

# SCRA Employee Information January 2021



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## 1. Introduction

The purpose of this report is to demonstrate the Scottish Children’s Reporter Administration’s compliance with the Equality Act 2010 general duty across our employment functions. It summarises the equality employment monitoring data for staff for the period 1 April 2020 to 31 January 2021, using data taken from the iTrent system.

The report focuses on the main protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin and national identity), religion or belief, sex and sexual orientation.

We continue to monitor and encourage our workforce to complete their equality data to meet our legal obligations and in line with good practice and the Scottish census questions. Information about this has continued to increase slightly in respect of disability and religion or belief.

SCRA recognises equality for people with experience of the care system. We also plan to update our employee reporting form to reflect care experience which we recognise as the “tenth protected characteristic”.

## 2. Staff In Post

SCRA has 499 employees (431 full time equivalents) as at 31 January 2021. This is an increase of 11 employees compared to our previous Employee Information report produced in January 2020 when we had 488 employees.

## 3. Current Composition On Protected Characteristics

The following composition of staff is based on a total staff group of 499 staff and excludes our board members.

Age Band	16-24	25-34	35-44	45-54	55-64	65+
Jan 2021	1.2%	15.0%	24.4%	33.3%	23.0%	3.0%
Jan 2020	1.8%	13.7%	23.4%	33.8%	24.0%	3.3%
Jan 2019	1.2%	13.8%	23.6%	36.0%	22.7%	2.5%
Mar 2018	1.5%	14.1%	22.6%	37.3%	22.2%	1.9%

(Jan 2021 – n 499)

Disability Status	Disabled	Non-Disabled	% increase in reporting
Jan 2021	4.6%	95.4%	-6.1%
Jan 2020	4.9%	95.1%	22.5%
Jan 2019	4.0%	96.0%	111%
Mar 2018	1.9%	98.1%	-9.5%

(Jan 2021 – n 499)

The January 2021 information shows a 0.3% decrease in staff reporting a disability.

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
Jan 2021	0.0%	19.8%	0.6%	79.6%
Jan 2020	0.0%	18.2%	0.6%	81.1%

(Jan 2021 – n 499)

Note: No previous gender reassignment data was collated until 2019/20.

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
Jan 2021	46.3%	12.2%	14.8%	26.7%
Jan 2020	49.8%	12.1%	15.4%	22.7%
Jan 2019	53.5%	13.5%	14.4%	18.7%
Mar 2018	52.8%	13.1%	13.0%	21.0%

(Jan 2021 – n 499)

Pregnancy	Pregnancy & Maternity
Jan 2021	4.6%
Jan 2020	1.8%
Jan 2019	2.7%
Mar 2018	2.3%

(Jan 2021 – n 499)

Ethnic Origin / Race	White	BME	Not Disclosed
Jan 2021	66.1%	2.2%	31.7%
Jan 2020	70.3%	2.0%	27.7%
Jan 2019	74.5%	2.3%	23.3%
Mar 2018	72.2%	2.1%	25.7%

(Jan 2021 – n 499)

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

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

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
Jan 2021	19.0%	6.4%	74.5%
Jan 2020	19.9%	4.5%	75.6%
Jan 2019	21.8%	4.6%	73.5%
Mar 2018	15.6%	2.1%	82.3%

(Jan 2021 – n 499)

Sex	Male	Female
Jan 2021	12.0%	88.0%
Jan 2020	11.5%	88.5%
Jan 2019	13.1%	86.9%
Mar 2018	12.8%	87.2%

(Jan 2021 – n 499)

The overall sex ratio of female to males, based on headcount, across SCRA as a whole is 88% to 12%, and this shows an increase of 0.5% as compared with Jan 2020 figures.

Sexual Orientation	Bisexual/Gay /Lesbian/Other	Heterosexual	Not Disclosed
Jan 2021	2.2%	24.3%	73.5%
Jan 2020	1.8%	23.0%	74.4%
Jan 2019	1.7%	24.0%	74.3%
Mar 2018	1.2%	14.1%	84.6%

(Jan 2021 – n 499)

## 4. SCRA’s Board

[SCRA’s Board](#) represents the Scottish Government’s aim of gender diversity and the gender representation on our Board, as guided by the Gender Representation on Public Boards (Scotland) Act 2018 where the use of gender in this context is appropriate. We currently have 3 males and 4 females on the Board presenting a 43/57 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. The following Board members, in their lead roles are involved in committees that may have an impact on our equalities agenda:

- Michelle Miller chairs the Equalities Network and the Nominations Committee.
- James Edgar chairs the Audit & Risk Committee and the Joint Digital Delivery Oversight Committee.
- Catherine Robertson chairs the Remuneration Committee
- Martin Toye is Information Governance Board Lead

SCRA’s nominations committee’s purpose is to influence and shape Board appointments as part of creating a more diverse board. Catherine Robertson, Anela Anwar and Martin Toye are members of this committee.

