

SCRA Employee Statistics 2017



SCOTTISH
CHILDREN'S REPORTER
ADMINISTRATION



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I. Employee Information

II Our Current Composition

Age

Age Band:	Age Band: < 24	Age Band: 24 to 34	Age Band: 35 to 44	Age Band: 45 to 54	Age Band: 55 to 64	Age Band: > 64	Total
Total (headcount) February 2017	12	69	115	176	98	7	477
% of total staff	2.5%	14.5%	24.1%	36.9%	20.5%	1.46%	
Total (headcount) February 2016	11	69	118	176	89	9	472
% of total staff	2.3%	14.6%	25%	37.3%	18.9%	1.9%	
Total (headcount) February 2015	10	88	133	180	73	10	494
% of total staff	2.0%	17.8%	26.9%	36.4%	14.8%	2.0%	
Total (headcount) August 2014	9	91	131	187	65	10	493
% of total staff	1.8%	18.5%	26.6%	37.9%	13.2%	2.0%	

Current data does not include our Board Members.

Disability

	% disclosed disabled	% increase in reporting
February 2017	2.1%	8.7%
February 2016	2.3%	11.5%
February 2015	2.6%	62.5%
August 2014	1.6%	77.7%

Within February 2016-17 staff willing to disclose their disability went down slightly to 8.7%.

Gender

	Male	% of all staff	Female	% of all staff
February 2017	60	12.6%	417	87.4%
February 2016	64	13.6%	408	86.4%
February 2015	71	14.4%	423	85.6%
August 2014	72	14.6%	421	85.4%

The overall gender ratio of female to males, based on headcount, across SCRA as a whole is 87.4% to 12.6%, and shows that the overwhelming majority of SCRA employees are female. This ratio has remained relatively static for a number of years.

Marriage/Partnership

	Married	Single	Divorced	Partner	Widowed	Other	Civil Partnership	Not Stated	Total
Total (headcount) February 2017	260	64	11	11	8	30	1	92	477
% of total staff	54.5%	13.4%	2.3%	2.3%	1.7%	6.3%	0.2%	19.3%	
Total (headcount) February 2016	260	66	11	11	6	34		83	472
% of total staff	55.1%	14%	2.3%	2.3%	1.3%	7.2%		17.6%	
Total (headcount) February 2015	262	75	17	14	6	34		85	494
% of total staff	53%	15.1%	3.4%	2.8%	1.2%	6.9%		17.2%	
Total (headcount) August 2014	261	79	0	9	5	34		105	493
% of total staff	52.9%	16.0%	0.0%	1.8%	1.0%	6.9%		21.3%	

Ethnic Origin/Race

	White	BME	Not disclosed
February 2017	74%	1.9%	24.1%
February 2016	76.7%	2.1%	21.2%
February 2015	76.3%	1.8%	21.9%
August 2014	76.8%	1.8%	21.4%

White includes: Any other White Background, British, English, Irish, Northern Irish, Scottish.

BME includes: Any other Asian Background, Any other Mixed Background, Chinese, Pakistani, Other.

We are aware of [The Coalition for Racial Equality and Rights briefing advice](#) and data was grouped into White and BME due to the SCRA's commitment to employee anonymity. We will look at providing more differentiated reporting in future publications.

Religion

	Agnostic	Atheist	Buddhist	Christian - Church of Scotland	Christian - Protestant	Christian - Roman Catholic	Muslim	Judaism	Other	Not Specified
February 2017	<5%^	<5%^	<5%^	4.4%	3.6%	3.8%	<5%^	<5%^	<5%^	84.5%
February 2016	<5%^	<5%^	<5%^	4.2%	3.4%	3.0%	<5%^	<5%^	<5%^	85.6%
February 2015	<5%^	8%	<5%^	3.8%	3.4%	2.8%	<5%^	0	<5%^	86%
August 2014	<5%^	<5%^	<5%^	3.2%	2.7%	2.2%	<5%^	0	<5%^	90%

^ anonymised

Sexual orientation

	LGBT	Heterosexual	Declined to specify
February 2017	1%	11.7%	87.2%
February 2016	1.5%	10.6%	87.9%
February 2015	1.4%	10.3%	88.2%
August 2014	<1%	7.3%	91.2- 92.2%

1.2 SCRA's Board

[SCRA's Board](#) represents the Scottish Government's aim of gender diversity. We currently have 2 males and 6 females on the Board presenting a 25/75 split, promoting its approach to diversity at Board level in the NDPB environment.

