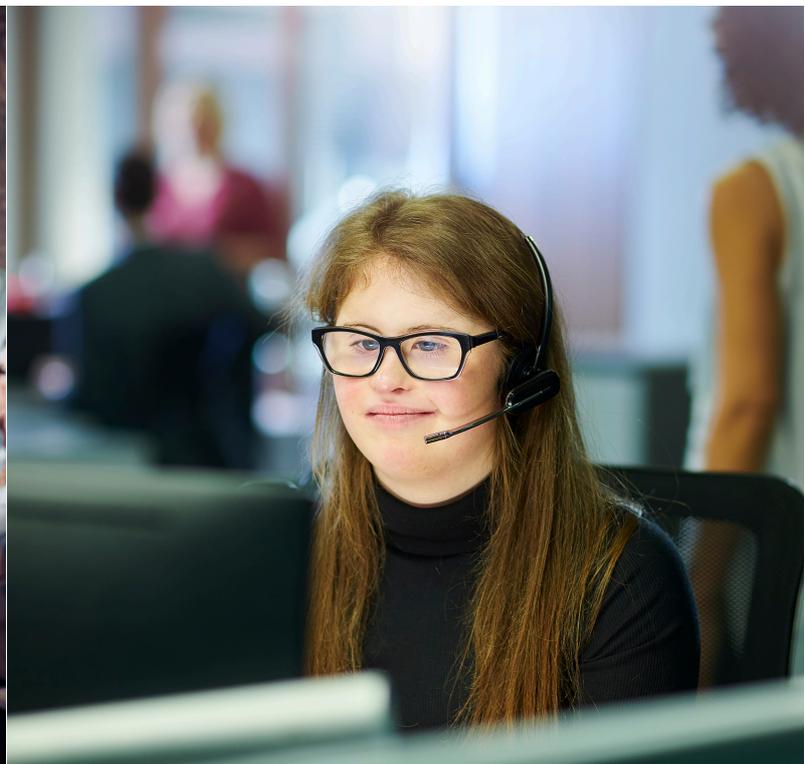


2026

Gender Pay Gap



SCOTTISH
CHILDREN'S REPORTER
ADMINISTRATION



www.scra.gov.uk

Contents

- 1. Introduction**
- 2. Summary**
- 3. Workforce Profile**
 - 3.1 Sex**
 - 3.2 Disability**
 - 3.3 Race and Ethnicity**
 - 3.4 Age**
 - 3.5 Working Patterns**
- 4. Pay Gap Analysis by Sex**
 - 4.1 Mean and Median Gender Pay Gap**
 - 4.2 Pay Gap Analysis by Grade**
 - 4.3 Pay Gap Analysis by Quartiles**
 - 4.4 Key Findings**
- 5. Pay Gap Analysis by Disability**
 - 5.1 Mean and Median Disability Pay Gap**
 - 5.2 Distribution Across Job Categories**
 - 5.3 Key Findings**
- 6. Ethnicity Pay Gap**
 - 6.1 Mean and Median Ethnicity Pay Gap**
 - 6.2 Distribution Across Job Categories**
 - 6.3 Comparative Pay Analysis: Ethnicity and Sex**
 - 6.4 Key Findings**
- 7. Pay Gap Analysis by Age**
 - 7.1 Mean and Median Age Pay Gap**
 - 7.2 Age Pay Gap by Sex**
 - 7.3 Key Findings**
- 8. Pay Gap Analysis by Full and Part-time Work**
 - 8.1 Mean and Median Part-time Pay Gap**
 - 8.2 Part-time Pay Gap by Gender**
 - 8.3 Part-time Pay Gap by Disability**
 - 8.4 Key Findings**
- 9. Understanding SCRA's Pay Gap**
- 10. Recommended Actions**
- 11. Declaration**

1. Introduction

The Gender Pay Gap (GPG) measures the difference between women's and men's average hourly earnings across an organisation. As a listed Scottish public body, the Scottish Children's Reporter Administration (SCRA) is required by law to publish annual gender pay gap information in line with the Equality Act 2010 (Specific Duties) (Scotland) Regulations. This is SCRA's ninth year of publishing its gender pay gap data.

The data in this report covers all SCRA staff in post on **31 March 2025**, the statutory snapshot date for this reporting period. Calculations follow the standard methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The statutory metrics published are:

- The mean hourly gender pay gap
- The median hourly gender pay gap
- The distribution of female and male staff across four quartile pay bands

Gender pay gap reporting is distinct from equal pay. Equal pay concerns paying women and men the same for work of equal value, which SCRA is compliant with. SCRA publishes a full Equal Pay Statement every four years (not required in this reporting cycle).

SCRA publishes additional pay gap analyses related to age, disability and ethnicity and working pattern, to provide a more comprehensive understanding of structural pay inequalities across the organisation.

2. Summary

This report sets out SCRA's gender pay gap as at **31 March 2025**, with additional analyses of **disability**, **ethnicity**, **age**, and **working-pattern** pay gaps. Findings show the gaps are **structural**, driven by grade distribution and working patterns, not unequal pay within roles.

Headline results

- **Gender pay gap: Mean 20.6%; Median 27.5%** (broadly unchanged year-on-year).
- **Disability pay gap: Mean 9.12%; Median 23.90%** (interpret with caution due to disclosure).
- **Ethnicity pay gap: Mean 3.46%; Median 15.91%** (no Global Majority representation in Manager grades).
- **Part-time pay gap: Mean 7.9%; Median 4.82%** (lower than UK benchmark overall, but varies by gender and disability).

What drives the gaps

- **Vertical & horizontal occupational segregation:** Women are concentrated in **Support (A–D)** and lower-graded Professional roles; men (12% of workforce) hold **36.5%** of **Manager (F–I)** posts.

- **Working-pattern segregation:** 33% of staff work **part-time**; 96% of them are women. Part-time roles are predominantly lower-graded; male part-time roles are more often in higher-graded posts.
- **Progression dynamics:** Many staff—particularly women—are at the **top of band**; men are more likely to be in grades with greater progression potential.
- **Disclosure constraints:** High **non-disclosure** for disability and ethnicity limits certainty but the disclosed data shows consistent under-representation at senior levels.

Priority actions

- **Reduce segregation:** Broaden outreach and inclusive hiring; strengthen pipelines into **Professional and Manager** roles for women, disabled and Global Majority colleagues.
- **Progression & leadership:** Expand **Women into Leadership**, mentoring and targeted development; clarify progression routes in mid-graded roles.
- **Flexible senior roles:** Embed **flexible/part-time** options and **job-share** at senior levels.
- **Insight & transparency:** Enhance monitoring of progression, promotions and flexible-working uptake by protected characteristic; continue improving disclosure.
- **Partnership:** Work with **Close the Gap** to prioritise the highest-impact interventions and track progress.

3. SCRA Workforce

As at the snapshot date of **31 March 2025**, SCRA's workforce comprised **496 employees**, of which **474** were included in pay gap calculations after exclusions for long-term absence or no relevant pay data.

3.1 Sex

Of these 474 employees:

- 88% were women (418 staff)
- 12% were men (56 staff)

This gender balance is broadly consistent with previous years and continues to shape SCRA's gender pay gap.

3.2 Disability

Across the 474 staff included in reporting:

- 5% disclosed a disability
- 30% reported they are not disabled
- 1% preferred not to say
- 64% did not provide disability information

The high non-disclosure rate (64%) significantly limits insight into the true disability profile of the workforce. Among those who did, 13.9% identify as disabled, which is below national levels – Scotland's Census 2022 reports 21.4% with a long-term

condition and the Family Resources Survey shows 27%¹ are disabled under the Equality Act definition. Under-reporting within SCRA is therefore likely.

3.3 Race & Ethnicity

Across the 474 staff included in reporting:

- White: 66.0%
- Non-White: 2.3%
- Prefer not to say: 0.4%
- Did not provide information: 31.2%

Again, the high 'did not provide' rate limits robust conclusions. Based on disclosed data, staff from minority ethnic backgrounds remain significantly under-represented within SCRA's workforce compared to Scotland's Census 2022² which reported 7.1% Global Majority³.

3.4 Age

Across the 474 staff included in reporting SCRA's workforce reflects a mature age profile, with most staff in mid- to late-career stages:

- 33.5% of staff are aged 51–60
- 26.4% are aged 41–50
- 18.8% are aged 31–40
- 11.8% are aged 18–30
- 9.5% are aged 60+

Over 60% of the workforce is aged 41 or above, reflecting an experienced staffing profile and highlighting the importance of succession planning and career development pathways.

3.5 Working Patterns

Across the 474 staff included in reporting:

- 33% of SCRA's workforce works part-time.

Part-time working is higher within SCRA (33%) than across Scotland overall, where 25.6% of people in employment work part-time⁴.

Among SCRA's part-time workforce, 96% are women. Overall, 36% of female employees work part-time, compared to 13% of men. This reflects a persistent gendered pattern of part-time working across SCRA. Part-time working is also more common among disabled staff, with 40% working part-time compared to 27% of non-disabled staff.

