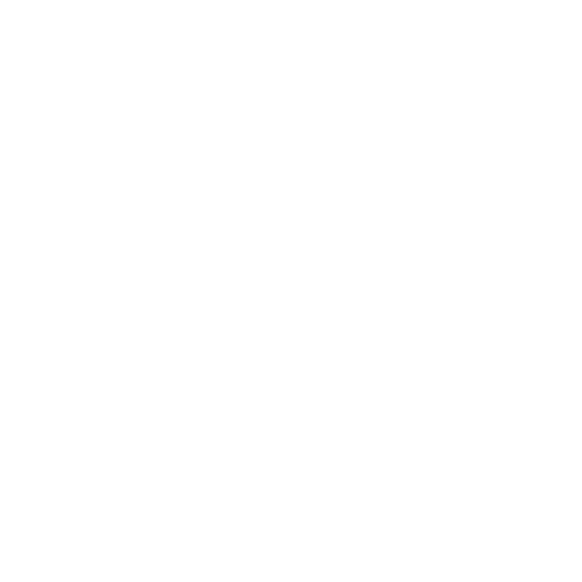
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**People Information Report 2025**

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# Introduction

Our ***People Information Report*** is supplemental to our equality mainstreaming and outcomes report.

Over the past few years, we have focused on rebuilding our systems to align with census data. Our employee data collection for all protected characteristics now aligns with Scotland’s latest census. We launched this improved approach in early October 2024. This provided limited time for all **1,250** of our people to provide updated equality information.

As a result, we have used the best available data to us currently however some tables in this report do not fully reflect our move towards aligning with the census. We will continue to work with our people to increase our equality data collection moving forwards.

We also recognise that our current recruitment system should be enhanced to efficiently collect data around protected characteristics. We are in the process of updating this system and will ensure relevant equality data can be easily submitted and reported.

### 

# Employee information/ workforce composition

The information provided in this section is taken from our Human Resources Management Information System and is valid as at 31 October 2024.

Numbers of less than 10 and / or percentage values less than 1% are not disclosed to protect individual confidentiality and are marked as a \*. Information not provided/Prefer not to say denotes that an employee has either not completed this information or chosen not to supply this information.

We have used the figure ‘0’ where appropriate, unless this would have the potential to breach individual confidentiality.

**Table 1: Current SEPA staff grading structure**

| **Grade** | **Description** |
| --- | --- |
| Y | Member of Corporate Leadership Team: Chief Executive (Q), and Chief Officers (N) |
| A | Strategic Leader / Head of Function |
| B | Managers of Managers or National Experts with management responsibility |
| C | Core Unit Manager or Technical Specialists |
| D | Manager/Supervisor or Senior Technical roles |
| E | Core Officer/Technical roles |
| T | Trainee Officer/Graduate trainee role |
| F | Support officer roles |
| G | Administrative roles |
| H | Building support roles |

**Figure 1: SEPA gender split by percentage as at 31 October 2024**

**Table 2: Full time staff versus part time staff by gender**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Gender** | **Full time** | **Part time** | **% Full time** | **% Part time** | **Total of full and part time** |
| Male | 491 | 30 | 94.24% | 5.76% | 521 |
| Female | 567 | 162 | 77.78% | 22.22% | 729 |

**Table 3: Staff members’ age profile by gender**

|  |  |  |  |
| --- | --- | --- | --- |
| **Age range** | **Female** | **Male** | **Total of both female and males** |
| 16-24 | \* | 10 | \* |
| 25-34 | 127 | 63 | 190 |
| 35-44 | 179 | 124 | 303 |
| 45-54 | 279 | 163 | 442 |
| 55-64 | 133 | 141 | 274 |
| 65 and over | \* | 20 | \* |
| Totals from all age ranges | 729 | 521 | 1,250 |

**Table 4: Staff member's marital or civil partnership status**

|  |  |  |
| --- | --- | --- |
| **Marital status** | **Number of staff** | **Number of staff as a percentage** |
| Civil partnership | \* | \* |
| Divorced | 21 | 1.68% |
| Married | 335 | 26.80% |
| Not married | 158 | 12.64% |
| Separated | 10 | \* |
| Widowed/Widower | **\*** | \* |
| Prefer not to say | 91 | 7.28% |
| Information not provided | 626 | 50.08% |
| Totals of all staff from all statuses | 1,250 | 100% |

**Table 5: Disability status of SEPA staff**

|  |  |  |
| --- | --- | --- |
| **Disability status** | **Number of staff** | **Percentage of staff** |
| Disabled | 56 | 4.48% |
| Not disabled | 539 | 43.12% |
| Prefer not to say | 80 | 6.40% |
| Information not provided | 575 | 46.00% |
| Total of all staff from all statuses | 1,250 | 100% |

**Table 6: Sexual orientation of SEPA staff by numbers and percentage**

|  |  |  |
| --- | --- | --- |
| **Sexual orientation** | **Number of staff** | **Percentage of staff** |
| Gay, Lesbian, Bi-Sexual or Other | 36 | 2.88% |
| Heterosexual | 535 | 42.80% |
| Prefer not to say | 107 | 8.56% |
| Information not provided | 572 | 45.76% |
| Total of staff from all orientations stated | 1,250 | 100% |

**Table 7: Religious beliefs of SEPA staff**

|  |  |  |
| --- | --- | --- |
| **Religion** | **Number of staff** | **Percentage of staff** |
| Church of Scotland, England or Wales | 90 | 7.20% |
| Roman Catholic | 48 | 3.84% |
| Other Religion | 44 | 3.52% |
| None | 374 | 29.92% |
| Prefer not to say | 106 | 8.48% |
| Information not provided | 588 | 47.04% |
| Total of all staff from all religions stated | 1,250 | 100% |

**Please note**: We received no responses from staff for Buddhist, Hindu, Jewish, Muslim, Sikh, other Christian or Pagan religions or beliefs. As a result, these are not included in the table above.

