

RECRUITMENT INTERNAL & EXTERNAL ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2017

Number of Posts Advertised:

965

Total Combined Applications Received:

4389

Total Combined Interviews:

1440

Total Combined Appointments:

568

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	169	3.9%	73	1.7%	96	2.2%	61	4.2%	27	1.9%	34	2.4%	13	2.3%	4	0.7%	9	1.6%
Non Disabled	4029	91.7%	1341	30.5%	2968	67.8%	1309	90.9%	420	29.1%	869	60.7%	508	89.1%	164	29.4%	344	61.7%
Non Disclosed	191	4.4%	0	0.0%	0	0.0%	70	4.9%	0	0.0%	0	0.0%	37	6.6%	0	0.0%	0	0.0%
Total	4389	100.0%	1414	32.2%	2784	63.4%	1440	100.0%	447	31.0%	923	64.1%	568	100.0%	168	30.1%	363	63.3%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	3247	74.0%	991	22.6%	2256	51.4%	1069	75.6%	340	23.6%	749	52.0%	447	80.1%	138	24.7%	309	55.4%
Other British	257	5.9%	118	2.7%	139	3.2%	87	6.0%	39	2.7%	48	3.3%	25	4.5%	11	2.0%	14	2.5%
Irish	60	1.4%	27	0.6%	33	0.8%	31	2.2%	13	0.9%	18	1.3%	11	2.0%	3	0.5%	8	1.4%
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	52	1.2%	11	0.3%	41	0.9%	12	0.8%	1	0.1%	11	0.8%	7	1.3%	1	0.2%	6	1.1%
Other white ethnic	200	4.6%	76	1.7%	124	2.8%	57	4.0%	17	1.2%	40	2.8%	14	2.5%	7	1.3%	7	1.3%
Total White	3816	87.1%	1223	27.9%	2593	59.1%	1276	88.6%	410	28.5%	866	60.2%	504	90.3%	160	28.7%	344	61.6%
Any mixed or multiple ethnic groups	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%
Pakistani, Pakistani Scottish or Pakistani British	89	2.0%	53	1.2%	36	0.8%	21	1.5%	11	0.8%	10	0.7%	5	0.9%	2	0.4%	3	0.5%
Indian, Indian Scottish or Indian British	36	0.8%	17	0.4%	19	0.4%	8	0.6%	6	0.4%	2	0.1%	1	0.2%	0	0.0%	1	0.2%
Bangladeshi, Bangladeshi Scottish or Bangladeshi 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%
Chinese, Chinese Scottish or Chinese British	49	1.1%	17	0.4%	32	0.7%	7	0.5%	3	0.2%	4	0.3%	3	0.5%	1	0.2%	2	0.4%
Other Asian background	11	0.2%	7	0.2%	4	0.1%	3	0.2%	1	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	187	4.3%	95	2.2%	92	2.2%	39	2.7%	21	1.6%	18	1.2%	9	1.6%	3	0.6%	6	1.1%
African, African Scottish or African British	28	0.6%	6	0.1%	22	0.5%	4	0.3%	1	0.1%	3	0.2%	2	0.4%	1	0.2%	1	0.2%
Other African background	75	1.7%	30	0.7%	45	1.0%	30	2.1%	6	0.4%	24	1.7%	3	0.5%	2	0.4%	1	0.2%
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%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	16	0.4%	10	0.2%	6	0.1%	2	0.1%	2	0.1%	0	0.0%	1	0.2%	1	0.2%	0	0.0%
Other Caribbean / Black background	4	0.1%	2	0.0%	2	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	123	2.8%	48	1.1%	75	1.7%	37	2.6%	9	0.6%	28	2.0%	6	1.1%	4	0.8%	2	0.4%
Arab, Arab Scottish or Arab British	8	0.2%	5	0.1%	3	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	51	1.2%	26	0.6%	25	0.6%	11	0.8%	3	0.2%	8	0.6%	3	0.5%	1	0.2%	2	0.4%
Sub Total Other Ethnic	59	1.4%	31	0.7%	28	0.7%	11	0.8%	3	0.2%	8	0.6%	3	0.5%	1	0.2%	2	0.4%
Total Ethnic	369	8.4%	174	4.0%	195	4.4%	87	6.1%	33	2.3%	54	3.8%	18	3.2%	8	1.4%	10	1.8%
Non Disclosed	204	4.6%	0	0.0%	0	0.0%	77	5.3%	0	0.0%	0	0.0%	36	6.5%	0	0.0%	0	0.0%
Total	4389	100.0%	1397	31.8%	2788	63.6%	1440	100.0%	443	30.8%	920	63.9%	568	100.0%	168	30.1%	364	63.4%

