Gender Pay Gap Report 2024

What is Gender Pay Gap reporting?

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of gender.

This report is a snapshot of our pay and gender as of 31st March 2024, and fulfills Forestry and Land Scotland’s reporting requirements under the Public Sector Equality Duty.

Results & Interpretation

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| **Gender Pay** **Gap** |  |  | **Percentage of Headcount** |
|  | **in each Pay Quarter** |
|   | **Mean Hourly Wage** | **Median Hourly Wage** |   |  | **Lower** | **Lower-Mid** | **Upper-Mid** | **Upper** |
| Female | 20.69 | 17.92 | Male | 63% | 75% | 61% | 65% |
| Male | 19.86 | 17.34 |  | Female | 37% | 25% | 39% | 35% |
| All Staff | 20.15 | 17.87 |  |  |  |  |  |  |
| Pay Gap | **-4%** | **-3%** |  |  |  |  |  |  |

The Gender Pay Gap is currently -4% (mean) and -3% (median) but we are still under-represented by females across FLS across all pay quarters. Therefore, we need to continue to work on implementing the actions below to increase the overall percentage of women in the business.

We’ve increased female representation in the organisation in the highest two pay quarters since our 2023 report. This may well explain the increase from the -0.1% mean hourly wage in 2023 to -4% this year. However, just 25% of staff are female in the lower-mid pay quarter, compared to the FLS average of 34%.

The median pay gap has improved minimally since 2023, whilst the mean gender pay gap has widened. This may be because, while there are fewer female staff across the agency, there are more women in national office functions in higher pay bands when compared to other parts of the agency.

Actions we are taking to create gender balance

* **Pay Transparency:** As part of our commitment to gender equality, we will continue to be transparent with salary ranges, pay data and benchmarking.
* **Recruitment:** We will continue and extend our commitment to positive action in attraction, for example by removing unnecessary criteria from job descriptions, and analysing the use of gendered language in our job adverts so that wording is gender neutral.
* **Equality Monitoring**: We will continue to engage staff about sharing their equality data with us. Care is taken to explain how and why we collect this sensitive personal information, including data handling and confidentiality. Disclosure rates has increased across the information, and now stand at 100% for sex and age, 94% disclosure for disability, and 94% for ethnicity.
* **Supporting progression and retention**: We will investigate potential causes of pay inequality between employees. We are introducing the Scottish Government employee passport in the coming financial year to support staff who may need workplace adjustments, and have launched comprehensive menopause guidance, reinforced by a network of menopause champions, to support staff and managers to have open conversations about menopause at work.
* **Ensuring dignity and respect in the workplace**: We are refreshing our policy around bullying and harassment to incorporate a broader approach to dignity at work. Alongside our active bystandership approach, we are committed to creating an inclusive workplace where people feel empowered to raise concerns with assurance they will be dealt with appropriately.

I confirm that the data reported, and the calculations produced are accurate.



**Chief Executive**

**Forestry and Land Scotland**