**Table 8: Ethnic origin of SEPA staff**

|  |  |  |
| --- | --- | --- |
| **Ethnic origin** | **Number of staff** | **Percentage of staff** |
| African, South African or British African | \* | \* |
| Asian, Scottish Asian or British Asian | \* | \* |
| Black or Caribbean | \* | \* |
| Mixed or Multiple Ethnic Groups | \* | \* |
| White | 621 | 49.68% |
| Other | \* | \* |
| Prefer not to say | 54 | 4.32% |
| Information not provided | 559 | 44.72% |
| Total of all of staff from all ethnic origins stated | 1,250 | 100% |

**Table 9: Caring responsibility of SEPA staff**

|  |  |  |
| --- | --- | --- |
| **Caring responsibility** | **Number of staff** | **Percentage of staff** |
| Yes | 221 | 17.68% |
| No | 325 | 26.00% |
| Prefer not to say | 88 | 7.04% |
| Information not provided | 616 | 49.28% |
| Totals of all staff from all responsibilities | 1,250 | 100.00% |

**Table 10: Trans status of SEPA staff**

|  |  |  |
| --- | --- | --- |
| **Trans status** | **Number of staff** | **Percentage of staff** |
| Yes | \* | \* |
| No | 613 | 49.04% |
| Prefer not to say | \* | \* |
| Information not provided | 570 | 45.60% |
| Totals of all staff from all statuses | 1,250 | 100.00% |

**Please note**, we have removed responses of ‘prefer not to say’ to prevent disclosure and protect individual confidentiality.

**Table 11: Staff grade mix by gender**

|  |  |  |  |
| --- | --- | --- | --- |
| **Grade** | **Female** | **Male** | **Total of both female and male** |
| Y | \* | \* | \* |
| A | 10 | 12 | 22 |
| B | 19 | 23 | 42 |
| C | 100 | 107 | 208 |
| D | 203 | 171 | 373 |
| E | 236 | 141 | 377 |
| T | 10 | **\*** | \* |
| F | 99 | 44 | 143 |
| G | 47 | 14 | 61 |
| H | 0 | **\*** | **\*** |
| Total of staff from all grades | 729 | 521 | 1,250 |

# Recruitment

**Table 12: Recruitment status of campaigns**

|  |  |
| --- | --- |
| **Vacancy type** | **Total** |
| Vacancies successfully recruited | 347 |
| Posts abandoned (unsuccessful) | 32 |
| Posts still to be advertised/recruited to | 75 |
| Posts recruited via expressions of interest being submitted by internal candidates which was managed confidentially out with our Applicant Tracker System | Data not available. |
| Totals of all vacancy types | 454 |

**Table 13: Vacancies per Portfolio**

| **Portfolio** | **Number of vacancies** |
| --- | --- |
| Data, Evidence and Innovation | 168 |
| Finance, Modernisation and Digital | 28 |
| Regulation, Business and Environment | 166 |
| People, Workspaces and Development | 28 |
| Governance, Performance and Engagement | 62 |
| Office of CEO | 2 |
| Total | 454 |

**Table 14: Job applicants to SEPA by gender**

|  |  |
| --- | --- |
| **Gender** | **Total applicants** |
| Female | 2,279 |
| Male | 2,395 |
| Information not provided | 415 |
| Totals from all genders specified | 5,089 |

Our recruitment system does not hold any equal opportunity information relating to trans status and therefore this protected characteristic has not been included in the above table.

**Table 15: Job applicants to SEPA by marital status**

|  |  |
| --- | --- |
| **Marital status** | **Total applicants** |
| Civil partnership | 100 |
| Married | 1,592 |
| Not married | 2,978 |
| Information not provided | 419 |
| Totals from all statuses specified | 5,089 |

**Table 16: Job applicants to SEPA by religious belief**

|  |  |
| --- | --- |
| **Religious belief** | **Total applicants** |
| Roman Catholic | 438 |
| Church of Scotland, England and Wales | 352 |
| Other religion | 787 |
| None | 2,671 |
| Information not provided | 841 |
| Total from all statuses specified | 5,089 |

**Please note:** We received no responses from job applicants for Buddhist, Hindu, Jewish, Muslim, Sikh, other Christian or Pagan religions or beliefs. As a result, these are not included in the table above.

**Table 17: Job applicants to SEPA by ethnic origin**

Our recruitment/applicant tracker system has ethnicity categories which are not yet aligned with those of the Scotland census, so does not have a separate category for African, South African or British African. Applicants declaring these ethnicity groupings are counted under Black or Caribbean.

|  |  |
| --- | --- |
| **Ethnic origin** | **Number of staff** |
| African, South African or British African | Data not available |
| Asian, Scottish Asian or British Asian | 396 |
| Black or Caribbean | 419 |
| Mixed or multiple ethnic groups | 72 |
| White | 3,529 |
| Other | 40 |
| Prefer not to say | 218 |
| Information not provided | 415 |
| Total of all of staff from all ethnic origins stated | 5,089 |

**Table 18: Job applicants to SEPA by disability**

|  |  |
| --- | --- |
| **Disability status** | **Total applicants for vacancy** |
| Disabled | 274 |
| Not disabled | 4,398 |
| Information not provided | 417 |
| Totals from all statuses specified | 5,089 |

**Table 19: Job applicants to SEPA by sexual orientation**

|  |  |
| --- | --- |
| **Sexual orientation** | **Total applicants for campaigns** |
| Bisexual | 283 |
| Heterosexual | 3,757 |
| Homosexual | 163 |
| Other | 471 |
| Information not provided | 415 |
| Totals from all statuses specified | 5,089 |

**Table 20: Age range of job applicants to SEPA**

| **Age band** | **Total applicants for campaigns** |
| --- | --- |
| Up to 19 | 34 |
| 20-29 | 1,698 |
| 30-39 | 1,498 |
| 40-49 | 858 |
| 50-59 | 503 |
| 60-69 | 79 |
| Not specified | 419 |
| Totals from all statuses specified | 5,089 |

# New employees

The following tables represent new employees by protected characteristic.

