



Scottish
Forestry
Coilltearachd
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Gender Pay Gap Report 2025 to 2026

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What is the gender pay gap

The gender pay gap measures the difference in average hourly pay between males and females. This is not the same as equal pay, as it does not look at people doing the same role. The gender pay gap is caused because women tend to earn less per hour than men on average. This is due to a number of factors including females undertaking lower paid roles and being more likely to have unpaid caring responsibilities.

Scottish Forestry values diversity in its workforce, that is representative of the working population of Scotland, bringing different viewpoints, experience and knowledge into the agency. Our recruitment policies and practices follow the Civil Service recruitment principles, that appointments must be made on merit, through fair and open competition. This means our selection process is based on being objective, impartial and it is applied consistently.

The gender pay gap includes the mean and median average differences in hourly earnings between men and women. The mean looks at the average difference in hourly pay that males and females receive (total divided by number of people). Median looks at the mid-point in the hourly pay that males and females receive. The median is generally used in gender pay gap reporting, due to the uneven distribution of earnings. It helps to reduce the disparity caused by the higher salaries and therefore provides a clearer picture of typical earnings.

This gender pay gap report covers the period of March 2025 to March 2026. This reporting time is consistent with Scottish Government requirements. We only report on employee's ordinary pay, as we do not award bonuses. Scottish Forestry does not report on additional staffing resource, sourced via recruitment agencies for short term contracts.

Our gender pay gap*

Mean gender pay gap:

The overall mean hourly pay is £24.06. The mean hourly pay for females is £22.14 and for males is £26.26, this is a difference £4.12, which is a gender pay gap of 15.7%. This means that out of every £1 a male is paid a female received £0.84.

Median gender pay gap:

The overall median hourly pay is £20.87. The median hourly pay for females is £20.87 and for males is £24.80, this is a difference £3.98, which is gender pay gap of 15.8%. This means that out of every £1 a male is paid a female received £0.84.

UK gender pay gap:

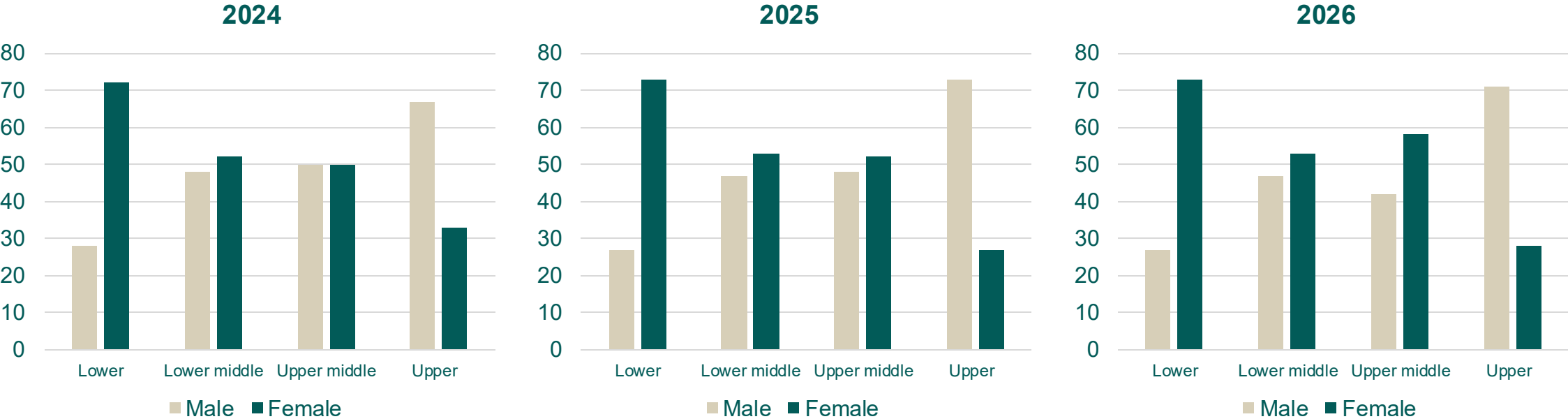
The UK gender pay gap in April 2025 was 6.9% (for full time median hourly earnings £20.27 for males and £18.87 for females) for all employees, including part time employees, it was 12.8%. This means that out of every £1 a male is paid, a female received £0.87.

