

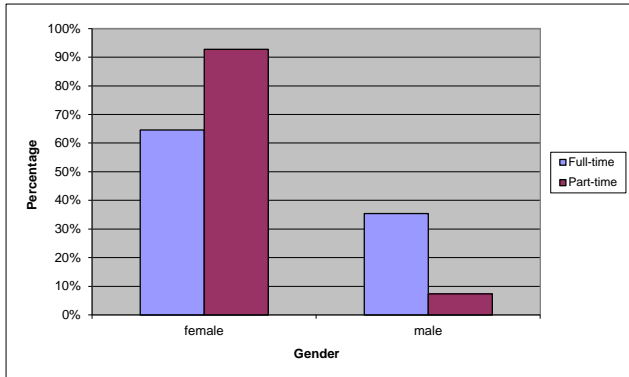
Pay Bands with salary ranges are as follows:

Pay Band	Salary Range
B	£16,586 - £18,767
C	£21,123 - £25,793
D	£25,969 - £30,333
E	£33,072 - £41,176
F	£44,263 - £53,909
G	£53,060 - £66,034
PFD (Procurator Fiscal Depute)	£39,000 - £47,297
SPFD (Senior Procurator Fiscal Depute)	£45,084 - £53,596
PPFD (Principal Procurator)	£48,899 - £61,705
SCS Pay Band 1 (Senior Civil Service)	£68,276 - £117,800
SCS Pay Band 1A (Senior Civil Service)	£75,000 - £128,900
SCS Pay Band 2 (Senior Civil Service)	£93,000 - £162,500
SCS Pay Band 3 (Senior Civil Service)	£104,000 - £208,200
PFD Training Year 1	£30,098
PFD Training Year 2	£31,256
Trainee Solicitor Year 1	£16,700
Trainee Solicitor Year 2	£20,000

#### COPFS Headcount

##### Gender

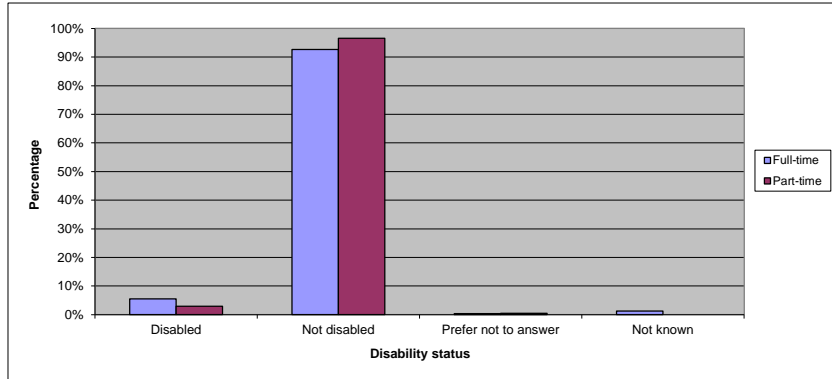
Work pattern	Gender				All employees	
	Female		Male			
Full-time	862	64.6%	473	35.4%	1335	100.0%
Part-time	355	92.7%	28	7.3%	383	100.0%
All employees	1217	70.8%	501	29.2%	1718	100.0%



**Disabled**

Work pattern	Disability status									
	Disabled		Not disabled		Prefer not to answer		Not known		All employees	
Full-time	74	5.5%	1240	92.9%	4	0.3%	17	1.3%	1335	100.0%
Part-time	11	2.9%	370	96.6%	2	0.5%	0	0.0%	383	100.0%
All employees	85	4.9%	1610	93.7%	6	0.3%	17	1.0%	1718	100.0%