## 5. Recruitment

The tables below show the percentage of applications by protected characteristic, along with the subsequent percentage by characteristic of those subsequently shortlisted and appointed.

All equality monitoring data provided by applicants is accessed by HR only.

SCRA intend to implement an electronic application process in 2021 which will ask applicants to complete an equal opportunities form before submitting an application.

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

### AGE

#### Applicants

Year	16 to 23	24 to 34	35 to 44	45 to 54	55 to 64	65+	Not disclosed
2020	14.8%	30.2%	21.3%	19.3%	10.1%	0.3%	4.1%
2019	16.1%	29.9%	20.0%	17.4%	9.1%	0.0%	7.6%
2018	5.7%	32.5%	24.4%	20.6%	6.8%	0.3%	9.8%
2017	5.8%	35.1%	24.7%	19.7%	6.0%	0.2%	8.5%

From 2019 shows a notable increase in the number of applicants in the 16 – 23 age band.

#### Shortlisted

Year	16 to 23	24 to 34	35 to 44	45 to 54	55 to 64	65+	Not Disclosed
2020	8.6%	31.6%	26.7%	18.8%	9.4%	0.0%	4.9%
2019	7.3%	28.4%	24.3%	25.7%	6.0%	0.0%	8.3%
2018	1.9%	31.3%	27.9%	21.2%	8.2%	0.5%	9.1%
2017	5.0%	28.7%	23.8%	28.2%	6.4%	0.0%	7.9%

#### Appointed

Year	16 to 23	24 to 34	35 to 44	45 to 54	55 to 64	65+	Not Disclosed
2020	5.0%	23.8%	37.5%	22.5%	6.3%	0.0%	5.0%
2019	3.0%	34.8%	25.8%	25.8%	4.5%	0.0%	6.1%
2018	0.0%	43.5%	30.6%	11.3%	6.5%	0.0%	8.1%
2017	3.7%	27.8%	29.6%	25.9%	11.1%	0.0%	1.9%

DISABILITY

## Applicants

Year	% Disabled	% Not Disabled	% Not Disclosed	% Using the Guaranteed Interview Scheme
2020	6.5%	88.1%	5.1%	0.1%
2019	7.4%	82.8%	0.0%	0.4%
2018	5.7%	84.0%	10.3%	1.6%
2017	5.2%	86.5%	8.3%	0.6%

The table above shows a small increase in the percentage of applicants not willing to disclose a disability in 2020.

## Shortlisted

Year	% Disabled	% Not disabled	% Not Disclosed	% Using the Guaranteed Interview Scheme
2020	9.4%	82.3%	8.3%	0.4%
2019	8.7%	82.1%	9.2%	0.5%
2018	5.8%	86.1%	8.2%	2.4%
2017	6.9%	85.1%	7.9%	0.5%

## Appointed

Year	% Disabled	% Not disabled	% Not Disclosed	% Using the Guaranteed Interview Scheme
2020	8.8%	80.0%	11.3%	0.0%
2019	10.6%	80.3%	9.1%	0.0%
2018	1.6%	91.9%	6.5%	0.0%
2017	1.9%	98.1%	0.0%	0.0%

## GENDER REASSIGNMENT

### Applicants

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2020	0.0%	93.0%	1.4%	5.6%
2019	0.0%	83.5%	0.0%	16.5%

## Shortlisted

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2020	0.0%	92.5%	0.0%	7.5%
2019	0.0%	80.7%	0.0%	19.3%

## Appointed

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2020	0.0%	92.5%	0.0%	7.5%
2019	0.0%	77.3%	0.0%	22.7%

## MARRIAGE AND CIVIL PARTNERSHIP

### Applicants

Year	Married/ Civil Partner	Single	Other	Not Disclosed
2020	36.3%	33.7%	23.2%	6.9%
2019	29.6%	37.5%	20.7%	12.2%
2018	40.1%	27.9%	18.9%	13.0%
2017	41.3%	33.0%	15.1%	10.6%

