

Scotland's Equal Pay Statements Duty — Audit Scotland's 2020 Equal Pay Review

Gender Equality · Good practice · United Kingdom

Quality score: 63/100

Evidence strength: Moderate

Summary

Scottish public bodies with 150+ staff must publish gender pay gap data every two years and equal pay statements every four. Audit Scotland's 2020 review of 305 staff found no unjustified gaps over 5% and cut its leadership-band gap from 3.8% to 1.1%.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-11

[Audit Scotland / Scottish Ministers \(Equality Act 2010 \(Specific Duties\) \(Scotland\) Regulations 2012\)](#) — accessed 2026-10-11

[Audit Scotland Equal pay review 2020](#) — accessed 2026-10-11

[SSI 2012/162 Regulation 7](#) — accessed 2026-10-11

[SSI 2012/162 Regulation 8](#) — accessed 2026-10-11

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