

Equality, Diversity and Inclusion Mainstreaming and Outcomes Report 2025-2029

Data Annex

April 2025



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1. Introduction and purpose of this annex

This data annex has information on Scottish Social Services Council (SSSC) employees as December 2023 and December 2024. It has information on:

- employees' protected characteristics
- recruitment, retention and development
- staff grades, our pay gap and equal payment statements.

It also has a summary of our staff survey and investors in people results.

As of January 2025 we employ just over 300 people. This means that we cannot publish some data as we have small numbers for some protected characteristics. We are also unable to publish some data on recruitment or by staff grade. We publish what we can although we do not disclose figures fewer than five, and it is important to bear in mind the smaller numbers involved when considering some data.

From section three onwards we typically provide data on selected protected characteristics such as age or sex. This is because we tend to have better data on these areas.

Some figures in this report may not total correctly due to rounding.

2. Detailed employee monitoring information

Declaration rates

We ask staff to report their protected characteristics our MyView self-service system. The following table has a snapshot of the proportion of staff who provided this information as of December 2023 and 2024. This figure represents the proportion of staff who responded to the question. It includes staff who tell us that they would prefer not to answer the questions.

SSSC employees' data, disclosure rates. 2023 and 2024

	December 2023	December 2024
Age	100%	100%
Disability	73.85%	70.78%
Marriage or civil partnership	32.09%	33.44%
Race / Ethnicity	74.77%	71.75%
Religion	73.85%	70.45%
Sex	100%	100%
Sexual orientation	74.45%	71.43%
Trans status	72.59%	69.48%
Gender identity	74.45%	71.43%

In 2025 we will run a campaign reminding employees to share their protected characteristic data. We will highlight why we ask for this information and how we use it. We also remind employees to complete this information when they join the SSSC.

The percentage of employees who have completed the marriage or civil partnership question is lower than other protected characteristics. We think this is because that question is on a separate part of our HR form. We have seen an improvement in this figure since the previous report and we are looking at how we can improve this. Employees can also share information on their gender identity.

We invite our employees to share information on whether they provide unpaid care or have experience of care. The information informs our approach to developing flexible terms and conditions. It will also help us to monitor the effectiveness of our Disability and [Care Experience Guaranteed Interview schemes](#).

Overview of SSSC employees by protected characteristics

All employee tables have an asterisk where there are fewer than five employees in each category. In some cases we anonymise more figures. This is so that it is not possible to work out the missing figures.

- Data from the [2022 Scottish Census](#) helps us to understand whether our employees is representative of the overall population. These figures do not provide a direct comparison as Census data include children, people who are retired and others who are not in employment. This section references Census data on [disability](#), [ethnicity](#) and [religion](#).
- Our [Workforce Data Website](#) has equality data on registrants, the wider social service workforce and Mental Health Officers (MHOs.) The data on SSSC registrants is from our [Analysis of registrant equality data report](#) and is a snapshot as of January 2024.

Age

	December 2023		December 2024	
	Headcount	% of employees	Headcount	% of employees
Under 25	*		*	
25-34	59	18.38%	56	18.18%
35-44	106	33.02%	110	35.71%
45-54	78	24.30%	77	25.00%
55-64	66	20.56%	58	18.83%
65+	*		*	
Total	321	100.00%	308	100.00%

- As of December 2024, approximately 36% of our employees are between 35-44 years of age.
- Scotland's overall population continues to age. Between 2011 and 2022 the 15 to 64 year population decreased by 37,000, down 1.1%. The 65+ population increased by 200,700, up 22.5%.

- As of January 2024, [approximately 44% our registrants are aged between 30 and 49](#). Those under 20 years old and over 65 are the least represented at 2.4% and 3.8% respectively.
- [Is Scotland Fairer \(November 2023\)](#) notes that 'Young people aged 16–19 were more likely to be in education, employment or training in 2022 than they were in 2016. The proportion of 16–19-year-olds in education, employment or training increased from 90.4% to 92.4% over this period.'