### Shortlisted

Year	Married/ Civil Partner	Single	Other	Not Disclosed
2020	40.2%	28.9%	22.9%	7.9%
2019	34.4%	32.6%	21.2%	11.9%
2018	40.9%	26.9%	20.2%	12.0%
2017	43.1%	30.7%	16.9%	9.4%

### Appointed

Year	Married/ Civil Partner	Single	Other	Not Disclosed
2020	41.3%	27.5%	23.8%	11.3%
2019	50.0%	25.8%	15.1%	9.1%
2018	40.3%	32.3%	13.0%	14.5%
2017	51.9%	20.4%	24.1%	3.7%



**RACE**

**Applicants**

Ethnic Origin / Race	White	BME	Not Disclosed
2020	93.1%	2.1%	4.8%
2019	88.4%	1.8%	9.8%
2018	84.8%	2.1%	10.0%
2017	89.0%	2.8%	8.1%

There is a slight increase in applicants from the BME group and also a 4.7% increase in applicants from the White group. The table also illustrates that applicants are more compliant with disclosing their race compared to previous years.

**Shortlisted**

Ethnic Origin / Race	White	BME	Not Disclosed
2020	92.5%	1.1%	6.4%
2019	89.0%	1.4%	9.6%
2018	88.6%	1.0%	10.6%
2017	91.6%	2.0%	6.4%

**Appointed**

Ethnic Origin / Race	White	BME	Not Disclosed
2020	92.5%	1.3%	6.3%
2019	90.9%	0.0%	9.1%
2018	87.8%	1.6%	9.7%
2017	96.4%	3.8%	0.0%

**RELIGION OR BELIEF**

**Applicants**

Year	Religion/Belief	No Religion/Belief	Not Disclosed
2020	34.9%	55.1%	10.0%
2019	37.5%	46.6%	15.9%
2018	40.1%	43.6%	16.5%
2017	35.0%	49.4%	14.9%

### Shortlisted

Year	Religion/Belief	No Religion/Belief	Not Disclosed
2020	37.9%	50.4%	11.7%
2019	34.9%	44.0%	21.1%
2018	37.5%	42.3%	20.2%
2017	39.1%	47.0%	13.9%

### Appointed

Year	Religion/Belief	No Religion/Belief	Not Disclosed
2020	27.5%	60.0%	12.5%
2019	25.8%	57.6%	16.7%
2018	42.0%	41.9%	16.1%
2017	44.6%	44.4%	11.1%

## SEX

### Applicants

Year	Male	Female	Non-binary	Not Disclosed
2020	14.9%	79.7%	0.1%	5.3%
2019	11.8%	84.7%	0.2%	3.3%
2018	11.9%	86.4%	0.0%	1.6%
2017	14.3%	84.0%	0.0%	1.7%

A promising 3.1% increase of male applicants received in 2020 with a 5% drop of female applicants.

### Shortlisted

Year	Male	Female	Non-binary	Not Disclosed
2020	10.2%	82.3%	0.0%	7.5%
2019	11.9%	86.2%	0.0%	1.8%
2018	8.7%	88.5%	0.0%	2.9%
2017	12.4%	85.6%	0.0%	2.0%

### Appointed

Year	Male	Female	Non-binary	Not Disclosed
2020	11.3%	81.3%	0.0%	1.3%
2019	7.6%	92.4%	0.0%	0.0%
2018	8.1%	91.9%	0.0%	0.0%
2017	14.8%	85.2%	0.0%	0.0%

Overall there is a small drop in the number of female applicants with a small reduction in the number of female appointed and increase of 3.7% in male appointments.

