53	5.68%	72	7.59%	81	8.16%	102	9.85%	49	4.16%
65+	13	1.39%	15	1.58%	36	3.63%	32	3.09%	19	1.70%
Total	933	100.00%	949	100.00%	993	100.00%	1036	100.00%	103	11.04%

Figure 1.0: Percentage of total age by age bracket



The largest percentage of staff in the:

- ◆ 16–24 and 25–29 age brackets are at grade 4 in both 2021 and 2022.
- ◆ 30–34 age bracket are at grade 6 in both 2021 and 2022.
- ◆ 35–39 age bracket are at grade 7 in 2021 and grade 6 in 2022.
- ◆ 40–44 age bracket are at grade 8 in both 2021 and 2022.
- ◆ 45–49 age bracket are at grade 7 in both 2021 and 2022.
- ◆ 50–54, 55–59, 60–64 and 65+ age brackets are Head of Service in both 2021 and 2022.

Figure 1.1: 2021 Distribution of age bracket by grade

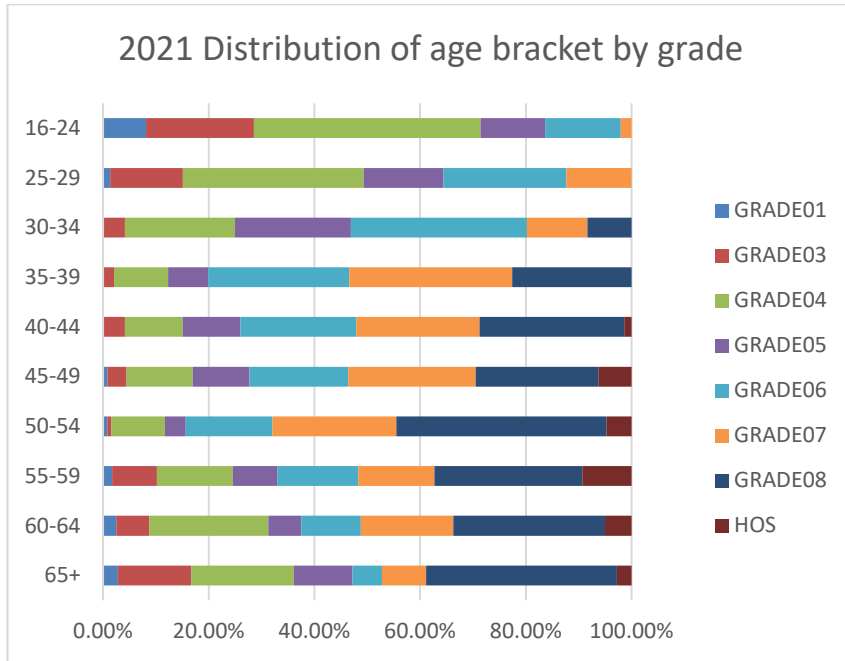
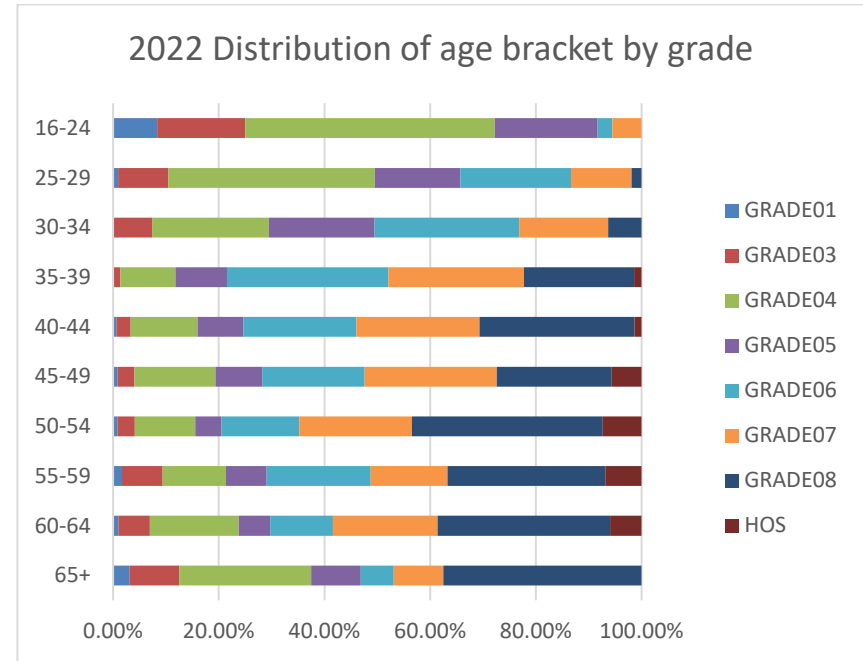


Figure 1.2: 2022 Distribution of age bracket by grade



- ◆ The proportion of staff working part-time is greater than the proportion of staff working full-time in the 55–59, 60–64 and 65+ age brackets for both 2021 and 2022.
- ◆ The proportion of staff on fixed-term contracts is greater than the proportion of staff on permanent contracts in the 16-24, 25-29 and 65+ age brackets for both 2021 and 2022.
- ◆ The proportion of females is greater across all age brackets which mirrors 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

The category of 'caring responsibilities' was added for the first time in our 2019–21 Workforce Equality Monitoring Report. Although 'caring responsibilities' is not a protected characteristic, this is an area of priority for SQA. It is important to highlight that at the moment this category includes those who have caring responsibilities for dependent children (a child or children under 18 whose care is provided for due to their age).

Moving forward, we have decided to apply [Carers \(Scotland\) Act 2016 definition of a carer](#) which will give us a more accurate reflection of the number of carers we have within SQA.

We are committed to carers and in May 2022 achieved Carer Positive Engaged accreditation.

Table 2.1 shows the composition of staff within the organisation that have caring responsibilities from 2019 to 2022.

Table 2.1: Caring responsibilities

Caring responsibilities	2019 number	2019 %	2020 number	2020 %	2021 number	2021 %	2022 number	2022 %	Variance number	Variance %
No	428	45.87%	457	48.16%	530	53.37%	539	52.03%	111	6.16%
Not Specified	244	26.15%	224	23.60%	167	16.82%	198	19.11%	-46	-7.04%
Prefer not to say	43	4.61%	44	4.64%	53	5.34%	51	4.92%	8	0.31%
Yes	218	23.37%	224	23.60%	243	24.47%	248	23.94%	30	0.57%
Total	933	100.00%	949	100.00%	993	100.00%	1036	100.00%	103	0.00%

3 Disability

The percentage of staff declaring a disability has increased by 2.54% between 2019 and 2022. Figure 3.1 shows the percentage of staff by self-reporting category.

Upon analysing the disability data by grade between 2019 and 2022 no significant trends were identified. In 2022, grade 6 (10.29%) followed by Head of Service (8.82%) had the highest percentage of staff declaring that they have a disability.

There was no significant difference in the proportion of staff working part-time who have declared a disability to the proportion of staff working full-time who have declared a disability. In 2021, 8.38% of full-time and 7.46% of part-time staff declared a disability and in 2022 8.12% of full-time and 7.30% of part-time staff declared a disability. In addition, the proportion of staff on permanent contracts who have declared a disability are very similar to the proportion of staff on fixed term contracts who have declared a disability. In 2021, 8.21% of those on permanent contracts and 8.86% of those on fixed-term contracts declared a disability and in 2022, 8.20% of those on permanent contracts and 6.19% of those on fixed-term contracts declared a disability. As there are only two years' worth of data we cannot determine if there are any trends but will continue to monitor this area.

Of those staff who have declared a disability, females made up 58.54% (2021) and 53.01% (2022) of the population, and males 41.46% (2021) and 46.99% (2022). 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 2019 to 2022.

Table 3.1: Disability

Disability	2019 number	2019 %	2020 number	2020 %	2021 number	2021 %	2022 number	2022 %	Variance number	Variance %
No	417	44.69%	651	68.60%	683	68.78%	697	67.28%	280	22.59%
Not Specified	444	47.59%	152	16.02%	152	15.31%	184	17.76%	-260	-29.83%
Prefer not to say	21	2.25%	68	7.17%	76	7.65%	72	6.95%	51	4.70%
Yes	51	5.47%	78	8.22%	82	8.26%	83	8.01%	32	2.54%
Total	933	100.00%	949	100.00%	993	100.00%	1036	100.00%	103	0.00%

Figure 3.1 Disability Declaration 2021

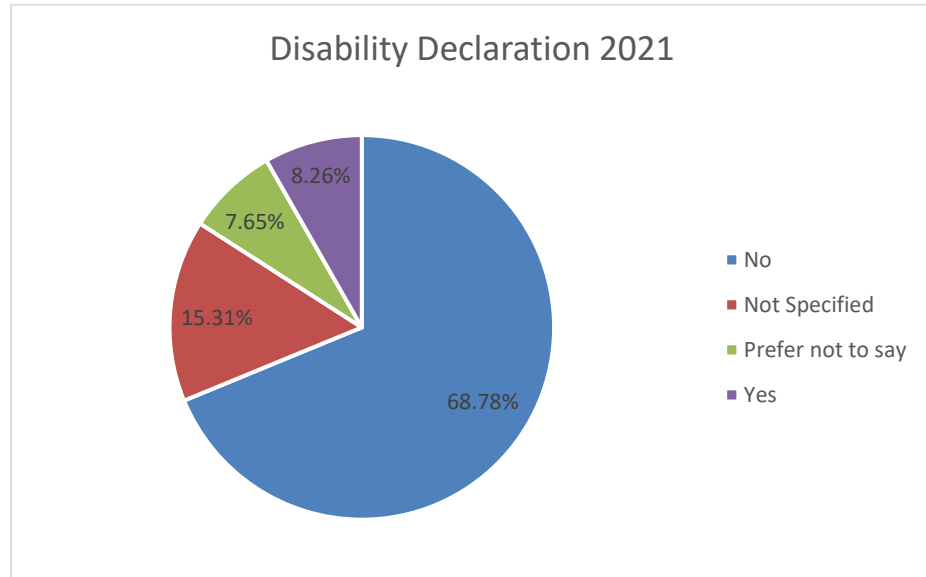
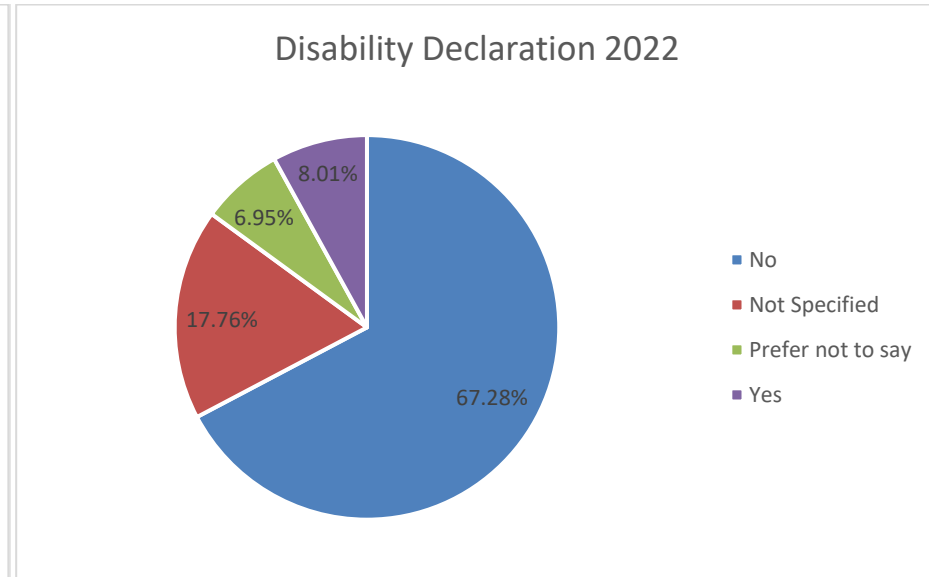


Figure 3.2 Disability Declaration 2022



The three most frequent disability types noted in 2021 and 2022 by those declaring they have a disability are:

- ◆ mental health difficulty
- ◆ long-term illness, disease, or health condition and
- ◆ deaf or hearing impairment

We have not previously reported this information. The full list of disability types noted in 2021 and 2022 by those declaring that they have a disability can be seen below in table 3.3.

Table 3.3: Disability by type

Disability type	2021 %	2022 %
Blindness or visual impairment not corrected by glasses	6.49%	7.59%
Deaf or hearing impairment	16.88%	15.19%
Developmental condition or social/communication impairment	3.90%	2.53%
Long-term illness, disease, or health condition	20.78%	20.25%
Mental health difficulty	19.48%	22.78%
Other impairment or condition not listed above	7.79%	10.13%
Physical impairment or mobility difficulty	9.09%	8.86%
Prefer not to say	2.60%	1.27%
Specific learning difficulty (for example, Dyslexia)	12.99%	11.39%

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 'in another way', 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 46.22% in 2021 and 43.82% in 2022. The percentage of staff declaring they are married or in a civil partnership has remained consistent over the last three years.

Table 5.1 shows the marriage and civil partnership status of staff within the organisation for the period from 2019 to 2022.

Table 5.1: Relationship status

Relationship status	2019 number	2019 %	2020 number	2020 %	2021 number	2021 %	2022 number	2022 %
Civil Partnership	7	0.75%	7	0.74%	8	0.81%	9	0.87%
Co-habiting/in a relationship	80	8.57%	112	11.80%	122	12.29%	122	11.78%
Divorced/Dissolved Civil Partnership	14	1.50%	16	1.69%	17	1.71%	19	1.83%
Married	265	28.40%	370	38.99%	425	42.80%	416	40.15%
Married/Civil Partnership	8	0.86%	12	1.26%	14	1.41%	16	1.54%
Not Specified	407	43.62%	179	18.86%	102	10.27%	127	12.26%
Other	< 5	< 0.54%	< 5	< 0.53%	7	0.70%	9	0.87%
Prefer not to say	18	1.93%	49	5.16%	55	5.54%	59	5.69%
Separated	6	0.64%	12	1.26%	12	1.21%	13	1.25%
Single	122	13.08%	183	19.28%	224	22.56%	239	23.07%
Widowed/surviving partner from Civil Partnership	< 5	< 0.54%	6	0.63%	7	0.70%	7	0.68%

6 Pregnancy and maternity

The rate of those who return to work following a period of maternity leave is greater than 90.0% for all four years noted in table 6.1.

New in this year's report are the categories of contract ended as planned and due to return to work. These have been added to provide a more comprehensive picture of those who come under this protected characteristic category.

- ◆ In 2022, all directorates and reporting areas, except for education reform and modern apprentice, had at least one member of staff who had taken maternity leave.
- ◆ 50% or more of staff who have taken maternity leave between 2019 and 2022 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 leave, resigned following maternity leave, or their fixed-term contract ended (contract ended as planned).

Table 6.1: Pregnancy and maternity

Pregnancy and maternity	2019 number	2019 %	2020 number	2020 %	2021 number	2021 %	2022 number	2022 %
Contract ended as planned					1	3.33%		0.00%
Due to return to work					0	0.00%	11	40.00%
Resigned					0	0.00%	1	4.00%
Returned to work	20	100.00%	10	100.00%	29	96.67%	14	56.00%
Total	20	100.00%	10	100.00%	30	100.00%	26	100.00%

Figures 6.0 and 6.1 details the maternity return-to-work statistics for 2021 and 2022.

Figure 6.0: Maternity return-to-work statistics 2021

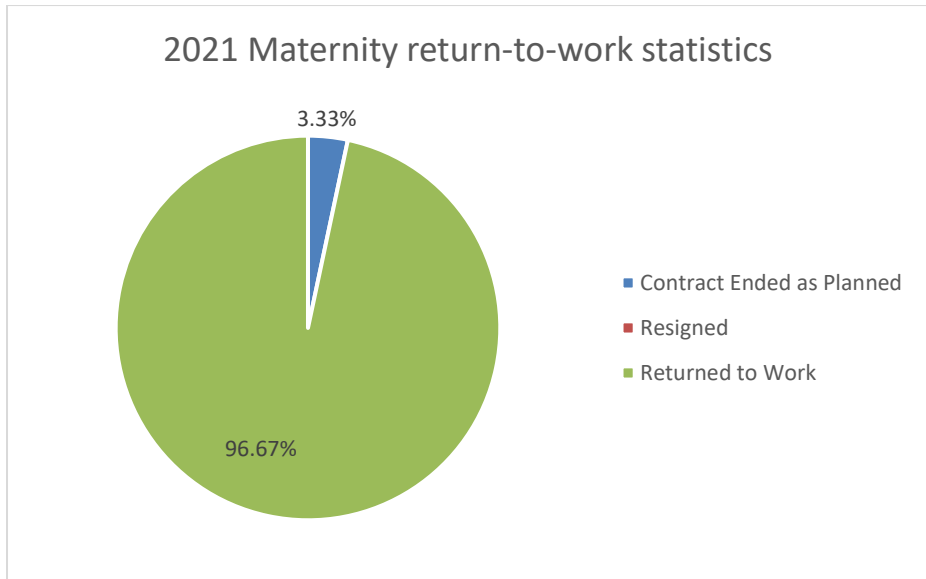
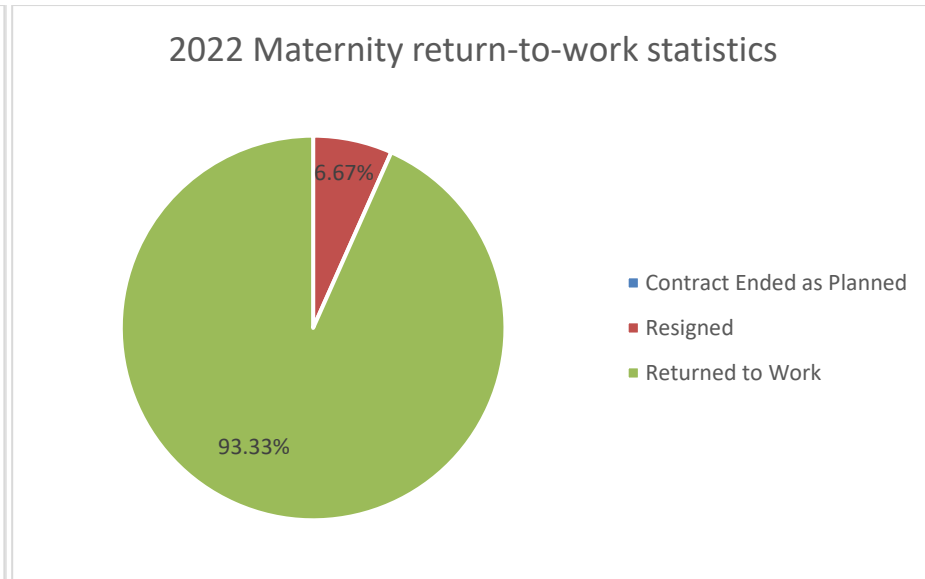


Figure 6.1: Maternity return to work statistics 2022



7 Race

Table 7.1 shows the ethnic minority background of staff within the organisation for the period from 2019 to 2022.

