

Table 1 Scottish Legal Aid Board Equal Pay Analysis 2012 - Average

	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-12	338.9	211.7	127.2	62%	38%	28,041	25,948	31,828	82%
All staff excl CE	31-Mar-12	337.9	211.7	126.2	63%	37%	27,819	25,948	31,228	83%
All staff excl CE and Directors	31-Mar-12	333.9	211.7	122.2	63%	37%	27,330	25,948	29,928	87%

All staff by Grade (FTE)	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-12	1	24.4	16.8	7.6	69%	31%	15,266	15,245	15,318	100%	£13,680	N/A	£15,640
	31-Mar-12	2	85.2	52.5	32.7	62%	38%	17,931	17,992	17,826	101%	£15,690	N/A	£18,520
	31-Mar-12	3	47	39.9	7.1	85%	15%	20,649	20,635	20,724	100%	£18,000	N/A	£21,200
	31-Mar-12	4	38.8	32.8	6	85%	15%	25,440	25,507	25,005	102%	£20,700	N/A	£26,040
	31-Mar-12	5	48.4	21.5	26.9	44%	56%	30,913	30,786	31,021	99%	£25,360	N/A	£31,880
	31-Mar-12	6	45.7	26.7	19	58%	42%	37,061	36,290	38,196	95%	£31,060	N/A	£39,040
	31-Mar-12	7	36.3	19.5	16.8	54%	46%	45,840	45,789	45,908	100%	£38,070	N/A	£47,840
	31-Mar-12	8	8	2	6	25%	75%	57,514	54,165	58,630	92%	£46,660	N/A	£58,630
	31-Mar-12	9	4	0	4	0%	100%	72,178	0	72,178	0%	N/A	N/A	N/A
	31-Mar-12	10	1	0	1	0%	100%	109,790	0	109,790	0%	N/A	N/A	N/A
			338.8	211.7	127.1									

Full-time Staff by Grade (FTE)	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-12	1	20	13	7	65%	35%	15,167	15,062	15,360	98%
	31-Mar-12	2	71	42	29	59%	41%	17,798	17,797	17,800	100%
	31-Mar-12	3	40	33	7	83%	18%	20,510	20,478	20,656	99%
	31-Mar-12	4	31	25	6	81%	19%	25,209	25,258	25,005	101%
	31-Mar-12	5	43	18	25	42%	58%	30,755	30,421	30,996	98%
	31-Mar-12	6	43	24	19	56%	44%	37,163	36,345	38,196	95%
	31-Mar-12	7	30	14	16	47%	53%	45,756	45,719	45,788	100%
	31-Mar-12	8	8	2	6	25%	75%	57,514	54,165	58,630	92%
	31-Mar-12	9	4	0	4	0%	100%	72,178	0	72,178	0%
	31-Mar-12	10	1	0	1	0%	100%	109,790	0	109,790	0%
			291	171	120						

Part-time Staff by Grade (FTE)	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-12	1	4.4	3.8	0.6	86%	14%	15,552	15,641	15,020	104%
	31-Mar-12	2	14.2	10.5	3.7	74%	26%	18,362	18,476	17,972	103%
	31-Mar-12	3	7	6.9	0.1	99%	1%	21,155	21,150	21,200	100%
	31-Mar-12	4	7.8	7.8	0	100%	0%	25,951	25,951	0	0%
	31-Mar-12	5	5.4	3.5	1.9	65%	35%	31,665	31,880	31,234	102%
	31-Mar-12	6	2.7	2.7	0	100%	0%	35,963	35,963	0	0
	31-Mar-12	7	6.3	5.5	0.8	87%	13%	46,091	45,897	47,840	96%
	31-Mar-12	8	0	0	0	0%	0%	0	0	0	0
	31-Mar-12	9	0	0	0	0%	0%	0	0	0	0
	31-Mar-12	10	0	0	0	0%	0%	0	0	0	0
			47.8	40.7	7.1						

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) 101% overall.  
 Only single grade with a large enough sample (5 people) - Grade 2, 104%.  
 Analysis based on Ethnic origin - 99% 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 2012 - Mean