¹ [UK disability statistics: Prevalence and life experiences - House of Commons Library](#)

² [Scotland's Census 2022 - Ethnic group, national identity, language and religion | Scotland's Census](#)

³ Global Majority includes: Any other Asian Background, Any other Mixed Background, Chinese, African, Pakistani, Other

⁴ [Scotland's Labour Market Insights: July 2025 - gov.scot](#)

4. Pay Gap Analysis by Sex

4.1 Mean and Median Gender Pay Gap

SCRA's gender pay gap as of **31 March 2025** is:

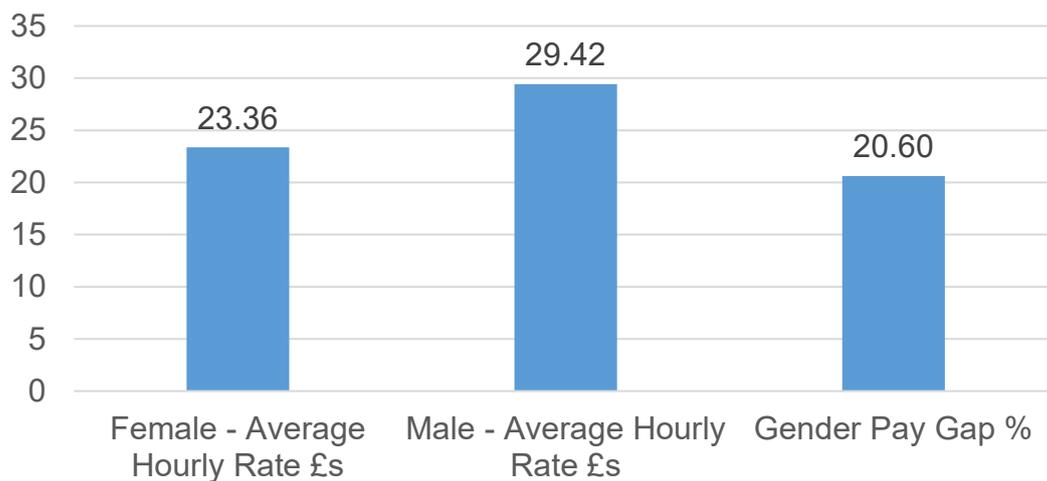
- **Mean gender pay gap: 20.6%**
- **Median gender pay gap: 27.5%**

This means that, on average:

- Women earn **£6.06 less per hour** on the mean measure.
- Women earn **£7.86 less per hour** on the median measure.

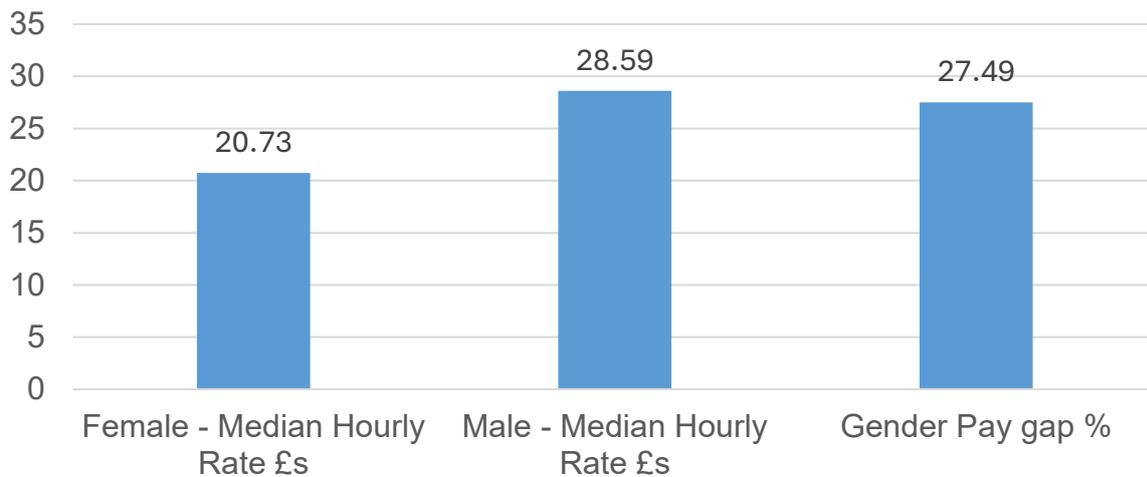
Mean pay is defined as the sum of all values divided by the number of relevant staff. The mean pay gap is the difference between average hourly earnings of female and male staff. The average hourly rate for a female was £23.36. For a male, the rate was £29.42. SCRA has a mean gender pay gap of 20.6% (Figure A).

Figure A - Gender Pay Gap - Mean



Median is defined as the middle value in the list of amounts when in ascending order. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of female and male staff. The median hourly rate for female staff was £20.73 and for male staff was £28.59, resulting in a Median gender pay gap of 27.49% (Figure B).

Figure B - Gender Pay Gap - Median



Although the median gap remains high, the stability of both measures reflects reduced fluctuations in pay distribution across the organisation.

Comparison with 2025 Report:

- The mean gender pay gap remains unchanged at 20.6%.
- The median gender pay gap is broadly consistent with last year (27.5% vs 27.49%).

Comparison with National Gender Pay Gap Benchmarks:

SCRA's gender pay gap remains significantly higher than national levels. The mean gender pay gap of 20.6% and median gap of 27.5% both exceed Scotland-wide figures.

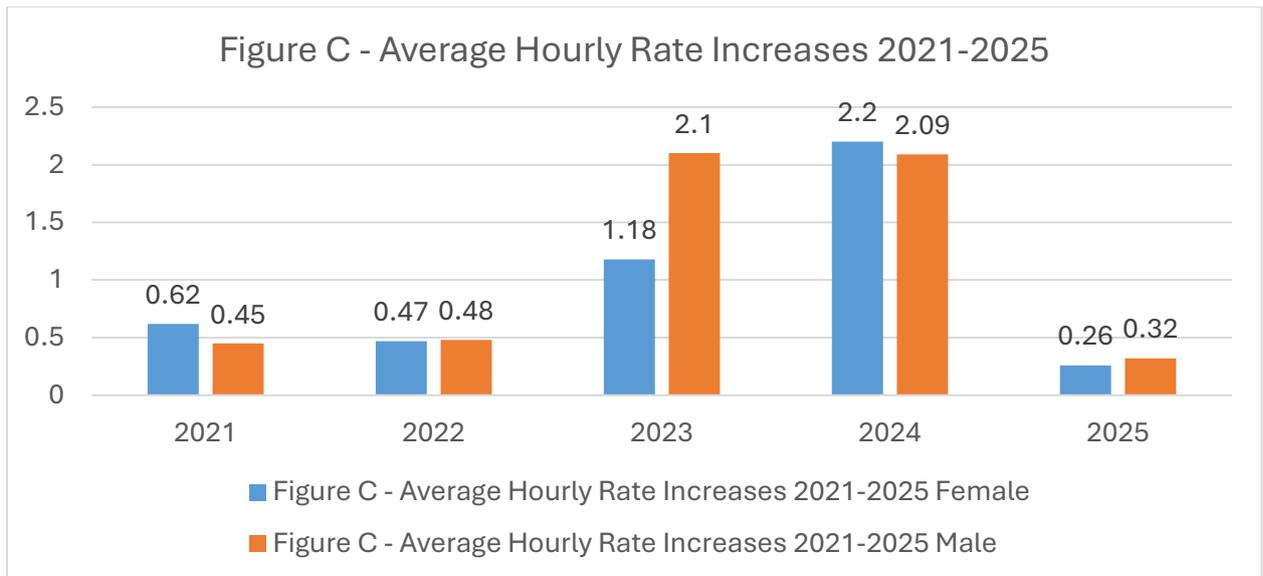
Across Scotland, the mean gender pay gap for all employees is 10%, based on STUC analysis of the Annual Survey of Hours and Earnings (ASHE) 2025⁵. Median gaps across Scotland are also substantially lower: the Scottish Government reports a median gap of 3.5%⁶ for full-time employees, while wider analysis places the all-employee median gap at approximately 10%. In comparison, the UK-wide median gender pay gap for all employees stands at 12.8% in 2025, according to the ONS⁷.

Taken together, these benchmarks demonstrate that SCRA's mean and median gender pay gaps remain considerably higher than both the Scottish and UK averages, reflecting structural workforce patterns that continue to drive pay inequality across the organisation.

⁵ ["Staggering" 20% rise in the gender pay gap | Newsroom | STUC](#)

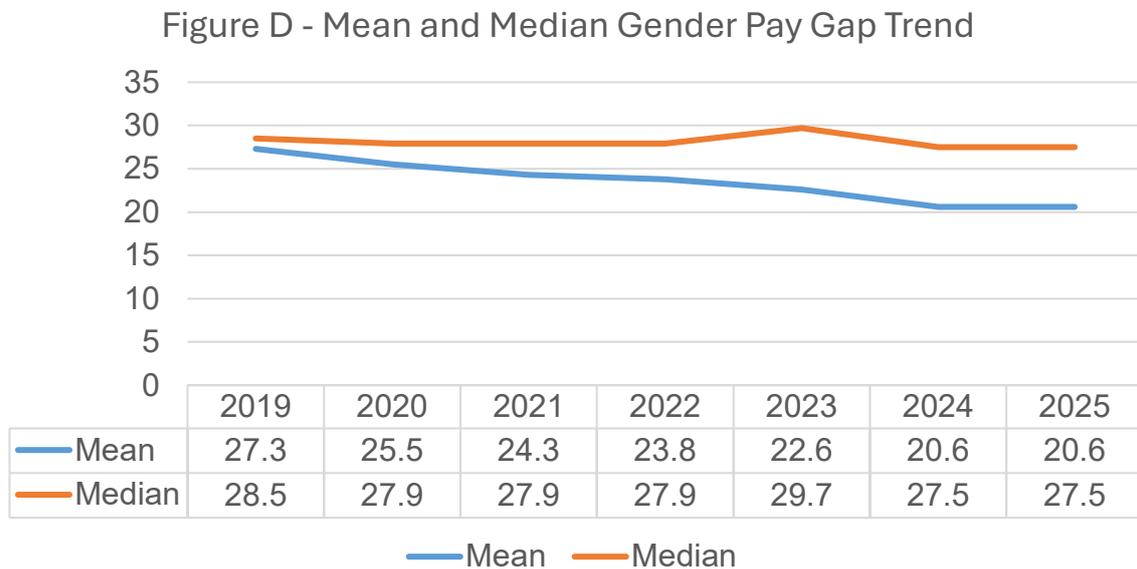
⁶ [Gender Pay Gap - Annual Survey of Hours and Earnings 2025 - gov.scot](#)

⁷ www.ons.gov.uk



As shown in Figure C (above) average hourly rate increases were slightly higher for men during 2024–25. This helps explain, in part, why the gender pay gap has remained stable this year.

SCRA has reported its mean and median gender pay gaps annually since 2017. While there have been notable reductions in the mean gap over time, the median gap has remained consistently high.