Table 7.1: Race

Ethnicity	2019 number	2019%	2020 number	2020%	2021 number	2021%	2022 number	2022%
African, Scottish African or British African	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	<5	<0.48%
Asian, Scottish Asian or British Asian	13	1.39%	20	2.11%	24	2.42%	25	2.41%
Caribbean or Black	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Mixed or multiple ethnic group	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Not specified	383	41.05%	123	12.96%	101	10.17%	122	11.78%
Other ethnic group	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Prefer not to say	10	1.07%	33	3.48%	34	3.42%	30	2.90%
White	523	56.06%	763	80.40%	825	83.08%	849	81.95%

Just under 3.50% staff declared they were from an ethnic minority background in both 2021 (3.32%) and 2022 (3.38%). However, it is encouraging to note that the percentage of staff declaring they are from an ethnic minority background has increased overall by 3.97% between 2019 and 2022. The percentage of staff within each ethnic minority category has remained relatively stable over the last three years.

The make-up of staff by ethnic minority category in 2021 and 2022 is shown in Figures 7.0 and 7.1.

Figure 7.0: Race by ethnic minority group 2021

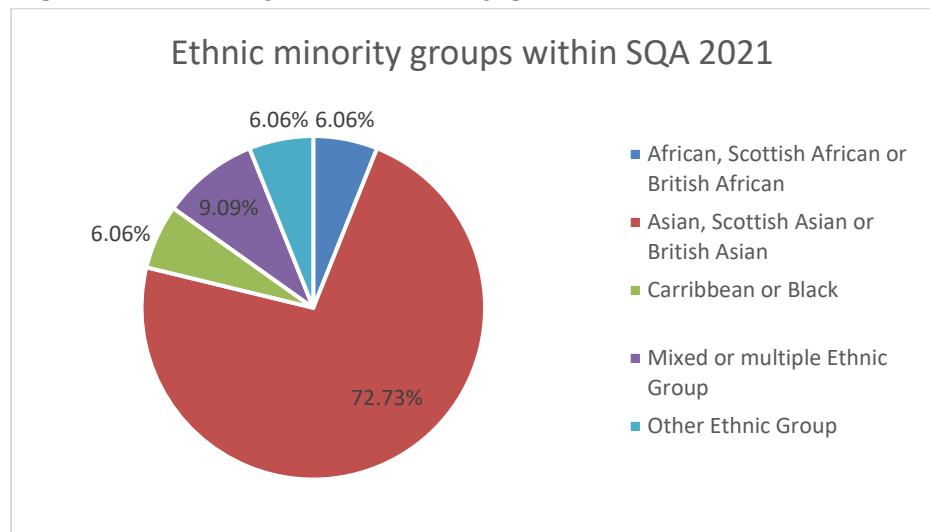
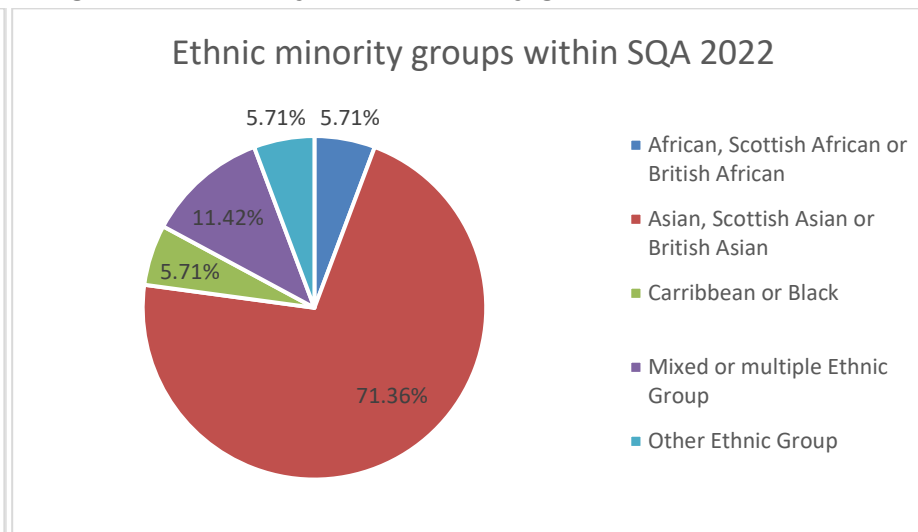


Figure 7.1: Race by ethnic minority group 2022



In both 2021 and 2022, Grade 1 had the highest percentage of staff declaring they are from an ethnic minority background followed by Grades 6 and 7. It is encouraging to note that we have ethnic minority staff up to and including grade 8, though it is noted that ethnic minority staff are not represented above this level and further work is required to widen diversity in Senior Management roles. The percentage of staff from all ethnic minority backgrounds working full-time is greater than the percentage of ethnic minority staff working part-time.

The proportion of ethnic minority staff working full-time is greater than the proportion of white staff working full time in both 2021 and 2022. In 2021 and 2022 there is a higher proportion of staff from an ethnic minority background on fixed term contracts compared to the proportion of white staff on fixed term contracts. This requires further analysis to understand the reasons behind this.

Due to the low numbers of ethnic minority 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

SQA's Appreciate Culture & Ethnicity (ACE) Network highlights different religious festivals throughout the year. It is also SQA's policy to offer quiet areas for prayer or personal reflection and meal options to reflect particular diets.

The percentage of staff declaring their religion, belief or non-belief increased by 31.54% between 2019 and 2022. The percentage of those declaring has remained relatively stable within each category over the last three years with less than a 1.00% variance for all religion, belief or non-belief categories.

When examining religion, belief and non-belief by grade between 2019 and 2022 no clear 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 2019 to 2022.

Table 8.1: Religion or belief

Religion or belief	2019 number	2019%	2020 number	2020%	2021 number	2021%	2022 number	2022%
Another religion or body	< 5	< 0.54%	< 5	< 0.53%	6	0.60%	6	0.58%
Buddhist	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Church of Scotland	91	9.75%	122	12.86%	127	12.79%	125	12.07%
Hindu	< 5	< 0.54%	< 5	< 0.53%	7	0.70%	8	0.77%
Jewish	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Muslim	7	0.75%	11	1.16%	10	1.01%	11	1.06%
None	286	30.65%	421	44.36%	462	46.53%	489	47.20%
Not specified	405	43.41%	126	13.28%	102	10.27%	123	11.87%
Other Christian	26	2.79%	43	4.53%	44	4.43%	44	4.25%
Prefer not to say	35	3.75%	98	10.33%	103	10.37%	103	9.94%
Roman Catholic	76	8.15%	118	12.43%	129	12.99%	123	11.87%
Sikh	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%

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 2019 to 2022.

The split between females and males within the organisation has remained consistent over the period from 2019 to 2022, with less than a 1.00% change.

Table 9.1: Sex

Sex	2019 number	2019 %	2020 number	2020 %	2021 number	2021%	2022 number	2022 %	Variance number	Variance %
Female	571	61.20%	585	61.64%	618	62.24%	644	62.16%	73	0.96%
Male	362	38.80%	364	38.36%	375	37.76%	392	37.84%	30	-0.96%
SQA	933	100.00%	949	100.00%	993	100.00%	1036	100.00%	103	0.00%

There is a greater percentage of females in all grades, except for head of service where there is a greater number of males. The composition of head of service is as follows:

Sex	2019	2020	2021	2022	Variance
Females	39.39%	40.00%	41.94%	41.18%	1.79%
Males	60.61%	60.00%	58.06%	58.82%	-1.79%

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

	Total number of board members	Number of females	Number of males
2019	10	4	6
2020	10	4	6
2021	10	4	6
2022	9	4	5

Figures 9.0 and 9.1 detail the proportion of females and males by working pattern (part-time versus full-time) and by contract type (fixed term versus permanent) for 2021 and 2022.

On reviewing working patterns, we can see there is a higher proportion of females on a part-time working pattern and higher proportion of males 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](#).

In examining contract types there is a greater proportion of males on a fixed-term contract in comparison to females.

Figure 9.0: Working Pattern by Sex 2021 and 2022

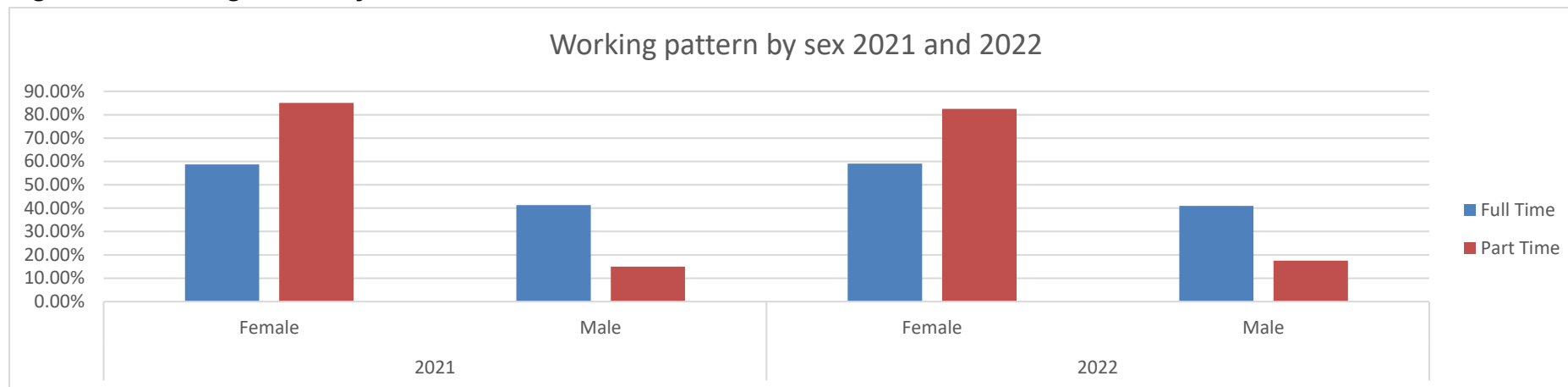
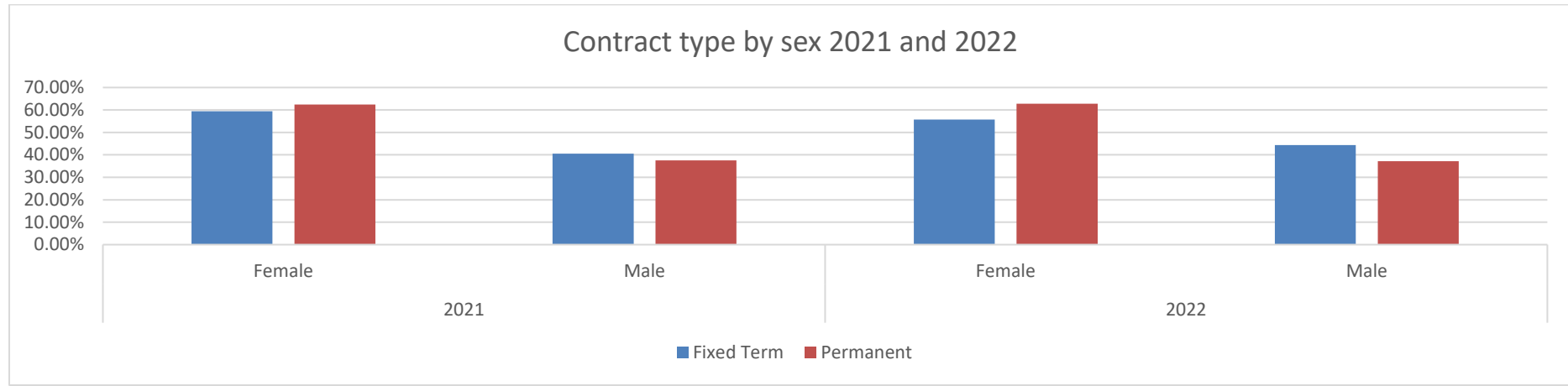


Figure 9.1: Contract type by sex 2021 and 2022



Figures 9.2 and 9.3 depict ethnicity groups by sex. Overall, there is a greater percentage of females (62.16%) than males (37.84%) 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 ethnic minority category, except for the mixed or multiple ethnic groups category where there are a higher percentage of males.

Figure 9.2: ethnicity groups by sex 2021

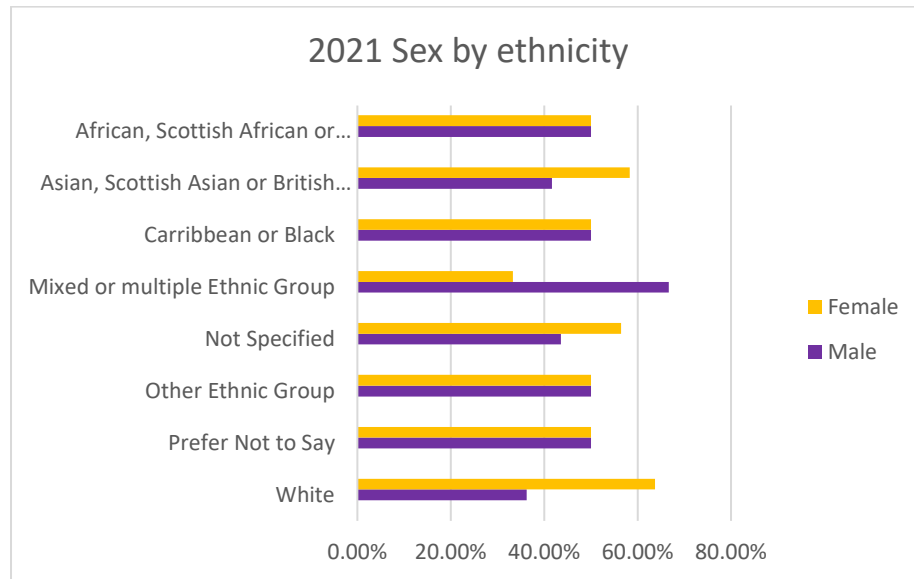
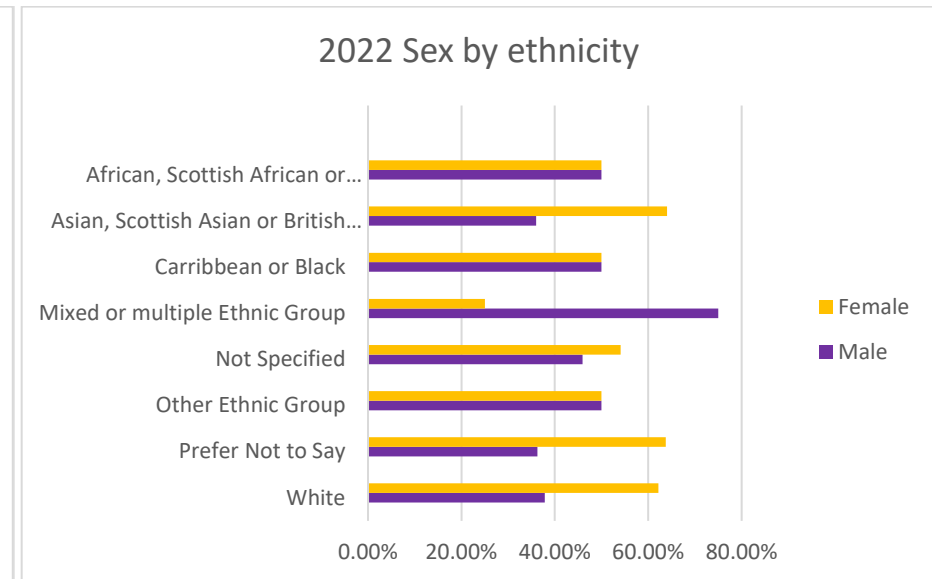


Figure 9.3: ethnicity groups by sex 2022



10 Sexual orientation

Table 10.1 shows the composition of staff sexual orientation within the organisation for the period 2019 to 2022.

There has been an increase in the percentage of staff within each sexual orientation category between 2019 and 2022 except for 'not sure', which decreased by 2.59% over the period. Like many of the other protected characteristics, the percentage of staff within each sexual orientation category has remained relatively stable over the last three years.

Table 10.1: Sexual orientation

Sexual Orientation	2019 number	2019%	2020 number	2020%	2021 number	2021%	2022 number	2022%
Bisexual	9	0.96%	12	1.26%	15	1.51%	16	1.54%
Gay man	13	1.39%	20	2.11%	21	2.11%	23	2.22%
Gay woman / lesbian	9	0.96%	10	1.05%	12	1.21%	12	1.16%
Heterosexual / straight	431	46.20%	670	70.60%	700	70.49%	702	67.76%
In another way	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Not specified	< 5	< 0.54%	< 5	< 0.53%	156	15.71%	189	18.24%
Not sure	26	2.79%	76	8.01%	< 5	< 0.50%	< 5	< 0.48%
Prefer not to say	443	47.48%	158	16.65%	84	8.46%	88	8.49%

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 2022, grade 6 (10.29%) followed by Head of Service (8.82%) had the highest percentage of staff declaring LGBQ+ status within their respective grade.

There is a higher proportion of LGBQ+ staff who have declared themselves as disabled (30.19% in 2021 and 29.82% in 2022) compared to the proportion of heterosexual staff who have declared themselves as disabled (8.86% in 2021 and 8.69% in 2022). Further analysis is required to understand this finding.

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. All staff are asked in the annual People Survey about their satisfaction with learning and development, results are considered with actions taken to progress any identified issues. The People Survey to date has not captured results by protected characteristic groups as this may hinder staff engagement due to the anonymous nature of the survey.

Table 11.1 shows the number and percentage of staff who requested training over the period 2019 to 2022. There have been fluctuations in the number of staff requesting training over the period, with an increase in 2021.

Table 11.1: Training data by number of staff

	2019 number	2019 %	2020 number	2020 %	2021 number	2021 %	2022 number	2022 %	Variance number	Variance %
Total Staff Requesting Training	391	41.91%	371	39.09%	433	43.61%	371	35.81%	-20	-6.10%

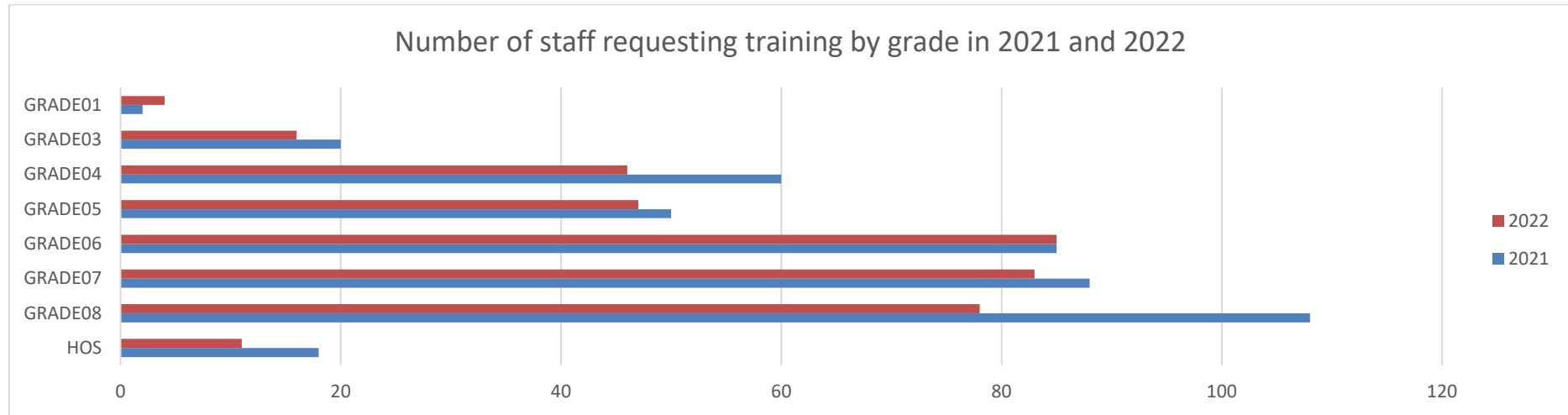
Table 11.2 shows the number and percentage of training requests over the period 2019 to 2022. There have been fluctuations in the number of training requests over the period, with a rise in 2020 and then a decline to just below pre-pandemic levels in 2022.

