



Summary of Equal Pay Audit 2023

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Contents

About SQA's equal pay audit	1
Pay gap calculations	1
Gender pay gap	2
Disability pay gap	9
What is the disability pay gap?	9
Understanding the gap	10
Ethnicity pay gap	13
Sexual orientation pay gap	17
Occupational segregation	21
Gender	21
Disability	22
Ethnicity	25
Next steps	28
Appendix 1 – Pay gap information tables: breakdown of average salaries at 30 November 2022	30
Appendix 2 – Occupational Segregation Tables	34

About SQA's equal pay audit

As part of its Public Sector Equality Duties, SQA is required to publish its gender pay gap information every two years. The Equality and Human Rights Commission recommends that differences of 5% or more between male and female colleagues, or any recurring differences of 3% or more, merit further investigation. In line with previous reporting and based on current practice, SQA's equal pay audit is based on colleagues' hourly salary rather than their annual salary.

This is a summary of the equal pay audit as at 30 November 2022.

We also publish our disability, ethnicity and sexual orientation pay gap information as part of our equal pay audit to promote best practice and support our equal pay statement.

We have added the ethnicity and disability pay quartiles this year in line with our commitment to continuously improve our pay gap reporting.

We also included the sexual orientation pay gap as a new section in last year's internally published equal pay audit. This is to promote transparency and begin to explore the reasons for this gap and measure progress. We will continue to do so moving forward.

Pay gap calculations

All of our pay gap calculations are calculated in line with best practice.

Mean

The mean is calculated by adding up the salary of all relevant colleagues and dividing the figure by the number of colleagues. The salary used for all calculations is the full-time equivalent hourly salary, plus any allowances such as market pay supplements.

The mean is worked out like this:

$$\frac{x + x + x}{n}$$

The sum of colleagues' hourly rate of pay (x) is divided by the number of colleagues (n).

Median

The median is the figure that falls in the middle of a range when the salaries of all relevant colleagues are lined up from smallest to largest. The median is worked out like this:



Pay quartiles

Pay quartiles are calculated by listing each colleagues' hourly pay from highest to lowest, before dividing into four equally-sized groups.

The salary used for all calculations is the full-time equivalent hourly salary, plus any allowances such as market pay supplements.

Gender pay gap

What is the gender pay gap?

The gender pay gap shows the difference in the average pay between men and women in the organisation. A gender pay gap above zero will show that on average, men earn more, while a pay gap below zero shows that women, on average, earn more.

Equal pay is different from the gender pay gap. Equal pay deals with pay differences between men and women who are doing the same jobs, similar jobs, or work of equal value.

Gender profile

This report uses HMRC gender for reporting purposes except where an individual has declared a gender identity of either 'In another way' or 'Prefer not to say.' We have carried out gender pay gap calculations based on a colleague population of 992 individuals. Of these colleagues, 622 are female and 370 are male. The gender distribution for the organisation shown below has remained consistent over the last three years and remains in line with last year's equal pay audit (published in the 2022 Internal Equal Pay Audit).

Distribution by gender

Female	Male
62.7%	37.3%

Gender pay gap at a glance

Mean Gender Pay Gap

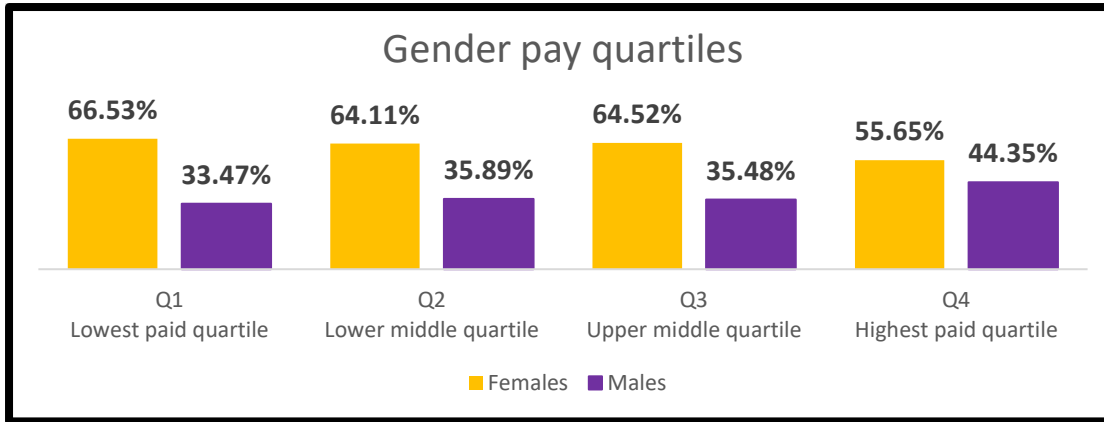
5.3%

2022: 5.6%

Median Gender Pay Gap

4.8%

2022: 5.2%



Understanding the gap

The average hourly female salary is 94.7% of the average hourly male salary. The average female hourly salary is £20.52, and the average male hourly salary is £21.67.

This is the third year in a row there has been a decrease in the mean gender pay gap — it is down by 0.3% from 5.6% last year, and there is a 1.7% decrease over the three-year period since 2020.

The median female salary is 95.2% of the median male salary. The median female hourly salary is £20.65, and the median male salary is £21.68. There has been a 0.5% decrease in the median pay gap since publishing the 2019-2021 Equality Mainstreaming report.

The analysis of our gender pay gap figures tell us that our gender pay gap as at November 2022 is due to a combination of the following:

- ◆ a lower proportion of female colleagues within the head of service population (a grade which attracts a higher level of remuneration)
- ◆ a higher proportion of male colleagues within the Business Systems Directorate, where some of the posts attract a market supplement due to difficulty in recruitment

Some of the overall mean pay gap between male and female salaries can be explained by the fact that there are proportionately more female colleagues in lower grades. The majority of posts that attract market supplement payments are in the Business Systems (IT) area of SQA, which has a higher male population (68.0%). However, we still have a higher percentage of females, 32.0%, working in technology roles compared to the proportion of technology roles held by women in Scotland overall, which stands at 23% according to Scotland’s Digital Technologies: Summary Report 2019 published by Skills Development Scotland.

It is useful to compare these figures with those outside of SQA to provide context. The Office for National Statistics' Gender pay gap in the UK: 2022 statistical bulletin (<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022#toc> accessed 13 December 2022) notes that the average gender pay gap among all UK colleagues is 14.9%. In addition, Close the Gap Working Paper – Gender Pay Gap Statistics, published in March 2022 (<https://www.closesthegap.org.uk/content/resources/Gender-pay-gap-statistics-paper-2022.pdf>, accessed 13 December 2022) shows that the mean pay gap for Scotland in 2021 for both part-time and full-time work patterns was 10.1%.

To identify any pay gaps of 5% or more, or any recurring differences of 3% or more between colleagues performing work of equal value, we have analysed a breakdown of grades across the organisation (based on average hourly salary). The breakdown has been split into full-time and part-time colleagues by grade, as shown in the tables below.

Mean gender pay gap for full-time colleagues by SQA grade1: Percentage of male and female full-time colleagues, average hourly salary by SQA grade/gender and respective average gender pay gap at 30 November 2022

Grade	Number of colleagues	% female	% male	Average hourly salary (£)	Average hourly salary female (£)	Average hourly salary male (£)	Female hourly salary as a % of male salary	FT pay gap	Change from previous report
1	4	25.00%	75.00%	£11.43	£11.43	£11.43	100.00%	0.00%	0.00%
3	44	65.91%	34.09%	£12.15	£12.10	£12.25	98.77%	1.23%	0.13%
4	154	61.04%	38.96%	£13.53	£13.50	£13.58	99.40%	0.60%	-0.60%
5	97	61.86%	38.14%	£15.54	£15.47	£15.67	98.70%	1.30%	-0.70%
6	168	61.90%	38.10%	£19.47	£19.57	£19.31	101.35%	-1.35%	-0.45%
7	170	62.35%	37.65%	£23.63	£23.58	£23.71	99.43%	0.57%	-0.73%
8	182	54.95%	45.05%	£27.47	£27.29	£27.69	98.54%	1.46%	-0.14%
HoS*	30	40.00%	60.00%	£35.18	£35.04	£35.26	99.37%	0.63%	-1.27%
EMT*	9	66.67%	33.33%	-	-	-	107.76%	-7.76%	N/A
Total	858	59.67%	40.33%	£21.01	£20.69	£21.48	96.32%	3.68%	-1.22%

*HoS is the abbreviation used for Head of Service, and EMT is the abbreviation used for Executive Management Team (which includes Directors and the Chief Executive).