All have been selected and appointed via the Scottish Government's public appointments process and bring extensive and relevant expertise. Board members with lead roles relating to our equality and diversity agenda are:

- Carole Wilkinson chairs the Equalities Network
- Bernadette Docherty chairs the Audit & Risk Committee
- Catherine Robertson chairs the Remuneration Committee
- Martin Toye is Information Governance Board Lead

We have also set up a nominations committee whose purpose is to influence and shape Board appointments as part of creating a more diverse board. Carole Wilkinson, Anela Anwar and Martin Toye are members of this committee.

1.3 Recruitment

SCRA currently does not have an electronic application process, so applicants are not required to submit an equal opportunities form. However, our experience to date shows almost between a 98%-100% return rate in the recruitment process.

SCRA's future recruitment processes under the new HR/payroll contract will require all applicants to complete a simple equal opportunities information form in order to submit an application.

These statistics should be viewed with the 2011 Scottish census data to provide a fuller context/picture.

Age

	Age Band:	Age Band: 16 to 24	Age Band: 25 to 34	Age Band: 35 to 44	Age Band: 45 to 54	Age Band: 55 to 64	Age Band: 65+	Not disclosed
2016	% of total applicants	6.7%	38.2%	21.9%	17.7%	7.4%	0%	8.1%
	% of total shortlisted	6.7%	38.0%	23.1%	16.8%	7.2%	0%	8.2%
	% of total appointed	12.3%	33.8%	27.7%	13.8%	6.2%	0%	6.2%
2015	% of total applicants	15.9%	32.8%	19.4%	20.3%	5.2%	0.4%	6%
	% of total shortlisted	14%	33.8%	20.4%	21%	5.1%	0%	5.7%
	% of total appointed	14%	29.8%	28.1%	15.8%	5.3%	0%	7%
2014	% of total applicants	14%	32%	23%	18%	5%	0%	8%
	% of total shortlisted	15%	33%	21%	16%	4%	0%	11%
	% of total appointed	16%	28%	27%	12%	3%	0%	24%
2013	% of total applicants	12%	35%	20%	18%	5%	0%	10%
	% of total shortlisted	10%	34%	22%	20%	5%	0%	9%
	% of total appointed	6%	30%	19%	25%	3%	0%	16%

Disability

		% disabled	% not disabled	% undisclosed	% using the Guaranteed Interview Scheme
2016	% of total applicants	3.2%	91.1%	5.7%	1.2%
	% of total shortlisted	2.4%	91.3%	6.3%	0%
	% of total appointed	3.1%	92.3%	4.6%	0%
2015	% of total applicants	1%	93%	6%	0%
	% of total shortlisted	1%	93%	6%	0%
	% of total appointed	2%	88%	10%	0%
2014	% of total applicants	3%	94%	3%	1.1%
	% of total shortlisted	2%	96%	2%	1.2%
	% of total appointed	4%	92%	4%	1.3%
2013	% of total applicants	9%	84%	7%	<1%
	% of total shortlisted	5%	86%	9%	0%
	% of total appointed	3%	76%	21%	0%

In comparison to 2014, there was an increase in applicants who decided not to disclose a disability at the application and shortlisting stages, rising at 2.7% and 4.3% respectively. Although only a slight increase of 0.6% of appointed applicants who chose not to disclose a disability.

Gender

		% Male	% Female	% Non-binary	% Unknown
2016	% of total applicants	13.1%	83.7%	1.0%	2.2%
	% of total shortlisted	10.6%	86.5%	1.0%	1.9%
	% of total appointed	3.1%	96.9%	0%	0%
2015	% of total applicants	11.2%	84.5%		4.3%
	% of total shortlisted	8.9%	88.5%		2.5%
	% of total appointed	7%	98.2%		1.8%
2014	% of total applicants	14%	85%		1%
	% of total shortlisted	9%	89%		2%
	% of total appointed	7%	90%		1%
2013	% of total applicants	14%	83%		3%
	% of total shortlisted	15%	82%		3%
	% of total appointed	6%	92%		2%

In comparison to 2015, there was a slight decrease of 48.8% in applicants choosing to disclose their gender identity.

