

Equality Monitoring Data Report 2023-24



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Data Analysis and Scope

Commentary

This section of the report provides an overview of our equality and diversity employment monitoring data for 2023 and 2024. It covers age, disability, pregnancy and maternity, race, gender reassignment, marriage or civil partnership status, religion or belief, sex, and sexual orientation.

Our people included in this report are those on payroll with us as at the monitoring date of 30 November each year.

Information is published in accordance with the Data Protection Act 2018 and does not identify individuals, and information about groups of people fewer than 10 is suppressed to protect anonymity.

Information is published in percentages only. Information is only reported on colleagues paid through our payroll and excludes Board members, agencies and contractors.

In terms of data quality, we encourage our staff to provide equality monitoring data. Supplying this information is voluntary, and individuals can choose what they wish to declare. We do include a 'prefer not to say' option against all monitoring questions.

We are preparing to move to a new recruitment system which will streamline self-declaration at point of recruitment.



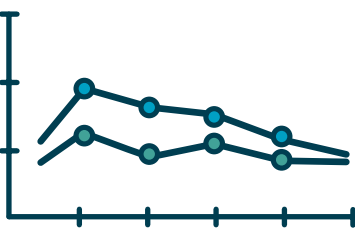
We encourage our staff to provide equality monitoring data. This is voluntary, with a 'prefer not to say' option against all monitoring questions.

Pay Gap

Commentary

We report our pay gaps using a single measure, by comparing the average full-time equivalent earnings of different groups of staff (in relation to gender, disability and ethnicity).

For example, the full-time gender pay gap compares the mean and median hourly pay, excluding overtime, of men and women working full-time. It is important to note that a pay gap does not necessarily mean a difference in pay for comparable jobs or work of equal value.



The gender pay gap is

0%

Gender

Mean is 0%; Median is 0%

Where men and women are undertaking work of equal value, they are paid a similar hourly rate and consequently the gender pay gap is low, with no overall pay gap (mean) and no difference in the overall median pay.

Disability

Mean is 5%; Median is 16%

Within Historic Environment Scotland (HES), 44% of the staff have made a declaration of their disability status, with 56% who have chosen not to declare this information. As such the comparison data only includes this 44% and is only available across six grades as outlined in the table on pages 5 and 6. 3% of staff have declared that they do have a disability. 40% of HES staff have indicated a non-disability status. The difference in median pay is a result of a higher proportion of staff declaring disability in the lower pay bands.

Ethnicity

Mean is 2%; Median is 3%

Within HES, 84% of the staff have made a declaration of their ethnicity. As such the comparison data only includes this 84% and is only available across six grades as outlined on pages 5 and 6. 79% of staff who have made a declaration are of a white background, with 3% from other ethnicities, 2% of staff prefer not to disclose. Based on employees who have declared their ethnicity, the pay gap for HES is 3% favourable towards those from a white background. It is important to acknowledge that the figures behind this calculation are based on low numbers of ethnic staff.

Gender Pay Gap – 2024

Pay Band	Male		Female		Male/Female	
	Mean	Median	Mean	Median	Mean	Median
Apprentice	13.52	13.38	13.49	13.38	0%	0%
Band A	13.69	13.86	13.66	13.62	0%	2%
Band B	16.04	16.54	15.90	16.54	1%	0%
Band C	19.57	19.92	19.28	19.11	1%	4%
Band D	23.98	25.01	23.83	24.27	1%	3%
Band E	29.01	29.84	28.71	29.84	1%	0%
Band F	35.00	35.95	34.79	35.29	1%	2%
Band G	43.07	44.61	44.61	44.61	-4%	0%
Total	18.61	16.54	18.64	16.54	0%	0%

Disability Pay Gap – 2024

Pay Band	Disabled		Not Disabled		Disabled/Not Disabled	
	Mean	Median	Mean	Median	Mean	Median
Apprentice	-	-	-	-	-	-
Band A	13.69	13.86	13.82	13.86	-1%	0%
Band B	15.93	16.54	16.36	16.54	-3%	0%
Band C	19.22	19.11	19.98	20.73	-4%	-8%
Band D	23.11	22.98	24.36	25.01	-5%	-9%
Band E	29.62	29.84	29.17	29.84	2%	0%
Band F	34.85	33.97	34.76	35.29	-	-
Band G	-	-	-	-	-	-
Total	19.18	16.54	20.15	19.11	-5%	-16%

Ethnicity Pay Gap – 2024

Pay Band	Ethnic Minority		White		Ethnic Minority/White	
	Mean	Median	Mean	Median	Mean	Median
Apprentice	-	-	-	-	-	-
Band A	13.58	13.62	13.66	13.62	-1%	0%
Band B	15.28	14.86	16.02	16.54	-5%	-11%
Band C	18.90	18.30	19.39	19.11	-3%	-4%
Band D	22.58	22.57	23.89	25.01	-6%	-11%
Band E	29.84	29.84	28.80	29.84	3%	0%
Band F	34.63	35.29	34.87	35.29	-1%	0%
Band G	-	-	-	-	-	-
Total	18.47	17.06	18.76	16.54	-2%	3%

Gender Pay Gap – 2023

Pay Band	Male		Female		Male/Female	
	Mean	Median	Mean	Median	Mean	Median
Apprentice	11.89	11.66	11.74	11.66	1%	0%
Band A	11.89	12.11	11.92	11.89	0%	2%
Band B	14.08	14.59	13.87	14.59	2%	0%
Band C	17.39	18.03	17.11	17.19	2%	5%
Band D	21.48	22.76	21.44	22.08	0%	3%
Band E	26.19	27.16	25.60	26.34	2%	3%
Band F	31.54	33.32	31.18	31.52	1%	5%
Band G	39.19	40.60	40.60	40.60	-4%	0%
Total	16.79	14.59	16.84	14.59	0%	0%

Disability Pay Gap – 2023

Pay Band	Disabled		Not Disabled		Disabled/Not Disabled	
	Mean	Median	Mean	Median	Mean	Median
Apprentice	-	-	-	-	-	-
Band A	11.04	12.11	12.08	12.11	-9%	0%
Band B	13.68	13.81	14.38	14.59	-5%	-6%
Band C	17.33	17.61	17.80	18.87	-3%	-7%
Band D	20.69	20.54	21.84	22.76	-6%	-11%
Band E	26.60	26.75	26.26	27.16	1%	-2%
Band F	30.92	29.72	31.23	30.92	-	-
Band G	-	-	-	-	-	-
Total	16.75	14.59	17.98	16.35	-7%	-12%

Ethnicity Pay Gap – 2023

Pay Band	Ethnic Minority		White		Ethnic Minority/White	
	Mean	Median	Mean	Median	Mean	Median
Apprentice	-	-	-	-	-	-
Band A	11.77	11.66	11.89	11.89	-1%	-2%
Band B	13.17	13.03	14.05	14.59	-7%	-12%
Band C	16.52	15.52	17.24	17.19	-4%	-11%
Band D	20.18	19.81	21.40	22.42	-6%	-13%
Band E	26.75	26.75	25.79	26.34	4%	2%
Band F	31.22	31.52	31.35	32.72	0%	-4%
Band G	-	-	-	-	-	-
Total	16.46	15.52	16.97	14.59	-3%	6%

Age Profiles

Commentary

- Stable comparison overall.
- Our 16-29 age profile is underrepresented.
- We have seen an increase in colleagues over the age of 50.
- Our **Skills Investment Plan** continues to enable us to work with others across the sector to create training pathways.
- Our **Strategic Workforce Plan** will ensure we continue to develop our skills experience roles and target underrepresented groups and allow for skills transfer.

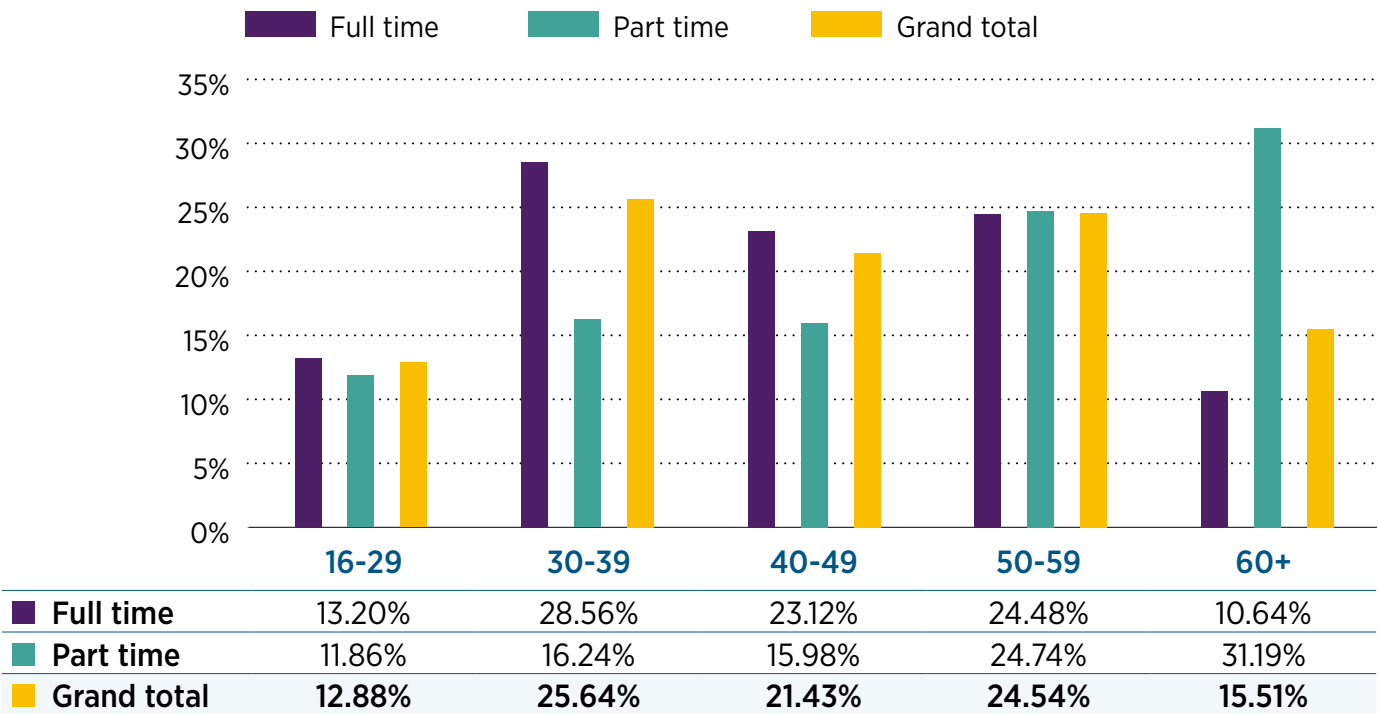
Considerations

- Explore further opportunities to provide pathways for young people to work in HES.
- Continue to work towards the 5% skills experience roles across HES.
- All Directorate recruitment campaigns should be informed by the diversity profile to identify potential for positive targeted action.
- Develop succession plans for colleagues who may choose to retire in the next five years.