To strengthen our understanding of the underlying causes of SCRA’s gender pay gap, and in response to its persistently high level, SCRA commissioned Close the Gap in 2025–2026 to undertake a full gender pay gap analysis. Close the Gap are Scotland’s leading expert organisation on addressing women’s labour market inequality. Their findings and recommendations have been incorporated into this year’s Pay Gap Report to support more targeted and evidence-based action.

SCRA does not award bonus payments therefore SCRA are not able to report a bonus gender pay gap as defined in the Regulations.

4.2 Pay Gap Analysis by Grade

Close the Gap’s analysis shows that, as in previous years, pay gaps within individual grades are small, with many showing gaps close to zero or in favour of women. This confirms that the overall gender pay gap is not driven by **within-grade** inequality, but by the distribution of staff across grades.

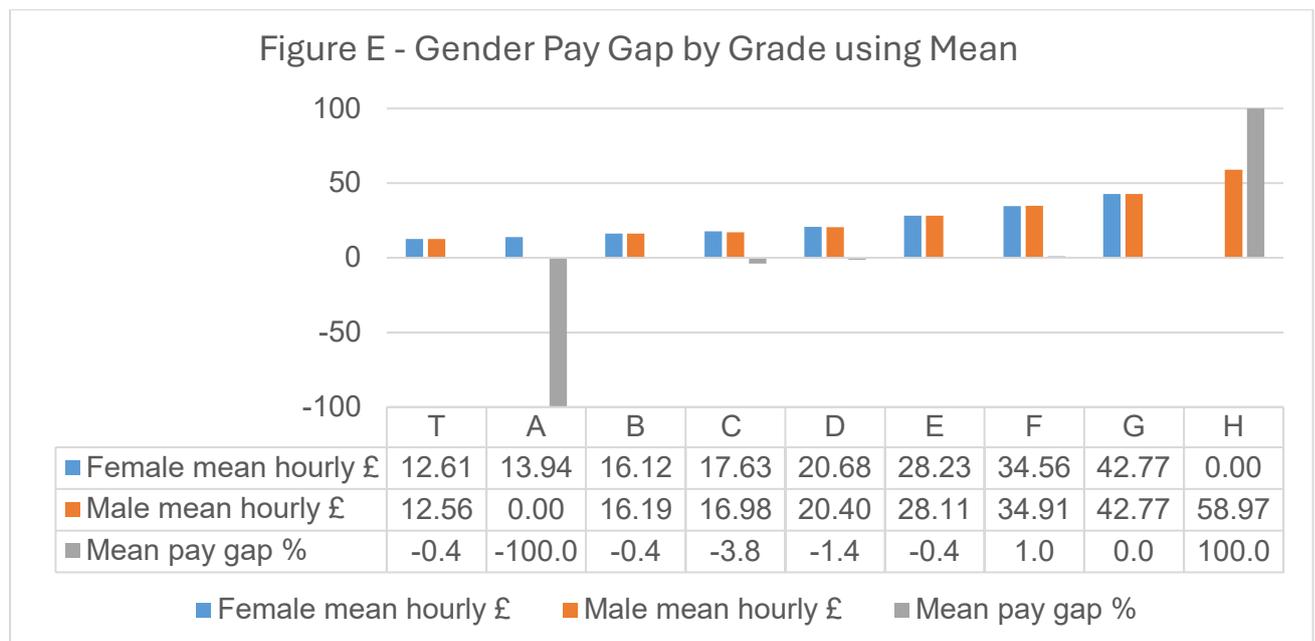
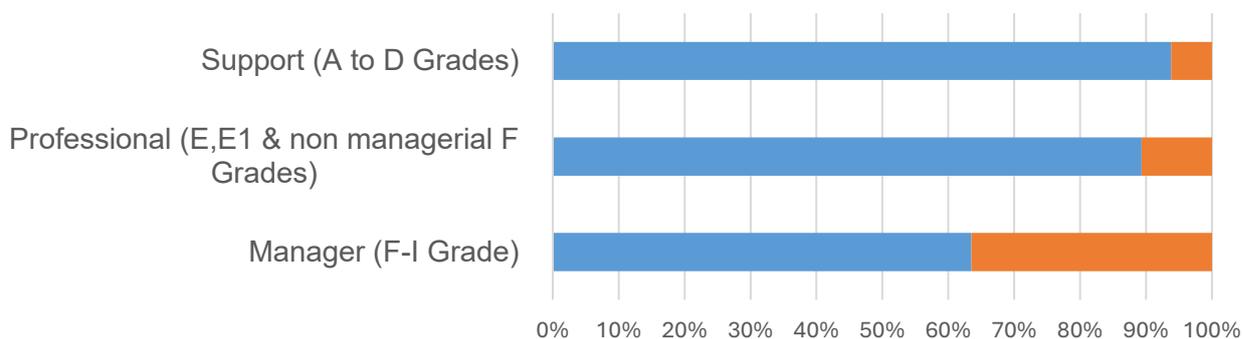


Figure E shows that pay gaps within individual grades appear relatively balanced. However, the overall gender pay gap reflects the concentration of women in grades A–D (Support) and the disproportionately higher representation of men in F–I (Manager) grades. Figure F illustrates this distribution clearly, showing that although men make up only 11.8% of the workforce, they occupy **36.5%** of managerial posts.

Figure F - Job Category Occupational Segregation



| | Manager (F-I Grade) | Professional (E, E1 & non managerial F Grades) | Support (A to D Grades) |
|----------|---------------------|--|-------------------------|
| ■ Female | 63.50% | 89.30% | 93.80% |
| ■ Male | 36.50% | 10.70% | 6.20% |

■ Female ■ Male

These patterns mirror SCRA's longstanding vertical and horizontal occupational segregation.

Key patterns include:

- Women are concentrated in lower-paid grades (A–D).
- Men are disproportionately represented in higher-paid grades (F–H).
- Grades with the greatest pay-progression potential (particularly G2, H and F) contain disproportionately more men.

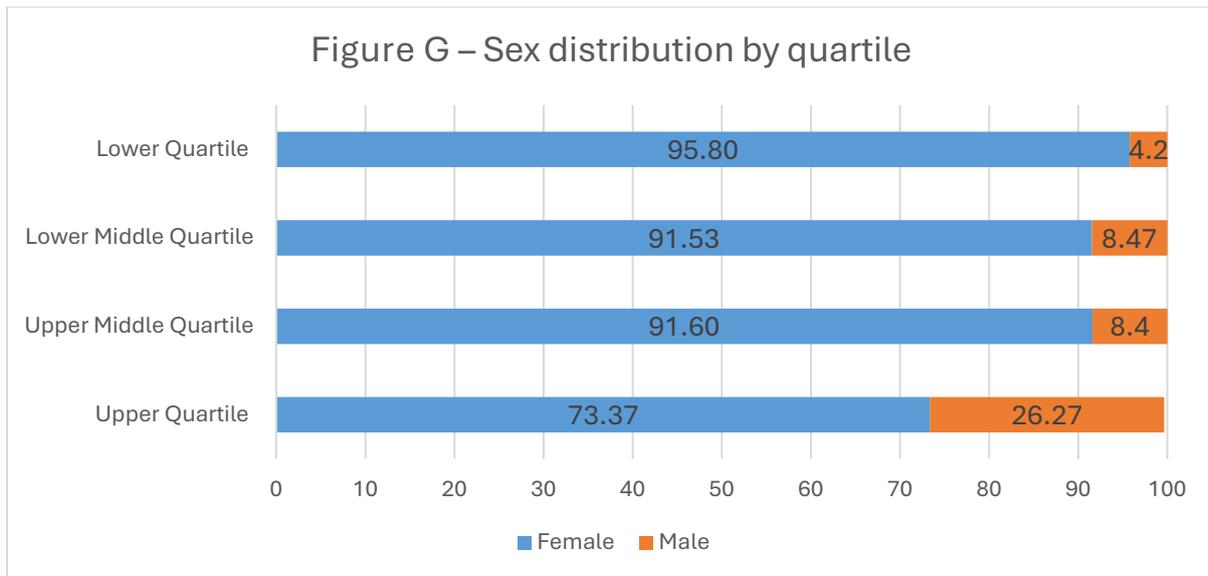
4.3 Pay Gap Analysis by Quartiles

Quartile pay bands are achieved by dividing the SCRA workforce into four equal parts, sorting the hourly rates by lowest rate to highest rate and recording the number of female and male staff in each quartile as a percentage figure (see Figure G)⁸. The percentages of females and males in each quartile illustrates the ratio of females to males according to their hourly rate of pay. The only change of note from last year was a minor redistribution between the top two quartiles, with the remaining figures not changing in any statistically significant way.

Quartile analysis shows:

- **Upper quartile:** 73.7% women and 26.3% men
- **Upper middle quartile:** 91.6% women, 8.4% men
- **Lower middle quartile:** 91.5% women and 8.5% men
- **Lower quartile:** 95.8% women, 4.2% men

⁸ www.ons.gov.uk



Quartile distributions confirm vertical segregation: women over-represented in the lowest quartile and under-represented in the highest, relative to workforce profile. The over-representation of women in the lowest quartile, and their under-representation in the highest quartile, remains a significant structural driver of SCRA's gender pay gap. This pattern reflects the wider grade distribution, where women are more likely to be in lower-graded roles and men are more likely to be in higher-graded managerial roles.

4.4 Key findings

- A significant gender pay gap persists within SCRA, driven primarily by longstanding occupational segregation.
- Men make up 12% of the workforce but account for 26% of the highest-paid quartile.
- Women make up 95.8% of the lowest-paid quartile.
- Quartile results reflect the wider grade distribution, with women over-represented in Grades A–D and men over-represented in Grades F–H.

5. Pay Gap Analysis by Disability

This analysis is based on a **33.96% disability disclosure rate**, meaning **66.04%** of disability data is unknown and therefore excluded from calculations. This limits the strength of conclusions that can be drawn, particularly when the data is further broken down by working pattern. The findings below should therefore be interpreted as **indicative** rather than definitive.

5.1 Mean and Median Disability Pay Gap

SCRA's disability pay gap as of **31 March 2025** is:

- **Mean disability pay gap: 9.12%**
- **Median disability pay gap: 23.90%**

SCRA's disability pay gap shows a mean gap of 9.12% and a median gap of 23.90%. The difference between these measures reflects how disabled and non-disabled staff are distributed across the grade structure.