Marital Status

		Married/ Civil Partner	Single	Civil Partner	Other ^	Not Stated
2016	% of total applicants	34.0%	34.0%	0%	20.8%	11.1%
	% of total shortlisted	34.6%	37.5%	0%	18.3%	9.6%
	% of total appointed	44.6%	35.4%	0%	12.3%	7.7%
2015	% of total applicants	39.7%	30.6%	-	23.3%	6.5%
	% of total shortlisted	42.7%	27.4%	-	22.3%	7.6%
	% of total appointed	29.8%	21.1%	-	21.1%	28.1%
2014	% of total applicants	37%	34%	2%	23%	3%
	% of total shortlisted	39%	31%	0%	27%	3%
	% of total appointed	31%	33%	0%	30%	3%
2013	% of total applicants	38%	38%	1%	21%	3%
	% of total shortlisted	40%	35%	0%	23%	3%
	% of total appointed	43%	17%	0%	22%	19%

^ Other - widowed, separated, divorced or living with a partner.

In light of the "Marriage and Civil Partnership (Scotland) Act 2014", the 'Civil Partner' classification has been merged with the 'Married' category.

Ethnic Origin/Race

		Asian Bangladeshi	Asian Chinese	Asian Indian	Asian Pakistani	Any other Asian background	White Irish	White Other	White English	White Welsh	White British	White Scottish	Black African	African, African Scottish/ British	African Other	Black, Black Scottish/British	Caribbean, Caribbean Scottish/British	Any other Caribbean or Black background	Other	List Other	Not Stated
2016	% of total applicants	0%	0%	0%	0.2%	0.2%	3.4%	3.2%	5.9%	0.2%	0%	76.4%	0%	0.2%	0.2%	0%	0%	0%	0%	0%	9.6%
	% of total shortlisted	0%	0%	0%	0%	0%	3.8%	3.8%	3.8%	0.5%	0%	78.4%	0%	0%	0%	0%	0%	0%	0%	0%	9.1%
	% of total appointed	0%	0%	0%	0%	0%	1.5%	0%	3.1%	0%	16.9%	72.3%	0%	0%	0%	0%	0%	0%	0%	0%	6.2%
2015	% of total applicants	0%	0%	0%	0.4%	0%	1.3%	4.7%	5.2%	0.9%	0%	79.7%	0%	0%	0%	0%	0%	0%	0%	0%	7.8%
	% of total shortlisted	0%	0%	0%	0.6%	0%	1.9%	5.1%	4.5%	0.6%	0%	79.6%	0%	0%	0%	0%	0%	0%	0%	0%	8.3%
	% of total appointed	0%	0%	0%	0%	0%	0.0%	3.5%	1.8%	0.0%	0%	63.2%	0%	0%	0%	0%	0%	0%	0%	0%	33.3%

		Asian Bangladeshi	Asian Chinese	Asian Indian	Asian Pakistani	Any other Asian background	White Irish	White Other	White English	White Welsh	White British	White Scottish	Black African	Black Caribbean	Black Other	Not Stated					
2014	% of total applicants	0%	0%	0.3%	1.0%	0.2%	4.7%	3.6%	4.7%	0.5%	0%	80.1%	0%	0%	0%	3.9%					
	% of total shortlisted	0%	0%	0.3%	1.0%	0.3%	3.8%	2.4%	5.8%	1.0%	0%	79.5%	0%	0%	0%	5.1%					
	% of total appointed	0%	0%	0%	1.1%	0%	4.5%	5.1%	4.5%	2.2%	0%	76.4%	0%	0%	0%	4.5%					
2013	% of total applicants	0.2%	0%	0%	1.0%	0%	1.8%	3%	6.5%	0.4%	0%	79.3%	0.4%	0%	0%	7.1%					
	% of total shortlisted	0.3%	0%	0%	1.1%	0%	0.6%	2.8%	7.2%	0.6%	0%	79.3%	0.3%	0%	0%	7.7%					
	% of total appointed	0%	0%	0%	1.6%	0%	0%	0%	3.2%	1.6%	0%	88.9%	0%	0%	0%	4.8%					

Religion

		Atheist/ None	Buddist	Christian /Other Christian	Church of Scotland	Roman Catholic	Hindu	Jewish	Muslim	Other	Sikh	Not Specified
2016	% of total applicants	43.6%	0.2%	6.4%	13.3%	13.8%	0.0%	0.0%	0.2%	2.2%	0.2%	19.7%
	% of total shortlisted	43.3%	0.5%	7.2%	14.4%	13.9%	0.0%	0.0%	0%	1.0%	0.0%	30.8%
	% of total appointed	38.5%	1.5%	10.8%	13.8%	20.0%	0.0%	0.0%	0.0%	1.5%	0.0%	13.8%
2015	% of total applicants	24.1%	0.0%	28.4%	9.1%	0.0%	0.0%	0.0%	0.9%	0.4%	0.0%	37.1%
	% of total shortlisted	31.8%	0.0%	31.8%	9.6%	0.0%	0.0%	0.0%	1.3%	1.3%	0.0%	24.2%
	% of total appointed	24.6%	0.0%	31.6%	12.3%	0.0%	0.0%	0.0%	3.5%	10.5%	0.0%	17.5%

