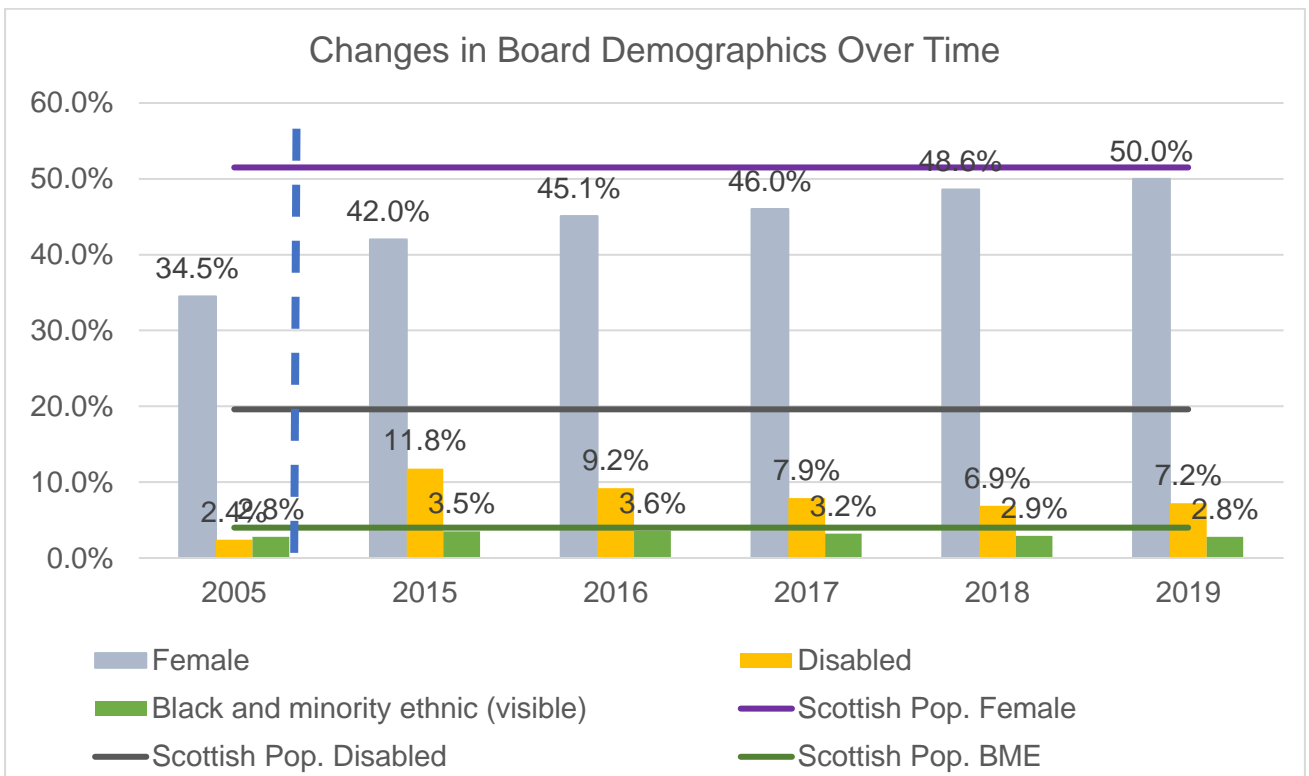
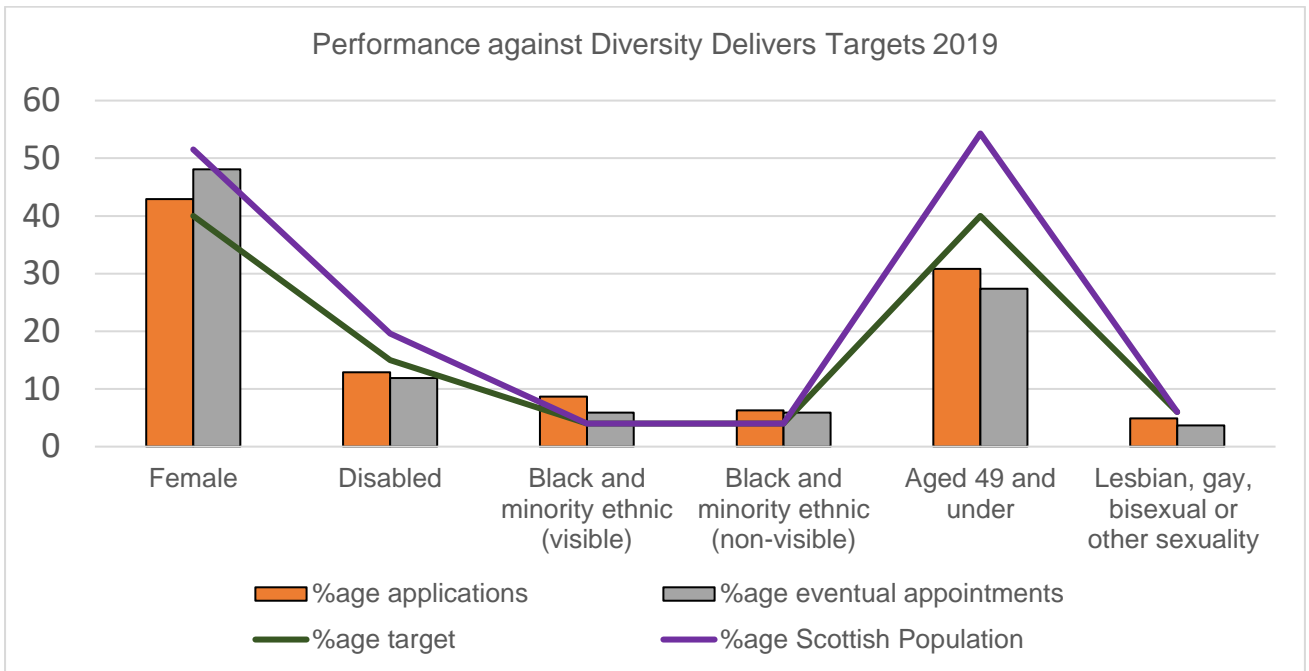