RELIGION OR BELIEF	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	5	0.1%	3	0.1%	2	0.0%	2	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Church of Scotland	632	14.4%	208	4.8%	424	9.7%	253	17.6%	82	5.7%	171	11.9%	104	18.6%	29	5.2%	75	13.4%
Hindu	11	0.3%	5	0.1%	6	0.1%	3	0.2%	1	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Jewish	4	0.1%	2	0.0%	2	0.0%	2	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Muslim	113	2.6%	68	1.5%	45	1.0%	24	1.7%	13	0.9%	11	0.8%	6	1.1%	3	0.5%	3	0.5%
Other Christian	327	7.5%	106	2.4%	221	5.0%	89	6.2%	24	1.7%	65	4.5%	20	3.6%	10	1.8%	10	1.8%
Roman Catholic	1094	24.9%	243	5.6%	851	19.4%	351	24.4%	86	6.0%	265	18.4%	149	26.7%	36	6.5%	113	20.3%
Sikh	16	0.4%	7	0.2%	9	0.2%	4	0.3%	3	0.2%	1	0.1%	1	0.2%	0	0.0%	1	0.2%
Another Religion	65	1.5%	36	0.8%	29	0.7%	21	1.5%	10	0.7%	11	0.8%	6	1.1%	3	0.5%	3	0.5%
None	1648	37.5%	628	14.4%	1020	23.3%	521	36.1%	194	13.4%	327	22.6%	202	36.2%	78	14.0%	124	22.3%
Non Disclosed	474	10.7%	0	0.0%	0	0.0%	170	11.8%	0	0.0%	0	0.0%	70	12.5%	0	0.0%	0	0.0%
Total	4389	100.0%	1306	29.9%	2609	59.4%	1440	100.0%	416	29.9%	864	60.3%	568	100.0%	169	28.5%	329	58.0%

SEXUAL ORIENTATION	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Bisexual	38	0.9%	12	0.3%	26	0.6%	11	0.8%	2	0.1%	9	0.6%	3	0.5%	0	0.0%	3	0.5%
Heterosexual	3899	88.8%	1266	28.8%	2633	60.0%	1280	88.9%	414	28.8%	866	60.1%	493	88.3%	158	28.3%	335	60.0%
Lesbian / Gay	111	2.5%	71	1.6%	40	0.9%	35	2.4%	17	1.2%	18	1.3%	11	2.0%	5	0.9%	6	1.1%
Other	12	0.3%	4	0.1%	8	0.2%	3	0.2%	0	0.0%	3	0.2%	1	0.2%	0	0.0%	1	0.2%
Non Disclosed	329	7.5%	0	0.0%	0	0.0%	111	7.7%	0	0.0%	0	0.0%	50	9.0%	0	0.0%	0	0.0%
Total	4389	100.0%	1363	30.8%	2707	61.7%	1440	100.0%	433	30.1%	896	62.2%	568	100.0%	163	29.2%	346	61.8%

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	1420	32.4%	447	31.0%	169	30.3%
Female	2909	64.0%	927	64.4%	356	63.8%
Non Disclosed	460	10.6%	66	4.6%	33	5.9%
Total	4389	100.0%	1440	100.0%	568	100.0%

