

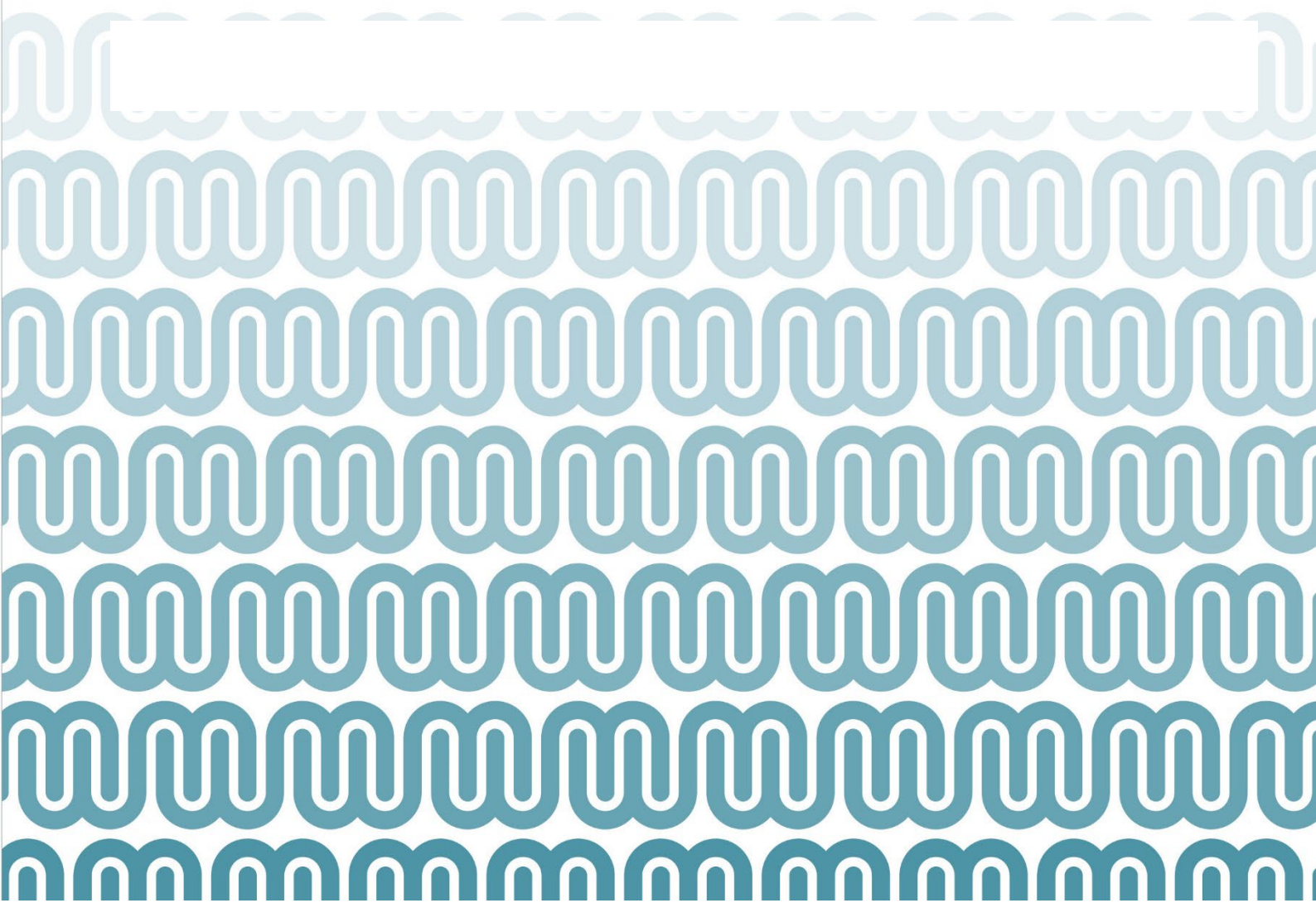


**mental welfare**  
commission for scotland

## Gender pay gap information 2024

---

[Redacted content]



# Our mission and purpose

## Our Mission

To be a leading and independent voice in promoting a society where people with mental illness, learning disabilities, dementia and related conditions are treated fairly, have their rights respected, and have appropriate support to live the life of their choice.

## Our Purpose

We protect and promote the human rights of people with mental illness, learning disabilities, dementia and related conditions.

## Our Priorities

To achieve our mission and purpose over the next three years we have identified four strategic priorities.

