

Annual diversity report

2024/25



Contents

Key messages	3
Our organisation	4
Introduction	6
Part 1. Composition of our workforce	8
Part 2. Developing an inclusive workforce	17
Part 3. Recruitment, training, promotions and leavers	19
Summary and conclusion	22
Appendix	24

Accessibility

You can find out more and read this report using assistive technology on our website www.audit.scot/accessibility.

Key messages

- 1 Our data findings regarding our workforce diversity as at 31 March 2025 supports the outcomes outlined in our recently published [Diversity, equality and inclusion strategy 2025–29](#).
 - 2 Our disclosure rates on disability are increasing. In 2025, 67.7 per cent of colleagues chose to disclose this information compared to 55.7 per cent in 2024 and 42.4 per cent in 2023.
 - 3 Based on staff who have disclosed their disability status, 7.8 per cent of our colleagues have declared that they have a disability. This figure has been on a rising trend in recent years, compared to March 2024, at 7 per cent and March 2023 at 6.2 per cent.
 - 4 At 31 March 2025, a total of 93.6 per cent of colleagues have chosen to declare their race, with 87.7 per cent declaring as white and 5.9 per cent from an ethnic minority. This is a minor reduction from 6.1 per cent in 2024 and a decreasing trend across the last three years. Recent population data shows that around 6.7 per cent of the Scottish population are from ethnic minorities.
 - 5 In our organisation, 54.9 per cent of colleagues are women and 45.1 per cent are men. Scottish population data shows 51 per cent of the population are women and 49 per cent are men.
 - 6 The findings from our training data analysis show that of the training days recorded for 2024/25, 49.5 per cent were taken by women and 50.5 per cent were taken by men. We intend to examine this in more detail to understand the context and reasons around this in comparison to our workforce demographic.
-

Our organisation

1. On 31 March 2025, Audit Scotland employed 359 people.
2. Most of our employees are based in Edinburgh and Glasgow, with others based in Inverness and Aberdeen.
3. Many employees work in a hybrid way, flexibly from home as well as from our offices and on client sites across Scotland.



4. Audit Scotland colleagues work collaboratively across the business. Our directors lead portfolios of work that straddle financial audit, performance audit, Best Value reporting, digital audit, innovation and quality, professional support and corporate development. They also have responsibility for professional leadership themes and lead on key projects for development.
5. To support audit teams in delivering high-quality audits efficiently, we are organised across six business groups:
 - **Audit Services** – mainly qualified accountants who specialise in auditing finance and risk across Scotland's public sector. The group have a rolling trainee programme for school, college leavers and graduates who join us to undertake accountancy qualifications.

- **Performance Audit and Best Value** – a broad range of professionals with specialist knowledge of research, analytics, economics, public policy as well as qualified accountants.
- **Innovation and Quality** – a collaboration of audit specialists and people with specialist knowledge of quality assurance, professional support and learning, organisational development and data analytics.
- **Corporate Services** – specialists in human resources, information technology, communications, corporate finance, governance and business support.
- **Audit quality and appointments** – specialists in audit procurement and quality.
- **Accounts Commission support** – support team of our Accounts Commission members and related work.

6. Colleagues from across all business groups collaborate in the provision of professional technical support for auditing standards, external leadership and audit improvement.

7. A governance structure exists to support the development of our workforce. This structure is correct as at the snapshot date of the report, 31 March 2025.



Introduction

8. Audit Scotland strives to foster a culture in which employees can be themselves, feeling supported and included. We aim to exceed the basic legislative and compliance requirements to ensure we enable all our colleagues to thrive. As an employer we appreciate that everyone has different values, beliefs and personal requirements. We aim to reflect the uniqueness of each person in how we promote fairness and equality.

9. When colleagues across Audit Scotland feel safe, supported and confident in being themselves at work, we gain the benefit of diversity across our workforce. Diversity of thought, expression and belief flows through to the scope of our work and boosts the resilience of our organisation in uncertain and changing times.

10. Audit Scotland's [Corporate plan 2023–28](#) sets out our organisational values, which are integral to delivering our vision and mission. Our values are equality, independence, innovation, integrity and respect.



Equality



Independence



Innovation



Integrity



Respect

11. Our equality value is about:

- treating all people fairly and supporting them to have the best chance to progress and succeed
- broadening our culture of diversity and inclusion so people are valued and engaged
- applying our standard of quality and professionalism to all our work
- embedding equality in all we do and supporting public bodies to address inequalities.

12. A values charter has also been developed in partnership with all colleagues. The aspirations and statements within it come directly from the workshops and engagement we have held across Audit Scotland to explore our values in practice. Crucially, it sets out what we believe and agree it looks like when we are doing our values well, and what it looks like when we're not getting it right.

13. Audit Scotland and its employees provide services to the Auditor General for Scotland and the Accounts Commission for Scotland.¹

14. In April 2025, we published our new [Diversity, Equality and Inclusion strategy](#). Our strategy sets out our equality outcomes for the next four years, and details how we will mainstream equality and human rights through our work and improve our employee information and impact assessments. It also embodies our shared values including equality, integrity and respect.

