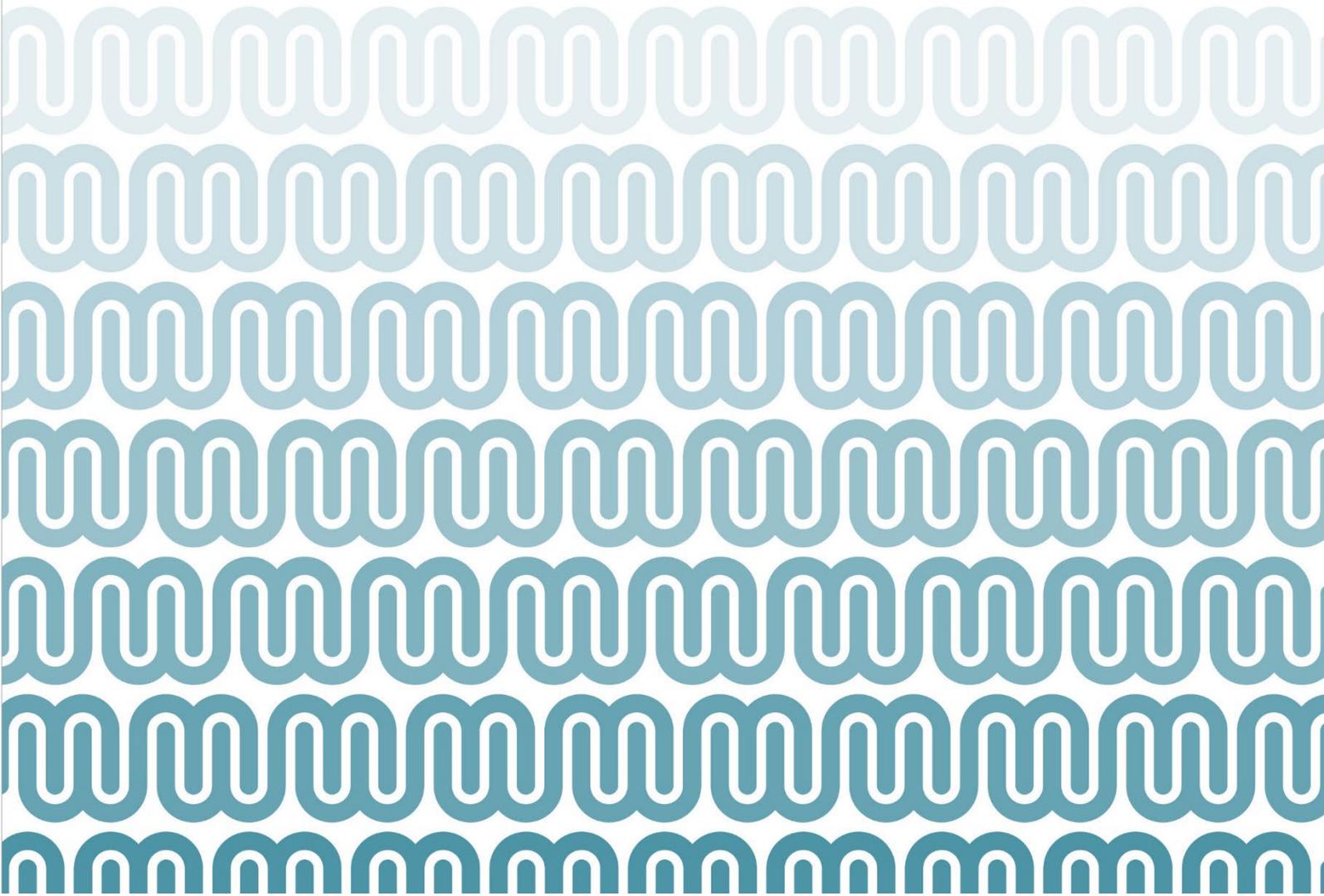




**mental welfare**  
commission for scotland

# Gender pay gap information 2023

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# Our mission and purpose

## Our Mission

To be a leading and independent voice in promoting a society where people with mental illness, learning disabilities, dementia and related conditions are treated fairly, have their rights respected, and have appropriate support to live the life of their choice.

## Our Purpose

We protect and promote the human rights of people with mental illness, learning disabilities, dementia and related conditions.

## Our Priorities

To achieve our mission and purpose over the next three years we have identified four strategic priorities.

