

Revenue Scotland
Equalities Mainstreaming Report
2018
Employee Diversity Data Supplement

COMPOSITION OF REVENUE SCOTLAND

The following tables show the composition of the Revenue Scotland staff body, broken down according to their protected characteristics.

Data is given for each of the three years since Revenue Scotland was established, including a breakdown by grade for the most recent year. Data represents a snapshot of the workforce on the 31 December each year.

Data suppression has been applied where counts are less than 10 to prevent possible disclosure of information about individuals. This includes the use of a * where applicable or grouping of categories. Where the only small counts in a table refer to the 'Prefer not to say' category, no data suppression is done. Secondary data suppression has also been applied to prevent the calculation of suppressed values by differencing.

As Revenue Scotland is a relatively small organisation this means that a high proportion of the data breakdowns have been suppressed and therefore some tables have not been published at all.

Age

This table shows the breakdown of Revenue Scotland staff by age group.

Date		Age Group												All employees	
		16-29		30-39		40-49		50-54		55-59		60+			
Dec 2015	All	*	*	15	33.3%	*	*	*	*	*	*	*	*	45	100%
Dec 2016	All	*	*	14	30.4%	12	26.1%	*	*	*	*	*	*	46	100%
Dec 2017	All	*	*	16	28.6%	17	30.4%	*	*	*	*	*	*	56	100%
	Full-time	*	*	15	29.4%	15	29.4%	*	*	*	*	*	*	51	100%
	Part time	*	*	*	*	*	*	*	*	*	*	*	*	5	100%
	Band A	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	Band B	*	*	14	42.4%	*	*	*	*	*	*	*	*	33	100%
	Band C	*	*	*	*	*	*	*	*	*	*	*	*	16	100%
	SCS	*	*	*	*	*	*	*	*	*	*	*	*	*	*

Counts of less than 10 have been suppressed and shown as * to prevent the possible disclosure of information about individuals. This includes counts of zero where this could allow information about an identifiable group of individuals to be inferred. Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as*).

Disability

This table shows the breakdown of staff by their disability status.

Date		Disability status									
		Disabled		Not disabled		Prefer not to say		Unknown		All Employees	
Dec 2015	All	*	*	*	*	*	*	29	64.4%	45	100%
Dec 2016	All	*	*	*	*	*	*	27	58.7%	46	100%
Dec 2017	All	*	*	21	37.5%	31	55.4%	*	*	56	100%
	Full-time	*	*	*	*	*	*	*	*	51	100%
	Part-time	*	*	*	*	*	*	*	*	5	100%
	Band A	*	*	*	*	*	*	*	*	*	*
	Band B	*	*	12	36.4%	19	57.6%	*	*	33	100%
	Band C	*	*	*	*	*	*	*	*	16	100%
	SCS	*	*	*	*	*	*	*	*	*	*

Counts of less than 10 have been suppressed and shown as * to prevent the possible disclosure of information about individuals. This includes counts of zero where this could allow information about an identifiable group of individuals to be inferred. Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as*).

Marriage and Civil Partnership

Date	Marital/Civil Partnership Status												
		Married		Single		Other Status		Prefer not to say		Unknown		All employees	
Dec 2015	All	11	24.4%	*	*	*	*	*	*	24	53.3%	45	100%
Dec 2016	All	15	32.6%	*	*	*	*	*	*	25	54.3%	46	100%
Dec 2017	All	*	*	16	28.6%	*	*	*	*	30	53.6%	56	100%
	Full-time	*	*	*	*	*	*	*	*	*	*	51	100%
	Part-time	*	*	*	*	*	*	*	*	*	*	5	100%
	Band A	*	*	*	*	*	*	*	*	*	*	*	*
	Band B	*	*	*	*	*	*	*	*	20	60.6%	33	100%
	Band C	*	*	*	*	*	*	*	*	*	*	16	100%
	SCS	*	*	*	*	*	*	*	*	*	*	*	*

The following have been grouped into the 'Other status' category: civil partnership, divorced, domestic partner, legally separated, living together, separated, and widowed.

Counts of less than 10 have been suppressed and shown as * to prevent the possible disclosure of information about individuals. This includes counts of zero where this could allow information about an identifiable group of individuals to be inferred. Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as*).