Disability

	December 2023		December 2024	
	Headcount	% of employees	Headcount	% of employees
Don't know	*		*	
No	177	55.14%	166	53.90%
Prefer not to say	*		*	
Yes	39	12.15%	36	11.69%
Unknown	79	24.61%	90	29.22%
Total	321	100.00%	308	100.00%

- As of December 2024, approximately 12% of our employees tell us that they have a disability. This figure is largely unchanged since 2023.
- The [number of people in Scotland](#) who have a long term illness, disease or condition increased from 18.7% in 2011 to 21.4% in 2022. The figures show that the number of people who have a mental health condition more than doubled between 2011 and 2022.
- As of January 2024, approximately 5.4% of SSSC registrants (when we exclude not reported) [have a disability with the overwhelming majority, 94.6%, reporting they have do not have disability](#).
- [Is Scotland Fairer \(November 2023\)](#) notes that 'despite increasing levels of employment, disabled people in Scotland are more likely to earn a lower hourly wage and / or be in low-paid employment than are non-disabled people, with the gap widening.' We do not explore whether we have a disability pay gap in this report due to relatively small numbers of employees who tell us that they have one. We will continue to explore how we can report on this in future reports.

Marriage or civil partnership

	December 2023		December 2024	
	Headcount	% of employees	Headcount	% of employees
Civil Partnership	*		*	
Cohabiting	16	4.98%	16	5.19%
Divorced/ Dissolved	*		*	
Married	63	19.63%	61	19.81%
Other	*		*	
Prefer not to say	16	4.98%	16	5.19%
Separated	*		*	
Single	*		*	
Widow	*		*	
Unknown	218	67.91%	205	66.56%
Total	321	100.00%	308	100.00%

Race / Ethnicity

	December 2023		December 2024	
	Headcount	% of employees	Headcount	% of employees
White	223	69.47%	202	65.58%
Any mixed of multiple ethnic groups (please specify below)	*		*	
Asian, Asian Scottish or Asian British	6	1.87%	7	2.27%
African, African Scottish or African British	*		*	
Caribbean or Black	*		*	
Other ethnic group (please specify)	*		*	
Prefer not to say	7	2.18%	8	2.60%
Unknown	76	23.66%	87	28.25%
Total	321	100.00%	308	100.00%

- As of December 2024, approximately 66% of our employees define as white, approximately 3% fewer than the previous year. Approximately 2.3% define as Asian, Asian or Scottish or Asian British. We do not include data on many categories due to the relatively small numbers involved.

- As of 2022, approximately [12.9% of people in Scotland are from a minority ethnic background](#). This is an increase from 8.2% in 2011. This increase in people across minority ethnic backgrounds is driven by increases across several groups. This includes a near 3% increase in the numbers of people defining themselves as 'other White', a 1.67% increase in Polish people and more than 1% increase in the percentage of people describing themselves as African, Scottish African or British African. These figures are for the whole Scottish population. See table 5 in the 2022 [Census data](#) report for further information and notes on comparing this data.
- As of January 2024, [most people on our Register identify as White \(84.2%\), with smaller representations from African, Scottish African or British African \(7.1%\) and Asian, Scottish Asian or British Asian \(3.8%\) categories](#). Some parts of the Register such as support workers for care homes have a greater percentage of registrants who define as African (17.3%) or Asian (8.3%).
- We do not explore whether we have an ethnicity pay gap in this report due to relatively small numbers of employees who tell us that they have one. We will continue to explore whether we can meaningfully report on this in future reports.

Religion

	December 2023		December 2024	
	Headcount	% of employees	Headcount	% of employees
Buddhist	*		*	
Church of Scotland	49	15.26%	39	12.66%
Hindu	*		*	
Jewish	*		*	
Muslim	*		*	
None	129	40.19%	124	40.26%
Other	*		*	
Other Christian	*		*	
Roman Catholic	25	7.79%	23	7.47%
Sikh	*		*	
Prefer not to say	20	6.23%	22	7.14%
Unknown	79	24.61%	91	29.55%
Total	321	100.00%	308	100.00%

- As of December 2024, approximately 40% of our employees tell us that they do not have any religion. This figure is largely unchanged since 2023.
- As of 2022, [approximately 51% of people in Scotland indicate that they have no religion](#). The Church of Scotland remains the largest group among those who said they had a religion.