15. To meet these commitments, we collect, publish and monitor information about the diversity of our staff to help us check that we are supporting a culture of diversity and inclusion and identify areas for continuous improvement.

16. Audit Scotland produces reports on the gender pay gap across our workforce, an equal pay statement for colleagues undertaking work of the same and similar value and this annual diversity report. We are committed to using data to understand whether our efforts to promote diversity and equality across our workforce are delivering results

17. This report meets the requirements of the [Equality Act 2010 \(Specific Duties\) \(Scotland\) Regulations 2012](#). In particular, it responds to the duty to gather and use employee information. The report examines comprehensive data and trends across the different stages of employees' experience of working at Audit Scotland – from the moment individuals apply to work here through to leavers' data, including exit interviews.

18. The employee data analysis supports us in making progress in paying due regard to the public sector equality duty, also known as the general equality duty, more specifically the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the [Equality Act 2010](#)
- advance equality of opportunity among all people
- foster good relations between different people when carrying out their activities.

19. Unless otherwise stated, all data is at 31 March 2025.

¹ The Accounts Commission is a ministerially appointed public body and therefore subject to commitments by ministers to increase the diversity of its members. The Public Appointments Commissioner reports annually on the progress in this regard across public boards. The data in this report therefore does not cover the Accounts Commission.

Part 1. Composition of our workforce

20. When applying to work for Audit Scotland, all applicants can complete confidential, equal opportunities monitoring. This part of the application is voluntary and forms no part of the selection process. The information includes age, disability, gender reassignment, marital and civil partner status, race, religion or belief, sex and sexual orientation.

21. During 2025–26, the HR team will develop the HR system to ask applicants for their carer and socio-economic status. This information will be reported in the March 2026 report where possible.

22. All information is held on the electronic HR system and helps Audit Scotland to monitor equality of opportunity, respond effectively and develop processes and policies that meet the needs of our diverse workforce. Employees can view and update their diversity information at any time and are periodically encouraged to do so.

23. The legislation also requires us to state how we use this employee equality data to better perform the equality duty. We have a range of processes to ensure that the information is used for this purpose.

24. The Human Resources (HR) team works together with our Executive Team, Board, Remuneration and Human Resources Committee, People Development and Wellbeing Group and Public and Commercial Services (PCS) union employee representatives. The data is used to provide assurance, understand how employees are experiencing work and explore opportunities for further improvement.

25. We also have other internal working groups in place, such as the Disability Confident Working Group, Carers' Group, an LGBTQ+ working group, Race, Ethnicity and Cultural Heritage group, Menopause support group, Neurodiversity support group and an Equalities and Human Rights Strategic Group.

26. We investigate circumstances and act when the information indicates evidence of disproportionality, or when Audit Scotland employee indicators are inconsistent with external indicators. Analysis of employee data also enables us to work to attract higher levels of diversity, for example by advertising vacancies using targeted and diverse job forums to ensure the prospective applicant population is as diverse as possible.

Age

27. [Exhibit 1](#) shows the comparison between Audit Scotland employees in different age groups and the Scottish working age population (those aged 16–64).^{2 3}

28. The percentage of staff in the 16–24 age group is 8.5 per cent, which is higher than the figure in 2024, at 7.2 per cent. It remains lower than the Scottish working age population at 14.1 per cent.

Exhibit 1

Comparison between Audit Scotland employees and the Scottish working age population (those aged 16 to 64)

Age	Audit Scotland %	Scottish working age population % ³
16–24	8.5	14.1
25–34	29.9	17.6
35–44	23.2	17.3
45–54	23.4	18.2
55–64	15.0	17.9

29. Audit Scotland are keen to have a diverse workforce, which includes attracting and retaining younger colleagues. Apprenticeships can offer hands-on training for specific roles which can help ensure that individuals from underrepresented groups receive the support they need to thrive in the workplace.

30. Audit Scotland offer a number of apprenticeships across the business in areas which include business administration and data analysis.

31. Our professional trainee programme continues to attract strong candidates, and we have continued to recruit to our school and college

² Data on Audit Scotland employees age 65+ has not been included in the table for comparative purposes. Scottish population figures from Scottish Government Equality data – [National Records of Scotland Mid-2024 population estimates](#).

³ The remaining 14.9 per cent of the total population are either under 16 or over 64.

leaver programme. Our school and college leaver programme supports those leaving school or college to work while gaining a professional accountancy qualification through the Institute of Chartered Accountants Scotland.

32. Audit Scotland's HR team regularly review the attraction strategy for the early careers programmes. As part of the new diversity strategy, we plan to widen access to careers in public audit for younger people by integrating a wider variety of apprenticeship models into our future workforce planning arrangements.

33. We also support those who are planning for retirement with courses available through learning and development and webinars from our pension providers.

Disability

34. According to population data, 38 per cent of the Scottish population has a disability.⁴

35. Audit Scotland has Disability Confident Employer Status (Level 2). Our Disability Confident working group uses that framework to review any actions and ensure we are promoting best practice in this area.

36. Audit Scotland works with health professional partners to ensure risk assessments and/or reasonable adjustments are considered and put in place prior to a new employee joining us, or at any point during their career.