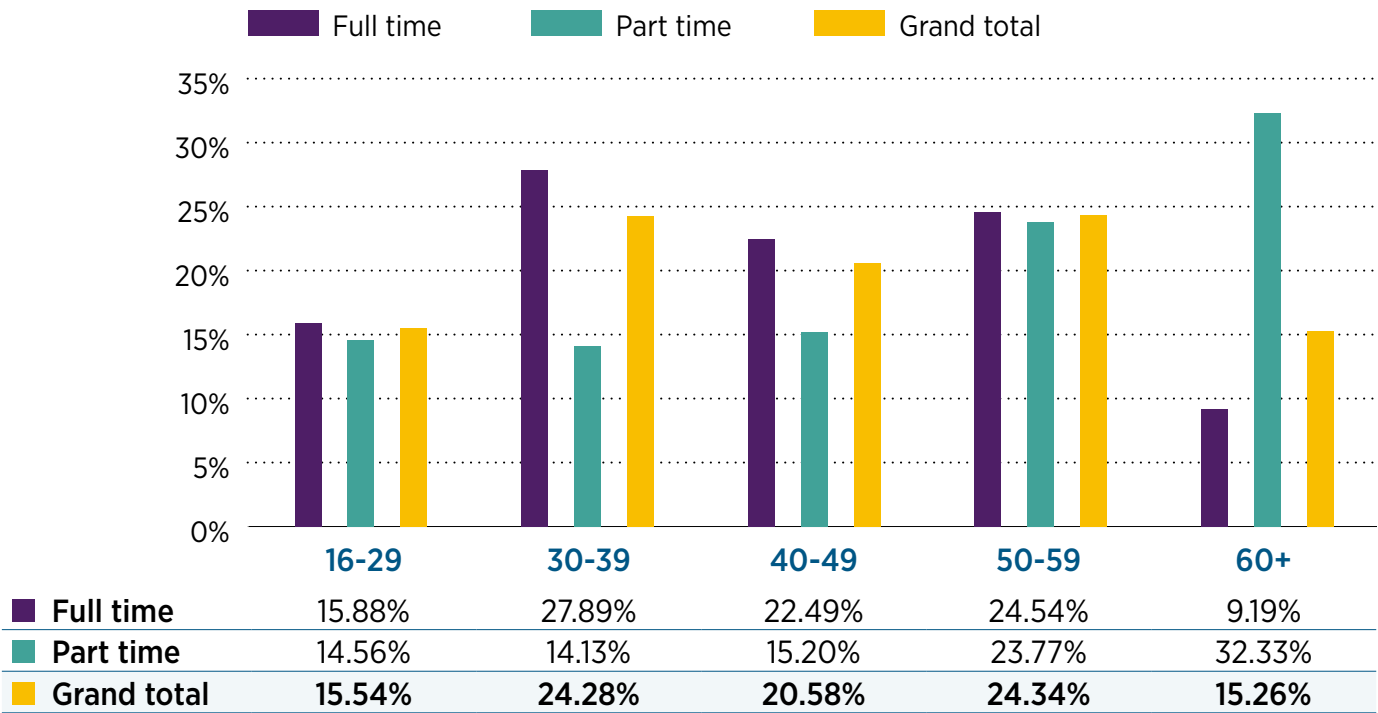
Operations Induction
Day for South/Central/
Edinburgh colleagues



