

# Annual diversity report

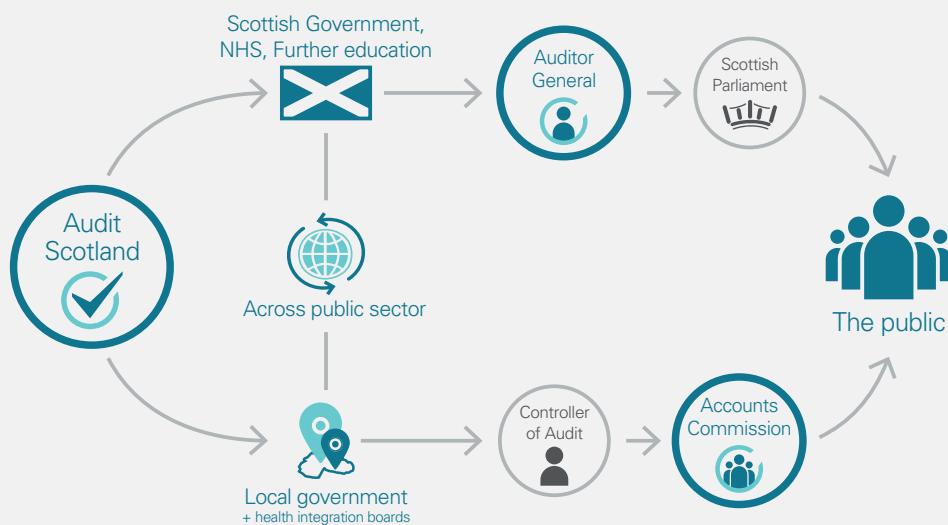
2018/19



# Who we are

The Auditor General, the Accounts Commission and Audit Scotland work together to deliver public audit in Scotland:

- **Audit Scotland** is governed by a board, consisting of the Auditor General, the chair of the Accounts Commission, a non-executive board chair, and two non-executive members appointed by the Scottish Commission for Public Audit, a commission of the Scottish Parliament.
- The **Auditor General** is an independent crown appointment, made on the recommendation of the Scottish Parliament, to audit the Scottish Government, NHS and other bodies and report to Parliament on their financial health and performance.
- The **Accounts Commission** is an independent public body appointed by Scottish ministers to hold local government to account. The Controller of Audit is an independent post established by statute, with powers to report directly to the Commission on the audit of local government.



## About us

Our vision is to be a world-class audit organisation that improves the use of public money.

Through our work for the Auditor General and the Accounts Commission, we provide independent assurance to the people of Scotland that public money is spent properly and provides value. We aim to achieve this by:

- carrying out relevant and timely audits of the way the public sector manages and spends money
- reporting our findings and conclusions in public
- identifying risks, making clear and relevant recommendations.

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# Introduction

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**1.** At Audit Scotland we want to ensure individuals can be themselves and be supported to work at their best. Whilst we adhere to the basic legislative and compliance requirements we also aim to go beyond these approaches to ensure individuals flourish. We recognise that a ‘one-size-fits all’ approach to managing people does not achieve fairness and equality of opportunity for everyone and that people have different values, beliefs and personal needs.

**2.** The Accounts Commission has no employees and so no data is reported in this report. The Accounts Commission is a ministerially appointed public body and is therefore subject to commitments by Ministers to increasing the diversity of its members. The Public Appointments Commissioner reports annually on progress in this regard across public boards. Audit Scotland and its employees provide services to the Auditor General and the Accounts Commission. Information about Audit Scotland employees, specifically in relation to outcome 2 of the Mainstreaming equality and equality outcomes prorgress is detailed in this report.

As part of our [Mainstreaming equality and equality outcomes progress report 2017-2019](#) we said we would:

- ensure staff feel valued and are treated with equity and fairness;
- embed staff feedback on how to support diversity and equality in how we do things;
- ensure staff feel that their wellbeing is a priority for Audit Scotland;
- ensure staff recognise that policies are written in plain language, adhere to current legislation and are accessible to all;
- ensure there is a rigorous process for conducting EIAs when new policies are introduced, or existing policies are updated;
- operate a flexible approach to working practices;
- ensure that the reward system is fair, and the gender pay gap and any pay review results confirm this;
- improve information on workforce by encouraging staff to disclose personal information;
- increase the number of job applications from people in under-represented groups and
- improve recruitment and selection processes in response to feedback.

**3.** In order to meet this commitment we collect, publish and monitor information about the diversity of our staff to help us check that we are supporting a culture of diversity. This information specifically relates to outcome 2 of the Mainstreaming equality and equality outcomes report. Our People Focus Group review and monitor this information annually.