- To challenge and to promote change
- Focus on the most vulnerable
- Increase our impact (in the work that we do)
- Improve our efficiency and effectiveness

## Our Activity

- Influencing and empowering
- Visiting individuals
- Monitoring the law
- Investigations and casework
- Information and advice

## 1. Introduction

As a listed public body, the Mental Welfare Commission for Scotland (the Commission) is required to publish gender pay gap information. The legislation governing gender pay gap reporting is contained in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

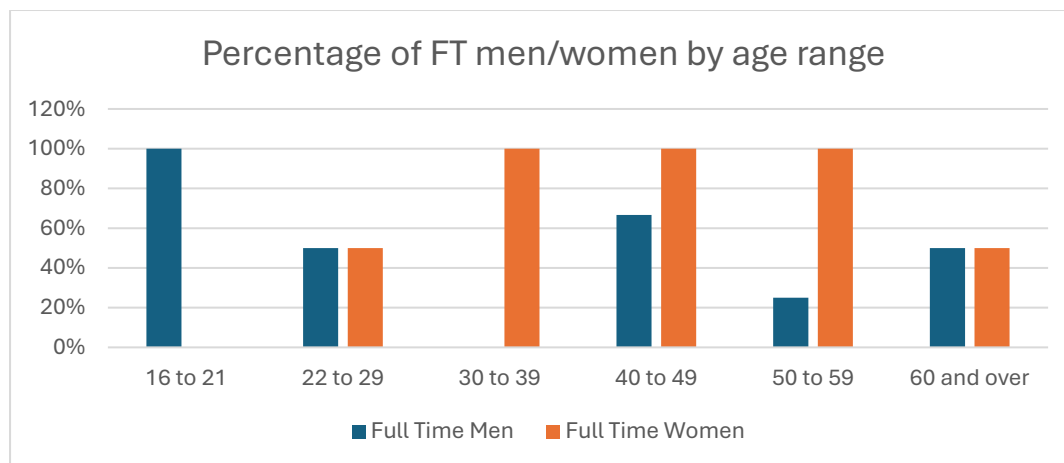
The data required to be published is as follows:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of men and women receiving a bonus
- Proportion of men and women in each quartile band

The information contained in this report has been derived from salary information (excluding overtime) as of 31 March 2024. It should be noted that no bonuses are paid to any employees in the Commission and, therefore, there is no data on bonuses to be made available.

As of 31 March 2024, the Commission had 69 employees comprised of 50 women (72.4% of workforce) and 19 men (27.5% of workforce). 30 women were employed on a full-time basis, 20 on a part-time basis. 13 men were employed on a full-time basis and 6 on a part-time basis.

**Chart 1: the percentage split of men to women full-time (FT) employees by age range**



## 2. Gender pay gap at the Commission

The mean hourly pay for men is £26.91 and for women, £28.62.

The mean (average) gender pay gap for all employees across the pay scales is -6.4 % in favour of women employees.

The median gender pay gap is -32.8% in favour of women.

**Table A: our gender pay gap information results for March 2024 compared to the Home Office average hourly gender pay gap figures.**

Type	Commission pay gap	Home Office average (2024)	Difference
Mean	-6.4%	6.9%	13.3%
Median	-32.8%	4.4%	37.2%

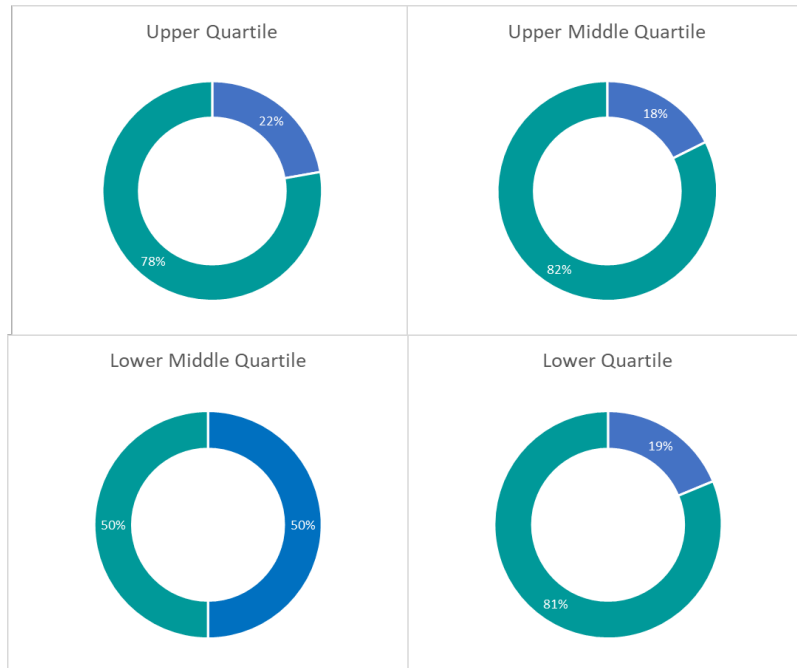
This table shows that the Commission is in a strong position in comparison with latest 2024 Government statistics on gender pay gaps.