There are currently no pay gaps of 5% or more or any recurring differences of 3% or more among full-time colleagues by grade. However, there is an overall 3.68% pay gap for full-time colleagues, which is slightly below the overall gender pay gap and 2.9% less than the full-time pay gap of 6.6% noted in Close the Gap Working Paper – Gender Pay Gap Statistics published in March 2022 (<https://www.closesthegap.org.uk/content/resources/Gender-pay-gap-statistics-paper-2022.pdf> accessed 13 December 2022).

Our workforce is predominantly female at all grades apart from grade 1 and head of service, where the split is predominantly male. However, the female salaries at these grades are 100% and 99.4% of the male salaries respectively.

1 SQA does not have a grade 2 within its current pay and grading structure.

Mean gender pay gap for part-time colleagues by SQA grade: Percentage of male and female part-time colleagues and average hourly salary by SQA grade/gender and respective average gender pay gap at 30 November 2022

Grade	Number of colleagues	% female	% male	Average hourly salary (£)	Average hourly salary female (£)	Average hourly salary male (£)	Female hourly salary as a % of male salary	PT pay gap	Change from previous report
1	8	87.50%	12.50%	£11.43	£11.43	£11.43	100.00%	0.00%	0.00%
3	9	100.00%	0.00%	N/A	N/A	N/A	N/A	N/A	N/A
4	24	91.67%	8.33%	£14.03	£14.02	£14.20	98.76%	1.24%	2.34%
5	6	100.00%	0.00%	N/A	N/A	N/A	N/A	N/A	N/A
6	28	92.86%	7.14%	£20.09	£20.05	£20.65	97.09%	2.91%	1.01%
7	18	72.22%	27.78%	£24.10	£24.09	£24.10	99.97%	0.03%	-1.37%
8	39	66.67%	33.33%	£26.82	£26.98	£26.49	101.88%	-1.88%	-2.78%
HoS	<5	-	-	-	-	-	-	-	N/A
Total	134	82.09%	17.91%	£20.57	£19.75	£24.36	81.05%	18.95%	5.25%

There has been an increase of 7.2% or nine additional colleagues who have started working part-time since December 2021. 82.1% of part-time colleagues are female. The highest number of part-time colleagues remain at grades 8, 6 and 4.

There is currently a pay gap of slightly more than 5% at Head of Service. There are no recurring differences of 3% or more among part-time colleagues by grade. However, there is an overall part-time pay gap of 18.95%, which is an increase of 5.3% from last year's report. On further investigation the part-time gender pay gap is due to a combination of factors similar to last year, which include:

- ◆ 63.6% of female part-time colleagues work in roles that are grade 6 or below.
- ◆ 79.17% of male colleagues working part-time are in grade 7 to Head of Service roles versus only 36.4% of female part-time colleagues working at these grades.
- ◆ 15.8% of males working part-time within grades 7 to Head of Service are in Business Systems roles which attract a market supplement compared to only 2.5% of females working part-time in these grades.
- ◆ The increase in the part-time gender pay gap corresponds to the increase in percentage of males working part-time. The percentage of males working part-time has increased by 4.3% from 13.6% in 2021 to 17.9% in 2022.

Mean gender pay gap for full-time colleagues by age-group: Percentage of full-time male and female colleagues and average hourly salary by age/gender and respective average gender pay gap at 30 November 2022

This table is new this year. It looks at the difference between men's and women's hourly earnings as a percentage of men's hourly earnings based on age-group. These were calculated using data for full-time colleagues only — this is a more consistent basis than all employees for measuring differences in hourly pay.

Age-group	Number of colleagues	% female	% male	Average hourly salary (£)	Average hourly salary female (£)	Average hourly salary male (£)	Female hourly salary as a % of male salary	Full-time gender pay gap by age-group	Change from previous report
18 to 21	4	50.00%	50.00%	*	*	*	105.7%	-5.7%	N/A
22 to 29	128	64.06%	35.94%	£15.23	£15.30	£15.10	101.4%	-1.4%	N/A
30 to 39	204	59.31%	40.69%	£19.65	£19.76	£19.51	101.3%	-1.3%	N/A
40 to 49	237	56.54%	43.46%	£21.63	£21.88	£21.31	102.7%	-2.7%	N/A
50 to 59	202	61.39%	38.61%	£24.74	£23.49	£26.74	87.8%	12.2%	N/A
Over 60	83	59.04%	40.96%	£22.81	£21.98	£24.00	91.6%	8.4%	N/A

For groups aged 40 years and under, the gender pay gap for full-time employees is negative. The lower pay gap for these age brackets mirrors ONS data trends for full-time employees aged under 40 years.

(<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022#:~:text=Among%20full%20time%20employees%20the,at%20the%20longer%20term%20trend>. Accessed 11/01/2023)

However, for age groups 50 to 59 years and older, the gender pay gap for full-time colleagues is much higher, at over 8.4%. Again, this mirrors ONS data on gender pay gaps for full-time employees. We believe the larger pay gaps in age groups 50 to 59 and older are due to a combination of:

- ◆ a higher percentage of males at grades 8 and head of service within these age-groups
- ◆ more male colleagues than female colleagues receive market supplements within these age-groups as there are more male than female colleagues within business systems where certain roles are assigned market supplements

Disability pay gap

As part of the equal pay audit, we have also looked at the salary of those colleagues in the organisation who have declared they have a disability.

What is the disability pay gap?

The disability pay gap shows the difference in the average pay between disabled and non-disabled colleagues at SQA. A disability pay gap above zero will show that on average, non-disabled colleagues earn more while a pay gap below zero shows that disabled colleagues, on average, earn more.

Disability profile

The table below illustrates the ratio of disabled to non-disabled colleagues across SQA in all grades. However, our disability completion rate is not 100% (currently it stands at 82.24%); any individuals with an undisclosed disability have been excluded from our calculations. The percentage of colleagues who have declared a disability remains similar to the 2019–21 Equality Mainstreaming Report.

Disability profile

Disabled	Non-disabled	Prefer not to say	No data provided
8.0%	67.2%	6.9%	17.8%

For our mean and median disability pay gap and distribution across pay quartiles, we have chosen to use the same calculation methodology as for our gender pay gap reporting.

Disability pay gap at a glance

Mean Disability Pay Gap

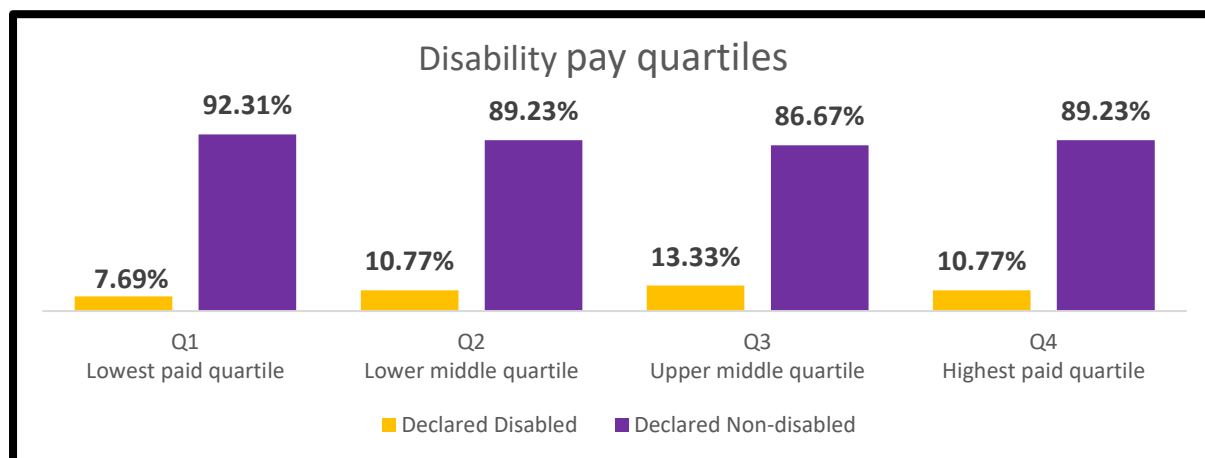
0.7%

2022: -0.3%

Median Disability Pay Gap

0.0%

2022: 0.0%



Understanding the gap

There has been an increase in the mean disability pay gap of 1.0%. However, it is still 1.3% less than the disability pay gap of 2.0% in the 2019–21 Equality Mainstreaming Report. This is due to a 38.5% increase in the number of disabled colleagues who have been hired and are on the minimum of their respective pay bands (in line with the organisation’s policy that an individual will normally be appointed to the minimum of the pay band). The average hourly salary of

those declaring a disability is 99.4% of those declaring no disability. The average hourly salary for declared disabled is £21.22, and the average hourly salary for declared non-disabled is £21.36.