**4.** This report complies with section 6 of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012: the duty to gather and use employee information. Audit Scotland and the Accounts Commission, working with the Auditor General, are addressing their responsibilities under the Equality Act 2010. In line with the duty, employee information has been gathered and this report records:

- the diverse characteristics of employees
- information on the recruitment, development and retention of persons as employees.

**5.** Data analysis is provided on progress against the public sector equality duty, also known as the general equality duty and covers the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We undertake to give due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act
- advance equality of opportunity among all people
- foster good relations between different people when carrying out their activities

**6.** Unless otherwise stated, all data is at 31 March 2019.

# Our organisation



**7.** On 31 March 2019, Audit Scotland employed 290 people. Most of our employees are based in Edinburgh (the headquarters) and Glasgow, and others are based in Inverness and Aberdeen.

**8.** Financial, performance and Best Value audits are undertaken across public sector bodies in Scotland. Audit appointments for financial audits are made by the Accounts Commission for local government and by the Auditor General for Scotland for central government and health. Audit appointments are made to both Audit Scotland and private firms of auditors.

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# Diversity monitoring

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We are keen to ensure that everyone within Audit Scotland is valued and supported as an individual. We do this by developing inclusive approaches to employment policies, practices and personal behaviours by managing equality and diversity issues underpinned by the principles of equal opportunity, fairness and transparency.

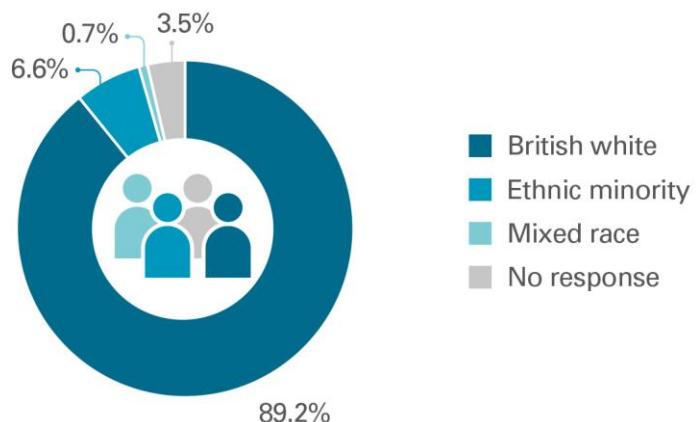
To further that aim our People Focus Group monitor our diversity statistics, reflect on the information and discuss innovative ways to support diversity and inclusion within the work place.

- 9.** All job applicants are invited to fill out a confidential equal opportunities monitoring questionnaire which is voluntary and not part of the selection process. The information provided is confidential and only viewed by members of the Human Resources (HR) team. The information provided includes age, gender, sexual orientation, disability, ethnic background, religion or belief, and marital or civil partnership status. Inclusion of this information helps the organisation to respond effectively to the needs of minority groups.
- 10.** All new staff are asked to state whether they consider themselves as having a disability or not, so that reasonable adjustments can be put in place if required. Disclosure of protected characteristic data is voluntary and not all staff choose to disclose all of this information. Nevertheless, the percentage disclosed has tended to increase as staff become more familiar with the request, and new employees join.
- 11.** Employees can update their personal diversity information held in the electronic HR system at any time. HR staff hold data on the age and marital status of all staff for calculating pension contributions.
- 12.** We work with health professionals to ensure that any risk assessments and / or reasonable adjustments are considered prior to an individual joining us or during any part of their career.

## Ethnicity

The largest ethnic group in Scotland is the white community, estimated to be around 96.08 per cent of the population. The other substantial ethnic groups include: Asian (2.86 per cent), African (0.56 per cent), Mixed races (0.38 per cent) Caribbean or Black (0.12 per cent) of the population.

- 13.** Most of the Audit Scotland workforce is of british white ethnicity (89.2 per cent), 6.6 per cent from ethnic minority groups and 0.7 per cent mixed race. Some staff have not provided information on their ethnicity (3.5 per cent).