- As of January 2024, [approximately 37.4% of SSSC registrants \(when we exclude not reported\) do not identify with a religion or body](#). Other Christian and Roman Catholic have the next higher representations at 23.5% and 10.2% respectively.

Sex

	December 2023		December 2024	
	Headcount	% of employees	Headcount	% of employees
Female	239	74.45%	236	76.62%
Male	82	25.55%	72	23.38%
Total	321	100.00%	308	100.00%

- As of December 2024, approximately 77% of our employees are female, a drop of 2% since December 2022.
- As of 2022, there were 2,794,900 (51.4%) females and 2,641,800 (48.6%) males in Scotland.
- As of January 2024, [approximately 84.8% of our Register \(when we remove the 3.3% of registrants who have not told us their sex\)](#) define as female. The percentage of females is greater in some parts of the sector such as Early Learning and Childcare services.

Sexual orientation

	December 2023		December 2024	
	Headcount	% of employees	Headcount	% of employees
Bi / bisexual	*			
Gay / lesbian	*		6	1.95%
Heterosexual / straight	214	66.67%	196	63.64%
Other	*			
Prefer not to say	*		16	5.19%
Unknown	77	23.99%	88	28.57%
Total	321	100.00%	308	100.00%

- As of December 2024, approximately 64% of employees define as heterosexual or straight, approximately 3% fewer than the previous year. Approximately 34% of our employees have not completed this question or indicated that they would prefer not to say.
- As of 2022 there were [183,860 LGB+ people in Scotland, 4.0% of people aged 16 or over](#). Around two in five LGB+ people (80,260 people) identified as bisexual. A similar number of people (80,100)

identified as gay or lesbian. This was the first time that the Census has collected and published information on sexual orientation.

- As of January 2024, [approximately 88.3% of our registrants \(when we exclude not reported\) identify as straight or heterosexual \(88.3%\)](#). Smaller percentages identify as bisexual (2%) and gay or lesbian (2.2%).

Trans status / Gender reassignment

	December 2023		December 2024	
	Headcount	% of employees	Headcount	% of employees
No	225	70.09%	205	66.56%
Yes	*		*	
Prefer not to say	*		*	
Unknown	83	25.86%	94	30.52%
Total	321	100.00%	308	100.00%

- As of December 2024, approximately 66% of our employees indicated that they are not trans, although at least 31% of employees have not completed this question.
- In 2022, [Scotland's Census found that 19,990 people were trans or had a trans history](#). This is 0.44% of people aged 16 and over.
- We have recently started to collect data on registrants' trans status. The data is steadily improving and we will publish the findings in future.

Gender identity

	December 2023		December 2024	
	Headcount	% of employees	Headcount	% of employees
Female	177	55.14%	171	55.52%
In another way	*		*	
Male	52	16.20%	39	12.66%
Prefer not to say	*		*	
Unknown	77	23.99%	88	28.57%
Total	321	100.00%	308	100.00%

- As of December 2024 approximately 56% of employees tell us that they are female, although over 29% did not answer this question.

3. Recruitment

Recruitment (applicants)

The following tables report on the number of applicants we have received for roles at the SSSC. We share this data by protected characteristic.

We publish data on age, disability, race / ethnicity, religion, gender identity and sexual orientation. Our data currently focuses on applications. We are exploring how we can also publish meaningful information on successful applicants given the relatively low number of appointments per year.

Age

	2023		2024	
	Headcount	%	Headcount	%
Under 25	61	16.80%	56	11.45%
25-34	93	25.62%	141	28.83%
35-44	86	23.69%	144	29.45%
45-54	69	19.01%	100	20.45%
55-64	27	7.44%	37	7.57%
65+	*		*	
Unknown	*		*	
Total	363	100.00%	489	100.00%

Disability

	2023		2024	
	Headcount	%	Headcount	%
Don't know	*		*	
No	293	80.72%	400	81.80%
Prefer not to say	20	5.51%	21	4.29%
Yes	43	11.85%	67	13.70%
Unknown	*		*	
Total	363	100.00%	489	100.00%