- To challenge and to promote change
- Focus on the most vulnerable
- Increase our impact (in the work that we do)
- Improve our efficiency and effectiveness

## Our Activity

- Influencing and empowering
- Visiting individuals
- Monitoring the law
- Investigations and casework
- Information and advice

## 1: Introduction

As a listed public body, the Mental Welfare Commission for Scotland (the Commission) is required to publish gender pay gap information. The legislation governing gender pay gap reporting is contained in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

The data required to be published is as follows:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus
- Proportion of males and females in each quartile band.

The information contained in this report has been derived from salary information (excluding overtime) as of 31 March 2023. It should be noted that no bonuses are paid to any employees in the Commission and, therefore, there is no data on bonuses to be made available.

As of the 31 March 2023, the Commission had 66 employees comprised of 48 women (72.72% of workforce) and 18 men (27.28% of the workforce). 25 women were employed on a full-time basis, 23 on a part-time basis and 14 men were employed on a full-time basis and four on a part-time basis.

## 2: Gender pay gap at the Commission

The mean hourly pay for male employees is £24.12 and for female employees, £27.84. The mean (average) gender pay gap for all employees across the pay scales is -15.4% in favour of female employees.

The median gender pay gap is -47.10 % in favour of female employees.

Table B below shows our gender pay gap information results for March 2023 compared to the Home Office average hourly gender pay gap figures.

**TABLE B – Reporting at March 2023**

Gender pay gap	UK Home Office Statistics 2022-23*	Commission
Mean	7%	-15.4%
Median	10.7%	-47.1%

*\*(Home Office Gender Pay Report 2023)*

This table shows that the Commission is in a strong position in comparison with the Home Office gender pay statistics used above as a benchmark.

The Commission has made significant improvements in recent years in addressing its overall gender pay gap which in March 2017 was reported as 26.10%, with an improvement in March 2021 with a reported figure of 14.09%. The gender pay gap in March 2023 is reported as -15.4%, indicating a further improvement.

### Commission gender pay gap quartiles

Pay quartiles information for the Commission is shown in Table C and is based on 66 employees.

**TABLE C: Gender pay gap 2022-23 quartiles table**

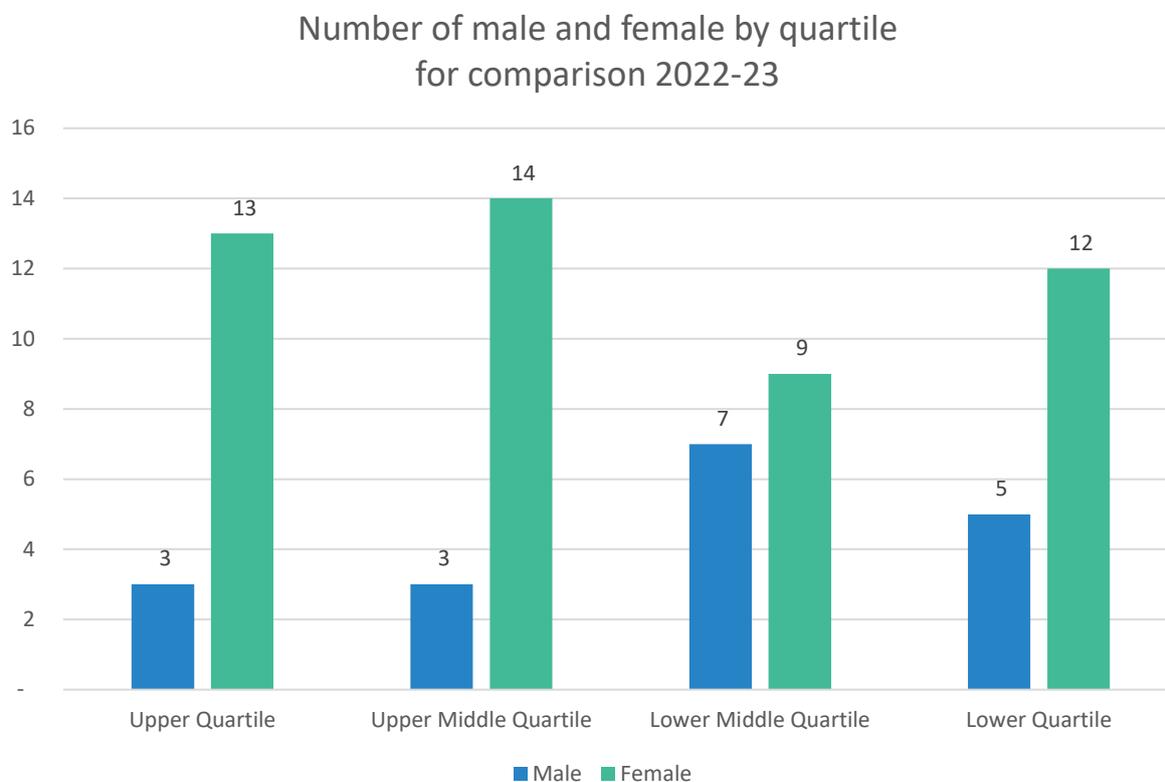
	Men	Women
Q4 Upper quartile	19%	81%
Q3 Upper middle quartile	18%	82%
Q2 Lower middle quartile	44%	56%
Q1 Lower quartile	29%	71%
<b>Total number of staff</b>	<b>18</b>	<b>48</b>

Table D shows the mean and median gender pay gaps.

