

Equal pay statement

31 March 2024



 AUDIT SCOTLAND

Prepared by Audit Scotland
July 2024

Contents

Introduction	3
Our equal pay statement	5
Gender	7
Disability	10
Ethnicity	12
Conclusion and summary	14
Appendix 1	15

Accessibility

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

Introduction

1. This report examines the equality of pay for our employees who are undertaking work of equal or similar value within their roles at Audit Scotland. Our report examines the full-time salaries of employees at each pay band and provide information on occupational segregation.

2. The data analysis that is conducted for this report, 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.¹

3. As set out in the [Equality Act 2010](#), employees in the same workplace performing equal work must receive equal pay, unless any difference in pay can be justified.

4. There are [specific duties](#) for public sector bodies in Scotland, which include the requirement for all public authorities with 20 or more employees to publish an equal pay statement every four years. Our last statement was published in 2020. Our equal pay statement must contain:

- our organisation's policy on equal pay
- information on occupational segregation.

5. Our equal pay policy and occupational segregation information must include detail about:

- women and men
- disabled and non-disabled people

¹ [Equality and Human Rights Commission](#), Employee information and the Public Sector Equality Duty, p. 7

- people who are from ethnic minority groups and those who are not.

6. Average full-time equivalent (FTE) salaries only, have been used for the analysis throughout this report. This base pay does not include separate allowances such as first aid, legacy car related allowances, expenses or over-time payments. We include the FTE salary of every individual employed as at 31 March 2024.

7. In contrast, the Gender Pay Gap report considers relevant full-pay employees whereby staff receiving reduced pay at the snapshot date (for example, Statutory Maternity or Sick Pay) are excluded from the data set. This accounts for any variations in figures when comparing both reports.

8. Figures detailed within this report therefore differ to those published in our annual gender pay gap calculations, which are made using [published Government guidance available here](#).

Our equal pay statement

9. Audit Scotland is committed to promoting and embedding equality of opportunity and diversity in employment. We believe this extends to the way we reward our people, and that reward should be applied fairly and equitably. We are committed to the principle of equal pay for like work, work of equal value and work rated as equivalent under our job evaluation scheme for all our employees and aim to eliminate any bias in our reward systems. This includes equality for all employees regardless of age, disability, gender, gender re-assignment, marriage or civil partnership, maternity or pregnancy, race, religion or belief and sexual orientation.

10. Audit Scotland is committed to independent audit. Our values are at the heart of everything we do, from how we plan our business and approach our audits, to how we behave and treat people.



Equality



Independence



Innovation



Integrity



Respect

11. To achieve equality of financial reward for employees doing equal work, Audit Scotland operates a reward system that is transparent, based on objective criteria and free from bias. A copy of Audit Scotland's current pay scale, zone and bands at 31 March 2024 can be seen in [Appendix 1](#).

12. Audit Scotland has an Equal Pay policy which is reviewed every two years. It was last reviewed and published internally in August 2023.

13. Audit Scotland work in partnership with a recognised trade union, Public and Commercial Services (PCS), to agree any changes to our policies, including reward.

Job evaluation

14. Audit Scotland uses an analytical points-based job evaluation scheme which assesses the relative value of all jobs across four areas (knowledge, responsibility for others, complexity, and accountability). This provides evidence in support of the allocation of each job within our pay grading structure.

15. It is important that employees have confidence in our process so we will continue to work with the recognised trade union, PCS, to ensure equality within our reward policy and practice.

16. Our objectives are to:

- Ensure that there are no unfair, unjust, or unlawful practices that impact on reward.
- Where any inequality may arise, investigate promptly, and take appropriate remedial action where required.

Starting salaries

17. Audit Scotland recognises that there are advantages in having some flexibility regarding the setting of starting salaries for new appointments. Some degree of flexibility enables managers to offer a salary appropriate to the new employee's relevant skills and experience. However, it is important that managers recognise the risks associated with applying different starting salaries for jobs of a similar size, as determined by job evaluation, particularly in terms of equal pay.

18. New appointments will normally be made at the grade minimum. Individuals will usually start at this position in the range because of the learning curve of the job – the individual may have the basic qualifications for the job and some relevant experience but will lack the full experience to perform the job at a fully competent level.