37. The percentage of employees who have reported a disability at Audit Scotland has continued to increase each year from 4.9 per cent in 2022 to 7.8 per cent in 2025.

38. Disclosure rates have also improved. In 2025, 67.7 per cent of colleagues chose to disclose this information compared to 55.7 per cent in 2024 and 42.4 per cent in 2023.

39. We introduced an employee passport scheme during 2025 which is designed to support those who require adjustments in the workplace. This means they do not have to re tell their story when they change teams or move to work with new managers.

40. The scheme will be evaluated during 2026, and the HR team will continue to work closely with our Disability Confident Working Group and

⁴ <http://www.equalityevidence.scot/> – Scottish Health Survey 2023 (last updated: November 2024).

external specialist advisors to improve our existing practices and policies further.

Gender reassignment

41. Audit Scotland collects colleague's gender assignment status where they choose to disclose this. The figures are too low to disclose.

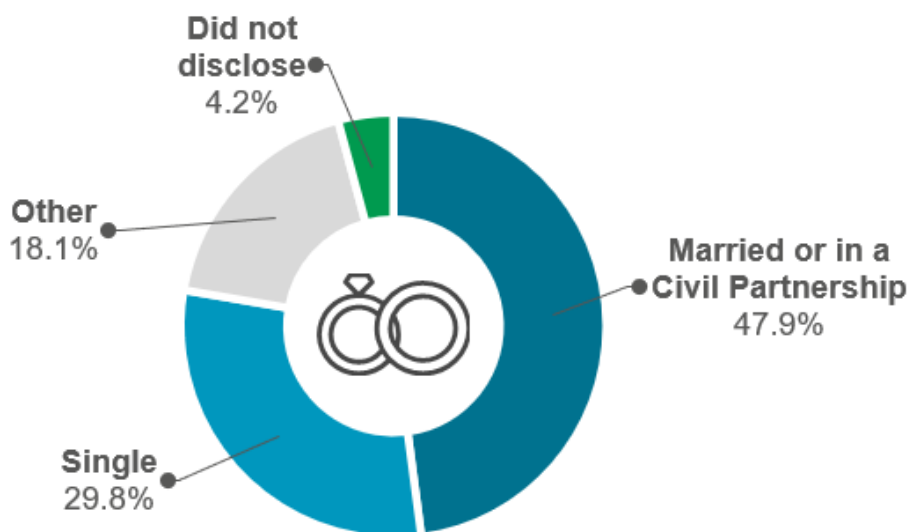
42. The total disclosure rate of staff confirming their gender reassignment status is 51.5 per cent.

Marital and civil partnership

43. 95.8 per cent of employees have provided marital status information.

44. Nearly half of all employees, 47.9 per cent, are married or in a civil partnership and 29.8 per cent are single.

45. 18.1 per cent of our employees declared that they are either cohabiting, with a partner, widowed, divorced or separated.



Pregnancy, maternity and paternity

46. Between 1 April 2024 and 31 March 2025, eight women took maternity leave throughout the year.

47. The average leave taken by employees was 9.3 months. This does not include staff who have taken a period of shared parental leave.

48. This is lower than in 2023/24 when the average leave taken by employees was 10.4 months.

49. Audit Scotland has an enhanced maternity provision with women on maternity leave receiving the first 27 weeks of leave on the equivalent of full pay, followed by 12 weeks of statutory maternity pay.

50. All eight of the women who have taken maternity leave have taken more than the ordinary maternity leave provision and were able to return to their original roles.

51. Audit Scotland has an enhanced paternity provision in addition to the two weeks of leave provided by statute. Qualifying employees (those with 26 weeks' service or more) are eligible for two additional weeks of paternity leave and therefore a total of four weeks' paid leave in total.

52. The two weeks of statutory paternity leave and additional two weeks occupational paternity leave may be taken flexibly over the 52-week period following the birth of a child.

53. During 2024/25, the number of men who took a period of paternity leave is too low to disclose.

54. In addition, new parents can elect to share a period of leave. In line with Audit Scotland policy, eligible employees (those who satisfy the minimum earnings and service thresholds) can opt to share 37 weeks of pay and 50 weeks of leave. Leave may be taken as a continuous block or in alternating blocks.