*as of 31 March 2026.



Headcount by pay quartile

Scottish Forestry's gender mix in 2026 is 53% female and 47% male. This is a slight increase in the proportion of females against 2025 (51% female and 49% male). Below is a chart to show the pay quartiles for females and males from March 2024 to March 2026.



Where we are now

The Scottish Forestry median gender pay gap is higher (15.8%) than the UK median (6.9%).

Scottish Forestry has a higher gender pay gap due to the following:

- > More males in our higher pay bands and senior leadership roles compared with females.
- > More females in our lower pay bands compared to males.
- > Broadly the position in 2026 against 2024 has been stable. There has however been a small increase (58% in 2026 : 50% in 2024) in the proportion of females to males in the upper middle quartile over the period.
- > Forestry is historically a male dominated industry, and since our turnover rate in 2025 was 6.5% which is very low (compared to the average UK turnover rate of 34%), it will take time for our gender pay gap to reduce.



What we are doing

Scottish Forestry is aware that its gender pay gap is not as it would wish and has taken action towards reducing the gender pay gap:

- > In 2025 Scottish Forestry published its [Corporate Strategy and Plan for 2025-2030](#), this includes a number of targets including reducing our gender pay gap.
- > Every 6 months the Executive Board reviews its Equality, Diversity and Inclusion Action Plan. This includes an update on the gender pay gap and the actions taken to encourage and support females to develop and progress in their careers. It is anticipated that progress in these areas will be reflected by a reduction in the gender pay gap.

- > In 2025 further action was taken to establish and embed a Women's Development Network. A chair and committee members were appointed to take forward activities to support female's career development, be that in their current role or into a more senior position. There are a number of activities that have taken place to date, including a Question time with the Director of Policy and Practice who had recently joined the agency and is a member of the Executive Board. This provided the opportunity for an honest conversation and questions around how females may progress their careers.

What we are doing

- > The Agency has a number of learning and development sessions aimed at promoting equality and inclusion including mandatory learning for Engaging the Bystander and Inclusive Cultures. Our line manager essential learning pathway includes an inclusive recruitment module for all who are involved in recruitment to highlight how to prevent bias in the recruitment process.
- > SF adheres to the Civil Service recruitment principles, ensuring recruitment is based on merit, fair and open competition. Before any job role is published, we review the wording through a gender decoder. Applications are anonymised at the point of short listing and wherever possible selection panels comprise a gender mix.

- > The Agency has obtained support from the organisation “Changing the Chemistry,” prior to advertising Non-Executive and the Chief Forester for Scotland roles. This has proved invaluable in widening access to potential applicants from underrepresented groups
- > Scottish Forestry has many policy, guidance and initiatives in place that are designed to support staff, this includes: enhanced family friendly policies, flexible working, hybrid working, flexi time, career breaks; employee passport, menopause champion network, mental health first aiders and wellbeing initiatives.

What we are doing

- > Pay negotiations are carried out through engagement with Forestry Trade Unions Scotland and fall under the Scottish Government Pay Remit.
- > The Agency supports career progression in Operational Delivery teams through promotion boards. This affords operational staff the opportunity to apply for promotion without the need to relocate. Our Woodland Officer to Technical Officer promotion board in 2024 resulted in seven promotions, three appointees were female. We are due to run another board in 2026.

