

Table 1 Scottish Legal Aid Board Equal Pay Analysis 2014 - Average



Scottish Legal Aid Board	Date	Total Staff (FTE)	No. Female (FTE)	No. Male (FTE)	%age Female	%age Male	Average Salary (£)	Average Salary Female (£)	Average Salary Male (£)	Female Salary as a %age of Male Salary
All staff incl CE	31-Mar-14	338.7	213.2	125.5	63%	37%	29,030	27,198	32,340	84%
All staff excl CE	31-Mar-14	337.7	213.2	124.5	63%	37%	28,808	27,198	31,740	86%
All staff excl CE and Directors	31-Mar-14	332.7	212.2	120.5	64%	36%	28,229	27,053	30,429	89%

All staff by Grade (FTE)

Scottish Legal Aid Board	Date	Grade	Total Staff (FTE)	No. Female (FTE)	No. Male (FTE)	%age Female	%age Male	Average Salary (£)	Average Salary Female (£)	Average Salary Male (£)	Female Salary as a %age of Male Salary	Range Minimum	Market Rate	Range Maximum
	31-Mar-14	1	16.3	10.7	5.6	66%	34%	15,847	15,780	15,980	99%	£14,390	N/A	£16,340
	31-Mar-14	2	82.4	51.0	31.4	62%	38%	18,806	18,732	18,934	99%	£17,190	N/A	£19,300
	31-Mar-14	3	51.7	43.6	8.1	84%	16%	21,386	21,405	21,289	101%	£19,700	N/A	£21,670
	31-Mar-14	4	38.1	31.1	7.0	82%	18%	25,579	25,329	26,867	94%	£22,270	N/A	£26,300
	31-Mar-14	5	54.8	26.2	28.6	48%	52%	30,739	30,504	30,967	99%	£27,290	N/A	£32,200
	31-Mar-14	6	43.2	23.2	20.0	54%	46%	38,033	37,485	38,691	97%	£33,400	N/A	£39,430
	31-Mar-14	7	39.2	24.4	14.8	62%	38%	46,800	46,579	47,197	99%	£40,960	N/A	£48,320
	31-Mar-14	8	7.0	2.0	5.0	29%	71%	57,850	56,215	58,504	96%	£50,200	N/A	£59,220
	31-Mar-14	9	5.0	1.0	4.0	20%	80%	70,390	61,180	72,693	84%	N/A	N/A	N/A
	31-Mar-14	10	1.0	0.0	1.0	0%	100%	109,790	0	109,790	0%	N/A	N/A	N/A
			338.7	213.2	125.5									

Full-time Staff by Grade (FTE)

Scottish Legal Aid Board	Date	Grade	Total Staff (FTE)	No. Female (FTE)	No. Male (FTE)	%age Female	%age Male	Average Salary (£)	Average Salary Female (£)	Average Salary Male (£)	Female Salary as a %age of Male Salary
	31-Mar-14	1	14.0	9.0	5.0	64%	36%	15,734	15,638	15,908	98%
	31-Mar-14	2	67.0	40.0	27.0	60%	40%	18,748	18,634	18,916	99%
	31-Mar-14	3	44.0	36.0	8.0	82%	18%	21,329	21,349	21,241	101%
	31-Mar-14	4	31.0	24.0	7.0	77%	23%	25,407	24,981	26,867	93%
	31-Mar-14	5	46.0	20.0	26.0	43%	57%	30,483	30,100	30,777	98%
	31-Mar-14	6	42.0	22.0	20.0	52%	48%	38,062	37,491	38,691	97%
	31-Mar-14	7	34.0	20.0	14.0	59%	41%	46,544	46,144	47,116	98%
	31-Mar-14	8	7.0	2.0	5.0	29%	71%	57,850	56,215	58,504	96%
	31-Mar-14	9	5.0	1.0	4.0	20%	80%	70,390	61,180	72,693	84%
	31-Mar-14	10	1.0	0.0	1.0	0%	100%	109,790	0	109,790	0%
			291.0	174.0	117.0						

Part-time Staff by Grade (FTE)

Scottish Legal Aid Board	Date	Grade	Total Staff (FTE)	No. Female (FTE)	No. Male (FTE)	%age Female	%age Male	Average Salary (£)	Average Salary Female (£)	Average Salary Male (£)	Female Salary as a %age of Male Salary
	31-Mar-14	1	2.3	1.7	0.6	74%	26%	16,240	16,207	16,340	99%
	31-Mar-14	2	15.4	11.0	4.4	71%	29%	18,976	18,962	19,015	100%
	31-Mar-14	3	7.7	7.6	0.1	99%	1%	21,594	21,587	21,670	100%
	31-Mar-14	4	7.1	7.1	0.0	100%	0%	26,024	26,024	0	0%
	31-Mar-14	5	8.8	6.2	2.6	70%	30%	31,647	31,401	32,200	98%
	31-Mar-14	6	1.2	1.2	0.0	100%	0%	37,425	37,425	0	0.0
	31-Mar-14	7	5.2	4.4	0.8	85%	15%	47,885	47,823	48,320	99%
	31-Mar-14	8	0.0	0.0	0.0	0%	0%	0	0	0	0.0
	31-Mar-14	9	0.0	0.0	0.0	0%	0%	0	0	0	0.0
	31-Mar-14	10	0.0	0.0	0.0	0%	0%	0	0	0	0.0
			47.7	39.2	8.5						

Notes:

Analysis based on Disability - those who stated they have a disability compared to those who said they do not (removing those who did not answer) 99.98% overall.