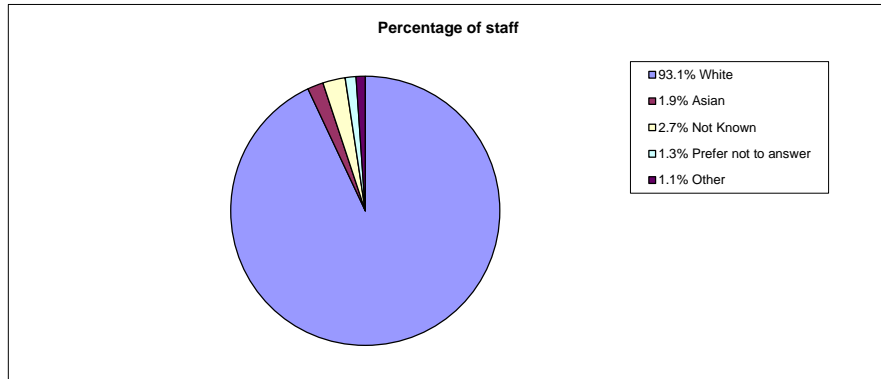
No disclosure control has been applied to this table because the only small numbers are in the 'Prefer not to say' column.



**Ethnic Origin**

Work pattern	Ethnic Group											
	White		Asian		Not known		Prefer not to answer		Other		All employees	
Full-time	1238	92.7%	21	1.6%	36	2.7%	21	1.6%	19	1.4%	1335	100.0%
Part-time	361	94.3%	11	2.9%	10	2.6%	1	0.3%	0	0.0%	383	100.0%
All employees	1599	93.1%	32	1.9%	46	2.7%	22	1.3%	19	1.1%	1718	100.0%

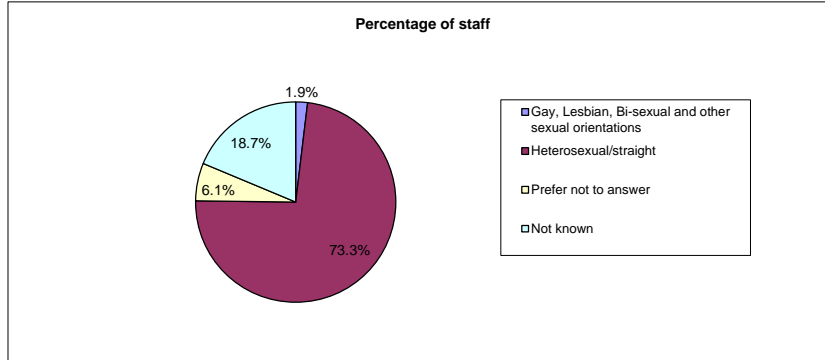
No disclosure control has been applied to this table because the only small numbers are in the 'Prefer not to say' column.



### Sexual Orientation

Work pattern	Sexual Orientation									
	Gay, Lesbian, Bi-sexual and other sexual orientations		Heterosexual/straight		Prefer not to answer		Not known		All employees	
All employees	32	1.9%	1259	73.3%	105	6.1%	322	18.7%	1718	100.0%

Full and Part-time information has been compressed to prevent the possible disclosure of information about individuals.



### Belief or Religion

Work pattern	Religion or Belief									
	Agnostic		Atheist		Church of Scotland		Other Christian		Humanist	
Full-time	13	1.0%	41	3.1%	184	13.8%	219	16.3%	7	0.5%
Part-time	*	*	12	3.1%	59	15.3%	72	18.7%	0	0.0%
All employees	15	0.9%	53	3.1%	243	14.1%	291	16.8%	7	0.4%

Counts of less than 5 have been suppressed and shown as \* to prevent the possible disclosure of information about individuals

Muslim		None		Roman Catholic		No Response		Prefer not to answer	
12	0.9%	309	23.0%	167	12.5%	251	19.1%	116	8.7%
*	*	70	18.4%	54	14.0%	85	22.5%	19	4.9%
16	0.9%	379	22.0%	221	12.8%	336	19.8%	135	7.9%

Counts of less than 5 have been suppressed and shown as \* to prevent the possible disclosure of information about individuals.

