

Gender Pay Gap

Capability Scotland



	Mean	Median
Overall Gender Pay Gap	2.75%	0.00%

	Male	Female
Lower (0–25)	29.35%	70.65%
Lower Middle (25–50)	25.87%	74.13%
Upper Middle (50–75)	22.77%	77.23%
Upper (75–100)	26.24%	73.76%

	Mean	Median
Overall Gender Pay Bonus	-13%	0%

	Male	Female
Proportion of Males and Females receiving bonus	33.33%	66.67%

This statement, published April 2026, shows the gender pay gap position as of April 2025 and is an accurate representation of the data in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

