

RECRUITMENT INTERNAL & EXTERNAL ALL COUNCIL EXCLUDING TEACHERS AS AT 31 DECEMBER 2014

Number of Posts Advertised:

633

Total Combined Applications Received:

8050

Total Combined Interviews:

2563

Total Combined Appointments:

677

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	393	4.9%	175	2.2%	218	2.7%	105	4.1%	45	1.8%	60	2.3%	16	2.4%	4	0.6%	12	1.8%
Non Disabled	7299	90.7%	2207	27.4%	5092	63.3%	2294	89.5%	681	26.6%	1613	62.9%	592	87.5%	182	26.9%	410	60.6%
Non Disclosed	358	4.4%	0	0.0%	0	0.0%	164	6.4%	0	0.0%	0	0.0%	69	10.1%	0	0.0%	0	0.0%
Total	8050	100.0%	2382	29.6%	5310	66.0%	2563	100.0%	726	28.4%	1673	65.2%	677	100.0%	186	27.5%	422	62.4%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	6520	81.0%	1968	24.4%	4552	56.5%	2083	81.3%	630	24.6%	1453	56.7%	532	78.6%	163	24.1%	369	54.5%
Other British	343	4.3%	136	1.7%	207	2.6%	109	4.3%	44	1.7%	65	2.5%	24	3.5%	9	1.3%	15	2.2%
Irish	77	1.0%	31	0.4%	46	0.6%	22	0.9%	7	0.3%	15	0.6%	5	0.8%	2	0.3%	3	0.4%
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	50	0.6%	12	0.1%	38	0.5%	11	0.4%	2	0.1%	9	0.4%	4	0.6%	0	0.0%	4	0.6%
Other white ethnic	136	1.7%	43	0.5%	93	1.2%	26	1.0%	8	0.3%	18	0.7%	7	1.0%	3	0.4%	4	0.6%
Total White	7127	88.5%	2190	27.1%	4937	61.4%	2251	87.9%	691	27.0%	1560	60.9%	672	84.5%	177	26.1%	395	58.3%
Any mixed or multiple ethnic groups	34	0.4%	11	0.1%	23	0.3%	13	0.5%	2	0.1%	11	0.4%	2	0.3%	0	0.0%	2	0.3%
Pakistani, Pakistani Scottish or Pakistani British	104	1.3%	43	0.6%	61	0.8%	19	0.7%	8	0.4%	11	0.4%	5	0.7%	1	0.1%	4	0.6%
Indian, Indian Scottish or Indian British	70	0.9%	28	0.3%	42	0.5%	18	0.7%	6	0.3%	12	0.4%	4	0.6%	0	0.0%	4	0.6%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	2	0.0%	0	0.0%	2	0.0%	1	0.0%	0	0.0%	1	0.0%	1	0.1%	0	0.0%	1	0.1%
Chinese, Chinese Scottish or Chinese British	38	0.5%	8	0.1%	30	0.4%	10	0.4%	0	0.0%	10	0.4%	4	0.6%	0	0.0%	4	0.6%
Other Asian background	13	0.2%	6	0.1%	7	0.1%	2	0.1%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	227	2.9%	85	1.1%	142	1.8%	50	2.0%	15	0.7%	35	1.3%	14	2.1%	1	0.1%	13	1.9%
African, African Scottish or African British	58	0.7%	16	0.2%	42	0.5%	20	0.8%	3	0.1%	17	0.7%	4	0.6%	0	0.0%	4	0.6%
Other African background	121	1.5%	38	0.5%	83	1.0%	31	1.2%	5	0.2%	26	1.0%	7	1.0%	3	0.5%	4	0.6%
Caribbean, Caribbean Scottish or Caribbean British	1	0.0%	0	0.0%	1	0.0%	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	36	0.4%	8	0.1%	28	0.3%	6	0.2%	1	0.0%	5	0.2%	3	0.4%	1	0.1%	2	0.3%
Other Caribbean / Black background	5	0.1%	1	0.0%	4	0.0%	1	0.0%	0	0.0%	1	0.0%	1	0.1%	0	0.0%	1	0.1%
Sub Total Black	221	2.7%	63	0.8%	158	1.8%	59	2.3%	9	0.3%	50	2.0%	15	2.2%	4	0.6%	11	1.6%
Arab, Arab Scottish or Arab British	8	0.1%	4	0.0%	4	0.0%	1	0.0%	1	0.0%	0	0.0%	1	0.1%	1	0.1%	0	0.0%
Other ethnic background	37	0.5%	15	0.2%	22	0.3%	11	0.4%	6	0.2%	5	0.2%	2	0.3%	2	0.3%	0	0.0%
Sub Total Other Ethnic	45	0.6%	19	0.2%	26	0.3%	12	0.5%	7	0.2%	5	0.2%	3	0.4%	3	0.4%	0	0.0%
Total Ethnic	527	6.6%	178	2.3%	349	4.3%	134	5.2%	33	1.3%	101	3.9%	34	5.0%	8	1.2%	26	3.8%
Non Disclosed	396	4.9%					178	6.9%					71	10.5%				
Total	8050	100.0%	2368	29.4%	5286	65.7%	2563	100.0%	724	28.3%	1661	64.8%	677	100.0%	185	27.3%	421	62.1%

