

EQUALITIES MONITORING

ALL COUNCIL EXCLUDING TEACHERS

AS AT 31 MARCH 2017

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	700	3.3%	648	3.2%	1	1.6%	20	3.9%	0	0.0%	0	0.0%	35	3.0%
Non Disabled	4478	20.8%	4162	20.7%	7	11.1%	152	29.7%	4	12.5%	1	100.0%	249	21.7%
Non Disclosed	16305	75.9%	15282	76.1%	5	8.7%	340	66.4%	28	87.5%	0	0.0%	865	75.3%
Total	21483	100.0%	20992	100.0%	63	100.0%	612	100.0%	32	100.0%	1	100.0%	1149	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	16999	79.1%	15929	79.3%	51	81.0%	333	65.0%	23	71.9%	1	100.0%	860	74.8%
Other British	523	2.4%	471	2.3%	2	3.1%	19	3.7%	1	3.1%	0	0.0%	20	1.7%
Irish	120	0.6%	107	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Gypsy / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	20	0.1%	18	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	185	0.9%	167	0.8%	0	0.0%	8	1.6%	0	0.0%	0	0.0%	8	0.7%
Total White	17847	83.1%	16692	83.0%	53	84.1%	363	70.9%	24	75.0%	1	100.0%	890	77.4%
Any mixed or multiple ethnic groups	36	0.2%	34	0.2%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	2	0.2%
Pakistani, Pakistani Scottish or Pakistani British	82	0.4%	71	0.4%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	8	0.7%
Indian, Indian Scottish or Indian British	51	0.2%	43	0.2%	1	1.6%	1	0.2%	0	0.0%	0	0.0%	2	0.2%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	2	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	20	0.1%	18	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Other Asian background	8	0.0%	8	0.0%	0	0.0%	0	0.0%	1	3.1%	0	0.0%	0	0.0%
Sub Total Asian	163	0.7%	142	0.7%	1	1.6%	5	0.9%	1	3.1%	0	0.0%	12	1.1%
African, African Scottish or African British	40	0.2%	37	0.2%	0	0.0%	4	0.8%	0	0.0%	0	0.0%	0	0.0%
Other African background	9	0.0%	9	0.0%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	2	0.2%
Caribbean, Caribbean Scottish or Caribbean British	5	0.0%	5	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%	2	0.4%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	3	0.0%	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%
Sub Total Black	67	0.2%	64	0.2%	0	0.0%	8	1.6%	0	0.0%	0	0.0%	6	0.6%
Arab, Arab Scottish or Arab British	10	0.0%	10	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	15	0.1%	12	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Other Ethnic	25	0.1%	22	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total Ethnic	281	1.3%	262	1.3%	1	1.6%	16	2.9%	1	3.1%	0	0.0%	20	1.8%
Non Disclosed	3366	15.6%	3148	15.7%	9	14.3%	134	26.2%	7	21.9%	0	0.0%	239	20.8%
Total	21483	100.0%	20992	100.0%	63	100.0%	612	100.0%	32	100.0%	1	100.0%	1149	100.0%

RELIGION OR BELIEF

	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	%
Buddhist	7	0.0%	7	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%
Church of Scotland	1060	5.0%	983	4.9%	1	1.6%	21	4.1%	0	#DIV/0!	0	0.0%	34	3.0%
Hindu	1	0.0%	1	0.0%	1	1.6%	1	0.2%	0	#DIV/0!	0	0.0%	2	0.2%
Jewish	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%
Muslim	42	0.2%	39	0.2%	0	0.0%	1	0.2%	0	#DIV/0!	0	0.0%	2	0.2%
Other Christian	370	1.7%	359	1.8%	0	0.0%	17	3.3%	0	#DIV/0!	0	0.0%	31	2.7%
Roman Catholic	762	3.5%	675	3.4%	3	4.8%	29	5.7%	0	#DIV/0!	0	0.0%	35	3.0%
Sikh	7	0.0%	5	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%
Another Religion	134	0.6%	131	0.7%	0	0.0%	2	0.4%	0	#DIV/0!	0	0.0%	4	0.3%
None	1425	6.7%	1309	6.5%	3	4.8%	57	11.1%	0	#DIV/0!	0	0.0%	67	5.8%
Not Disclosed	17675	82.3%	16583	82.5%	65	87.2%	384	75.0%	0	#DIV/0!	1	100.0%	974	84.8%
Total	21483	100.0%	20992	100.0%	63	100.0%	612	100.0%	0	#DIV/0!	1	100.0%	1149	100.0%

SEXUAL ORIENTATION

	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	%
Bi-Sexual	37	0.2%	34	0.2%	0	0.0%	1	0.2%	0	#DIV/0!	0	0.0%	4	0.3%
Heterosexual	4053	18.8%	3753	18.7%	9	14.3%	132	25.8%	0	#DIV/0!	0	0.0%	202	17.6%
Lesbian / Gay	77	0.4%	74	0.4%	0	0.0%	6	1.2%	0	#DIV/0!	0	0.0%	2	0.2%
Other	33	0.2%	32	0.2%	0	0.0%	1	0.2%	0	#DIV/0!	0	0.0%	2	0.2%
Not Disclosed	17283	80.4%	16199	80.5%	54	85.7%	372	72.6%	0	#DIV/0!	1	100.0%	939	81.7%
Total	21483	100.0%	20992	100.0%	63	100.0%	612	100.0%	0	#DIV/0!	1	100.0%	1149	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	14414	67.1%	13929	69.3%	40	63.5%	189	36.7%	10	31.2%	1	100.0%	694	60.4%
Female	7069	32.9%	6163	30.7%	23	36.5%	324	63.3%	22	68.8%	0	0.0%	453	39.4%
Not Disclosed	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Total	21483	100.0%	20992	100.0%	63	100.0%	612	100.0%	32	100.0%	1	100.0%	1149	100.0%

* Note Harassment complaints - information not currently captured by Religion or Belief and Sexual Orientation.

EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2017

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	244	1.9%	145	1.7%	0	0.0%	7	1.6%	0	0.0%	0	0.0%	1	5.9%
Non Disabled	12015	95.2%	7625	90.0%	0	0.0%	72	16.7%	2	11.1%	0	0.0%	3	17.6%
Non Disclosed	356	2.9%	705	8.3%	3	100.0%	353	81.7%	16	88.9%	0	0.0%	13	76.5%
Total	12615	100.0%	8475	100.0%	3	100.0%	432	100.0%	18	100.0%	0	0.0%	17	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	10631	84.2%	7068	83.4%	0	0.0%	207	47.9%	9	50.0%	0	0.0%	8	47.0%
Other British	663	5.3%	367	4.3%	2	66.7%	54	12.5%	7	38.8%	0	0.0%	2	11.8%
Irish	411	3.3%	202	2.4%	0	0.0%	7	1.6%	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	181	1.4%	107	1.3%	0	0.0%	3	0.7%	0	0.0%	0	0.0%	0	0.0%
Total White	11886	94.2%	7744	91.4%	2	66.7%	271	62.7%	16	88.8%	0	0.0%	10	58.8%
Any mixed or multiple ethnic groups	28	0.2%	10	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	113	0.9%	89	1.0%	0	0.0%	4	0.9%	0	0.0%	0	0.0%	1	5.9%
Indian, Indian Scottish or Indian British	136	1.1%	52	0.6%	0	0.0%	1	0.2%	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	4	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	253	2.0%	143	1.7%	0	0.0%	6	1.3%	0	0.0%	0	0.0%	1	5.9%
African, African Scottish or African British	22	0.2%	0	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other African background	1	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	2	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	21	0.2%	7	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	46	0.4%	15	0.2%	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%
Other ethnic background	90	0.7%	55	0.6%	0	0.0%	3	0.7%	1	5.6%	0	0.0%	0	0.0%
Sub Total Other Ethnic	90	0.7%	55	0.6%	0	0.0%	3	0.7%	1	5.6%	0	0.0%	0	0.0%
Total Ethnic	417	3.3%	223	2.6%	0	0.0%	9	2.1%	1	5.6%	0	0.0%	1	5.9%
Non Disclosed	312	2.6%	608	6.0%	1	33.3%	162	36.2%	1	5.6%	0	0.0%	6	35.3%
Total	12615	100.0%	8475	100.0%	3	100.0%	432	100.0%	18	99.9%	0	0.0%	17	100.0%

RELIGION OR BELIEF	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	%
Buddhist	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%
Church of Scotland	4	0.0%	3	0.0%	0	0.0%	8	1.9%	0	#DIV/0!	0	0.0%	0	0.0%
Hindu	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%
Jewish	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%
Muslim	0	0.0%	0	0.0%	0	0.0%	2	0.5%	0	#DIV/0!	0	0.0%	1	5.9%
Other Christian	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	#DIV/0!	0	0.0%	0	0.0%
Roman Catholic	17	0.1%	14	0.2%	0	0.0%	21	4.9%	0	#DIV/0!	0	0.0%	0	0.0%
Sikh	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%
Another Religion	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%
None	12	0.1%	8	0.1%	0	0.0%	16	3.7%	0	#DIV/0!	0	0.0%	0	0.0%
Not Disclosed	12692	99.8%	8450	99.7%	3	100.0%	364	88.8%	0	#DIV/0!	0	0.0%	16	94.1%
Total	12615	100.0%	8475	100.0%	3	100.0%	432	100.0%	0	#DIV/0!	0	0.0%	17	100.0%

SEXUAL ORIENTATION	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	%
Bisexual	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%
Heterosexual	33	0.3%	25	0.3%	0	0.0%	50	11.6%	0	#DIV/0!	0	0.0%	2	11.8%
Lesbian / Gay	1	0.0%	1	0.0%	0	0.0%	1	0.2%	0	#DIV/0!	0	0.0%	0	0.0%
Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%
Not Disclosed	12581	99.7%	8449	99.7%	3	100.0%	381	88.2%	0	#DIV/0!	0	0.0%	15	88.2%
Total	12615	100.0%	8475	100.0%	3	100.0%	432	100.0%	0	#DIV/0!	0	0.0%	17	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	1597	12.7%	1058	12.5%	0	0.0%	78	18.1%	4	22.2%	0	0.0%	8	47.1%
Female	10919	86.6%	7019	82.8%	2	66.7%	354	81.9%	14	77.8%	0	0.0%	9	52.9%
Not Disclosed	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	12615	100.0%	8475	100.0%	3	100.0%	432	100.0%	18	100.0%	0	0.0%	17	100.0%

* Note Harassment complaints - information not currently captured by Religion or Belief and Sexual Orientation.