Other		All employees	
16	1.2%	1335	100.0%
6	1.6%	386	100.0%
22	1.3%	1718	100.0%

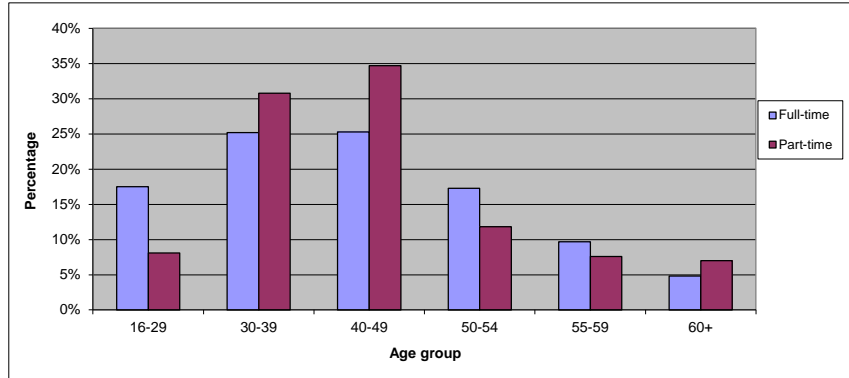
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**Gender Reassignment**

There are no records of COPFS employees under this protected characteristic.

**Age**

Work pattern	Age Group												All employees	
	16-29		30-39		40-49		50-54		55-59		60+			
Full-time	234	17.5%	337	25.2%	338	25.3%	231	17.3%	130	9.7%	65	4.8%	1335	100.0%
Part-time	31	8.1%	118	30.8%	133	34.7%	45	11.8%	29	7.6%	27	7.0%	383	100.0%
All employees	265	15.4%	455	26.5%	471	27.4%	276	16.1%	159	9.3%	92	5.3%	1718	100.0%



**Marital Status**

Work pattern	Marital Status							
	Divorced		Married		Not known		Partnered	
Full-time	76	5.7%	588	44.0%	39	2.9%	46	3.4%
Part-time	11	2.9%	268	70.0%	6	1.6%	7	1.8%
All employees	87	5.1%	856	49.8%	45	2.6%	53	3.1%

Prefer not to answer		Separated		Single		Widowed		All employees	
21	1.6%	27	2.0%	530	39.7%	8	0.6%	1335	100.0%
*	*	*	*	78	20.4%	6	1.6%	383	100.0%
24	1.4%	31	1.8%	608	35.4%	14	0.8%	1718	100.0%

Counts of less than 5 have been suppressed and shown as \* to prevent the possible disclosure of information about individuals.

In 2014, 158 people left COPFS. They left for the following reasons (resignation, dismissal, ill health...). The following table shows this per protected characteristic:

Reason	Gender				All leavers	
	Female		Male			
Resignation	55	65.5%	29	34.5%	84	100.0%
Retirement	9	64.3%	5	35.7%	14	100.0%
End of fixed-term appointment	27	60.0%	18	40.0%	45	100.0%
Transfer to OGD	5	*	*	*	8	100.0%
Other	*	*	*	*	7	100.0%
All leavers	100	63.3%	58	36.7%	158	100.0%

Counts of less than 5 have been suppressed and shown as \* to prevent the possible disclosure of information about individuals.

Reason	Age Group												All leavers	
	16-29	30-39	40-49	50-54	55-59	60+								
Resignation	35	41.7%	22	26.2%	11	13.1%	7	8.3%	5	6.0%	4	4.8%	84	100.0%
Retirement	*	*	*	*	*	*	*	*	6	42.9%	8	57.1%	14	100.0%
End of fixed-term appointment	24	53.3%	9	20.0%	*	*	*	*	*	2.2%	6	13.3%	45	100.0%
Transfer to OGD	*	*	4	50.0%	*	*	*	*	*	*	*	*	8	100.0%
Other	*	*	*	14.3%	*	*	*	*	*	14.3%	*	14.3%	7	100.0%
All leavers	60	38.0%	36	22.8%	20	12.7%	10	6.3%	13	8.2%	19	12.0%	158	100.0%

Counts of less than 5 have been suppressed and shown as \* to prevent the possible disclosure of information about individuals.

