

The CJS gender pay gap analysis measures the difference between the mean average full-time equivalent earnings of male and female employees. The mean is calculated by summing the earnings of all employees and dividing the total by the number of employees. A positive percentage indicates that, on average, male employees earn more than female employees.

Community Justice Scotland is governed by the **Scottish Government Main Bargaining Unit (MBU) pay arrangements**, with defined pay grades and salary scales in place for each role. These arrangements provide a structured and transparent approach to pay progression and help ensure consistency and fairness in remuneration across the organisation.

As at **31 March 2025**, the mean gender pay gap was **11.92%**, indicating that male employees received higher average earnings than female employees. By **31 March 2026**, the mean pay gap had reduced significantly to **3.02%**.

This represents an improvement of **8.90 percentage points** over the year and demonstrates substantial progress towards greater pay equality across the organisation. The existence of established pay grades for all roles means that differences in pay are not attributable to unequal pay rates for the same work but are more likely to reflect the distribution of male and female employees across grades and roles. While a pay gap in favour of male employees remains, the reduction from 11.92% to 3.02% suggests that the difference in average earnings between male and female employees has narrowed considerably, reflecting positive progress towards a more balanced workforce profile and greater pay equality.