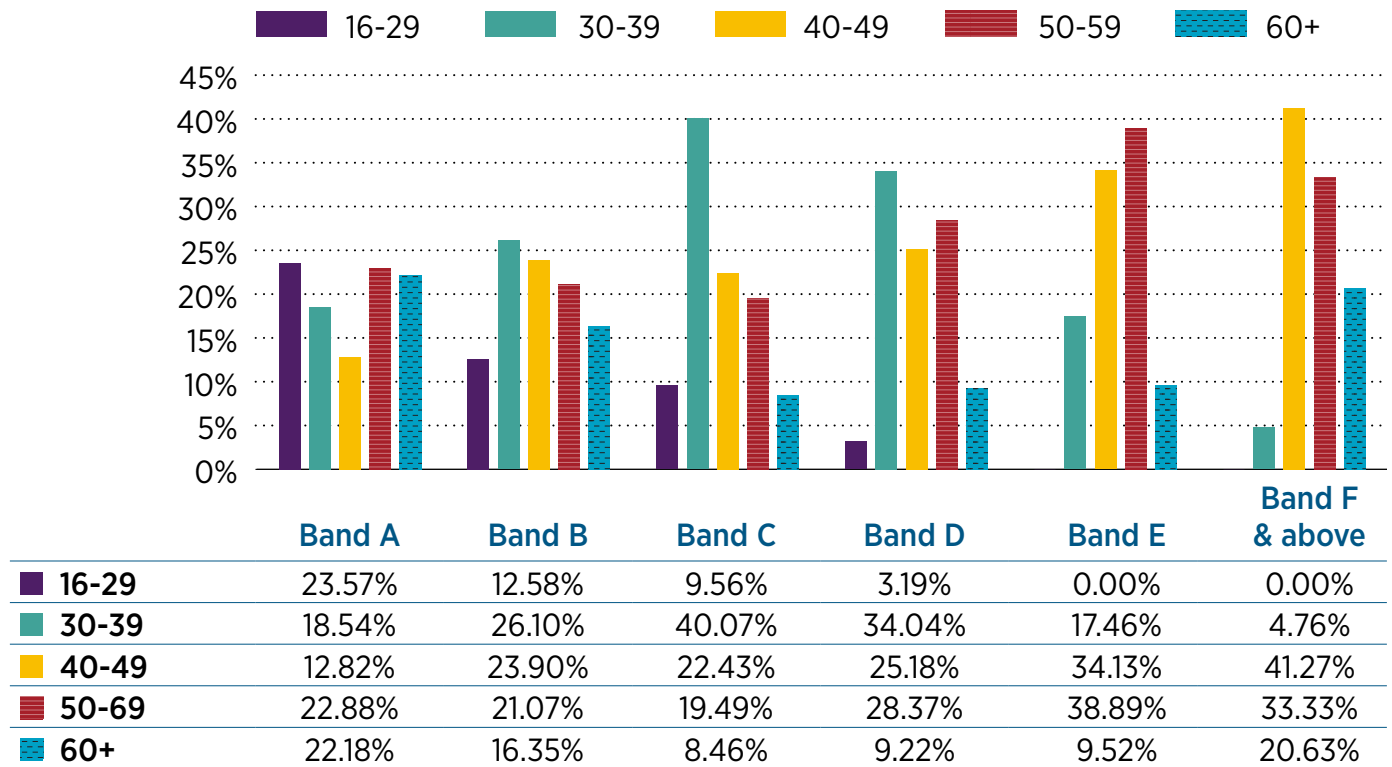
Age and Work Pattern – 2023



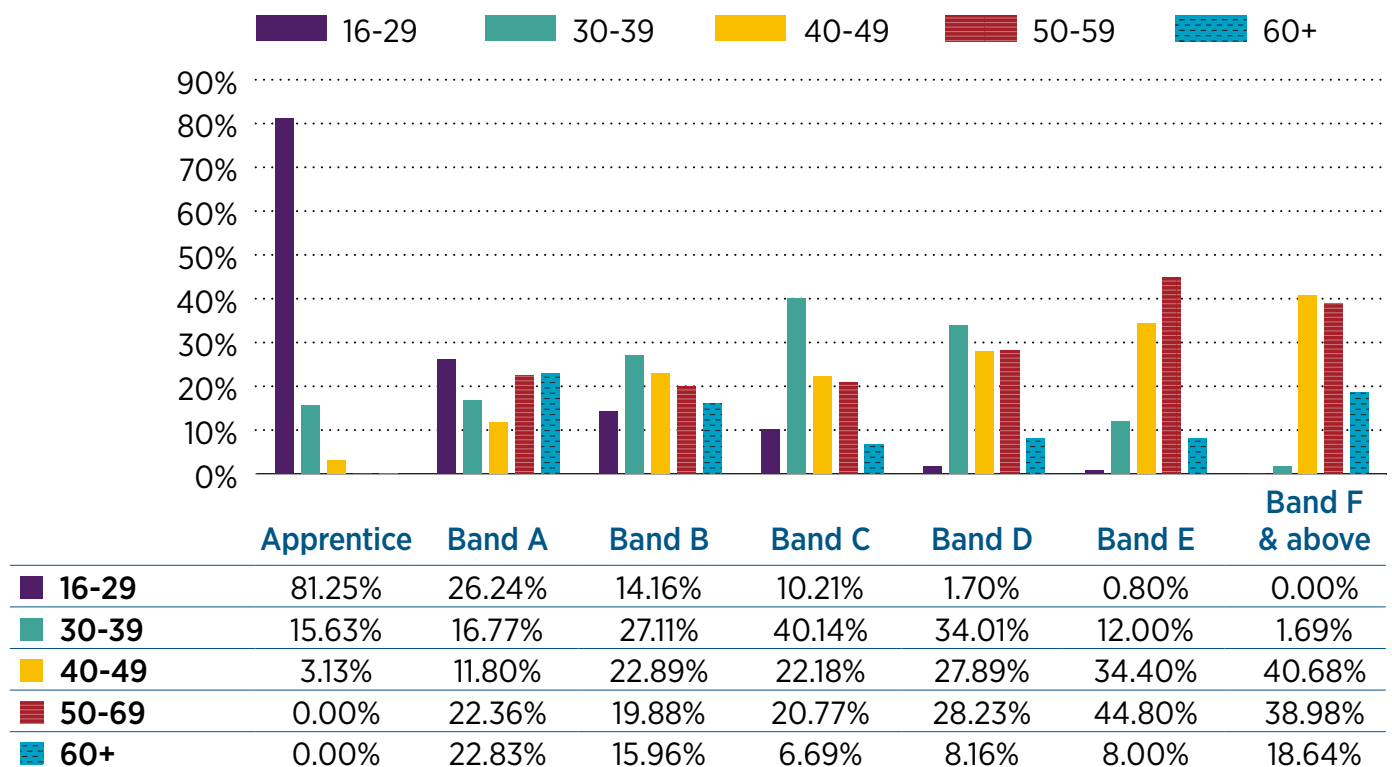
Age and Work Pattern – 2024



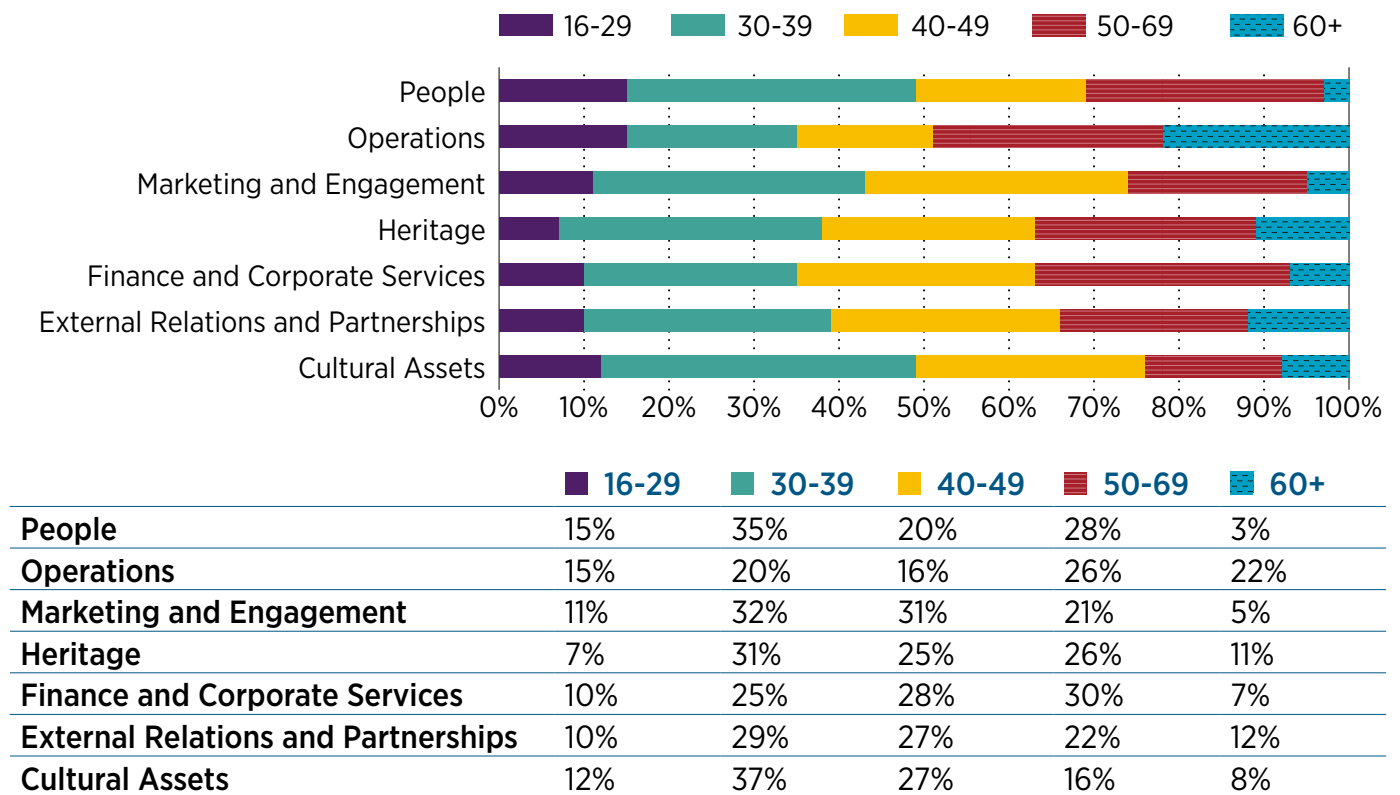
Age by Band – 2023



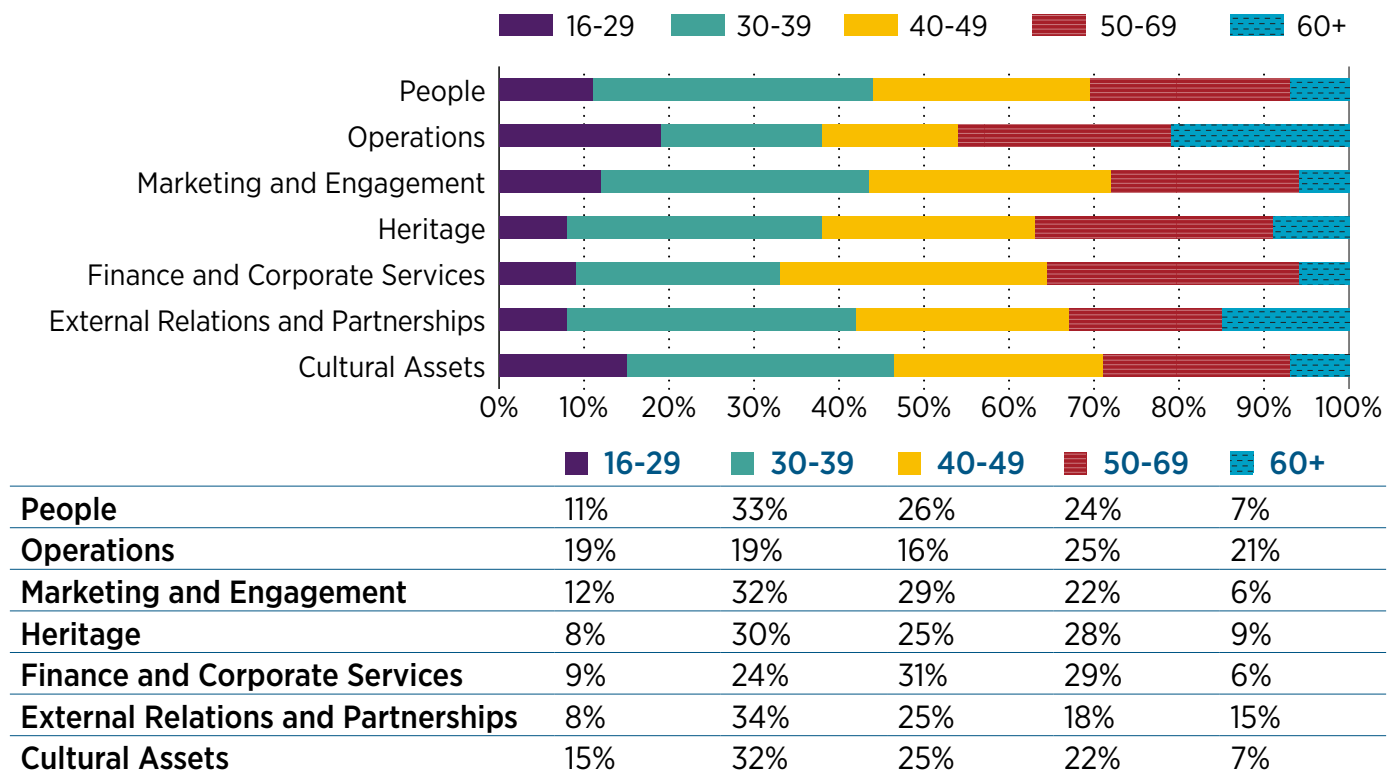
Age by Band – 2024



Age by Directorate – 2023



Age by Directorate – 2024



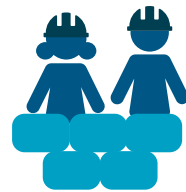
Legal Gender

Commentary

- Stable comparison overall.
- Some Directorates have higher proportions of male/female employees.
- Part-time working pattern is predominately female although this gap has closed by the end of 2024.
- Apprentices split fell significantly to female/male 15%:85%.
- The overall gender gap for HES has remained stable at 1% and now sits at 48% female vs 52% male.

Considerations

- All Directorate recruitment campaigns should be informed by the diversity profile to identify potential for positive targeted action.
- Continue to explore opportunities to bring females through the traditional skills route.
- Embed the flexibility for all policy.
- Share this data with the Employee network groups.

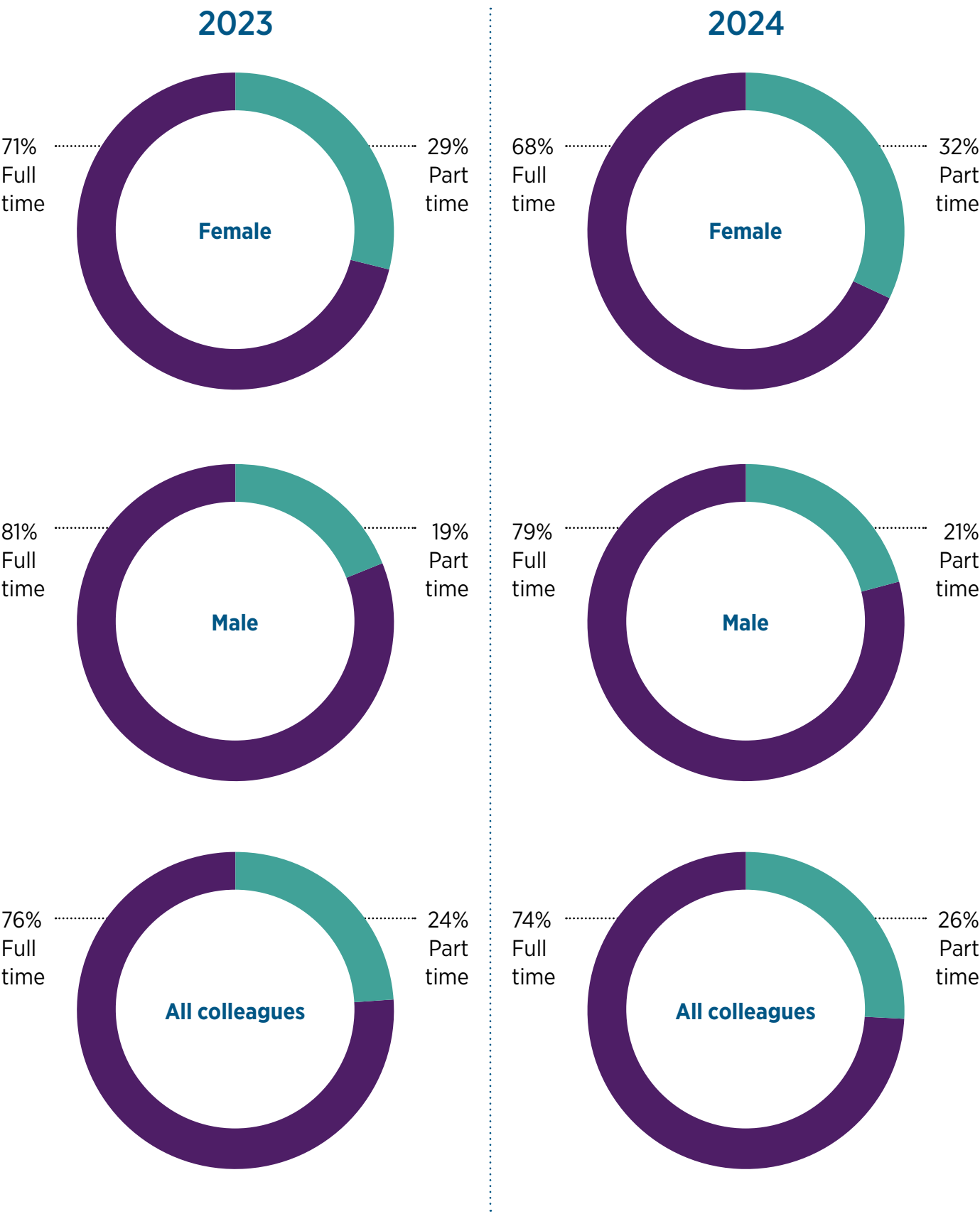


**Our workforce is
48% female, 52% male**

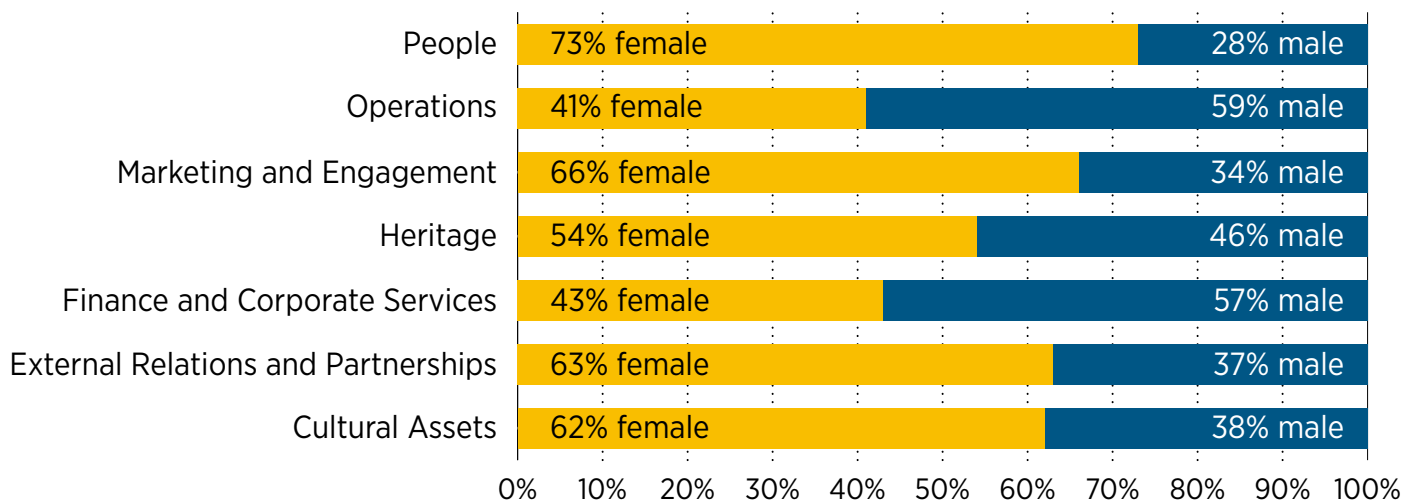
People Directorate Conference
2024 at the Engine Shed