Reason	Sexual Orientation									
	Gay, Lesbian, Bi-sexual and other sexual orientations	Heterosexual/straight	Prefer not to answer	Not known	All leavers					
Resignation	*	*	67	79.8%	11	13.1%	6	7.1%	84	100.0%
Retirement	*	*	6	42.9%	1	7.1%	6	42.9%	14	100.0%
End of fixed-term appointment	*	*	38	84.4%	*	*	*	*	45	100.0%
Transfer to OGD	*	*	6	75.0%	*	*	*	*	8	100.0%
Other	*	*	5	71.4%	*	*	*	*	7	100.0%
All leavers	2	1.3%	122	77.2%	15	9.5%	19	12.0%	158	100.0%

Counts of less than 5 have been suppressed and shown as \* to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as \*).

Reason	Religion or Belief															
	Church of Scotland	Other Christian	Roman Catholic	None	Other	Prefer not to answer	Not known	Total								
Resignation	9	10.7%	5	6.0%	11	13.1%	34	40.5%	6	7.1%	11	13.1%	8	9.5%	84	100%
Retirement	*	*	*	*	*	*	*	*	*	*	*	*	*	*	14	100%
End of fixed-term appointment	5	11.1%	12	26.7%	*	*	18	40.0%	*	*	*	*	*	*	45	100%
Transfer to OGD	*	*	*	*	*	*	*	*	*	*	*	*	*	*	8	100%
Other	*	*	*	*	*	*	*	*	*	*	*	*	*	*	7	100%
All leavers	14	8.9%	25	15.8%	16	10.1%	58	36.7%	10	6.3%	16	10.1%	19	12.0%	158	100%

Counts of less than 5 have been suppressed and shown as \* to prevent the possible disclosure of information about individuals.

Reason	Ethnic Origin									
	White	Other	Prefer not to answer	Not known	Total					
Resignation	75	89.3%	7	8.3%	*	*	*	*	84	100.0%
Retirement	13	92.9%	*	*	*	*	*	*	14	100.0%
End of fixed-term appointment	42	93.3%	*	*	*	*	*	*	45	100.0%
Transfer to OGD	8	100.0%	*	*	*	*	*	*	8	100.0%
Other	6	85.7%	*	*	*	*	*	*	7	100.0%
All leavers	144	91.1%	8	5.1%	1	0.6%	5	3.2%	158	100.0%

Counts of less than 5 have been suppressed and shown as \* to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as \*).

Reason	Disability status			
	Disabled	Not disabled	All leavers	
Resignation	*	*	84	100.00%
Retirement	*	*	14	100.00%
End of fixed-term appointment	*	*	45	100.00%
Transfer to OGD	*	*	8	100.00%
Other	*	*	7	100.00%
All leavers	6	3.80%	152	96.20%

Counts of less than 5 have been suppressed and shown as \* to prevent the possible disclosure of information about individuals.

Secondary data suppression has also been necessary to prevent the calculation of the suppressed values by differencing (also shown as \*).

## 7. Equal Pay Report and Gender Gap Analysis

Please see Appendix 1 for a detailed report of numbers of in terms of employee pay progression. The following analyses shows male to female pay differences in average pay per grade.

Pay Band	Female's average hourly pay	Male's average hourly pay
B	£8.38	£8.25
C	£11.22	£10.97
D	£13.65	£13.87
E	£18.02	£17.96
F	£22.98	£22.70
G	£29.59	£29.40
PFD	£21.09	£21.49
SPFD	£24.11	£24.23
PPFD	£27.61	£27.79
SCS	£35.08	£34.60

## 8. Occupational Segregation

In general grades describe occupational categories, allowing occupational segregation to be analysed:

Grade	Male	Female	Total	% male	% female
B	170	521	691	24.6%	75.4%
C	52	157	209	24.9%	75.1%
D	70	151	221	31.7%	68.3%
E	16	15	31	51.6%	48.4%
F	4	12	16	25.0%	75.0%
PFD	59	155	214	27.6%	72.4%
SFPD	47	83	130	36.2%	63.8%
PPFD	41	63	104	39.4%	60.6%
G	18	19	37	48.6%	51.4%
SCS	13	14	27	48.1%	51.9%
TS	11	27	38	28.9%	71.1%
<b>Totals</b>	<b>501</b>	<b>1217</b>	<b>1718</b>	<b>29.2%</b>	<b>70.8%</b>