Race

Date	Ethnic Group										
		Ethnic minority		White		Prefer not to say		Not known		All employees	
Dec 2015	All	*	*	32	71.1%	*	*	*	*	45	100%
Dec 2016	All	*	*	36	78.3%	*	*	*	*	46	100%
Dec 2017	All	*	*	48	85.7%	*	*			56	100%
	Full-time	*	*	43	84.3%	*	*	*	*	51	100%
	Part-time	*	*	*	*	*	*	*	*	5	100%
	Band A	*	*	*	*	*	*	*	*	*	*
	Band B	*	*	28	84.8%	*	*	*	*	33	100%
	Band C	*	*	14	87.5%	*	*	*	*	16	100%
	SCS	*	*	*	*	*	*	*	*	*	*

'Ethnic minority' group includes African, Caribbean or Black; Asian, Asian Scottish or Asian British; Mixed or Multiple Ethnic Group; Other Ethnic Group.

Counts of less than 10 have been suppressed and shown as * to prevent the possible disclosure of information about individuals. This includes counts of zero where this could allow information about an identifiable group of individuals to be inferred. Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as*).

Religion or Belief

Date		Religion or Belief											
		Christian		Other Religion or Belief		No Religion or Belief		Prefer not to say		Not known		All employees	
Dec 2015	All	*	*	*	*	17	37.8%	*	*	17	37.8%	45	100%
Dec 2016	All	*	*	*	*	21	45.7%	*	*	13	28.3%	16	100%
Dec 2017	All	27	48.2%	15	26.8%	*	*	*	*	*	*	56	100%
	Full-time	*	*	*	*	*	*	*	*	*	*	51	100%
	Part-time	*	*	*	*	*	*	*	*	*	*	5	100%
	Band A	*	*	*	*	*	*	*	*	*	*	*	*
	Band B	17	51.5%	*	*	*	*	*	*	*	*	33	100%
	Band C	*	*	*	*	*	*	*	*	*	*	16	100%
	SCS	*	*	*	*	*	*	*	*	*	*	*	*

Counts of less than 10 have been suppressed and shown as * to prevent the possible disclosure of information about individuals. This includes counts of zero where this could allow information about an identifiable group of individuals to be inferred. Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as*).

Gender

Date	Gender						
		Female		Male		All employees	
Dec 2015	All	23	51.1%	22	48.9%	45	100%
Dec 2016	All	22	47.8%	24	52.2%	46	100%
Dec 2017	All	31	55.4%	25	44.6%	56	100%
	Full-time	*	*	*	*	51	100%
	Part-time	*	*	*	*	5	100%
	Band A	*	*	*	*	*	*
	Band B	19	57.6%	14	42.4%	33	100%
	Band C	*	*	*	*	16	100%
	SCS	*	*	*	*	*	*

Counts of less than 10 have been suppressed and shown as * to prevent the possible disclosure of information about individuals. This includes counts of zero where this could allow information about an identifiable group of individuals to be inferred. Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as*).

Sexual Orientation

Date	Sexual Orientation										
		Lesbian, Gay, Bi-sexual and other		Heterosexual/straight		Prefer not to say		Not known		All employees	
Dec 2015	All	*	*	27	60.0%	*	*	15	33.3%	45	100%
Dec 2016	All	*	*	31	67.4	*	*	12	26.1%	46	100%
Dec 2017	All	*	*	41	73.2%	*	*	9	16.1%	56	100%
	Full-time	*	*	*	*	*	*	*	*	51	100%
	Part-time	*	*	*	*	*	*	*	*	5	100%
	Band A	*	*	*	*	*	*	*	*	*	*
	Band B	*	*	26	78.8%	*	*	*	*	33	100%
	Band C	*	*	*	*	*	*	*	*	16	100%
	SCS	*	*	*	*	*	*	*	*	*	*

Counts of less than 10 have generally been suppressed and shown as * to prevent the possible disclosure of information about individuals. This includes counts of zero where this could allow information about an identifiable group of individuals to be inferred. Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as*).

Gender Reassignment and Pregnancy and Maternity

These tables have not been published due to the need to prevent possible disclosure of information about individuals.

RECRUITMENT, DEVELOPMENT AND RETENTION INFORMATION

Recruitment by Protected Characteristic

Due to the small number of staff recruited (twelve in 2015, seven in 2016 and six in 2017) tables are not included in order to prevent possible disclosure of information about individuals.

Promotion by Protected Characteristic

January to December 2017

Where counts are less than 10 data is suppressed, and in some cases tables are not included, due to the need to prevent disclosure of information about individuals.

