

EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2013

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	674	3.1%	510	3.0%	5	7.0%	43	4.4%	5	8.3%	0	0.0%	46	3.5%
Non Disabled	985	4.6%	784	4.6%	0	0.0%	58	6.0%	27	45.0%	1	20.0%	82	6.3%
Non Disclosed	19962	92.3%	15572	92.4%	66	93.0%	866	89.6%	28	46.7%	4	80.0%	1184	90.2%
Total	21621	100.0%	16866	100.0%	71	100.0%	967	100.0%	60	100.0%	5	100.0%	1312	100.0%

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	16624	76.9%	13056	77.4%	32	45.1%	655	67.7%	49	81.7%	2	40.0%	959	73.1%
Other British	694	3.2%	518	3.1%	0	0.0%	33	3.4%	2	3.3%	0	0.0%	34	2.6%
Irish	120	0.6%	79	0.5%	0	0.0%	5	0.5%	0	0.0%	0	0.0%	4	0.3%
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	247	1.1%	180	1.1%	0	0.0%	20	2.1%	1	1.7%	0	0.0%	4	0.3%
Total White	17685	81.8%	13833	82.1%	32	45.1%	713	73.7%	52	86.7%	2	40.0%	1001	76.3%
Any mixed or multiple ethnic groups	44	0.2%	32	0.2%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	4	0.3%
Pakistani, Pakistani Scottish or Pakistani British	82	0.4%	56	0.3%	0	0.0%	2	0.2%	1	1.7%	0	0.0%	4	0.3%
Indian, Indian Scottish or Indian British	89	0.4%	58	0.3%	1	1.4%	4	0.4%	0	0.0%	0	0.0%	7	0.5%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	1	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	29	0.1%	23	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	16	0.1%	11	0.1%	0	0.0%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	217	1.0%	148	0.8%	1	1.4%	9	0.9%	1	1.7%	0	0.0%	11	0.8%
African, African Scottish or African British	15	0.1%	12	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	2	0.2%
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	7	0.0%	3	0.0%	0	0.0%	1	0.1%	1	1.7%	0	0.0%	1	0.1%
Black, Black Scottish or Black British	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	2	0.0%	2	0.0%	0	0.0%	2	0.2%	0	0.0%	0	0.0%	2	0.2%
Sub Total Black	24	0.1%	17	0.1%	0	0.0%	5	0.5%	1	1.7%	0	0.0%	5	0.5%
Arab, Arab Scottish or Arab British	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	40	0.2%	34	0.2%	0	0.0%	0	0.0%	1	1.7%	0	0.0%	2	0.2%
Sub Total Other Ethnic	42	0.2%	34	0.2%	0	0.0%	0	0.0%	1	1.7%	0	0.0%	2	0.2%
	0		0											
Total Ethnic	327	1.5%	231	1.3%	1	1.4%	15	1.6%	3	5.0%	0	0.0%	22	1.7%
Non Disclosed	3609	16.7%	2802	16.6%	38	53.5%	239	24.7%	5	8.3%	3	60.0%	289	22.0%
Total	21621	100.0%	16866	100.0%	71	100.0%	967	100.0%	60	100.0%	5	100.0%	1312	100.0%

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	10008	46.3%	8425	50.0%	58	81.7%	385	39.8%	18	30.0%	4	80.0%	851	64.9%
Female	11613	53.7%	8437	50.0%	13	18.3%	582	60.2%	42	70.0%	1	20.0%	461	35.1%
Non Disclosed	0	0.0%	4	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	21621	100.0%	16866	100.0%	71	100.0%	967	100.0%	60	100.0%	5	100.0%	1312	100.0%

EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2013

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	72	1.3%	58	1.0%	0	0.0%	8	2.6%	1	16.7%	0	0.0%	2	9.5%
Non Disabled	4947	89.2%	4767	84.2%	0	0.0%	14	4.6%	1	16.7%	0	0.0%	0	0.0%
Non Disclosed	528	9.5%	836	14.8%	11	100.0%	282	92.8%	4	66.6%	0	0.0%	19	90.5%
Total	5547	100.0%	5661	100.0%	11	100.0%	304	100.0%	6	100.0%	0	0.0%	21	100.0%

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	4923	88.8%	4667	82.4%	8	72.7%	145	47.7%	3	50.0%	0	0.0%	10	47.6%
Other British	176	3.2%	177	3.1%	3	27.3%	58	19.1%	0	0.0%	0	0.0%	4	19.0%
Irish	131	2.4%	126	2.2%	0	0.0%	4	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	60	1.1%	63	1.1%	0	0.0%	4	1.3%	0	0.0%	0	0.0%	0	0.0%
Total White	5290	95.5%	5033	88.8%	11	100.0%	211	69.4%	3	50.0%	0	0.0%	14	66.6%
Any mixed or multiple ethnic groups	13	0.2%	11	0.2%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	55	1.0%	51	0.9%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	12	0.2%	13	0.2%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	9	0.2%	1	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%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	76	1.4%	66	1.1%	0	0.0%	2	0.6%	0	0.0%	0	0.0%	0	0.0%
African, African Scottish or African British	1	0.0%	2	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
Other African background	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	16.7%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	1	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	9	0.2%	14	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	11	0.2%	16	0.2%	0	0.0%	1	0.3%	1	16.7%	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%
Other ethnic background	18	0.3%	10	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Other Ethnic	18	0.3%	10	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total Ethnic	118	2.1%	103	1.8%	0	0.0%	4	1.3%	1	16.7%	0	0.0%	0	0.0%
Non Disclosed	139	2.4%	525	9.4%	0	0.0%	89	29.3%	2	33.3%	0	0.0%	7	33.4%
Total	5547	100.0%	5661	100.0%	11	100.0%	304	100.0%	6	100.0%	0	0.0%	21	100.0%

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	854	15.4%	916	16.2%	2	18.2%	72	23.7%	2	33.3%	0	0.0%	10	47.6%
Female	4671	84.2%	4325	76.4%	9	81.8%	232	76.3%	4	66.7%	0	0.0%	11	52.4%
Non Disclosed	22	0.4%	420	7.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	5547	100.0%	5661	100.0%	11	100.0%	304	100.0%	6	100.0%	0	0.0%	21	100.0%