

Core Directorates of the Scottish Government:

Director-General Communities
Director-General Corporate
Director-General Economy
Director-General Education and Justice
Director-General Health and Social Care
Director-General Net Zero
Director-General Scottish Exchequer
Director-General Strategy and External Affairs

MICASE REF: 202400406273 - COLLATED INFORMATION REQUESTED

Heading	Financial year					Source of data
	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	
Total FTE Headcount on 31/03 for each financial year	6,402	7,049	7,488	8,496	8,802	Scottish Government workforce information - gov.scot (www.gov.scot)
Amount spent on EDI training per financial year	£8,390.00	£1,200.00	£3,180.00	£45,942.00	£9,850.00	
Number of formal grievances raised in this period where the discrimination relates to a protected characteristic under the Equalities Act 2010	2	0	1	2	0	Please note that the figure for 2021/22 includes the development and roll out of mandatory inclusive culture training for all staff, now delivered through e-learning.
Number of formal grievances raised in this period where the main cause cited is bullying or harassment but excludes all cases related to the previous category of protected characteristics under the Equalities Act 2010	1	5	2	5	5	
Number of employment law cases that commenced in this period where the discrimination relates to a protected characteristic under the Equalities Act 2010	0	2	1	5	2	
Number of employment law cases that commenced in this period where the main cause cited is bullying or harassment but excludes all cases related to the previous category of protected characteristics under the Equalities Act 2010	0	0	1	0	0	
Total amount spent on either awarded payments or settlement agreements in this period where the discrimination relates to a protected characteristic under the Equalities Act 2010						Information on settlement agreements can be accessed on the Scottish Parliament and NRS achived websites using the links below: April 2018 to March 2019: https://external.parliament.scot/General%20Documents/Scottish_Government_Report_on_the_Use_of_Settlement_Agreements_(2018_-_2019).pdf April 2019 to March 2020: https://webarchive.nrscotland.gov.uk/3/archive2021.parliament.scot/S5_Public_Audit/General%20Documents/Settlement_Agreements_(2019-2020).pdf April 2020 onwards: https://www.parliament.scot/chamber-and-committees/committees/current-and-previous-committees/session-6-public-audit-committee/business-items/settlement-agreements#:~:text=The%20Scottish%20Government%20prepares%20an,to%20resolve%20an%20employment%20dispute.

<p>Total amount spent on either awarded payments or settlement agreements in this period where the main cause cited is bullying or harassment but excludes all cases related to the previous category of protected characteristics under the Equalities Act 2010</p>					<p>Information on settlement agreements can be accessed on the Scottish Parliament website using the links below:</p> <p>April 2018 to March 2019: https://external.parliament.scot/General%20Documents/Scottish_Government_Report_on_the_Use_of_Settlement_Agreements_(2018_-_2019).pdf</p> <p>April 2019 to March 2020: https://webarchive.nrscotland.gov.uk/3/archive2021.parliament.scot/S5_Public_Audit/General%20Documents/Settlement_Agreements_(2019-2020).pdf</p> <p>April 2020 onwards: https://www.parliament.scot/chamber-and-committees/committees/current-and-previous-committees/session-6-public-audit-committee/business-items/settlement-agreements#:~:text=The%20Scottish%20Government%20prepares%20an,to%20resolve%20an%20employment%20dispute.</p>
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