		Atheist/ None	Buddist	Christian /Other Christian	Church of Scotland	Roman Catholic	Hindu	Jewish	Muslim	Other	Sikh	Not Specified
2014	% of total applicants	45.1%	0.5%	40.8%	-	-	0.2%	0%	1.5%	3.4%	0.2%	9.4%
	% of total shortlisted	44.9%	0.7%	42.5%	-	-	0.0%	0.0%	1.7%	2.4%	0.0%	14.0%
	% of total appointed	47.4%	2.2%	37.1%	-	-	0.0%	0.0%	1.1%	2.2%	0.0%	13.5%
2013	% of total applicants	37.7%	0.2%	47.9%	-	-	0%	0.2%	1.0%	3%	0%	10.1%
	% of total shortlisted	37.0%	0.3%	52.5%	-	-	0%	0.3%	0.8%	2.2%	0%	9.1%
	% of total appointed	44.4%	1.6%	47.6%	-	-	0%	0.0%	1.6%	0%	0%	4.8%

Sexual Orientation

		Bisexual	Gay / Lesbian	Hetrosexual / Straight	Other	Prefer Not to Say / Undisclosed
2016	% of total applicants	0.7%	1.0%	84.5%	0.2%	13.5%
	% of total shortlisted	1.0%	1.4%	82.7%	0.5%	14.4%
	% of total appointed	3.1%	1.5%	89.2%	0%	6.2%

2016 is the first year in which Sexual orientation figures, within recruitment, have been captured

1.4 Employee Relations

Grievances

The number of Grievance cases processed in 2013 was 4, 6 in 2014, 2 in 2015 and zero Grievances reported in 2016. We have omitted protected characteristic definitions for reasons of data protection, given the relatively small numbers involved.

Disciplinary

The number of Disciplinary cases processed in 2013 was 1, 1 in 2014, 2 in 2015 and zero Disciplinary cases reported in 2016. We have omitted protected characteristic definitions for reasons of data protection, given the relatively small numbers involved.

1.5 Development

Training Courses Attended 01/01/2016 to 31/12/2016

Based on 477 employees in February 2017, SCRA delivered an average 0.94 days training.

Training Courses Attended 01/01/2015 to 31/12/2015

Based on 472 employees in February 2016, SCRA delivered an average 0.97 days training.

Training Courses Attended 01/01/2014 to 31/12/2014

Based on 493 employees in August 2014, SCRA delivered an average 1.66 days training.

Training Courses Attended 01/01/2013 to 31/12/2013

Based on 502 employees in August 2014, SCRA delivered an average 2.17 days training.

At present SCRA has not tracked externally provided courses via our HR and Payroll system. We are looking at addressing this gap in the near future.

Title of Course	Total Days Attended 2016	Total Days Attended 2015	Total Days Attended 2014	Total Days Attended 2013
Advocacy	63			
Appeals under 1995 Act				5
Case Analysis and Advocacy		11		
Child Development	24	42		
Civil Evidence		4	7	9
Coaching and Mentoring for Senior Practitioners	23	24		
Complaints Investigation			9	
Conflict Handling & Personal Safety			26	
Court Training: Advocacy Coaching Training			18	
Court Training: Advocacy Skills	89	27	84	33
Court Training: Appeals under 2011 Act	15	7	8	11
Court Training: Children's Hearings Proceedings	9	9	30	
Court training: Conducting Proofs - Practical Issues		5	7	8
Court Training: Ethos and Procedure	1	2	5	5
Court training: Preparation for Proof	7	9	8	7
Court Training: Principles and Structure	4	7	5	
Court Training: Practical Issues	14			
Criminal Evidence training	4	13	3	7
Customer Service Training		10		30
Data Protection		8	79	
Diploma in Public Service Leadership		94	158	189
Domestic Abuse Training	161	10		
Drafting Grounds for Referral	9	24	12	6
Emergency First Aid at Work			15	
Emotional Abuse Training		19		
Fire Marshal	0.6			
Good Decision Making training	12	24	40	
Health & Safety Training	1.5			
Hearing Procedures				12
Human Rights training				8
Information Governance		8		

