EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2017

DISABLED		Trair	ning		Gri	evances] [Lea	vers	Haras	sment *	Recr	uitment	Disci	plinary
	Application	for Training	Received	d Training		a Grievance ual, Stage 1)		Left Emp	oloyment	Raised a	Complaint		an Internal nt Complaint		Disciplinary tion
	Number	%	Number	%	Numbe	%	1 1	Number	%	Number	%	Number	%	Number	%
Disabled	700	3.3%	648	3.2%	1	1.6%	1 [20	3.9%	0	0.0%	0	0.0%	35	3.0%
Non Disabled	4478	20.8%	4162	20.7%	7	11.1%	1 1	152	29.7%	4	12.5%	1	100.0%	249	21.7%
Non Disclosed	16305	75.9%	15282	76.1%	55	87.3%] [340	66.4%	28	87.5%	0	0.0%	865	75.3%
Total	21483	100.0%	20092	100.0%	63	100.0%] [512	100.0%	32	100.0%	1	100.0%	1149	100.0%

ETHNICITY		Training					
	Application	for Training	Received	Training			
	Number	%	Number	%			
White Scottish	16999	79.1%	15929	79.3%			
Other British	523	2.4%	471	2.3%			
Irish	120	0.6%	107	0.5%			
Gypsy / Traveller	0	0.0%	0	0.0%			
Polish	20	0.1%	18	0.1%			
Other white ethnic	185	0.9%	167	0.8%			
Total White	17847	83.1%	16692	83.0%			
Any mixed or multiple ethnic groups	36	0.2%	34	0.2%			
Pakistani, Pakistani Scottish or Pakistani British	82	0.4%	71	0.4%			
Indian, Indian Scottish or Indian British	51	0.2%	43	0.2%			
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	2	0.0%	2	0.0%			
Chinese, Chinese Scottish or Chinese British	20	0.1%	18	0.1%			
Other Asian background	8	0.0%	8	0.0%			
Sub Total Asiar	163	0.7%	142	0.7%			
African, African Scottish or African British	40	0.2%	37	0.2%			
Other African background	9	0.0%	9	0.0%			
Caribbean, Caribbean Scottish or Caribbean British	5	0.0%	5	0.0%			
Black, Black Scottish or Black British	0	0.0%	0	0.0%			
Other Caribbean / Black background	3	0.0%	3	0.0%			
Sub Total Black	57	0.2%	54	0.2%			
Arab, Arab Scottish or Arab British	10	0.0%	10	0.0%			
Other ethnic background	15	0.1%	12	0.1%			
Sub Total Other Ethnic	25	0.1%	22	0.1%			
Total Ethnic		1.3%	252	1.3%			
Non Disclosed	3355	15.6%	3148	15.7%			
Tota	21483	100.0%	20092	100.0%			

Griev	ances	Lea	vers
	Grievance I, Stage 1)	Left Emp	oloymen
Number	%	Number	%
51	81.0%	333	65.09
2	3.1%	19	3.7%
O	0.0%	3	0.6%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	8	1.6%
53	84.1%	363	70.99
0	0.0%	2	0.4%
0	0.0%	2	0.4%
1	1.6%	1	0.19
0	0.0%	0	0.0%
0	0.0%	2	0.49
0	0.0%	0	0.09
1	1.6%	5	0.9%
0	0.0%	4	0.89
0	0.0%	2	0.49
0	0.0%	0	0.0%
0	0.0%	2	0.49
0	0.0%	0	0.0%
0	0.0%	8	1.6%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
1	1.6%	15	2.9%
9	14.3%	134	26.29
63	100.0%	512	100.0

Harass	sment *	Recru	itment
aised a	Complaint	Raised a	n Internal t Complaint
umber	%	Number	%
23	71.9%	1	100.0%
1	3.1%	0	0.0%
0	0.0%	O	0.0%
0	0.0%	0	0.0%
O	0.0%	0	0.0%
0	0.0%	0	0.0%
24	75.0%	1	100.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
O	0.0%	O	0.0%
0	0.0%	0	0.0%
1	3.1%	O	0.0%
1	3.1%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	O	0.0%
O	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	0.0%
0	0.0%	0	0.0%
1	3.1%	0	0.0%
7	21.9%	0	0.0%
32	100.0%	1	100.0%