**Table D: Mean and median figures**

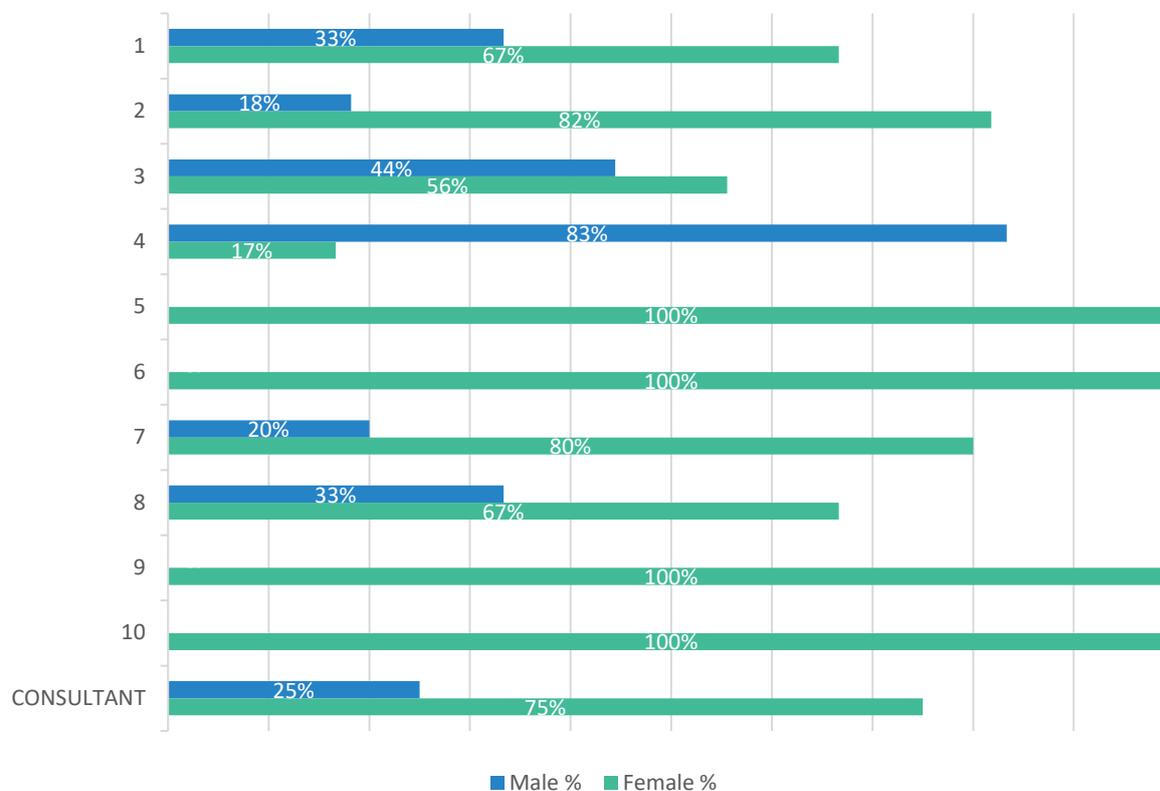
	<b>Mean</b>	<b>Median</b>
Males	£24.12	£20.06
Females	£27.84	£29.51
Pay Gap	-£3.72	-£9.45
% Pay Gap	-15.43%	-47.10%

**Chart/Graph E: Male and female comparison per quartile**



## Male and female comparison per quartile

**Graph A- Pay grade distribution for employees by gender 2022-23**



Graph A above shows the pay grade distribution by gender of employees within the organisation.

A review has been undertaken reviewing the gender pay gap information in the context of occupational segregation, looking at the concentration of men and women;

- In different kinds of jobs (horizontal segregation)
- In different pay grades (vertical segregation)

The higher median gender pay gap in favour of female employees arises from the fact more females than males are employed in each of the upper, the upper middle and the lower middle quartiles. In the main, the roles in these quartiles are professional, middle and senior management type roles. There are more females than males in the most senior management roles in the organisation and this trend has developed in recent years.