**Table 21: New employees by grade and gender**

|  |  |  |  |
| --- | --- | --- | --- |
| **Grade** | **Female** | **Male** | **Total of both female and male** |
| Y | \* | \* | \* |
| A | 0 | \* | \* |
| B | 0 | \* | \* |
| C | \* | \* | 13 |
| D | 17 | 15 | 32 |
| E | 33 | 14 | 47 |
| T | \* | \* | 12 |
| F | 30 | 11 | 41 |
| G | 12 | \* | \* |
| H | 0 | 0 | 0 |
| Totals of all grades | 106 | 65 | 171 |

**Table 22: New employees by age and gender**

|  |  |  |  |
| --- | --- | --- | --- |
| **Age range** | **Female** | **Male** | **Total of both female and male** |
| 16-24 | \* | \* | 14 |
| 25-34 | 51 | 23 | 74 |
| 35-44 | 26 | 13 | 39 |
| 45-54 | 15 | \* | \* |
| 55-64 | \* | 12 | \* |
| 65 and over | 0 | \* | \* |
| Totals from all age ranges specified | 106 | 65 | 171 |

**Table 23: New employees by disability**

|  |  |
| --- | --- |
| **Disability status** | **Percentage of staff** |
| Disabled | 2.92% |
| Not disabled | 51.46% |
| Prefer not to say | 4.68% |
| Information not provided | 40.94% |
| Total of all statuses specified | 100% |

**Table 24: New employees by ethnic origin**

|  |  |
| --- | --- |
| **Ethnic origin** | **Percentage of staff** |
| African, South African or British African | \* |
| Asian, Scottish Asian or British Asian | \* |
| Black or Caribbean | 1.17% |
| Mixed or multiple ethnic groups | 0.00% |
| White | 53.22% |
| Other | \* |
| Prefer not to say | 2.92% |
| Information not provided | 40.94% |
| Total of all of staff from all ethnic origins stated | 100% |

**Table 25: New employees by sexual orientation**

|  |  |
| --- | --- |
| **Sexual orientation** | **Percentage of staff** |
| Gay, lesbian, bisexual or other | 7.02% |
| Heterosexual | 45.61% |
| Prefer not to say | 6.43% |
| Information not provided | 40.94% |
| Total of all statuses specified | 100% |

**Table 26: New employees by religious belief**

|  |  |
| --- | --- |
| **Religion and belief** | **Percentage of staff** |
| Roman Catholic | 4.09% |
| Church of Scotland, England or Wales | 5.26% |
| Other religion | 5.26% |
| None | 35.09% |
| Prefer not to say | 7.02% |
| Information not provided | 43.27% |
| Total of all statuses specified | 100% |

**Please note:** We received no responses from new employees for Buddhist, Hindu, Jewish, Muslim, Sikh, other Christian or Pagan religions or beliefs. As a result, these are not included in the table above.

# Staff promotions

**Table 27: Staff promotions in SEPA by grade and gender**

|  |  |  |  |
| --- | --- | --- | --- |
| **Grade** | **Female** | **Male** | **Total of both female and male** |
| Y | 0 | 0 | 0 |
| A | \* | 0 | \* |
| B | \* | \* | \* |
| C | 11 | \* | \* |
| D | 10 | \* | \* |
| E | \* | \* | 14 |
| T | \* | 0 | \* |
| F | \* | \* | \* |
| G | \* | 0 | \* |
| H | 0 | 0 | 0 |
| Totals of all grades | 42 | 22 | 64 |

**Table 28: Staff promotions in SEPA by age and gender**

|  |  |  |  |
| --- | --- | --- | --- |
| **Age range** | **Female** | **Male** | **Total of both female and male** |
| 16-24 | 0 | 0 | 0 |
| 25-34 | 15 | \* | \* |
| 35-44 | 14 | \* | \* |
| 45-54 | 11 | \* | \* |
| 55-64 | \* | \* | \* |
| 65 and over | 0 | 0 | 0 |
| Totals from all age ranges specified | 42 | 22 | 64 |

The following tables represent promotions by protected characteristic.

**Table 29: Staff promotions in SEPA by disability**

|  |  |
| --- | --- |
| **Disability status** | **Percentage of staff** |
| Disabled | 4.69% |
| Not disabled | 51.56% |
| Prefer not to say | 1.56% |
| Information not provided | 42.19% |
| Total of all statuses specified | 100% |

**Table 30: Staff promotions in SEPA by ethnic origin**

|  |  |
| --- | --- |
| **Ethnic origin** | **Percentage of staff** |
| African, South African or British African | 0.00% |
| Asian, Scottish Asian or British Asian | 1.56% |
| Black or Caribbean | 0.00% |
| Mixed or multiple ethnic groups | 0.00% |
| White | 56.25% |
| Other | 0.00% |
| Prefer not to say | 1.56% |
| Information not provided | 40.63% |
| Total of all of staff from all ethnic origins stated | 100.% |

**Table 31: Staff promotions in SEPA by sexual orientation**

|  |  |
| --- | --- |
| **Sexual orientation** | **Percentage of staff** |
| Gay, lesbian, bi-sexual or other | 1.56% |
| Heterosexual | 48.44% |
| Prefer not to say | 7.81% |
| Information not provided | 42.19% |
| Total of all statuses specified | 100% |

**Table 32: Staff promotions in SEPA by religion and belief**

|  |  |
| --- | --- |
| **Religion and belief** | **Percentage of staff** |
| Roman Catholic | 6.25% |
| Church of Scotland, England or Wales | 3.13% |
| Other religion | 7.80% |
| None | 39.06% |
| Prefer not to say | 3.13% |
| Information not provided | 40.63% |
| Total of all statuses specified | 100% |

**Please note:** We received no responses from staff for Buddhist, Hindu, Jewish, Muslim, Sikh, other Christian or Pagan religions or beliefs. As a result, these are not included in the table above.