55. The number of individuals who have exercised their right to shared parental leave in 2024/25 is too low to disclose.

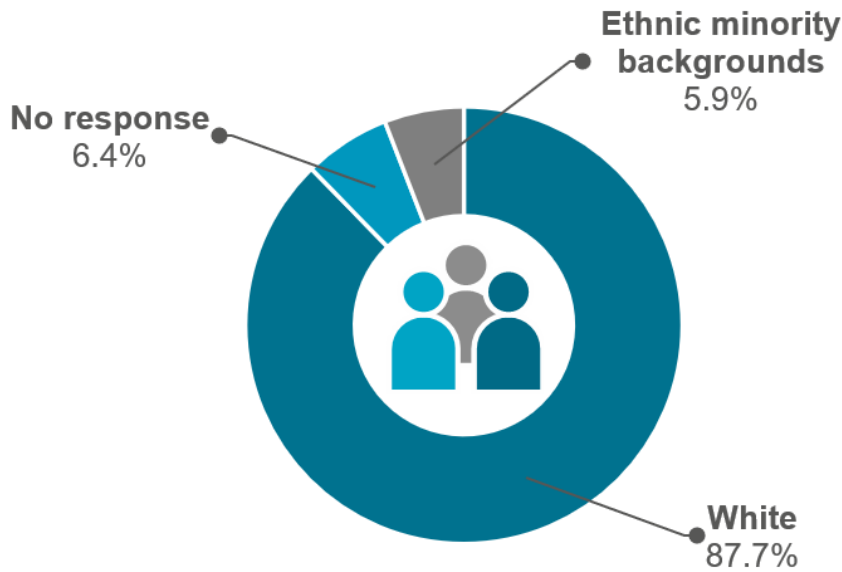
Race

56. According to population data, 6.7 per cent of the Scottish population are from an ethnic minority background.⁵

57. As at 31 March 2025, 5.9 per cent of the workforce who have declared their race at Audit Scotland are from an ethnic minority background. This is a minor reduction from 6.1 per cent in 2024 and a decreasing trend across the last three years.

⁵ <http://www.equalityevidence.scot/> – Scottish Surveys Core Questions (Last updated: March 2025).

58. 93.6 per cent of employees at Audit Scotland had chosen to declare their race.



59. Of the staff who disclosed their race, 95.7 per cent of the individuals at our senior grades, which includes our band three senior managers and above, declared their race as white. This does not represent a significant change from the 95.4 per cent reported in 2024.

60. Therefore, 4.3 per cent of the individuals at our senior grades declared that they are from a minority ethnic background.

61. We recognise we need ongoing efforts to increase diversity across the organisation at all levels, particularly at senior grades. Through the actions of our diversity, equality and inclusion strategy we will take action to address this.

Religion or belief

62. According to findings from the 2022 Scottish Census, 51.1 per cent of people in Scotland were reported not to belong to any religion, 20.4 percent were reported as belonging to the Church of Scotland and 13.3 per cent were reported as being Roman Catholic, 5.1 per cent declared as 'other Christian' and 2.2 per cent declared as Muslim.⁶

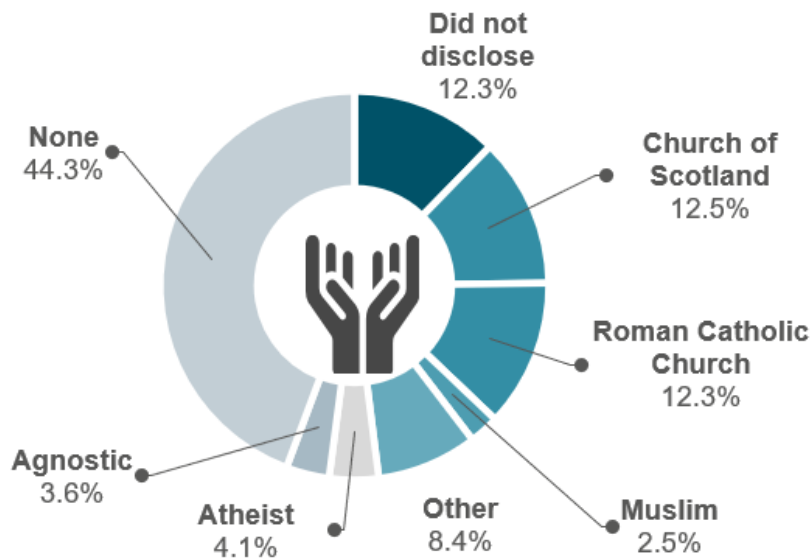
63. 87.7 per cent of employees have chosen to disclose their religion or belief.

64. 44.3 per cent do not associate with any religion. 12.5 per cent associate with the Church of Scotland and 12.3 per cent with the Roman

⁶ [Scotland's Census 2022 – Ethnic group, national identity, language and religion | Scotland's Census \(scotlandscensus.gov.uk\)](https://scotlandscensus.gov.uk).

Catholic Church. 2.5 per cent of our employees have declared their religion as Muslim and 8.4 per cent declared another religion or belief.

65. We provide mandatory diversity and equality training to all employees who join Audit Scotland which also covers discrimination on religion or belief. We are very flexible in the way that individuals can book their annual leave, enabling colleagues who observe key dates in their religious calendar to engage in such events and occasions.