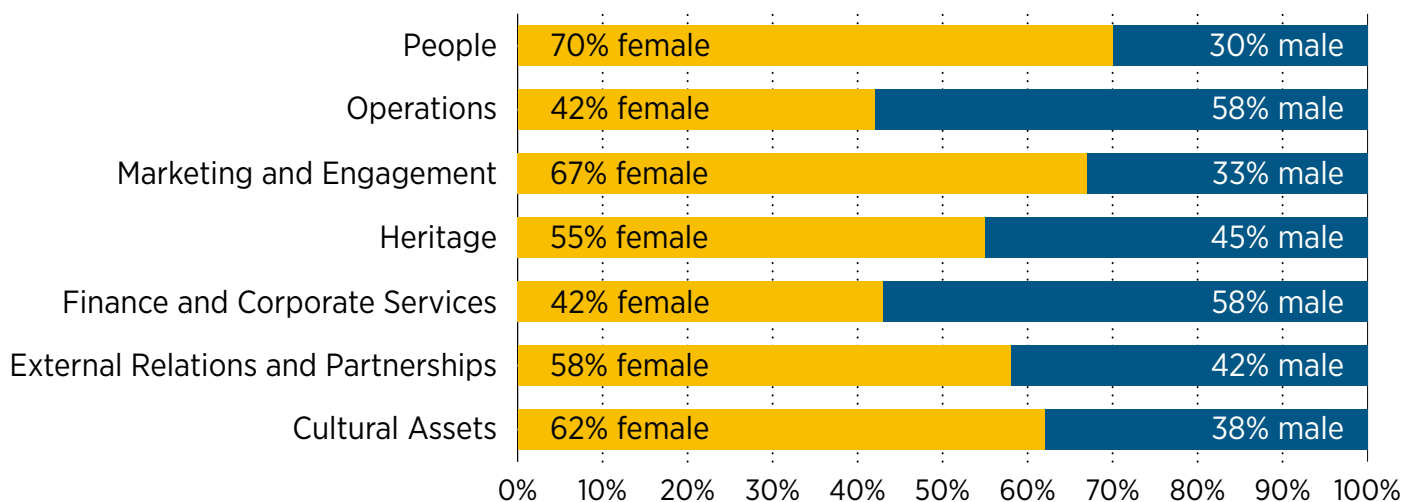
Legal Gender by Work Pattern



Legal Gender by Directorate – 2023



Legal Gender by Directorate – 2024



Balanced directorates

- Heritage

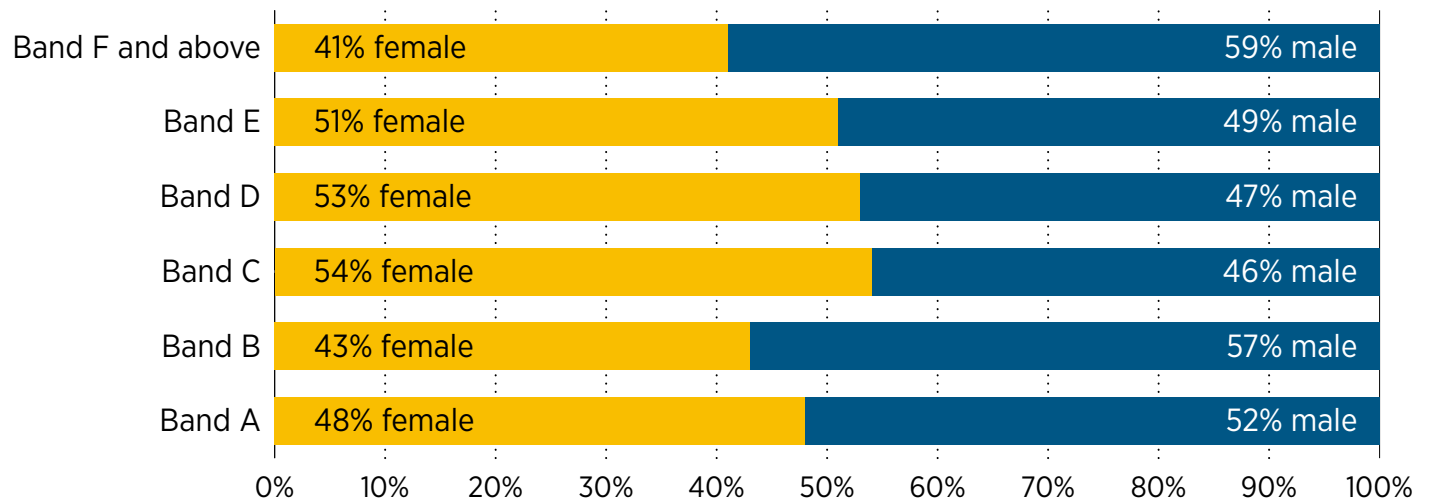
Higher proportion of males

- Operations
- Finance and Corporate Services

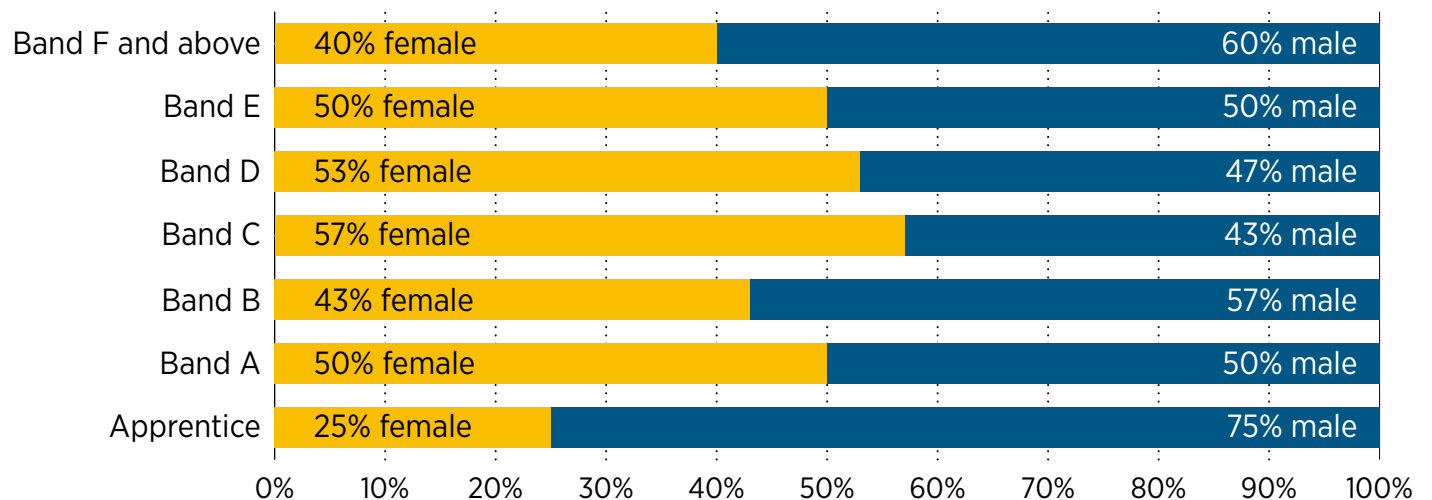
Higher proportion of females

- People
- Marketing and Engagement
- External Relations and Partnerships
- Cultural Assets

Legal Gender by Pay Band – 2023



Legal Gender by Pay Band – 2024



Balanced bands

- Band E
- Band D
- Band A

Higher proportion of males

- Band F and above
- Band B
- Apprentice

Higher proportion of females

- Band C

Note: Key Keeper is now included in band A figures.

Ethnicity

Commentary

- The number of ethnic minorities staff remains low.
- Our data breakdown will inform our use of positive targeted action to improve our diversity.
- All bands have remained stable or increased their diversity.
- The percentage of 'unknown' and 'not declared' responses has increased significantly.

Considerations

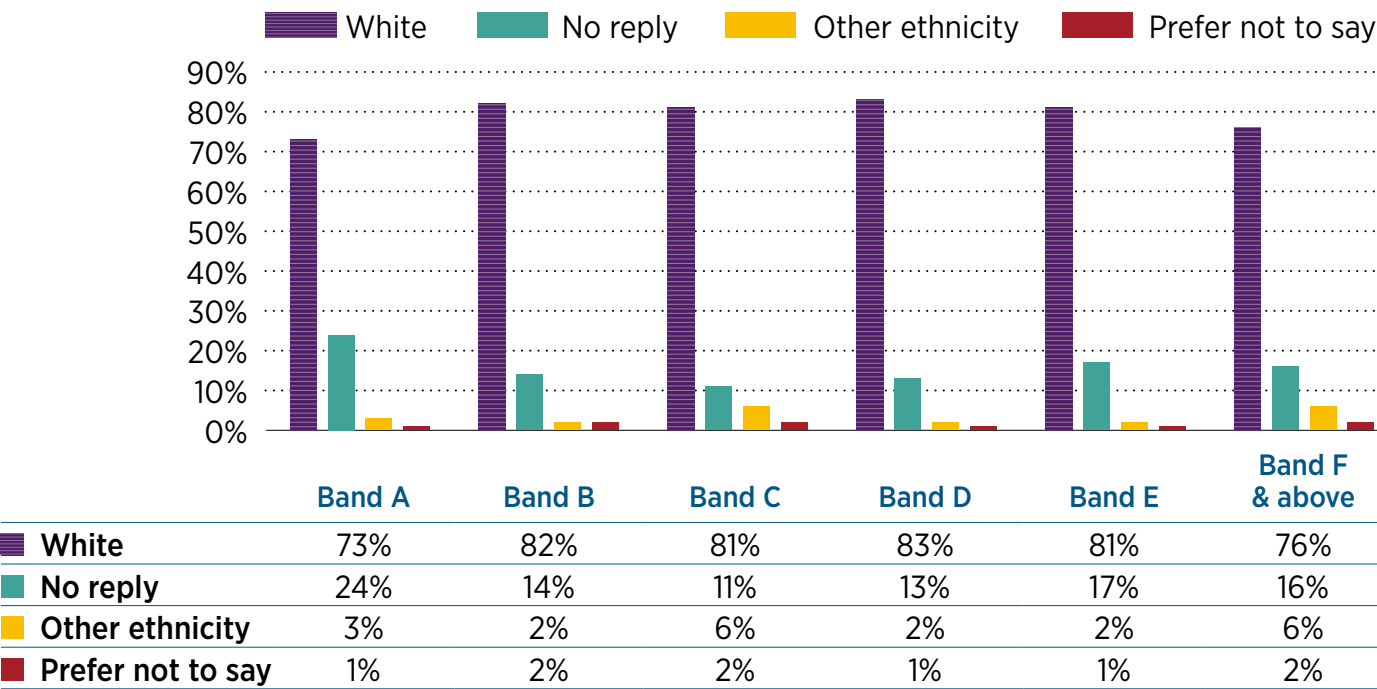
- Self declaration exercise to be carried out and all staff encouraged to complete Oracle fusion self-service portal information.
- All Directorate recruitment campaigns should be informed by the diversity profile to identify potential for positive targeted action.
- Make use of positive action for training roles e.g. targeted advertising to ethnic minority communities.
- The Recruitment Transformation Project will enable data collection at recruitment more streamlined.
- Share this data with Global Diversity Network.