The mean reflects the average hourly rate across all staff. Because some disabled colleagues are in mid-graded roles, the mean pay gap appears more moderate at 9.12%.

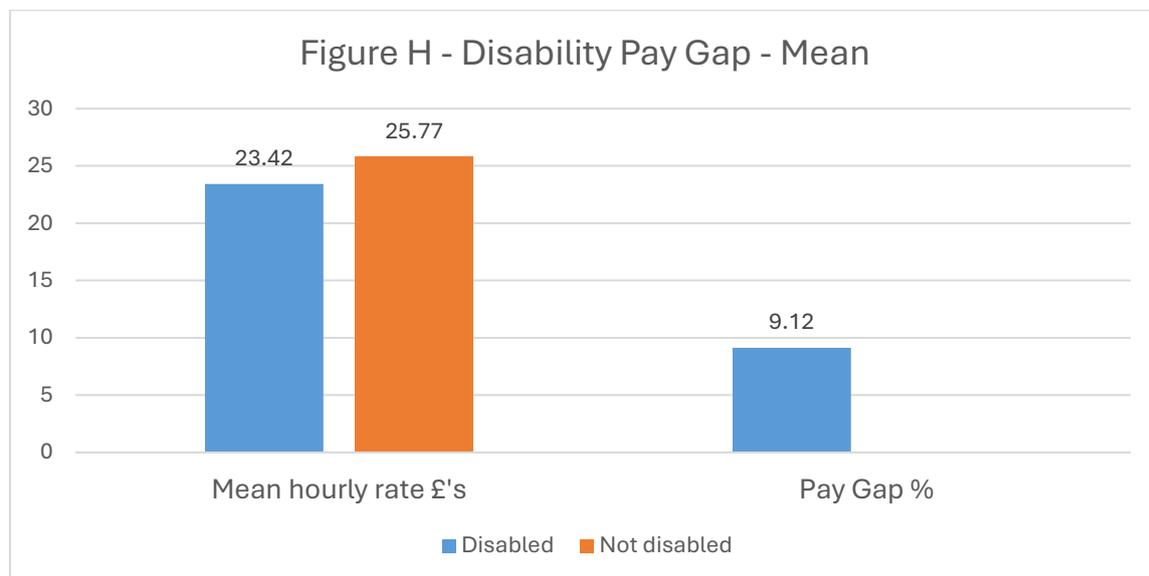
The median reflects the typical hourly earnings within each group. The much higher median gap (23.90%) indicates that disabled staff are concentrated in lower-graded Support and Professional roles, with very limited representation at managerial level.

Taken together, the two figures show that:

- Disabled staff are under-represented in higher-paid roles, which significantly affects the median.
- The presence of some disabled staff in mid-graded roles moderates the mean.
- The median better reflects structural distribution patterns, while the mean reflects overall salary averages.

For transparency, both measures are reported. However, in line with public-sector practice, the mean disability pay gap is used as the primary metric because it aligns with other workforce analyses and is less affected by small population sizes.

The average hourly rate for employees who have disclosed a disability was £23.42, compared with £25.77 for those who have declared they are not disabled. This represents a mean disability pay gap of 9.12% (Figure H), with disabled employees earning £2.35 less per hour on average.



Comparison with 2025 Report:

- The **mean** gap remains largely unchanged (9.12% compared with 9.5%).
- The **median** gap has increased (23.90% compared with 20.8%).

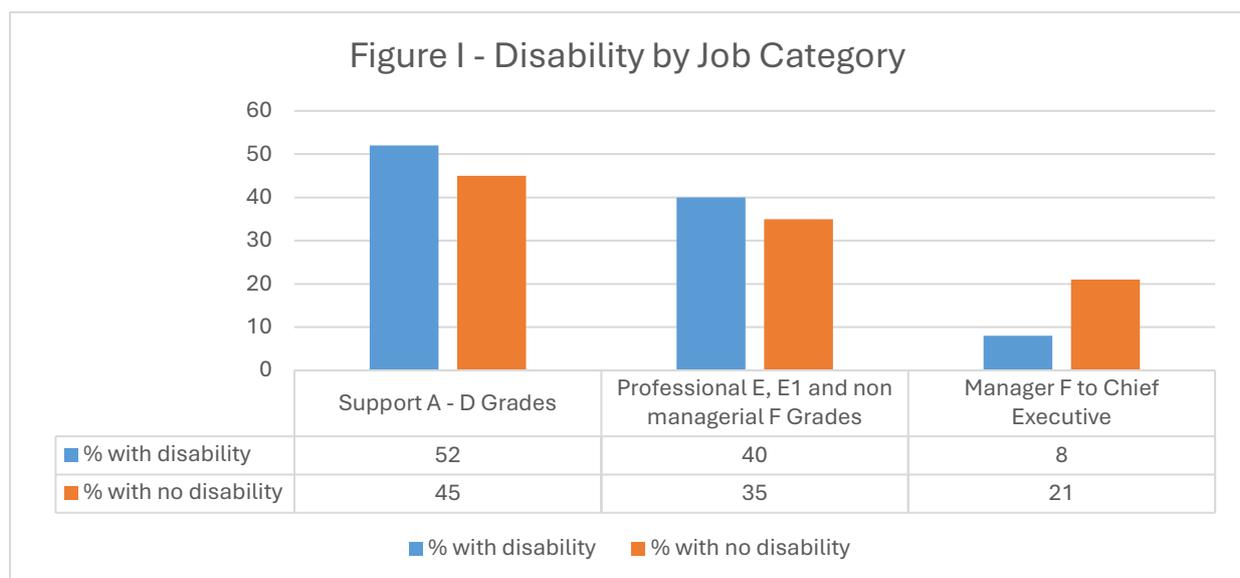
Comparison with National Disability Pay Gap Benchmarks:

There is no official Scotland-wide disability pay gap measure, so UK-wide benchmarks provide the closest comparison. The ONS reports a **UK median disability pay gap of 12.7%**⁹, while the UK Civil Service reports a **mean gap of 7.5%** and a **median gap of 8.0%**¹⁰.

SCRA's mean disability pay gap (**9.12%**) is slightly higher than national averages, but broadly aligns with wider UK patterns. However, the **median disability pay gap (23.90%)** is significantly higher than both the UK median and Civil Service median. This indicates that disabled staff at SCRA are disproportionately concentrated in **lower-graded roles** and under-represented in **higher-paid grades**, creating a more pronounced structural gap at the midpoint of earnings.

5.2 Distribution Across Job Categories

Figure I shows that staff who have disclosed a disability are more likely to be employed in **lower-graded A–D roles** than in **Manager (F–I) grades**, compared with their non-disabled colleagues. These figures are based only on staff who provided disability information (33.96% of the workforce), and should be interpreted as **indicative** due to the high level of non-disclosure



5.3 Key findings

The mean disability pay gap of **9.12%** is largely structural, reflecting the lower representation of disabled staff in senior (Manager) grades and their higher concentration in **Support and Professional roles**. While high non-disclosure levels limit the strength of inference, the available data shows a consistent pattern of occupational segregation.

⁹ www.ons.gov.uk

¹⁰ [Statistical bulletin - Civil Service Disability Pay Gap Statistics: 2025 - GOV.UK](https://www.gov.uk/government/statistics/civil-service-disability-pay-gap-statistics-2025)

6. Pay Gap Analysis by Ethnicity

As with disability, interpretation of ethnicity pay data must be approached with caution due to high levels of **non-disclosure**. Ethnicity information is available for **69%** of the workforce (31% unknown), and staff with unknown ethnicity are excluded from calculations. This limits the strength of conclusions, especially when analysing distribution across job categories. However, the available data provides useful indicative insights.

6.1 Mean and Median Ethnicity Pay Gap

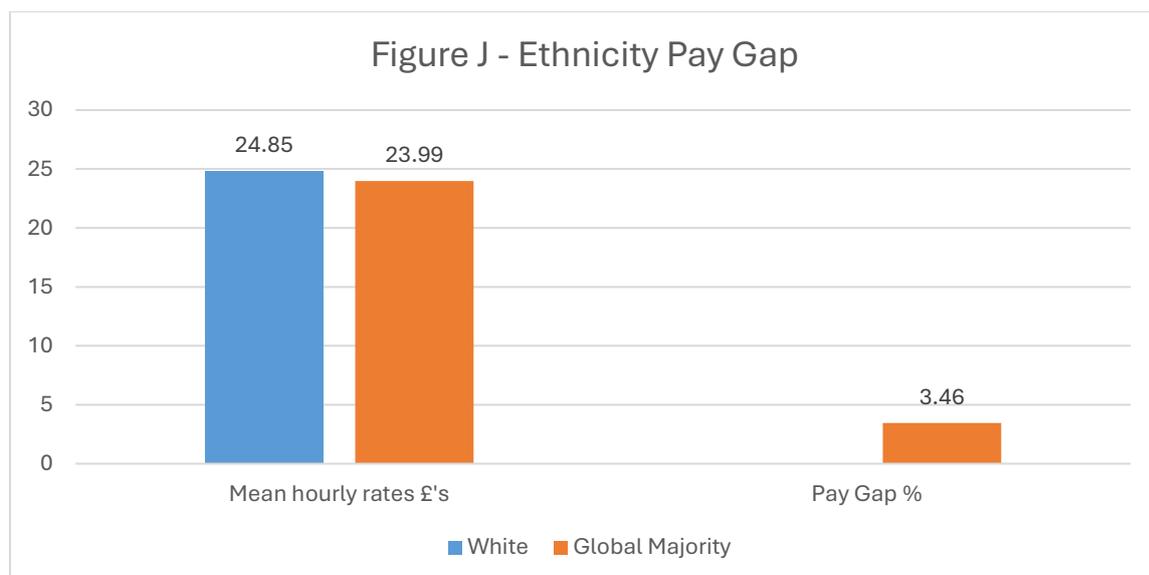
SCRA's ethnicity pay gap as of 31 March 2025 is:

- **Mean ethnicity pay gap: 3.46%**
- **Median ethnicity pay gap: 15.91%**

The **mean** ethnicity pay gap (3.46%) reflects the average hourly rate across all staff and is influenced by the distribution of Global Majority¹¹ colleagues across higher-paid and lower-paid roles. Given the very small number of Global Majority employees and their presence in some Professional roles, the mean gap appears relatively modest.