Sex

66. Recent national population data shows 51 per cent of the Scottish population are women and 49 per cent are men.⁷

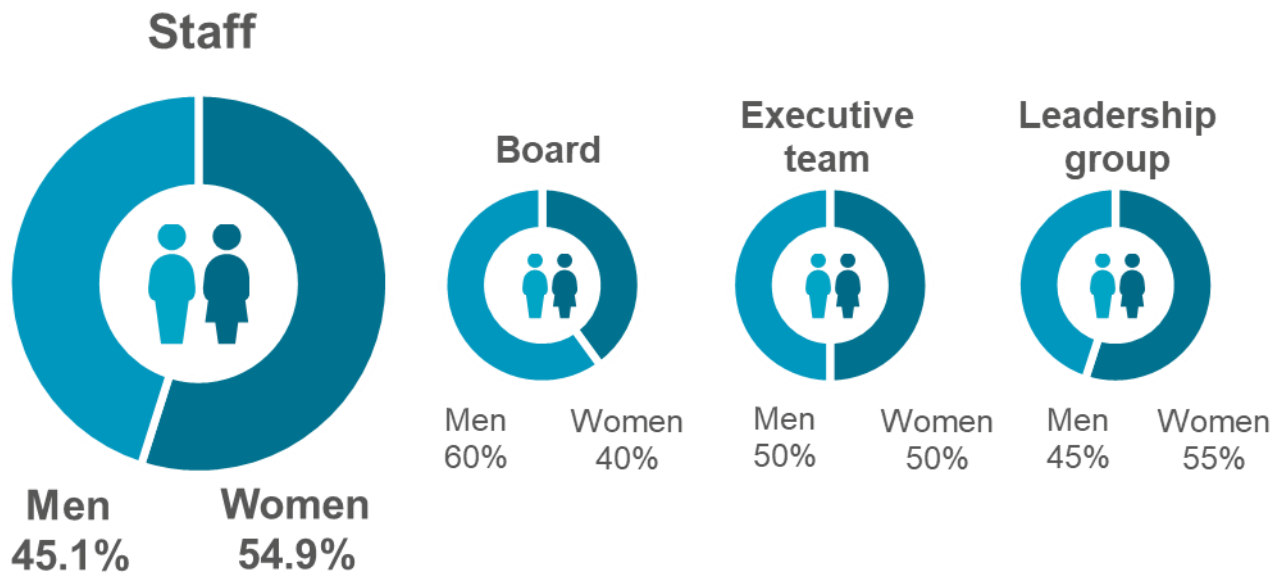
67. In Audit Scotland at 31 March 2025:

- 54.9 per cent of employees are women and 45.1 per cent are men.
- The board comprised of two women (40 per cent) and three men (60 per cent), unchanged from the previous year.
- Audit Scotland's Executive Team had three women (50 per cent) and three men (50 per cent). This is an increase in female representation from 40 per cent in 2023/24.
- Leadership group had 11 women (55 per cent) and nine men (45 per cent). This is an increase in female representation from

⁷ <http://www.equalityevidence.scot/> – Mid-2023 Population Estimates Scotland (Last updated: October 2024, National Records of Scotland).

2023/24, from eight women (42.1 per cent) and 11 men (57.9 per cent).

68. It should be noted that one member of both our Executive Team and Leadership Group is not an Audit Scotland employee, but a statutory officeholder. They have been included in the data on sex as we have also included data on our Board, who are also not Audit Scotland employees.



Sexual orientation

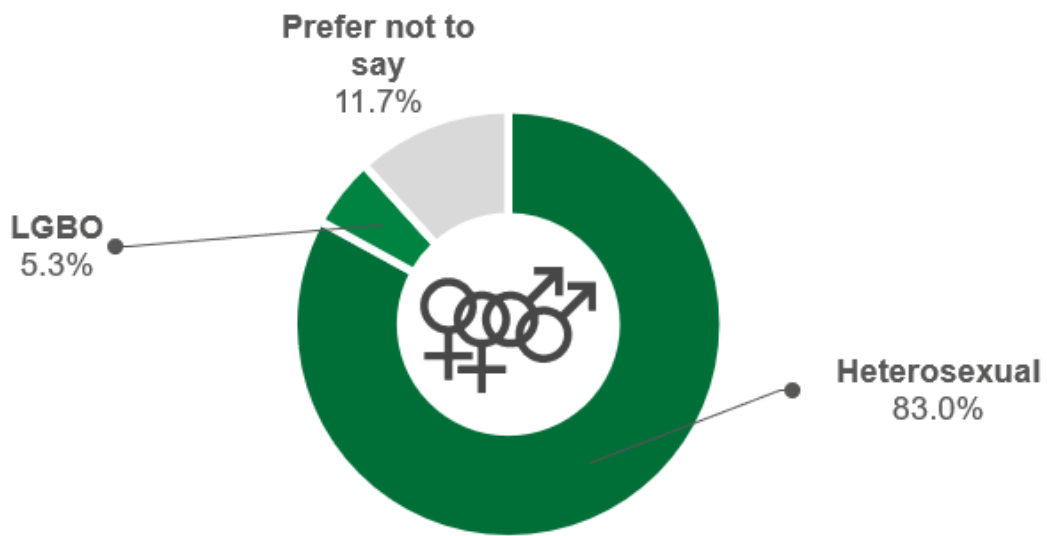
69. Sexual orientation data in Scotland shows that 96 per cent of adults identified as heterosexual and 4 per cent identified as lesbian, gay, bisexual or other (LGB+).⁸

70. The percentage of employees who have disclosed their sexual identity at Audit Scotland as heterosexual is 83 per cent and the percentage of employees who have disclosed their sexual identity as LGB+ is 5.3 per cent.