Disabled Status									
		Disabled		Not disabled		Unknown		Total	
Total		*	*	*	*	8	57.1%	14	100%

Marriage and Civil Partnership Status											
		Married		Others		Prefer not to say		Not known		Total	
Total		*	*	*	*	*	*	10	71.4%	14	100%

Sexual Orientation											
		Gay, Lesbian, Bi-sexual and other sexual orientations			Heterosexual/straight		Prefer not to say			Total	
Total		*	*	*	11	78.60%	*	*	*	14	100%

January to December 2015 and 2016

Due to the small number of staff promoted in these periods (seven in each year) tables are not included in order to prevent possible disclosure of information about individuals.

Staff Appraisal Results by Protected Characteristic

January to December 2017

Some tables are not included due to the need to protect disclosure of information about individuals.

Gender	1. Exceptional		2. Highly Effective		3. Effective and below		4. No Marking		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
Female	*	*	*	*	*	*	*	*	20	100%
Male	*	*	*	*	10	41.70%	*	*	24	100%
Total	*	*	15	34.10%	19	43.20%	*	*	44	100%

Disabled Status	1. Exceptional		2. Highly Effective		3. Effective and below		4. No Marking		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
1. Disabled	*	*	*	*	*	*	*	*	*	*
2. Not disabled	*	*	*	*	*	*	*	*	17	100%
4. Unknown	*	*	*	*	12	48.00%	*	*	25	100%
Total	*	*	15	34.10%	19	43.20%	*	*	44	100%

Marriage and Civil Partnership Status	1.Exceptional		2.Highly Effective		3.Effective and below		4.No Marking		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
Divorced	*	*	*	*	*	*	*	*	*	*
Living Together	*	*	*	*	*	*	*	*	*	*
Married	*	*	*	*	*	*	*	*	14	100%
Prefer not to say	*	*	*	*	*	*	*	*	*	*
Separated	*	*	*	*	*	*	*	*	*	*
Single	*	*	*	*	*	*	*	*	*	*
Unknown	*	*	5	21.70%	12	52.20%	*	*	23	100%
Total	*	*	15	34.10%	19	43.20%	*	*	44	100%

Ethnic Group	1.Exceptional		2.Highly Effective		3.Effective and below		4.No Marking		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
1. Ethnic minority	*	*	*	*	*	*	*	*	*	*
2. White	*	*	*	*	14	38.90%	*	*	36	100%
3. Prefer not to say	*	*	0	0	0	0	0	0	*	*
4. Unknown	0	0	*	*	5	83.30%	0	0	6	100%
Total	*	*	15	34.10%	19	43.20%	*	*	44	100%

Sexual Orientation	1.Exceptional		2.Highly Effective		3.Effective and below		4.No Marking		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
Gay, Lesbian, Bi-sexual and other	*	*	*	*	*	*	*	*	*	*
Heterosexual/straight	*	*	11	32.4%	17	50%	*	*	34	100%
Prefer not to say	*	*	*	*	*	*	*	*	*	*

Unknown	*	*	*	*	*	*	*	*	6	100%
Total	*	*	15	34.10%	19	43.20%	*	*	44	100%

Religion or Belief	1.Exceptional		2.Highly Effective		3.Effective and below		4.No Marking		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
1. None	*	*	*	*	10	43.50%	*	*	23	100%
2. Church of Scotland	*	*	*	*	*	*	*	*	9	100%
3. Roman Catholic	*	*	*	*	*	*	*	*	*	*
4. Other Christian	*	*	*	*	*	*	*	*	*	*
6. Prefer not to say	*	*	*	*	*	*	*	*	*	*
7. Unknown	*	*	*	*	*	*	*	*	6	100%
Total	*	*	15	34.10%	19	43.20%	*	*	44	100%

January to December 2015 and 2016

Due to the smaller number of staff in 2015 and 2016 these tables are not included in order to prevent possible disclosure of information about individuals.

Leavers

January to December 2016 and 2017

Due to the small number of leavers in 2016 and 2017, tables are not included in order to prevent possible disclosure of information about individuals.

January to December 2015

During 2015 20 staff left Revenue Scotland. Where counts are less than 10 data is suppressed, and in some cases tables are not included, due to the need to prevent disclosure of information about individuals.

Protected Characteristic	Total	%
Ethnic Group		
1. Ethnic minority	*	*
2. White	18	90
3. Prefer not to say	*	*
Sexual Orientation		
1. Gay, Lesbian, Bi-sexual and other sexual orientations	*	*
2. Heterosexual/straight	15	75%
3. Prefer not to say	*	*
4. Unknown	*	*
Disability Status		
1. Disabled	*	*
2. Not disabled	12	60%
4. Unknown	*	*
All	20	100%