Table 11.2: Training data by number of training requests

	2019	2020	2021	2022	Variance no
Total Training Requests	724	1234	822	710	-14

The highest numbers of staff requesting training in 2021 and 2022 were in grades 6, 7 and 8, as shown below in Figure 11.0. However, heads of service had the highest proportion of staff requesting training in 2021 at 58.06% and in 2022 grade 5 had the highest proportion of staff requesting training at 44.76%. In all grades except Grade 1, there was a decrease in staff requesting training in 2022. This will continue to be monitored to determine if further action is required in this area.

Figure 11.0: Number of staff requesting training by grade in 2021 and 2022



Detail on the proportion of staff requesting training by grade is shown in Figure 11.1.

Figure 11.1: proportion of staff requesting training by grade

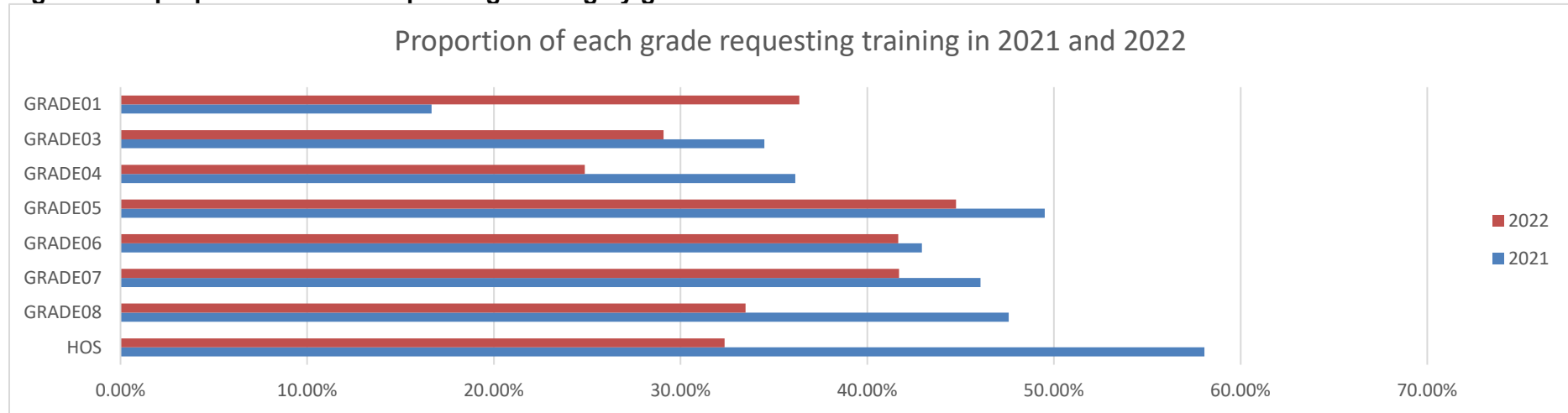


Table 11.3 shows the number and percentage breakdown of full- and part-time staff that requested training in 2021 and 2022. The proportion of full-time staff requesting training was greater than the proportion of part-time staff requesting training. It is important for all staff regardless of work pattern to access training, therefore further work will be undertaken to understand and address the reasons for this.

Table 11.3: Training data by working pattern

	2021 number	2021 %	2022 number	2022 %
Full-time	395	91.22%	346	93.26%
Part-time	38	8.78%	25	6.74%
Total	433	100.00%	371	100.00%

Figure 11.2 shows the proportion of full- and part-time staff requesting training in 2021 and 2022.

Figure 11.2: Proportion of full- and part-time staff requesting training

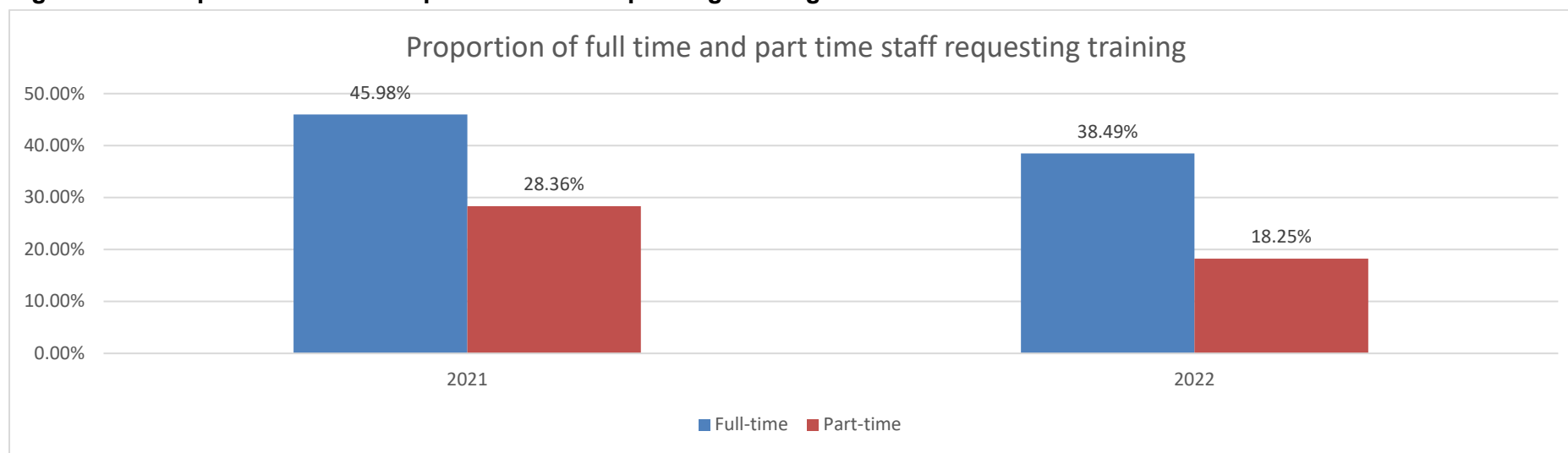
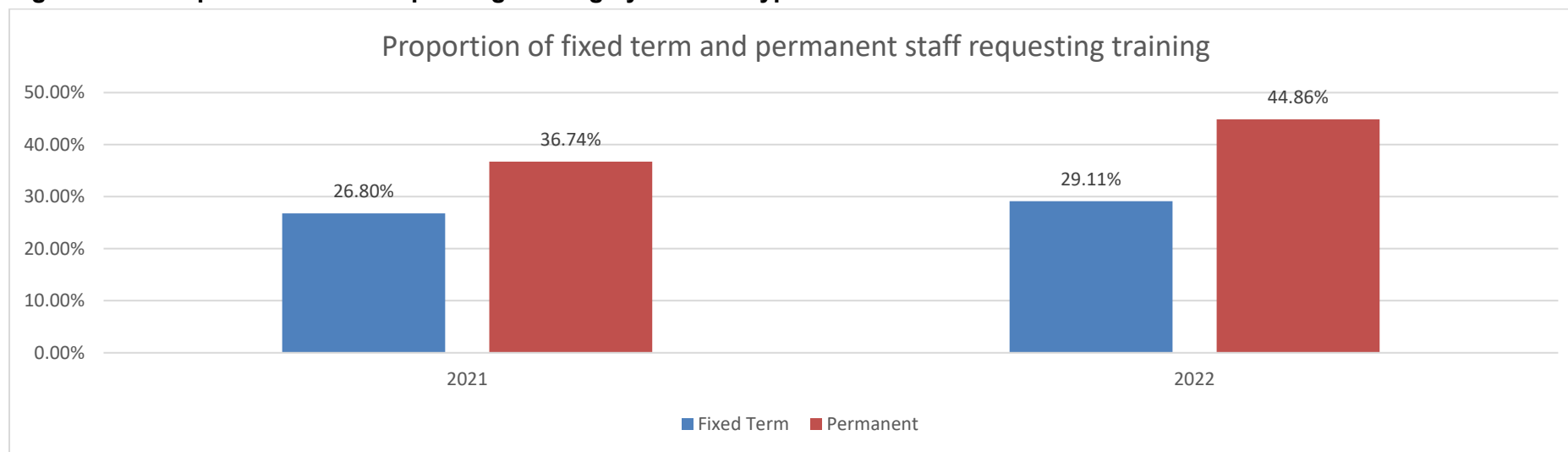


Table 11.4 shows the number and percentage of staff by contract type that requested training in 2021 and 2022 and Figure 11.3 shows the proportion of those on fixed-term and permanent contracts requesting training in both years. We can see that the proportion of those on permanent contracts requesting training was greater than the proportion of those on fixed term contracts requesting training. It is important for all staff to access training therefore further analysis will be completed to understand and address this finding.

Table 11.4: Training data by contract type

	2021 number	2021 %	2022 number	2022 %
Fixed Term	23	5.31%	26	7.01%
Permanent	410	94.69%	345	92.99%
Total	433	100.00%	371	100.00%

Figure 11.3: Proportion of staff requesting training by contract type



Training requests by age

Table 11.5 shows the number and percentage of staff by age that requested training in 2021 and 2022. In both years staff aged 35–39 and 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 30.00% for all age brackets except for those 55 and older, where the proportion of staff dropped lower than 30.00%. We will continue to monitor this to see if this is a trend that continues.

Table 11.5: Training data by age

Age Bracket	2021 number	2021 %	2022 number	2022 %
16–24	20	4.62%	16	4.31%
25–29	28	6.47%	35	9.43%
30–34	38	8.78%	38	10.24%
35–39	71	16.40%	56	15.09%
40–44	75	17.32%	60	16.17%
45–49	60	13.86%	54	14.56%
50–54	58	13.39%	54	14.56%
55–59	45	10.39%	34	9.16%
60–64	30	6.93%	22	5.93%
65+	8	1.85%	< 5	< 1.35%

Training requests by disability status

Table 11.6 shows the disability status of staff that requested training in 2021 and 2022. The proportion of disabled staff requesting training mirrored the proportion of non-disabled staff requesting training in both years. In 2021, 47.56% of all disabled staff requested training compared to 47.73% of all non-disabled staff; and in 2022, 36.14% of all disabled staff requested training compared to 38.16% of all non-disabled staff.

Table 11.6: Training data by disability

Disability Status	2021 number	2021 %	2022 number	2022 %
No	326	75.29%	266	71.70%
Not Specified	35	8.08%	50	13.48%
Prefer not to say	33	7.62%	25	6.74%
Yes	39	9.01%	30	8.08%

Training requests by race

Table 11.7 shows staff requesting training by [ethnic minority](#) category in 2021 and 2022. These figures are representative of the overall breakdown of ethnic minority and white staff.

Table 11.7: Training data by race

Race	2021 number	2021 %	2022 number	2022 %
Ethnic Minority	16	3.70%	19	5.12%
Not Specified	25	5.77%	34	9.16%
Prefer not to say	15	3.46%	8	2.16%
White	377	87.07%	310	83.56%

Figure 11.4 shows the proportion of [ethnic minority](#) and white staff requesting training in both years. The proportion of staff from an ethnic minority 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 ethnic minority groups due to the size of the populations, therefore this data is shown in aggregate.

Figure 11.4: Proportion of ethnic minority and white staff requesting training

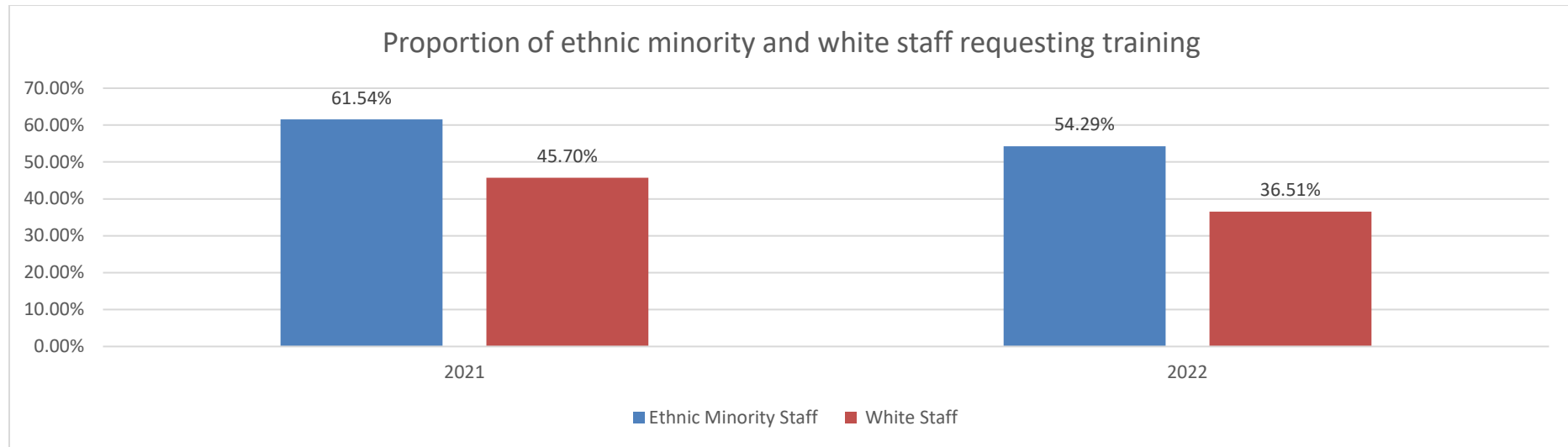


Table 11.8 shows staff requesting training by sex in 2021 and 2022. The proportion of females and males were very similar in both years. In 2021, 44.66% of all female staff requested training compared to 41.87% of all male staff and in 2022, 34.47% of all female staff requested training compared to 38.01% of all male staff.

Table 11.8: Training data by sex

Sex	2021 number	2021 %	2022 number	2022 %
Female	276	63.74%	222	59.84%
Male	157	36.26%	149	40.16%

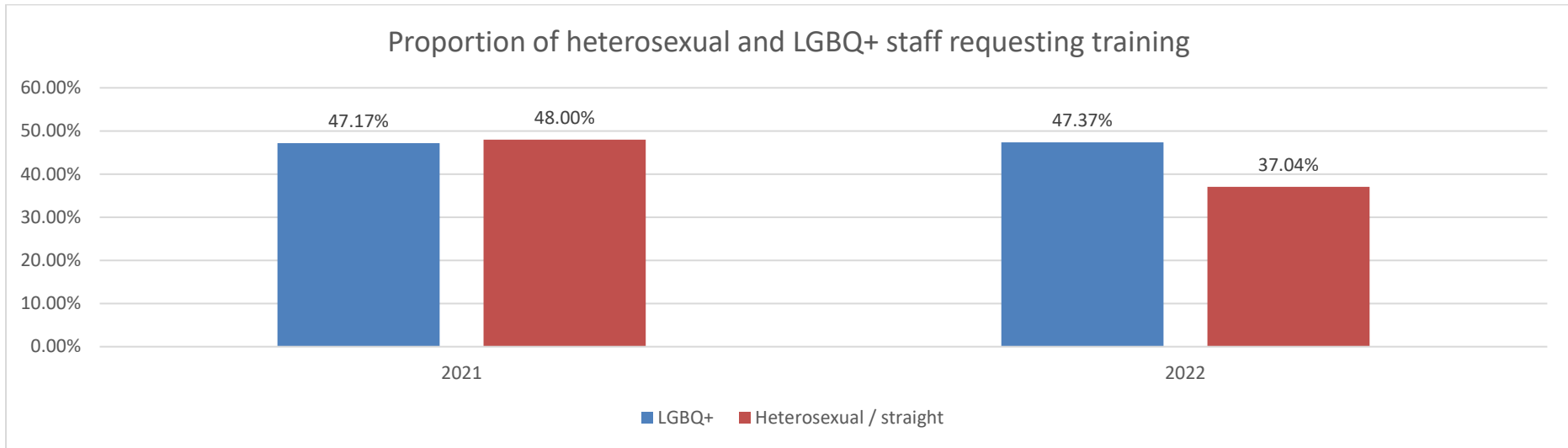
Training requests by sexual orientation

Table 11.9 shows staff requesting training by sexual orientation in 2021 and 2022. Figure 11.5 shows the proportion of [LGBQ+](#) and heterosexual staff requesting training in both years. In 2021, the proportion of LGBQ+ and heterosexual staff requesting training was similar, but in 2022 there was a greater proportion of LGBQ+ requesting training. 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	2021 number	2021 %	2022 number	2022 %
Heterosexual/straight	336	77.60%	260	70.08%
LGBQ+	25	5.77%	27	7.28%
Not Specified	38	8.78%	53	14.28%
Prefer not to say	34	7.85%	31	8.36%

Figure 11.5 Proportion of heterosexual and LGBTQ+ staff requesting training



12 Promotion data

This year we have chosen to report promotions data for the two-year period by type of promotion and will therefore not be able to compare this data to the previous report. We have chosen to do this to provide insight into what types of promotions different protected characteristic groups are getting access to in order to monitor fair access to promotion.

Table 12.1 provides information on total promotions for 2019 to 2022 and promotions by contract type for 2021 and 2022. The overall number of promotions has more than doubled since 2019, increasing from 43 to 108 in 2022, which is encouraging as this means there are more growth and development opportunities for staff.

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 over half the promotions within the organisation in both 2021 and 2022.

Table 12.1: Promotion data

Contract Type	2019 number	2019 %	2020 number	2020 %	2021 number	2021 %	2022 number	2022 %
Fixed Term Contract					5	4.59%	4	3.70%
Internal Secondment					66	60.55%	53	49.07%
Permanent					38	34.86%	51	47.22%
SQA Total	43	100.00%	55	100.00%	109	100.00%	108	100.00%

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 number	2022 number	Variance number
Fixed term contract	1.52	1.45	-0.07
Internal secondment	7.04	8.16	1.12
Permanent	6.47	6.50	0.03

Table 12.3 provides information on total promotions by grade for 2021 and 2022. In both years those in grade 4 had 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 %	Variance number	Variance %
Grade 1	6	5.50%	0	0.00%	-6	-5.50%
Grade 3	12	11.01%	13	12.04%	1	1.03%
Grade 4	29	26.61%	29	26.85%	0	0.25%
Grade 5	20	18.35%	23	21.30%	3	2.95%
Grade 6	27	24.77%	23	21.30%	-4	-3.47%
Grade 7	11	10.09%	13	12.04%	2	1.95%
Grade 8	4	3.67%	5	4.63%	1	0.96%
HOS	0	0.00%	2	1.85%	2	1.85%

Promotion data by age

Table 12.4 provides information on total promotions by age bracket for 2021 and 2022. The average age upon promotion in 2021 was 36 and in 2022 it was 37.