Only single grade with a large enough sample (5 people) - Grade 2, 102.3%.

Analysis based on Ethnic origin - 101.6% overall. No single grade with a large enough population (5 or more) to break down further.

Table 2 Scottish Legal Aid Board Equal Pay Analysis 2014 - Median



Scottish Legal Aid Board	Date	Total Staff (FTE)	No. Female (FTE)	No. Male (FTE)	%age Female	%age Male	Median Salary (£)	Median Salary Female (£)	Median Salary Male (£)	Female Salary as a %age of Male Salary
All staff incl CE	31-Mar-14	338.7	213.2	125.5	63%	37%	26,300	22,046	31,880	69%
All staff excl CE	31-Mar-14	337.7	213.2	124.5	63%	37%	26,300	22,046	31,880	69%
All staff excl CE and Directors	31-Mar-14	332.7	212.2	120.5	64%	36%	26,300	21,858	31,430	70%

All staff by Grade (FTE)

Scottish Legal Aid Board	Date	Grade	Total Staff (FTE)	No. Female (FTE)	No. Male (FTE)	%age Female	%age Male	Median Salary (£)	Median Salary Female (£)	Median Salary Male (£)	Female Salary as a %age of Male Salary	Range Minimum	Market Rate	Range Maximum
	31-Mar-14	1	16.3	10.7	5.6	66%	34%	16,340	16,240	16,340	99%	£14,390	N/A	£16,340
	31-Mar-14	2	82.4	51.0	31.4	62%	38%	19,300	19,300	19,300	100%	£17,190	N/A	£19,300
	31-Mar-14	3	51.7	43.6	8.1	84%	16%	21,670	21,670	21,450	101%	£19,700	N/A	£21,670
	31-Mar-14	4	38.1	31.1	7.0	82%	18%	26,300	26,300	26,300	100%	£22,270	N/A	£26,300
	31-Mar-14	5	54.8	26.2	28.6	48%	52%	32,200	32,200	32,200	100%	£27,290	N/A	£32,200
	31-Mar-14	6	43.2	23.2	20.0	54%	46%	39,430	39,040	39,430	99%	£33,400	N/A	£39,430
	31-Mar-14	7	39.2	24.4	14.8	62%	38%	48,320	47,840	48,320	99%	£40,960	N/A	£48,320
	31-Mar-14	8	7.0	2.0	5.0	29%	71%	59,220	56,215	59,220	95%	£50,200	N/A	£59,220
	31-Mar-14	9	5.0	1.0	4.0	20%	80%	72,030	61,180	73,715	83%	N/A	N/A	N/A
	31-Mar-14	10	1.0	0.0	1.0	0%	100%	109,790	0	109,790	0%	N/A	N/A	N/A
			338.7	213.2	125.5									

Full-time Staff by Grade (FTE)

Scottish Legal Aid Board	Date	Grade	Total Staff (FTE)	No. Female (FTE)	No. Male (FTE)	%age Female	%age Male	Median Salary (£)	Median Salary Female (£)	Median Salary Male (£)	Female Salary as a %age of Male Salary
	31-Mar-14	1	14.0	9.0	5.0	64%	36%	16,340	16,340	16,340	100%
	31-Mar-14	2	67.0	40.0	27.0	60%	40%	19,080	19,060	19,300	99%
	31-Mar-14	3	44.0	36.0	8.0	82%	18%	21,670	21,670	21,450	101%
	31-Mar-14	4	31.0	24.0	7.0	77%	23%	26,300	26,300	26,300	100%
	31-Mar-14	5	46.0	20.0	26.0	43%	57%	32,200	31,655	32,200	98%
	31-Mar-14	6	42.0	22.0	20.0	52%	48%	39,430	39,040	39,430	99%
	31-Mar-14	7	34.0	20.0	14.0	59%	41%	48,080	47,500	48,320	98%
	31-Mar-14	8	7.0	2.0	5.0	29%	71%	59,220	56,215	59,220	95%
	31-Mar-14	9	5.0	1.0	4.0	20%	80%	72,030	61,180	73,715	83%
	31-Mar-14	10	1.0	0.0	1.0	0%	100%	109,790	0	109,790	0%
			291.0	174.0	117.0						

Part-time Staff by Grade (FTE)

Scottish Legal Aid Board	Date	Grade	Total Staff (FTE)	No. Female (FTE)	No. Male (FTE)	%age Female	%age Male	Median Salary (£)	Median Salary Female (£)	Median Salary Male (£)	Female Salary as a %age of Male Salary
	31-Mar-14	1	2.3	1.7	0.6	74%	26%	16,240	16,140	16,340	99%
	31-Mar-14	2	15.4	11.0	4.4	71%	29%	19,300	19,300	19,300	100%
	31-Mar-14	3	7.7	7.6	0.1	99%	1%	21,670	21,670	21,670	100%
	31-Mar-14	4	7.1	7.1	0.0	100%	0%	26,300	26,300	0	0%
	31-Mar-14	5	8.8	6.2	2.6	70%	30%	32,200	32,200	32,200	100%
	31-Mar-14	6	1.2	1.2	0.0	100%	0%	37,425	37,425	0	0.0
	31-Mar-14	7	5.2	4.4	0.8	85%	15%	48,320	48,320	48,320	100%
	31-Mar-14	8	0.0	0.0	0.0	0%	0%	0	0	0	0.0
	31-Mar-14	9	0.0	0.0	0.0	0%	0%	0	0	0	0.0
	31-Mar-14	10	0.0	0.0	0.0	0%	0%	0	0	0	0.0
			47.7	39.2	8.5						