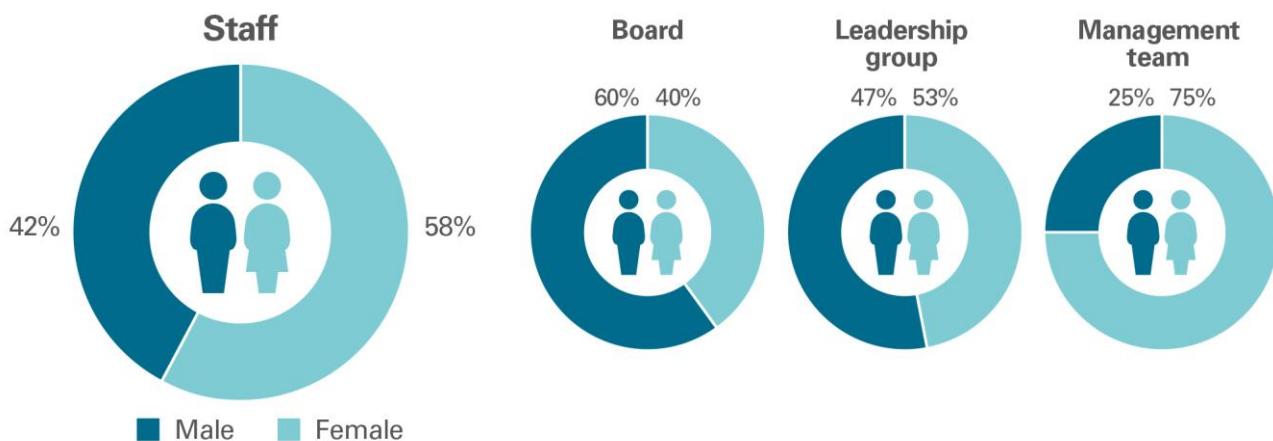


## Gender

Based on recent national population data, 51 per cent of people in Scotland are female and 49 per cent are male.

- 14.** In Audit Scotland:

- 58 per cent of staff are female (this is a 6.5 per cent increase from 2015), and 42 per cent are male
- the Board has two females (40 per cent) and three males (60 per cent)
- the leadership group has eight females (47 per cent) and nine males (53 per cent)
- the management team has three females (75 per cent) and one male (25 per cent)



## Flexible working

- 15.** Just over 24 per cent of Audit Scotland staff work part time or in a flexibly capacity such as annualised hours, compressed hours, term time working. This is higher than in 2017/18 where just over 20 per cent worked flexibly.
- 16.** We are a ‘Carer Positive Employer’ and our ‘Time Place Travel’ and Working from Anywhere policies promote flexibility and encourage positive work life balance which fits with peoples chosen lifestyle or commitments. This may be contributing to the rise in the number of female employees joining and remaining within the organisation.

## Age

- 17.** The table below shows how the percentage of Audit Scotland staff within different age groups compares to the Scottish working population aged 16-74 (100 per cent of staff provided this information).
- 18.** The percentage of staff aged 16-24 is lower than the rest of the population, a proportion of this age group will be in higher education. There is a slightly higher percentage of staff in both the 25-34 and 35-49 age groups. Since 2016, the percentage of staff in the 16-24 age group has reduced, however recruitment figures for 2018/19 show an increase in this age group.

Audit Scotland	Scottish population
16-24 – 3.8%	16-24 – 18%
25-34 – 26.1%	25-34 – 20%
35-49 – 38.5%	35-49 – 31%
50-64 – 30.2%	50-74 – 31%
65+ – 1.4%	

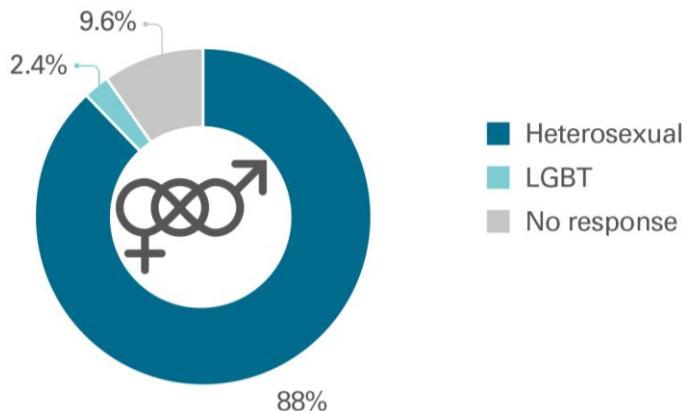
- 19.** We will continue to work to attract younger people into Audit Scotland. In 2018 we continued with our school leaver programme into our new professional training scheme for auditors using the extended Institute of Chartered Accountants in Scotland scheme. We also continued to recruit modern apprentices into our Business Support team as required. The recruitment figures indicate a rise in application and appointments from the 16-24 age group (36 per cent).

## Disability

- 20.** The percentage of staff who report a disability remains at around three per cent.
- 21.** Audit Scotland currently has Disability Confident Employer Status (Level 2). A short-life working group has been set up to use the framework to review our actions and ensure we are promoting best practice in this area. Work will also be carried in conjunction with our Health and Wellbeing Committee to review the actions from the short life working group and build a framework to positively engage with our workforce around this area.