## SEXUAL ORIENTATION

### Applicants

Year	Bisexual/Gay/ Lesbian/Other	Heterosexual/ Straight	Prefer not to say/ Not Disclosed
2020	4.5%	87.2%	8.3%
2019	5.0%	82.3%	12.8%
2018	5.4%	79.9%	14.6%
2017	3.1%	83.4%	13.5%

### Shortlisted

Year	Bisexual/Gay/ Lesbian/Other	Heterosexual/ Straight	Prefer not to say/ Not Disclosed
2020	6.4%	83.1%	10.5%
2019	6.4%	75.7%	17.9%
2018	7.2%	78.8%	13.9%
2017	3.0%	80.7%	16.3%

### Appointed

Year	Bisexual/Gay/ Lesbian/Other	Heterosexual/ Straight	Prefer not to say/ Not Disclosed
2020	3.8%	85.0%	11.2%
2019	6.1%	78.8%	15.2%
2018	9.6%	79.0%	11.3%
2017	5.0%	92.6%	5.6%

## 6. Numbers of part-time and full-time staff

Age Band	16-24	25-34	35-44	45-54	55-64	65+
<b>2020</b>						
Full Time	1.0%	11.8%	13.6%	20.7%	11.8%	0.4%
Part Time	0.2%	3.2%	10.8%	12.4%	11.4%	2.6%
<b>2019</b>						
Full Time	1.6%	10.7%	12.7%	21.5%	11.7%	0.6%
Part Time	0.2%	3.1%	10.5%	12.5%	12.3%	2.7%

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Disability Status	Disabled	Non-Disabled	Not Disclosed
2020 Full Time	2.0%	14.4%	42.9%
Part Time	2.6%	8.8%	29.3%
2019 Full Time	3.1%	15.8%	39.9%
Part Time	1.8%	7.0%	32.4%

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2020 Full Time	0.0%	12.4%	0.2%	46.7%
Part Time	0.0%	7.4%	0.4%	32.9%
2019 Full Time	0.0%	13.7%	0.0%	45.1%
Part Time	0.0%	4.5%	0.6%	36.1%

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
2020 Full Time	24.0%	9.2%	8.4%	17.6%
Part Time	22.2%	3.0%	6.4%	9.1%
2019 Full Time	26.8%	9.4%	9.5%	13.1%
Part Time	22.7%	2.7%	5.9%	9.8%

Pregnancy	Pregnancy/Maternity
2020 Full Time	1.4%
Part Time	1.6%
2019 Full Time	1.2%
Part Time	0.4%

Ethnic Origin / Race	White	BME	Not Disclosed
2020 Full Time	37.8%	0.8%	20.6%
Part Time	28.3%	1.6%	10.9%
2019 Full Time	42.2%	0.4%	16.2%
Part Time	28.1%	1.4%	11.7%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
<b>2020</b>	11.8%	4.2%	43.3%
<b>Full Time</b>			
<b>Part Time</b>	7.0%	2.6%	31.1%
<b>2019</b>			
<b>Full Time</b>	13.5%	3.3%	42.0%
<b>Part Time</b>	7.4%	1.2%	32.6%

Sex	Male	Female
<b>2020</b>	9.8%	49.5%
<b>Full Time</b>		
<b>Part Time</b>	2.2%	38.5%
<b>2019</b>		
<b>Full Time</b>	10.5%	48.4%
<b>Part Time</b>	1.0%	40.0%

Sexual Orientation	Bisexual/Gay/ Lesbian/Other	Heterosexual	Not Disclosed
<b>2020</b>	1.8%	15.2%	42.3%
<b>Full Time</b>			
<b>Part Time</b>	0.4%	9.0%	31.3%
<b>2019</b>			
<b>Full Time</b>	1.7%	24.0%	74.3%
<b>Part Time</b>	1.2%	14.1%	84.6%

## 7. Training and Development

### Training Courses Attended 01/01/2020 to 31/12/2020

SCRA remains committed to developing our staff to ensure that they have the skills to work safely and perform well within their current roles as well as to increase their capability to adapt positively to change. SCRA's front line operational staff attend regular training sessions to improve their knowledge of procedures and practice guidance to ensure they remain compliant with regulations and legislation.

Training Courses Attended		
Date	Based on Number of Employees	Average training days delivered by SCRA
01 January 2020 to 31 December 2020	73	104.5
01 January 2019 to 31 December 2019	488	0.93
01 January 2018 to 31 December 2018	475	0.80
01 January 2017 to 31 December 2017	475	1.39

Learning is recorded on our HR and Payroll system with staff encouraged to record any personal learning on the system.