Table 12.4: Promotion by age bracket

Age bracket	2021 number	2021 %	2022 number	2022 %
16–24	16	14.68%	10	9.26%
25–29	14	12.84%	19	17.59%
30–34	23	21.10%	18	16.67%
35–39	20	18.35%	22	20.37%
40–44	14	12.84%	16	14.81%
45–49	10	9.17%	8	7.41%
50–54	< 5	< 4.59%	7	6.48%
55–59	7	6.42%	7	6.48%
60–64	< 5	< 4.59%	< 5	< 4.63%
65+	< 5	< 4.59%	< 5	< 4.63%

Promotion data by disability status

Table 12.5 shows total promotions and length of service (LoS) upon promotion by disability status category. Disabled staff accounted for 10.00% of promotions in 2021 and 2022 which is encouraging as there are just over 8.00% of staff who have declared themselves as disabled within the organisation

Table 12.5: Promotion by disability status

Disability	2021 number	2021 %	2022 number	2022 %	2021 — LoS	2022 — LoS
Number of disabled colleagues	83	76.15%	79	73.15%	6.15	7.34
Not specified	6	5.50%	14	12.96%	5.04	6.04
Prefer not to say	9	8.26%	4	3.70%	12.10	8.68
Yes	11	10.09%	11	10.19%	6.23	6.39

Figure 12.0 also encouragingly shows there are a higher proportion of disabled staff (13.41% in 2021 and 13.25% in 2022) who have received a promotion compared to the proportion of non-disabled staff (12.15% in 2021 and 11.33% in 2022) who have received a promotion.

Figure 12.0: Proportion of disabled versus non-disabled staff receiving promotions

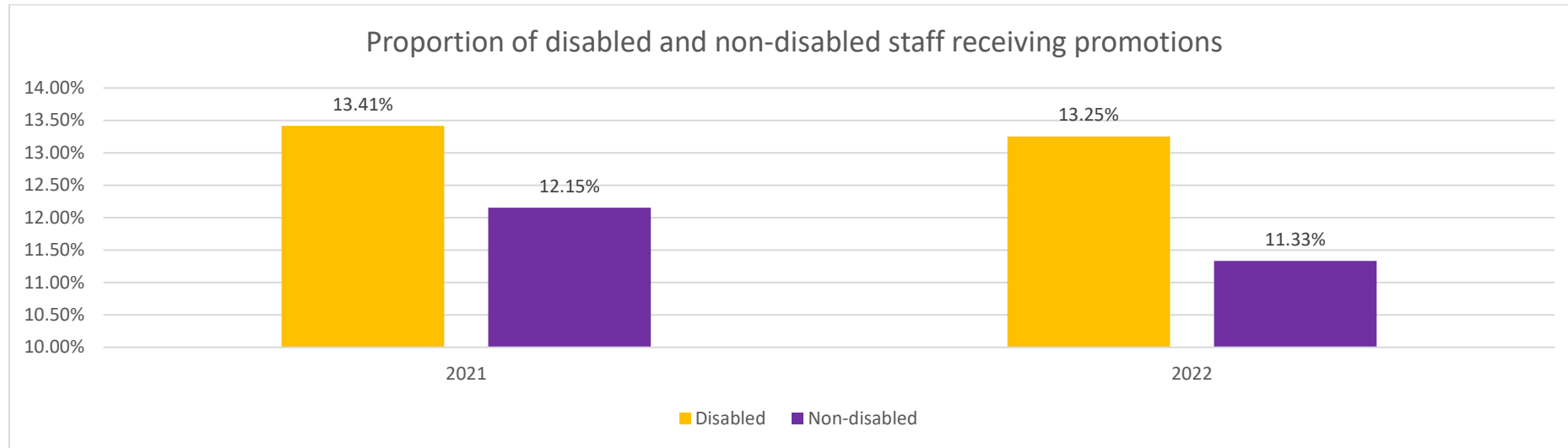
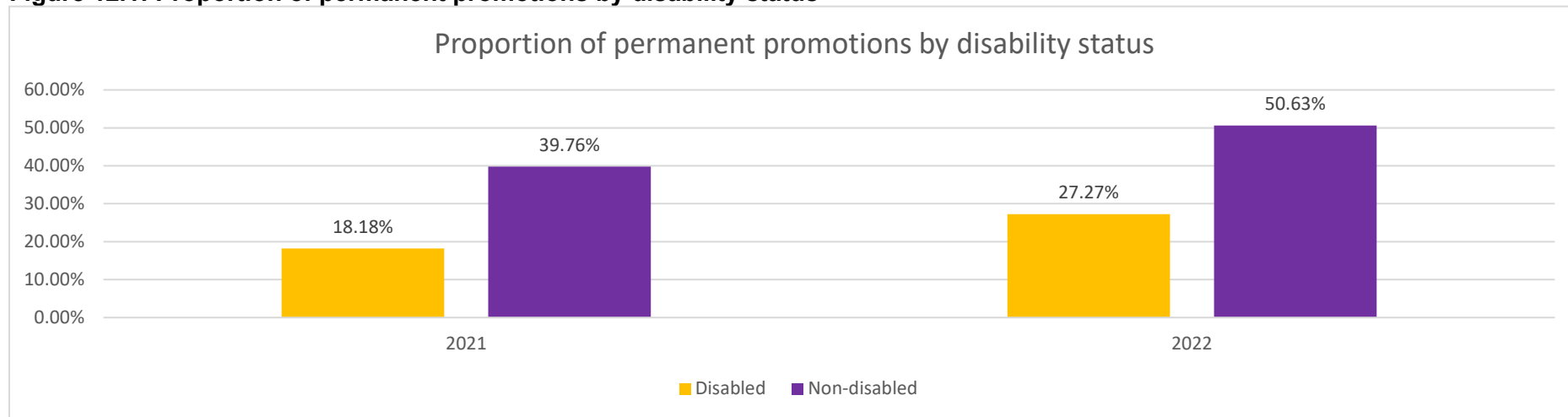


Figure 12.1 shows the proportion of permanent promotions for both disabled and non-disabled staff. We can see that the proportion of permanent promotions for disabled staff (18.18% in 2021 and 27.27% in 2022) is less than the proportion of permanent promotions for non-disabled staff (39.76% in 2021 and 50.63% in 2022). We will continue to monitor this to determine if this is a trend that may require further action to ensure our promotions process is fair and equitable to all staff.

Figure 12.1: Proportion of permanent promotions by disability status



Promotion data by race

Table 12.6 shows total promotions and length of service (LoS) upon promotion by ethnicity. We can see less than 5.00% of promotions were staff from an ethnic minority background with the average length of service upon promotion -being almost double that of the average length of service upon promotion for white staff. Further analysis will be carried out to understand the reasons for this.

Table 12.6: Promotion by race

Ethnic group	2021 number	2021 %	2022 number	2022 %	2021 — LoS	2022 — LoS
Ethnic minority	5	4.59%	5	4.63%	11.21	11.38
Not Specified	5	4.59%	8	7.41%	5.66	6.97
Prefer Not to Say	4	3.67%	1	0.93%	9.87	15.41
White	95	87.15%	94	87.03%	6.26	6.82

Figure 12.2 encouragingly shows there is a slightly higher proportion of ethnic minority staff who have received a promotion (15.15% in 2021 and 14.29% in 2022) compared to the proportion of white staff who have received a promotion (11.52% in 2021 and 11.07% in 2022).

Figure 12.2: Proportion of ethnic minority and white staff promoted

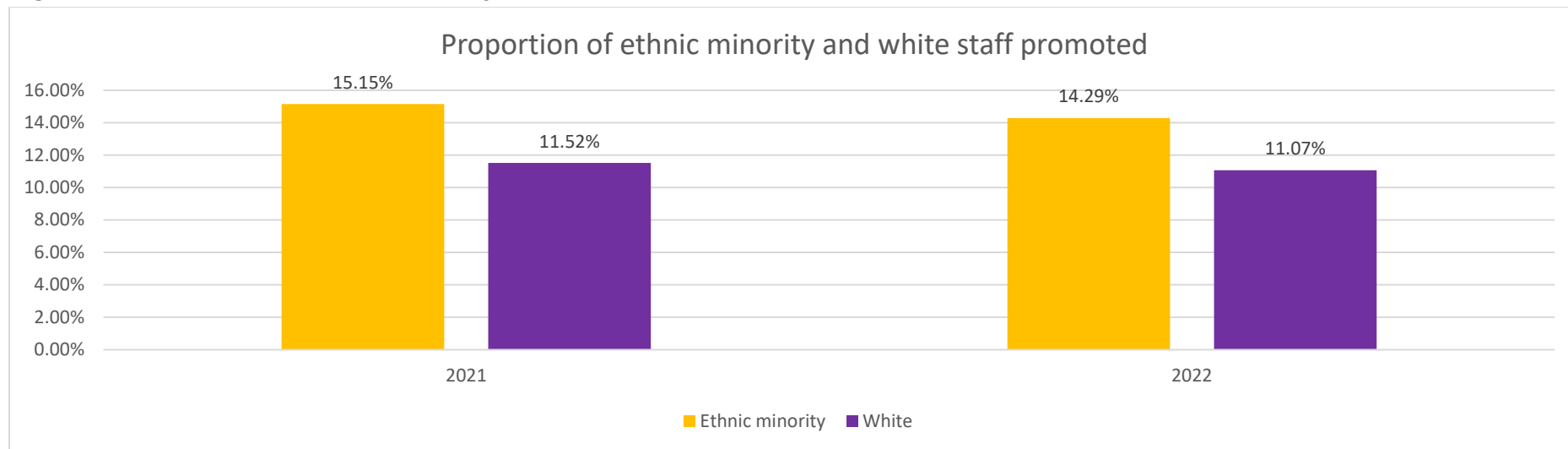
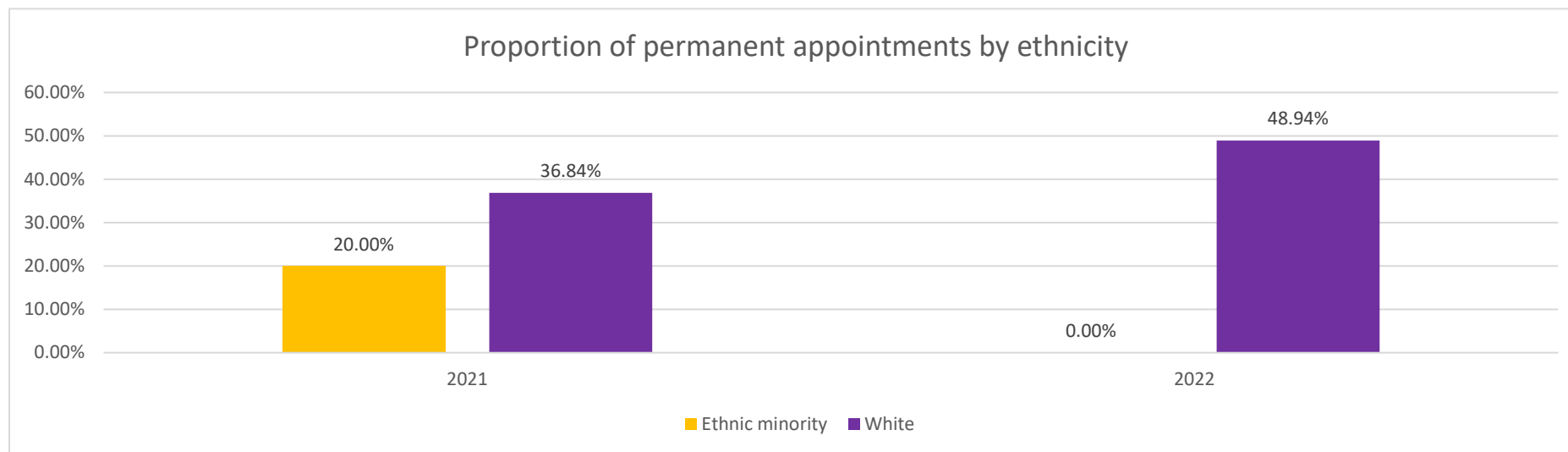


Figure 12.3 shows the proportion of permanent promotions for both ethnic minority and white staff. We can see that the proportion of permanent promotions for ethnic minority staff (20.00%) is lower than the proportion of permanent promotions for white staff (36.84%) in 2021 and in 2022 there were no ethnic minority staff who received a permanent promotion. We will continue to monitor this to determine if this is a trend that may require us to take further action.

Figure 12.3: Proportion of permanent appointments by ethnicity



Promotion data by sex

Table 12.7 shows total promotions and length of service (LoS) upon promotion by sex. We can see that overall more women than men received promotions in both years, which mirrors the overall composition of the workforce.

Table 12.7: Promotion by sex

Sex	2021 number	2021 %	2022 number	2022 %	2021 — LoS	2022 — LoS
Female	76	69.72%	61	56.48%	6.95	6.01
Male	33	30.28%	47	43.52%	5.75	8.57

Figure 12.4 shows the proportion of female staff who have received promotions (12.30% in 2021 and 9.47% in 2022) compared to the proportion of male staff who have received promotions (8.80% in 2021 and 11.99% in 2022).

Figure 12.4: Proportion of female and males receiving promotion

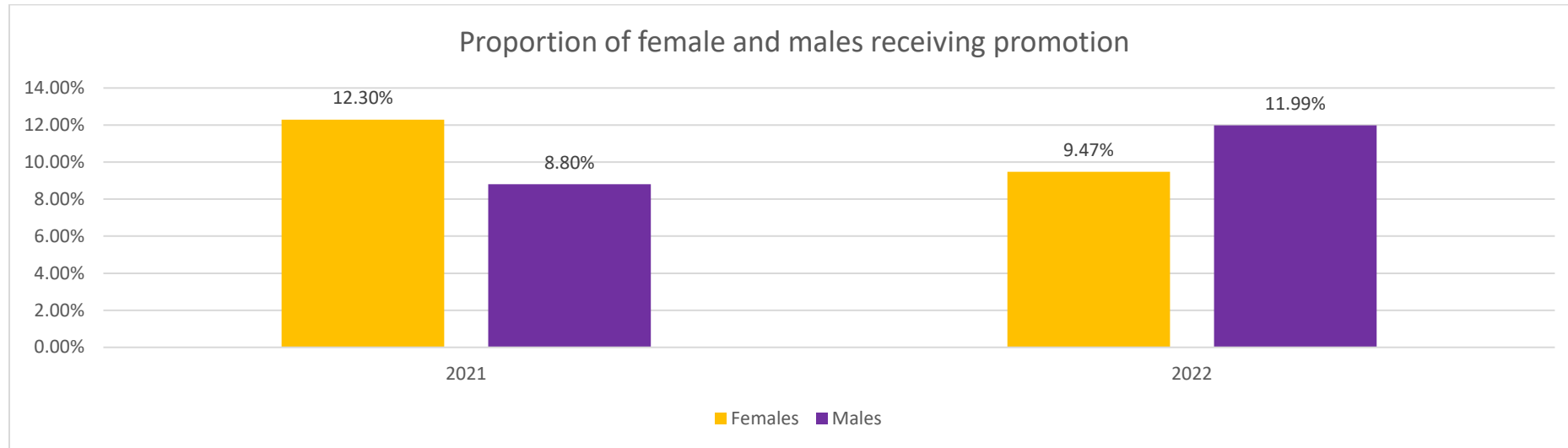
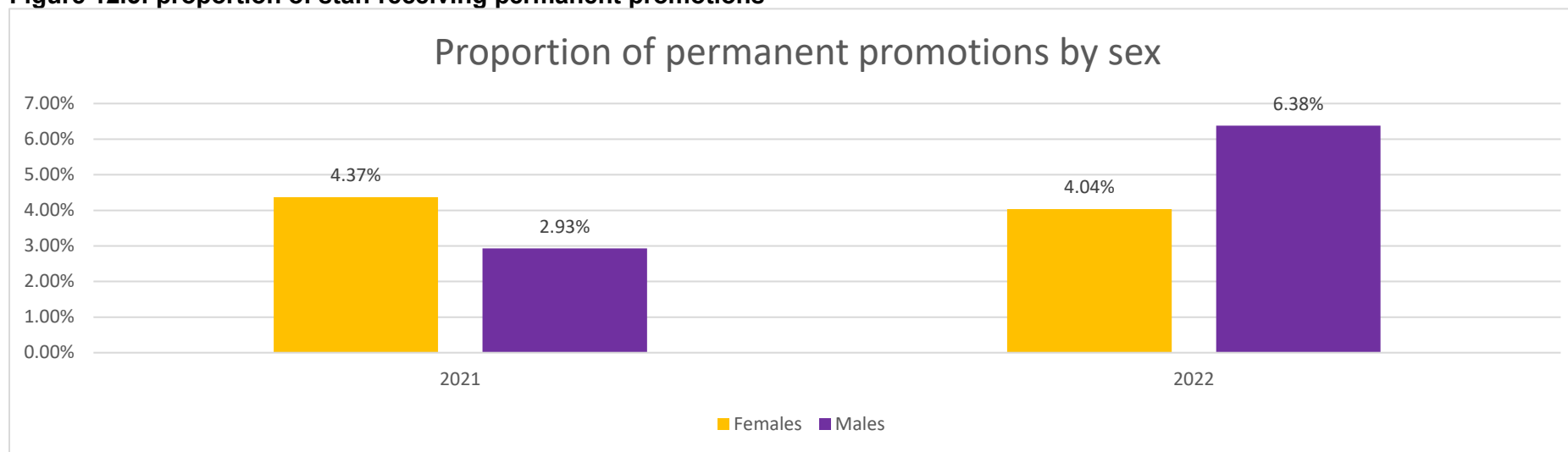


Figure 12.5 shows the proportion of permanent promotions for females (4.37% in 2021 and 4.04% in 2022) and males (2.93% in 2021 and 6.38% in 2022).

Looking at both figure 12.4 and 12.5 we can see that the proportion of females receiving overall (temporary and permanent), and permanent promotions was greater than males in 2021, but this reverses in 2022 with males having a higher proportion of overall and permanent promotions. No clear trend has been identified but we will continue to monitor this to determine if further action is required.

Figure 12.5: proportion of staff receiving permanent promotions



Promotion data by sexual orientation

Table 12.8 shows total promotions and length of service (LoS) upon promotion by sexual orientation in 2021 and 2022. Average length of service was similar for both heterosexual (6.64 years in 2021 and 7.05 years in 2022) and LGBTQ+ (5.80 years in 2021 and 6.91 years in 2022) staff receiving promotions in both years.

Table 12.8: Promotion by sexual orientation

Sexual orientation	2021 number	2021 %	2022 number	2022 %	2021 — LoS	2022 — LoS
Heterosexual/straight	83	76.15%	79	73.15%	6.64	7.05
LGBTQ+	11	10.08%	11	10.19%	5.80	6.91
Not specified	6	5.50%	14	12.96%	5.04	6.04
Prefer not to say	9	8.26%	4	3.70%	8.10	12.95

Figure 12.6 shows the proportion of LGBTQ+ staff who have received a promotion compared to the proportion of heterosexual staff who have received a promotion. It is encouraging to note that there was a higher proportion of LGBTQ+ staff (20.75% in 2021 and 19.30% in 2022) who received a promotion compared to the proportion of heterosexual staff (11.86% in 2021 and 11.25% in 2022) that received a promotion in both years.