The median salary of those declaring a disability is 100.0% of the median non-disabled colleague's salary. The median salary for both those declaring and those not declaring a disability is £20.65. There has been no change in the median pay gap since publishing the 2019-2021 Equality Mainstreaming report.

This is very positive considering that a news article released by the TUC in November 2022 showed that the disability pay gap within Scotland in 2021 was 19.0%. (<https://www.tuc.org.uk/news/non-disabled-workers-paid-17-more-disabled-peers-tuc#:~:text=It%20is%20the%20day%20of,Q3%202021%20to%20Q2%202022>). Accessed 13 December 2022.

In addition, the Office for National Statistics indicated that the median disability pay gap for Scotland in 2021 was 18.5%. (<https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/articles/disabilitypaygapsintheuk/2021>) Accessed 13 December 2022.

This year we also explored the disability pay gap for female disabled colleagues compared to non-disabled female colleagues and disabled male colleagues to non-disabled male colleagues and found the disability pay gap for males in the organisation to be 6.54% while for females the disability pay gap was - 1.37%. This mirrors the trend noted by the Office for National Statistics which indicates the disability pay gap has consistently been wider for disabled men than for disabled women.

We believe the 6.54% disability pay gap for males is due to there being a larger percentage of non-disabled males in grades 8 and above (35.0%) compared to non-disabled males in grades 8 and above (25.0%). There is also a larger percentage of disabled men working part time (22.2%) compared to non-disabled men working part time (14.3%).

Mean disability pay gap for all colleagues who have disclosed disability status by SQA grade: Percentage of disabled and non-disabled colleagues, average hourly salary by SQA grade/disability status and respective average disability pay gap at 30 November 2022

Grade	Number of colleagues	% disabled	% non-disabled	Average hourly salary (£)	Average hourly salary non-disabled (£)	Average hourly salary non-disabled (£)	Disabled hourly salary as a % of non-disabled salary	Disability pay gap	Change from previous report
1	*	*	100.00%	£11.43	N/A	£11.43	N/A	N/A	N/A
3	36	*	*	£12.23	£12.43	£12.20	101.89%	-1.89%	1.54%
4	127	8.66%	91.34%	£13.68	£13.70	£13.68	100.18%	-0.18%	0.16%
5	84	*	*	£15.62	£15.97	£15.58	102.52%	-2.52%	-1.72%
6	160	13.13%	86.88%	£19.56	£19.42	£19.59	99.14%	0.86%	2.75%
7	153	10.46%	89.54%	£23.78	£23.73	£23.79	99.77%	0.23%	1.36%
8	184	10.33%	89.67%	£27.44	£27.38	£27.45	99.75%	0.25%	0.03%
HoS	28	*	*	£35.30	£36.56	£35.15	104.02%	-4.02%	-0.95%
Total	774	10.72%	89.28%	£21.08	£21.22	£21.07	100.75%	-0.75%	0.74%

*Denotes where there are fewer than 10 colleagues who have identified as disabled. We have redacted the numbers to protect the identity of our colleagues.

There are currently no pay gaps of 5% or more or any recurring differences of 3% or more among disabled colleagues by grade.

Ethnicity pay gap

As part of the equal pay audit, we have also looked at the pay gap between white and ethnic minority colleagues.

What is the ethnicity pay gap?

The ethnicity pay gap shows the difference in the average pay between ethnic minority colleagues and white colleagues at SQA. An ethnicity pay gap above zero will show that on average, white colleagues earn more while a pay gap below zero shows that ethnic minority colleagues, on average, earn more.

Ethnicity profile

The table below illustrates the ratio of ethnic minority colleagues compared to colleagues who are of white ethnicity across SQA in all grades. However, our ethnicity completion rate is not 100% (currently it stands at 88.22%). Any individuals with undisclosed ethnicities are excluded from our calculations. Therefore, the ethnicity pay gap may not be a true reflection.

Ethnicity profile

Ethnic Minority	White	Prefer not to say	No data provided
3.4%	81.9%	2.9%	11.8%

Ethnicity pay gap at a glance

Mean Ethnicity Pay Gap

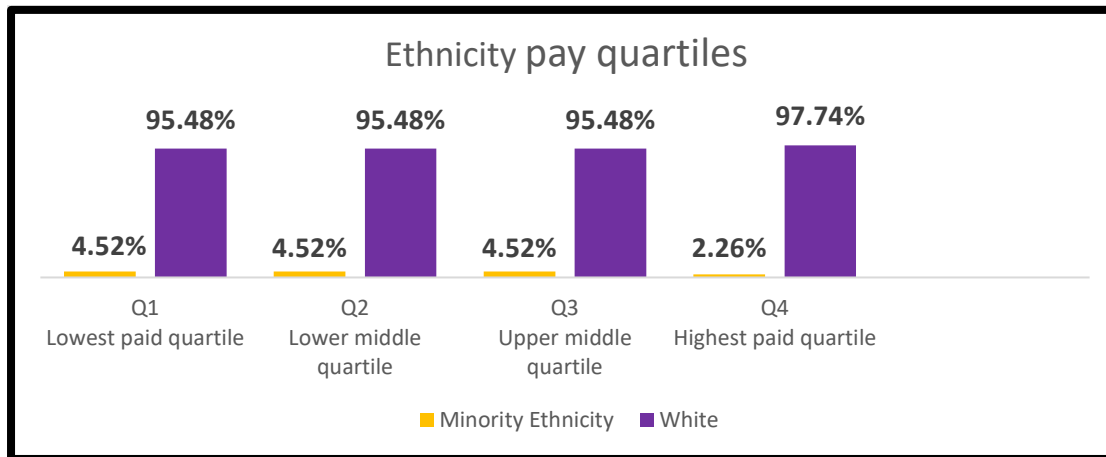
7.1%

2022: 2.5%

Median Ethnicity Pay Gap

5.5%

2022: 0.0%



Understanding the gap

For colleagues who have declared as ethnic minority, the average individual hourly salary is £19.47, and for colleagues who have declared their ethnicity as white, the average individual's hourly salary is £20.95. The average hourly salary of ethnic minority colleagues is therefore 92.9% of the average hourly salary of those of white ethnicity.

The analysis of our ethnicity pay gap figures tell us that our ethnicity pay gap as at November 2022 arises because of a combination of the following:

- ◆ The lack of ethnic minority colleagues within head of service and director-level posts (the grades attracting the highest levels of remuneration).

A 12.9% increase in the number of ethnic minority colleagues this year contributing to an 8.1% increase in those on the minimum of their pay band due to starting with the organisation. It is the organisation's policy that an individual will normally be appointed to the minimum of the pay band. The ethnicity pay gap has increased since last year's Equal Pay Audit (by 4.6%) to 7.1%. The reason for this increase is noted in the second bullet point above.

It is also useful to compare the ethnicity pay gap figures with those outside of SQA to provide context. The Office for National Statistics' Ethnicity pay gaps: 2019 statistical bulletin notes that the ethnicity pay gap in Scotland is 10.3%.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/ethnicitypaygapsingreatbritain/2019#pay-gaps-by-region>

The median annual salary for ethnic minority colleagues is 94.5% of the median salary for colleagues of white ethnicity. The median annual salary for ethnic minority colleagues is £19.51, and the median salary for colleagues of white ethnicity is £20.65. There has been a 5.5% increase in the median pay gap from the 2022 internally published Equal Pay Audit.

The area of ethnicity pay gap information is a complex one. We would like to acknowledge that different ethnicities mean that there is more than one pay gap, and that the experience of one group can often be different to that of another. We are unable to publish ethnicity pay gaps by individual ethnicity due to the small sample size of these individual groups.

Mean ethnicity pay gap for all colleagues who have disclosed ethnicity by SQA grade: percentage of ethnic minority and white colleagues, average hourly salary by SQA grade/ethnic minority status and respective average ethnicity pay gap at 30 November 2022

Grade	Number of colleagues	% ethnic minority	% white	Average hourly salary (£)	Average hourly salary ethnic minority (£)	Average hourly salary white (£)	Ethnic minority hourly salary as a % of white salary	Ethnicity pay gap	Change from previous report
1	8	*	*	£11.43	£11.43	£11.43	100.00%	0.00%	0.00%
3	47	*	*	£12.23	£11.70	£12.24	95.63%	4.37%	2.86%
4	159	*	*	£13.62	£13.38	£13.63	98.22%	1.78%	2.20%
5	94	*	*	£15.61	£15.27	£15.62	97.73%	2.27%	2.94%
6	173	*	*	£19.52	£19.20	£19.54	98.26%	1.74%	1.34%
7	172	*	*	£23.67	£22.79	£23.72	96.10%	3.90%	-0.59%
8	196	*	*	£27.38	£27.93	£27.37	102.05%	-2.05%	-0.47%
HoS	29	0.00%	100.00%	£35.42	N/A	£35.42	N/A	N/A	N/A
Total	878	3.99%	96.01%	£20.66	£19.47	£20.71	93.99%	6.01%	6.05%

*Denotes where there are fewer than 10 colleagues who have identified as ethnic minority. We have redacted the numbers in order to protect the identity of our colleagues.