Attendees at 'Where Are You From: Tales of Migration and Identity'

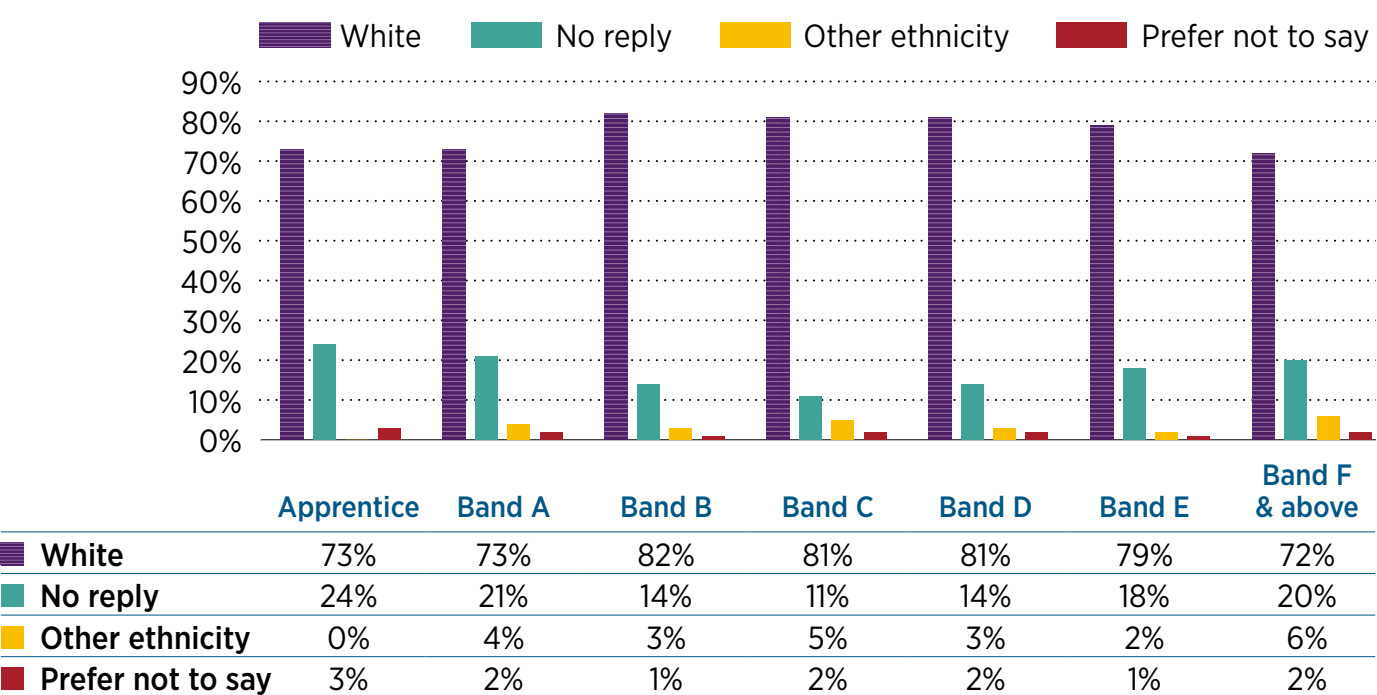


Ethnicity by Pay Band – 2023

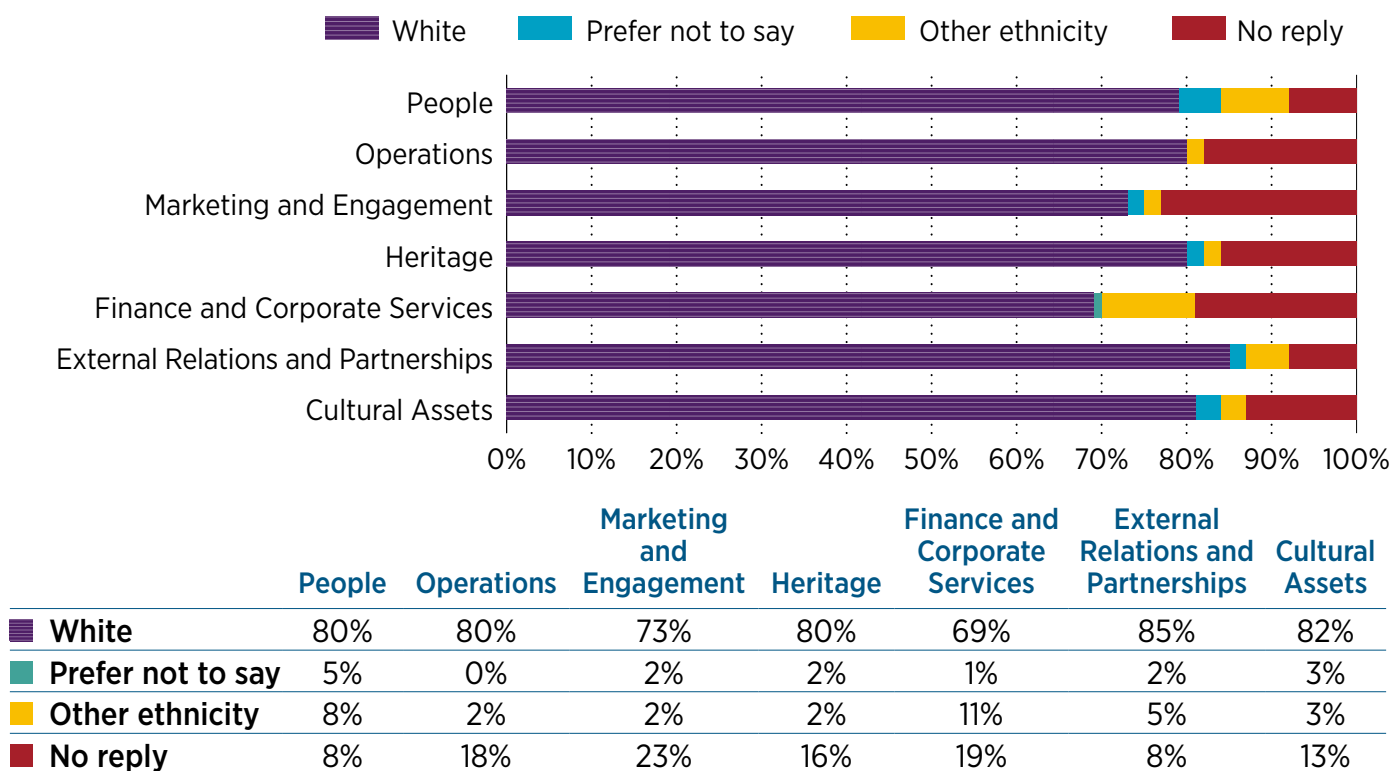
Note: Apprentice data is hidden in 2023 for confidentiality.



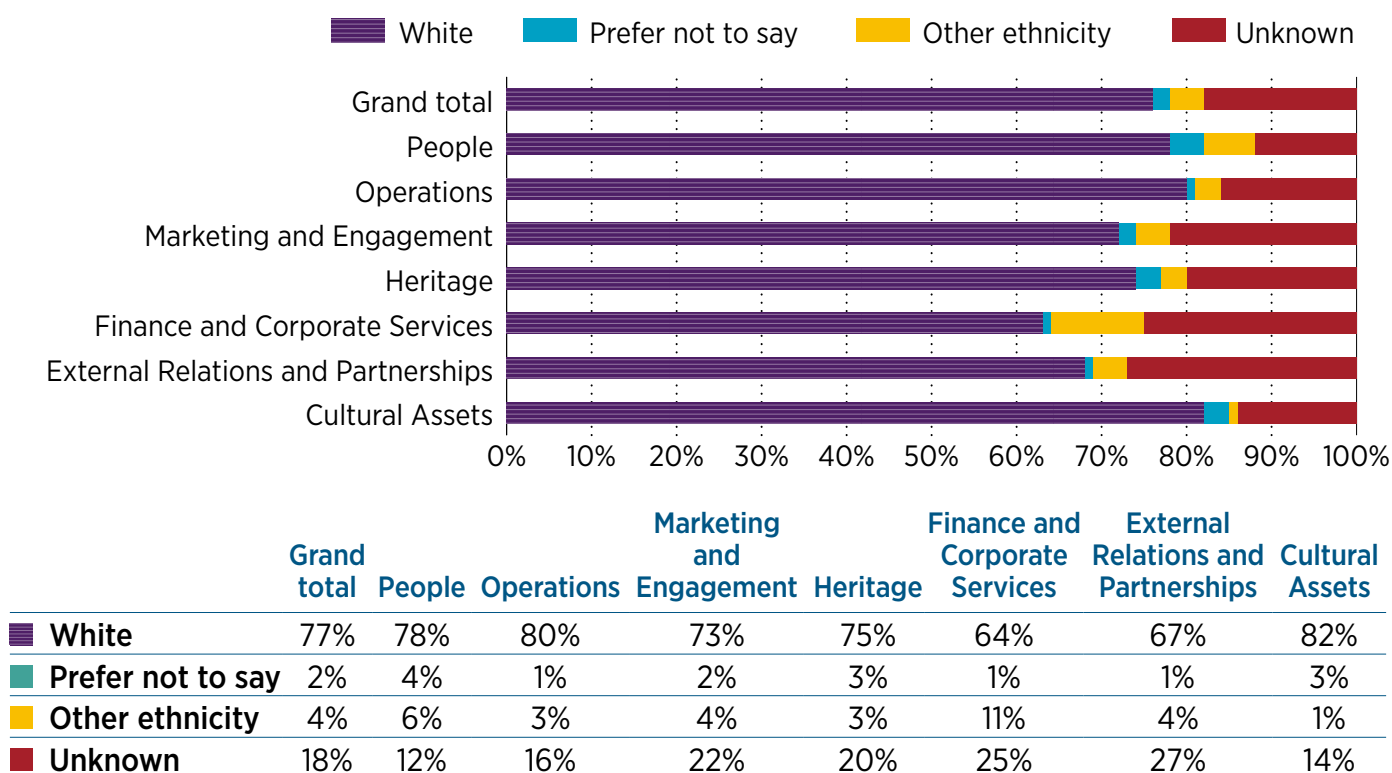
Ethnicity by Pay Band – 2024



Ethnicity by Directorate – 2023



Ethnicity by Directorate – 2024



Religion/Belief

Commentary

- Data remains stable across all variations of religion data breakdown.
- Majority of employees identify as having no religion.

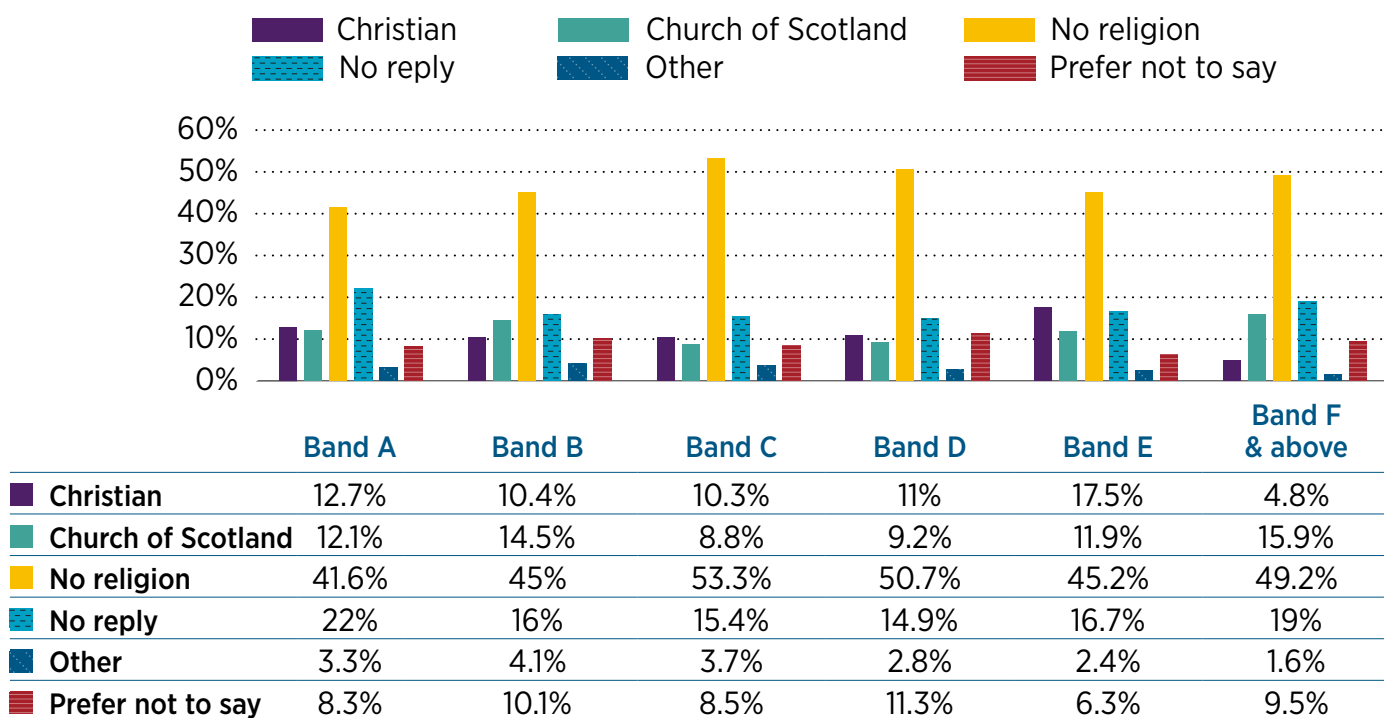
Considerations

- Annual self-declaration exercise to be carried out and all staff encouraged to complete Oracle fusion self-service portal information.
- We will continue to work on the data in/data out developments as the new system is embedded.
- Explore the reporting of social diversity for the year ahead.
- Share with Equity Forum.