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-12	338.9	211.7	127.2	62%	38%	25,420	21,200	30,000	71%
All staff excl CE	31-Mar-12	337.9	211.7	126.2	63%	37%	25,420	21,200	30,000	71%
All staff excl CE and Directors	31-Mar-12	333.9	211.7	122.2	63%	37%	25,420	21,200	30,000	71%

All staff by Grade (FTE)	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-12	1	24.4	16.8	7.6	69%	31%	15,640	15,640	15,640	100%	£13,680	N/A	£15,640
	31-Mar-12	2	85.2	52.5	32.7	62%	38%	18,520	18,520	18,520	100%	£15,690	N/A	£18,520
	31-Mar-12	3	47.0	39.9	7.1	85%	15%	20,950	20,950	21,075	99%	£18,000	N/A	£21,200
	31-Mar-12	4	38.8	32.8	6.0	85%	15%	26,040	26,040	25,730	101%	£20,700	N/A	£26,040
	31-Mar-12	5	48.4	21.5	26.9	44%	56%	31,880	31,500	31,880	99%	£25,360	N/A	£31,880
	31-Mar-12	6	45.7	26.7	19.0	58%	42%	39,040	37,385	39,040	96%	£31,060	N/A	£39,040
	31-Mar-12	7	36.3	19.5	16.8	54%	46%	47,840	47,840	47,840	100%	£38,070	N/A	£47,840
	31-Mar-12	8	8.0	2.0	6.0	25%	75%	58,630	54,165	58,630	92%	£46,660	N/A	£58,630
	31-Mar-12	9	4.0	0.0	4.0	0%	100%	72,985	0	72,985	0%	N/A	N/A	N/A
	31-Mar-12	10	1.0	0.0	1.0	0%	100%	109,790	0	109,790	0%	N/A	N/A	N/A
			338.8	211.7	127.1									

Full-time Staff by Grade (FTE)	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-12	1	20.0	13.0	7.0	65%	35%	15,640	15,640	15,640	100%
	31-Mar-12	2	71.0	42.0	29.0	59%	41%	18,520	18,395	18,520	99%
	31-Mar-12	3	40.0	33.0	7.0	83%	18%	20,950	20,950	20,950	100%
	31-Mar-12	4	31.0	25.0	6.0	81%	19%	26,040	26,040	25,730	101%
	31-Mar-12	5	43.0	18.0	25.0	42%	58%	31,120	30,000	31,880	94%
	31-Mar-12	6	43.0	24.0	19.0	56%	44%	39,040	38,100	39,040	98%
	31-Mar-12	7	30.0	14.0	16.0	47%	53%	47,840	47,840	47,840	100%
	31-Mar-12	8	8.0	2.0	6.0	25%	75%	58,630	54,165	58,630	92%
	31-Mar-12	9	4.0	0.0	4.0	0%	100%	72,985	0	72,985	0%
	31-Mar-12	10	1.0	0.0	1.0	0%	100%	109,720	0	109,790	0%
			291.0	171.0	120.0						

Part-time Staff by Grade (FTE)	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-12	1	4.4	3.8	0.6	86%	14%	15,640	15,641	15,020	104%
	31-Mar-12	2	14.2	10.5	3.7	74%	26%	18,520	18,520	18,270	101%
	31-Mar-12	3	7.0	6.9	0.1	99%	1%	21,200	21,200	21,200	100%
	31-Mar-12	4	7.8	7.8	0.0	100%	0%	26,040	26,040	0	0%
	31-Mar-12	5	5.4	3.5	1.9	65%	35%	31,880	31,880	31,880	100%
	31-Mar-12	6	2.7	2.7	0.0	100%	0%	35,870	35,870	0	0.0
	31-Mar-12	7	6.3	5.5	0.8	87%	13%	47,840	47,840	47,840	100%
	31-Mar-12	8	0.0	0.0	0.0	0%	0%	0	0	0	0.0
	31-Mar-12	9	0.0	0.0	0.0	0%	0%	0	0	0	0.0
	31-Mar-12	10	0.0	0.0	0.0	0%	0%	0	0	0	0.0
			47.8	40.7	7.1						

**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) 106.5% overall.  
 Only single grade with a large enough sample (5 people) - Grade 2, 101%.  
**Analysis based on Ethnic origin** - 118% overall. No single grade with a large enough population (5 or more) to break down further.