Recruitment		Discip	linary
	n Internal t Complaint	Subject to I	
Number	%	Number	%
1	100.0%	860	74.8%
0	0.0%	20	1.7%
0	0.0%	2	0.2%
0	0.0%	0	0.0%
0	0.0%	O	0.0%
0	0.0%	8	0.7%
1	100.0%	890	77.4%
0	0.0%	2	0.2%
0	0.0%	8	0.7%
0	0.0%	2	0.2%
0	0.0%	0	0.0%
0	0.0%	2	0.2%
0	0.0%	0	0.0%
0	0.0%	12	1.1%
0	0.0%	0	0.0%
0	0.0%	2	0.2%
0	0.0%	2	0.2%
0	0.0%	0	0.0%
0	0.0%	2	0.1%
0	0.0%	6	0.5%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	20	1.8%
0	0.0%	239	20.8%
	100.0%	1149	100.0%

RELIGION OR BELIEF		Training				
	Applicatio	Application for Training		Training		
	Number	%	Number	%		
Buddhist	7	0.0%	7	0.0%		
Church of Scotland	1060	5.0%	983	4.9%		
Hindu	1	0.0%	1	0.0%		
Jewish	0	0.0%	0	0.0%		
Muslim	42	0.2%	39	0.2%		
Other Christian	370	1.7%	359	1.8%		
Roman Catholic	762	3.5%	675	3.4%		
Sikh	7	0.0%	5	0.0%		
Another Religion	134	0.6%	131	0.7%		
None	1425	6.7%	1309	6.5%		
Not Disclosed	17675	82.3%	16583	82.5%		
Total	21483	100.0%	20092	100.0%		

Griev	ances	Lea	vers
	Grievance I, Stage 1)	Left Emp	oloyment
Number	%	Number	%
0	0.0%	0	0.0%
1	1.6%	21	4.1%
1	1.6%	1	0.2%
0	0.0%	0	0.0%
0	0.0%	1	0.2%
0	0.0%	17	3.3%
3	4.8%	29	5.7%
0	0.0%	0	0.0%
0	0.0%	2	0.4%
3	4.8%	57	11.1%
55	87.2%	384	75.0%
63	100.0%	512	100.0%

Harassment *			
Raised a Complaint			
Number	%		
0	#DIV/0!		
О	#DIV/0!		
0	#DIV/0!		

	Discip	linary
	Subject to I	Disciplinary ion
1	Number	%
	0	0.0%
	34	3.0%
	2	0.2%
	0	0.0%
	2	0.2%
1	31	2.7%
1	35	3.0%
	0	0.0%
	4	0.3%
1	67	5.8%
	974	84.8%
1	1149	100.0%

SEXUAL ORIENTATION	Training					
	Application	Application for Training		Received Training		
	Number	%	Number	%		
Bi-Sexual	37	0.2%	34	0.2%		
Heterosexual	4053	18.8%	3753	18.7%		
Lesbian / Gay	77	0.4%	74	0.4%		
Other	33	0.2%	32	0.2%		
Not Disclosed	17283	80.4%	16199	80.5%		
Total	21483	100.0%	20092	100.0%		

Griev	ances	Lea	vers
Raised a (Left Emp	oloyment
Number	%	Number	%
0	0.0%	1	0.2%
9	14.3%	132	25.8%
0	0.0%	6	1.2%
0	0.0%	1	0.2%
54	85.7%	372	72.6%
63	100.0%	512	100.0%

Harassment *					
Raised a Complaint					
Number	%				
0	#DIV/0!				
0	#DIV/0!				
О	#DIV/0!				
0	#DIV/0!				
0	#DIV/0!				
0	#DIV/0!				
	Raised a 6 Number 0 0 0 0 0 0 0				

Recru	Recruitment		linary	
Raised an Internal Recruitment Complaint		Subject to Disciplinary Action		
Number	%	Number	%	
0	0.0%	4	0.3%	
0	0.0%	202	17.6%	
0	0.0%	2	0.2%	
0	0.0%	2	0.2%	
1	100.0%	939	81.7%	
1	100.0%	1149	100.0%	

GENDER		Training			
	Application	Application for Training		Training	
	Number	%	Number	%	
Male	14414	67.1%	13929	69.3%	
Female	7069	32.9%	6163	30.7%	
Not Disclosed	0	0.0%	0	0.0%	
Total	21483	100.0%	20092	100.0%	

Grievances		Leavers		
Raised a (Left Emp	oloyment	
Number	%	Number	%	
40	63.5%	188	36.7%	
23	36.5%	324	63.3%	
0	0.0%	0	0.0%	
63	100.0%	512	100.0%	

1 1	Harassment *				
] [Raised a	Complaint			
1 [Number	%			
1 [10	31.2%			
] [22	68.8%			
] [0	0.0%			
1 [32	100.0%			