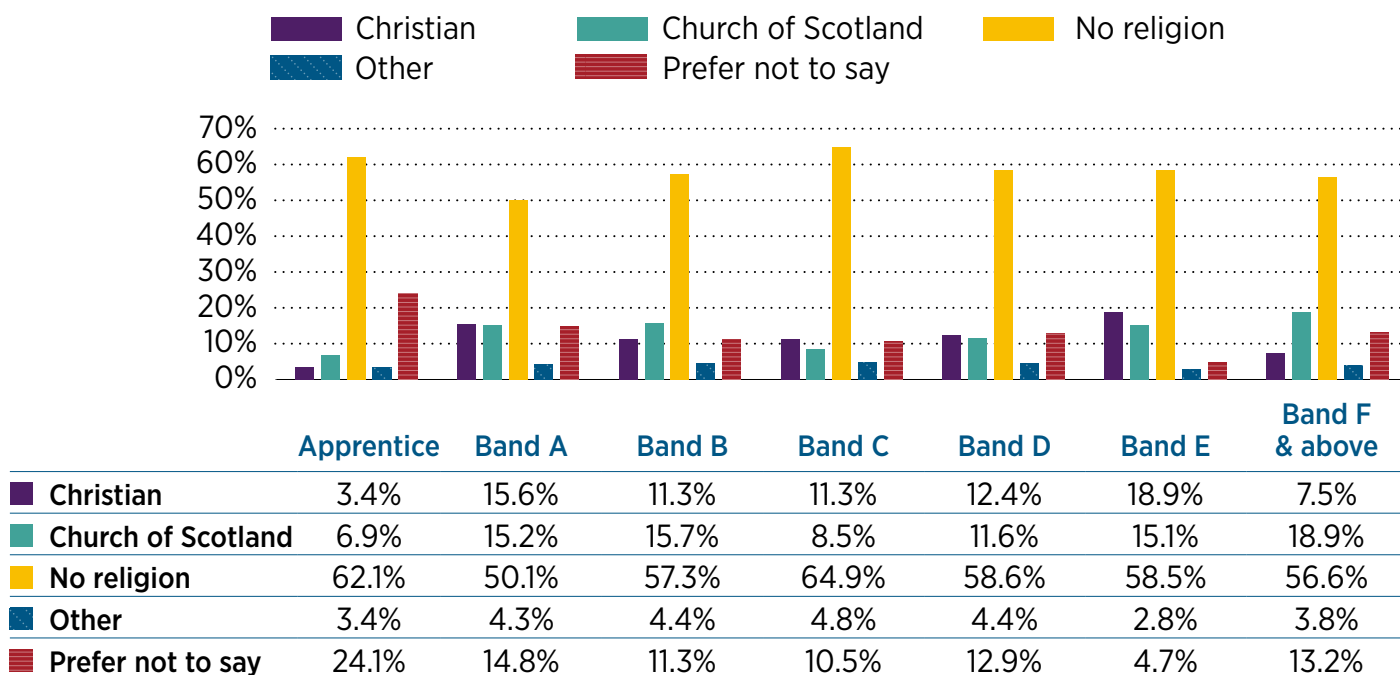


Religion/Belief by Pay Band – 2023

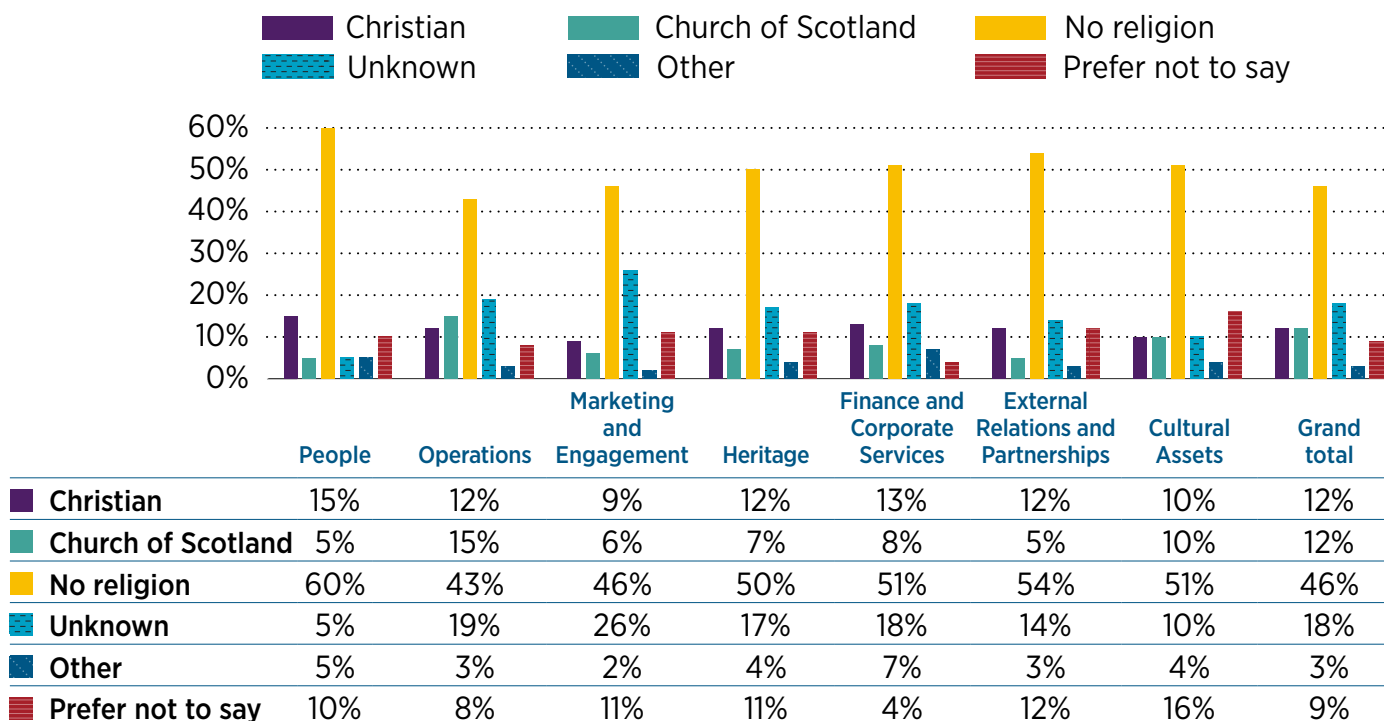
Note: Apprentice data is hidden in 2023 for confidentiality.



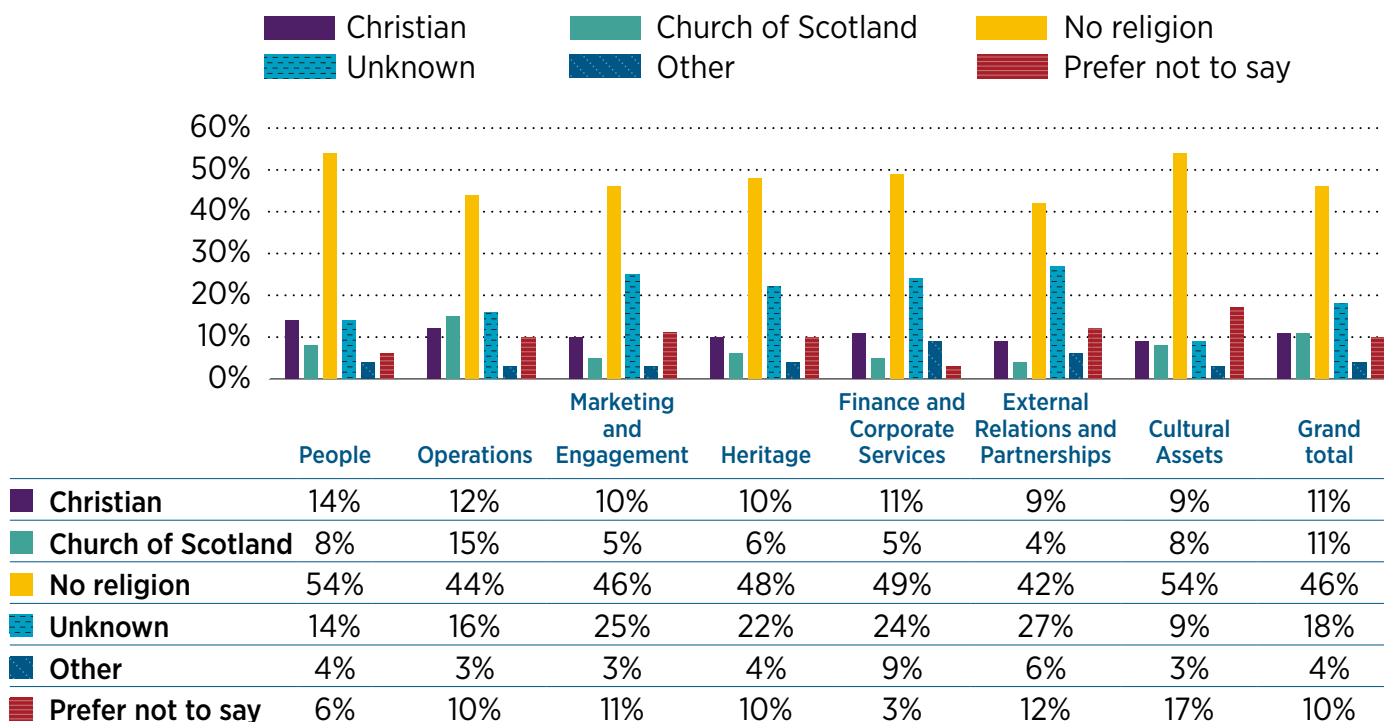
Religion/Belief by Pay Band – 2024



Religion/Belief by Directorate – 2023



Religion/Belief by Directorate – 2024



Sexual Orientation

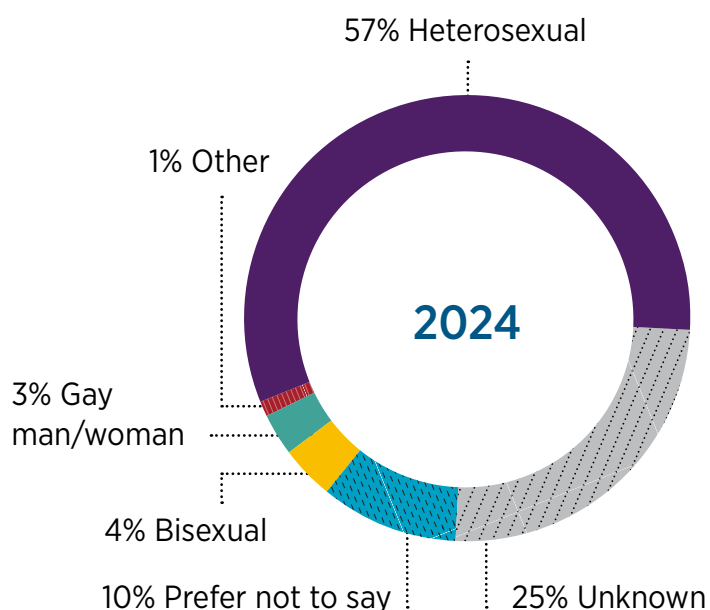
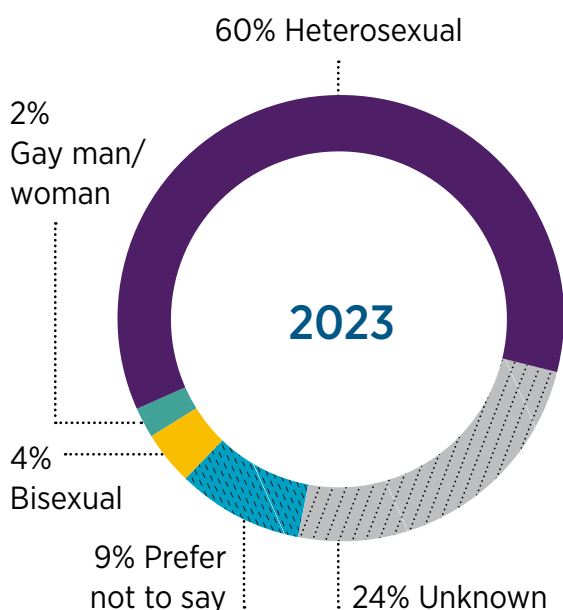
Commentary

- Data remains stable across all variations of data breakdown.
- 25% of colleagues have not yet made a declaration.
- Apprentices have a higher % of undeclared.