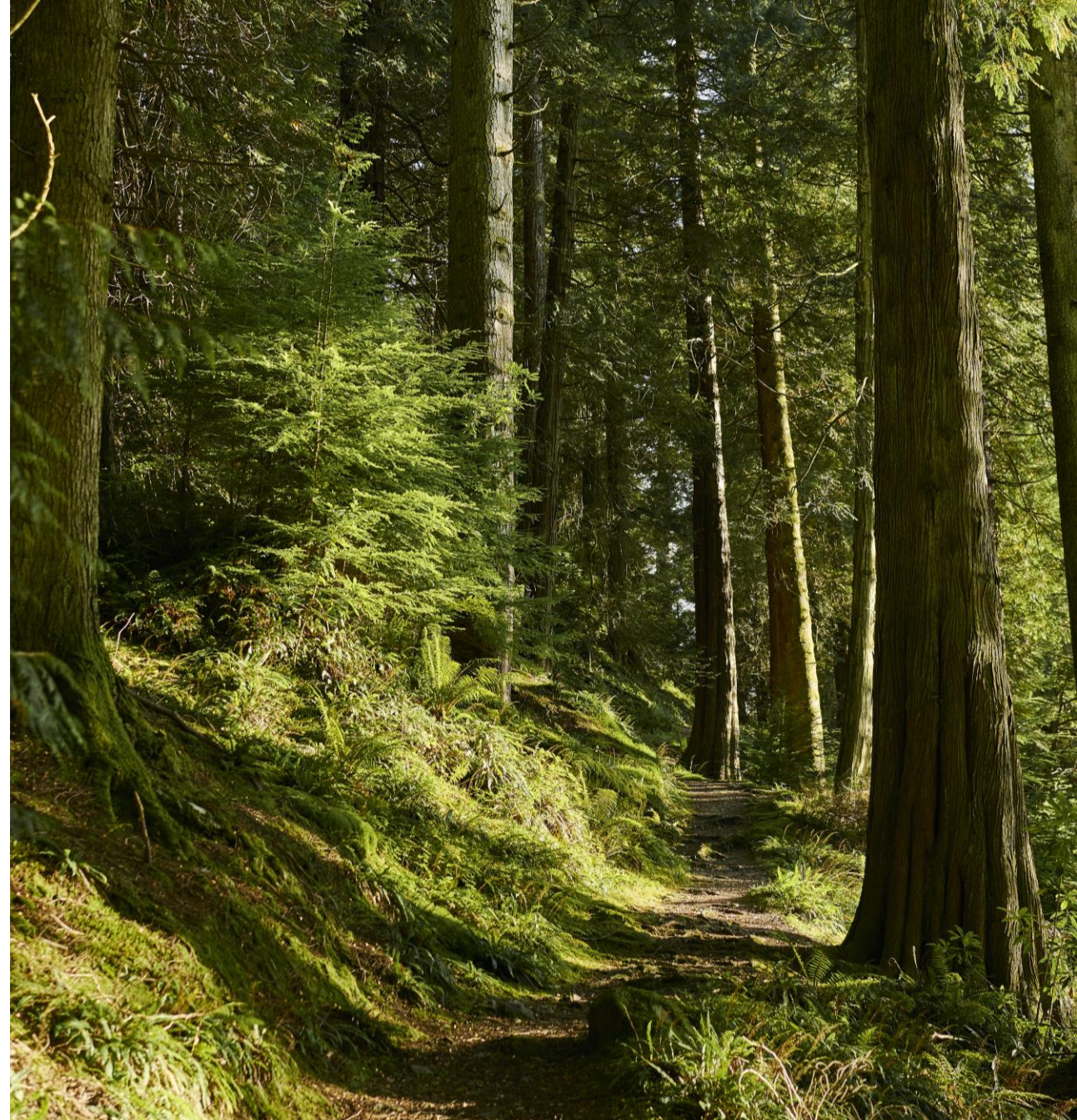
- > The Agency has a supportive performance and development policy where all staff have the opportunity to discuss performance objectives, development requirements and career aspirations. Monthly check-ins are recommended to encourage time to discuss progress and reflection.
- > Exit interviews are offered to colleagues who choose to leave the Agency. Results are analysed with themes reported to the Executive Board. Thus far there have been no concerns raised by leavers regarding the gender pay gap.

Summary

Scottish Forestry is committed to reducing its gender pay gap.

The Agency is aware of the challenge this poses due partly to low staff turnover. Action has been taken to increase opportunities for career development for all staff, including offering temporary vacancies as development opportunities.

The Agency continues to set and work towards achieving ambitious equality, diversity and inclusion targets which are aimed to increase diversity in the composition of our senior staff group.





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