RECRUITMENT INTERNAL & EXTERNAL TEACHERS ONLY AS AT 31 MARCH 2017

Number of Posts Advertised:

1399

Total Combined Applications Received:

4481

Total Combined Interviews:

1734

Total Combined Appointments:

544

DISABILITY

	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	89	2.0%	51	1.1%	38	0.8%	42	2.4%	27	1.6%	15	0.9%	11	2.0%	3	0.6%	8	1.5%
Non Disabled	4250	94.8%	1326	29.6%	2924	65.3%	1644	94.8%	461	26.5%	1183	68.2%	517	95.1%	131	24.0%	386	71.0%
Non Disclosed	142	3.2%	0	0.0%	2	0.0%	48	2.8%	0	0.0%	0	0.0%	16	2.9%	0	0.0%	0	0.0%
Total	4481	100.0%	1377	30.7%	2962	66.1%	1734	100.0%	488	28.1%	1198	69.1%	544	100.0%	134	24.6%	394	72.6%

ETHNICITY

	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	3465	77.3%	1123	25.1%	2342	52.3%	1421	82.1%	406	23.4%	1015	58.5%	440	80.9%	112	20.6%	328	60.1%
Other British	289	6.4%	80	1.8%	209	4.7%	83	4.8%	28	1.6%	55	3.2%	33	6.1%	9	1.7%	24	4.4%
Irish	173	3.9%	51	1.1%	122	2.7%	56	3.2%	19	1.1%	37	2.1%	23	4.2%	7	1.3%	16	2.9%
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	12	0.3%	2	0.0%	10	0.2%	2	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	162	3.6%	54	1.2%	108	2.4%	42	2.4%	13	0.7%	29	1.7%	6	1.1%	3	0.6%	3	0.6%
Total White	4101	91.6%	1310	29.2%	2791	62.3%	1604	92.6%	467	26.9%	1137	65.6%	502	92.2%	131	24.2%	371	68.0%
Any mixed or multiple ethnic groups	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%
Pakistani, Pakistani Scottish or Pakistani British	101	2.3%	26	0.6%	75	1.7%	24	1.4%	5	0.3%	19	1.1%	8	1.5%	1	0.2%	7	1.3%
Indian, Indian Scottish or Indian British	33	0.7%	3	0.1%	30	0.7%	13	0.7%	2	0.1%	11	0.6%	3	0.6%	0	0.0%	3	0.6%
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%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	10	0.2%	6	0.1%	4	0.1%	5	0.3%	1	0.1%	4	0.2%	1	0.2%	0	0.0%	1	0.2%
Other Asian background	6	0.1%	1	0.0%	5	0.1%	3	0.2%	0	0.0%	3	0.2%	1	0.2%	0	0.0%	1	0.2%
Sub Total Asian	160	3.3%	36	0.8%	114	2.6%	46	2.6%	8	0.5%	37	2.1%	13	2.5%	1	0.2%	12	2.3%
African, African Scottish or African British	7	0.2%	3	0.1%	4	0.1%	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Other African background	13	0.3%	11	0.2%	2	0.0%	1	0.1%	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%	2	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%		
Black, Black Scottish or Black British	2	0.0%	0	0.0%	2	0.0%	1	0.1%	0	0.0%	1	0.1%	1	0.2%	0	0.0%	1	0.2%
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	24	0.6%	16	0.3%	8	0.1%	6	0.4%	2	0.1%	3	0.3%	1	0.2%	0	0.0%	1	0.2%
Arab, Arab Scottish or Arab British	3	0.1%	3	0.1%	0	0.0%	2	0.1%	2	0.1%	0	0.0%	1	0.2%	1	0.2%	0	0.0%
Other ethnic background	48	1.1%	17	0.4%	31	0.7%	13	0.7%	4	0.2%	9	0.5%	8	1.5%	1	0.2%	7	1.3%
Sub Total Other Ethnic	51	1.2%	20	0.5%	31	0.7%	16	0.8%	6	0.3%	9	0.5%	9	1.7%	2	0.4%	7	1.3%
Total Ethnic	226	5.0%	72	1.6%	153	3.4%	65	3.7%	16	0.9%	49	2.8%	23	4.3%	3	0.6%	20	3.7%
Non Disclosed	155	3.5%					65	3.7%					19	3.5%				
Total	4481	100.0%	1382	30.8%	2944	66.7%	1734	100.0%	483	27.8%	1186	68.4%	544	100.0%	134	24.8%	391	71.7%