Figure 12.6: Proportion of heterosexual and LGBTQ+ staff receiving promotion

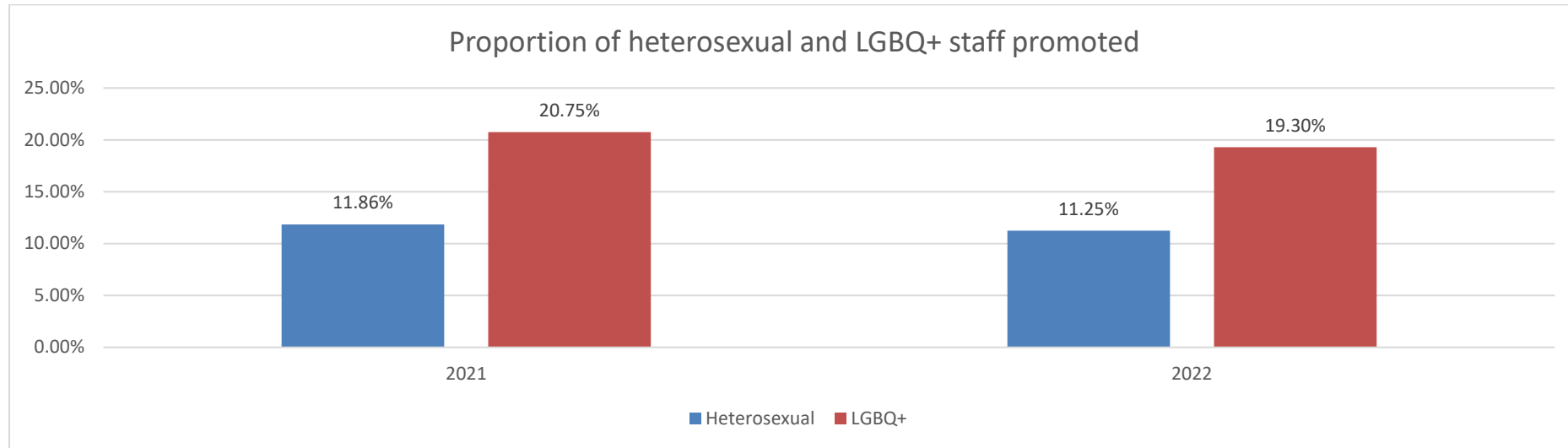
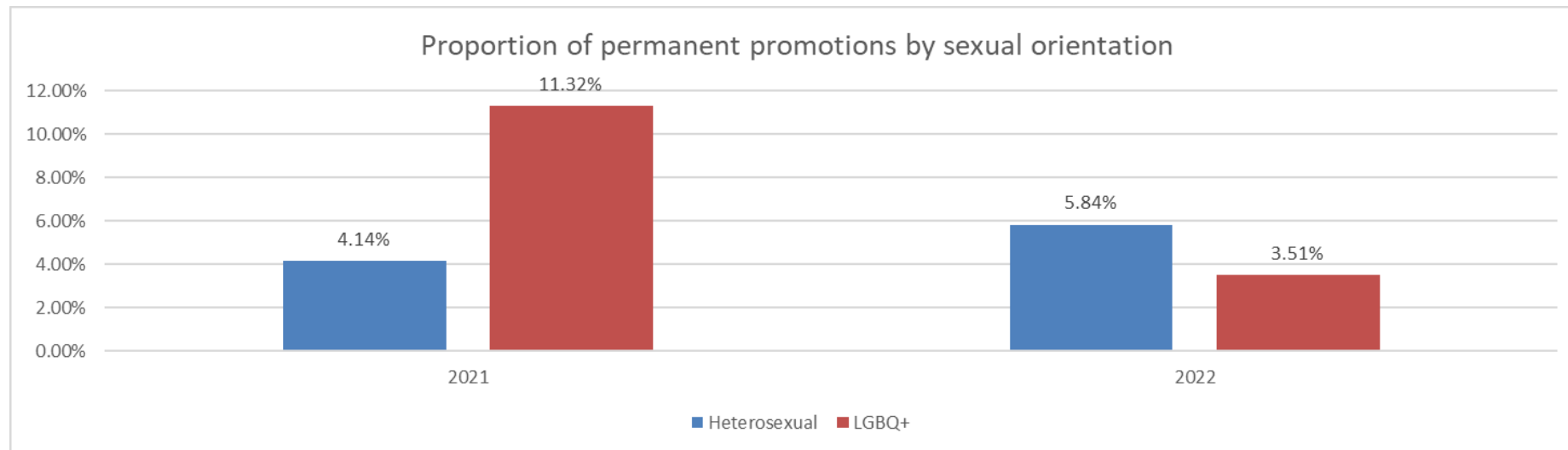


Figure 12.7 shows the proportion of permanent promotions for heterosexual and LGBTQ+ staff. The proportion of LGBTQ+ staff receiving a permanent promotion was greater than heterosexual staff in 2021, but this reverses in 2022 with a greater proportion of heterosexual staff receiving a permanent promotion. No clear trends were identified but we will continue to monitor this to ensure our promotions process is fair and equitable.

Figure 12.7: proportion of staff receiving permanent promotions



13 Leaver data

This year we have chosen to report leaver data for the two-year period by leaver category (voluntary and involuntary) and will therefore not be able to compare this data to the previous report. We have chosen to do this 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 data in 2019 and 2020 did not include fixed term contracts, therefore no comparison can be made with the overall number of leavers in 2021 and 2022.

The overall number of leavers has remained relatively consistent between 2021 and 2022 as has the average length of service for voluntary leavers and overall average length of service upon leaving. The number of voluntary leavers has increased significantly between 2021 and 2022. This can be seen below in table 13.1.

Table 13.1: Leaver data

Leaver Type	2019 number	2019%	2020 number	2020%	2021 number	2021%	2022 number	2022%	2021 average LoS in years	2022 average LoS in years
Involuntary					21	21.43%	14	13.33%	1.76	7.58
Voluntary					77	78.57%	91	86.67%	5.82	5.12
Grand Total	113	100.00%	53	100.00%	98	100.00%	105	100.00%	4.95	5.45

Table 13.2 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 13.2: Leaver by grade

Grade	2021 number	2021%	2022 number	2022%	2021 average LoS in years	2022 average LoS in years
Grade 1	6	6.12%	6	5.71%	0.81	1.64
Grade 3	7	7.14%	9	8.57%	3.96	5.24
Grade 4	16	16.33%	22	20.95%	4.17	5.76
Grade 5	10	10.20%	10	9.52%	3.81	9.21
Grade 6	14	14.29%	14	13.33%	6.34	4.11
Grade 7	14	14.29%	22	20.95%	5.64	4.89
Grade 8	26	26.53%	16	15.24%	4.95	4.62
Head of service	5	5.10%	< 5	< 4.76%	10.25	-
Director	0	0.00%	< 5	< 4.76%	-	-

Due to the low number of involuntary leavers, we have had to aggregate the data to be able to report leavers by working pattern. Figure 13.0 shows the percentage of leavers by working pattern. In 2021 there were 86 full-time and 12 part-time staff who left the organisation and in 2022 there were 90 full-time and 15 part-time staff who left the organisation. The proportion of full-time and part-time leavers was very similar over both years -10.01% of all full-time staff and 8.96% of all part-time staff in 2021 and 10.01% of all full-time staff and 10.95% of all part-time staff in 2022. The average length of service upon leaving was 5.12 years for full-time staff and 3.75 years for part-time staff in 2021 and 4.86 years for full-time staff and 9.01 years for part-time staff in 2022.

Figure 13.0: Percentage of leavers by working pattern 2021

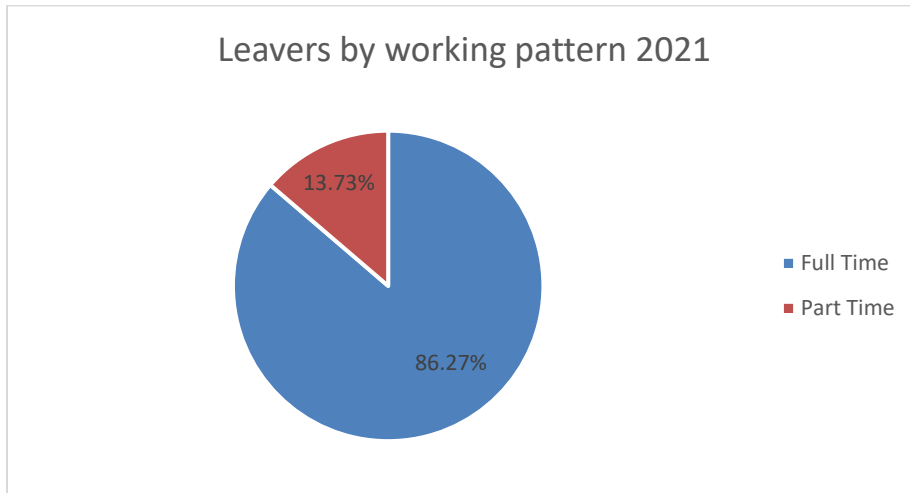
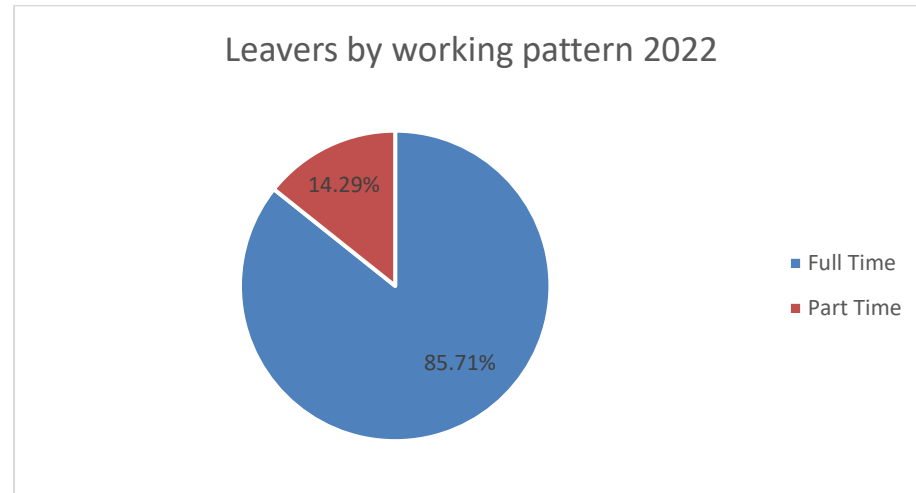


Figure 13.1: Percentage of leavers by working pattern 2022



Due to the low number of involuntary leavers, we have had to aggregate the data to be able to report leavers by age. Table 13.3 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.

Table 13.3: Leaver by age

Age bracket	2021 number	2021 %	2022 number	2022 %	2021 average LoS in years	2022 average LoS in years
16–24	8	8.16%	12	11.43%	1.45	1.01
25–29	13	13.27%	14	13.33%	1.86	1.08
30–34	16	16.33%	13	12.38%	3.53	2.65
35–39	9	9.18%	11	10.48%	3.83	3.37
40–44	7	7.14%	15	14.29%	3.63	2.62
45–49	13	13.27%	5	4.76%	4.00	2.42
50–54	9	9.18%	12	11.43%	5.54	6.16
55–59	11	11.22%	4	3.81%	4.39	-
60–64	8	8.16%	6	5.71%	12.22	18.52
65+	4	4.08%	13	12.38%	-	16.99

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 13.4 shows the overall number of leavers by disability status. The percentage of leavers by category is consistent over the two-year period, and it is encouraging to see the proportion of disabled staff leaving is lower than that of non-disabled staff over both years — 8.54% of all disabled staff and 9.37% of all non-disabled staff in 2021 and 7.23% of all disabled staff and 9.04% of all non-disabled staff in 2022. The average length of service for disabled staff leaving the organisation was not consistent over the two-year period and we will continue to review this data.

Table 13.4: Leaver by disability

Disability	2021 number	2021 %	2022 number	2022 %	2021 average LoS in years	2022 average LoS in years
No	64	65.31%	63	60.00%	4.57	5.74
Not Specified	23	23.47%	27	25.71%	4.86	2.43
Prefer not to say	4	4.08%	9	8.57%	14.79	9.75
Yes	7	7.14%	6	5.71%	3.13	9.58

Due to the low number of involuntary leavers, we have had to aggregate the data to be able to report leavers by race. Table 13.5 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 significantly higher proportion of ethnic minority staff leaving the organisation compared to the proportion of white staff leaving in both years — 30.30% of all ethnic minority staff and 9.82% of all white staff in 2021; 20.00% of all ethnic minority staff and 9.42% of all white staff in 2022. It is encouraging to see that there was a decrease in the proportion of ethnic minority staff leaving in 2022. The majority of ethnic minority staff leaving were voluntary (59.09% voluntary and 40.91% involuntary over 2021 and 2022). This will need to be explored further to understand why ethnic minority staff are choosing to leave the organisation in greater numbers than staff in the white ethnic category.

The average length of service upon leaving varied for ethnic minority staff but was relatively consistent for white staff over both years. In 2021 ethnic minority staff on average had less service with the organisation upon leaving than white staff, but in 2022 the length of service of ethnic minority and white staff was very similar.

Table 13.5: Leaver by race

Ethnic group	2021 number	2021 %	2022 number	2022 %	2021 average LoS in years	2022 average LoS in years
Ethnic minority	10	10.20%	7	6.67%	2.64	5.33
Not specified	7	7.14%	10	9.52%	2.64	5.20
Prefer not to say	0	0.00%	8	7.62%	-	9.88
White	81	82.65%	80	76.19%	5.43	5.05

Due to the low number of involuntary leavers, we have had to aggregate the data to be able to report leavers by sex. Table 13.6 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 - 12.00% of all male staff and 8.58% of all female staff in 2021 and 11.22% of all male staff and 9.47% of all female staff in 2022. The average length of service for females and males upon leaving was similar and consistent over both years.

Table 13.6: Leavers by sex

Sex	2021 number	2021 %	2022 number	2022 %	2021 average LoS in years	2022 average LoS in years
Female	53	54.08%	61	58.10%	5.25	5.86
Male	45	45.92%	44	41.90%	4.59	4.88

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 13.7 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 - 13.21% of all LGBQ+ staff and 9.86% of all heterosexual staff in 2021; 12.28% of all LGBQ+ staff and 8.97% of all heterosexual staff in 2022. 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. This will need to be explored further to understand why LGBQ+ staff are choosing to leave the organisation slightly earlier than heterosexual staff.

Table 13.7: Leavers by sexual orientation

Sexual orientation	2021 number	2021 %	2022 number	2022 %	2021 average LoS in years	2022 average LoS in years
Heterosexual/straight	69	70.41%	63	60.00%	5.16	6.40
LGBQ+	7	7.14%	7	6.67%	4.34	3.65
Not Specified	19	19.39%	27	25.71%	3.03	2.41
Prefer not to say	3	3.06%	8	7.62%	-	9.78

14 Discipline and grievance

Discipline and grievance are managed through SQA’s grievance and discipline policies and associated procedures, with protected characteristics being cited where relevant. However, for the reporting period, numbers that fall under this heading are too low to provide this data.

SQA only had one disciplinary case that was investigated during 2021 and 2022 that resulted in a disciplinary sanction. Over the same period 11 grievances were reported (6 grievances in 2021 and 5 grievances in 2022)— of the 11 grievances reported, 1 related to a protected characteristic. The case relating to the protected characteristic was originally not upheld. There was an appeal concluded in 2023 and the outcome was changed to partially upheld. Of the other 10 grievances, 5 were not upheld, 3 were partially upheld, 1 was upheld and 1 resolved informally.

15 Applicant data

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

The table below shows the applicant information over the four-year period from 2019 to 2022 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.

Even though there has been a decrease in the total number of applicants since 2019 the organisation has shortlisted and hired more candidates in 2021 and 2022.

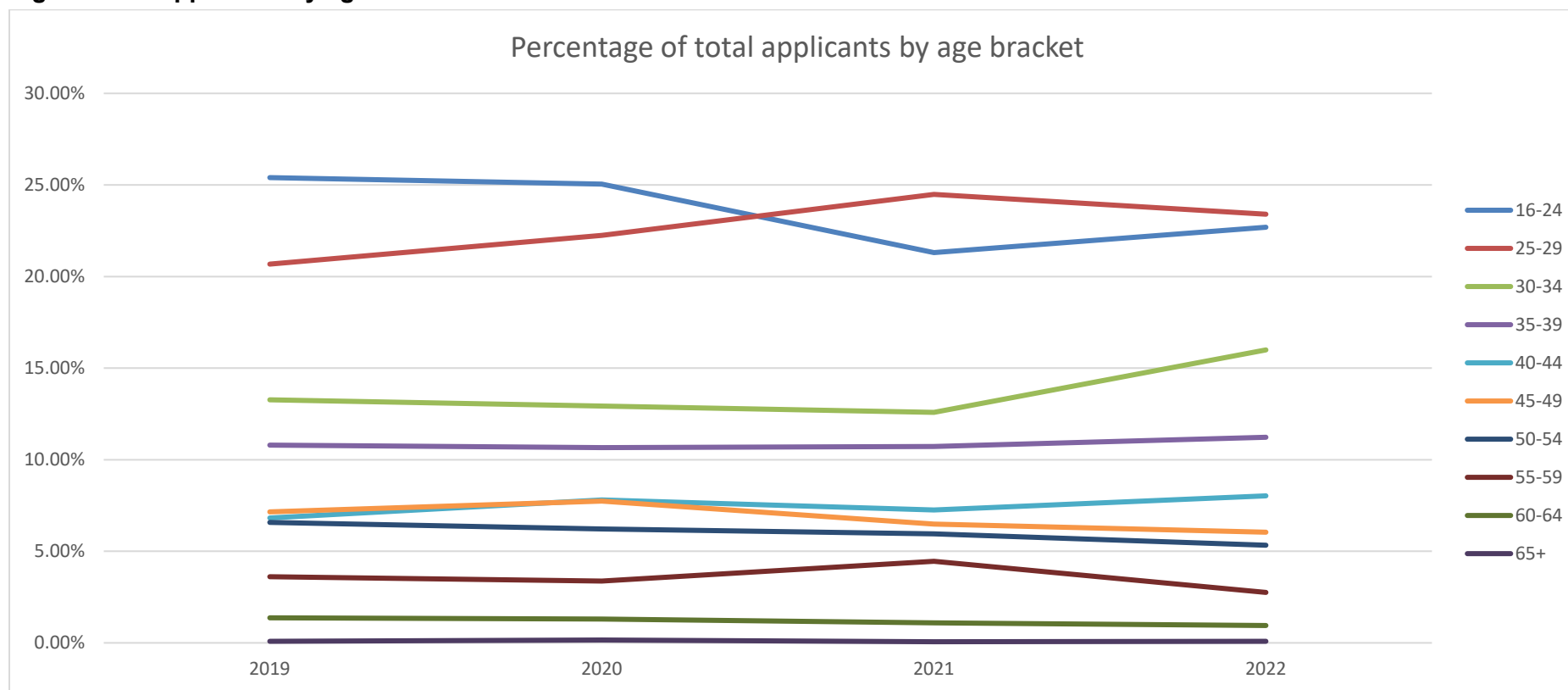
Table: Overall

Applicant status	2019	2020	2021	2022	Variance 2022 to 2019
Applicants	4531	5048	3210	3376	-1155
Shortlisted	791	587	937	952	161
Shortlisted conversion	17.46%	11.63%	29.19%	28.20%	10.74%
Hired	156	103	236	263	107
Hired conversion	3.44%	2.04%	7.35%	7.79%	4.35%

Applicants by age

Figure 15.0 shows the percentage of applicants in each age bracket over the four-year period from 2019 to 2022. In line with the 2019–21 Workforce Equality Monitoring Report, over 50.00% of applicants were aged between 16 and 34 (62.46% in 2021 and 63.57% in 2022). The 16–24 age bracket had the largest decrease in the number of applicants, with a variance of -1.81% and the 30–34 age bracket had the largest increase in the number of applicants with a positive variance of 3.19% 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 over the period.