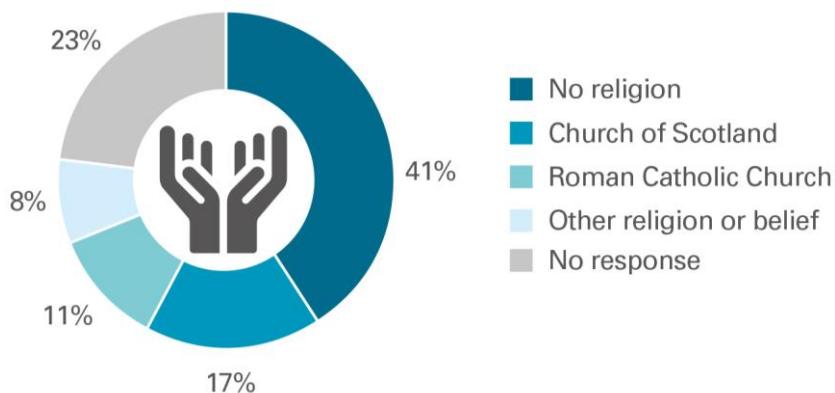
## Sexual orientation

**22.** The percentage of staff reporting sexual orientation has risen by 10 per cent to 90.4 per cent. The majority of staff are heterosexual (88 per cent) and 2.4 per cent are LGBT. Scottish Government data from 2016 suggests that 2 per cent of the Scottish population considers themselves as LGBT.



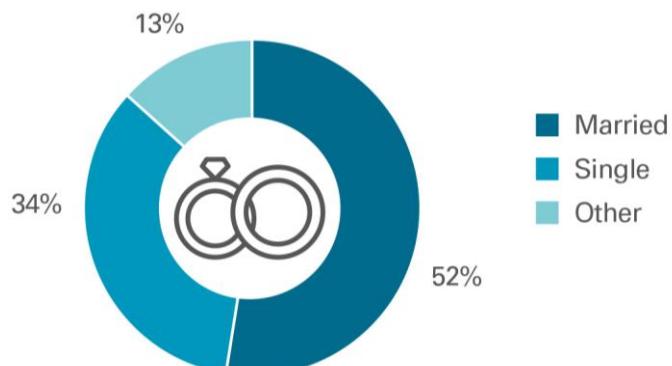
## Religion or belief

**23.** The majority of staff (76 per cent) within Audit Scotland declared their religion or belief. Of our staff 41 per cent do not associate themselves with any religion, 17 per cent associate with the Church of Scotland, 11 per cent of staff associate with the Roman Catholic Church and 8 per cent are other religion or belief. Around 23 per cent of staff did not disclose information making it difficult to assess whether Audit Scotland is representative of the Scottish population in terms of religion or belief.



## Marital status

**24.** The majority of staff at Audit Scotland are married (52 per cent) and around a third are single (34 per cent). Just over 13 per cent are in a civil partnership, living with a partner, widowed, divorced or separated. All staff provided this information.



## Recruitment

Audit Scotland is committed to ensuring that its recruitment process is inclusive and accessible to all. Candidates are assessed solely on the basis of their ability to do the job. We advertise our jobs nationally using a range of online platforms such as S1 jobs, LinkedIn, Indeed, MyjobScotland and our careers website. We also advertise our Disability Confident status in Enable magazine at least twice yearly.

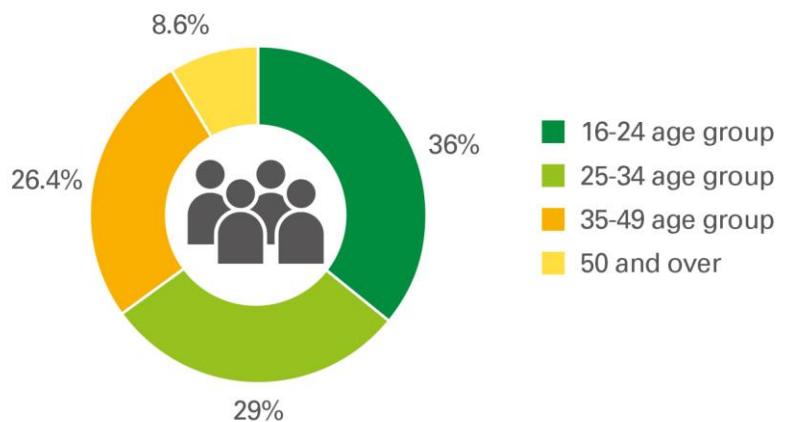
**25.** During 2018/19 and as at the date of this report, there were a total of 23 recruitment campaigns, with 36 appointments made at time of production. Audit Scotland received a total of 1,359 applications for the posts advertised in 2018/19.