There is currently an overall pay gap of greater than 5% for grades 1 to head of service and one recurring difference of more than 3% at grade 7. The overall pay gap is addressed earlier in this section. The recurrence at grade 7 is because of a change in the composition of the workforce at this grade.

Sexual orientation pay gap

What is the sexual orientation pay gap?

The sexual orientation pay gap shows the difference in the average pay between heterosexual and LGBTQ+ colleagues (encompassing individuals who identify as Lesbian, Gay, Bisexual, Questioning and in another way in the organisation). A sexual orientation pay gap above zero will show that on average, heterosexual colleagues earn more, whilst a pay gap below zero shows that LGBTQ+ colleagues, on average, earn more.

Sexual orientation profile

The table below illustrates the ratio of colleagues identifying as LGBTQ+ compared to colleagues who have identified as heterosexual across SQA in all grades. However, our sexual orientation completion rate is not 100% (currently it stands at 81.8%). Any individuals with undisclosed sexual orientation are excluded from our calculations. Therefore, the sexual orientation pay gap may not be a true reflection.

Sexual orientation profile

LGBTQ+	Heterosexual	Prefer not to say	No data provided
5.5%	67.7%	8.5%	18.3%

Sexual orientation pay gap at a glance

Mean Sexual Orientation Pay Gap

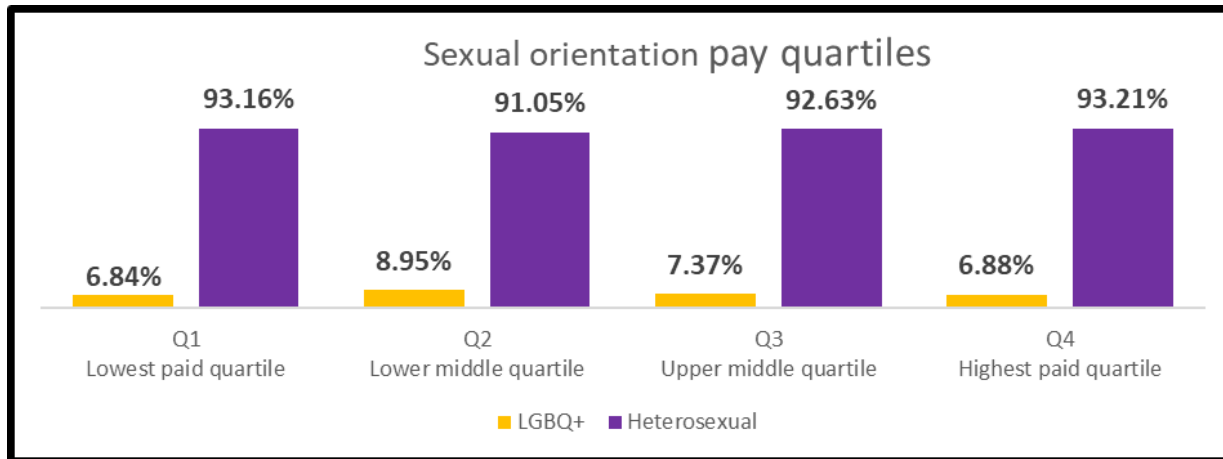
1.3%

2022: 2.6%

Median Sexual Orientation Pay Gap

5.5%

2022: 8.3



Understanding the gap

The average hourly LGBQ+ salary is 98.7% of the average hourly heterosexual salary. The average LGBQ+ hourly salary is £21.03, and the average heterosexual hourly salary is £21.29.

The median LGBQ+ salary is 94.5% of the median heterosexual salary. The median LGBQ+ hourly salary is £19.51, and the median heterosexual salary is £20.65.

It is useful to compare these figures with those outside of SQA to provide context. A 2019 survey conducted by YouGov in partnership with LinkedIn and LGBTQ organisation Black Pride found that there is a pay gap equivalent to 16% in the UK for the LGBQ+ population.

To identify any pay gaps of 5% or more, or any recurring differences of 3% or more between colleagues performing work of equal value, a breakdown of grades has been analysed across the organisation (based on average hourly salary). The breakdown has been split by grade, as exhibited in the table below. Data on our Executive Management Team (EMT) which includes the Chief Executive and Director level colleagues has not been disclosed in the sexual orientation pay gap grade split due to the size of this population and to ensure compliance with GDPR legislation protecting individuals' personal information.

Mean sexual orientation pay gap for all colleagues who have disclosed sexual orientation by SQA grade: Percentage of heterosexual and LGBQ+ colleagues, average hourly salary by SQA grade/sexual orientation and respective average sexual orientation pay gap at 30 November 2022

Grade	Number of colleagues	% LGBQ+	% heterosexual	Average Hourly salary (£)	Average hourly salary LGBQ+ (£)	Average hourly salary heterosexual (£)	LGBQ+ hourly salary as a % of heterosexual salary	Pay gap	Change from Previous Report
1	>10	*	*	£11.43	N/A	£11.43	N/A	N/A	N/A
3	36	*	*	£12.25	£12.46	£12.25	101.69%	-1.69%	-1.30%
4	121	8.26%	91.74%	£13.69	£13.39	£13.72	97.63%	2.37%	0.20%
5	85	*	*	£15.65	£15.58	£15.65	99.55%	0.45%	-2.79%
6	157	7.64%	92.36%	£19.53	£18.40	£19.62	93.79%	6.21%	1.33%
7	149	6.71%	93.29%	£23.68	£22.68	£23.75	95.50%	4.50%	-0.59%
8	176	7.95%	92.05%	£27.40	£26.91	£27.45	98.04%	1.96%	1.41%
HoS	27	*	*	£35.27	£34.10	£35.36	96.42%	3.58%	6.65%
Total	753	0.074	0.92563	£21.01	£21.01	£21.05	99.81%	0.19%	-1.02%

*Denotes where there are less than 10 colleagues who have identified as LGBQ+. We have redacted the numbers to protect the identity of our colleagues.

There was one pay gap of 5% or more at grade six, which is also a recurring difference. In addition, there is a recurring pay gap of greater than 3% at grade 7. However, there is an overall 0.19% pay gap for colleagues, which is slightly below the overall sexual orientation pay gap. The pay gap at grade six is due to 58.3% (38.3% increase at bottom of the band) of LGBQ+ colleagues being on point zero due to joining or moving within the organisation. Similarly at grade seven the pay gap is due to 40.0% (11.4% increase at bottom of the band) of LGBQ+ colleagues being on point zero due to joining or moving within the organisation.

Occupational segregation

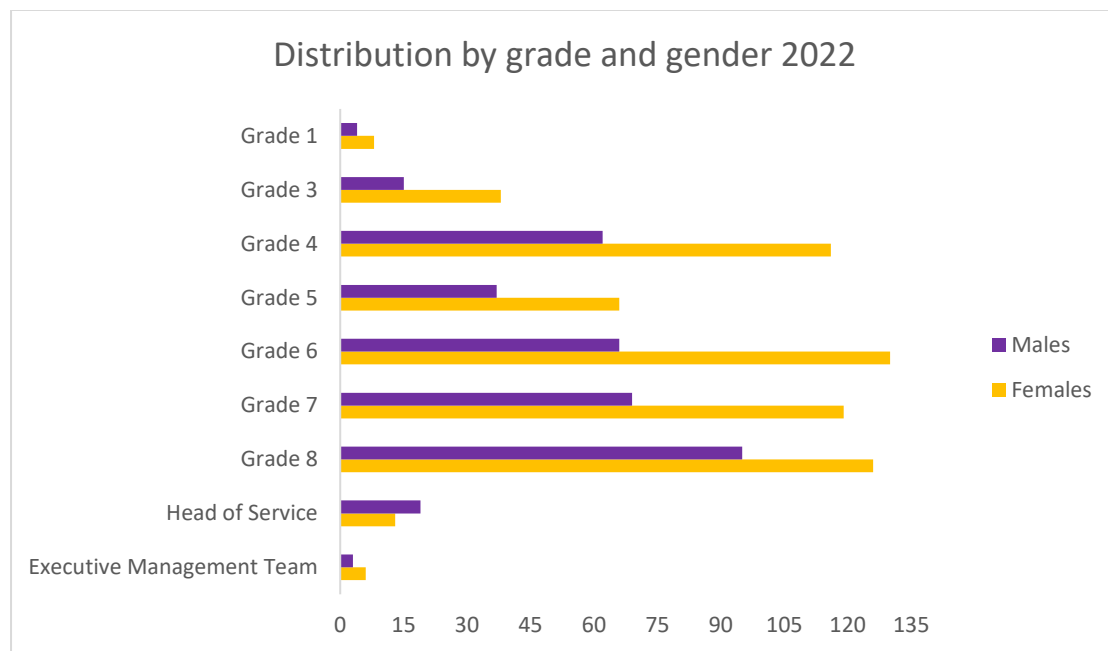
For the purposes of this report, occupational segregation is the distribution of people by gender in different types of jobs and grades across the organisation.