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	2422	30.1%	684	26.7%	186	27.5%
Female	5375	66.8%	1516	59.1%	427	63.0%
Non Disclosed	253	3.1%	363	14.2%	64	9.5%
Total	8050	100.0%	2563	100.0%	677	100.0%

RECRUITMENT INTERNAL & EXTERNAL TEACHERS ONLY AS AT 31 DECEMBER 2014

Number of Posts Advertised:

210

Total Combined Applications Received:

2511

Total Combined Interviews:

1048

Total Combined Appointments

323

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	40	1.6%	16	0.6%	24	1.0%	19	1.8%	7	0.7%	12	1.1%	9	2.8%	2	0.6%	7	2.2%
Non Disabled	2405	95.8%	768	30.6%	1637	65.2%	1004	95.8%	273	26.0%	731	69.8%	310	96.0%	54	16.7%	256	79.3%
Non Disclosed	66	2.6%	0	0.0%	0	0.0%	25	2.4%	0	0.0%	0	0.0%	4	1.2%	0	0.0%	0	0.0%
Total	2511	100.0%	784	31.2%	1661	66.2%	1048	100.0%	280	26.7%	743	70.9%	323	100.0%	56	17.3%	263	81.5%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	2131	84.9%	672	26.8%	1459	58.1%	915	87.3%	244	23.3%	671	64.0%	273	84.5%	46	14.2%	227	70.3%
Other British	165	6.6%	70	2.8%	95	3.8%	47	4.5%	16	1.5%	31	3.0%	13	4.0%	5	1.5%	8	2.5%
Irish	50	2.0%	23	0.9%	27	1.1%	32	3.1%	14	1.3%	18	1.7%	17	5.3%	3	0.9%	14	4.3%
Gypsy / Traveller	2	0.1%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	3	0.1%	0	0.0%	3	0.1%	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	25	1.0%	3	0.1%	22	0.9%	10	1.0%	1	0.1%	9	0.9%	4	1.2%	0	0.0%	4	1.2%
Total White	2376	94.7%	769	30.6%	1607	64.0%	1005	96.0%	275	26.2%	730	69.7%	307	95.0%	54	16.6%	253	78.3%
Any mixed or multiple ethnic groups	8	0.3%	2	0.1%	6	0.2%	4	0.4%	2	0.2%	2	0.2%	2	0.6%	1	0.3%	1	0.3%
Pakistani, Pakistani Scottish or Pakistani British	19	0.8%	5	0.2%	14	0.6%	4	0.4%	2	0.2%	2	0.2%	4	1.2%	2	0.6%	2	0.6%
Indian, Indian Scottish or Indian British	9	0.4%	0	0.0%	9	0.4%	4	0.4%	0	0.0%	4	0.4%	0	0.0%	0	0.0%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	1	0.0%	1	0.0%	0	0.0%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	3	0.1%	0	0.0%	3	0.1%	1	0.1%	0	0.0%	1	0.1%	1	0.3%	0	0.0%	1	0.3%
Other Asian background	3	0.1%	0	0.0%	3	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	35	1.5%	6	0.2%	29	1.2%	10	1.0%	3	0.3%	7	0.7%	5	1.5%	2	0.6%	3	0.9%
African, African Scottish or African British	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%
Other African background	2	0.1%	2	0.1%	0	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	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	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%
Other Caribbean / Black background	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%
Sub Total Black	6	0.2%	3	0.1%	3	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Arab, Arab Scottish or Arab British	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%
Other ethnic background	6	0.2%	4	0.2%	2	0.1%	2	0.2%	0	0.0%	2	0.2%	2	0.6%	0	0.0%	2	0.6%
Sub Total Other Ethnic	6	0.2%	4	0.2%	2	0.1%	2	0.2%	0	0.0%	2	0.2%	2	0.6%	0	0.0%	2	0.6%
Total Ethnic	55	2.2%	15	0.6%	40	1.6%	16	1.6%	5	0.5%	11	1.1%	9	2.8%	3	0.9%	6	1.9%
Non Disclosed	80	3.2%					27	2.4%					7	2.3%				
Total	2511	100.0%	784	31.2%	1647	65.6%	1048	100.0%	280	26.7%	741	70.8%	323	100.0%	57	17.5%	259	80.2%

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	791	31.5%	259	24.7%	58	18.0%
Female	1684	67.1%	693	66.1%	264	81.7%
Non Disclosed	36	1.4%	96	9.2%	1	0.3%
Total	2511	100.0%	1048	100.0%	323	100.0%