

RECRUITMENT INTERNAL & EXTERNAL ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2013

Number of Posts Advertised:

756

Total Combined Applications Received:

11310

Total Combined Interviews:

2566

Total Combined Appointments

756

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	532	4.7%	251	2.2%	281	2.5%	132	5.1%	65	2.5%	67	2.6%	29	3.8%	9	1.2%	20	2.6%
Non Disabled	10185	90.1%	4008	35.5%	6177	54.6%	2300	89.6%	871	33.9%	1429	55.7%	684	90.5%	206	27.3%	478	63.2%
Non Disclosed	593	5.2%	0	0.0%	0	0.0%	134	5.3%	0	0.0%	0	0.0%	43	5.7%	0	0.0%	0	0.0%
Total	11310	100.0%	4259	37.7%	6458	57.1%	2566	100.0%	936	36.4%	1496	58.3%	756	100.0%	215	28.5%	498	65.8%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	9241	81.7%	3630	32.1%	5611	49.6%	2167	84.5%	821	32.0%	1346	52.5%	647	85.6%	188	24.9%	459	60.7%
Other British	560	5.0%	245	2.2%	315	2.8%	104	4.0%	43	1.6%	61	2.4%	26	3.4%	10	1.3%	16	2.1%
Irish	131	1.2%	49	0.4%	82	0.7%	32	1.2%	14	0.5%	18	0.7%	13	1.7%	4	0.5%	9	1.2%
Gypsy / Traveller	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	53	0.5%	17	0.2%	36	0.3%	11	0.4%	4	0.1%	7	0.3%	3	0.4%	1	0.1%	2	0.3%
Other white ethnic	172	1.5%	67	0.6%	105	0.9%	27	1.0%	8	0.3%	19	0.7%	5	0.7%	2	0.3%	3	0.4%
Total White	10158	89.9%	4008	35.5%	6150	54.3%	2341	91.1%	890	34.5%	1451	56.6%	694	91.8%	205	27.1%	489	64.7%
Any mixed or multiple ethnic groups	19	0.2%	3	0.0%	16	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	248	2.2%	107	1.1%	141	1.2%	43	1.7%	21	0.8%	22	0.9%	10	1.3%	5	0.7%	5	0.7%
Indian, Indian Scottish or Indian British	119	1.0%	36	0.3%	83	0.7%	20	0.8%	5	0.2%	15	0.6%	6	0.8%	0	0.0%	6	0.8%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	9	0.1%	3	0.0%	6	0.1%	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	65	0.6%	20	0.2%	45	0.4%	6	0.2%	3	0.1%	3	0.1%	1	0.1%	1	0.1%	0	0.0%
Other Asian background	37	0.4%	18	0.2%	19	0.2%	2	0.1%	0	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	478	4.3%	184	1.8%	294	2.6%	72	2.8%	29	1.1%	43	1.7%	17	2.2%	6	0.8%	11	1.5%
African, African Scottish or African British	67	0.6%	43	0.4%	24	0.2%	8	0.3%	4	0.2%	4	0.2%	0	0.0%	0	0.0%	0	0.0%
Other African background	52	0.4%	25	0.2%	27	0.2%	4	0.2%	2	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	11	0.1%	4	0.0%	7	0.1%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	22	0.2%	9	0.1%	13	0.1%	5	0.2%	1	0.0%	4	0.2%	2	0.3%	1	0.1%	1	0.1%
Other Caribbean / Black background	4	0.0%	3	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	156	1.3%	84	0.7%	72	0.6%	18	0.7%	8	0.3%	10	0.5%	2	0.3%	1	0.1%	1	0.1%
Arab, Arab Scottish or Arab British	7	0.1%	3	0.0%	4	0.0%	2	0.1%	0	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	100	0.8%	38	0.3%	62	0.5%	15	0.6%	4	0.2%	11	0.4%	3	0.4%	0	0.0%	3	0.4%
Sub Total Other Ethnic	107	0.9%	41	0.3%	66	0.5%	17	0.7%	4	0.2%	13	0.5%	3	0.4%	0	0.0%	3	0.4%
Total Ethnic	760	6.6%	312	2.6%	448	4.0%	107	4.3%	41	1.6%	66	2.7%	22	2.9%	7	0.9%	15	2.0%
Non Disclosed	392	3.5%					118	4.6%					40	5.3%				
Total	11310	100.0%	4320	38.1%	6598	58.4%	2566	100.0%	931	36.3%	1517	59.3%	756	100.0%	212	28.0%	504	66.7%