**26.** Of the applications received, 49 per cent of the applicants were female. In 2018/19 a higher percentage of females (52.05 per cent) were shortlisted and appointed compared to men (47.13 per cent).

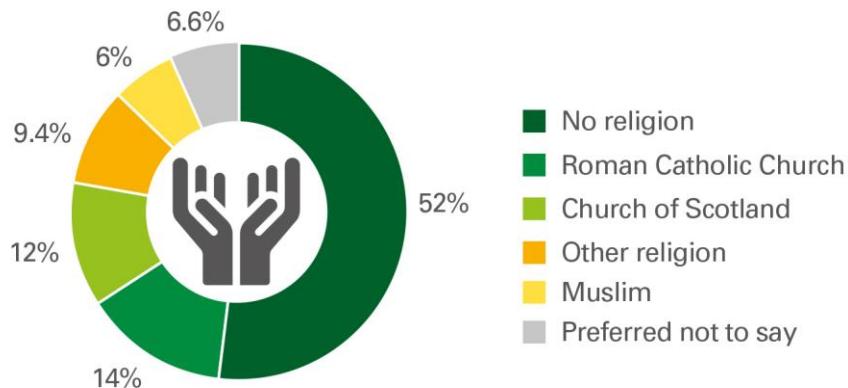
**27.** Since 2017/18 the percentage of applications from ethnic minority people has declined from 12.5 per cent to 10.6 per cent. We have identified this as an area for improvement.

**28.** The number of applicants with disabilities, although small at 5.67 per cent, is higher than in 2017/18 (3.8 per cent) and of the total applicants appointed 10 per cent had declared a disability.

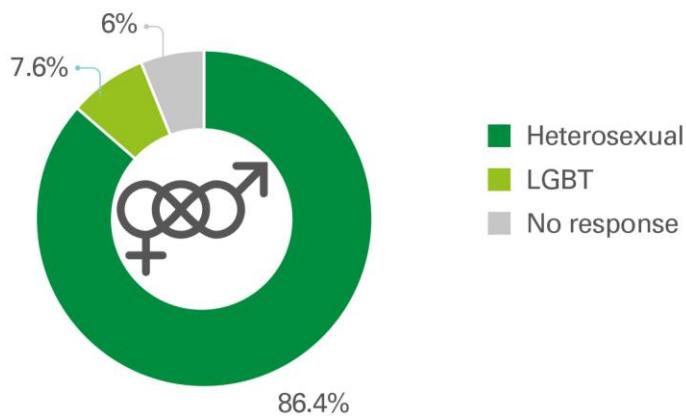
**29.** Applicants from the 16-24 age group represent the highest number of all applicants (36 per cent) and this age group had the highest percentage of appointees. This is in direct correlation to our graduate trainee advertising strategy, along with school leaver and modern apprentice roles being advertised. This was followed by applications from the 25-34 age group (29 per cent). The lowest number of applications was received from people aged 50 and over (8 per cent).



**30.** People who do not associate themselves with any religion represent the largest percentage off all applicants (52 per cent), followed by Roman Catholic (14 per cent) and then Church of Scotland (12 per cent), Muslim (6 per cent) 9.4 per cent are of other religion with 6.6 stating they preferred not to say. This pattern is repeated at shortlisting stage and for those appointed.



**31.** Heterosexual people represent the majority of all recruitment applicants with 86.4 per cent of applicants; 7.6 per cent gay or bisexual; and 6 per cent no information/prefer not to say/other. This pattern continued into shortlisting and those appointed.



## Promotions

**32.** Between 1 April 2018 to 31 March 2019, 15 employees were permanently promoted, 14 successfully transitioned through career development gateway and 7 employees were in receipt of an acting up or additional responsibility allowance. Of the 29 promotions and successful career development gateway transition 62 per cent were female, and of the 7 receiving an acting up or additional responsibility payment, just over half were female (57 per cent).

## Training

**33.** Over the course of 2018/19, Audit Scotland scheduled 103 formal learning events, with 1370 places taken by colleagues. When combined with additional CPD, conference attendance and coaching, a total of 2492 training days were recorded. This works out as an average of 9 training days per person, and of the training recorded, 60 per cent were female and 40 per cent were male.

**34.** We have continued to schedule training on the most popular working days to support attendance for those on flexible working contracts, and the data suggests that this is successful with those working flexibly still able to attend training. Approximately 16 per cent of colleagues at Audit Scotland work part-time, and 15

per cent of the training records can be attributed to those who work flexible patterns. Training places taken up by those with a declared disability is 8 per cent, sitting higher than the percentage of those at Audit Scotland with a declared disability, which remains at three per cent.