The Commission has made significant improvements in recent years in addressing its overall gender pay gap:

- March 2017 26.10%
- March 2021 14.09%
- March 2023 -15.4%
- March 2024 -6.4 %

## Chart 2: gender pay gap for each quartile

The blue darker part of each circle represents men and green represents women.



**Table B: median gender pay gaps**

Number of men	19
Median number	9.5
Median hourly pay for men	£22.64
Number of women	50
Median number	25.5
Median hourly pay for women	£30.06
Men median subtract women median	-£7.42
Median gender pay gap	-32.78%

**Chart 3: pay grade distribution by gender**

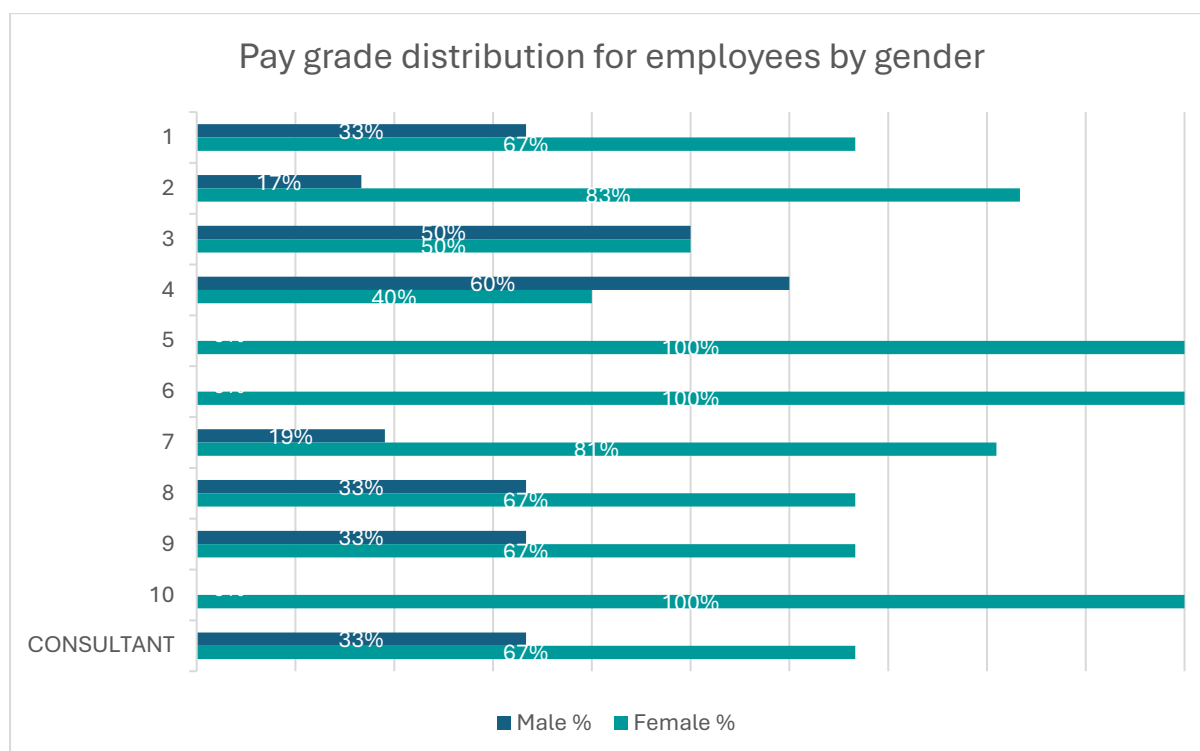


Chart 3 above shows the pay grade distribution by gender of employees within the organisation.

A review has been undertaken reviewing the gender pay gap information in the context of occupational segregation, looking at the concentration of men and women.

- In different kinds of jobs (horizontal segregation)
- In different pay grades (vertical segregation)

The higher median gender pay gap in favour of women arises from the fact more women than men are employed in each of the upper, the upper middle and the lower middle quartiles. In the main, the roles in these quartiles are professional, middle and senior management type roles. There are more women than men in the most senior management roles in the organisation and this trend has developed in recent years.

