

# Corporate: Absence

CORP 06a: Sickness Absence Days per Teacher



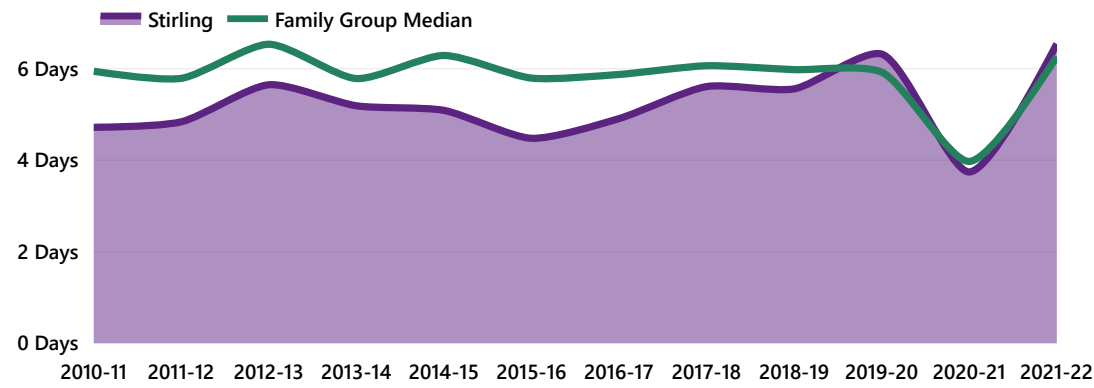
CORP 06b: Sickness Absence Days per Employee (Non-Teacher)



The circumstances around the pandemic affecting the workplace including lockdown and social distancing rules led to a significant reduction in absence across all local authorities, as is reflected in absence data for 2020/21. However, there was for a number of years prior, a trend of increasing absence. Subsequent to 2020/21, the main reasons for absence remain psychological and musculoskeletal. However gastrointestinal reasons continue to be a significant proportion of working days lost. During 2021/22 the reduction in absence due to infectious diseases has been replaced by those due to coughs, colds and flu.

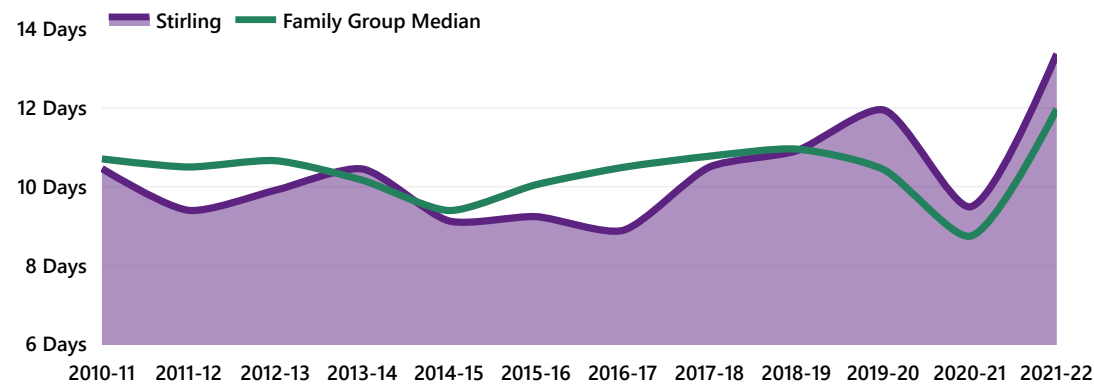
The Employee Wellbeing Programme continues to provide proactive practical, online, and face-to-face support for employees experiencing a variety of health issues and enables access to comprehensive well-being information and signposting to additional support. This is tailored and targeted in line with service needs and reasons for absence. In addition, we provide a comprehensive Occupational Health Service to our employees including health surveillance, physiotherapy and employee counselling services.