## BOARD DIVERSITY OVER TIME (Published July 2020)



The Scottish Population figures on this page are drawn from the 2011 Census. The figure used for aged 49 and under reflects the percentage of the Scottish population aged 18 to 49. The figure used for LGB is from an estimate by Stonewall Scotland.

Applications and appointments by current or most recent sector worked in (as declared by applicants)

Current or most recent sector of work <sup>†</sup>	2017		2018		2019		Scottish Population
	applications	appointments	applications	appointments	applications	appointments	
	%	%	%	%	%	%	
<b>Private</b>	35.9	30.6	31.2	25	33.9	27.4	78.5*
<b>Public</b>	42.6	49.1	36.5	52.4	41.4	45.8	21.5*
<b>Voluntary</b>	10.8	11.1	10.1	10.7	13.2	14.1	4.1**

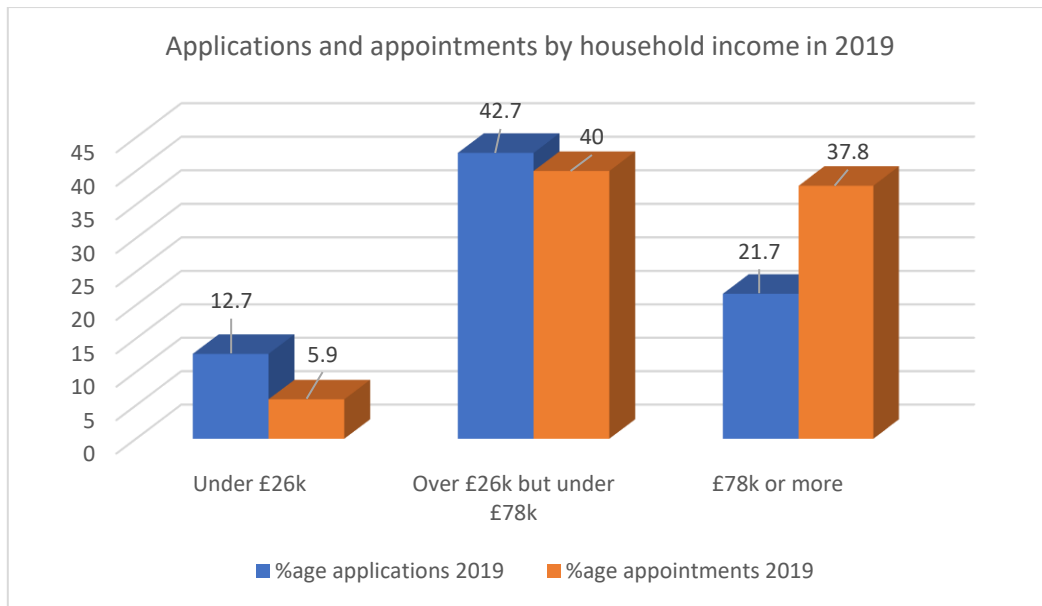
<sup>†</sup>A small proportion of applicants declared their sector as “other” and have not been included in these figures.