Marriage or civil partnership

	2023		2024	
	Headcount	%	Headcount	%
Civil Partnership	7	1.93%	8	1.64%
Cohabiting	53	14.60%	81	16.56%
Divorced/ Dissolved	10	2.75%	14	2.86%
Married	125	34.44%	208	42.54%
Other	*		*	
Prefer not to say	14	3.86%	14	2.86%
Separated	10	2.75%	8	1.64%
Single	134	36.91%	148	30.27%
Widow	*		*	
Unknown	6	1.65%	*	
Total	363	100.00%	489	100.00%

Race / Ethnicity

	2023		2024	
	Headcount	%	Headcount	%
White	295	81.27%	398	81.39%
Any mixed of multiple ethnic groups (please specify below)	9	2.48%	*	
Asian, Asian Scottish or Asian British	20	5.51%	30	6.13%
African, African Scottish or African British	16	4.41%	38	7.77%
Caribbean or Black	*		*	
Other ethnic group	*		6	1.23%
Prefer not to say	12	3.31%	11	2.25%
Unknown	8	2.20%	*	
Total	363	100.00%	489	100.00%

Religion

	2023		2024	
	Headcount	%	Headcount	%
Buddhist	*		*	
Church of Scotland	45	12.40%	60	12.27 %
Hindu	*		*	
Jewish	*		*	
Muslim	7	1.93%	11	2.25%
None	184	50.69%	273	55.83%
Other	6	1.65%	6	1.23%
Other Christian (Please Specify)	25	6.89%	38	7.77%
Roman Catholic	41	11.29%	45	9.20%
Sikh			*	
Prefer not to say	39	10.74%	43	8.79%
Unknown	8	2.20%	*	
Total	363	100.00%	489	100.00%

Gender identity

	2023		2024	
	Headcount	%	Headcount	%
Female	243	66.94%	350	71.57%
In another way	*		*	
Male	107	29.48%	128	26.18%
Prefer not to say	*		6	1.23%
Unknown	6	1.65%	*	
Total	363	100.00%	489	100.00%

Sexual Orientation

	2023		2024	
	Headcount	%	Headcount	%
Bi/bisexual	25	6.89%	29	5.93%
Gay/lesbian	10	2.75%	24	4.91%
Homosexual/straight	297	81.82%	411	84.05%
Other	*		*	
Prefer not to say	20	5.51%	21	4.29%
Unknown	*		*	
Total	363	100.00%	489	100.00%

New starts

This section has information on people who are joining the SSSC. We include tables on sex and age only due to the relatively small numbers involved.

Sex

	2023		2024	
	Headcount	%	Headcount	%
Female	21	67.74%	20	68.97%
Male	10	32.26%	9	31.03%
Total	31	100.00%	29	100.00%

Age

	2023		2024	
	Headcount	%	Headcount	%
Under 25	*		*	
25-34	12	38.71%%	7	24.14%
35-44	*		9	31.03%
45-54	6	19.35%	7	24.14%
55-64	*		*	
65+	*		*	
Total	31	100.00%	29	100.00%

4. Retention

This section has data on several areas such as the number of employees who are on maternity or have flexible working applications. It also has data on people who join or leave the SSSC. Due to the small numbers we only publish data for some protected characteristics, typically sex and age.

Paid related absences

- For the period 1 January 2023 – 31 December 2023 there were six employees who went on maternity leave (2%). There were also 64 employees who took paid absence (17%).
- For the period 1 January 2024 – 31 December 2024 there were 14 employees who went on maternity leave (4%). There were also 55 employees who took paid absence (15%).

Flexible working applications

This section has data on flexible working applications and percentage of working with a flexible working application by age. We include total number of applications rather than headcount as some people will have had more than one application. The tables includes employees who have a part-time contract.

The SSSC has a family friendly approach and we have several policies to support our employees. Further information is available from our website.