**Table 33: Staff promotions in SEPA by age**

|  |  |
| --- | --- |
| **Age range** | **Percentage of staff** |
| 16 - 24 | 0.00% |
| 25 - 34 | 31.25% |
| 35 - 44 | 35.94% |
| 45 - 54 | 23.44% |
| 55 - 64 | 9.38% |
| 65 and over | 0.00% |
| Total of all age ranges specified | 100% |

# 

# Leavers and retention rate

The following tables reflect the leavers from SEPA for the period **1 November 2023** to **31 October 2024** for all reasons including end of fixed term contract, resignation, retirement, voluntary severance, dismissal, ill health retirement or death in service.

**Table 34: SEPA leavers by grade mix and gender**

|  |  |  |  |
| --- | --- | --- | --- |
| **Grade** | **Female** | **Male** | **Total of both male and female** |
| Y | 0 | \* | \* |
| A | \* | 0 | \* |
| B | \* | \* | \* |
| C | \* | \* | 11 |
| D | 14 | 12 | 26 |
| E | \* | 11 | \* |
| T | 0 | 0 | 0 |
| F | \* | \* | 12 |
| G | \* | \* | 12 |
| H | 0 | 0 | 0 |
| Totals from all grades specified | 47 | 41 | 88 |

**Table 35: SEPA leavers by age**

|  |  |
| --- | --- |
| **Age range** | **Percentage of leavers** |
| 16-24 | 1.14% |
| 25-34 | 18.18% |
| 35-44 | 14.77% |
| 45-54 | 7.96% |
| 55-64 | 43.18% |
| 65 and over | 14.77% |
| Total of all age ranges specified | 100% |

# Appendix 1 – Mean and median gender pay gap

**Table 36: The mean and median gender pay gap for all employees as at 31 October 2024**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay grade** | **Total no. staff in pay grade** | **No. female staff in grade** | **Female £ mean hourly** | **Female £ median hourly** | **No. male staff in grade** | **Male £ mean hourly** | **Male £ median hourly** | **Mean pay gap £** | **Mean pay gap %** | **Mean pay gap £** | **Median pay gap %** |
| Y | \* | \* | £57.10 | £56.63 | \* | £55.55 | £55.55 | -£1.56 | -2.80% | -£1.08 | -1.94% |
| A | 22 | 10 | £44.65 | £45.26 | 12 | £45.71 | £46.84 | £1.05 | 2.30% | £1.58 | 3.37% |
| B | 42 | 19 | £37.72 | £38.79 | 23 | £37.79 | £38.79 | £0.07 | 0.20% | £0.00 | 0.00% |
| C | 207 | 100 | £31.90 | £33.01 | 107 | £32.18 | £33.01 | £0.29 | 0.90% | £0.00 | 0.00% |
| D | 374 | 203 | £26.05 | £26.82 | 171 | £26.02 | £26.82 | -£0.02 | -0.09% | £0.00 | 0.00% |
| E | 377 | 236 | £21.33 | £21.56 | 141 | £21.52 | £22.18 | £0.19 | 0.88% | £0.62 | 2.80% |
| T | 15 | 10 | £17.66 | £17.66 | \* | £17.66 | £17.66 | £0.00 | 0.00% | £0.00 | 0.00% |
| F | 143 | 99 | £17.28 | £17.66 | 44 | £17.13 | £16.90 | -£0.14 | -0.82% | -£0.76 | -4.50% |
| G | 61 | 47 | £14.01 | £15.42 | 14 | £15.12 | £15.11 | £1.11 | 7.32% | -£0.31 | -2.05% |
| H | \* | \* | £0.00 | £0.00 | \* | £13.50 | £13.50 | £13.50 | 100.00% | £13.50 | 100.00% |
| Total exc. CLT | 1243 | 724 | £23.78 | £22.18 | 519 | £25.87 | £24.86 | £2.09 | 8.07% | £2.68 | 10.78% |
| Total inc. CLT | 1250 | 729 | £24.01 | £22.18 | 521 | £25.98 | £24.86 | £1.97 | 7.59% | £2.68 | 10.78% |

# Appendix 2 – Ethnicity and disability pay gap

**Table 37: Pay gap information for African, South African or British African staff and Asian, Scottish Asian or British Asian staff.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Total no. staff in pay grade** | **Total no. staff in pay grade** | **African, South African or British African no. staff** | **African, South African or British African £ mean hourly** | **African, South African or British African £ median hourly** | **Asian, Scottish Asian or British Asian no. staff** | **Asian, Scottish Asian or British Asian  £ mean hourly** | **Asian, Scottish Asian or British Asian  £ median hourly** |
| Y | \* | 0 | £0.00 | £0.00 | 0 | £0.00 | £0.00 |
| A | 22 | 0 | £0.00 | £0.00 | 0 | £0.00 | £0.00 |
| B | 42 | 0 | £0.00 | £0.00 | 0 | £0.00 | £0.00 |
| C | 207 | 0 | £0.00 | £0.00 | \* | £33.01 | £33.01 |
| D | 374 | \* | £24.28 | £24.28 | 0 | £0.00 | £0.00 |
| E | 377 | \* | £20.81 | £20.81 | \* | £20.24 | £20.08 |
| T | 15 | 0 | £0.00 | £0.00 | 0 | £0.00 | £0.00 |
| F | 143 | 0 | £0.00 | £0.00 | 0 | £0.00 | £0.00 |
| G | 61 | \* | £15.42 | £15.42 | 0 | £0.00 | £0.00 |
| H | \* | 0 | £0.00 | £0.00 | 0 | £0.00 | £0.00 |
| **Total** | **1,250** | **\*** | **£20.33** | **£20.81** | **\*** | **£23.43** | **£20.32** |