Horizontal segregation refers to the numbers of men and women in different types of jobs across the same grade. For example, in a public authority this might mean that there are more women working as cleaners and more men working as maintenance workers. Vertical segregation refers to the clustering of men and women in different grades, such as where more men than women may be working as senior managers and more women than men may be working in administrative roles.

There are many different factors that underlie occupational segregation, including stereotyping about men’s and women’s capabilities and skills, the culture associated with different types of work, and access to training and development opportunities.

Gender

Distribution by grade and gender of SQA grade 1 – EMT



- ◆ As can be seen from [Appendix 1](#), 66.7% of SQA’s grade 1 colleagues are female (grade one includes modern apprentices). This remains unchanged from last year’s internal Equal Pay Audit Report.

- ◆ 66.7% of administration colleagues (grades 3 and 4) are also female.

In addition:

- ◆ 65.6% of colleagues in grades 5 and 6 and 59.9% of colleagues in grades 7 and 8 are female.
- ◆ This trend reverses when we look at heads of service — 40.6% of colleagues at this level are female and 59.4% are male.
- ◆ At EMT level, however, 66.7% are female and 33.3% are male.

On examining the gender split by business area:

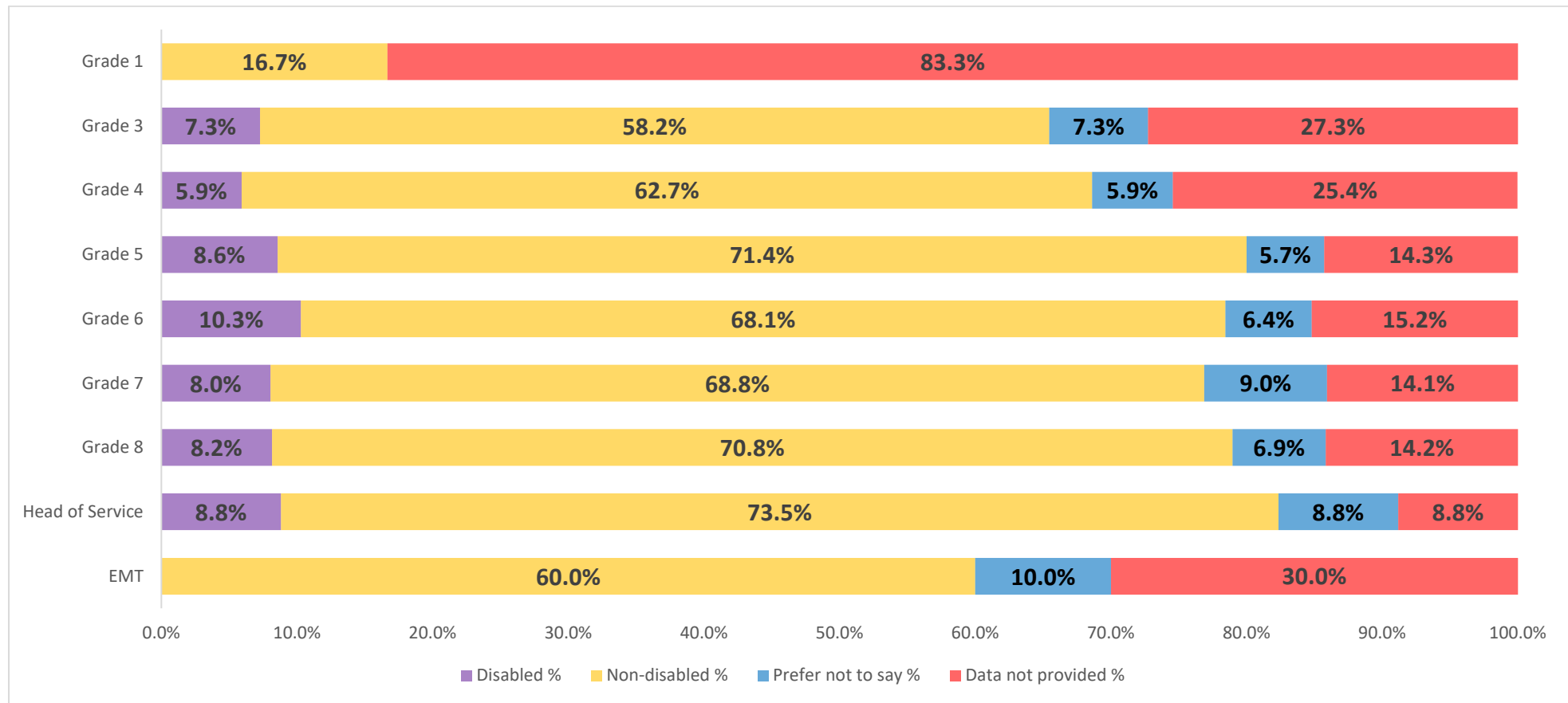
- ◆ There are more females than males in all but seven business areas: Applications Solutions; Data & Analysis; Data Solutions; International; Planning, Governance and Compliance; Service Delivery; and Strategic Design.
- ◆ The highest percentage of males can be found in Data & Analysis (80.0%) and Service Delivery (77.4%).
- ◆ The highest percentage of females can be found in Organisational Development and Change Management (84.6%); Corporate Office and Operations – Planning (83.3%); English, Languages & Business (80.0%); Operations - Logistics & Customer Engagement (78.7%); Operations - HN & Vocational Qualifications (74.5%); Policy, Analysis and Standards (73.3%) Qualifications Portfolio Management (71.2%); Finance Systems (70.6%); Human Resources (70.4%); Business Development & Customer Support and Opportunity Appraisal & Bid Management (70.0%).

The grade split by gender and business area shows the following:

- ◆ There are more female than male administrator colleagues (grades 3 and 4) in all business areas except for Marketing (100% male); Policy Standards and Statistics (100% male); Procurement (100% male); and Service Delivery (80.0% male).
- ◆ There are also more females at grades 5 and 6 in most business areas apart from: Data & Analytics, Operations – Process Improvement and Opportunity Appraisal & Bid Management (100.0% male); Service Delivery (81.0% male); Quality Assurance — National Qualifications (80.0% male); Test Operation Services (62.5% male); and Applications Solutions (60.0% male).
- ◆ At grades 7 and 8, there are more females in all business areas except for: Corporate Office (100% male); Planning, Governance & Compliance and Technology, Engineering & Construction (75.0% male); Service Delivery (73.1% male); Application Solutions (70.6% male); Human Resources (66.7% male); International and Strategic Design (60.0% male); Appointee Management (57.1% male); and Data Solutions (55.6% male).
- ◆ As has already been indicated, there are more male heads of service than female — 100.0% are male in Accreditation, Business Systems and Corporate Office; 66.7% are male in Education Reform and Policy Analysis and Standards; 60.0% are male in Business Development; and 60.0% are male in Qualifications Development. 100.0% are female in People; and 66.7% are female in Finance & Corporate Services.