Recruitment		Disciplinary		
	an Internal ent Complaint Subject to Disciplinal Action			
Number	%	Number	%	
1	100.0%	694	60.4%	
0	0.0%	453	39.4%	
0	0.0%	2	0.2%	
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			
	Application for Training		Received Training	
	Number	%	Number	%
Disabled	244	1.9%	145	1.7%
Non Disabled	12015	95.2%	7625	90.0%
Non Disclosed	356	2.9%	705	8.3%
Total	12615	100.0%	8475	100.0%

Grievances				
Raised a Grievance (Individual, Stage 1)				
Number	%			
0	0.0%			
0	0.0%			
3 100.0%				
3 100.0%				

Leavers		Harass	ment *
Left Emp	oloyment	Raised a	Complaint
Number	%	Number	
7	1.6%	0	0.0%
72	16.7%	2	11.1%
353	81.7%	16	88.9%
432	100.0%	18	100.0%

	Recrui	tment			
nt	Raised an Internal Recruitment Complaint				
	Number	%			
6	0	0.0%			
%	0	0.0%			
%	0	0.0%			
%	0	0.0%			

	Disci	Disciplinary				
t	Subject to Disciplinary Action					
	Number	%				
	1	5.9%				
	3	17.6%				
	13	76.5%				
	17	100.0%				

ETHNICITY	Training			
	Application	for Training	Received	d Training
	Number	%	Number	%
White Scottish	10631	84.2%	7068	83.4%
Other British	663	5.3%	367	4.3%
Irish	411	3.3%	202	2.4%
Gypsy / Traveller	0	0.0%	0	0.0%
Polish	0	0.0%	0	0.0%
Other white ethnic	181	1.4%	107	1.3%
Total White	11886	94.2%	7744	91.4%
Any mixed or multiple ethnic groups	28	0.2%	10	0.1%
Pakistani, Pakistani Scottish or Pakistani British	113	0.9%	89	1.0%
Indian, Indian Scottish or Indian British	136	1.1%	52	0.6%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	0	0.0%	0	0.0%
Other Asian background	4	0.0%	2	0.0%
Sub Total Asian	253	2.0%	143	1.7%
African, African Scottish or African British	22	0.2%	6	0.1%
Other African background	1	0.0%	2	0.0%
Caribbean, Caribbean Scottish or Caribbean British	2	0.0%	0	0.0%
Black, Black Scottish or Black British	0	0.0%	0	0.0%
Other Caribbean / Black background	21	0.2%	7	0.1%
Sub Total Black	46	0.4%	15	0.2%
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%
Other ethnic background	90	0.7%	55	0.6%
Sub Total Other Ethnic	90	0.7%	55	0.6%
Total Ethnic	417	3.3%	223	2.6%
Non Disclosed	312	2.5%	508	6.0%
Total	12615	100.0%	8475	100.0%

Griev	ances	es Leavers		Harass	ment *
sed a Grievance ividual, Stage 1)		Left Emp	Left Employment		Complain
ber	%	Number	%	Number	%
	0.0%	207	47.9%	9	50.0%
	66.7%	54	12.5%	7	38.8%
	0.0%	7	1.6%	0	0.0%
	0.0%	0	0.0%	O	0.0%
	0.0%	0	0.0%	0	0.0%
	0.0%	3	0.7%	0	0.0%
_	66.7%	271	62.7%	16	88.8%
İ	0.0%	0	0.0%	0	0.0%
_	0.0%	4	0.9%	0	0.0%
	0.0%	1	0.2%	0	0.0%
	0.0%	0	0.0%	0	0.0%
	0.0%	1	0.2%	0	0.0%
ľ	0.0%	0	0.0%	0	0.0%
	0.0%	6	1.3%	0	0.0%
Г	0.0%	0	0.0%	0	0.0%
ľ	0.0%	0	0.0%	0	0.0%
	0.0%	0	0.0%	0	0.0%
	0.0%	0	0.0%	0	0.0%
I	0.0%	0	0.0%	0	0.0%
	0.0%	0	0.0%	0	0.0%
ľ	0.0%	0	0.0%	0	0.0%
	0.0%	3	0.7%	1	5.6%
	0.0%	3	0.7%	1	5.6%
	0.0%	9	2.1%	1	5.6%
	33.3%	152	35.2%	1	5.6%
	100.0%	432	100.0%	18	99.9%

Recrui	tment	Discip	olinary				
Raised an Recruitment		Subject to Disciplina Action					
Number	%	Number	%				
0	0.0%	8	47.0%				
О	0.0%	2	11.8%				
0	0.0%	0	0.0%				
O	0.0%	0	0.0%				
0	0.0%	0	0.0%				
0	0.0%	0	0.0%				
0.0%		10	58.8%				
0	0.0%	0	0.0%				
0	0.0%	1	5.9%				
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%	1	5.9%				
0	0.0%	0	0.0%				
O	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	0.0%				
0	0.0%	0	0.0%				
0	0.0%	0	0.0%				
0	0.0%	0	0.0%				
0	0.0%	1	5.9%				
0	0.0%	6	35.3%				
0	0.0%	17	100.0%				

