



Gender Pay Gap (Capability Scotland)

	Mean	Median
Overall Gender Pay Gap	1.91%	-0.58%
	Male	Female
Lower (0 to 25)	27.78%	72.22%
Lower Middle (25 to 50)	28.93%	71.07%
Upper Middle (50 to 75)	20.81%	79.19%
Upper (75 to 100)	19.70%	80.30%
	Mean	Median
Overall Gender Pay Bonus %	7%	0%
Proportion of Males and Females receiving a bonus payment	18.23%	23.91%

This statement, published April 2024, shows the gender pay gap position as of April 2023 and is an accurate representation of the data in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.