The gender by grade split for all business areas is outlined in [Appendix 2](#). Disability

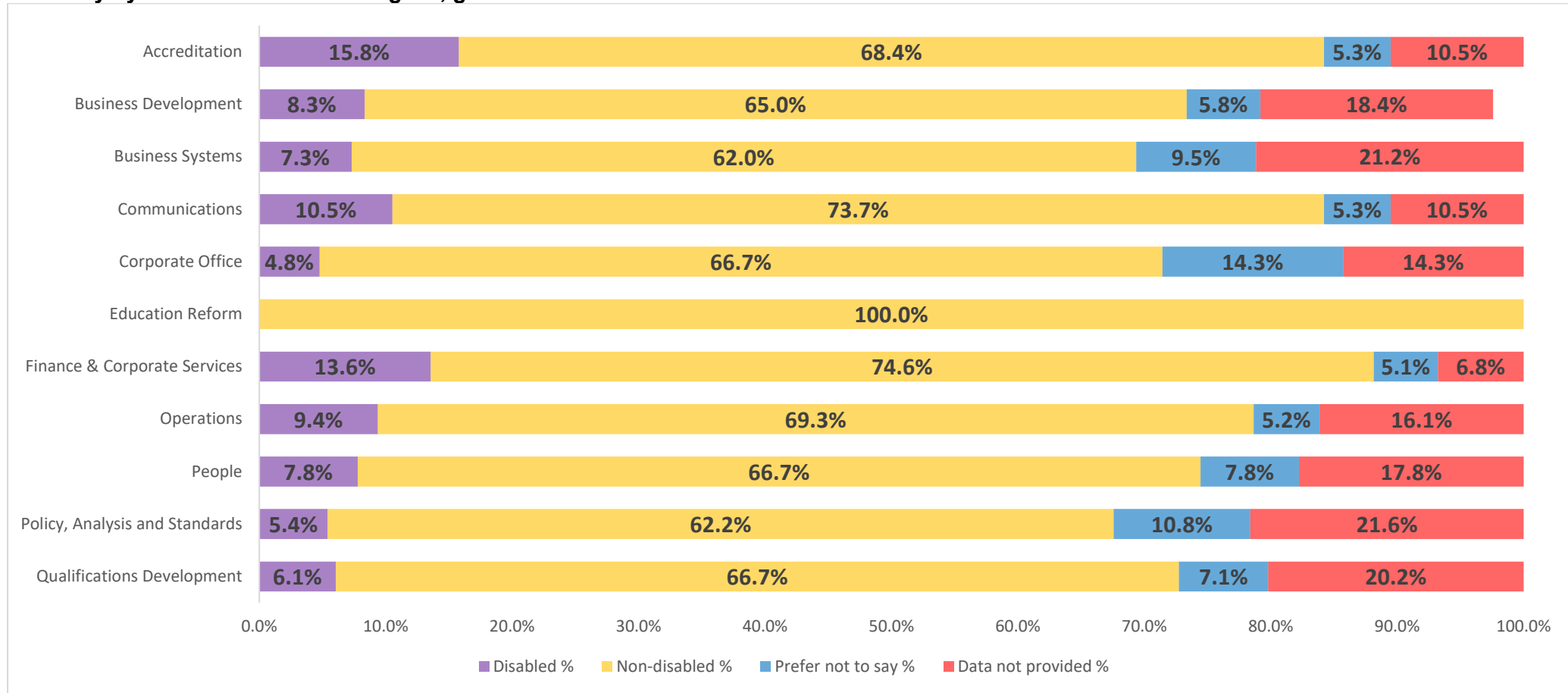
Disability by grade — all colleagues, grade 1 – EMT



The grade split by disability shows the following:

- ◆ 8.0% of the workforce have declared a disability; 67.2% are non-disabled; 6.9% 'prefer not to say;' and 17.8% have not yet provided data.
- ◆ Grade 6 has the highest overall concentration of colleagues declaring a disability at 10.3%, followed by heads of service with 8.8% colleagues respectively declaring a disability.
- ◆ The percentage of colleagues at grades 3 and 4 who have declared a disability is 6.3%.
- ◆ The percentage of colleagues at grades 5 and 6 who have declared a disability is 9.7%.
- ◆ The percentage of colleagues at grades 7 and 8 who have declared a disability is 8.1%.

Disability by directorate — all colleagues, grade 1 – EMT

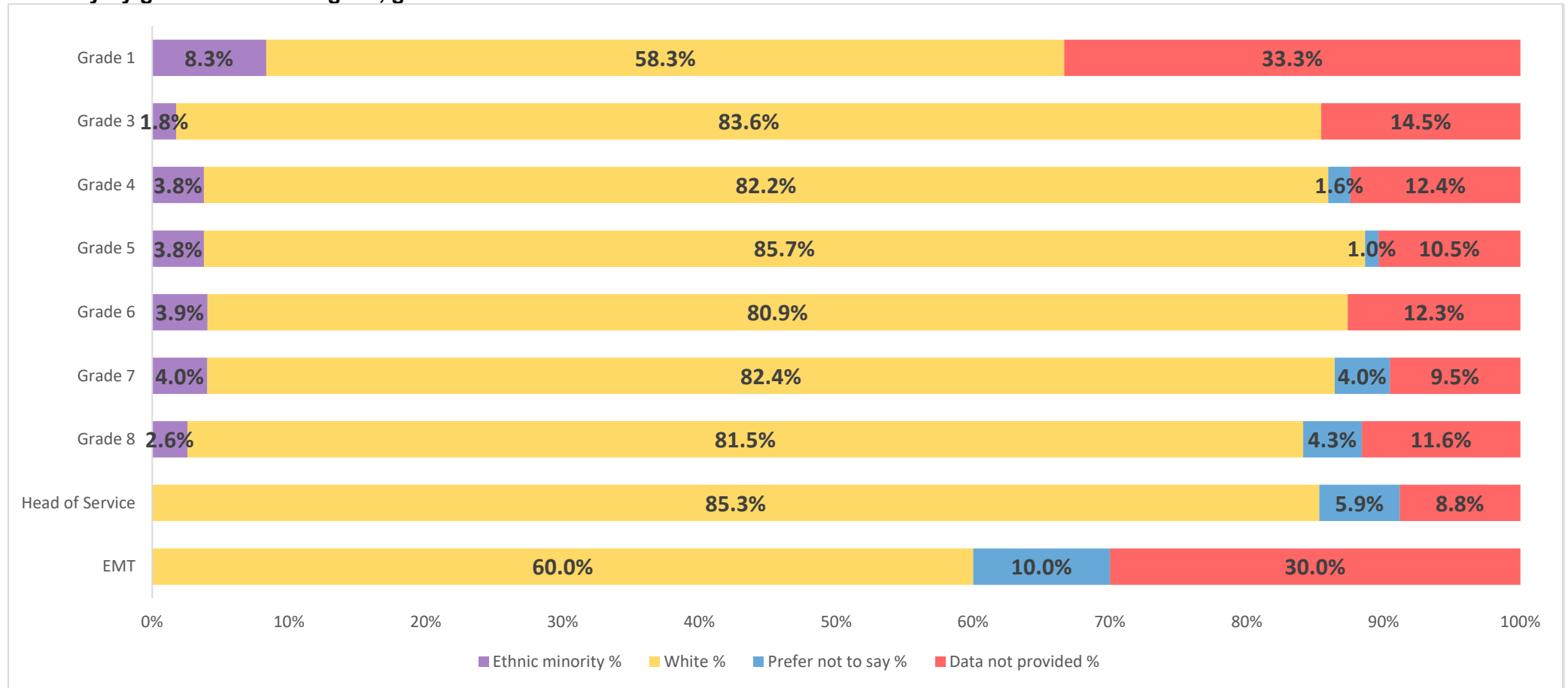


The directorate breakdown of disability shows the following:

- ◆ The largest concentrations of colleagues declaring a disability are in Accreditation (15.8%), followed by Finance & Corporate Services (13.6%), and Communications (10.5%).
- ◆ Education Reform is a newly created area within the organisation and currently only has a small number of colleagues.