Figure 15.0: Applicants by age bracket

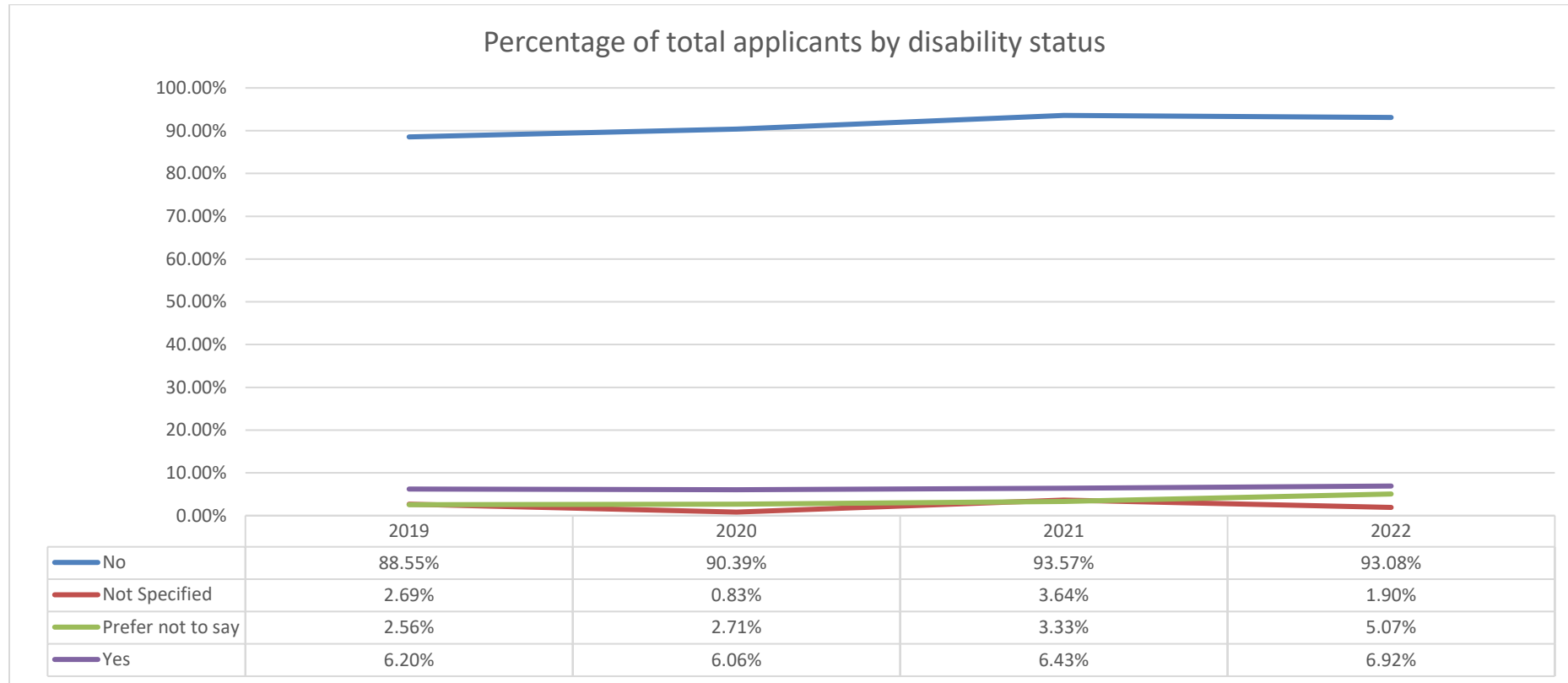


Analysis of applicant age by application stage shows that, in most age bands, the stage reached by applicants is comparable and identifies no prominent age barriers throughout the recruitment process. However, this is not the case for those in the 65+ age bracket, where there were no applicants at the shortlisting or hiring stage in 2019, 2020 or 2021. It is encouraging to note that in 2022 there were applicants in this age bracket who progressed to shortlisting and hiring. Applicants in the 65+ age band accounted for less than five applicants or 0.16% of all applications in both 2021 and 2022. Please see table 15.2 in appendix for full details.

Applicants by disability status

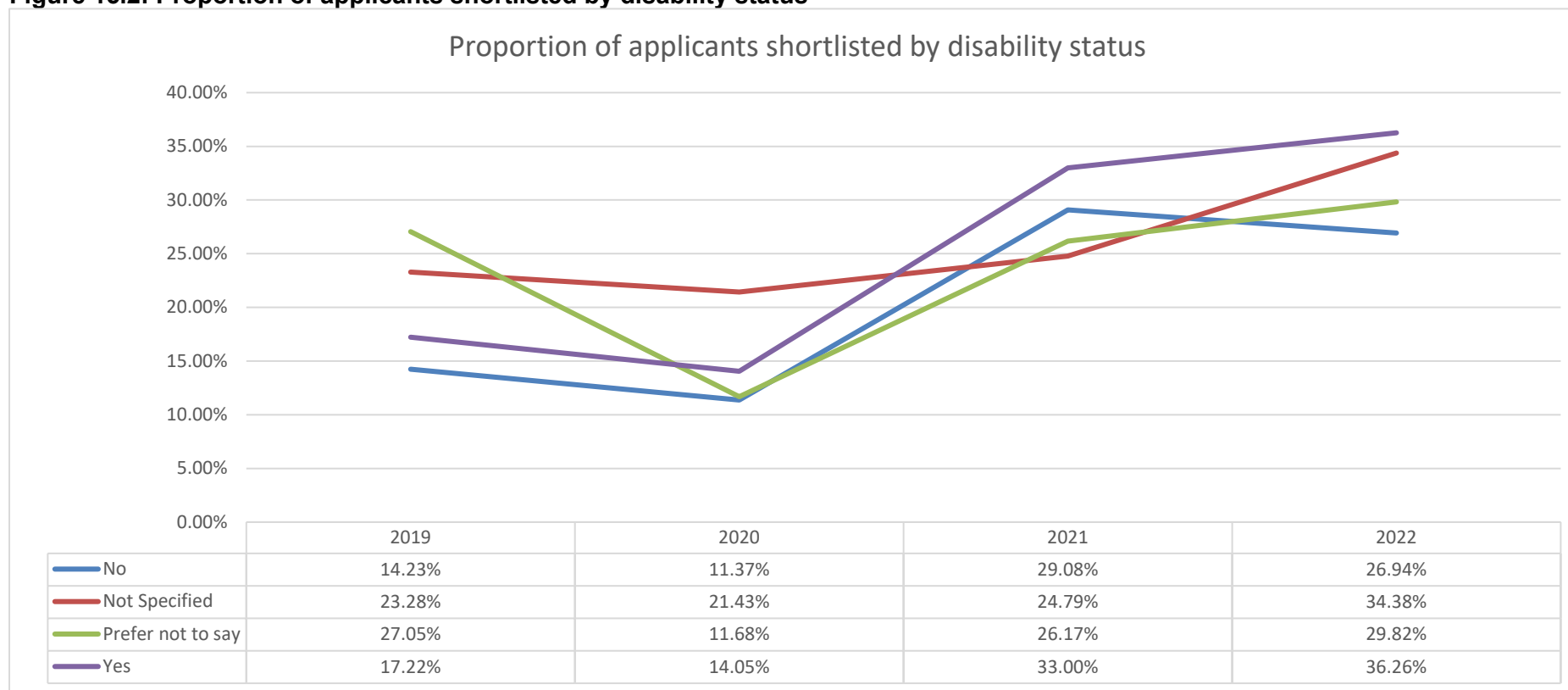
Figure 15.1 shows the percentage of applicants by disability status over the four-year period from 2019 to 2022. The percentage of applicants in each disability status category remained relatively stable over the four-year period.

Figure 15.1: Applicant by disability



Analysis of applicants' disability status by application stage shows that a higher proportion of disabled applicants were shortlisted compared to the proportion of non-disabled candidates shortlisted in all four years. This is because of our commitment to the Disability Confident Initiative under which we offer a guaranteed interview to any applicant who considers themselves to be disabled and who meets the competence requirements for the post. This can be seen in figure 15.2 below.

Figure 15.2: Proportion of applicants shortlisted by disability status

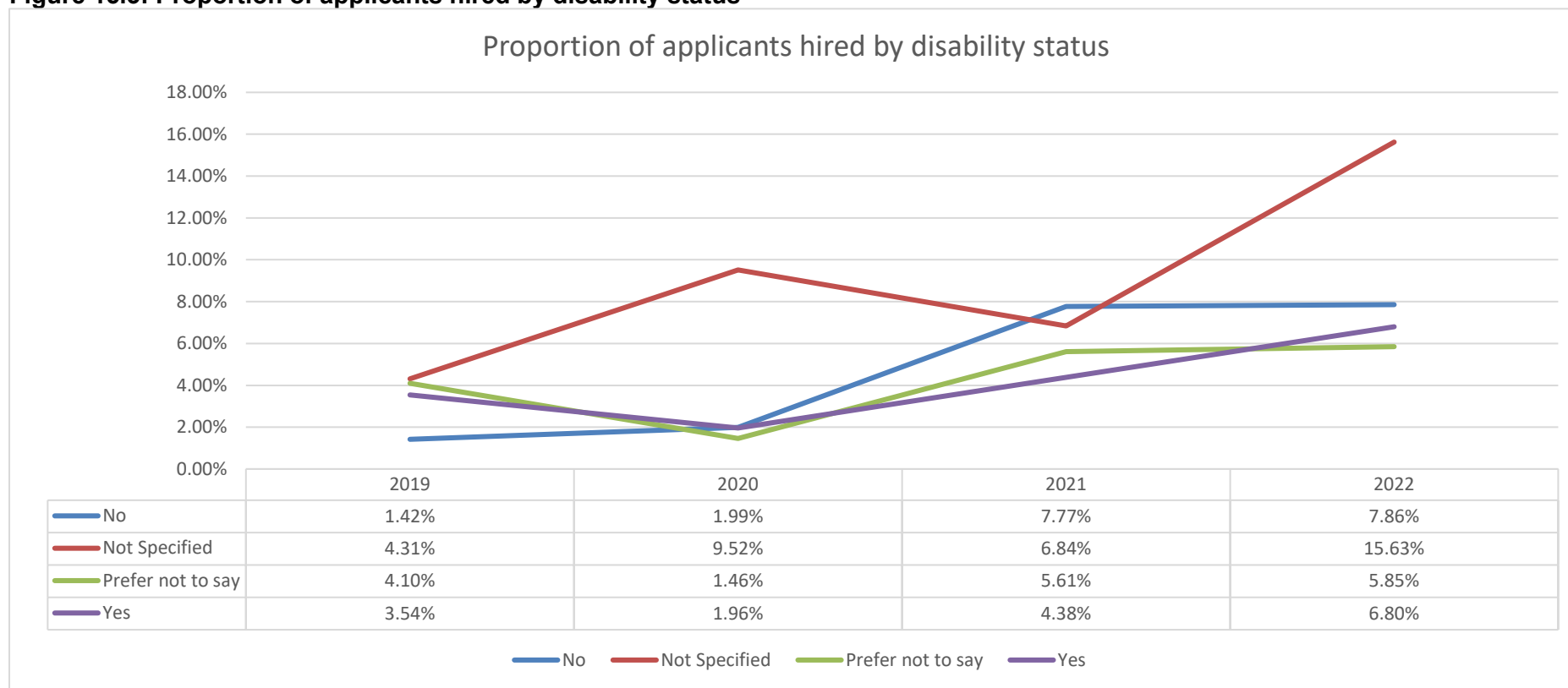


Over the last three years (2020, 2021 and 2022) the proportion of disabled applicants hired has been less than the proportion of non-disabled candidates hired. The difference in these proportions ranged from -3.40% to 2.12%. This can be seen in figure 15.3 below.

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 applicants hired to see if a clearer trend develops. We have recently gained Disability Confident Leader status and are committed to further actions in this area.

Please see table 15.3 in appendix for full details of applicants by disability status.

Figure 15.3: Proportion of applicants hired by disability status



Applicants by marriage and civil partnership status

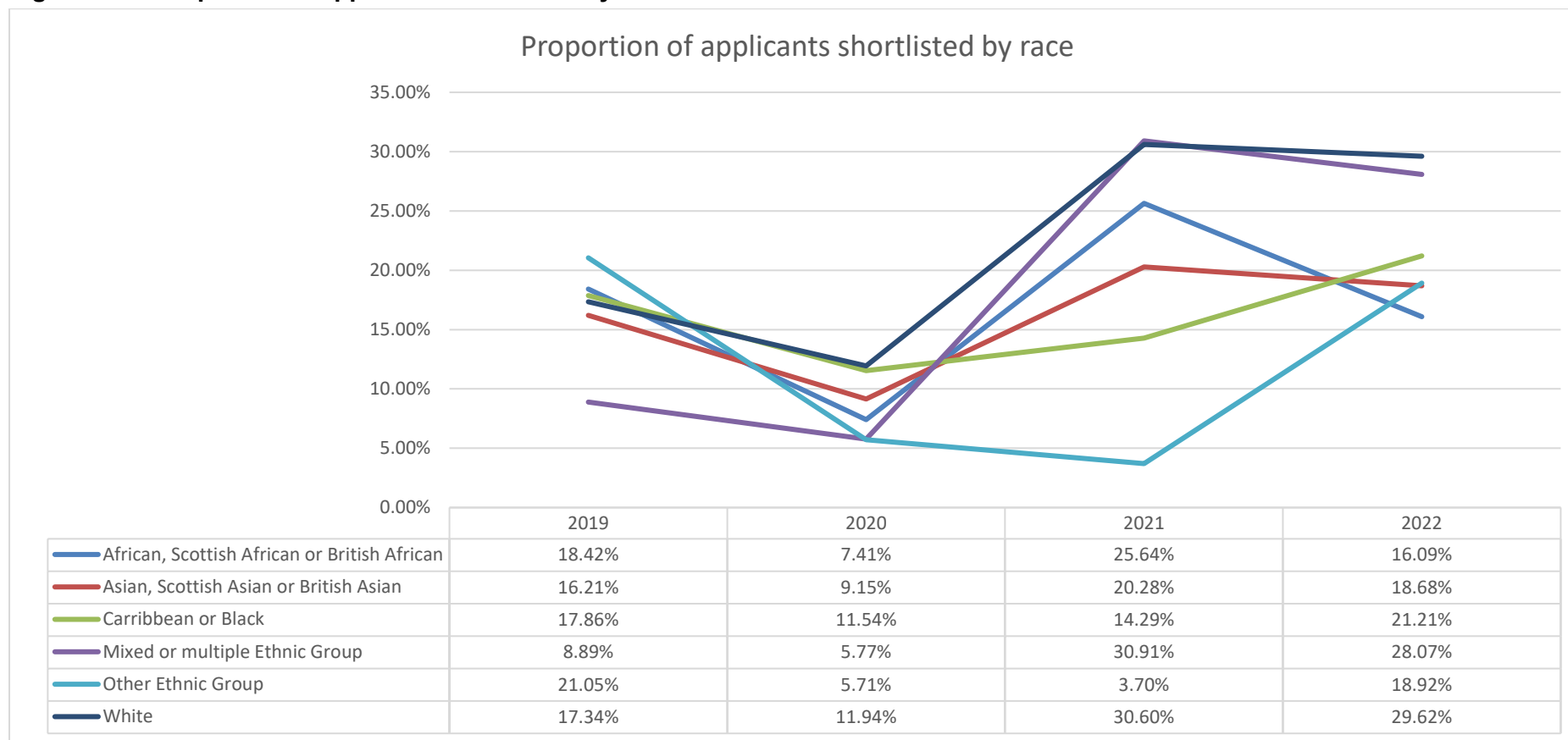
Analysis of applicant marriage and civil partnership status by application stage shows that a higher proportion of applicants who are in a civil partnership or married were shortlisted compared to the proportion of single applicants shortlisted in 2022 and in 2019, 2020 and 2021 a higher proportion of married applicants were shortlisted compared to the proportion of single applicants shortlisted. In all four years from 2019 to 2022 the proportion of married applicants hired was greater than the proportion of single applicants hired. Please see shortlisted and hired conversion information in table 15.4 in appendix for full details.

Applicants by race

Ethnic Minority applicants accounted for 11.03% of all applicants (354 individuals) in 2021 and 14.43% of all applicants (487 individuals) in 2022.