Successful flexible working applications by Age

	2023			2024		
	Successful Applications	Headcount	% of successful applicants	Successful Applications	Headcount	% of successful applicants
Under 25	*			*		
25-34	31	25	28.44%	16	15	22.54%
35-44	31	23	28.44%	25	18	35.21%
45-54	23	22	21.10%	15	9	21.13%
55-64	22	20	20.18%	15	14	21.13%
65+	*			*		
Total	109	92	100.00%	71	55	100.00%

Headcount and % of the employees with a flexible working pattern

	31 December 2023			31 December 2024		
	Headcount	%	% of employees	Headcount	%	% of employees
Under 25	*			*		
25-34	20	14.39%	33.90%	19	14.50%	33.93%
35-44	44	31.65%	41.51%	45	34.35%	40.91%
45-54	36	25.90%	46.15%	31	23.66%	40.26%
55-64	34	24.46%	51.52%	34	25.95%	58.62%
65+	*			*		
Total	139	100.00%	43.30%	131	100.00%	42.53%

Successful flexible working applications by Sex

	2023			2024		
	Successful Applications	Headcount	% of successful applicants	Successful Applications	Headcount	% of successful applicants
Female	88	72	80.73%	61	46	85.92%
Male	21	20	19.27%	10	9	14.08%
Total	109	92	100.00%	71	55	100.00%

Headcount and % of the employees with a flexible working pattern

	31 December 2023			31 December 2024		
	Headcount	%	% of employees	Headcount	%	% of employees
Female	123	88.49%	51.46%	118	90.08%	50.00%
Male	16	11.51%	19.51%	13	9.92%	18.06%
Total	139	100.00%	43.30%	131	100.00%	42.53%

Promotions

The following tables contain data on internal promotions by age and sex. We have had to suppress some figures due to the relatively small numbers involved.

Promotions by Age

	2023		2024	
	Headcount	%	Headcount	%
Under 25	*		*	
25-34	12	29.27%	*	
35-44	8	19.51%	10	52.63%
45-54	9	21.95%	*	
55-64	10	24.39%	*	
65+	*		*	
Total	41	100.00%	19	100.00%

Promotion by Sex

	2023		2024	
	Headcount	%	Headcount	%
Female	35	85.37%	12	63.16%
Male	6	14.63%	7	36.84%
Total	41	100.00%	19	100.00%

Leavers

These tables have data on people who leave the SSSC. People leave us for various reasons such as redundancies, dismissals and resignations. This data includes people who leave us at the end of a fixed term contract. These tables include everyone who left the SSSC in 2023 and 2024.

[Our Annual Report and Accounts 2023-2024](#) has figures for the number of employees who leave with a severance package during each financial year (three in 2022/23, and none in 2023/24.)

Age

Leavers by Age

	2023		2024	
	Headcount	%	Headcount	%
Under 25	*		*	
25-34	18	39.13%	11	28.95%
35-44	7	15.22%	*	
45-54	*		8	21.05%
55-64	13	28.26%	11	28.95%
65+	*		*	
Total	46	100.00%	38	100.00%

Leavers by Sex

	2023		2024	
	Headcount	%	Headcount	%
Female	32	69.57%	21	55.26%
Male	14	30.43%	17	44.74%
Total	46	100.00%	38	100.00%

5. Learning and Development

Mandatory courses

All SSSC employees must complete mandatory learning and development courses. Some courses must be completed once.

The following tables sets out the proportion of all SSSC employees who have completed selected training courses as of December 2024. We do not have a robust picture for 2023.

SSSC employees, mandatory training completion rates, December 2024

Course	As at December 2024
Diversity and equality	91%
Handling workplace stress	86%
Staying safe with DSE	82%
Three mottos for equality, diversity and inclusion	95%
Unconscious Bias in the workplace	94%
Protecting people	82%
Introduction to Children's Rights	87%

Non-mandatory courses

The following tables cover completions of non-mandatory courses. In these tables completions means the number of completed training program, course, or session. There will be double counting as many employees will complete more than one course while some people may not have completed any.

We provide a wide mix of courses identified to meet skill gaps and development needs such as Professional Qualifications, Job Specific and Digital Skill training, Personal Development, Leadership & Management and additional equalities and wellbeing courses. Courses cover several topics such as protecting people, understanding discrimination, children's rights and care experience.

We only publish data on age and sex due to the small numbers involved for many other protected characteristics.