Ethnicity

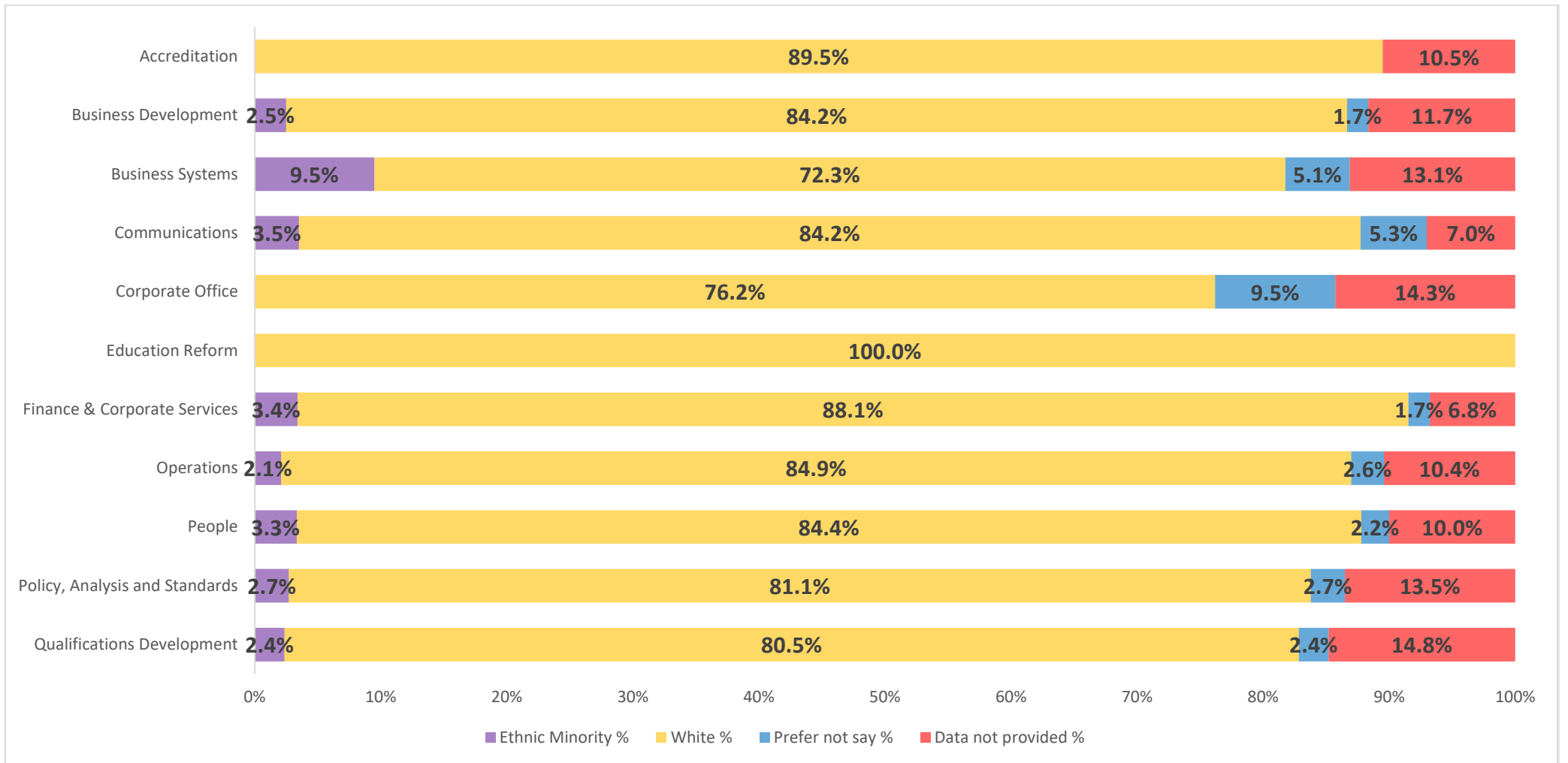
Ethnicity by grade — all colleagues, grade 1 – EMT



The grade split by ethnicity shows the following:

- ◆ 81.9% of the workforce are white; 3.4% are of ethnic minority; 2.9% ‘prefer not to say;’ and 11.9% have not yet provided data.
- ◆ 37.1% of ethnic minority colleagues are at grades 1 to 5, and 62.9% of ethnic minority colleagues are at grades 6 to 8.
- ◆ Grade 1 has the highest overall concentration of ethnic minority colleagues at 8.3%, followed by grade 7 at 4.0%.
- ◆ The percentage of colleagues at grades 1–4 who are of ethnic minority is 3.6%.
- ◆ The percentage of colleagues at grades 5 and 6 who are of ethnic minority is 3.9%.
- ◆ The percentage of colleagues at grades 7 and 8 who are of ethnic minority is 3.2%.
- ◆ There are no ethnic minority colleagues at Head of Service or EMT level.

Ethnicity by directorate — all colleagues, grade 1 – EMT



The directorate breakdown of ethnicity shows the following:

- ◆ The business areas with the largest concentration of ethnic minority colleagues are: Business Systems (9.5% ethnic minority); Communications (3.5% ethnic minority) and Finance & Corporate Service (3.4% ethnic minority).
- ◆ Education Reform is a newly created area within the organisation and currently only has a small number of colleagues.

Next steps

The data in this report will continue to enable us to better consider the impact of policy and practice on pay equality across the organisation. It will inform action plans to support these groups of colleagues.

The majority of information within this section mirrors the next steps outlined within our internally published 2022 Equal Pay Audit. As this was only published in December 2022, the proximity of the 2022 report to this published report means that it has not allowed us significant time to identify and progress additional actions. We are in the process of reviewing our equality data definitions in line with the 2022 census to enable us to carry out more accurate external benchmarking. Once this is finalised, we will run a new equality monitoring campaign during 2023 to raise awareness of SQA's responsibilities and the importance of data-gathering, monitoring and reporting employee information — in particular, to increase participation from specific protected characteristic groups where self-reporting is still lower.

This report also helps us to assess if the objectives and actions within the 2021–25 HR Equality Outcomes are making an impact in removing or mitigating barriers to progression for women, disabled, ethnic minority and LBGQ+ colleagues. Some of these actions include:

- ◆ Aligning talent management and succession planning strategies with the principles of diversity and inclusion.
- ◆ Using the organisational mentoring programme to ensure all colleagues have access to mentoring as a tool to advance the Diversity and Inclusion agenda.
 - In 2022 our mentoring programme was launched and is now active in accordance with Scottish Mentoring Network guidelines.
- ◆ Promoting the recruitment and selection policy to ensure all recruiting managers are aware of their responsibilities.
 - A revised policy was launched in September 2022 and will be followed up with mandatory training.
- ◆ Promoting the Dignity at Work, and Equality, Diversity and Inclusion policies to ensure all colleagues are aware of their responsibilities.
 - A revised Dignity at Work policy was published in 2022, with mandatory training which commenced in December 2022 for all new colleagues and new line managers. Mandatory training will be rolled out wider to all colleagues later in 2023.
 - A revised Equality, Diversity and Inclusion policy will be published in early 2023 supported later in the year by mandatory training for all colleagues.
- ◆ Carrying out a review of the internal and external recruitment process to remove any potential barriers and actively promote SQA as an inclusive workplace — this work is already underway but will also form part of a 2022–23 operational deliverable to review and continuously improve our recruitment proposition.
 - A tool to review the use of language used in adverts is now in place.
 - Work has commenced on the redesign of our application process to remove potentially biased elements.

- We have developed an improved workforce equality monitoring template to improve the reporting and analysis of data gathered across all protected characteristics — this has been used as part of the 2021-23 equality mainstreaming report
 - We have signed up to and started using Vercida, a jobs board focused specifically on diversity and inclusion to aid attraction of a diverse workforce.
- ◆ Carrying out targeted work within the organisation to increase the disclosure rate of protected characteristics within certain grades where there is currently a lower response rate.

Equality and diversity will continue to be an overarching goal on the current and future People Directorate operational plans. It is linked to the overall people strategy, with governance arrangements in place to drive progress.

The next equal pay audit publication date is April 2023.

Appendix 1: Pay gap information tables: breakdown of average salaries at 30 November 2022

Gender: all colleagues (FTE)

	All colleagues including Chief Executive	All colleagues excluding Chief Executive
% Female	62.7	62.7
% Male	37.3	37.3
Average Hourly Salary (£)	20.95	20.9
Average Hourly Salary Female (£)	20.52	20.44
Average Hourly Salary Male (£)	21.67	21.67
Female Hourly Salary as a % of Male Salary	94.7	94.3
Mean Pay Gap	5.3%	5.7%
Change from Previous Report	-0.3%	-0.3%
Median (£)	20.65	20.65
Median Salary Female (£)	20.65	20.65
Median Salary Male (£)	21.68	21.68
Median Female Salary as a % of Male Salary	95.2	95.2
Median Pay Gap	4.8%	4.8%
Change from Previous Report	-0.4%	-0.4%

Gender: all colleagues by grade (FTE) up to head of service at 30 November 2022

Grade	1	3	4	5	6	7	8	HoS
Number of colleagues	12	53	178	103	196	188	221	32
% female	66.7	71.7	65.2	64.1	66.3	63.3	57	40.6
% male	33.3	28.3	34.8	35.9	33.7	36.7	43	59.4
Average hourly salary (£)	11.43	12.21	13.6	15.59	19.56	23.67	27.35	35.33
Average hourly salary — female (£)	11.43	12.2	13.6	15.55	19.67	23.63	27.22	35.16
Average hourly salary — male (£)	11.43	12.25	13.6	15.67	19.35	23.74	27.53	35.45
Female hourly salary as a % of male salary	100.0	99.6	100.0	99.2	101.7	99.5	98.9	99.2
Pay Band minimum	11.43	11.7	13.02	15.00	17.92	21.68	25.19	31.63
Pay Band maximum	11.43	12.68	14.2	16.37	20.65	24.69	28.38	36.56