**Table 38: Pay gap information for Black or Caribbean and Mixed Multiple Ethnic staff**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Total no. staff in pay grade** | **Total no. staff in pay grade** | **Black or Caribbean no. staff** | **Black or Caribbean £ mean hourly** | **Black or Caribbean £ median hourly** | **Mixed or multiple ethnicity - no. staff** | **Mixed or multiple ethnicity - £ mean hourly** | **Mixed or multiple ethnicity - £ median hourly** |
| Y | \* | 0 | £0.00 | £0.00 | 0 | £0.00 | £0.00 |
| A | 22 | 0 | £0.00 | £0.00 | 0 | £0.00 | £0.00 |
| B | 42 | 0 | £0.00 | £0.00 | 0 | £0.00 | £0.00 |
| C | 207 | 0 | £0.00 | £0.00 | 0 | £0.00 | £0.00 |
| D | 374 | 0 | £0.00 | £0.00 | \* | £26.82 | £26.82 |
| E | 377 | \* | £20.08 | £20.08 | \* | £22.18 | £22.18 |
| T | 15 | 0 | £0.00 | £0.00 | 0 | £0.00 | £0.00 |
| F | 143 | 0 | £0.00 | £0.00 | 0 | £0.00 | £0.00 |
| G | 61 | 0 | £0.00 | £0.00 | 0 | £0.00 | £0.00 |
| H | \* | 0 | £0.00 | £0.00 | 0 | £0.00 | £0.00 |
| **Total** | 1,250 | **\*** | **£20.08** | **£20.08** | **\*** | **£25.27** | **£26.82** |

**Table 39: Pay gap information for other and White staff**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Total no. staff in pay grade** | **Total no. staff in pay grade** | **Other no. staff** | **Other £ mean hourly** | **Other £ median hourly** | **White no. staff** | **White £ mean hourly** | **White £ median hourly** |
| Y | \* | 0 | £0.00 | £0.00 | \* | £56.63 | £56.63 |
| A | 22 | 0 | £0.00 | £0.00 | 13 | £44.94 | £45.80 |
| B | 42 | 0 | £0.00 | £0.00 | 14 | £37.66 | £38.79 |
| C | 207 | 0 | £0.00 | £0.00 | 109 | £32.09 | £33.01 |
| D | 374 | 0 | £0.00 | £0.00 | 191 | £25.94 | £26.82 |
| E | 377 | \* | £22.18 | £22.18 | 196 | £21.03 | £21.56 |
| T | 15 | 0 | £0.00 | £0.00 | \* | £17.66 | £17.66 |
| F | 143 | \* | £16.52 | £16.52 | 64 | £17.12 | £20.56 |
| G | 61 | 0 | £0.00 | £0.00 | 28 | £15.20 | £15.42 |
| H | \* | 0 | £0.00 | £0.00 | \* | £13.50 | £13.50 |
| **Total** | **1,250** | **\*** | **£18.41** | **£16.52** | **621** | **£24.78** | **£24.28** |

**Table 40: Pay gap information for Prefer Not To Say (PNTS) and Information not provided (INP) staff**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Total no. staff in pay grade** | **Total no. staff in pay grade** | **PNTS no. staff** | **PNTS £ mean hourly** | **PNTS £ median hourly** | **INP no. staff** | **INP £ mean hourly** | **INP £ median hourly** |
| Y | \* | 0 | £0.00 | £0.00 | \* | £56.67 | £54.47 |
| A | 22 | \* | £44.27 | £44.27 | \* | £46.13 | £46.84 |
| B | 42 | \* | £36.13 | £36.13 | 27 | £37.87 | £38.79 |
| C | 207 | \* | £32.06 | £32.45 | 91 | £32.01 | £33.01 |
| D | 374 | 18 | £26.34 | £26.82 | 162 | £26.12 | £26.82 |
| E | 377 | 13 | £21.73 | £22.18 | 159 | £21.56 | £22.18 |
| T | 15 | \* | £17.66 | £17.66 | 11 | £17.66 | £17.66 |
| F | 143 | \* | £17.54 | £17.66 | 68 | £17.32 | £17.66 |
| G | 61 | \* | £15.27 | £15.42 | 28 | £15.26 | £15.42 |
| H | \* | 0 | £0.00 | £0.00 | \* | £13.50 | £13.50 |
| **TOTAL** | **1,250** | **54** | **£24.26** | **£23.52** | **559** | **£25.07** | **£24.28** |

**Table 41: Pay gap information for SEPA staff who have declared a disability**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay band** | **No of staff in pay band** | **No. staff with disability declared** | **£ mean basic hourly** | **£ Median basic hourly** | **No. staff with no disability declared** | **£ mean basic hourly** | **£ median basic hourly** | **No. staff preferring not to say** | **£ mean basic hourly** | **£ median basic hourly** | **No. staff where disability declaration was not provided** | **£ mean basic hourly** | **£ median basic hourly** |
| Y | \* | 0 | £0.00 | £0.00 | \* | £56.63 | £56.63 | 0 | £0.00 | £0.00 | \* | £56.67 | £54.47 |
| A | 22 | \* | £46.90 | £46.84 | \* | £44.65 | £44.72 | \* | £45.15 | £46.84 | \* | £45.57 | £46.84 |
| B | 42 | 0 | £0.00 | £0.00 | 13 | £37.84 | £38.79 | \* | £35.70 | £35.70 | 27 | £37.87 | £38.79 |
| C | 207 | \* | £32.67 | £33.01 | 95 | £32.07 | £33.01 | 10 | £32.01 | £33.01 | 95 | £32.00 | £33.01 |
| D | 374 | 17 | £25.79 | £26.07 | 170 | £25.96 | £26.82 | 20 | £26.17 | £26.82 | 167 | £26.12 | £26.82 |
| E | 377 | 20 | £21.62 | £22.18 | 166 | £21.18 | £21.06 | 28 | £21.65 | £22.18 | 163 | £21.55 | £22.18 |
| T | 15 | 0 | £0.00 | £0.00 | \* | £17.66 | £17.66 | 0 | £0.00 | £0.00 | 11 | £17.66 | £17.66 |
| F | 143 | \* | £17.09 | £17.09 | 53 | £17.05 | £16.90 | 14 | £17.50 | £17.66 | 70 | £17.33 | £17.66 |
| G | 61 | \* | £15.27 | £15.42 | 26 | £0.00 | £15.42 | \* | £15.42 | £15.42 | 28 | £15.26 | £15.42 |
| H | \* | 0 | £0.00 | £0.00 | \* | £13.50 | £13.50 | 0 | £0.00 | £0.00 | \* | £13.50 | £13.50 |
| **Total** | **1,250** | **56** | **£24.23** | **£22.18** | **539** | **£24.80** | **£24.28** | **80** | **£24.35** | **£24.28** | **575** | **£25.10** | **£24.28** |