Appendix 1

<b>Pay Band G – (£53,060 to £66,034)</b>			
Salary	No of employees in Range	Male	Female
Total	37	18	19
Average Pay	£64,422	£64,216	£64,617

<b>Pay Band PPF – (£48,899 to £61,705)</b>			
Salary	No of employees in Range	Male	Female
Total	104	41	63
Average Pay	£60,455	£60,698	£60,297

<b>Pay Band SPFD – (£45,084 to £53,596)</b>			
Salary	No of employees in Range	Male	Female
Total	130	47	83
Average Pay	£52,753	£52,917	£52,660

<b>Pay Band PFD – (£39,000 to £47,297)</b>			
Salary	No of employees in Range	Male	Female
Total	131	28	103
Average Pay	£46,244	£46,940	£46,055

<b>Training Band 2 £31,256</b>			
Salary Range	No of employees in Range	Male	Female
Total	33	10	23
Average Pay	£31,256	£31,256	£31,256

<b>Training Band 1 £30,098</b>			
Salary Range	No of employees in Range	Male	Female
Total	50	21	29
Average Pay	£30,098	£30,098	£30,098

<b>Pay Band F – (£44,263 to £53,909)</b>			
Salary	No of employees in Range	Male	Female
Total	16	*	12
Average Pay	£50,030	£49,568	£50,184

<b>Pay Band E – (£33,072 to £41,176)</b>			
Salary	No of employees in Range	Male	Female
	31	16	15
Total			
Average Pay	£32,291	£39,226	£39,361

<b>Pay Band D – (£25,969 to £30,333)</b>			
Salary	No of employees in Range	Male	Female
	221	70	151
Total			
Average Pay	£29,965	£30,284	£29,817

<b>Pay Band C – (£21,123 to £25,793)</b>			
Salary	No of employees in Range	Male	Female
	209	52	157
Total			
Average Pay	£24,368	£23,964	£24,502

<b>Pay Band B – (£16,586 to £18,767)</b>			
Salary	No of employees in Range	Male	Female
	691	170	521
Total			
Average Pay	£18,236	£18,025	£18,304

<b>Trainee Solicitors - Year 1 £16,700</b>			
Salary Range	No of employees in Range	Male	Female
	19	*	15
Total			
Average Pay	£16,700	£16,700	£16,700

<b>Trainee Solicitors - Year 2 £20,000</b>			
Salary Range	No of employees in Range	Male	Female
	19	7	12
Total			
Average Pay	£20,000	£20,000	£20,000



No of adverts	Total
<b>No of Internal</b>	80
<b>No of external</b>	11

	Total
<b>Fixed Term</b>	62
<b>Permanent</b>	27

Gender

Female	Male	No Response	Prefer not to	Total
521	267	7	6	801
65.0%	33.3%	0.9%	0.7%	100%

Age

<20	21 -25	26-30	31-35	36-40	41-45	Total
						801
						100%
46-50	51-55	56-60	61 +	No Response	Prefer not to	Total
						801
						100%

Sexual orientation

Gay/Lesbian/Bisexual	Heterosexual/ Straight	Bisexual	No Response	Prefer	Total
20	713	7	48	13	801
2.5%	89.0%	0.9%	6.0%	1.6%	100%

Belief/ Religion

Church of Scotland	Other Christian	Hindu	Muslim
176	48	*	32
22.0%	6.0%	*	4.0%

None	Other	Roman Catholic	Sikh	No response	Prefer	Total
321	*	140	5	13	60	801
40.1%	*	17.5%	0.6%	1.6%	7.5%	100%

Ethnic Origin

White	Asian Background	Mixed	Prefer not to	Other	All employees
720	48	6	13	*	801
89.9%	6.0%	0.7%	1.6%	*	100%

Disability

Yes	No	Prefer not to answer	Unknown	Total
60	714	17	10	801
7.5%	89.1%	2.1%	1.2%	100%