19. Any salary offer above the minimum, should be discussed and agreed in consultation with HR prior to a verbal conditional offer to a successful candidate. The HR team monitors the number of offers made above the salary minimum as part of the annual diversity and equality reporting.

Gender

20. Gender-based occupational segregation, by which women are underrepresented in management and leadership roles, can be the result of a range of societal and employment-related causes.

21. It can be attributed to the gender-based organisation of labour typically attracting lower rates of pay due to stereotypes about women's capabilities. For example, higher representation of women in the clerical, caring and cleaning sectors. Additionally, women taking on more of the caring responsibilities at home.

22. Employee composition by gender and pay band as at 31 March 2024 is produced below:

	Men	Women
MA	25.00 per cent	75.00 per cent
Band 1A	43.48 per cent	56.52 per cent
Band 1B	47.22 per cent	52.78 per cent
Band 1C	37.04 per cent	62.96 per cent
Band 2A	40.82 per cent	59.18 per cent
Band 2B	43.24 per cent	56.76 per cent
Band 3	48.98 per cent	51.02 per cent
Band 4	57.14 per cent	42.86 per cent
Executive Team	60.00 per cent	40.00 per cent

23. As at 31 March 2024, women make up the majority of Audit Scotland's workforce at 56.81 per cent and men comprising 43.19 per cent. Women have higher levels of representation in every pay band with the exception of band four and Executive Team, where male representation is higher.

24. Despite the strong level of representation of women across the majority of pay bands, men's salaries are still higher when compared to women.

- Full-time mean gap: 5.76 per cent

- Full-time median gap: 2.59 per cent.

25. Analysis of the actual part time salaries shows:

- Part-time mean gap: 10.37 per cent
- Part-time median gap: 9.63 per cent.

26. The number of women working part time at Audit Scotland is over four times higher and with higher representation at lower pay bands when compared to men (47 women compared to 11 men). This is also reflective of a wider societal pattern in which women comprise the majority of the part-time labour force. In Scotland, 43.8 per cent of women were in part-time employment compared to 13.1 per cent of men.²

27. Audit Scotland also adopts an entirely flexible approach to advertised vacancies, with roles predominately available on a fully flexible permanent or part time basis. Therefore, while there may be challenges as an organisation to take corrective measures to address a wider societal imbalance in relation to part time employment, we do not seek to reinforce the imbalance by recruiting on a part-time basis.

28. In relation to the disparity of pay between men and women, it must also be considered against pay scale variations within each pay band. In line with common practice across the public sector, new starters or promoted staff will start at the entry point of their respective pay band. An annual pay increment will be applied until the pay band maximum has been reached, which typically takes five years.

29. The annual increment is in recognition of the breadth of experience and skills gained until the band maximum has been reached. There is therefore parity of pay between men and women for doing the same work and work of equal value carried out at the corresponding scale point within each pay band, however, there will be fluctuations due to the service-based annual increment.

30. There has also been a two-year consecutive increase in the number of women being promoted which underscores Audit Scotland's commitment to promoting career advancement and eliminating gender bias in our recruitment and selection process.

	2023/24	2022/23
Women	56.76 per cent	58.33 per cent
Men	43.24 per cent	41.67 per cent

² [Scotland's Census](#), Labour Market, 26 April 2024.

	2023/24	2022/23
Women	21	28
Men	16	20
Total	37	48

31. While Audit Scotland remains committed to the aim of gender equity, it is acknowledged there are a number of factors which can contribute to the imbalance of pay between men and women, which require both societal and organisational action.

32. Through an examination of our data, the equitable operation of Audit Scotland's pay structure, and the high level of representation of women at each pay band, there is nothing suggestive of unequal pay for the same work or work of equal value carried out by men and women.

Disability

33. People with a disability may experience challenges to carrying out normal day-to-day activities and the ability to fully and effectively participate in working life on an equal basis with other workers. Disability can also be a cause of inequality with the current UK disability employment gap being reported at 28.9 per cent.³

34. As at 31 March 2024, the number of staff who declared a disability was 6.96 per cent. This is in contrast to 24 per cent of the working age UK population who reported that they were disabled with a reported employment rate of 54.2 per cent.⁴ Therefore, the number of staff who have declared a disability at Audit Scotland is not reflective of the wider population.