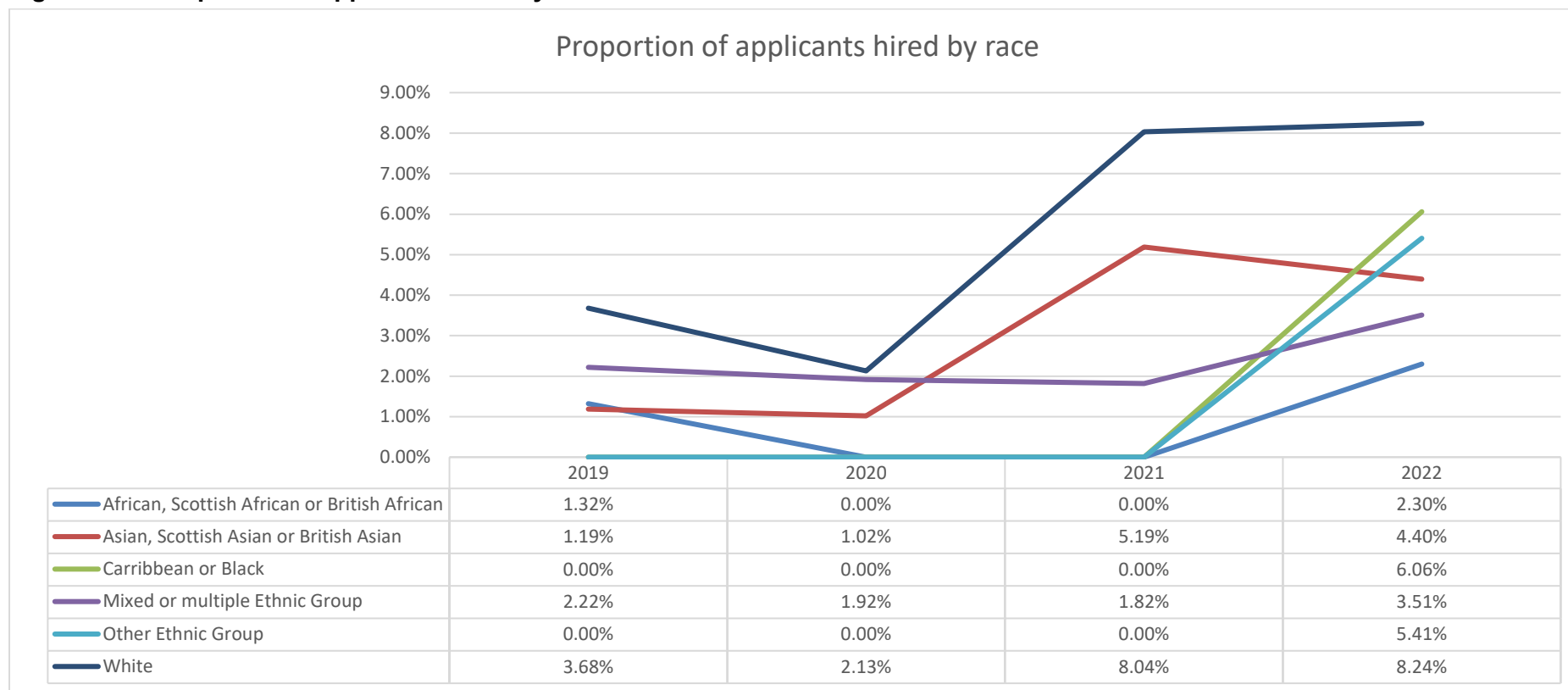
Ethnic minority applicants shortlisted accounted for 7.90% all applicants shortlisted (74 individuals) in 2021 and 9.98% of all applicants shortlisted (95 individuals) in 2022. Analysis of shortlisted applicants by race shows that there was a higher proportion of white applicants who were shortlisted compared to all ethnic minority groups individually and collectively in 2020, 2021 and 2022. This is depicted in figure 15.4 below. The proportion of all ethnic minority applicants who were shortlisted in 2021 was 20.90% and 19.51% in 2022.

Figure 15.4: Proportion of applicants shortlisted by race



Ethnic minority applicants hired accounted for 5.08% all applicants hired (12 individuals) in 2021 and 7.60% of all applicants hired (20 individuals) in 2022. Analysis of hired applicants by race shows that there was a higher proportion of white applicants who were hired compared to all ethnic minority groups individually and collectively over the four-year period. This can be seen below in figure 15.5. The proportion of ethnic minority applicants hired in 2021 was 3.39% and 4.11% in 2022.

Figure 15.5: Proportion of applicants hired by race



We have recently commenced a review of our recruitment proposition to understand where the process can be improved – this will include identifying how we can make it more accessible for all applicants.

Please see table 15.5 in appendix for full details of applicants by race.

Applicants by religion or belief

Analysis of applicant’s 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 all four years, less than 1.00% of all applicants recorded themselves as Buddhist, Jewish or Sikh. This is therefore reflected in the percentage of applicants available for shortlisting.

The proportion of applicants shortlisted from each religion or belief category was relatively similar in all four years, with the majority having 10.00% or more reach shortlisting stage. In 2021 and 2022, all but three religion or belief categories had 20.00% reach shortlisting stage. The exceptions in 2021 were Jewish

(0.00%), Muslim (15.00%) and Sikh (16.67%) and in 2022 they were Hindu (8.77%), Muslim (18.42%) and Other Christian (19.49%). This can be seen in the table below.

Proportion of applicants shortlisted by religion or belief

	2019	2020	2021	2022
Another religion or body	9.80%	8.51%	35.90%	21.28%
Buddhist	0.00%	21.05%	35.71%	28.57%
Church of Scotland	14.49%	11.09%	32.63%	36.25%
Hindu	27.27%	7.69%	29.41%	8.77%
Jewish	11.11%	13.33%	0.00%	50.00%
Muslim	10.79%	7.55%	15.00%	18.42%
None	18.31%	12.39%	31.53%	29.62%
Other Christian	20.91%	6.64%	23.29%	19.49%
Prefer not to say	22.41%	14.57%	26.22%	32.25%
Roman Catholic	13.15%	10.34%	25.27%	23.15%
Sikh	5.00%	13.33%	16.67%	26.32%
Not Specified	27.05%	21.43%	24.79%	34.38%

The table shows the proportion of applicants by religion or belief category. Please see table 15.6 in appendix for full details of applicants by religion or belief.

Table: Proportion of applicants hired by religion or belief.

	2019	2020	2021	2022
Another religion or body	1.96%	2.13%	5.13%	0.00%
Buddhist	0.00%	0.00%	7.14%	14.29%
Church of Scotland	2.66%	1.78%	8.42%	10.00%
Hindu	0.00%	0.00%	3.92%	5.26%
Jewish	0.00%	0.00%	0.00%	0.00%
Muslim	2.16%	1.26%	2.00%	5.26%
None	3.93%	2.21%	9.26%	8.41%
Other Christian	1.82%	1.33%	4.11%	4.62%
Prefer not to say	3.45%	2.23%	4.00%	7.97%
Roman Catholic	3.17%	1.77%	4.10%	5.91%
Sikh	0.00%	0.00%	0.00%	0.00%
Not Specified	4.10%	9.52%	6.84%	15.63%

Applicants by sex

Analysis of applicant's sex by application stage shows that over 50.00% of all applicants, those shortlisted and hired were female in all four years from 2019 to 2022. As you can see in figure 15.8 below, the proportion of female applicants who were shortlisted was higher than the proportion of male candidates hired. This trend continues when looking at the proportion of females hired versus the proportion of males hired as can be seen in figure 15.9 below where females have a marginally higher proportion of applicants being hired. Please see table 15.7 in appendix for full details of applicants by sex.

Figure 15.8: Proportion of applicants shortlisted by sex

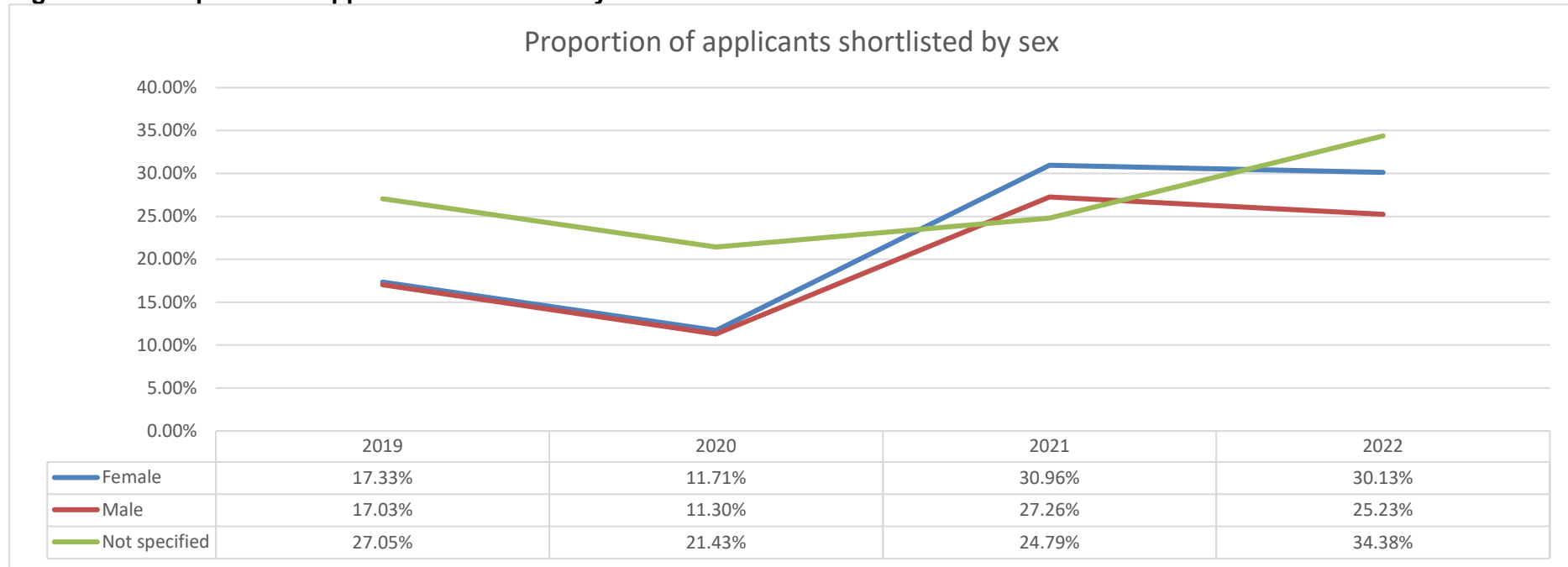
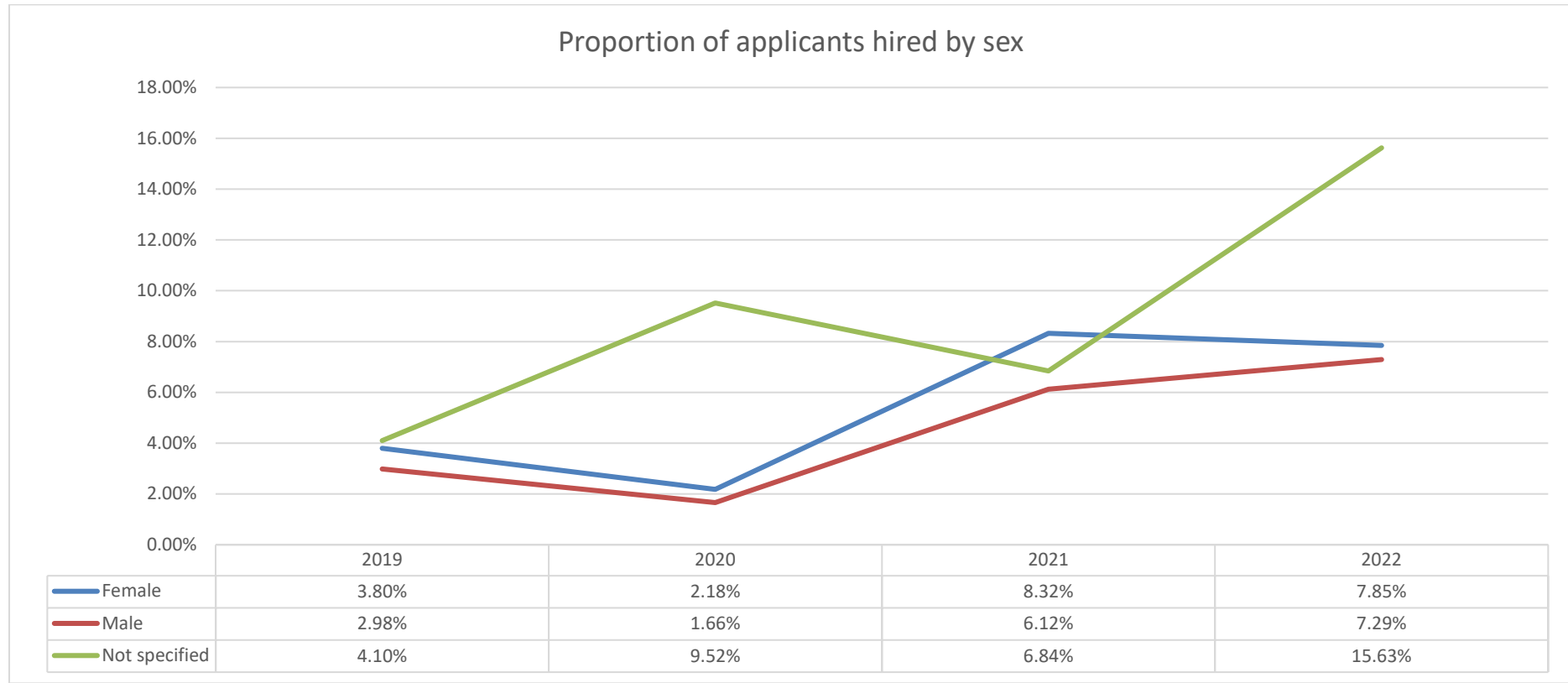


Figure 15.9: Proportion of applicants hired by sex

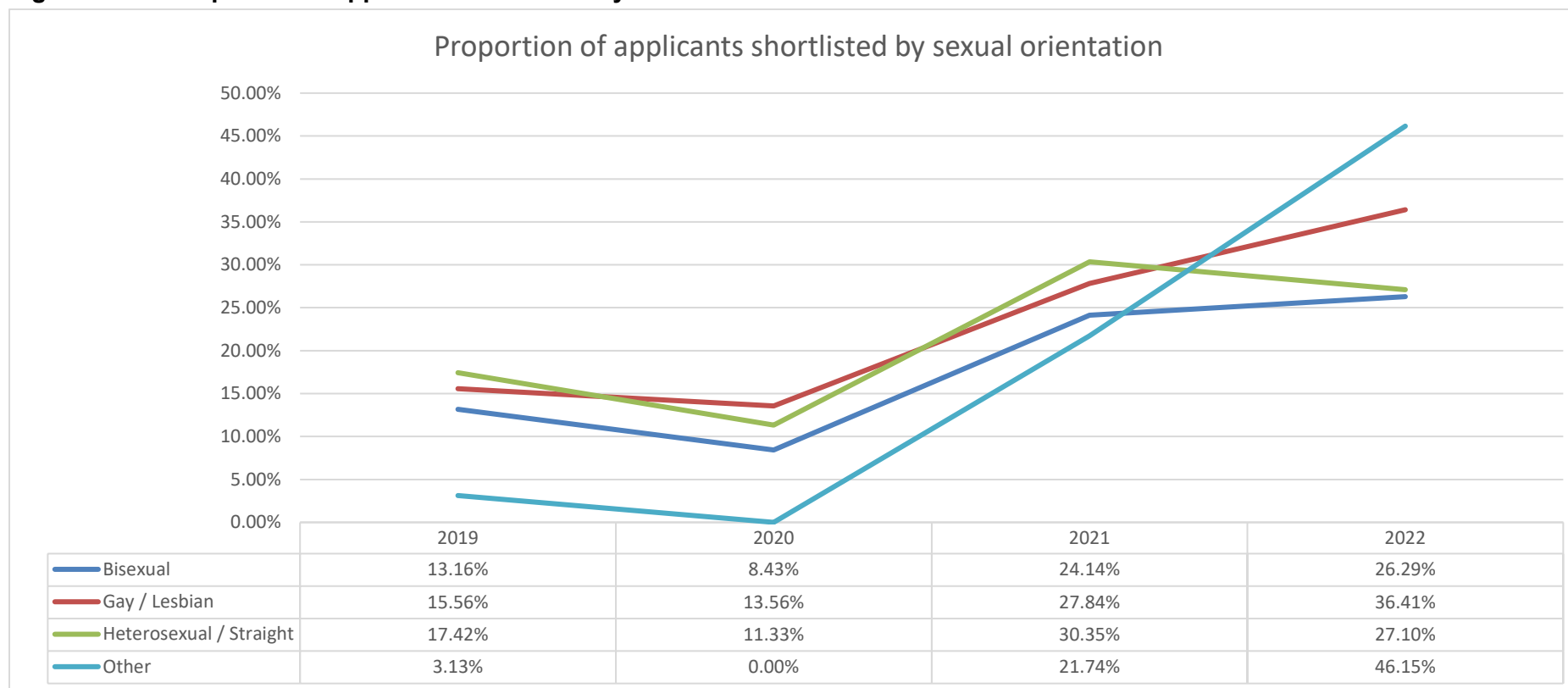


Applicants by sexual orientation

This section reports sexual orientation mirroring the 2022 Scottish Census categories for sexual orientation. LGBQ+ applicants collectively accounted for 11.62% of all applicants in 2021 (373 applicants) and 12.53% of all applicants in 2022 (423 applicants).

LGBQ+ applicants shortlisted accounted for 10.25% all applicants shortlisted (96 individuals) in 2021 and 14.18% of all applicants shortlisted (135 individuals) in 2022. 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 2019 to 2022 with the exception being the bisexual category which had a much lower proportion of applicants shortlisted than any other sexual orientation category. This can be seen in figure 5.10 below.

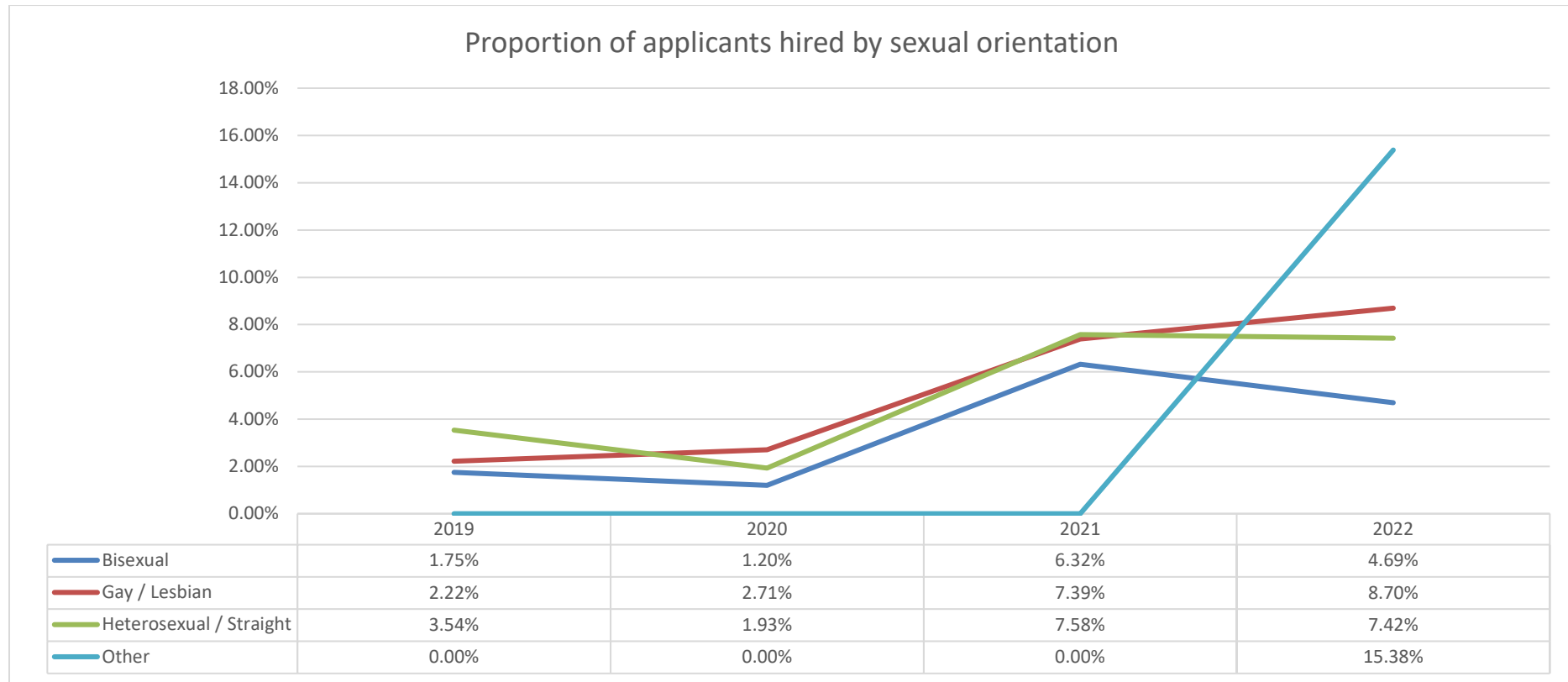
Figure 15.10: Proportion of applicants shortlisted by sexual orientation



LGBQ+ applicants hired accounted for 10.17% all applicants hired (24 individuals) in 2021 and 11.41% of all applicants hired (30 individuals) in 2022. There appears to be a widening in proportion of each of the sexual orientation categories hired in 2022. This can be seen in figure 15.11 below. The overall proportion of LGBQ+ applicants hired in 2021 and 2022 (6.43% and 7.09% respectively) was slightly lower than the proportion of heterosexual applicants hired (7.58% in 2021 and 7.42% in 2022).