Considerations

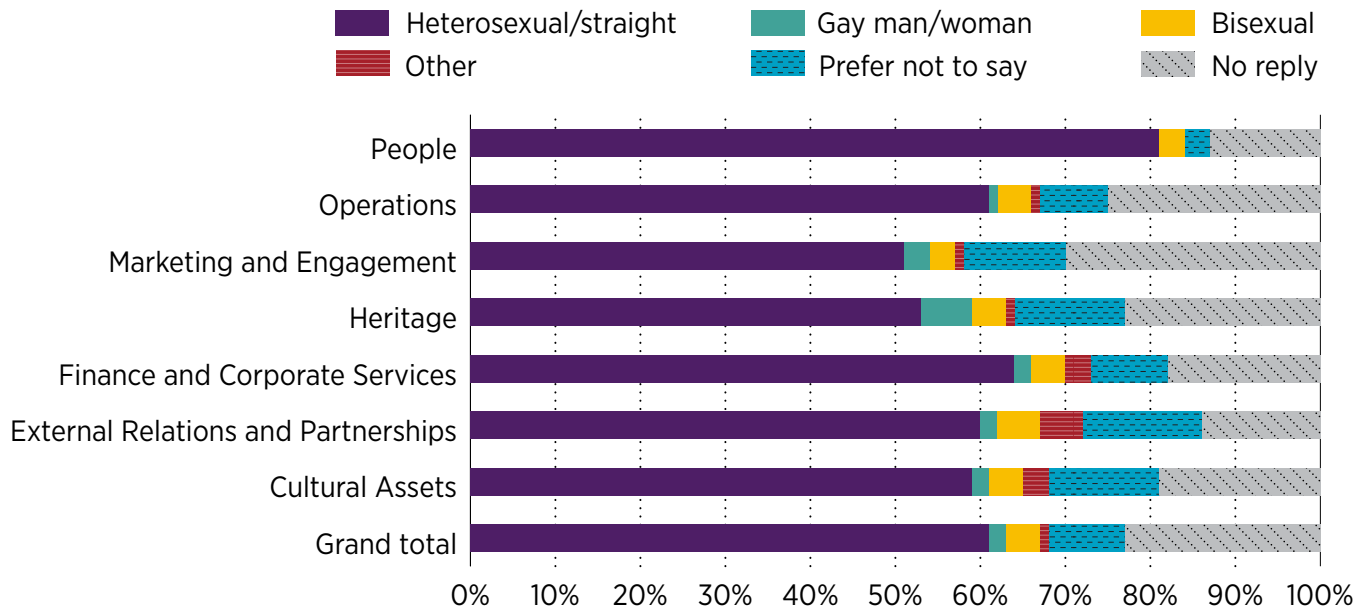
- Self declaration exercise to be carried out and all staff encouraged to complete Oracle fusion self service portal information specifically for gender identity.
- Explore option of giving Key Keepers access to fusion to allow for self-declaration.
- Share data and engage the LGBT+ network.
- All Directorate recruitment campaigns should be informed by the diversity profile to identify potential for targeted action.

Total Employees – Sexual Orientation



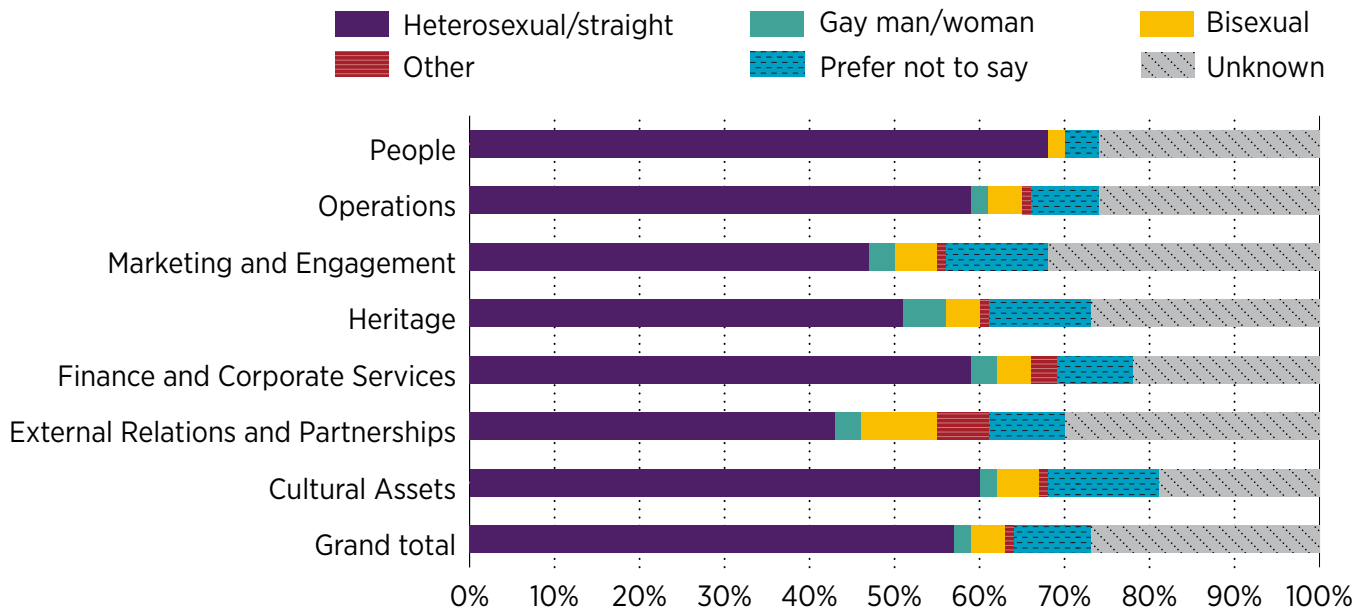
All Directorate recruitment campaigns should be informed by the diversity profile to identify potential for targeted action

Sexual Orientation by Directorate – 2023



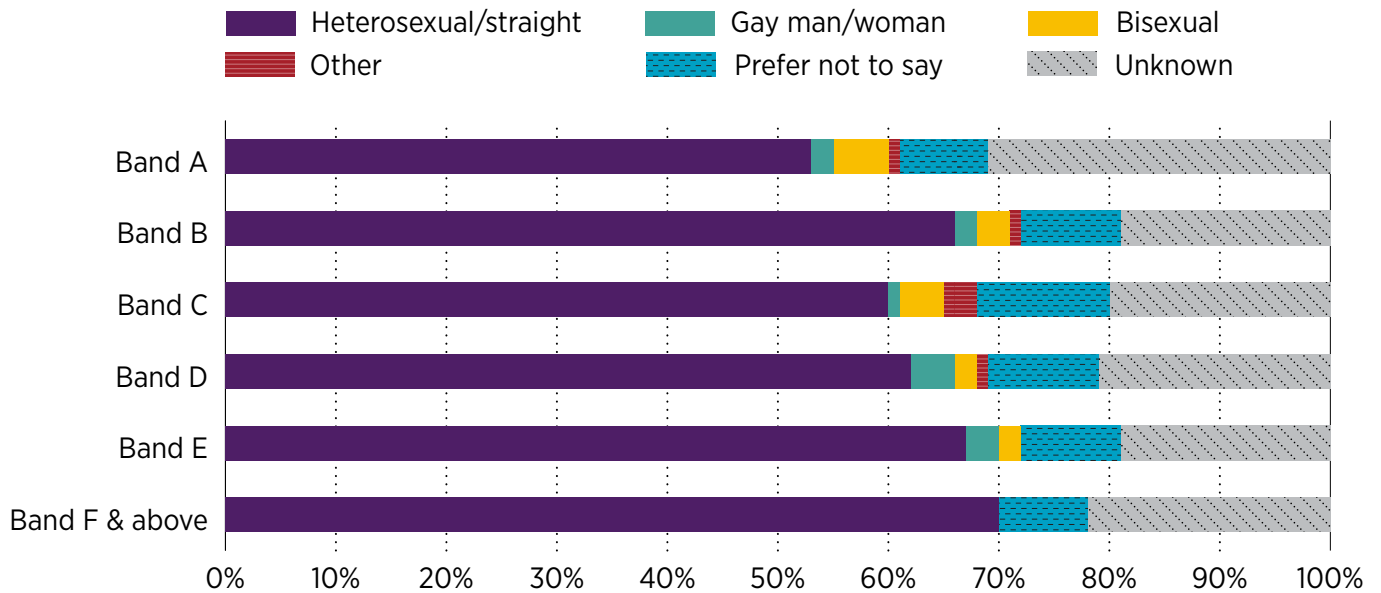
	Heterosexual/ straight	Gay man/ woman	Bisexual	Other	Prefer not to say	No reply
People	83%	0%	3%	0%	3%	13%
Operations	61%	1%	4%	1%	8%	25%
Marketing and Engagement	51%	3%	3%	1%	12%	30%
Heritage	54%	6%	4%	1%	13%	23%
Finance and Corporate Services	64%	2%	4%	3%	9%	18%
External Relations and Partnerships	61%	2%	5%	5%	14%	14%
Cultural Assets	61%	2%	4%	3%	13%	19%
Grand total	60%	2%	4%	1%	9%	23%

Sexual Orientation by Directorate – 2024



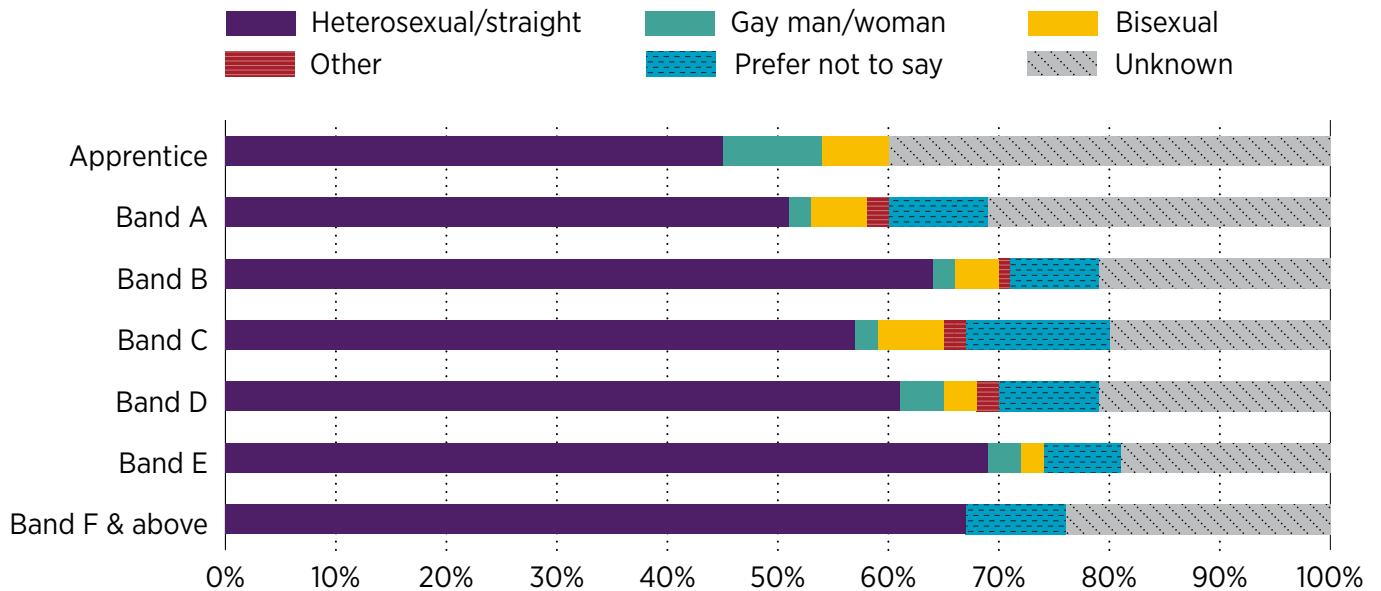
	Heterosexual/ straight	Gay man/ woman	Bisexual	Other	Prefer not to say	Unknown
People	68%	0%	2%	0%	4%	26%
Operations	59%	2%	4%	1%	8%	25%
Marketing and Engagement	47%	3%	5%	1%	12%	31%
Heritage	51%	5%	4%	1%	12%	27%
Finance and Corporate Services	59%	3%	4%	3%	9%	23%
External Relations and Partnerships	43%	3%	9%	6%	9%	30%
Cultural Assets	60%	2%	5%	1%	13%	18%
Grand total	57%	2%	4%	1%	9%	25%