71. 88.3 per cent of colleagues across Audit Scotland have chosen to disclose their sexual orientation on our HR system, therefore 11.7 per cent of colleagues have not.

72. Audit Scotland has an internal LGBTQ+ working group who are working together to ensure we are a truly inclusive employer. We want to help ensure that we remain a workplace where all colleagues are accepted without exception, regardless of their sexual orientation, and our policies and processes remain inclusive and considerate.

⁸ <http://www.equalityevidence.scot/> – Scottish Surveys Core Questions 2022 (Last updated: March 2024).



Part 2. Developing an inclusive workforce

Flexible working

73. Audit Scotland promotes a culture of flexible working, with 29.8 per cent of employees working a contractual non-standard pattern; this is a decrease in comparison to the workforce data from 2024 where 31 per cent of the workforce worked a non-standard pattern.

74. Non-standard patterns include part-time working, annualised hours, compressed hours and term-time working.

75. At 31 March 2025, we defined a standard pattern of working as being the full-time contracted hours of 36.25 hours each week worked across Monday through Friday at 7.25 hours on each day, subject to the flexibility offered within our policies.

76. We have flexible working policies in place such as Hybrid Working policy, a Right to Disconnect policy and a Flexi-Time policy. These policies provide staff with the option to choose working patterns which can accommodate their individual circumstances.

77. From 1 April 2025 we moved to a 35-hour working week.

Carers

78. Audit Scotland is an accredited Carer Positive Employer. We have an ongoing commitment to supporting and encouraging flexible working, for both working patterns and work location. We also provide support to carers through a dedicated support group (which meets regularly throughout the year), by investing in management development and through our Special leave policy.

79. Audit Scotland colleagues are eligible for five days' paid carer's leave for staff with caring responsibility for dependants, which exceeds the current minimum statutory requirements.

80. During 2024/25, for the first time, Audit Scotland asked all colleagues to share their carer status. This is to enable the organisation to review our policies and processes in place to ensure we have the right support in place at work.

81. 22 per cent of colleagues disclosed this with us and 5.3 per cent of our employees have stated they are a carer.

Social mobility

82. In 2024/25, we committed to measuring our efforts and impact on improving social mobility.

83. We have various career entry routes in efforts to widen access to a career at Audit Scotland beyond the traditional graduate trainee programme.

84. An individual's socio-economic background can be defined by their highest earning parent's occupation, according to the National Statistics Socio-economic Classification (NS-SEC).

85. Responses can be grouped into three areas using the Government's employers toolkit guidance:

- **Professional backgrounds** – modern professional and traditional occupations; senior or junior managers or administrators.
- **Intermediate backgrounds** – clerical and intermediate occupations; small business owners.
- **Working class backgrounds** – technical and craft occupations; long-term unemployed; routine, semi-routine manual and service occupations.

86. 22.3 per cent of colleagues have shared their response to our question asked about parental occupation.

87. As the response rate is so low we have not published the responses into these areas as the overall data would not be truly reflective of the workforce. We will work to encourage more disclosure during 2025–26 to enable us to examine this further and include in future reporting.

Part 3. Recruitment, training, promotions and leavers

Recruitment

88. Audit Scotland strives to ensure the recruitment process is inclusive and accessible to all applicants. Candidate assessment is based purely on the ability to carry out the job.

89. Vacancies are advertised throughout the UK on numerous recruitment websites such as Indeed, LinkedIn, MyJobScotland, University job boards and our own careers website.

90. Where the number of employees with a protected characteristic is fewer than five, and the information is sensitive or personal, we have not specified the number in order to maintain confidentiality and to avoid individuals being identified.

91. During 2024/25, there were 40 recruitment campaigns, with 37 external and 25 internal appointments made. Recruitment activity remains broadly similar to the 36 recruitment campaigns during 2023/24.

92. Details about selected characteristics are provided in the web-based companion interactive graph.

93. In summary:

- We received a total of 2,213 applications for the vacancies advertised in 2024/25 which is 971 more applications than in 2023/24.
- Candidates who declared a disability comprised 6.9 per cent of the applicant population and 8.1 per cent of the offers made in 2024/25. This represents an increase from 5.7 per cent of total applicants and 4.5 per cent of offers being made to candidates who declared a disability in 2023/24.
- Candidates who declared they were from an ethnic minority made up 39.8 per cent of the total applicant numbers. This is a decrease from 42.9 per cent in 2023/24.
- We made offers to 16.4 per cent of candidates who declared they were from an ethnic minority in 2024/25. This is an increase from 12.5 per cent in 2023/24.

- Women made up 47.3 per cent of the applicant population and accounted for 38.7 per cent of all offers made. This is a decrease from 2023/24 when women made up 50.7 per cent of the applicant population and 56.1 per cent were made offers.
- Candidates who identified as LGBO made up 10.8 per cent of the applicant population and comprised 11.5 per cent of offers made in 2024/25. This is an increase from 2023/24 when those who were LGBO comprised 9.7 per cent of the applicant population and 10.6 per cent being made offers.