The **median** gap (15.91%) reflects the typical difference at the midpoint of earnings and is less influenced by outliers. The higher median gap indicates that Global Majority colleagues are **not represented in Manager grades**, where higher hourly rates are concentrated. Even if a small number of Global Majority colleagues earn higher salaries, the overall midpoint remains substantially lower than for White staff.

Note: Both metrics are reported for transparency. As with disability, the **mean** is used more commonly for cross-workforce comparisons, while the **median** helps highlight structural under-representation in higher-paid roles.



¹¹ Global Majority includes: Any other Asian Background, Any other Mixed Background, Chinese, African, Pakistani, Other

Figure J shows that, on average, Global Majority employees earn £0.86 less per hour than White employees, reflecting a mean ethnicity pay gap of 3.46%. The average hourly rate for Global Majority staff (£23.99) is slightly below that of White staff (£24.85). These results should be interpreted with caution due to the very small Global Majority population (2.3%) and the 31.2% non-disclosure rate.

Comparison with 2025 Report:

- The mean ethnicity pay gap has reduced from last year (3.46% compared with 6.08%).
- The median gap (15.91%) is reported for the first time this year, following an action from last year's report.

Comparison with National Gender Pay Gap Benchmarks:

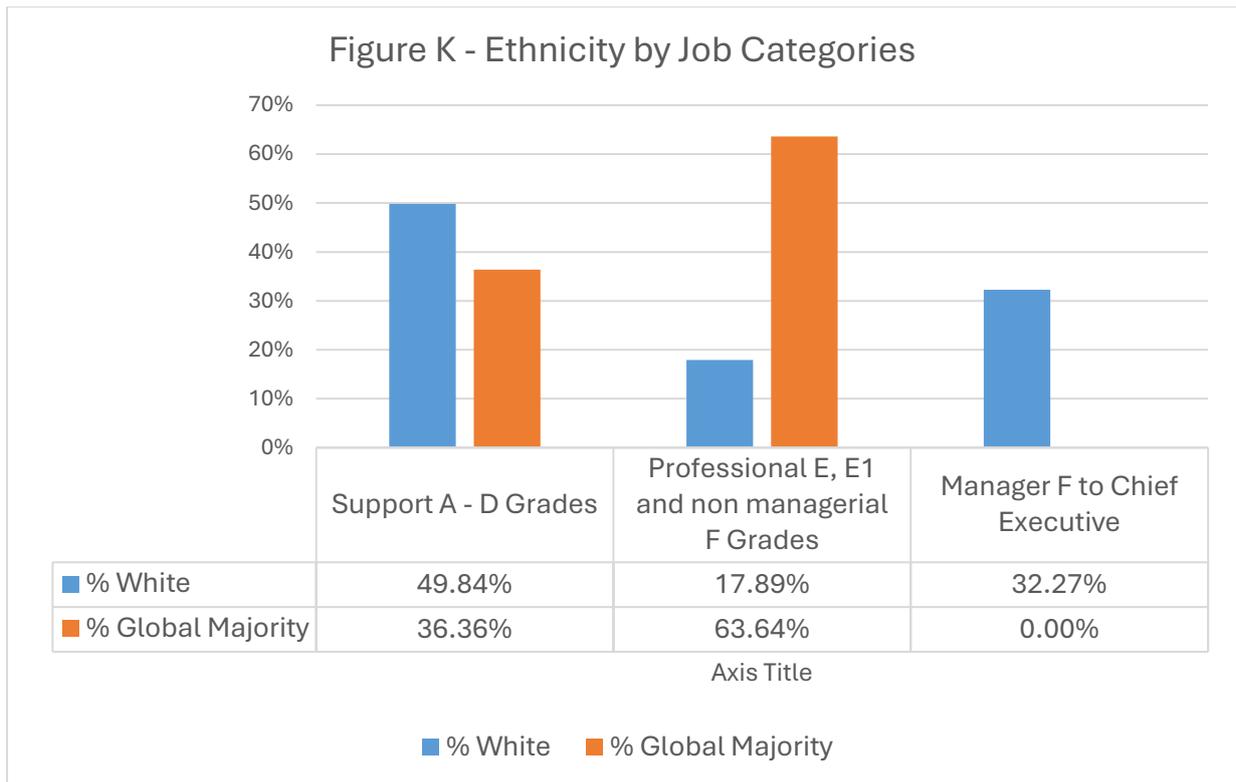
There is no statutory national ethnicity pay gap measure for Scotland or the UK, and reporting remains voluntary. The most robust UK-wide comparator is the **UK Civil Service**, which reports a **mean ethnicity pay gap of 4.2%** and a **median gap of 6.4%** for 2025¹².

SCRA's mean ethnicity pay gap (**3.46%**) aligns with UK-wide patterns and is slightly lower than the Civil Service average. However, the **median gap (15.91%)** is significantly higher. This reflects the **absence of Global Majority colleagues in Manager grades** and their concentration in Support and Professional roles, as shown in Figure K.

6.2 Distribution Across Job Categories

Figure K shows no Global Majority representation in Manager grades, with staff concentrated in Professional and Support roles. This absence at senior levels depresses the median and contributes to the ethnicity pay gap, even though the mean appears modest due to very small population numbers.

¹² [Statistical bulletin - Civil Service Ethnicity Pay Gap Statistics: 2025 - GOV.UK](#)



Overall, the ethnicity pay gap is driven by **under-representation at senior levels**, rather than within-grade pay inequality. The high median gap reflects the pipeline issue into Manager grades: Global Majority colleagues represent **2.3%** of the workforce and have **no representation at Manager level**, lowering the overall midpoint for the group. While 31% of ethnicity data is unknown, the disclosed data shows a clear and consistent pattern of structural segregation.

6.3 Comparative Pay Analysis: Ethnicity and Sex

Using the disclosed ethnicity and sex data, mean hourly earnings can be compared across four groups: **White women, White men, Global Majority women and Global Majority men**. This provides an intersectional view of pay inequalities that may be obscured when examining ethnicity or sex alone.

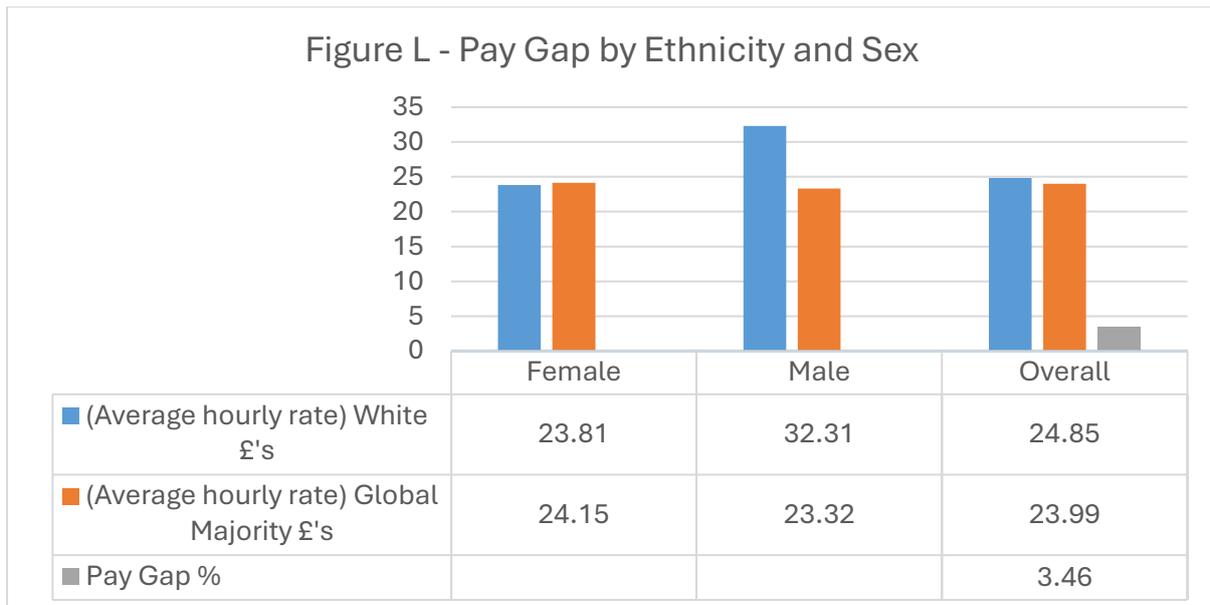


Figure L shows that the overall mean ethnicity pay gap (3.46%) masks significant variation by sex. For women, the pay gap is negligible and slightly reversed, with Global Majority women earning marginally more than White women. For men, the gap is substantial, with Global Majority men earning significantly less than White men. This pattern has been consistent across previous years and continues to be the main driver of the overall ethnicity pay gap.

These comparisons should be interpreted with caution due to very small population sizes. Only **2.8%** of staff identified as Global Majority at the snapshot date, compared with **97.2%** identifying as White, and **30.2%** did not disclose their ethnicity. Such small numbers mean that minor changes in salary can produce large percentage shifts, particularly for Global Majority men.

Despite these limitations, the intersectional analysis highlights clear structural patterns. White men have the highest hourly earnings, reflecting their representation in senior roles. Global Majority women, who are concentrated in Professional grades, earn slightly more than White women on both median and mean measures. White women have the lowest median earnings due to their concentration in Support roles. The number of Global Majority men is too small to draw robust conclusions.

SCRA's People and Inclusion strategies continue to prioritise improving ethnic diversity so that the workforce more closely reflects Scotland's population. This is a long-term commitment, and future ethnicity pay reporting is expected to become more robust and stable as representation increases.