Sexual Orientation by Pay Band – 2023



	Heterosexual/ straight	Gay man/ woman	Bisexual	Other	Prefer not to say	Unknown
Band A	53%	2%	5%	1%	8%	31%
Band B	66%	2%	3%	1%	9%	19%
Band C	60%	1%	4%	3%	12%	20%
Band D	62%	4%	2%	1%	10%	20%
Band E	67%	3%	2%	0%	9%	18%
Band F & above	70%	0%	0%	0%	8%	22%

Sexual Orientation by Pay Band – 2024



	Heterosexual/ straight	Gay man/ woman	Bisexual	Other	Prefer not to say	Unknown
Apprentice	45%	9%	6%	0%	0%	39%
Band A	51%	2%	5%	2%	9%	31%
Band B	64%	2%	4%	1%	8%	21%
Band C	57%	2%	6%	2%	13%	20%
Band D	61%	4%	3%	2%	9%	22%
Band E	69%	3%	2%	0%	7%	19%
Band F & above	67%	0%	0%	0%	9%	23%

Disability

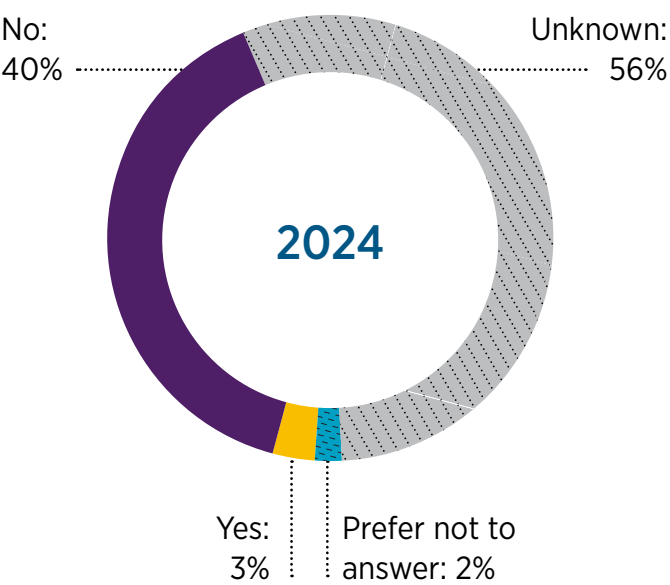
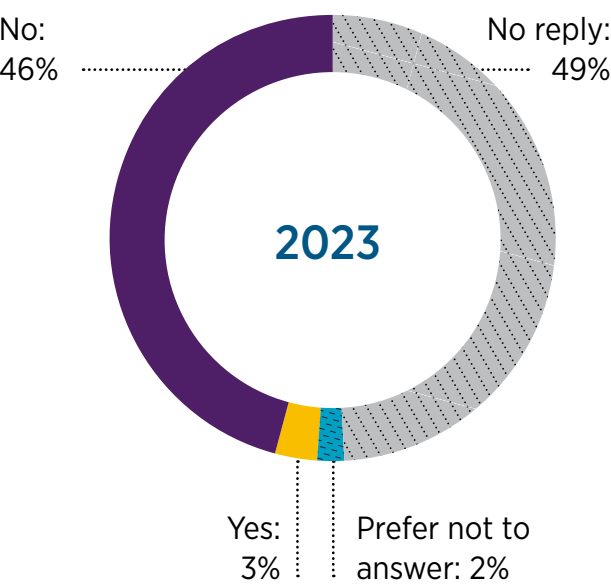
Commentary

- Colleagues declaring as having a disability remain stable.
- Number of colleagues who have declared has reduced by 14%.
- Disability declaration is the lowest out of all the protected characteristics.
- Apprentices have the lowest declaration rate.
- Disability confident Level 3 achieved in 2023.
- Disability Forum launched in 2024.

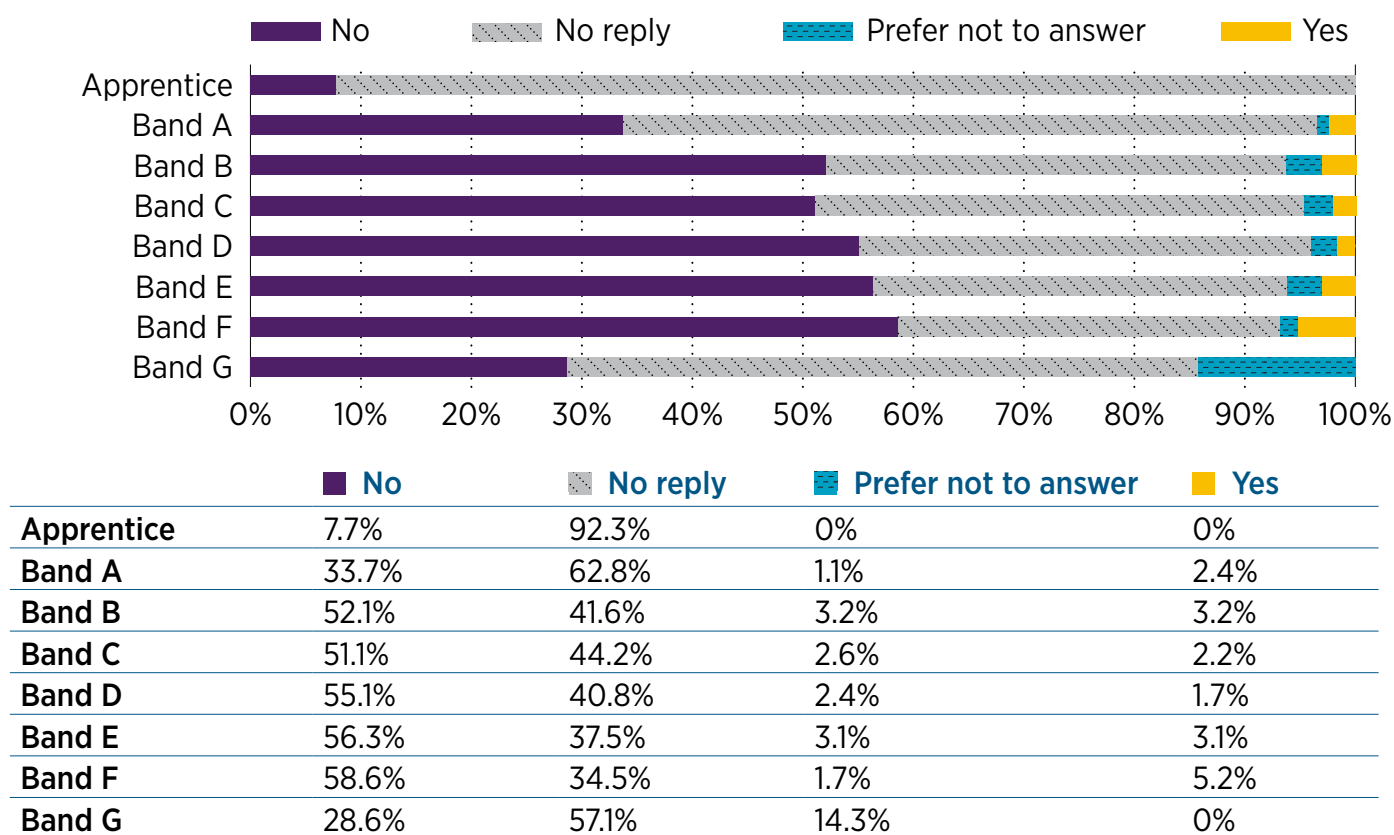
Considerations

- Self-declaration exercise to be carried out and all staff encouraged to complete Oracle fusion self-service portal information specifically for gender identity.
- All Directorate recruitment campaigns should be informed by the diversity profile to identify potential for targeted action.
- The Recruitment Transformation Project will enable data collection at recruitment more streamlined.
- Share the information with the Disability Forum.

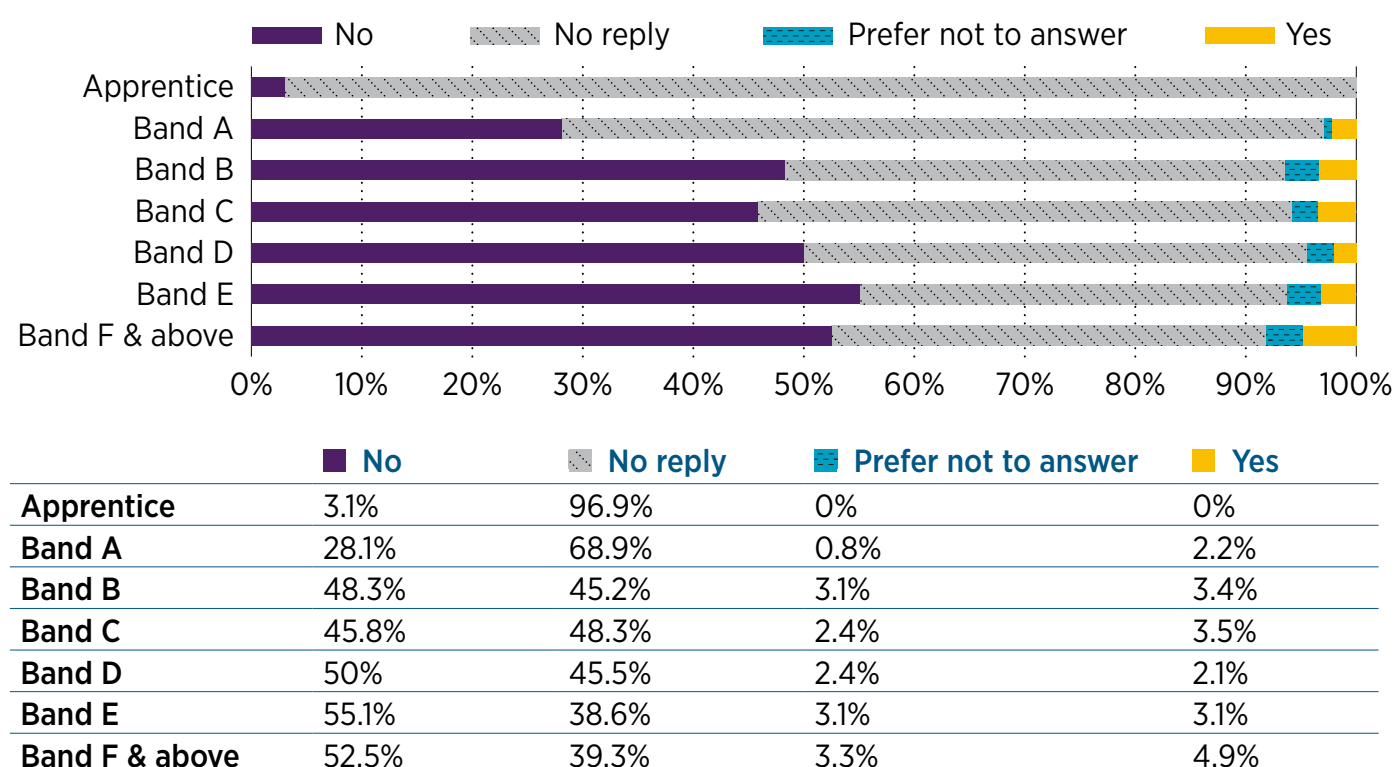
Total Employees – Disability Status



Disability by Pay Band – 2023



Disability by Pay Band – 2024





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