Completed Training by Age

	2023			2024		
	Number of completions	Headcount	%	Number of completions	Headcount	%
Under 25	9	6	1.39%	*	*	
25-34	93	50	17.09%	118	37	17.83%
35-44	229	98	34.70%	226	76	35.87%
45-54	203	70	30.76%	180	59	28.57%
55-64	116	58	17.58%	98	45	15.56%
65+	10	8	1.52%	*	*	
Total	660	290	100.00%	630	222	100.00%

Completed Training by Sex

	2023			2024		
	Number of completions	Headcount	%	Number of completions	Headcount	%
Female	497	216	75.30%	505	172	80.16%
Male	163	74	74%	125	50	19.84%
Total	660	290	100.00%	630	222	100.00%

6. Staff grades

This section has data on SSSC employees by grades. This table includes internal and outward secondments. It also includes staff who are on long term absence.

We continue to explore how we can publish further data on grades, occupational segregation and protected characteristics, particularly race and disability.

Grades by Sex

31 December 2023						
	Female			Male		
	Headcount	% of Sex	% of Grade	Headcount	% of Sex	% of Grade
SCCEO	*	*	*	*	*	*
A2	*	*	*	*	*	*
B3	*	*	*	*	*	*
C4	8	3.35%	57.14%	6	7.32%	42.86%
C5	37	15.48%	68.52%	17	20.73%	31.48%
D6	36	15.06%	80.00%	9	10.98%	20.00%
D7	35	14.64%	64.81%	19	23.17%	35.19%
E8	13	5.44%	*	*	*	*
E9	17	7.11%	*	*	*	*
F10	52	21.76%	82.54%	11	13.41%	
F11	31	12.97%	72.09%	12	14.63%	
Total	239	100.00%	74.45%	82	100.00%	

31 December 2024						
	Female			Male		
	Headcount	% of Sex	% of Grade	Headcount	% of Sex	% of Grade
SCCEO	*	*	*	*	*	*
A2	*	*	*	*	*	*
B3	6	*	*	*	*	*
C4	9	3.81%	60.00%	6	8.33%	40.00%
C5	36	15.25%	70.59%	15	20.83%	29.41%
D6	38	16.10%	77.55%	11	15.28%	22.45%
D7	41	17.37%	68.33%	19	26.39%	31.67%
E8	14	5.93%	*	*	*	*
E9	16	6.78%	*	*	*	*
F10	44	18.64%	83.02%	9	12.50%	16.98%
F11	28	11.86%	*	*	*	*
Total	236	100.00%	76.62%	72	100.00%	23.38%

7. Staff survey and Investors in People results

Staff survey

We usually carry out a staff survey every two years. Our staff survey is based on the Civil Service People Survey and we last ran it in November 2022. The following statements are taken from the 2022 survey. The number in brackets after each statement represents the percentage of employees who agreed or strongly agreed with that statement. The figures are rounded to the nearest 1%

- I can access the right learning and development opportunities when I need to. (78%)
- Learning and Development activities in the last 12 months have helped me to improve my performance. (71%)
- There are opportunities for me to develop my career at the SSSC. (49%)
- Learning and development activities I have completed while working at the SSSC are helping me to develop my career. (55%)
- I am treated fairly at work (86%)
- I am treated with respect by the people I work with (91%)
- I feel valued for the work I do (77%)
- I think that the SSSC respects individual difference (such as cultures, working styles, backgrounds, ideas etc) (88%)
- I feel able to challenge inappropriate behaviour in the workplace (79%)
- The SSSC is committed to creating a diverse and inclusive workplace (85%)

Investors in People (IIP)

In November 2024 we had confirmation that we had successfully maintained our IIP Award. We continue to look at the detailed report and to discuss any further improvements that we can make in line with our 2024-2027 People Strategy.

8. Pay gap and equal pay statement, December 2024

Our overall gender pay gap is based on a snapshot date as of 31 December 2023 and 31 December 2024. For transparency this section provides the data for both years.

31 December 2023

The data confirms that as of 2023:

- men earn more than women when we use the mean
- women earn more than men when we use the median.

