

**EQUALITIES MONITORING  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 31 MARCH 2015**

**DISABLED**

	Training				Grievances		Leavers		Harassment		Recruitment		Disciplinary	
	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Raised an Internal Recruitment Complaint		Subject to Disciplinary Action	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Disabled	735	3.0%	676	3.0%	4	7.3%	22	3.0%	7	17.1%	0	0.0%	37	2.2%
Non Disabled	2037	8.2%	1868	8.2%	6	10.9%	192	26.1%	12	29.3%	0	0.0%	147	8.8%
Non Disclosed	21952	88.8%	20318	88.8%	45	81.8%	522	70.9%	22	53.6%	5	100.0%	1480	89.0%
<b>Total</b>	<b>24724</b>	<b>100.0%</b>	<b>22862</b>	<b>100.0%</b>	<b>55</b>	<b>100.0%</b>	<b>736</b>	<b>100.0%</b>	<b>41</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>	<b>1664</b>	<b>100.0%</b>

**ETHNICITY**

	Training				Grievances		Leavers		Harassment		Recruitment		Disciplinary	
	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Raised an Internal Recruitment Complaint		Subject to Disciplinary Action	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
White Scottish	18894	76.4%	17517	76.6%	40	72.7%	441	59.9%	22	53.7%	3	60.0%	1107	66.5%
Other British	436	1.8%	363	1.6%	0	0.0%	36	4.9%	11	26.8%	0	0.0%	59	3.5%
Irish	101	0.4%	88	0.4%	0	0.0%	2	0.3%	0	0.0%	0	0.0%	2	0.1%
Gypsy / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	4	0.0%	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	188	0.8%	175	0.8%	1	1.8%	10	1.4%	0	0.0%	0	0.0%	17	1.0%
<b>Total White</b>	<b>19623</b>	<b>79.4%</b>	<b>18146</b>	<b>79.4%</b>	<b>41</b>	<b>74.5%</b>	<b>489</b>	<b>66.4%</b>	<b>33</b>	<b>80.5%</b>	<b>3</b>	<b>60.0%</b>	<b>1185</b>	<b>71.2%</b>
<b>Any mixed or multiple ethnic groups</b>	<b>32</b>	<b>0.1%</b>	<b>31</b>	<b>0.1%</b>	<b>0</b>	<b>0.0%</b>	<b>4</b>	<b>0.5%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>0.1%</b>
Pakistani, Pakistani Scottish or Pakistani British	41	0.2%	36	0.2%	0	0.0%	3	0.4%	0	0.0%	0	0.0%	12	0.7%
Indian, Indian Scottish or Indian British	53	0.2%	47	0.2%	1	1.8%	4	0.5%	0	0.0%	0	0.0%	5	0.3%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	17	0.1%	15	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%
Other Asian background	17	0.1%	13	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Asian</b>	<b>128</b>	<b>0.5%</b>	<b>111</b>	<b>0.5%</b>	<b>1</b>	<b>1.8%</b>	<b>7</b>	<b>1.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>19</b>	<b>1.1%</b>
African, African Scottish or African British	28	0.1%	25	0.1%	0	0.0%	3	0.4%	1	2.4%	0	0.0%	2	0.1%
Other African background	6	0.0%	4	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	2	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	3	0.0%	2	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	2	0.1%
Other Caribbean / Black background	4	0.0%	4	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%
<b>Sub Total Black</b>	<b>43</b>	<b>0.2%</b>	<b>37</b>	<b>0.2%</b>	<b>0</b>	<b>0.0%</b>	<b>5</b>	<b>0.7%</b>	<b>1</b>	<b>2.4%</b>	<b>0</b>	<b>0.0%</b>	<b>6</b>	<b>0.4%</b>
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%	1	1.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	27	0.1%	26	0.1%	1	1.8%	2	0.3%	0	0.0%	0	0.0%	6	0.4%
<b>Sub Total Other Ethnic</b>	<b>27</b>	<b>0.1%</b>	<b>26</b>	<b>0.1%</b>	<b>2</b>	<b>3.6%</b>	<b>2</b>	<b>0.3%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>6</b>	<b>0.4%</b>
<b>Total Ethnic</b>	<b>230</b>	<b>0.9%</b>	<b>205</b>	<b>0.9%</b>	<b>3</b>	<b>5.5%</b>	<b>17</b>	<b>2.3%</b>	<b>1</b>	<b>2.4%</b>	<b>0</b>	<b>0.0%</b>	<b>33</b>	<b>2.0%</b>
Non Disclosed	4871	19.7%	4511	19.7%	11	20.0%	230	31.3%	7	17.1%	2	40.0%	446	26.8%
<b>Total</b>	<b>24724</b>	<b>100.0%</b>	<b>22862</b>	<b>100.0%</b>	<b>55</b>	<b>100.0%</b>	<b>736</b>	<b>100.0%</b>	<b>41</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>	<b>1664</b>	<b>100.0%</b>