35. Employee composition by disability status and pay band, where declared by staff on our HR system, is provided below as at 31 March 2024:

	No disability	Disability declared
MA	100.00 per cent	00.00 per cent
Band 1A	74.19 per cent	25.81 per cent
Band 1B	85.71 per cent	14.29 per cent
Band 1C	84.38 per cent	15.63 per cent
Band 2A	93.75 per cent	6.25 per cent
Band 2B	91.30 per cent	8.70 per cent
Band 3	93.33 per cent	6.67 per cent
Band 4	83.33 per cent	16.67 per cent
Executive Team	100.00 per cent	00.00 per cent

³ Powell, A (18 March 2024), Disabled people in employment, [House of Commons Library](#).

⁴ [Department for Work & Pensions](#), Employment of disabled people 2023.

36. The higher representation of staff who have declared a disability at band 1A are inclusive of audit trainees who would be expected to progress with upwards mobility through the pay bands upon successful completion of their studies.

37. A pay analysis of full-time equivalent salaries has been carried out to ensure that there are no significant variations in pay between staff who have declared a disability in comparison to those who have not. Any variation in pay is minimal and is attributed to comparing cohorts of unequal size. Disabled staff have a slightly higher average salary in six of the seven pay bands.

38. Disabled people are also more likely to work in part time employment in comparison to those who are not disabled. Of the staff who declared a disability, however, 88.89 per cent were in full-time employment in comparison to 11.11 per cent who work part time. There are significantly more staff working on a part-time basis who do not have a declared disability in comparison to those who have declared a disability.

39. Through an examination of the data, there is nothing suggestive of unequal pay for the same work or work of equal value in relation to disability status.

Ethnicity

40. On average, it is reported that minority ethnic workers in Scotland earn less than white workers, with the ethnicity pay gap estimated at 10.03 per cent in 2019. Further, minority ethnic workers are more likely to work part time.⁵

41. Employee composition by ethnicity is provided below as at 31 March 2024:

- White 86.38 per cent
- All other ethnic groups combined 6.09 per cent
- Did not disclose 7.54 per cent

42. Employee composition by ethnic grouping and pay band, where declared by staff on our HR system, is provided below as at 31 March 2024:

	White	All other ethnic groups combined
MA	100.00 per cent	00.00 per cent
Band 1A	94.12 per cent	5.88 per cent
Band 1B	97.06 per cent	2.94 per cent
Band 1C	88.68 per cent	11.32 per cent
Band 2A	93.68 per cent	6.32 per cent
Band 2B	91.43 per cent	8.57 per cent
Band 3	93.75 per cent	6.25 per cent
Band 4	100.00 per cent	00.00 per cent
Executive Team	100.00 per cent	00.00 per cent

⁵ [Scottish Government](#), Analysis of Labour Market Outcomes of Scotland's Minority Ethnic Population.

43. The majority of staff who belong to an ethnic minority group worked full time (80.95 per cent) compared to part time (19.05 per cent). In contrast, 17.79 per cent of white staff are part time compared to 82.21 per cent who are full time. This variation, however, is attributed to comparing cohorts of unequal size. Further, a majority of staff who belong to an ethnic minority group are concentrated in technical and professional roles.

44. There is not considered to be any significant variations in pay between staff who belong to an ethnic minority and those who are white. Any variation in pay is minimal and is attributed to comparing cohorts of unequal size. Through an examination of the data, there is nothing suggestive of unequal pay for the same work or work of equal value between staff who belong to an ethnic minority and those who are white.

Conclusion and summary

45. Audit Scotland has a single pay structure for staff at entry level band Modern Apprentices (MA) to Directors at band four. The eligibility to all staff of incremental pay rises each year ensures that staff will have parity by the time the band maximum is reached, typically within five years. Staff at each scale point within each band receive the same basic pay for carrying out the same work or work of equal value.

46. Women comprise the majority of Audit Scotland's workforce (56.81 per cent) and have higher levels of representation in six of the seven pay bands. Despite this there is both a full-time and part-time mean and median gender pay gap which shows that men earn more compared to women. Though an examination of the data, the differential is attributed to scale point variations and women comprising the majority of part-time staff. There is nothing suggestive, however, of unequal pay for carrying out the same work or work of equal value between men and women.