Age Band	16-24	25-34	35-44	45-54	55-64	65+
2020	0.0%	23.3%	37.0%	19.2%	20.5%	0.0%
2019	0.6%	28.6%	32.9%	25.3%	12.4%	0.0%
	Not reported on in previous years					

Disability Status	Disabled	Non-Disabled	Not Disclosed
2020	9.6%	13.7%	76.7%
2019	6.4%	20.7%	72.8%
2018	2.4%	21.5%	76.2%
2017	2.8%	10.9%	86.3%

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2020	0.0%	11.0%	0.0%	97.3%
2019	0.0%	23.4%	0.8%	75.6%
	Not reported on in previous years			

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
2020	30.1%	5.5%	15.1%	49.3%
2019	45.4%	7.4%	9.5%	37.6%
	Not reported on in previous years			

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Pregnancy	Pregnancy/Maternity
2020	5.5%
2019	0.9%
	Not reported on in previous years

Ethnic Origin / Race	White	BME	Not Disclosed
2020	46.6%	1.4%	52.0%
2019	57.2%	0.5%	42.2%
2018	63.9%	4.9%	31.2%
2017	24.3%	0.6%	75.1%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
2020	17.8%	2.7%	79.5%
2019	15.7%	7.1%	68.5%
2018	86.8%	7.7%	5.6%
2017	11.6%	1.1%	87.3%

Sex	Male	Female
2020	5.5%	94.5%
2019	6.6%	93.3%
2018	17.5%	82.5%
2017	9.0%	91.0%

Sexual Orientation	Bisexual/Gay/ Lesbian/Other	Heterosexual	Not Disclosed
2020	2.7%	20.5%	76.8%
2019	4.9%	22.7%	72.3%
2018	2.8%	20.0%	77.2%
2017	0.7%	7.9%	91.3%

## 8. Maternity Leave Returners

In the period 1 April 2020 – 31 January 2021, 3 employees returned from maternity leave. There were no reported leavers after their maternity leave period had ended. The monitoring of pregnancy and maternity information and return to work after maternity leave is fully embedded in our HR process

Return rates remain high and we feel this reflects the wide range of flexible working opportunities available and the support we offer to managers to successfully manage the return to work of an employee from maternity leave.

Age Band	16-24	25-34	35-44	45-54	55-64	65+
2020	7.7%	53.8%	38.5%	0.0%	0.0%	0.0%
2019	7.7%	46.2%	46.2%	0.0%	0.0%	0.0%

Disability Status	Disabled	Non-Disabled	Not Disclosed
2020	0.0%	23.1%	76.9%
2019	0.0%	23.1%	76.9%

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2020	0.0%	7.7%	0.0%	92.3%
2019	0.0%	15.4%	0.0%	84.6%

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
2020	46.2%	0.0%	15.3%	38.5%
2019	53.8%	0.0%	7.7%	38.5%

Ethnic Origin / Race	White	BME	Not Disclosed
2020	30.8%	15.4%	53.8%
2019	30.8%	7.7%	61.5%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
2020	23.1%	0.0%	76.9%
2019	30.8%	0.0%	69.2%



Sex	Male	Female
2020	0.0%	100%
2019	0.0%	100%

Sexual Orientation	Bisexual/Gay /Lesbian/Other	Heterosexual	Not Disclosed
2020	2.0%	23.1%	76.9%
2019	0.0%	23.1%	76.9%

## 9. Return to work of disabled employees following sick leave relating to their disability

As shown in our current composition 4.6% of our workforce has disclosed that they consider themselves disabled. Disclosure remains entirely voluntary however, 95.4% of the workforce has chosen not to declare or has not disclosed this information as at 31 January 2020.

Occupational Health continue to work with our managers and staff to identify the reasonable adjustments that could be implemented to provide the appropriate support for each individual at work. The organisation is currently working on broadening the Disability Leave Policy.

We have been confirmed as a Disability Confident Employer under the Department for Work & Pensions' new scheme, which replaces the Two Ticks, Positive about Disabled People scheme.

This means we are committed to attract, recruit and retain people with disabilities for their skills and talent.