6.3 Key findings

Global Majority staff represent only 2.3% of the workforce and have no representation in Manager grades, with a clear concentration in Professional and Support roles. All senior roles are currently held by White staff. Although high non-disclosure levels (31%) mean the full picture may be incomplete, the available data indicates very limited ethnic diversity at senior levels and a structural pipeline

issue affecting progression. Intersectional results should be interpreted cautiously due to very small population sizes, particularly for Global Majority men.

7. Pay Gap Analysis by Age

7.1 Mean and Median Age Pay Gap

When compared to the overall mean hourly rate (£24.72) and median hourly rate (£20.72) SCRA's age pay gap as of 31 March 2025 is:

- **Mean age pay gap:**

| Age Category | Mean hourly rate | Mean Pay gap |
|--------------|------------------|---------------|
| 18–30 | £20.66 | 16.43% |
| 31–40 | £24.56 | 0.65% |
| 41–50 | £25.12 | -1.62% higher |
| 51–60 | £24.47 | 1.01% lower |
| 60+ | £23.11 | 6.52% lower |

- **Median age pay gap:**

| Age Category | Median hourly rate | Median Pay Gap % |
|--------------|--------------------|------------------|
| 18–30 | £19.98 | 3.61% |
| 31–40 | £27.24 | -31.42% |
| 41–50 | £26.44 | -27.57% |
| 51–60 | £20.73 | 0% |
| 60+ | £20.73 | 0% |

The **mean** age pay gap reflects grade distribution: younger colleagues are concentrated in **lower-graded** roles, while older staff are more commonly found in **mid-career** and senior positions.

The **median** shows that staff aged **31–40** and **41–50** are more likely to be in higher-paid roles, while the **18–30** group is concentrated in early-career grades. Staff aged **51–60** and **60+** sit at the organisational median, indicating a flatter grade distribution.

Together, these metrics show that age-related pay differences are primarily structural, shaped by progression, tenure and grade allocation rather than pay inequality within roles.

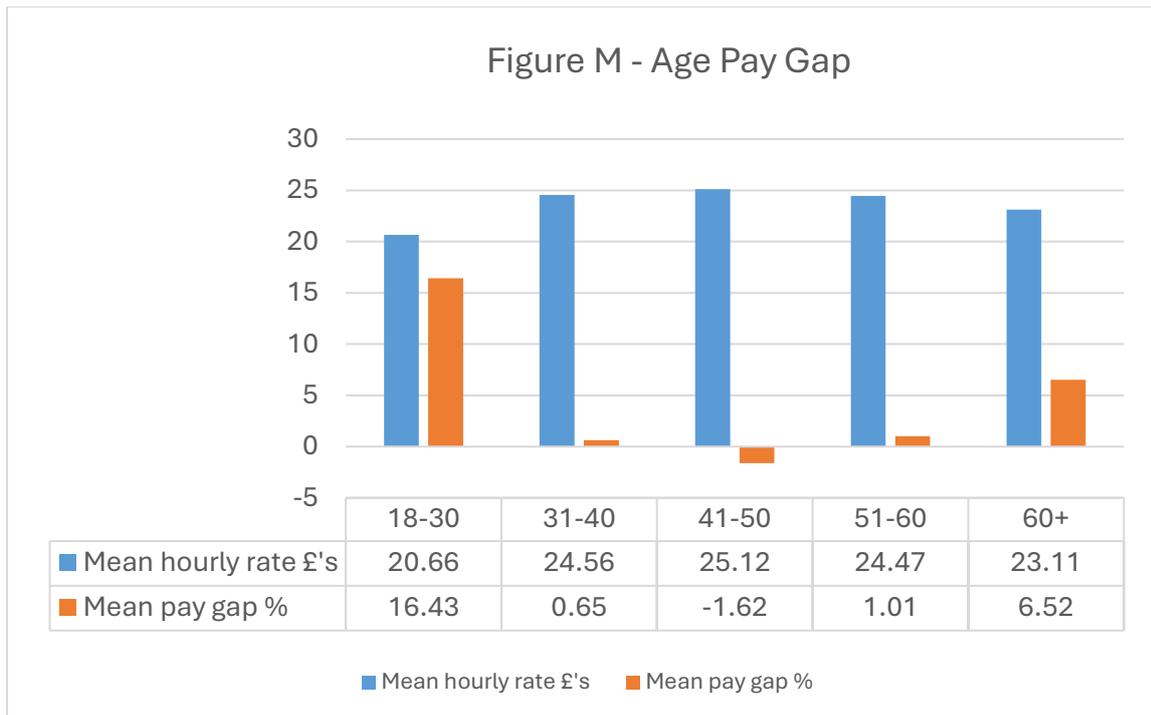


Figure M reflects a familiar pattern: younger staff (18–30) show the largest mean gap (16.43% lower), while the 41–50 group shows a small positive gap (1.62% higher), illustrating the influence of career stage on earnings.

Comparison with 2025 Report:

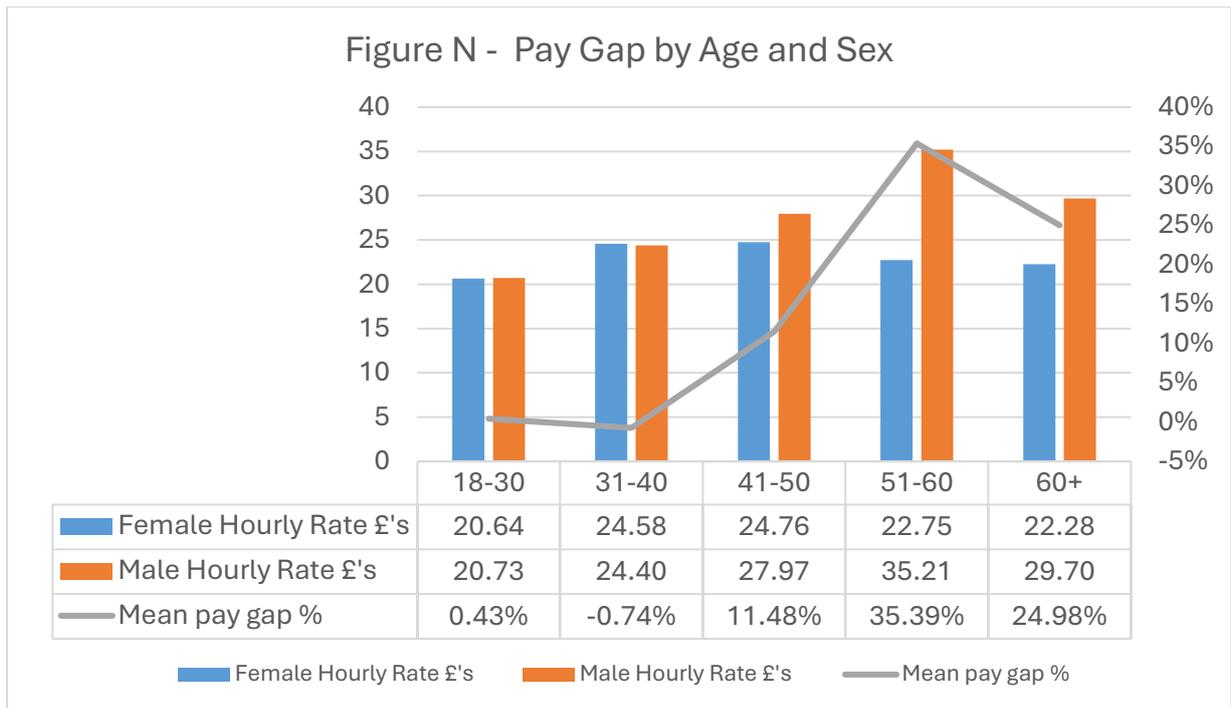
There has been no substantial change in age-related pay gaps compared with the previous year, and the distribution of staff across age groups remains stable.

Comparison with National Benchmarks:

There is no statutory national age pay gap benchmark. However, SCRA's pattern aligns with wider public-sector trends, where pay increases typically occur during mid-career progression and early-career cohorts are clustered in lower-paid grades.

7.2 Age Pay Gap by Sex

Intersectional analysis of sex and age (Figure N) shows that the highest age-related gender pay gap occurs among staff aged **51–60**, where the mean gap is **35.39%**. The **18–30** age group shows almost no gender pay gap (0.43%), reflecting the tighter clustering of younger staff in early-career grades. The only age group where women earn slightly more than men is **31–40**, with a mean gap of **-0.74%** and a median gap of **-10.46%**. This reflects the stronger representation of women in Professional roles during mid-career stages.



7.3 Key Findings

- Higher-graded managerial roles are predominantly occupied by older staff, contributing to higher earnings in the **41–50** age group.
- Younger employees (**18–30**) are concentrated in Support and **early-career** Professional roles, contributing to the largest negative pay gap.
- Women remain **under-represented** in senior grades, which amplifies age-related gaps in older age groups where managerial positions are concentrated.
- The age pay gap is primarily driven by **grade progression, career tenure**, and wider **structural distribution** across the grade hierarchy.