Please see table 15.8 in appendix for full details of applicants by sexual orientation.

Figure 15.11: Proportion of applicants hired by sexual orientation



Appendix: Statistics

Table 15.2: Applicant status by age bracket

Age: 16–24

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	25.40%	16.54%	11.56%	17.95%	2.43%
2020	25.05%	16.76%	7.74%	15.46%	1.29%
2021	21.31%	13.98%	19.15%	16.95%	5.85%
2022	22.69%	15.44%	19.19%	15.21%	5.22%
Variance	-2.71%	-1.10%	7.63%	-2.74%	2.79%

Age: 25–29

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	20.68%	15.28%	12.81%	14.74%	2.45%
2020	22.25%	14.10%	7.25%	10.21%	1.07%
2021	24.49%	19.21%	22.90%	15.25%	4.58%
2022	23.40%	20.17%	24.30%	17.87%	5.95%
Variance	2.72%	4.89%	11.49%	3.13%	3.50%

Age: 30–34

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	13.26%	15.43%	20.13%	14.74%	3.83%
2020	12.93%	12.31%	11.26%	13.84%	2.28%
2021	12.59%	13.34%	30.94%	17.80%	10.40%
2022	16.00%	14.81%	26.11%	14.45%	7.04%
Variance	2.73%	-0.62%	5.98%	-0.29%	3.21%

Age: 35–39

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	10.79%	16.22%	25.77%	14.74%	4.70%
2020	10.66%	14.24%	16.45%	17.69%	3.29%
2021	10.72%	15.47%	42.15%	18.22%	12.50%
2022	11.23%	12.18%	30.61%	12.93%	8.97%
Variance	0.43%	-4.04%	4.84%	-1.81%	4.27%

Age: 40–44

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	6.82%	7.72%	19.74%	7.69%	3.88%
2020	7.80%	12.15%	18.14%	13.43%	3.27%
2021	7.26%	8.64%	34.76%	7.20%	7.30%
2022	8.03%	12.08%	42.44%	13.31%	12.92%
Variance	1.21%	4.36%	22.70%	5.62%	9.04%

Age: 45–49

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	7.15%	8.66%	20.68%	7.69%	3.70%
2020	7.74%	11.38%	16.33%	10.80%	2.76%
2021	6.48%	9.61%	43.27%	8.47%	9.62%
2022	6.04%	7.14%	33.33%	6.08%	7.84%
Variance	-1.11%	-1.52%	12.65%	-1.61%	4.14%

Age 50–54

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	6.58%	7.72%	21.81%	10.26%	5.37%
2020	6.21%	7.52%	13.92%	8.06%	2.53%
2021	5.95%	8.22%	40.31%	7.20%	8.90%
2022	5.33%	7.25%	38.33%	7.22%	10.56%
Variance	-1.25%	-0.47%	16.52%	-3.04%	5.19%

Age 55–59

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	3.62%	4.72%	23.78%	5.77%	5.49%
2020	3.38%	5.46%	17.54%	4.19%	2.34%
2021	4.45%	5.98%	39.16%	4.24%	6.99%
2022	2.75%	3.99%	40.86%	3.04%	8.60%
Variance	-0.86%	-0.73%	17.08%	-2.73%	3.11%

Age: 60–64

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	1.37%	1.73%	22.58%	1.92%	4.84%
2020	1.31%	1.84%	14.49%	0.91%	1.45%
2021	1.09%	1.28%	34.29%	0.42%	2.86%
2022	0.95%	1.58%	46.88%	1.52%	12.50%
Variance	-0.42%	-0.15%	24.30%	-0.40%	7.66%

Age: 65+

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	0.09%	0.00%	0.00%	0.00%	0.00%
2020	0.16%	0.00%	0.00%	0.00%	0.00%
2021	0.06%	0.00%	0.00%	0.00%	0.00%
2022	0.09%	0.21%	66.67%	0.76%	66.67%
Variance	0.00%	0.21%	66.67%	0.76%	66.67%

Table 15.3: Applicant by disability**Not disabled**

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	88.55%	86.46%	14.23%	91.03%	1.42%
2020	90.39%	88.43%	11.37%	88.35%	1.99%
2021	83.77%	83.46%	29.08%	88.56%	7.77%
2022	82.58%	78.89%	26.94%	83.27%	7.86%
Variance	-5.97%	-7.57%	12.71%	-7.76%	6.44%

Disabled

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	6.20%	5.67%	17.22%	2.56%	3.54%
2020	6.06%	7.64%	14.05%	5.83%	1.96%
2021	9.25%	10.46%	33.00%	5.51%	4.38%
2022	10.46%	13.45%	36.26%	9.13%	6.80%
Variance	4.26%	7.78%	19.04%	6.57%	3.26%

Not specified

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	2.69%	4.41%	23.28%	3.21%	4.31%
2020	0.83%	1.03%	21.43%	3.88%	9.52%
2021	3.64%	3.09%	24.79%	3.39%	6.84%
2022	1.90%	2.31%	34.38%	3.80%	15.63%
Variance	-0.79%	-2.10%	11.10%	0.59%	11.32%

Prefer not to say

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	2.56%	3.46%	27.05%	3.21%	4.10%
2020	2.71%	2.89%	11.68%	1.94%	1.46%
2021	3.33%	2.99%	26.17%	2.54%	5.61%
2022	5.07%	5.36%	29.82%	3.80%	5.85%
Variance	2.51%	1.90%	2.77%	0.59%	1.75%

Table 15.4: Applicant by marriage and civil partnership**Civil partnership**

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	0.00%	0.00%	0.00%	0.00%	0.00%
2020	0.00%	0.00%	0.00%	0.00%	0.00%
2021	1.65%	1.17%	20.75%	0.00%	0.00%
2022	1.42%	1.58%	31.25%	1.14%	6.25%
Variance	1.42%	1.58%	31.25%	1.14%	6.25%

Married

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	28.40%	36.54%	22.38%	35.90%	4.35%
2020	29.99%	39.46%	15.26%	38.83%	2.64%
2021	25.76%	34.04%	38.57%	33.90%	9.67%
2022	26.90%	31.09%	32.60%	32.70%	9.47%
Variance	-1.50%	-5.45%	10.22%	-3.20%	5.12%

Other

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	0.24%	0.47%	36.36%	0.64%	9.09%
2020	4.58%	4.96%	11.26%	1.94%	0.87%
2021	6.20%	6.72%	31.66%	7.20%	8.54%
2022	7.08%	7.88%	31.38%	8.37%	9.21%
Variance	6.84%	7.41%	-4.98%	7.73%	0.12%

Prefer not to say

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	4.86%	4.88%	18.64%	6.41%	4.55%
2020	3.37%	4.34%	16.47%	6.60%	4.12%
2021	3.12%	2.24%	21.00%	2.12%	2.00%
2022	3.67%	4.41%	33.87%	6.08%	5.26%
Variance	-1.19%	-0.47%	15.23%	-0.33%	0.71%

Single

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	63.80%	53.70%	14.70%	53.85%	2.91%
2020	61.23%	50.21%	9.48%	48.54%	1.62%
2021	59.63%	52.72%	25.81%	53.39%	9.26%
2022	59.03%	52.73%	25.19%	47.91%	8.41%
Variance	-4.77%	-0.97%	10.49%	-5.94%	5.50%

Not specified

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	2.69%	4.41%	27.05%	3.21%	4.10%
2020	0.83%	1.03%	21.43%	3.88%	9.52%
2021	3.64%	3.09%	24.79%	3.39%	6.84%
2022	1.90%	2.31%	34.38%	3.80%	15.63%
Variance	-0.79%	-2.10%	7.33%	0.59%	11.53%

Table 15.5: Applicant by race**African, Scottish African, or British African**

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	1.68%	2.05%	18.42%	0.64%	1.32%
2020	1.66%	1.24%	7.41%	0.00%	0.00%
2021	1.21%	1.07%	25.64%	0.00%	0.00%
2022	2.58%	1.47%	16.09%	0.76%	2.30%
Variance	0.90%	-0.58%	-2.33%	0.12%	0.98%

Asian, Scottish Asian, or British Asian

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	5.58%	5.98%	16.21%	1.92%	1.19%
2020	5.84%	4.96%	9.15%	2.91%	1.02%
2021	6.60%	4.59%	20.28%	4.66%	5.19%
2022	8.09%	5.36%	18.68%	4.56%	4.40%
Variance	2.50%	-0.62%	2.47%	2.64%	3.21%

Caribbean or Black

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	0.62%	0.79%	17.86%	0.00%	0.00%
2020	0.52%	0.62%	11.54%	0.00%	0.00%
2021	0.65%	0.32%	14.29%	0.00%	0.00%
2022	0.98%	0.74%	21.21%	0.76%	6.06%
Variance	0.36%	-0.05%	3.35%	0.76%	6.06%

Mixed or multiple ethnic group

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	0.99%	0.47%	8.89%	0.64%	2.22%
2020	1.03%	0.41%	5.77%	0.97%	1.92%
2021	1.71%	1.81%	30.91%	0.42%	1.82%
2022	1.69%	1.68%	28.07%	0.76%	3.51%
Variance	0.70%	1.21%	19.18%	0.12%	1.29%

Other ethnic group

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	0.42%	0.63%	21.05%	0.00%	0.00%
2020	0.69%	0.41%	5.71%	0.00%	0.00%
2021	0.84%	0.11%	3.70%	0.00%	0.00%
2022	1.10%	0.74%	18.92%	0.76%	5.41%
Variance	0.68%	0.11%	-2.13%	0.76%	5.41%

Prefer not to say

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	1.59%	1.42%	15.28%	1.28%	2.78%
2020	1.84%	1.65%	9.68%	0.97%	1.08%
2021	2.37%	2.03%	25.00%	0.85%	2.63%
2022	2.07%	2.00%	27.14%	2.28%	8.57%
Variance	0.48%	0.58%	11.86%	1.00%	5.79%

White

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	86.43%	84.25%	17.34%	92.31%	3.68%
2020	87.58%	89.67%	11.94%	91.26%	2.13%
2021	82.96%	86.98%	30.60%	90.68%	8.04%
2022	81.61%	85.71%	29.62%	86.31%	8.24%
Variance	-4.82%	1.46%	12.28%	-6.00%	4.56%

Not specified

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	2.69%	4.41%	27.05%	3.21%	4.10%
2020	0.83%	1.03%	21.43%	3.88%	9.52%
2021	3.64%	3.09%	24.79%	3.39%	6.84%
2022	1.90%	2.31%	34.38%	3.80%	15.63%
Variance	-0.79%	-2.10%	7.33%	0.59%	11.53%

Table 15.6: Applicant by religion or belief**Another religion or body**

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	1.13%	0.63%	9.80%	0.64%	1.96%
2020	0.93%	0.62%	8.51%	0.97%	2.13%
2021	1.21%	1.49%	35.90%	0.85%	5.13%
2022	1.39%	1.05%	21.28%	0.00%	0.00%
Variance	0.27%	0.42%	11.48%	-0.64%	-1.96%

Buddhist

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	0.24%	0.16%	0.00%	0.00%	0.00%
2020	0.38%	0.83%	21.05%	0.00%	0.00%
2021	0.44%	0.53%	35.71%	0.42%	7.14%
2022	0.41%	0.42%	28.57%	0.76%	14.29%
Variance	0.17%	0.26%	28.57%	0.76%	14.29%

Church of Scotland

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	9.14%	7.72%	14.49%	7.05%	2.66%
2020	10.00%	9.71%	11.09%	8.74%	1.78%
2021	8.88%	9.93%	32.63%	10.17%	8.42%
2022	7.11%	9.14%	36.25%	9.13%	10.00%
Variance	-2.03%	1.42%	21.76%	2.08%	7.34%

Hindu

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	0.73%	1.42%	27.27%	0.00%	0.00%
2020	1.03%	0.83%	7.69%	0.00%	0.00%
2021	1.59%	1.60%	29.41%	0.85%	3.92%
2022	1.69%	0.53%	8.77%	1.14%	5.26%
Variance	0.96%	-0.89%	-18.50%	1.14%	5.26%

Jewish

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	0.20%	0.16%	11.11%	0.00%	0.00%
2020	0.30%	0.41%	13.33%	0.00%	0.00%
2021	0.12%	0.00%	0.00%	0.00%	0.00%
2022	0.18%	0.32%	50.00%	0.00%	0.00%
Variance	-0.02%	0.16%	38.89%	0.00%	0.00%

Muslim

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	3.07%	1.89%	10.79%	1.92%	2.16%
2020	3.15%	2.07%	7.55%	1.94%	1.26%
2021	3.12%	1.60%	15.00%	0.85%	2.00%
2022	3.38%	2.21%	18.42%	2.28%	5.26%
Variance	0.31%	0.32%	7.63%	0.36%	3.10%

None

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	58.46%	60.00%	18.31%	66.67%	3.93%
2020	56.58%	60.12%	12.39%	61.17%	2.21%
2021	54.83%	59.23%	31.53%	69.07%	9.26%
2022	57.41%	60.29%	29.62%	61.98%	8.41%
Variance	-1.05%	0.29%	11.31%	-4.69%	4.48%

Other Christian

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	4.86%	6.61%	20.91%	2.56%	1.82%
2020	5.96%	3.31%	6.64%	3.88%	1.33%
2021	4.55%	3.63%	23.29%	2.54%	4.11%
2022	5.78%	3.99%	19.49%	3.42%	4.62%
Variance	0.92%	-2.62%	-1.42%	0.86%	2.80%

Prefer not to say

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	5.12%	6.93%	22.41%	5.13%	3.45%
2020	5.98%	7.64%	14.57%	6.80%	2.23%
2021	7.01%	6.30%	26.22%	3.81%	4.00%
2022	8.18%	9.35%	32.25%	8.37%	7.97%
Variance	3.06%	2.42%	9.84%	3.24%	4.52%

Roman Catholic

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	13.93%	9.92%	13.15%	12.82%	3.17%
2020	14.56%	13.02%	10.34%	12.62%	1.77%
2021	14.42%	12.49%	25.27%	8.05%	4.10%
2022	12.03%	9.87%	23.15%	9.13%	5.91%
Variance	-5.75%	-0.57%	19.10%	-4.45%	4.80%

Sikh

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	0.44%	0.16%	5.00%	0.00%	0.00%
2020	0.30%	41.00%	13.33%	0.00%	0.00%
2021	0.19%	0.11%	16.67%	0.00%	0.00%
2022	0.56%	0.53%	26.32%	0.00%	0.00%
Variance	0.12%	0.37%	21.32%	0.00%	0.00%

Not specified

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	2.69%	4.41%	27.05%	3.21%	4.10%
2020	0.83%	1.03%	21.43%	3.88%	9.52%
2021	3.64%	3.09%	24.79%	3.39%	6.84%
2022	1.90%	2.31%	34.38%	3.80%	15.63%
Variance	-0.79%	-2.10%	7.33%	0.59%	11.53%

Table 15.7: Applicant by sex**Female**

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	52.86%	51.02%	17.33%	58.33%	3.80%
2020	59.90%	59.50%	11.71%	64.08%	2.18%
2021	54.64%	57.95%	30.96%	61.86%	8.32%
2022	56.64%	60.50%	30.13%	57.03%	7.85%
Variance	3.78%	9.48%	12.80%	-1.30%	4.05%

Male

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	44.45%	44.57%	17.03%	32.04%	2.98%
2020	39.26%	39.46%	11.30%	38.46%	1.66%
2021	41.71%	38.95%	27.26%	34.75%	6.12%
2022	41.44%	37.08%	25.23%	38.78%	7.29%
Variance	-3.01%	-7.49%	8.20%	6.74%	4.31%

Not provided

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	2.69%	4.41%	27.05%	3.88%	4.10%
2020	0.83%	1.03%	21.43%	3.21%	9.52%
2021	3.64%	3.09%	24.79%	3.39%	6.84%
2022	1.90%	2.31%	34.38%	3.80%	15.63%
Variance	-0.79%	-2.10%	7.33%	-0.08%	11.53%

Table 15.8: Applicant by sexual orientation**Bisexual**

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	2.52%	2.05%	13.16%	1.28%	1.75%
2020	3.29%	2.48%	8.43%	1.94%	1.20%
2021	5.42%	4.48%	24.14%	4.66%	6.32%
2022	6.31%	5.88%	26.29%	3.80%	4.69%
Variance	3.79%	3.83%	13.13%	2.52%	2.94%

Gay/lesbian

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	4.97%	4.72%	15.56%	3.21%	2.22%
2020	5.84%	6.61%	13.56%	7.77%	2.71%
2021	5.48%	5.23%	27.84%	5.51%	7.39%
2022	5.45%	7.04%	36.41%	6.08%	8.70%
Variance	0.48%	2.32%	20.85%	2.87%	6.48%

Heterosexual/straight

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	85.39%	84.57%	17.42%	87.82%	3.54%
2020	85.34%	83.67%	11.33%	80.58%	1.93%
2021	79.35%	82.50%	30.35%	81.78%	7.58%
2022	80.21%	77.10%	27.10%	76.43%	7.42%
Variance	-5.18%	-7.47%	9.68%	-11.39%	3.88%

Other

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	0.71%	0.16%	3.13%	0.00%	0.00%
2020	0.24%	0.00%	0.00%	0.00%	0.00%
2021	0.72%	0.53%	21.74%	0.00%	0.00%
2022	0.77%	1.26%	46.15%	1.52%	15.38%
Variance	0.06%	-1.87%		1.52%	15.38%

Prefer not to say

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	3.73%	4.09%	19.53%	4.49%	4.14%
2020	4.46%	6.20%	16.00%	5.83%	2.67%
2021	5.39%	4.16%	22.54%	4.66%	6.36%
2022	5.36%	6.41%	33.70%	8.37%	12.15%
Variance	1.63%	2.32%	14.17%	3.88%	8.01%

Not provided

Year	Applicants	Shortlisted	Shortlisted conversion	Hired	Hired conversion
2019	3.21%	4.41%	27.05%	3.21%	4.10%
2020	0.83%	1.03%	21.43%	3.88%	9.52%
2021	3.64%	3.09%	24.79%	3.39%	6.84%
2022	1.90%	2.31%	34.38%	3.80%	15.63%
Variance	-1.31%	-2.10%	7.33%	0.59%	11.53%