94. During 2024/25, the HR team has continued exploring new avenues for attraction to increase diversity at Audit Scotland. This has included advertising on specialist diversity job boards, and our employees sharing their experiences of working at Audit Scotland through external articles and on social media.

95. We have application mentorship in place so that applicants belonging to an under-represented or marginalised group can proceed with confidence that Audit Scotland encourages visibility, diversity and inclusion across the organisation.

Promotions

96. There were 25 permanent promotions made in the year 2024/25. Promotions are achieved at Audit Scotland through a successful recruitment campaign, or successful next step panel discussions with our trainee auditors who reach qualified status.

97. It is notable that of the 25 permanent promotions made across Audit Scotland, 64 per cent were women and 36 per cent were men.

98. The disclosure rate of promoted staff who disclosed their ethnicity was 96 per cent, of which 100 per cent of whom disclosed their ethnicity as white.

99. Data about other protected characteristics and promotions has not been included given the low numbers involved.

Training

100. Over the course of 2024/25, Audit Scotland scheduled 279 formal learning events, with 7,429 places taken by colleagues. This works out as an average of 20.8 training days per person, and of the training data recorded, 49.5 per cent were women and 50.5 per cent were men.

101. The percentage of men attending instructor led training and participating in e learning courses is the same as the overall figures above. We deliver our training in a variety of ways, both in person or online, ensuring we provide options for accessibility for our colleagues.

102. Over the year, our management development training has been attended by 60 per cent women and 40 per cent men. We also run an aspiring leaders

course for those considering progression into Leadership roles (band 4 or above) in the future. 54.5 per cent of attendees were women and 45.5 per cent men. We continue to promote our management development training to all new line managers and those who would like a refresher on this content.

Leavers

103. During 2024/25, 16 employees resigned from Audit Scotland and there were 36 leavers in total including the end of fixed-term contracts and retirements. Of the resignations, 56.25 per cent were from women.

104. Audit Scotland invites employees who are leaving the organisation to join us for an exit interview. We have reviewed this data and examined the reasons for leaving and this does not appear to be related to any protected characteristics or issues with our employment practices.

105. Exit interview data is shared on a quarterly basis with our Executive Team and where there are any trends emerging, these are discussed and considered for action where necessary.

Summary and conclusion

106. Audit Scotland has been fully committed to the principles and practice of diversity and equality from its inception in 2000. Each year we analyse our workforce data so that we can identify trends, disproportionality and opportunities for further improvement. We are responsive to societal trends over time and our approach to diversity and equality continues to evolve.

107. We recognise the value in having diverse teams to bring a diverse perspective and different thinking across the organisation and throughout all our work.

108. Collecting good quality data about our workforce, individuals who choose to apply to join Audit Scotland and those who leave us is important. Employees are encouraged to update the HR system at any time if they have any change in circumstance. This is voluntary and not all employees choose to disclose all this information.

109. We will work in partnership with our Equality and Human Rights Strategic Group to find ways to support and encourage employee disclosure during 2025/26. Specifically, we will encourage employees to update information in relation to carer, socio-economic and disability status, which out of all statistics, have the highest number of employees choosing not to disclose information.

110. Our analysis of the data within this year's diversity report indicates that our policies and practices appear to be supportive of the equality protected characteristics. We have identified some areas where the data trends indicate areas for improvement. This year's findings support our diversity, equality and inclusion strategy.

111. The findings from our training data analysis show that of the training data recorded, 49.5 per cent were women and 50.5 per cent were men. With a workforce with a higher percentage of women employed than men, this data will need to be examined in more detail to understand the reasons behind this, so appropriate action can be taken.

112. Population data on race shows an increase in the number of people from an ethnic minority. In previous reports, our workforce has had a higher representation of those from minority ethnic backgrounds compared to population data. This year, despite only a minor reduction in our workforce data, our figures are lower than population data.

113. It is positive to note that our recruitment analysis shows an increase in the number of those from an ethnic minority being offered a position at Audit Scotland. Leaver information does not indicate any trend or area of concern in relation to race. We will continue with the actions set out in our

Diversity, equality and inclusion strategy to ensure that an increased proportion of minority ethnic applicants secure employment with Audit Scotland, and ethnic minority colleagues feel included and able to progress within the organisation.

114. It is encouraging to note that there has been an increase in the volume of individuals disclosing their disability status, the number declaring a disability at Audit Scotland, the volume of recruitment applicants and in the number of those being offered a role.

115. Our Diversity, equality and inclusion strategy sets out our ambition to ensure that all colleagues have increased awareness about different disabilities and how to support disabled people in their roles, with more disabled people securing employment within Audit Scotland and feeling supported to progress within the organisation.

116. We continue to raise awareness of the policies we have in place to support career development at Audit Scotland for all. Working on our new Diversity, equality and inclusion strategy activities will allow us to examine where our processes can be strengthened to support upwards career progression for those from minority groups.

117. We provide mandatory diversity and equality training to all employees who join Audit Scotland. This is an online training course which increases the awareness of all protected characteristics, discrimination and unfair treatment within a professional environment.

118. Those with line management responsibility also complete a mandatory course covering their responsibilities as a manager in relation to diversity and equality considerations.