**GENDER**

	Training				Grievances		Leavers		Harassment		Recruitment		Disciplinary	
	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Raised an Internal Recruitment Complaint		Subject to Disciplinary Action	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Male	18092	73.2%	17266	75.5%	36	65.5%	304	41.3%	16	39.0%	4	80.0%	1047	62.9%
Female	6632	26.8%	5596	24.5%	19	34.5%	432	58.7%	24	58.5%	1	20.0%	614	36.9%
Non Disclosed	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.5%	0	0.0%	3	0.2%
<b>Total</b>	<b>24724</b>	<b>100.0%</b>	<b>22862</b>	<b>100.0%</b>	<b>55</b>	<b>100.0%</b>	<b>736</b>	<b>100.0%</b>	<b>41</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>	<b>1664</b>	<b>100.0%</b>

## EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2015

### DISABLED

	Training				Grievances		Leavers		Harassment		Recruitment		Disciplinary	
	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Raised an Internal Recruitment Complaint		Subject to Disciplinary Action	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Disabled	2	1.3%	2	1.5%	1	25.0%	9	2.0%	0	0.0%	0	0.0%	1	8.3%
Non Disabled	18	11.9%	14	10.6%	0	0.0%	47	10.3%	4	23.5%	0	0.0%	1	8.3%
Non Disclosed	131	86.8%	116	87.9%	3	75.0%	400	87.7%	13	76.5%	1	100.0%	10	83.4%
<b>Total</b>	<b>151</b>	<b>100.0%</b>	<b>132</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>456</b>	<b>100.0%</b>	<b>17</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>12</b>	<b>100.0%</b>

### ETHNICITY

	Training				Grievances		Leavers		Harassment		Recruitment		Disciplinary	
	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Raised an Internal Recruitment Complaint		Subject to Disciplinary Action	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
White Scottish	77	51.0%	68	51.5%	3	75.0%	237	52.0%	5	29.4%	1	100.0%	9	75.0%
Other British	27	17.9%	23	17.4%	0	0.0%	71	15.6%	5	29.4%	0	0.0%	0	0.0%
Irish	3	2.0%	3	2.3%	0	0.0%	6	1.3%	0	0.0%	0	0.0%	0	0.0%
Gypsy / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	4	2.6%	3	2.3%	0	0.0%	9	2.0%	0	0.0%	0	0.0%	1	8.3%
<b>Total White</b>	<b>111</b>	<b>73.5%</b>	<b>97</b>	<b>73.5%</b>	<b>3</b>	<b>75.0%</b>	<b>323</b>	<b>70.9%</b>	<b>10</b>	<b>58.8%</b>	<b>1</b>	<b>100.0%</b>	<b>10</b>	<b>83.3%</b>
<b>Any mixed or multiple ethnic groups</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.2%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Pakistani, Pakistani Scottish or Pakistani British	0	0.0%	0	0.0%	0	0.0%	3	0.7%	1	5.9%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	1	0.7%	1	0.8%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Asian</b>	<b>1</b>	<b>0.7%</b>	<b>1</b>	<b>0.8%</b>	<b>1</b>	<b>25.0%</b>	<b>4</b>	<b>0.9%</b>	<b>1</b>	<b>5.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
African, African Scottish or African British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other African background	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	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	0	0.0%	0	0.0%	0	0.0%	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%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Black</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.2%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Other Ethnic</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.2%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
<b>Total Ethnic</b>	<b>1</b>	<b>0.7%</b>	<b>1</b>	<b>0.7%</b>	<b>1</b>	<b>25.0%</b>	<b>7</b>	<b>1.5%</b>	<b>1</b>	<b>5.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Non Disclosed	39	25.8%	34	25.8%	0	0.0%	126	27.6%	6	35.3%	0	0.0%	2	16.7%
<b>Total</b>	<b>151</b>	<b>100.0%</b>	<b>132</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>456</b>	<b>100.0%</b>	<b>17</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>12</b>	<b>100.0%</b>

### GENDER

	Training				Grievances		Leavers		Harassment		Recruitment		Disciplinary	
	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Raised an Internal Recruitment Complaint		Subject to Disciplinary Action	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Male	24	15.9%	20	15.2%	1	25.0%	114	25.0%	4	23.5%	0	0.0%	3	25.0%
Female	127	84.1%	112	84.8%	3	75.0%	342	75.0%	13	76.5%	1	100.0%	9	75.0%
Non Disclosed	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>151</b>	<b>100.0%</b>	<b>132</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>456</b>	<b>100.0%</b>	<b>17</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>12</b>	<b>100.0%</b>