

Table 1: Scottish Legal Aid Board Equal Pay Analysis 2016 - Mean

All staff

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-16	332.3	211.5	120.8	64%	36%	30,276	28,625	33,379	86%
All staff excl CE	31-Mar-16	331.3	211.5	119.8	64%	36%	30,068	28,625	32,801	87%
All staff excl CE and Directors	31-Mar-16	326.3	209.5	116.8	64%	36%	29,448	28,321	31,620	90%

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-16	1	13.1	7.1	6.0	54%	46%	16,517	16,755	16,200	103%	£15,370	N/A	£16,940
	31-Mar-16	2	76.8	47.9	28.9	62%	38%	19,501	19,490	19,520	100%	£17,790	N/A	£19,900
	31-Mar-16	3	49.9	42.8	7.1	86%	14%	21,680	21,693	21,601	100%	£20,300	N/A	£22,110
	31-Mar-16	4	43.5	34.5	9.0	79%	21%	25,963	26,034	25,653	101%	£22,730	N/A	£26,840
	31-Mar-16	5	56.2	29.9	26.3	53%	47%	32,182	31,762	32,691	97%	£27,850	N/A	£32,860
	31-Mar-16	6	38.4	19.8	18.6	52%	48%	38,894	38,567	39,274	98%	£34,080	N/A	£40,230
	31-Mar-16	7	41.4	25.6	15.8	62%	38%	48,295	48,179	48,498	99%	£41,790	N/A	£49,300
	31-Mar-16	8	7.0	2.0	5.0	29%	71%	60,203	59,685	60,410	99%	£51,210	N/A	£60,410
	31-Mar-16	9	5.0	2.0	3.0	40%	60%	73,904	64,130	80,420	80%	N/A	N/A	N/A
	31-Mar-16	10	1.0	0.0	1.0	0%	100%	105,030	0	105,030	0%	N/A	N/A	N/A
			332.3	211.6	120.7									

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-16	1	12.0	6.0	6.0	50%	50%	16,463	16,727	16,200	103%
	31-Mar-16	2	66.0	40.0	26.0	61%	39%	19,475	19,431	19,543	99%
	31-Mar-16	3	41.0	34.0	7.0	83%	17%	21,415	21,391	21,529	99%
	31-Mar-16	4	36.0	27.0	9.0	75%	25%	25,848	25,913	25,653	101%
	31-Mar-16	5	40.0	21.0	19.0	53%	48%	31,750	31,195	32,362	96%
	31-Mar-16	6	33.0	16.0	17.0	48%	52%	38,910	38,644	39,161	99%
	31-Mar-16	7	36.0	21.0	15.0	58%	42%	48,280	48,162	48,444	99%
	31-Mar-16	8	7.0	2.0	5.0	29%	71%	60,203	59,685	60,410	99%
	31-Mar-16	9	5.0	2.0	3.0	40%	60%	73,904	64,130	80,420	80%
	31-Mar-16	10	1.0	0.0	1.0	0%	100%	105,030	0	105,030	0%
			277.0	169.0	108.0						

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-16	1	1.1	1.1	0.0	100%	0%	16,840	16,840	0	0%
	31-Mar-16	2	10.8	7.9	2.9	73%	27%	19,602	19,672	19,372	102%
	31-Mar-16	3	8.9	8.8	0.1	99%	1%	21,824	21,802	22,110	99%
	31-Mar-16	4	7.5	7.5	0.0	100%	0%	26,307	26,307	0	0%
	31-Mar-16	5	16.2	8.9	7.3	55%	45%	32,967	32,678	33,384	98%
	31-Mar-16	6	5.4	3.8	1.6	70%	30%	38,829	38,362	40,230	95%
	31-Mar-16	7	5.4	4.6	0.8	85%	15%	48,361	48,227	49,300	98%
	31-Mar-16	8	0.0	0.0	0.0	0%	0%	0	0	0	0.0
	31-Mar-16	9	0.0	0.0	0.0	0%	0%	0	0	0	0.0
	31-Mar-16	10	0.0	0.0	0.0	0%	0%	0	0	0	0.0
			55.3	42.6	12.7						

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) 100.5% overall.

No single grade with a large enough population (10 or more) to break down further.

Analysis based on Ethnic origin - 100.3% overall. No single grade with a large enough population (10 or more) to break down further.