119. We also deliver unconscious bias awareness and further unfair treatment training for colleagues involved in the recruitment and selection process.

120. The data within this report will be shared and discussed with the various groups and committees, including our Equality and Human Rights Strategic Group, our PCS union employee representatives, Leadership Group and our Remuneration and Human Resources Committee.

121. We will provide our next report in 2026, and this will include a commentary on the steps we continue to take to build on our strengths across diversity and equality in our workforce in line with our new Diversity, equality and inclusion strategic aims.

122. We are also working with our communications team on creating a more accessible and interactive diversity report for 2026.

Appendix

Diversity and equality monitoring

For certain characteristics, some employees have not provided a response or prefer not to provide the information. Completion of this information is voluntary.

Appendix A. Audit Scotland employee profile

The data presented in this table are as at 31 March 2025

Equality strand	March 2025 359 employees	March 2024 345 employees	March 2023 340 employees	Scottish Population ¹	Comments
Ethnicity	The percentage of minority ethnic is 5.9% No response rate is 6.4%	The percentage of minority ethnic is 6.1% No response rate is 7.5%	The percentage of minority ethnic is 6.8% No response rate is 6.4%	95.4% is White. 76.7% are White Scottish 12.1% are White British 1.6% are White Polish and 5% account for Other White 4.5% minority ethnic	Audit Scotland has a higher representation of ethnic minority employees compared to the Scottish working population
Gender	45.1% of our employee are men and 54.9% are women	43.2% of our employee are men and 56.8% are women	43.5% of our employee are men and 56.5% are women	49% are men and 51% are women	Audit Scotland has a higher percentage of women than men employees and it has been consistent for the last 3+ years

Equality strand	March 2025 359 employees	March 2024 345 employees	March 2023 340 employees	Scottish Population ¹	Comments
Age	16–24 (8.5%)	16–24 (7.2%)	16–24 (7.4%)	16–24 14.1%	Compared to the Scottish working age population, we have low numbers in the 16–24 group.
	25–34 (29.9%)	25–34 (27.2%)	25–34 (26.2%)	25–34 17.6%	
	35–44 (23.2%)	35–49 (36.5%)	35–49 (38.7)	35–44 17.3%	
	45–54 (23.4%)	50–64 (29.0%)	50–64 (26.2%)	45–54 18.2%	
	55–64 (15.0%)		65+ (1.5%)	55–64 17.9%	
Disability	Disability increased at 7.8%	Disability increased at 7.0%	Disability increased at 6.2%	32% of adults had a long-term limiting mental or physical health condition or disability	The percentage of employees reporting a disability has increased to 7% but is still considerably lower than the Scottish population.
	59.9% of employees did not consider themselves to have a disability	47.3% of employees did not consider themselves to have a disability	36.2% of employees did not consider themselves to have a disability		
	32.3 % of employees preferred not to say/did not disclose any information	44.3 % of employees preferred not to say/did not disclose any information	57.6% of employees preferred not to say/did not disclose any information		
Flexible working	29.8 % of employees are on a flexible working contract, representing a decrease from the previous year	31.0 % of employees are on a flexible working contract, representing an increase from the previous year	27.1% of employees are on a flexible working contract, representing an increase from the previous year	n/a	There has been an increase in the number of employees working less than full-time hours or on a flexible working contract.

Equality strand	March 2025 359 employees	March 2024 345 employees	March 2023 340 employees	Scottish Population ¹	Comments
Sexual orientation	83% heterosexual 5.3% LGBO 11.7% preferred not to say/no response	83.5% heterosexual 4.3% LGBO 12.2% preferred not to say/no response	84.4% heterosexual 3.8% LGBO 11.8% preferred not to say/no response	95.3% heterosexual/ 2.6% gay, bisexual or other 2.1% preferred not to say/ no response	There has been an increase in the number of colleagues declaring as LGBO and we have more employees declaring their LGBO status than the Scottish population data.
Religion or belief	44.3% no religion or n/a 12.5% Church of Scotland 12.3% Roman Catholic 2.5% Muslim 8.4% another religion	47.8% no religion or n/a 12.2% Church of Scotland 13.8% Roman Catholic 2.9% Muslim 9.3% another religion	48% no religion or n/a 12.9% Church of Scotland 13.5% Roman Catholic 2.9% Muslim 7.4% another religion	50.1% no religion or n/a 23.2% Church of Scotland 14.3% Roman Catholic 12% Other religions	Religion data in the workforce remains steady since 2022.
Marital status	47.9 % married/civil partnership 29.8% single 18.1% (other) 4.2% did not disclose	49.6% married/civil partnership 31.0% single 14.8% (other) 4.6% did not disclose	50.3% married/civil partnership 32.9% single 3.8% cohabiting 3.2% divorced or separated 5.9% unmarried partner 1.2% widowed 2.6% did not disclose	n/a	The number of colleagues in a marriage or civil partnership has been slowly decreasing over the years.

Annual diversity report

2024/25



Audit Scotland, 4th Floor, 102 West Port, Edinburgh EH3 9DN

Phone: 0131 625 1500

www.audit.scot

ISBN: 978 1 915839 88 6