RELIGION OR BELIEF

	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	2	0.0%	0	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Church of Scotland	696	15.7%	249	5.4%	447	10.1%	295	17.0%	92	5.3%	203	11.7%	75	13.7%	20	3.6%	55	10.1%
Hindu	8	0.2%	2	0.0%	6	0.2%	4	0.3%	1	0.1%	3	0.2%	1	0.2%	0	0.0%	1	0.2%
Jewish	13	0.3%	2	0.0%	11	0.2%	4	0.3%	1	0.1%	3	0.2%	3	0.6%	1	0.2%	2	0.4%
Muslim	109	2.4%	29	0.6%	80	1.8%	27	1.6%	7	0.4%	20	1.2%	11	2.0%	2	0.4%	9	1.7%
Other Christian	333	7.4%	108	2.4%	225	5.0%	114	6.6%	35	2.0%	79	4.6%	34	6.3%	9	1.7%	25	4.6%
Roman Catholic	1704	38.0%	508	11.3%	1196	26.8%	693	39.8%	179	10.3%	514	29.5%	207	38.0%	48	8.8%	159	29.2%
Sikh	23	0.5%	0	0.0%	23	0.5%	8	0.5%	0	0.0%	8	0.5%	2	0.4%	0	0.0%	2	0.4%
Another Religion	53	1.2%	12	0.3%	41	0.9%	12	0.7%	2	0.1%	10	0.6%	7	1.3%	2	0.4%	5	0.9%
None	1092	24.3%	387	8.6%	705	15.7%	409	23.5%	139	8.0%	270	15.5%	146	26.8%	41	7.5%	105	19.2%
Non Disclosed	448	10.0%	0	0.0%	0	0.0%	168	9.7%	0	0.0%	0	0.0%	58	10.7%	0	0.0%	0	0.0%
Total	4481	100.0%	1297	28.8%	2736	61.2%	1734	100.0%	466	26.3%	1110	64.0%	644	100.0%	123	22.6%	363	66.7%

SEXUAL ORIENTATION

	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Bi-Sexual	18	0.4%	6	0.1%	12	0.3%	5	0.3%	2	0.1%	3	0.2%	2	0.4%	1	0.2%	1	0.2%
Heterosexual	3990	89.1%	1187	26.5%	2803	62.6%	1563	90.1%	429	24.7%	1134	65.4%	495	91.0%	121	22.2%	374	68.7%
Lesbian / Gay	131	2.9%	105	2.4%	26	0.6%	35	2.0%	28	1.7%	7	0.4%	10	1.8%	8	1.5%	2	0.4%
Other	13	0.3%	2	0.0%	11	0.2%	6	0.4%	0	0.0%	6	0.3%	2	0.4%	0	0.0%	2	0.4%
Non Disclosed	329	7.3%	0	0.0%	0	0.0%	125	7.2%	0	0.0%	0	0.0%	35	6.4%	0	0.0%	0	0.0%
Total	4481	100.0%	1300	29.0%	2852	63.7%	1734	100.0%	459	26.5%	1150	66.3%	544	100.0%	130	23.9%	379	69.7%

GENDER

	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	1377	30.7%	482	27.8%	130	25.0%
Female	2962	66.1%	1197	69.0%	394	72.4%
Non Disclosed	142	3.2%	55	3.2%	14	2.6%
Total	4481	100.0%	1734	100.0%	544	100.0%