Disability: all colleagues (FTE)

	All colleagues including Chief Executive	All colleagues excluding Chief Executive
% Disabled Individual	8.0	8.0
% Non-Disabled Individual	67.2	67.2
% Prefer Not to Say	6.9	6.9
% Not Disclosed	17.8	17.8
Average Disabled Individual's Hourly Salary (£)	21.22	21.22
Average Non-Disabled Individual's Hourly Salary (£)	21.36	21.36
Disabled Individual's Salary as a % of Non-Disabled Individual's Hourly Salary	99.34	99.34
Disability Pay Gap	0.7%	0.7%
Change from Previous Report	0.4%	0.4%
Median Disabled Individual's Salary (£)	20.65	20.65
Median Non-Disabled Individual's Salary (£)	20.65	20.65
Median Disabled Individual's Salary as a % of Non-Disabled Salary	100.0%	100.0%
Median Disability Pay Gap	0.0%	0.0%
Change from Previous Report	0.0%	0.0%

Ethnicity: all colleagues (FTE) at 30 November 2022

	All colleagues including Chief Executive	All colleagues excluding Chief Executive
% Black or Ethnic Minority	3.4	3.4
% White Ethnicity	81.9	81.9
% Prefer Not to Say	2.9	2.9
% Not disclosed	11.8	11.8
Average Hourly Salary Black or Ethnic Minority (£)	19.47	19.47
Average Hourly Salary White Ethnicity (£)	20.95	20.95
Black or Ethnic Minority as a % of White Ethnicity Hourly Salary	92.9	92.9
Ethnicity Pay Gap	7.1%	7.1%
Change from Previous Report	4.6%	4.6%
Median Salary Black or Ethnic Minority (£)	19.51	19.51
Median Salary White Ethnicity (£)	20.65	20.65
Median Black or Ethnic Minority as a % of White Ethnicity Salary	94.5	94.5
Median Ethnicity Pay Gap	5.5%	5.5%
Change from Previous Report	5.5%	5.5%

Sexual orientation: all colleagues (FTE) at 30 November 2022

	All colleagues including Chief Executive	All colleagues excluding Chief Executive
% Heterosexual	67.7	67.7
% LGBQ+	5.5	5.5
% Prefer Not to Say	8.5	8.5
% Not disclosed	18.3	18.3
Average Hourly Salary Heterosexual (£)	21.29	21.29
Average Hourly Salary LGBQ+ (£)	21.03	21.03
LGBQ+ as a % of Heterosexual Hourly Salary	98.7	98.7
Sexual Orientation Pay Gap	1.3%	1.3%
Change from Previous Report	-1.3%	-1.3%
Median Salary Heterosexual (£)	20.65	20.65
Median Salary LGBQ+ (£)	19.51	19.51
Median LGBQ+ as a % of Heterosexual Salary	94.5	94.5
Median Ethnicity Pay Gap	5.5%	5.5%
Change from Previous Report	-2.8%	-2.8%

Appendix 2: Occupational segregation tables

Gender split by business area: Grades 3 and 4

Business Area	% female	% male
Accreditation	66.7%	33.3%
Appointee Management	56.5%	43.5%
Assessment Development & Delivery: Digital Assessment Services	60.0%	40.0%
Business Development & Customer Support	61.5%	38.5%
Corporate Office	100.0%	0.0%
Communications & Engagement	100.0%	0.0%
Contract Operations	55.0%	45.0%
English, Languages & Business	66.7%	33.3%
Finance Systems	80.0%	20.0%
Human Resources	100.0%	0.0%
Humanities, Care & Services	100.0%	0.0%
Marketing	0.0%	100.0%
NQ Delivery: Assessment & Data Services	64.5%	35.5%
OD & Change Management	100.0%	0.0%
Operations - HN & Vocational Qualifications	84.2%	15.8%
Operations - Logistics & Customer Engagement	85.0%	15.0%
Planning, Governance & Compliance	66.7%	33.3%
Policy, Analysis and Standards	0.0%	100.0%
Procurement	0.0%	100.0%
QA - NQ	57.9%	42.1%
Qualifications Portfolio Management	61.5%	38.5%
Science, Mathematics & Core Skills	100.0%	0.0%
Service Delivery	20.0%	80.0%
Strategic Planning & Governance	100.0%	0.0%
Test Operation Services	100.0%	0.0%
Grand Total	66.7%	33.3%

Gender split by business area: Grades 5 and 6

Business Area	% female	% male
Accreditation	75.0%	25.0%
Application Solutions	40.0%	60.0%
Appointee Management	57.1%	42.9%
Assessment Development & Delivery: Digital Assessment Services	69.6%	30.4%
Business Development & Customer Support	77.8%	22.2%
Corporate Office	100.0%	0.0%
Communications & Engagement	70.0%	30.0%
Contract Operations	85.7%	14.3%
Creative, Hospitality & Sport	64.3%	35.7%
Data & Analytics	0.0%	100.0%
Data Solutions	50.0%	50.0%
English, Languages & Business	93.3%	6.7%
Finance	100.0%	0.0%
Finance Systems	71.4%	28.6%
Human Resources	71.4%	28.6%
Humanities, Care & Services	76.9%	23.1%
International	50.0%	50.0%
Marketing	61.5%	38.5%
NQ Delivery: Assessment & Data Services	50.0%	50.0%
OD & Change Management	100.0%	0.0%
Operations - HN & Vocational Qualifications	61.5%	38.5%
Operations - Logistics & Customer Engagement	90.9%	9.1%
Operations - Planning	66.7%	33.3%
Operations - Process Improvement	0.0%	100.0%
Opportunity Appraisal & Bid Management	0.0%	100.0%
Planning, Governance & Compliance	71.4%	28.6%
Policy, Analysis and Standards	85.7%	14.3%
Procurement	100.0%	0.0%
QA - NQ	20.0%	80.0%
Qualifications Portfolio Management	75.0%	25.0%
Science, Mathematics & Core Skills	57.1%	42.9%
Service Delivery	19.0%	81.0%
Strategic Planning & Governance	57.1%	42.9%
Technology, Engineering & Construction	80.0%	20.0%
Test Operation Services	37.5%	62.5%
Grand Total	65.6%	34.4%

Gender split by business area: Grades 7 and 8

Business Area	% female	% male
Accreditation	72.7%	27.3%
Application Solutions	29.4%	70.6%
Appointee Management	42.9%	57.1%
Assessment Development & Delivery: Digital Assessment Services	75.0%	25.0%
Business Development & Customer Support	76.5%	23.5%
Corporate Office	0.0%	100.0%
Communications & Engagement	55.6%	44.4%
Contract Operations	50.0%	50.0%
Creative, Hospitality & Sport	70.6%	29.4%
Data & Analytics	50.0%	50.0%
Data Solutions	44.4%	55.6%
Education Reform	50.0%	50.0%
English, Languages & Business	76.2%	23.8%
Finance	57.1%	42.9%
Finance Systems	50.0%	50.0%
Human Resources	33.3%	66.7%
Humanities, Care & Services	61.1%	38.9%
International	40.0%	60.0%
Marketing	88.9%	11.1%
NQ Delivery: Assessment & Data Services	54.5%	45.5%
OD & Change Management	77.8%	22.2%
Operations - HN & Vocational Qualifications	78.6%	21.4%
Operations - Logistics & Customer Engagement	66.7%	33.3%
Operations - Planning	100.0%	0.0%
Opportunity Appraisal & Bid Management	75.0%	25.0%
Planning, Governance & Compliance	25.0%	75.0%
Policy, Analysis and Standards	76.2%	23.8%
Procurement	66.7%	33.3%
QA - NQ	80.0%	20.0%
Qualifications Portfolio Management	80.0%	20.0%
Science, Mathematics & Core Skills	58.3%	41.7%
Service Delivery	26.9%	73.1%
Strategic Design	40.0%	60.0%
Strategic Planning & Governance	61.5%	38.5%
Technology, Engineering & Construction	25.0%	75.0%
Test Operation Services	63.6%	36.4%
Grand Total	59.9%	40.1%

Gender splits by directorate: head of service

Directorate	% female	% male
Accreditation	0.0%	100.0%
Business Development	40.0%	60.0%
Business Systems	0.0%	100.0%
Communications	50.0%	50.0%
Corporate Office	0.0%	100.0%
Education Reform	33.3%	66.7%
Finance & Corporate Services	66.7%	33.3%
Operations	50.0%	50.0%
People	100.0%	0.0%
Policy, Analysis and Standards	33.3%	66.7%
Qualifications Development	20.0%	80.0%
Grand Total	40.63%	59.38%