## Leavers

**35.** During 2018/19, 18 people resigned from the organisation (34 leavers in total including the expiry of temporary contracts and retirements). Thirty nine per cent of resignations were from women compared to sixty one per cent men.

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# Summary and conclusion

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**36.** We will continue to monitor and analyse the data annually to work with our colleagues to provide a strategy to tackle any under representation and develop diversity within our workforce.

**37.** We will continue as a Disability Confident employer using this framework to ensure our workforce are supported and engaged. Our recruitment process will continue to support candidates and, as part of our review of our recruitment strategy we will seek to engage with organisations and agencies who can add value to our process for minority candidates (Stonewall, LGBT, Disability Alliance, SAMH).

**38.** Our Modern Apprenticeship, School Leaver and Graduate Trainee schemes attract candidates from younger demographic (16-24 years). We can do more to attract candidates to grow a more diverse workforce and we are developing our widening access strategy within the business to grow this demographic.

**39.** Our Carers Positive status, Time Place Travel policy and Working from Anywhere Policy supports a healthy work life balance. We will continue to monitor this and ensure all of our workforce are aware of the flexible working and shared parental leave opportunities within Audit Scotland.

**40.** In Audit Scotland we know that people matter and that we must continue to ensure our work practice and behaviour does not directly or inadvertently put any colleague(s) at a disadvantage. We will continue to support our workforce and by providing space for people to share their views and suggestions we hope that we can build diversity in our workforce.

# Appendix

## Diversity and equality monitoring data

For certain characteristics, some staff have not provided a response or prefer not to provide the information. Generally, the level of disclosure is increasing. Completion of this information is voluntary.

### A. Audit Scotland staff profile

The data presented in this table is as at 31 March 2019.

Equality strand	March 2019 (290 staff)	March 2018 (280 staff)	March 2016 (287 staff)	Scottish Population (Apr 2016) <sup>1</sup>	Comments
<b>Ethnicity</b>	A slight increase in the percentage of minority ethnic group employees to 6.6% <sup>2</sup>	A slight decrease in the percentage of minority ethnic group employees to 5.4% <sup>2</sup>	A slight increase in the percentage of ethnic minority group employees to 4.9%	91% of the population are White British 5.5% are White non-British 3.4% are Asian and other minority ethnic groups	Audit Scotland has a higher representation of ethnic minority employees compared to the Scottish population
	No response rate 3.5%	No response rate 4.6%	No response rate 5.2%		
<b>Gender</b>	42% of staff are male and 58% of staff are female	47% of staff are male and 53% of staff are female	49.5% of staff are male and 50.5% are female	49% of the population are male and 51% are female	Audit Scotland has a higher percentage of female staff and it has been gradually increasing.
<b>Age</b>	16-24 (3.8%) 25-34 (26.1%) 35-49 (38.5%) 50-64 (30.2%) 65+ (1.4%)	16-24 (6%) 25-34 (25%) 35-49 (40.36%) 50-64 (28.21%) 65+ (0.36%)	16-24 (5.9%) 25-34 (23.3%) 35-49 (39.7%) 50-64 (30.0%) 65+ (1.0%)	16-24 (18%) 25-34 (20%) 35-49 (31%) 50-74 (31%)	Compared to the Scottish population aged over 16+, we have less in the 16-24 age group and more in the 35-49 age group.  There is a higher number in this age group in recent recruitment.

<b>Equality strand</b>	<b>March 2019</b> <b>(290 staff)</b>	<b>March 2018</b> <b>(280 staff)</b>	<b>March 2016</b> <b>(287 staff)</b>	<b>Scottish Population (Apr 2016)<sup>1</sup></b>	<b>Comments</b>
<b>Disability</b>	Disability consistent at 3%	Disability consistent at 3%	Disability increased slightly to 3.5%	23% of the population report having a long-term limiting health condition or disability	The percentage of staff reporting a disability has remained at around 3%, considerably less than the Scottish population
<b>Flexible working</b>	24.6% of staff are employed on a flexible working contract	20.4% of staff are employed on a flexible working contract	23.7% of staff are employed on a flexible working contract	n/a	There has been an increase in the amount of staff working less than full time hours or on a flexible working pattern
<b>Sexual orientation</b>	88% heterosexual/ straight 2.4% gay or bisexual 9.3% preferred not to say / no response	86.4% heterosexual/ straight 3.2% gay or bisexual 10.4% preferred not to say / no response	77.7% heterosexual/ straight 2.8% gay or bisexual 19.1% preferred not to say / no response	95.9% heterosexual/ straight 1.6% gay or bisexual 2.4% preferred not to say/ no response	Predominantly staff are heterosexual/, straight, there is a higher response rate with less people choosing prefer not to say or declining to answer.
<b>Religion or belief</b>	40.9% no religion or n/a 17.4% Church of Scotland 10.8% Roman Catholic 8.3% another religion 5.9% prefer not to say 16.7% no response	40.3% no religion or n/a 18.2% Church of Scotland 10.7% Roman Catholic 7.5% another religion 7.4% prefer not to say 16% no response	37.6% no religion or n/a 19.2% Church of Scotland 10.1% Roman Catholic 5.2% prefer not to say 3.1% other Christian 21.6% no response	44.5% no religion or n/a 29.2% Church of Scotland 15% Roman Catholic 10.7% Other religions 0.7% prefer not to say	Of the 83% of staff that responded, the percentage of staff of no religion is higher than the Scottish population