# Appendix 3 – Occupational segregation

These are the definitions of our different pay grades. The pay grades are used in the following tables:

* Y – Member of Corporate Leadership Team
* A – Strategic Leader/Head of Function
* B – Manager of managers or national experts with management responsibility
* C – Core unit manager or technical specialist
* D – Supervisory or senior technical role
* T – Trainee core officer/graduate trainee role
* E – Core officer / technical role
* F – Support officer role
* G – Administrative role
* H – Building support role

**Table 42: SEPA occupational segregation by gender as at 31 October 2024**

| **Pay grade** | **Management roles no. female** | **Management roles no. male** | **Policy roles no. female** | **Policy roles no. male** | **Regulatory roles no. female** | **Regulatory roles no. male** | **Science roles no. female** | **Science roles no. male** | **Business and support roles no. female** | **Business and support roles no. male** | **Total no. female** | **Total no. male** | **Total no. staff** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Q, M & N | **\*** | **\*** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | **\*** | **\*** | **\*** |
| A | 10 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 12 | 22 |
| B | 19 | 23 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 19 | 23 | 42 |
| C | 48 | 47 | 12 | 12 | 10 | 31 | 11 | \* | 19 | 10 | 100 | 107 | 207 |
| D | 0 | 0 | 19 | 10 | 74 | 74 | 64 | 57 | 46 | 30 | 203 | 171 | 374 |
| E | 0 | 0 | \* | \* | 89 | 61 | 100 | 61 | 43 | 18 | 236 | 141 | 377 |
| T | 0 | 0 | 0 | 0 | \* | \* | \* | \* | 0 | 0 | 10 | \* | 15 |
| F | 0 | 0 | 0 | 0 | \* | \* | 43 | 33 | 51 | \* | 99 | 44 | 143 |
| G | 0 | 0 | 0 | 0 | 0 | 0 | \* | 0 | 45 | 14 | 47 | 14 | 61 |
| H | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \* | 0 | \* | \* |
| **Total** | **82** | **84** | **35** | **23** | **186** | **172** | **222** | **159** | **204** | **83** | **729** | **521** | **1,250** |