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	4427	39.1%	965	37.6%	219	29.0%
Female	6699	59.3%	1541	60.1%	512	67.7%
Non Disclosed	184	1.6%	60	2.3%	25	3.3%
Total	11310	100.0%	2566	100.0%	756	100.0%

RECRUITMENT INTERNAL & EXTERNAL TEACHERS ONLY AS AT 31 MARCH 2013

Number of Posts Advertised:

431

Total Combined Applications Received:

12396

Total Combined Interviews:

1733

Total Combined Appointments

431

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	197	1.6%	45	0.4%	152	1.2%	36	2.1%	9	0.5%	27	1.6%	4	0.9%	0	0.0%	4	0.9%
Non Disabled	11862	95.7%	1881	15.2%	9981	80.5%	1659	95.7%	359	20.7%	1300	75.0%	422	97.9%	71	16.5%	351	81.4%
Non Disclosed	337	2.7%	0	0.0%	0	0.0%	38	2.2%	0	0.0%	0	0.0%	5	1.2%	0	0.0%	0	0.0%
Total	12396	100.0%	1926	15.6%	10133	81.7%	1733	100.0%	368	21.2%	1327	76.6%	431	100.0%	71	16.5%	355	82.3%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	10737	86.7%	1706	13.8%	9031	72.9%	1503	86.7%	325	18.8%	1178	68.0%	378	87.7%	65	15.1%	313	72.6%
Other British	605	4.9%	129	1.0%	476	3.8%	81	4.6%	19	1.1%	62	3.5%	23	5.4%	2	0.5%	21	4.9%
Irish	406	3.3%	61	0.5%	345	2.8%	52	3.0%	8	0.5%	44	2.5%	15	3.5%	3	0.7%	12	2.8%
Gypsy / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	11	0.1%	2	0.0%	9	0.1%	2	0.1%	0	0.0%	2	0.1%	1	0.2%	0	0.0%	1	0.2%
Other white ethnic	141	1.1%	29	0.2%	112	0.9%	17	1.0%	3	0.2%	14	0.8%	4	0.9%	0	0.0%	4	0.9%
Total White	11900	96.1%	1927	15.5%	9973	80.5%	1655	95.4%	355	20.6%	1300	74.9%	421	97.7%	70	16.3%	351	81.4%
Any mixed or multiple ethnic groups	28	0.2%	0	0.0%	28	0.2%	6	0.3%	0	0.0%	6	0.3%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	71	0.6%	18	0.1%	53	0.4%	18	1.0%	5	0.3%	13	0.7%	3	0.7%	0	0.0%	3	0.7%
Indian, Indian Scottish or Indian British	116	0.9%	0	0.0%	116	0.9%	13	0.8%	0	0.0%	13	0.8%	3	0.7%	0	0.0%	3	0.7%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	12	0.1%	0	0.0%	12	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	23	0.2%	2	0.0%	21	0.2%	2	0.1%	0	0.0%	2	0.1%	1	0.2%	0	0.0%	1	0.2%
Other Asian background	22	0.2%	11	0.1%	11	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	244	2.0%	31	0.2%	213	1.7%	34	2.0%	6	0.4%	28	1.6%	7	1.6%	0	0.0%	7	1.6%
African, African Scottish or African British	5	0.0%	2	0.0%	3	0.0%	2	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other African background	6	0.1%	3	0.0%	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	3	0.0%	0	0.0%	3	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	7	0.1%	4	0.0%	3	0.0%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	21	0.2%	9	0.0%	12	0.0%	4	0.3%	3	0.2%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Arab, Arab Scottish or Arab British	2	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	54	0.4%	14	0.1%	40	0.3%	5	0.3%	3	0.2%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Sub Total Other Ethnic	56	0.4%	15	0.1%	41	0.3%	5	0.3%	3	0.2%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Total Ethnic	349	2.8%	55	0.4%	294	2.4%	49	2.9%	12	0.8%	37	2.1%	7	1.6%	0	0.0%	7	1.6%
Non Disclosed	147	1.2%					29	1.7%					3	0.7%				
Total	12396	100.0%	1982	16.0%	10267	82.8%	1733	100.0%	367	21.2%	1337	77.1%	431	100.0%	70	16.3%	358	83.0%

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	2022	16.3%	376	21.7%	72	16.7%
Female	10334	83.4%	1349	77.8%	358	83.1%
Non Disclosed	40	0.3%	8	0.5%	1	0.2%
Total	12396	100.0%	1733	100.0%	431	100.0%