

11 February 2026

## Your request for information under the Freedom of Information (Scotland) Act 2002 (“the Act”)

Thank you for your email which was received by VisitScotland on 20 January 2026 at 4.14pm requesting:

- 1. The number of employees in your organisation with any of the phrase’s “diversity”, “inclusion”, “equality” or “equity” in their job title in the financial years 2021-22, 2022-23, 2023-24, 2024-25 and 2025-26 to date. Please also provide the salaries paid to them in each of these financial years, and a list of the relevant job titles.*
- 2. The total number of staff suspended with pay by your organisation, and the cost of paying their salaries while suspended with pay, in the financial years 2021-22, 2022-23, 2023-24, 2024-25 and 2025-26 to date.*
- 3. The total amount of money spent by your organisation on overtime payments in the financial years 2021-22, 2022-23, 2023-24, 2024-25 and 2025-26 to date.*

### VisitScotland’s response

We confirm that VisitScotland holds some of the information which you have requested.

1.

<b>Year</b>	<b>No. of staff</b>	<b>Job Title</b>	<b>Pay Band</b>	<b>Pay Range</b>
21/22	1	Equality, Diversity & Wellbeing Specialist	Grade I	47266-55973
22/23	1	Equality, Diversity & Wellbeing Specialist	Grade I	47766-56473
23/24	1	Equality, Diversity & Wellbeing Specialist	Grade I	49629-58772
24/25	1	Equality, Diversity & Wellbeing Specialist	Grade I	54165-62148
25/26	1	Inclusion, Wellbeing and Policy Manager	Grade H	48979-55793

Please note that pay and grading is updated each year upon the approval of the annual pay award by the Scottish Government.

2. VisitScotland has not had any suspensions in the period in question. Section 17 of the Act states that where public authorities receive requests for information that they do not hold, they must issue a notice advising that they do not hold the requested information. This letter provides you with that notice.

### 3. Overtime Payments

<b>Year</b>	<b>21/22</b>	<b>22/23</b>	<b>23/24</b>	<b>24/25</b>	<b>25/26 (year to date)</b>
<b>Amount</b>	16,916.23	17,545.48	27,180.38	14,969.52	3,378.86

Please note that an anonymised version of this response will be made publicly available on VisitScotland’s website.

### Your right to request a review

If you wish to request a review of your application under either the Freedom of Information (Scotland)

Act 2002 or the Environmental Information (Scotland) Regulations 2004, your request should be submitted to us in writing, or another permanent format (for example e-mail or voice recording) to:

Ms Vicki Miller  
Chief Executive  
VisitScotland  
Waverley Court  
4 East Market Street  
Edinburgh  
EH8 8BG  
Telephone: 0131 473 3603  
E-mail: [vicki.miller@visitscotland.com](mailto:vicki.miller@visitscotland.com)

The request for a review should be received by us within 40 days of the date of this letter. Any request for a review should also set out, in as much detail as possible, the reasons why you are not satisfied with our response or the manner in which we have dealt with your application.

If you are not satisfied with the result of the review, then you have the right to appeal to the Scottish Information Commissioner. You can contact the Scottish Information Commissioner at:

Scottish Information Commissioner  
Kinburn Castle  
Doubledykes Road  
St Andrews  
Fife  
KY16 9DS  
Telephone: 01334 464610  
Fax: 01334 464611  
Email: [enquiries@itspublicknowledge.info](mailto:enquiries@itspublicknowledge.info)

A link to the Commissioner's website which provides further information can be found here: [Homepage | Scottish Information Commissioner](#)

You also have the right to appeal to the Court of Session in Scotland on a point of law concerning our response.