**Table 43: SEPA occupational segregation by race as at 31 October 2024**

| **Pay grade** | **Race declaration** | **Management role no. staff** | **Policy role no. staff** | **Regulatory role no. staff** | **Science role no. staff** | **Business & support role no. staff** | **Total no. staff** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Y - Member of Corporate Leadership Team | African, South African or British African | 0 | 0 | 0 | 0 | 0 | 0 |
| Y - Member of Corporate Leadership Team | Asian, Scottish Asian or British Asian | 0 | 0 | 0 | 0 | 0 | 0 |
| Y- Member of Corporate Leadership Team | Black or Caribbean | 0 | 0 | 0 | 0 | 0 | 0 |
| Y - Member of Corporate Leadership Team | Mixed or multiple ethnic group | 0 | 0 | 0 | 0 | 0 | 0 |
| Y - Member of Corporate Leadership Team | Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Y - Member of Corporate Leadership Team | White | \* | 0 | 0 | 0 | 0 | \* |
| Y - Member of Corporate Leadership Team | Prefer not to say | 0 | 0 | 0 | 0 | 0 | 0 |
| Y - Member of Corporate Leadership Team | Information not provided | \* | 0 | 0 | 0 | 0 | \* |
| Strategic Leader/Head of Function | African, South African or British African | 0 | 0 | 0 | 0 | 0 | 0 |
| Strategic Leader/ Head of Function | Asian, Scottish Asian or British Asian | 0 | 0 | 0 | 0 | 0 | 0 |
| A - Strategic Leader/Head of Function | Black or Caribbean | 0 | 0 | 0 | 0 | 0 | 0 |
| A - Strategic Leader /Head of Function | Mixed or multiple ethnic group | 0 | 0 | 0 | 0 | 0 | 0 |
| A - Strategic Leader/Head of Function | Other | 0 | 0 | 0 | 0 | 0 | 0 |
| A - Strategic Leader/Head of Function | White | 13 | 0 | 0 | 0 | 0 | 13 |
| A - Strategic Leader/Head of Function | Prefer not to say | \* | 0 | 0 | 0 | 0 | \* |
| A - Strategic Leader/ Head of Function | Information not provided | \* | 0 | 0 | 0 | 0 | \* |
| B - Manager of managers or national experts with management responsibility | African, South African or British African | 0 | 0 | 0 | 0 | 0 | 0 |
| B - Manager of managers or national experts with management responsibility | Asian, Scottish Asian or British Asian | 0 | 0 | 0 | 0 | 0 | 0 |
| B - Manager of managers or national experts with management responsibility | Black or Caribbean | 0 | 0 | 0 | 0 | 0 | 0 |
| B - Manager of managers or national experts with management responsibility | Mixed or multiple ethnic group | 0 | 0 | 0 | 0 | 0 | 0 |
| B - Manager of managers or national experts with management responsibility | Other | 0 | 0 | 0 | 0 | 0 | 0 |
| B - Manager of managers or national experts with management responsibility | White | 14 | 0 | 0 | 0 | 0 | 14 |
| B - Manager of managers or national experts with management responsibility | Prefer not to say | \* | 0 | 0 | 0 | 0 | \* |
| B - Manager of managers or national experts with management responsibility | Information not provided | 27 | 0 | 0 | 0 | 0 | 27 |
| C - Core unit manager or technical specialist | African, South African or British African | 0 | 0 | 0 | 0 | \* | \* |
| C - Core unit manager or technical specialist | Asian, Scottish Asian or British Asian | 0 | 0 | 0 | 0 | 0 | 0 |
| C - Core unit manager or technical specialist | Black or Caribbean | 0 | 0 | 0 | 0 | 0 | 0 |
| C - Core unit manager or technical specialist | Mixed or multiple ethnic group | 0 | 0 | 0 | 0 | 0 | 0 |
| C - Core unit manager or technical specialist | Other | 0 | 0 | 0 | 0 | 0 | 0 |
| C - Core unit manager or technical specialist | White | 51 | 12 | 18 | \* | 20 | 109 |
| C - Core unit manager or technical specialist | Prefer not to say | \* | \* | \* | 0 | 0 | \* |
| C - Core unit manager or technical specialist | Information not provided | 40 | 11 | 22 | 10 | \* | 91 |
| D - Supervisory or senior technical role | African, South African or British African | 0 | 0 | 0 | 0 | \* | \* |
| D - Supervisory or senior technical role | Asian, Scottish Asian or British Asian | 0 | 0 | 0 | 0 | 0 | 0 |
| D - Supervisory or senior technical role | Black or Caribbean | 0 | 0 | 0 | 0 | 0 | 0 |
| D - Supervisory or senior technical role | Mixed or multiple ethnic group | 0 | 0 | 0 | \* | 0 | \* |
| D - Supervisory or senior technical role | Other | 0 | 0 | 0 | 0 | 0 | 0 |
| D - Supervisory or senior technical role | White | 0 | 14 | 69 | 51 | 57 | 191 |
| D - Supervisory or senior technical role | Prefer not to say | 0 | \* | 11 | \* | \* | 18 |
| D - Supervisory or senior technical role | Information not provided | 0 | 13 | 68 | 64 | 17 | 162 |
| E - Core officer / technical role | African, South African or British African | 0 | 0 | \* | \* | 0 | \* |
| E - Core officer / technical role | Asian, Scottish Asian or British Asian | 0 | 0 | \* | \* | 0 | \* |
| E - Core officer / technical role | Black or Caribbean | 0 | 0 | \* | \* | 0 | \* |
| E - Core officer / technical role | Mixed or multiple ethnic group | 0 | 0 | \* | 0 | 0 | \* |
| E - Core officer / technical role | Other | 0 | 0 | 0 | \* | 0 | \* |
| E - Core officer / technical role | White | 0 | \* | 79 | 74 | 40 | 196 |
| E - Core officer / technical role | Prefer not to say | 0 | 0 | \* | \* | \* | 13 |
| E - Core officer / technical role | Information not provided | 0 | \* | 62 | 78 | 17 | 159 |
| T - Trainee core officer role | African, South African or British African | 0 | 0 | 0 | 0 | 0 | 0 |
| T - Trainee core officer role | Asian, Scottish Asian or British Asian | 0 | 0 | 0 | 0 | 0 | 0 |
| T - Trainee core officer role | Black or Caribbean | 0 | 0 | 0 | 0 | 0 | 0 |
| T - Trainee core officer role | Mixed or multiple ethnic group | 0 | 0 | 0 | 0 | 0 | 0 |
| T - Trainee core officer role | Other | 0 | 0 | 0 | 0 | 0 | 0 |
| T - Trainee core officer role | White | 0 | 0 | \* | \* | 0 | \* |
| T - Trainee core officer role | Prefer not to say | 0 | 0 | \* | 0 | 0 | \* |
| T - Trainee core officer role | Information not provided | 0 | 0 | \* | \* | 0 | 11 |
| F - Support officer role | African, South African or British African | **0** | **0** | **0** | **0** | **0** | **0** |
| F - Support officer role | Asian, Scottish Asian or British Asian | **0** | **0** | **0** | **0** | **0** | **0** |
| F - Support officer role | Black or Caribbean | **0** | **0** | **0** | **0** | **0** | **0** |
| F - Support officer role | Mixed or multiple ethnic group | **0** | **0** | **0** | **0** | **0** | **0** |
| F - Support officer role | Other | **0** | **0** | **0** | **\*** | **\*** | **\*** |
| F - Support officer role | White | **0** | **0** | **\*** | **29** | **30** | **64** |
| F - Support officer role | Prefer not to say | 0 | 0 | 0 | \* | \* | \* |
| F - Support officer role | Information not provided | 0 | 0 | \* | 41 | 25 | 68 |
| G - Administrative role | African, South African or British African | 0 | 0 | 0 | 0 | \* | \* |
| G - Administrative role | Asian, Scottish Asian or British Asian | 0 | 0 | 0 | 0 | 0 | 0 |
| G - Administrative role | Black or Caribbean | 0 | 0 | 0 | 0 | 0 | 0 |
| G - Administrative role | Mixed or multiple ethnic group | 0 | 0 | 0 | 0 | 0 | 0 |
| G - Administrative role | Other | 0 | 0 | 0 | 0 | 0 | 0 |
| G - Administrative role | White | 0 | 0 | 0 | \* | 27 | 28 |
| G - Administrative role | Prefer not to say | 0 | 0 | 0 | \* | \* | \* |
| G - Administrative role | Information not provided | 0 | 0 | 0 | 0 | 28 | 28 |
| H - Building support role | African, South African or British African | 0 | 0 | 0 | 0 | 0 | 0 |
| H - Building support role | Asian, Scottish Asian or British Asian | 0 | 0 | 0 | 0 | 0 | 0 |
| H - Building support role | Black or Caribbean | 0 | 0 | 0 | 0 | 0 | 0 |
| H - Building support role | Mixed or multiple ethnic group | 0 | 0 | 0 | 0 | 0 | 0 |
| H - Building support role | Other | 0 | 0 | 0 | 0 | 0 | 0 |
| H - Building support role | White | 0 | 0 | 0 | 0 | \* | \* |
| H - Building support role | Prefer not to say | 0 | 0 | 0 | 0 | 0 | 0 |
| H - Building support role | Information not provided | 0 | 0 | 0 | 0 | \* | \* |
| **Grand total** |  | **166** | **58** | **358** | **381** | **287** | **1,250** |