RELIGION OR BELIEF		Training								
	Application	n for Training	Received Training							
	Number	%	Number	%						
Buddhist	0	0.0%	0	0.0%						
Church of Scotland	4	0.0%	3	0.0%						
Hindu	0	0.0%	0	0.0%						
Jewish	0	0.0%	0	0.0%						
Muslim	0	0.0%	0	0.0%						
Other Christian	0	0.0%	0	0.0%						
Roman Catholic	17	0.1%	14	0.2%						
Sikh	0	0.0%	0	0.0%						
Another Religion	0	0.0%	0	0.0%						
None	12	0.1%	8	0.1%						
Not Disclosed	12582	99.8%	8450	99.7%						
Total	12615	100.0%	8475	100.0%						

Griev	ances	Lea	Leavers					
Raised a Grievance Individual, Stage 1)		Left Employment						
lumber %		Number	%					
0	0.0%	0	0.0%					
0	0.0%	8	1.9%					
0	0.0%	O	0.0%					
0	0.0%	0	0.0%					
0	0.0%	2	0.5%					
0	0.0%	1	0.2%					
0	0.0%	21	4.9%					
0	0.0%	0	0.0%					
0	0.0%	O	0.0%					
0	0.0%	16	3.7%					
3	100.0%	384	88.8%					
3	100.0%	432	100.0%					

Harassment *								
Raised a	Complain							
Number	%							
О	#DIV/0							
0	#DIV/0							
0	#DIV/0							
0	#DIV/0							
0	#DIV/0							
0	#DIV/0							
0	#DIV/0							
0	#DIV/0							
0	#DIV/0							
0	#DIV/0							
0	#DIV/0							
0	#DIV/0							

Recrui	tment	Disciplinary						
Raised an Internal Recruitment Complaint		Subject to Disciplina Action						
Number %		Number	%					
О	0.0%	O	0.0%					
0	0.0%	0	0.0%					
О	0.0%	0	0.0%					
0	0.0%	0	0.0%					
0	0.0%	1	5.9%					
0	0.0%	0	0.0%					
0	0.0%	0	0.0%					
0	0.0%	0	0.0%					
О	0.0%	0	0.0%					
0	0.0%	0	0.0%					
О	0.0%	16	94.1%					
0	0.0%	17	100.0%					

SEXUAL ORIENTATION	Training							
	Application	Application for Training Receive						
	Number	%	Number	%				
Bi-Sexual	0	0.0%	0	0.0%				
Heterosexual	33	0.3%	25	0.3%				
Lesbian / Gay	1	0.0%	1	0.0%				
Other	0	0.0%	0	0.0%				
Not Disclosed	12581	99.7%	8449	99.7%				
Total	12615	100.0%	8475	100.0%				

Grievances Raised a Grievance (Individual, Stage 1)							
Number	%						
0	0.0%						
0 0.0%							
0	0.0%						
0	0.0%						
3 100.0%							
3	100.0%						

Lea	vers	Harassment *								
Left Emp	oloyment	Raised a	Complaint							
lumber	%	Number	%							
0	0.0%	0	#DIV/0!							
50	11.6%	0	#DIV/0!							
1	0.2%	0	#DIV/0!							
0	0.0%	0	#DIV/0!							
381	88.2%	0	#DIV/0!							
432	100.0%	0	#DIV/0!							

Recrui	tment	Disciplinary							
Raised an Internal Recruitment Complaint		Subject to Disciplin Action							
Number	%	Number	%						
0	0.0%	0	0.0%						
0	0.0%	2	11.8%						
0	0.0%	0	0.0%						
0	0.0%	0	0.0%						
0	0.0%	15	88.2%						
0	0.0%	17	100.0%						

GENDER	Training		Grievances Leavers					[Harass	ment *	Recruitment				Discip	olinary			
	Application	for Training	Received	Training			Grievance I, Stage 1)		Left Emp	loyment		Raised a	Complaint		Raised a Recruitmen	n Internal t Complaint		Subject to I Act	Discipli ion
	Number	%	Number	%	1 [Number	%	1	Number	%		Number	%		Number	%	[Number	%
Male	1597	12.7%	1058	12.5%	1 [0	0.0%	1	78	18.1%	П	4	22.2%		0	0.0%	[8	47.1
Female	10919	86.6%	7019	82.8%] [2	66.7%	1	354	81.9%		14	77.8%		0	0.0%		9	52.9
Not Disclosed	99	0.7%	398	4.7%] [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.

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