Leadership Masterclass			95	75
LGBT Training		17		
LSM Health and Safety Refresher Course				33
Managing Mental Health at Work		33	36	11
Mindfulness Training	9	19		
Non-Disclosure Training	169.5			
Outlook				37
Performance Management Training		57		
Practice Training Day 1 2012				12
Practice Training Days 2 and 3 2013				407
Practice Training Day 4 2013			15	174
Role of the Reporter training				12
Sexual Offences (Scotland) Act 2009			12	
Support Staff Training			121	
The Child and Family		8	24	
Unison Training	3.5			
Total Sum of Days	619	491	817	1091

Religion/belief of Employees Attending	Total Days Attended 2016	Total Days Attended 2015	Total Days Attended 2014	Total Days Attended 2013
Agnostic	4	20	5	6
Atheist	11	14	13	27
Buddhist - Hinayana	3		4	1
Buddhist - Mahayana	1	8	1	29
Christian - Church of Scotland	11	29	20	42
Christian - Protestant	13	26	53	32
Christian - Roman Catholic	13	10	20	2
Islam - Sunni	1		1	
Judaism - Reformed	5.5		1	
Not Specified	552	383	695	949
Other	4.5	1	4	3
Total Sum	619	491	817	1091

Sexual Orientation of Employees Attending	Total Day Attended 2016	Total Days Attended 2015	Total Days Attended 2014	Total Days Attended 2013
Bisexual	3	7	4	
Declined to specify	558	393	682	971
Gay	6	6	13	27
Heterosexual	52	77	114	90
Lesbian		8	4	3
Total Sum	619	491	817	1091

Ethnic Origin/Race of Employees Attending	Total Days Attended 2016	Total Days Attended 2015	Total Days Attended 2014	Total Days Attended 2013
Any other Mixed background	3.5	6	4	6
Any other White background	97	50	73	172
British	42	28	47	73
Chinese	4		1	
English	10	31	29	24
Irish	2	8	6	6
Northern Irish		1	1	3
Not Stated	0.5	1	1	
Other	6	10	2	7
Pakistani	1		1	
Scottish	310	266	413	591
Declined to specify	143	90	239	209
Total Sum	619	491	817	1091

Disabled staff training	Total Days Attended 2016	Total Days Attended 2015	Total Days Attended 2014	Total Days Attended 2013
Not disabled	73	92	136	131
Not Known	544	377	662	937
Disabled	2	22	19	23
Total Sum	619	491	817	1091

Gender of Employees Attending	Total Days Attended 2016	Total Days Attended 2015	Total Days Attended 2014	Total Days Attended 2013
Female	541	406	669	898
Male	78	85	148	193
Total Sum	619	491	817	1091

1.6 Leavers Statistics

Leavers Reason	2016	2015	2014	2013
Death in Service	1		1	
End of Contract	10	13	7	8
End of Sessional Contract	2			
Ill Health Retiral	1			
Left the organisation	3	4	8	8
New Job				1
Other reason		1	1	3
Personal	1	1	1	2
Resignation	10	19	7	12
Retirement	5	1	2	
Voluntary Redundancy/ Voluntary Efficiency Retiral	3	9	17	14
Total of Employees	36	49	44	48

Age of Leaver	2016	2015	2014	2013
<24	2	4	4	4
25-34	11	17	7	10
35-44	6	11	5	12
45-54	6	11	11	8
55-64	6	3	13	13
>64	5	3	4	1
Total of Employees	36	49	44	48

Religion/Belief of Leavers	2016	2015	2014	2013
Agnostic		1	2	1
Atheist	1	1	1	
Buddhist - Hinayana	1			
Buddhist - Mahayana			1	
Christian/Christian Other		1	1	1
Christian – Church of Scotland		3		
Christian - Roman Catholic	1	2	1	2
Not Specified	34	41	38	43
Muslim				1
Total of Employees	36	49	44	48

Gender of Leavers	2016	2015	2014	2013
Female	27	40	39	39
Male	9	9	5	9
Total of Employees	36	49	44	48

Ethnic Origin/Race of Leavers	2016	2015	2014	2013
Any other White background	3	2	5	7
British	4	5	1	2
English	2	2	4	4
BME			1	1
Irish	1			
Scottish	6	18	16	13
Unknown	20	22	17	21
Total of Employees	36	49	44	48

Do you have suggestions the Equalities Network could consider for our next publication?

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