Table 2 Scottish Legal Aid Board Equal Pay Analysis 2016 - Median

All staff

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-16	332.3	211.5	120.8	64%	36%	26,840	25,190	32,860	77%
All staff excl CE	31-Mar-16	331.3	211.5	119.8	64%	36%	26,840	25,190	32,860	77%
All staff excl CE and Directors	31-Mar-16	326.3	209.5	116.8	64%	36%	26,840	25,190	32,860	77%

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-16	1	13.1	7.1	6.0	54%	46%	16,940	16,940	16,940	100%	£15,370	N/A	£16,940
	31-Mar-16	2	76.8	47.9	28.9	62%	38%	19,900	19,900	19,900	100%	£17,790	N/A	£19,900
	31-Mar-16	3	49.9	42.8	7.1	86%	14%	22,110	22,110	22,000	101%	£20,300	N/A	£22,110
	31-Mar-16	4	43.5	34.5	9.0	79%	21%	26,840	26,840	26,840	100%	£22,730	N/A	£26,840
	31-Mar-16	5	56.2	29.9	26.3	53%	47%	32,860	32,860	32,860	100%	£27,850	N/A	£32,860
	31-Mar-16	6	38.4	19.8	18.6	52%	48%	40,230	39,345	40,230	98%	£34,080	N/A	£40,230
	31-Mar-16	7	41.4	25.6	15.8	62%	38%	49,300	49,300	49,300	100%	£41,790	N/A	£49,300
	31-Mar-16	8	7.0	2.0	5.0	29%	71%	60,410	59,685	60,410	99%	£51,210	N/A	£60,410
	31-Mar-16	9	5.0	2.0	3.0	40%	60%	77,680	64,130	80,380	80%	N/A	N/A	N/A
	31-Mar-16	10	1.0	0.0	1.0	0%	100%	105,030	0	105,030	0%	N/A	N/A	N/A
			332.3	211.6	120.7									

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-16	1	12.0	6.0	6.0	50%	50%	16,940	16,940	16,290	104%
	31-Mar-16	2	66.0	40.0	26.0	61%	39%	19,900	19,900	19,900	100%
	31-Mar-16	3	41.0	34.0	7.0	83%	17%	22,110	22,110	21,890	101%
	31-Mar-16	4	36.0	27.0	9.0	75%	25%	26,840	26,840	26,840	100%
	31-Mar-16	5	40.0	21.0	19.0	53%	48%	32,860	32,070	32,860	98%
	31-Mar-16	6	33.0	16.0	17.0	48%	52%	40,230	39,345	40,230	98%
	31-Mar-16	7	36.0	21.0	15.0	58%	42%	49,300	49,300	49,300	100%
	31-Mar-16	8	7.0	2.0	5.0	29%	71%	60,410	59,685	60,410	99%
	31-Mar-16	9	5.0	2.0	3.0	40%	60%	77,680	64,130	80,380	80%
	31-Mar-16	10	1.0	0.0	1.0	0%	100%	105,030	0	105,030	0%
			277.0	169.0	108.0						

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-16	1	1.1	1.1	0.0	100%	0%	16,840	16,840	0	0%
	31-Mar-16	2	10.8	7.9	2.9	73%	27%	19,900	19,900	19,900	100%
	31-Mar-16	3	8.9	8.8	0.1	99%	1%	22,110	22,110	22,110	100%
	31-Mar-16	4	7.5	7.5	0.0	100%	0%	26,840	26,840	0	0%
	31-Mar-16	5	16.2	8.9	7.3	55%	45%	32,860	32,860	33,450	98%
	31-Mar-16	6	5.4	3.8	1.6	70%	30%	40,230	39,745	40,230	99%
	31-Mar-16	7	5.4	4.6	0.8	85%	15%	49,300	49,300	49,300	100%
	31-Mar-16	8	0.0	0.0	0.0	0%	0%	0	0	0	0.0
	31-Mar-16	9	0.0	0.0	0.0	0%	0%	0	0	0	0.0
	31-Mar-16	10	0.0	0.0	0.0	0%	0%	0	0	0	0.0
			55.3	42.6	12.7						

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) 100.5% overall.

No single grade with a large enough population (10 or more) to break down further.

Analysis based on Ethnic origin - 100.3% overall. No single grade with a large enough population (10 or more) to break down further.