\*Figures obtained from the Scottish Government publication “Public sector employment in Scotland: statistics for third quarter 2019”.

\*\*Figure used is the number of paid staff in the third sector obtained from the SCVO publication “State of the Sector 2020: Scottish Voluntary Sector Statistics” (c 108,000 headcount) as a percentage of the overall population figure used at \*.

Applications and appointments by household income

Household income	2017		2018		2019	
	applied	appointed	applied	appointed	applied	appointed
	%	%	%	%	%	%
a. Less than £5,200 per year	0.7	0	0.6	0	1.2	0
b. £5,200 to £10,399 per year	2.1	0.9	1.3	0.6	1.8	0.7
c. £10,400 to £15,599 per year	2.7	0	2.3	1.2	2.1	1.5
d. £15,600 to £25,999 per year	7.4	3.7	7	3	7.6	3.7
e. £26,000 to £36,399 per year	10.2	6.5	9.3	5.4	10.2	3.7
f. £36,400 to £49,399 per year	13.7	9.3	12.9	17.9	13.4	11.9
g. £49,400 to £62,399 per year	11.4	8.3	10.2	10.1	10.2	11.1
h. £62,400 to £77,999 year	7.3	3.7	6.6	7.7	8.9	13.3
<b>i. £78,000 or more per year</b>	<b>19.9</b>	<b>39.8</b>	<b>16.9</b>	<b>29.8</b>	<b>21.7</b>	<b>37.8</b>
j. Prefer not to say	24.7	27.8	32.9	24.4	22.8	16.3
All	100	100	100	100	100	100



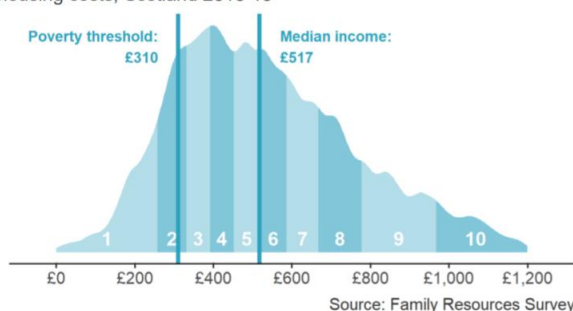
The Scottish Government publication [Poverty and income inequality in Scotland: 2016-2019](#) gives the median weekly household income figure as £517 per week, equivalent to £26,884 per annum. This means that, in 2019, roughly 36% of applicants and 22% of appointees had household incomes below the median. It is also apparent that in this and in previous years, those with household incomes in excess of £78,000 per year, the top 5% of earners in the UK according to HMRC estimates, are far more likely to be appointed than others who have applied.

Although there is no exact national comparator for the distribution of the population sitting in each of these income bands, the following extract from the same Scottish Government publication provides information on the proportion of the population in each of the ten income decile groups.

## Income distribution and poverty thresholds

### Distribution of weekly household income

Figure 22 - Equivalised weekly household income distribution before housing costs, Scotland 2016-19



This chart shows the distribution of weekly income before housing costs across Scotland in 2016-19 with relative poverty threshold, UK median income, and income decile groups. Incomes of £0 and below and those above £1,200 are excluded from this chart.

Many people have household incomes near the poverty threshold. This means that small movements in the overall distribution can sometimes lead to sizeable movements in poverty rates.

**Decile groups** are groups of the population defined by the decile points. The first decile group is the ten percent of the population with the lowest incomes. The second decile group contains individuals with incomes above the lowest decile point but below the second decile point.