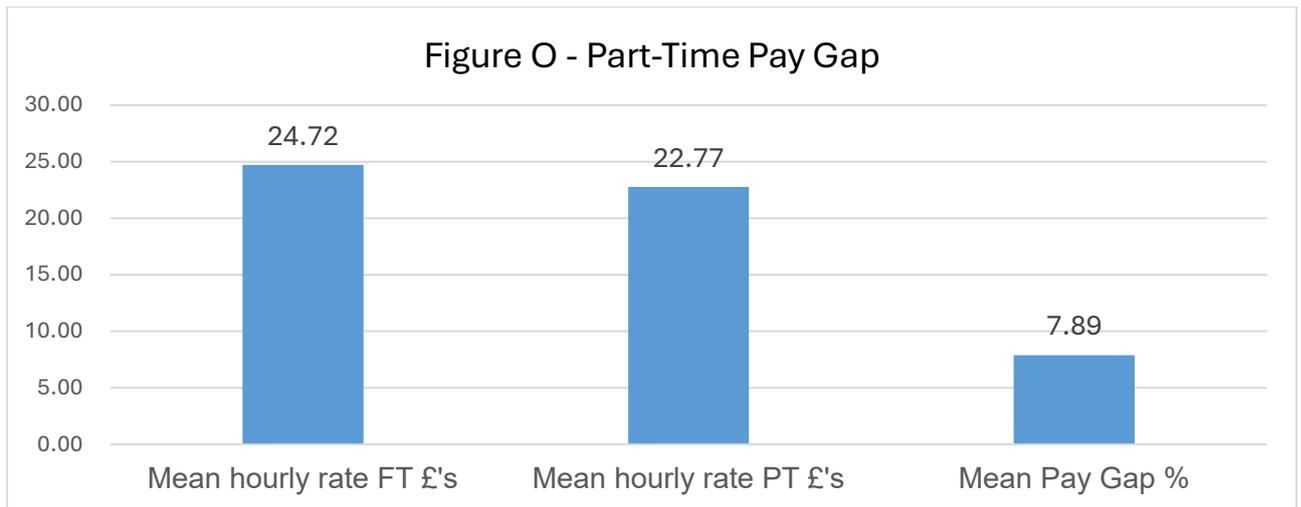
8. Pay Gap Analysis by Full-time and Part-time Work

8.1 Mean and Median Part-time Pay Gap

SCRA's part-time pay gap as of **31 March 2025** is:

- **Mean part-time pay gap: 7.9%**
- **Median part-time pay gap: 4.82%**

Overall, **33%** of SCRA's workforce works **part-time**. The mean gap of 7.9% reflects differences in average hourly rates between full-time and part-time staff (Figure O), though this varies considerably when broken down by gender and disability.



Comparison with 2025 Report:

- The mean part-time pay gap has reduced slightly from last year (7.9% compared with 8.03%).

Comparison with National Benchmarks:

There is no statutory national part-time pay gap measure. Benchmarking therefore relies on the **ONS Annual Survey of Hours and Earnings (ASHE)**¹³, which reports:

Full-time median hourly pay: £19.67

Part-time median hourly pay: £14.11

This represents a **UK-wide part-time pay gap of around 28%**, far higher than SCRA's median gap of **4.82%**.

While this suggests a comparatively smaller part-time pay gap within SCRA, the figure must be interpreted with caution. As with national datasets, the gap reflects the **distribution of part-time roles**. Part-time work is concentrated in particular job families and grades, meaning the underlying drivers vary significantly when analysed by **gender** and **disability**.

8.2 Mean Part-time Pay Gap by Gender

The data shows a clear pay differential between **full-time** and **part-time** working patterns. On average, part-time staff earn **£22.77** per hour compared with **£24.72** for full-time staff, resulting in a **part-time pay gap of 7.89%**.

When broken down by gender (Figure P), disparities widen:

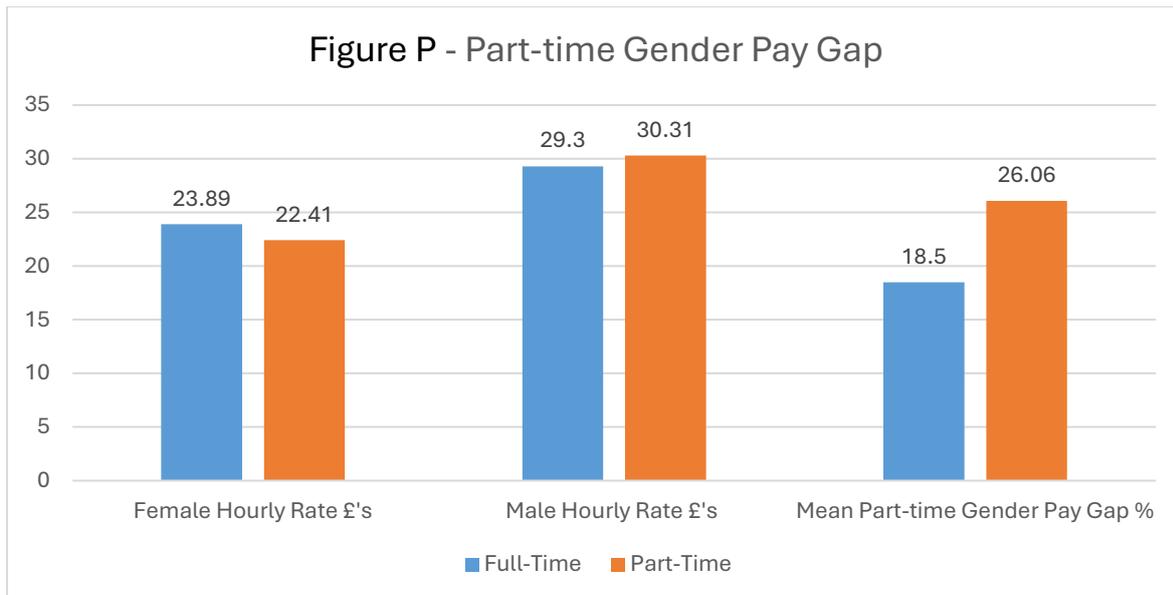
- Women working part-time earn **£22.41** on average.
- Men working part-time earn **£30.31**.
- This produces a **part-time gender pay gap of 26.06%**.

¹³ www.ons.gov.uk

Among full-time staff, women earn **£23.89** compared with **£29.30** for men — a **full-time gender pay gap of 18.5%**.

These figures highlight that part-time work—overwhelmingly undertaken by women—remains concentrated in lower-paid roles, significantly widening gendered pay disparities.

- Part-time overall pay gap: 7.89%
- Full-time gender pay gap: 18.5%
- Part-time gender pay gap: 26.06%



Like-for-like comparisons show a larger gender pay gap among part-time staff (26.06%) than among full-time staff (18.5%). Women account for **96%** of all part-time workers, and part-time roles are concentrated in **lower-graded** jobs, which depresses average earnings for women relative to men. In contrast, most male part-time roles are in **Professional or Manager grades**, contributing to higher part-time male earnings.

Within each gender group:

- Women working part-time earn **6.20% less** than women working full-time.
- Men working part-time earn **3.33% more** than men working full-time.

From an intersectional perspective, women working part-time earn **23.52% less** than men working full-time. This reflects the combined impact of gender and working pattern, rather than gender alone.

While the full-time/part-time differential has narrowed slightly since last year, the overall pattern remains unchanged. The part-time gender pay gap continues to be driven by:

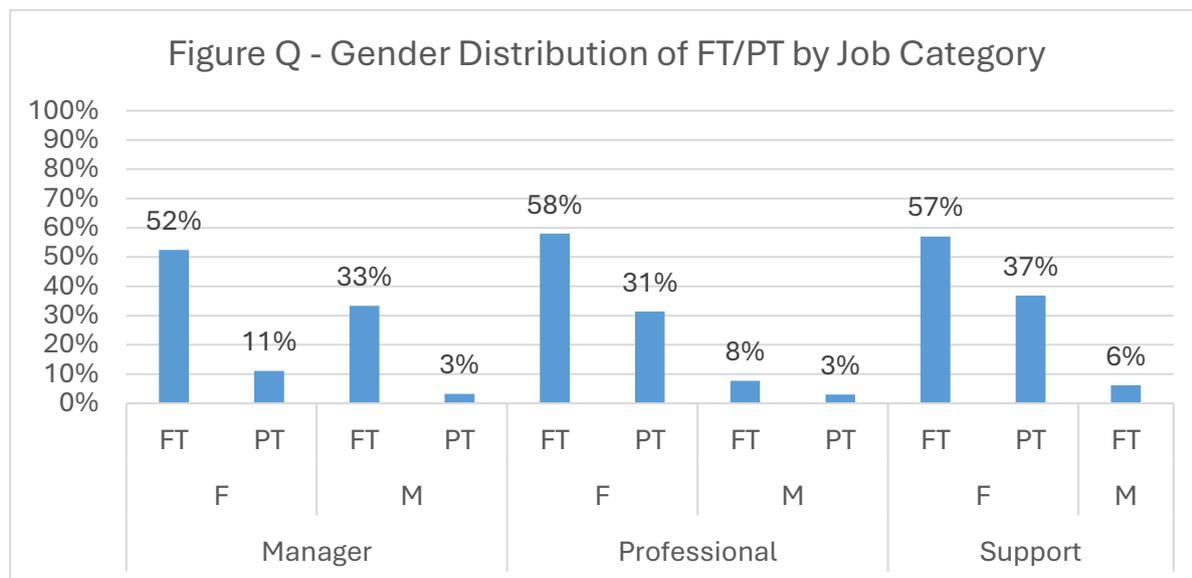
- the concentration of women in part-time roles at lower grades
- the concentration of men in part-time roles in higher-paid grades
- limited progression opportunities within part-time career routes

Addressing this will require:

- broadening flexible and part-time options at senior levels
- improving progression pathways from part-time roles
- targeted recruitment, development and job-design to rebalance grade distribution

Comparison to 2025 Report:

Compared with last year, the full-time/part-time differential has narrowed slightly. Although this represents a modest improvement, part-time staff continue to experience a significantly higher gender pay gap than full-time staff.



This persistent gap reflects longstanding structural patterns highlighted in last year's report, in which part-time work was predominantly undertaken by women and part-time roles were disproportionately located in **lower-graded Support and Professional posts** (Figure Q). Last year's report also noted that **part-time men** were more likely to be found in **Professional and Manager** grades, while part-time women were primarily concentrated in Support and Professional roles. This structural imbalance continues to drive the higher part-time gender pay gap.

Overall, while the difference between the full-time and part-time gender pay gaps has reduced slightly year-on-year, the pattern of substantially higher pay gaps for part-time workers remains unchanged.

Addressing this will require:

- broadening flexible and **part-time options** at senior levels
- improving progression pathways from part-time posts into **higher-graded** roles
- targeted recruitment, development and job-design to rebalance grade distribution over time

8.3 Mean Part-time Pay Gap by Disability

This analysis is based on a 33.96% disability disclosure rate, meaning that 66.04% of staff did not provide disability information and are excluded from the calculations. As a result, the findings below should be interpreted as indicative.

- 20.8% of part-time workers (with known disability status) are disabled.
- Disabled staff are 1.5 times more likely to work part-time than non-disabled colleagues.
- 40% of disabled staff work part-time, compared with 27% of non-disabled staff.