47. The composition of staff who declared a disability (6.96 per cent) is lower when compared to that of the wider population. A majority of staff who declared a disability are concentrated in technical and professional roles carried out predominately on a full-time basis. Through an examination of the data, any variation in pay is attributed to comparing cohorts of unequal size. There is nothing suggestive, however, of unequal pay for carrying out the same work or work of equal value in relation to disability status.

48. A majority of staff who belong to an ethnic minority are concentrated in technical and professional roles carried out predominately on a full-time basis. Through an examination of the payroll data, any variation in pay is attributed to comparing cohorts of unequal size. There is nothing suggestive, however, of unequal pay for carrying out the same work or work of equal value between staff who are white and those who belong to an ethnic minority.

49. There is a recognition that we can do more to support colleagues with a disability or from an ethnic background to progress to leadership roles within the organisation. Audit Scotland is developing a new diversity and equality strategy which will consider the findings from this report and will be publishing new equality outcomes in 2025.

Appendix 1

Spine Point	Salary	Pay Zone / Band Maxima	Pay Band	Pay Zone	
MA	£22,421	Modern Apprentice	MA	MA	School Leaver entry level*
2	£28,275	Pay Band Minimum	Band 1	Zone A	School Leaver completion of 3 TC exams
3	£28,950		Band 1	Zone A	Graduate Trainee entry level
4	£29,624		Band 1	Zone A	
5	£30,299	Pay Zone Maximum	Band 1	Zone A	Graduate Trainee & School Leaver TC complete
6	£32,752	Pay Zone Minimum	Band 1	Zone B	Graduate Trainee & School Leaver TPS complete
7	£33,684		Band 1	Zone B	
8	£34,616		Band 1	Zone B	Graduate Trainee & School Leaver TPE & Ethics complete
9	£35,549		Band 1	Zone B	
10	£36,561	Pay Zone Maximum	Band 1	Zone B	
11	£37,595	Pay Zone Minimum	Band 1	Zone C	
12	£38,462		Band 1	Zone C	
13	£39,332		Band 1	Zone C	
14	£40,202		Band 1	Zone C	

15	£41,070		Band 1	Zone C
16	£42,250	Pay Band Maximum	Band 1	Zone C
17	£47,695	Pay Band Minimum	Band 2	Zone A
18	£49,000		Band 2	Zone A
19	£50,304		Band 2	Zone A
20	£51,608		Band 2	Zone A
21	£52,924		Band 2	Zone A
22	£54,517	Pay Zone Maximum	Band 2	Zone A
23	£55,181	Pay Zone Minimum	Band 2	Zone B
24	£56,314		Band 2	Zone B
25	£57,449		Band 2	Zone B
26	£58,584		Band 2	Zone B
27	£59,756		Band 2	Zone B
28	£60,957	Pay Band Maximum	Band 2	Zone B
29	£66,807	Pay Band Minimum	Band 3	N/A
30	£68,446		Band 3	N/A
31	£70,084		Band 3	N/A
32	£71,722		Band 3	N/A
33	£73,361		Band 3	N/A
34	£75,584	Pay Band Maximum	Band 3	N/A
35	£84,251	Pay Band Minimum	Band 4	N/A
36	£86,567		Band 4	N/A
37	£88,949		Band 4	N/A

38	£91,376		Band 4	N/A
39	£93,371		Band 4	N/A
40	£96,137	Pay Band Maximum	Band 4	N/A

Expenses

Expenses maximum incurred by colleagues for such meals while away on business:

- Breakfast: £6.26
- Lunch: £7.77
- Evening: £31.24

Incidental overnight allowances

- £5.00 each night.
- £14.92 after the 5th consecutive night (subject to tax and NI)

First-Aid allowance

The First Aid allowance payable to approved qualified First Aiders is £490.99 per annum.

Professional Trainees – bonus

Bonuses for successful examination completion is £300.

School Leaver Trainees

School Leaver starting salaries have been adjusted accordingly based on the skills they hold when entering the organisation, the training they need and the level of work they undertake. School Leaver salaries align with the Graduate Trainee salaries once all TC exams are complete because, by then, they are typically undertaking work of similar complexity, risk and impact as colleagues on the graduate training programme.

Equal pay statement

31 March 2024



Audit Scotland, 4th Floor, 102 West Port, Edinburgh EH3 9DN
Phone: 0131 625 1500 Email: info@audit.scot
www.audit.scot