Equality strand	March 2019 (290 staff)	March 2018 (280 staff)	March 2016 (287 staff)	Scottish Population (Apr 2016) <sup>1</sup>	Comments
<b>Marital status</b>	51.7% married/civil partnership	53% married/civil partnership	54.4% married/civil partnership	n/a	Marital status percentages have remained similar. The percentage that are single has increased 5% since 2015.
	34.4% single	34% single	31.7% single		
	3.8% co-habiting	4.3% co-habiting	2.8% co-habiting		
	3.5% divorced or separated	3% divorced or separated	4.2% divorced or separated		
	5.6% unmarried partner	5.4% unmarried partner	5.6% unmarried partner		
	0.7% widowed	0.36% widowed	1.4% other or no response		

Note: 1. Scottish population figures from Scottish Government Equality data : [www.gov.scot/Topics/People/Equality/Equalities/DataGrid](http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid). Age data: *Mid-2015 population estimates Scotland*, National Records Scotland, April 2016.

## B. Recruitment and selection

The following table is our position in terms of protected characteristics and internally and externally advertised vacancies between 1 April 2018 and 31 March 2019. During this period and as at the date of this report, there were a total of 23 campaigns, with 36 appointments made at time of production.

These results should be interpreted carefully as there are a percentage of applications where no information has been provided (one-two per cent for ethnicity, gender, age and disability; up to five per cent for sexual orientation; up to ten per cent for religion).

Equality strand	2018/19	2017/18	2016/17	2015/16
<b>Ethnicity</b>	Of the applications received (1,359), 14.57% were from ethnic minorities. 8.61% of all shortlisted applicants and 3.33% of all appointments made were ethnic minorities  As a % of applications received, 10.6% minority ethnic group applicants were shortlisted and 0.51% appointed	Of the applications received (1,071), 12.5% were from ethnic minorities. 8.2% of all shortlisted applicants and 10.8% of all appointments made were ethnic minorities  As a % of applications received, 11.9% minority ethnic group applicants were shortlisted and 2.9% appointed	Of the applications received (894), 15.7% were from ethnic minorities. 5.7% of all shortlisted applicants and 13.3% of all appointments made were ethnic minorities  As a % of applications received, 6.4% minority ethnic group applicants were shortlisted and 2.9% appointed	Of the applications received (1,035), 15.1% were from ethnic minorities. 8.6% of all shortlisted applicants and 6.4% of all appointments made were ethnic minorities  As a % of applications received, 12.2% minority ethnic group applicants were shortlisted and 2.6% appointed