Age Band	16-24	25-34	35-44	45-54	55-64	65+
2020	0.0%	0.0%	57.1%	28.6%	0.0%	14.3%
2019	0.0%	21.4%	28.6%	21.4%	28.6%	0.0%

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2020	0.0%	0.0%	0.0%	100%
2019	0.0%	21.4%	0.0%	78.6%

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
2020	42.9%	0.0%	28.6%	28.5%
2019	57.1%	7.1%	28.5%	7.1%

Pregnancy	Pregnancy/Maternity
2020	0.0%
2019	0.0%

Ethnic Origin / Race	White	BME	Not Disclosed
2020	71.4%	0.0%	28.6%
2019	85.7%	0.0%	14.3%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
2020	14.3%	14.3%	71.4%
2019	35.7%	14.3%	50.0%

Sex	Male	Female
2020	14.3%	85.7%
2019	7.1%	92.9%

Sexual Orientation	Bisexual/Gay /Lesbian/Other	Heterosexual	Not Disclosed
2020	14.3%	28.6%	57.1%
2019	14.3%	35.7%	50.0%

## 8. Employee Relations

### Grievances

There were no grievance cases in 2020. We have omitted protected characteristics definitions for reasons of data protection, given the relatively small numbers involved.

### Disciplinary action

The number of disciplinary cases processed were one. We have omitted protected characteristics definitions for reasons of data protection, given the relatively small numbers involved.

## 11. Reasons for leaving

Staff leave SCRA for a number of reasons including retirement, ill health retirement and end of contract. 44 people left SCRA during 2019.

<i>Leavers Reason</i>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>
<i>Death in Service</i>			2	
<i>End of Contract</i>	4	6	8	12
<i>End of Sessional Contract</i>	2	3	5	1
<i>Ill Health Retiral</i>	1	4	3	2
<i>Lack of Capability</i>			1	
<i>Left the organisation</i>	5	9	6	8
<i>New Job</i>				2
<i>Other reason</i>		1	3	2
<i>Personal</i>		1		
<i>Resignation</i>	5	12	8	6
<i>Retirement</i>	5	7	4	3
<i>Voluntary Redundancy/ Voluntary Efficiency Retiral</i>	4	1		
<b>Total of Employees</b>	<b>26</b>	<b>44</b>	<b>40</b>	<b>36</b>

<b>Age Band</b>	<b>16-24</b>	<b>25-34</b>	<b>35-44</b>	<b>45-54</b>	<b>55-64</b>	<b>65+</b>
<b>2020</b>	0.0%	7.7%	7.7%	19.2%	57.7%	7.7%
<b>2019</b>	0.0%	13.6%	20.5%	11.4%	36.4%	18.2%
<b>2018</b>	5.0%	2.5%	10.0%	22.5%	50.0%	10.0%
<b>2017</b>	5.6%	2.8%	30.6%	16.7%	27.8%	16.7%

<b>Disability Status</b>	<b>Disabled</b>	<b>Non-Disabled</b>	<b>Not Disclosed</b>
<b>2020</b>	11.5%	3.8%	84.6%
<b>2019</b>	4.5%	15.9%	77.3%
	Not reported on in previous years		

<b>Gender reassignment</b>	<b>Transgender</b>	<b>Non Transgender</b>	<b>Prefer Not to Say</b>	<b>Not Disclosed</b>
<b>2020</b>	0.0%	7.7%	0.0%	86.4%
<b>2019</b>	0.0%	13.6%	0.0%	86.4%
	Not reported on in previous years			

SCRA Employee Information January 2021

Pregnancy	Pregnancy/ Maternity	Not Disclosed
2020	0.0%	100%
2019	9.1%	90.9%
	Not reported on in previous years	

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
2020	46.2%	3.8%	11.5%	38.5%
2019	40.9%	9.1%	4.5%	40.9%
	Not reported on in previous years			

Ethnic Origin / Race	White	BME	Not Disclosed
2020	61.5%	0.0%	38.5%
2019	47.7%	2.3%	50.0%
2018	40.0%	0.0%	60.0%
2017	44.4%	0.0%	55.6%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
2020	15.4%	0.0%	84.6%
2019	15.9%	4.5%	79.5%
2018	7.5%	0.0%	92.5%
2017	8.3%	5.6%	86.1%

Sex	Male	Female
2020	11.5%	88.5%
2019	15.9%	84.1%
2018	12.5%	87.5%
2017	22.2%	77.8%

Sexual Orientation	Bisexual/Gay/ Lesbian/Other	Heterosexual	Not Disclosed
2020	0.0%	11.5%	88.5%
2019	2.3%	20.5%	77.3%
	Not reported on in previous years		

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

Please email: [equalities@scra.gov.uk](mailto:equalities@scra.gov.uk)

or write to us at:

Equalities Network,  
c/o SCRA,  
Ochil House,  
Springkerse Business Park,  
Stirling,  
FK7 7XE

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