31 December 2023		
Mean female hourly	Mean male hourly	Mean gender pay %
20.59	21.42	1.04%

31 December 2023		
Median female hourly	Median male hourly	Median gender pay
23.95	23.02	3.88%

In 2023 we had the following pay gaps:

- Full time median pay gap: 7.64%
- Part-time median pay gap: 17.13%
- Full-time mean gap: 4.21%
- Part-time mean Gap: -2.04%

31 December 2023			
Full time male		Part-time male	
Mean	Median	Mean	Median
21.69	22.12	19.19	20.43

31 December 2023			
Full time female		Part-time female	
Mean	Median	Mean	Median
21.06	20.02	19.45	16.59

Pay gap by quartile

The following tables divide our employees with into four quartiles, with an equal number of employees in each section. From the highest paid to the lowest paid and including all SSSC employees. Percentages may not add up due to rounding.

2023

Quartile 1	Female		Male		Gap
	%	68.33%	%	31.67	
	Median	13.6%	Median	13.21	-2.95%
	Mean	13.26	Mean	13.46	1.51

Quartile 2	Female		Male		Gap
	%	72.58%	%	27.42%	
	Median	16.48	Median	16.48	0
	Mean	16.7	Mean	17.72	6.11

Quartile 3	Female		Male		Gap
	%	63.79%	%	36.21	
	Median	23.08	Median	22.12	4.34
	Mean	23.23	Mean	22.68	-2.37

Quartile 4	Female		Male		Gap
	%	53.7%	%	46.3	
	Median	28.28	Median	28.28	0
	Mean	29.97	Mean	28.92	-3.50

31 December 2024

The data confirms that as of 2024:

- men earn more than women when we use the mean
- we have no pay gap when we use the median.

31 December 2024		
Mean female hourly	Mean male hourly	Mean gender pay %
22.02	23.75	7.28

31 December 2024		
Median female hourly	Median male hourly	Median gender pay
23.05	23.05	0%

In 2024 we had the following pay gaps:

- Full time median pay gap: -1.99%
- Part-time median pay gap: 21.9%
- Full-time mean gap: 4.7%
- Part-time mean gap: 12.57%

31 December 2024			
Full time male		Part-time male	
Mean	Median	Mean	Median
23.82	22.6	23.07	22.6

31 December 2024			
Full time female		Part-time female	
Mean	Median	Mean	Median
22.7	23.05	20.17	17.65

Pay gap by quartile

The following tables divide our employees into four quartiles, with an equal number of employees in each section. The lowest paid are in quarter 1 and the highest in quartile 4. The table includes all SSSC employees.

2024

Quartile 1	Female		Male		Gap
	%	83.78	%	16.22	
	Median	14.7	Median	14.99	1.93
	Mean	15.2	Mean	15.13	-0.46

Quartile 2	Female		Male		Gap
	%	77.03	%	22.97	
	Median	17.75	Median	20.86	
	Mean	18.97	Mean	20	

Quartile 3	Female		Male		Gap
	%	72.97	%		
	Median	24.46	Median	23.05	-6.12
	Mean	24.42	Mean	24.11	-1.29

Quartile 4	Female		Male		Gap
	%	69.33	%	30.67	
	Median	29.46	Median	29.46	0
	Mean	30.97	Mean	30.7	-0.88

Equal pay statement

We are committed to equality, diversity and inclusion in our varied roles which include being a public body, regulator and an employer. We recognise and value the benefits that a diverse workforce brings to our work. We are committed to advancing equality of opportunity irrespective of protected characteristics. This includes other factors such as whether someone is a carer or their work pattern.

A key part of this commitment is the principle that staff receive equal pay at all levels. At the heart of that is our commitment to have an approach to pay which is transparent, based on objective criteria and free from any bias relating to any of the protected characteristics. We are committed to equal pay between women and men, people and irrespective of whether people are disabled or their ethnic background. We are committed to equality for all employees irrespective of protected characteristics or background.

As part of our ongoing commitment to put equal pay into practice we will:

- examine and keep under review existing and future pay practices
- continue to actively monitor the impact of our pay policy
- continue to develop policies which are inclusive, family friendly and aim to address some of the wider societal trends which can cause inequality
- provide guidance for managers directly involved in decisions relating to remuneration
- continue to work in partnership with Unison on all aspects of remuneration and terms and conditions.



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