<b>Equality strand</b>	<b>2018/19</b>	<b>2017/18</b>	<b>2016/17</b>	<b>2015/16</b>
<b>Gender</b>	Applications received: males (49.67%) and females (49.01%). The balance chose not to disclose this information. 19% of the applications received from females were shortlisted and 2.4% appointed.  This compares to 16.7% and 2.7% for males.	Applications received: males (45.2%) and females (53.3%). The balance chose not to disclose this information. 19% of the applications received from females were shortlisted and 4.2% appointed.  This compares to 16.7% and 2.7% for males.	Applications received: males (44.3%) and females (54.4%). The balance chose not to disclose this information. 17.5% of the applications received from females were shortlisted and 3.3% appointed.  This compares to 18.4% and 3.5% for males	Applications received: males (46.7%) and females (52.3%). The balance chose not to disclose this information. 22% of the applications received from females were shortlisted and 7% appointed. This compares to 20.1% and 4.8% for males
<b>Age</b>	Applications received:  16-24 (36%) 25-34 (29%) 35-49 (26%) 50+ (8.6%)  The highest % of applications shortlisted from those received were 16-24, followed by 25-34.  The highest % appointed from those received were also for those in the age range, 16-24 followed by 25-34	Applications received:  16-24 (21%) 25-34 (32%) 35-49 (33%) 50+ (13%)  The highest % of applications shortlisted from those received were 39-49, followed by 24-34.  The highest % appointed from those received were also for those in the age range, 35-49 followed by 25-34	Applications received:  16-24 (29%) 25-34 (34%) 35-49 (28%) 50+ (8%)  The highest % of applications shortlisted from those received were 25-34, followed by 16-24.  The highest % appointed from those received were also for those in the age range 25-34, followed by 35-49	Applications received:  16-24 (23%) 25-34 (36%) 35-49 (32%) 50+ (8%)  The highest % of applications shortlisted from those received were 25-34, followed by 35-49.  The highest % appointed from those received were for those in the age range 25-34, followed by 35-49
<b>Disability</b>	5.67% of applicants declared themselves as having a disability.  As a % of applications received, 9.43% of those with a disability were shortlisted and 10% appointed.	3.8% of applicants declared themselves as having a disability.  As a % of applications received, 8% of those with a disability were shortlisted and 0% appointed.	2.8% of applicants declared themselves as having a disability.  As a % of applications received, 8% of those with a disability were shortlisted and 0% appointed.	3% of applicants declared themselves as having a disability.  As a % of applications received, 22.6% of those with a disability were shortlisted and 3.2% appointed.

Equality strand	2018/19	2017/18	2016/17	2015/16
<b>Religion or belief</b>	<p>n/a or no religion (52%), Roman Catholic (14%), Church of Scotland (12%).</p> <p>As a % of applications received, the highest % of those shortlisted were those with no religion followed by Roman Catholic and Church of Scotland.</p> <p>As a % of those appointed, the highest % were those with no religion, followed by Roman Catholic, Church of Scotland and Muslim</p>	<p>n/a or no religion (51%), Church of Scotland (13.5%), Roman Catholic (14%).</p> <p>As a % of applications received, the highest % of those shortlisted were those with no religion followed by Church of Scotland and Roman Catholic.</p> <p>As a % of those appointed, the highest % were those with no religion, followed by Church of Scotland, Roman Catholic and Muslim</p>	<p>n/a or no religion (47%), Church of Scotland (14%), Roman Catholic (15%).</p> <p>As a % of applications received, the highest % of those shortlisted were those with no religion followed by Roman Catholic and Church of Scotland.</p> <p>As a % of those appointed, the highest % were those with no religion, followed by Church of Scotland, Roman Catholic and Muslim.</p>	<p>n/a or no religion (50.2%), Church of Scotland (12.3%), Roman Catholic (15%).</p> <p>As a % of applications received, the highest % of those shortlisted were Roman Catholic, followed by Other Christian then Church of Scotland.</p> <p>As a % of those appointed, the highest % were Roman Catholic, followed by Church of Scotland and Muslim.</p>
<b>Sexual orientation</b>	Applications: 86.4% heterosexual /straight, 7.6% gay or bisexual and 6% no information/ prefer not to say	Applications: 88.8% heterosexual /straight, 6.1% no information/ prefer not to say, and 5.1% gay or bisexual	Applications: 89% heterosexual /straight, 5.8% no information/ prefer not to say, and 5.2% gay or bisexual	Applications: 91.4% heterosexual /straight, 4.3% prefer not to say, 0.8% no information and 3.1% gay or bisexual

## C. Promotions

The following table shows all promotions, acting up and additional responsibility opportunities by gender over the last four reporting periods.

	2018/19		2017/18		2016/17		2015/16	
	No	%	No	%	No	%	No	%
<b>Male</b>	14	39	16	42	12	41	25	51
<b>Female</b>	22	61	22	58	17	59	24	49

## D. Training

We have continued to schedule training on the most popular working days to support attendance for those on flexible working contracts, and the data suggests that this is successful with those working flexibly still able to attend training.

## E. Leavers

The table below shows resignations by gender. Thirty nine per cent of resignations were from women. Resignations were received from staff across all age bands as follows: 16-24 (5.6 %), 25-34 (33.3%), 35-49 (38.9%) and 50+ (22.2%).

	2018/19		2017/18		2016/17		2015/16	
	No	%	No	%	No	%	No	%
<b>Male</b>	11	61	8	44	8	62	5	33
<b>Female</b>	7	39	10	56	5	38	10	67

# Annual diversity report

2018/19

This report is available in PDF and RTF formats,  
along with a podcast summary at:

[www.audit-scotland.gov.uk](http://www.audit-scotland.gov.uk) 

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