Grades 5, 6, and 10 are 100% staffed by women whilst grade 4 is mainly staffed by men at 60%. The skewed gender split of staff 72%:28% makes it difficult to reach detailed conclusions between grade and gender.

Overall, the proportion of women employees has slightly increased since 2021-22. Overall, the Commission has and continues to employ more women than men with a current 72%:28% gender split. Whilst the reasons for this skewed gender split are unclear it is not an outlier as this gender split is typical for the sector that the

Commission operates in, with 78.8% of people employed in NHS Scotland being women<sup>1</sup>. (Using data from Labour market in the regions of the UK: July 2024 11.3% of all women employees in Scotland are employed in NHS Scotland. By contrast, 3% of all men employees are employed in NHS Scotland).

### **3. Commission practices and improvements**

At the Commission we continue to be proactive in ensuring there is no bias in our recruitment and selection practice and as part of our continuous improvement efforts, ensure that our recruitment and selection practices embrace best practice principles.

The Commission has recently rolled out mandatory online Recruitment & Selection training modules to all managers to underpin the coaching and advice that they already receive from HR in recruitment and selection best practice. Continued guidance and support is available to all hiring managers throughout any recruitment activity undertaken. Equality, diversity and inclusion training courses are mandatory for all new staff as part of our induction programme and are refreshed throughout an employee's employment at regular intervals. The Commission is making good progress with its training and development plans in management and leadership with coaching and development underway in these areas; this continues to be supported by our in-house HR team and external consultants.

In line with the Commission's commitment to achieve equality of opportunity for all employees, the organisation supports the principles that all employees should receive equal pay for the same or like work, or work rated as equivalent or of equal value.

To achieve this, we maintain a pay system that is fair and transparent. Pay and progression is applied equitably to both women and men employees, as are all aspects of reward and remuneration. For any new recruits - regardless of gender - we generally appoint at the first point of pay bandings. We have a pay structure, excluding medical consultants, that is based on grades 1 through to 10 and contained within grades 1 to grade 9 there are established progression steps. Employees are eligible for an annual progression payment if they are not at the maximum point of their scale. Each band has four or five step points within it.

Job evaluation is undertaken by an external job evaluation expert to maintain objectivity and promote transparency.

### **4. Board diversity and succession planning**

As a public body the Commission is required to meet the requirements of the Gender Representation on Public Boards (Scotland) Act 2018, abbreviated to GRPB Act 2018.

- The GRPB Act 2018 sets out the Gender Representation Objective (GRO) for the boards of listed Scottish public authorities that 50% of the board's non-executive members are women. It requires appointing persons and public authorities to take steps towards achieving the GRO.
- The GRPB Act 2018 encourages boards to take positive action. Positive action measures are intended to address the disadvantages experienced by groups sharing a protected characteristic.

Table C shows published outcomes to 31 March 2024.

**Table C: the breakdown of the men and women split of Board members and percentage of men on 31 March each year.**

Gender	2017	2018	2019	2020	2021	2022	2023	2024
Men	5	6	5	3	3	3	3	3
Women	3	2	3	5	5	5	5	5
Total	8	8	8	8	8	8	8	8
% of men	62.5	75	62.5	37.5	37.5	37.5	37.5	37.5

We continue to work to improve the diversity of Board members, and the Commission recently undertook the appointment of two new Board members to replace outgoing members. This has kept the gender balance in line with previous years.

Succession planning arrangements are being built upon in line with an organisational framework for succession planning.

The current gender breakdown of the board, as of 31 March 2024, is 37.5% men and 62.5% women, which is the same as years 2022, and 2023. The Commission has met and exceeded the 50/50 target, as the gender balance continues to be the same ratio in the last five years.

In most recent board recruitment rounds, the Commission has worked closely with the Scottish Government to try to reach a diverse pool of potential applicants. Scottish Ministers particularly welcome applications from groups currently under-represented on Boards of Scotland's public bodies, such as women, disabled people, ethnic minorities and people aged under 50.

## Notes

[NHS NES TURAS workforce report 2024](#)



If you have any comments or feedback on this publication, please contact us:

Mental Welfare Commission for Scotland  
Thistle House,  
91 Haymarket Terrace,  
Edinburgh,  
EH12 5HE  
Tel: 0131 313 8777  
Fax: 0131 313 8778  
Freephone: 0800 389 6809  
[mwc.enquiries@nhs.scot](mailto:mwc.enquiries@nhs.scot)  
[www.mwcscot.org.uk](http://www.mwcscot.org.uk)

Mental Welfare Commission 2025