Grades 5, 6, 9 and 10 are 100% staffed by women whilst grade 4 is mainly staffed by males at 83%. The skewed gender split of staff 72%:28% makes it difficult to reach detailed conclusions between grade and gender.

Overall, the proportion of female employees has slightly increased since 2021-22. Overall, the Commission has and continues to employ more women than men with a current 72%:28% gender split. Whilst the reasons for this skewed gender split are unclear it is not an outlier as this gender split is typical for the sector that the Commission operates in, with 78.8% of people

employed in NHS Scotland being women<sup>1</sup>. 10.7% of all working females in Scotland are employed by NHS Scotland<sup>1</sup>. NHS England also has very similar statistics for their workforce; as of 2021 77% women and 23% men<sup>2</sup>.

## **1: Commission practices and improvements**

At the Commission we continue to be proactive in ensuring there is no bias in our recruitment and selection practice and as part of our continuous improvement efforts, ensure that our recruitment and selection practices embrace best practice principles.

Within the next six months, the Commission will be rolling out a new online Recruitment & Selection training module to all managers to underpin the coaching and advice that they already receive from HR in recruitment and selection best practice. Equality, Diversity and Inclusion training courses are mandatory for all new staff as part of our induction programme and are refreshed throughout an employee's employment at regular intervals. The Commission has recently provided a comprehensive programme of leadership and management training for employees at a senior level in the organisation regardless of sex, and plans are underway to roll this out to the wider management team during 2024.

In line with the Commission's commitment to achieve equality of opportunity for all employees, the organisation supports the principles that all employees should receive equal pay for the same or like work, or work rated as equivalent or of equal value.

To achieve this, we maintain a pay system that is fair and transparent. Pay and progression is applied equitably to both female and male employees, as are all aspects of reward and remuneration. For any new recruits – regardless of sex - we generally appoint at the first point of pay bandings. We have a pay structure, excluding medical consultants, that is based on grades 1 through to 10 and contained within grades 1 to grade 9 there are established progression steps. Employees are eligible for an annual progression payment if they are not at the maximum point of their scale. Each band has 4 or 5 step points within it.

Job evaluation is undertaken by an external job evaluation expert to maintain objectivity and promote transparency.

## **2: Board diversity and succession planning**

As a public body the Commission is required to meet the requirements of the Gender Representation on Public Boards (Scotland) Act 2018, abbreviated to GRPB Act 2018.

- The GRPB Act 2018 sets out the Gender Representation Objective (GRO) for the boards of listed Scottish public authorities that 50% of the board's non-executive members are women. It requires appointing persons and public authorities to take steps towards achieving the GRO.
- The GRPB Act 2018 encourages boards to take positive action. Positive action measures are intended to address the disadvantages experienced by groups sharing a protected characteristic.

Table F shows published outcomes to 31 March 2023, and additional information for March 2022. This shows the breakdown of the male:female split of board members and male percentage.

**TABLE F**

Gender Split	31 March 2016	31 March 2017	31 March 2018	31 March 2019	31 March 2020	31 March 2021	31 March 2022	31 March 2023
Male	5	5	6	5	3	3	3	3
Female	4	3	2	3	5	5	5	5
Total	9	8	8	8	8	8	8	8
%Male	55.5	62.5	75	62.5	37.5	37.5	37.5	37.5

We continue to work to improve the diversity of Board members, and the Commission recently undertook the appointment of a new Board member.

Succession planning arrangements are being built upon in line with an organisational framework for succession planning.

The current gender breakdown of the board, as of 31 March 2023, is 37.5% male and 62.5% female, which is the same as years 2021, and 2022. The Commission has met and exceeded the 50/50 target, as the gender balance continues to be the same ratio in the last four years.

In most recent board recruitment rounds, the Commission has worked closely with the Scottish Government to try to reach a diverse pool of potential applicants. Scottish Ministers particularly welcome applications from groups currently under-represented on Boards of Scotland's public bodies, such as women, disabled people, ethnic minorities and people aged under 50.

## Notes

<sup>1</sup>[https://turasdata.nes.nhs.scot/media/t3ylsych/workforcereport\\_june2023-published.pdf](https://turasdata.nes.nhs.scot/media/t3ylsych/workforcereport_june2023-published.pdf)

<sup>2</sup>[Gender in the NHS 2019 amends A4 v5 \(nhsemployers.org\)](#)



If you have any comments or feedback on this publication, please contact us:

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