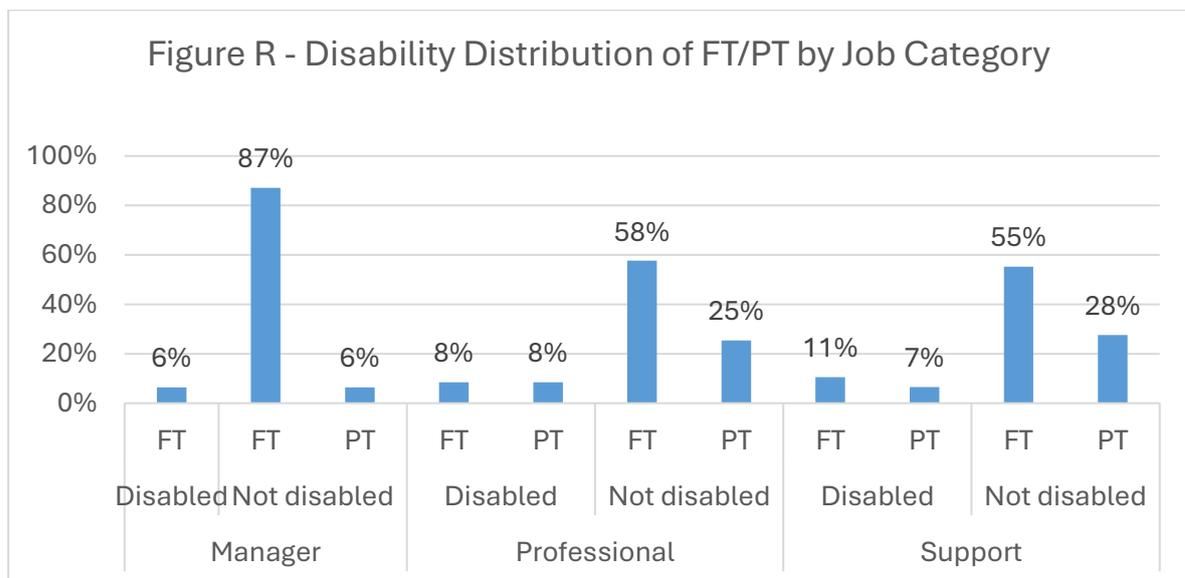


Figure R shows that disabled staff are more likely to work part-time in Support and Professional roles and are significantly under-represented in Manager grades, with no part-time disabled presence at this level.

Mean hourly rates:

- Full-time (all staff): £24.72
- Part-time (all staff): £22.77
- Disabled full-time: £23.87
- Disabled part-time: £22.74
- Non-disabled full-time: £26.61
- Non-disabled part-time: £23.52

Key differentials:

- PT disabled vs FT disabled: **4.73%**
- PT disabled vs FT non-disabled: **14.55%**
- FT disabled vs FT non-disabled: **10.30%**
- PT disabled vs PT non-disabled: **3.32%**

Disability-related pay disparities are present in both full-time and part-time roles but are **most pronounced in full-time positions**. Disabled full-time staff earn **£23.87**, compared with **£26.61** for non-disabled full-time staff — a **10.30% disability pay gap**. Among part-time staff, the disability pay gap is smaller at **3.32%**.

From an intersectional perspective, part-time disabled staff earn **14.55% less** than full-time non-disabled staff, demonstrating how disability and working pattern combine to **compound disadvantage**.

Disabled staff are more likely to work part-time, which may reflect choice, workplace adjustments or barriers in accessing full-time roles. However, the greatest disparities occur within full-time roles, linked to under-representation in higher-graded posts.

Taken together, this indicates that the primary driver of the disability pay gap lies in **full-time grade distribution**, with part-time working adding an additional compounding effect.

These findings underline the importance of:

- improving representation of disabled colleagues in **higher-graded full-time roles**
- widening flexible and part-time options at senior levels
- ensuring progression pathways and adjustments support disabled staff to access and progress into **higher-paid roles**

8.4 Key findings

- The part-time pay gap remains structural and is driven by the concentration of part-time roles in lower-graded Support and Professional posts.
- Women represent **96%** of part-time workers, making part-time working a significant contributor to the wider gender pay gap.
- The part-time gender pay gap (**26.06%**) is substantially higher than the full-time gap (**18.5%**) due to the different grade mix of male and female part-time staff.
- Disabled staff are more likely to work part-time (**40% vs 27%**) and experience the largest disability-related pay gaps in full-time roles, reflecting under-representation at higher grades.
- Part-time roles for men are predominantly in higher-paid Professional and Manager grades, while women and disabled colleagues in part-time roles are concentrated in lower-graded posts.
- Although SCRA's overall part-time pay gap is significantly lower than the UK benchmark, internal occupational segregation continues to drive disparities by gender and disability.
- Structural factors — including grade distribution, progression opportunities and access to senior roles — remain the key determinants of part-time-related pay gaps.

9. Understanding the SCRA's Pay Gap

SCRA's gender, disability, ethnicity and age pay gaps are shaped primarily by **workforce composition** and **structural patterns of occupational segregation**, rather than unequal pay within roles. Close the Gap's 2025–2026 analysis confirms that the main determinants of SCRA's pay gaps relate to **grade distribution**, **working patterns** and **career progression pathways**.

Key Structural Drivers

1. Vertical Occupational Segregation

- Men represent **12%** of the workforce but occupy **36.5%** of Grades F–I.
- The concentration of men in the highest deciles produces a disproportionate widening effect on the mean gender pay gap.
- Women represent **88%** of staff but only **16%** of those in the top two earnings deciles.
- This concentration of men in senior and higher-progression grades influences the gender and disability pay gaps and contributes to the ethnicity median gap.

2. Horizontal Occupational Segregation

- Women remain concentrated in Support (A–D) and lower-graded Professional roles.
- Men are more frequently located in Manager roles (F–H) and higher-earning Professional posts.
- Global Majority and disabled colleagues are overwhelmingly located in Support and Professional roles, with **no Global Majority** and **limited disabled** representation in Manager grades.

3. Part-time Work and Working Patterns

- **33%** of staff work part-time (above the national average of 25.6%).
- **96%** of part-time workers are women; disabled staff are **1.5 times** more likely to work part-time.
- Men working part-time are typically in Professional or Manager roles; women are concentrated in lower-graded posts.
- The part-time gender pay gap (**26.06%**) is considerably higher than the full-time gap (**18.5%**).

4. Grade Structure and Pay Progression

- Many staff, especially women, are already at the top of their pay band.
- Men are more likely to be in grades with greater progression potential (e.g., G2, H).
- Limited movement between bands reinforces long-standing occupational segregation.

5. Disclosure Rates

- **66%** did not disclose disability; **31%** did not disclose ethnicity.
- Disclosed data shows disabled staff and Global Majority staff concentrated in lower-graded roles, with **no Global Majority representation** in Manager grades, driving the **15.91% median ethnicity pay gap**.

6. Modelling Insights from Close the Gap

- The gender pay gap is driven primarily by **occupational segregation**, not within-grade inequality.
- Increasing male representation in lower-graded roles would reduce the gender pay gap more than increasing women in senior roles.
- Gendered job-family distribution remains the dominant driver of SCRA's pay gaps.

10. Recommended Actions

SCRA will continue to take an **evidence-based** and targeted approach to reducing its pay gaps, informed by Close the Gap's 2025–2026 analysis and aligned with SCRA's Corporate Plan, Rights, Inclusion and Corporate Parenting Strategy, and People Strategy.

Actions to Address Structural Drivers of Pay Gaps

1. Reducing Vertical and Horizontal Occupational Segregation

- Review recruitment marketing, job design and outreach strategies to broaden gender diversity in Support and Administrative roles.
- Strengthen inclusive hiring practices to attract Global Majority candidates and disabled applicants, particularly into Professional and Manager roles.
- Enhance succession planning and internal talent pipelines to increase representation of women, disabled colleagues and Global Majority colleagues in Grades F–H.

2. Strengthening Leadership and Progression Pathways

- Expand the Women into Leadership Network and introduce structured coaching and mentoring for women aspiring to senior roles.
- Enhance leadership-development interventions to diversify succession pools for Manager and Head of Service grades.
- Review progression routes within mid-graded Professional roles to address clustering of women, disabled staff and Global Majority colleagues.

3. Improving Flexible Working at Senior Levels

- Increase flexible and **part-time** options at senior levels, including clear consideration of flexibility in senior job design and recruitment packs.
- Encourage job-share and flexible-leadership models to widen access to higher-graded roles, particularly for women and disabled staff.

4. Strengthening Monitoring and Workforce Insights

- Enhance monitoring of:
 - pay progression by protected characteristic and working pattern
 - promotion outcomes
 - flexible-working uptake across grades
- Use these insights to inform targeted, **data-driven** action planning.

5. Improving Disability and Ethnicity Disclosure

- Continue campaigns encouraging staff to update equality information.
- Reassure staff of confidentiality and explain how workforce data informs organisational change.
- Promote SCRA's role as a Disability Confident Employer and support ongoing engagement through the Black and Asian Workers and Disability Groups.

Actions Supporting Staff with Disabilities

- Continue applying and promoting the Disability Leave Policy and ensure timely access to reasonable adjustments.
- Strengthen occupational-health pathways and ensure adjustments support career progression for both full-time and part-time disabled staff.

- Review barriers to recruitment and development for disabled colleagues, particularly at Manager grades.

Actions Supporting Race Equality

- Support and embed the Black and Asian Workers Group within organisational decision-making channels.
- Provide targeted development and progression support for Global Majority colleagues, addressing under-representation at senior levels.
- Review recruitment, induction and development processes to identify and address structural barriers.

Partnership with Close the Gap

- Continue working with Close the Gap to refine the action plan and track progress through measurable indicators.
- Use modelling insights to prioritise actions with the greatest impact on reducing structural gaps across gender, disability and ethnicity.

11. Declaration

I, **Neil Hunter**, Chief Executive and Principal Reporter of the Scottish Children's Reporter Administration, confirm that the information contained within this report has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and is accurate.