CORP 06a Sickness Absence Days per Teacher



Period	Value	Rank
2010-11	4.72	#1
2011-12	4.84	#1
2012-13	5.65	#2
2013-14	5.19	#2
2014-15	5.09	#2
2015-16	4.48	#1
2016-17	4.91	#2
2017-18	5.61	#3
2018-19	5.56	#4
2019-20	6.32	#5
2020-21	3.74	#4
2021-22	6.54	#5

CORP 06b Sickness Absence Days per Employee (Non-Teacher)



Period	Value	Rank
2010-11	10.46	#4
2011-12	9.40	#1
2012-13	9.91	#2
2013-14	10.45	#6
2014-15	9.13	#3
2015-16	9.24	#2
2016-17	8.89	#2
2017-18	10.50	#3
2018-19	10.91	#4
2019-20	11.95	#6
2020-21	9.49	#7
2021-22	13.37	#7

# Corporate: Gender Pay Gap

CORP 03b: The % of the Highest Paid 5% of Employees who are Women



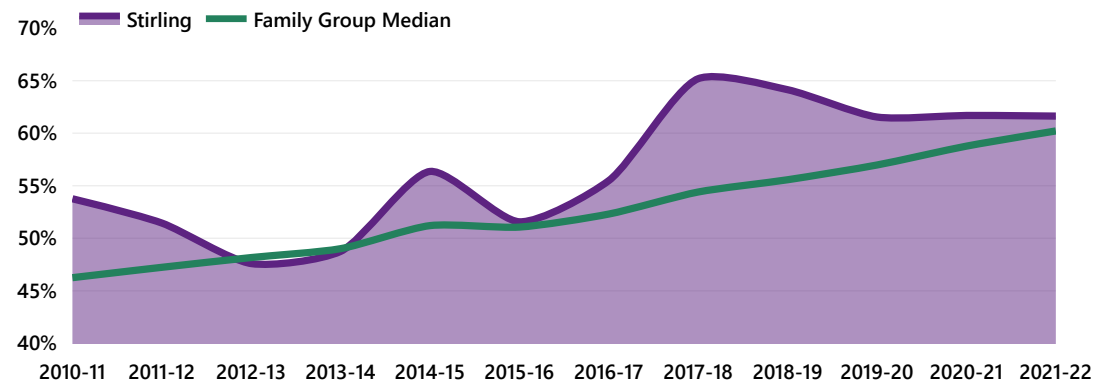
CORP 03c: The Gender Pay Gap (%)



Our organisation continues to make significant strides towards gender equality in the workplace. The gender pay gap remains impressively low, standing at just 0.1% in favour of women. This achievement not only places us at the top within our family group but also first for all of Scotland.

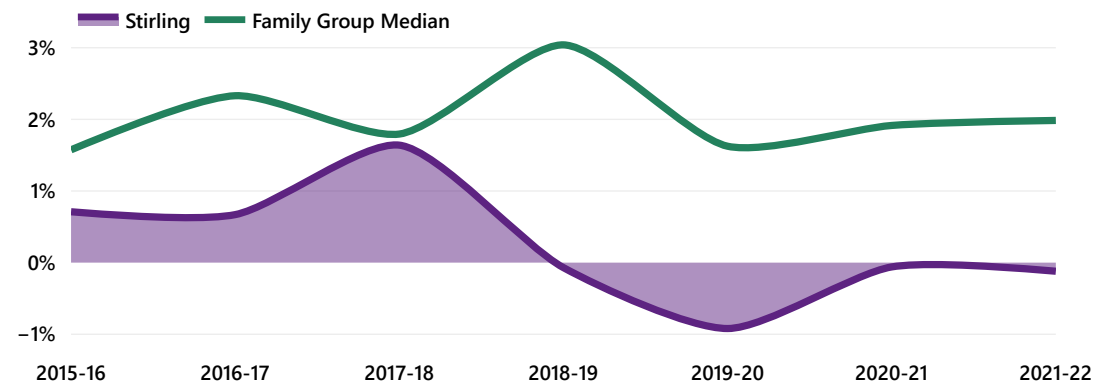
Furthermore, our commitment to promoting women's representation at the highest levels is evident. Despite a slight decrease of 0.01%, we maintain a strong presence of 61.6% of women among the highest-paid 5% of employees.

CORP 03b The % of the Highest Paid 5% of Employees who are Women



Period	Value	Rank
2010-11	53.8%	#4
2011-12	51.4%	#2
2012-13	47.6%	#4
2013-14	48.8%	#2
2014-15	56.4%	#8
2015-16	51.6%	#4
2016-17	55.5%	#7
2017-18	65.2%	#8
2018-19	64.1%	#8
2019-20	61.5%	#8
2020-21	61.7%	#7
2021-22	61.6%	#7

CORP 03c The Gender Pay Gap (%)



Period	Value	Rank
2015-16	0.7%	#2
2016-17	0.7%	#2
2017-18	1.6%	#4
2018-19	-0.1%	#1
2019-20	-0.9%	#3
2020-21	-0.1%	#1
2021-22	-0.1%	#1