**Table 44: SEPA occupation segregation by disability as at 31 October 2024**

| **Pay Grade** | **Disability seclaration** | **Management Role No. Staff** | **Policy Role No. Staff** | **Regulatory Role No. Staff** | **Science Role No. Staff** | **Business & Support Role No. Staff** | **Total No. Staff** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Y - Member of Corporate Leadership Team | Disability declared | 0 | 0 | 0 | 0 | 0 | 0 |
| Q,N and M - Member of Corporate Leadership Team | No disability declared | \* | 0 | 0 | 0 | 0 | \* |
| Q,N and M - Member of Corporate Leadership Team | Prefer not to say | 0 | 0 | 0 | 0 | 0 | 0 |
| Q,N and M - Member of Corporate Leadership Team | Information not provided | \* | 0 | 0 | 0 | 0 | \* |
| A - Member of Senior Management Team | Disability declared | \* | 0 | 0 | 0 | 0 | \* |
| A - Member of Senior Management Team | No disability declared | \* | 0 | 0 | 0 | 0 | \* |
| A - Member of Senior Management Team | Prefer not to say | \* | 0 | 0 | 0 | 0 | \* |
| A - Member of Senior Management Team | Information not provided | \* | 0 | 0 | 0 | 0 | \* |
| B - Manager of managers or national experts with management responsibility | Disability declared | 0 | 0 | 0 | 0 | 0 | 0 |
| B - Manager of managers or national experts with management responsibility | No disability declared | 13 | 0 | 0 | 0 | 0 | 13 |
| B - Manager of managers or national experts with management responsibility | Prefer not to say | \* | 0 | 0 | 0 | 0 | \* |
| B - Manager of managers or national experts with management responsibility | Information not provided | 27 | 0 | 0 | 0 | 0 | 27 |
| C - Core unit manager or technical specialist | Disability declared | \* | \* | \* | \* | \* | \* |
| C - Core unit manager or technical specialist | No disability declared | 44 | 12 | 17 | \* | 17 | 95 |
| C - Core unit manager or technical specialist | Prefer not to say | \* | 0 | 23 | \* | \* | 33 |
| C - Core unit manager or technical specialist | Information not provided | 42 | 11 | 0 | 10 | \* | 72 |
| D - Supervisory or senior technical role | Disability declared | 0 | \* | \* | \* | \* | 17 |
| D - Supervisory or senior technical role | No disability declared | 0 | 14 | 60 | 47 | 49 | 170 |
| D - Supervisory or senior technical role | Prefer not to say | 0 | 14 | 12 | \* | \* | 26 |
| D - Supervisory or senior technical role | Information not provided | 0 | 0 | 71 | 64 | 18 | 153 |
| E - Core officer / technical role | Disability declared | 0 | \* | \* | \* | \* | 20 |
| E - Core officer / technical role | No disability declared | 0 | \* | 70 | 62 | 32 | 166 |
| E - Core officer / technical role | Prefer not to say | 0 | \* | \* | 12 | \* | 30 |
| E - Core officer / technical role | Information not provided | 0 | 0 | 63 | 81 | 17 | 161 |
| T - Trainee core officer role | Disability declared | 0 | 0 | 0 | 0 | 0 | 0 |
| T - Trainee core officer role | No disability declared | 0 | 0 | \* | \* | 0 | \* |
| T - Trainee core officer role | Prefer not to say | 0 | 0 | 0 | 0 | 0 | 0 |
| T - Trainee core officer role | Information not provided | 0 | 0 | \* | \* | 0 | 11 |
| F - Support officer role | Disability declared | 0 | 0 | \* | \* | \* | \* |
| F - Support officer role | No disability declared | 0 | 0 | \* | 28 | 22 | 53 |
| F - Support officer role | Prefer not to say | 0 | 0 | \* | \* | \* | 14 |
| F - Support officer role | Information not provided | 0 | 0 | \* | 41 | 27 | 70 |
| G - Administrative role | Disability declared | 0 | 0 | 0 | 0 | \* | \* |
| G - Administrative role | No disability declared | 0 | 0 | 0 | \* | 24 | 26 |
| G - Administrative role | Prefer not to say | 0 | 0 | 0 | 0 | \* | \* |
| G - Administrative role | Information not provided | 0 | 0 | 0 | 0 | 28 | 28 |
| H- Building support role | Disability declared | 0 | 0 | 0 | 0 | 0 | 0 |
| H- Building support role | No disability declared | 0 | 0 | 0 | 0 | \* | \* |
| H- Building support role | Prefer not to say | 0 | 0 | 0 | 0 | 0 | 0 |
| H- Building support role | Information not provided | 0 | 0 | 0 | 0 | \* | \* |
| **Grand totals** |  | **166** | **58** | **358** | **381** | **287** | **1,250** |