

EQUALITIES MONITORING

ALL COUNCIL EXCLUDING TEACHERS

AS AT 31 MARCH 2018

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	553	3.3%	568	3.2%	1	1.6%	21	2.8%	1	4.2%	0	0.0%	0	2.7%
Non Disabled	4564	27.0%	4247	27.0%	10	15.9%	262	35.5%	5	20.8%	0	0.0%	388	29.3%
Non Disclosed	11805	69.7%	10968	69.8%	52	82.5%	455	61.7%	18	75.0%	0	0.0%	900	68.0%
Total	16922	100.0%	16723	100.0%	63	100.0%	738	100.0%	24	100.0%	0	0.0%	1324	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	13306	78.6%	12392	78.8%	46	73.0%	505	68.4%	11	45.8%	0	0.0%	979	73.9%
Other British	485	2.9%	440	2.8%	4	6.3%	43	5.8%	1	4.2%	0	0.0%	14	1.1%
Irish	78	0.5%	72	0.5%	0	0.0%	4	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	12	0.1%	9	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	164	1.0%	147	0.9%	1	1.6%	21	2.8%	0	0.0%	0	0.0%	5	0.4%
Total White	14046	83.0%	13060	83.1%	51	80.9%	574	77.8%	12	60.0%	0	0.0%	1002	76.7%
Any mixed or multiple ethnic groups	32	0.2%	30	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.3%
Pakistani, Pakistani Scottish or Pakistani British	84	0.5%	69	0.4%	0	0.0%	2	0.3%	0	0.0%	0	0.0%	3	0.2%
Indian, Indian Scottish or Indian British	54	0.3%	44	0.3%	0	0.0%	1	0.1%	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	18	0.1%	16	0.1%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Other Asian background	7	0.0%	7	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	163	1.0%	138	0.9%	1	1.6%	3	0.4%	0	0.0%	0	0.0%	5	0.4%
African, African Scottish or African British	23	0.1%	22	0.1%	0	0.0%	4	0.5%	0	0.0%	0	0.0%	0	0.0%
Other African background	18	0.1%	16	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Caribbean, Caribbean Scottish or Caribbean British	7	0.0%	7	0.0%	0	0.0%	2	0.3%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	#DIV/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%	0	0.0%
Sub Total Black	52	0.3%	49	0.3%	0	0.0%	6	0.8%	0	0.0%	0	0.0%	1	0.1%
Arab, Arab Scottish or Arab British	6	0.0%	6	0.0%	2	3.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	18	0.1%	15	0.1%	0	0.0%	2	0.3%	0	0.0%	0	0.0%	4	0.3%
Sub Total Other Ethnic	24	0.1%	20	0.1%	2	3.2%	2	0.3%	0	0.0%	0	0.0%	4	0.3%
Total Ethnic	271	1.6%	236	1.5%	3	4.8%	11	1.5%	0	0.0%	0	0.0%	14	1.1%
Non Disclosed	2606	15.4%	2428	15.4%	9	14.3%	163	20.7%	12	60.0%	0	0.0%	308	23.2%
Total	16922	100.0%	16723	100.0%	63	100.0%	738	100.0%	24	100.0%	0	0.0%	1324	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	1	0.0%	1	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%
Church of Scotland	903	5.3%	845	5.4%	1	1.6%	33	4.5%			0	0.0%	63	4.8%
Hindu	3	0.0%	2	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%
Jewish	0	0.0%	0	0.0%	0	0.0%	2	0.3%			0	0.0%	0	0.0%
Muslim	39	0.2%	33	0.2%	2	3.2%	2	0.3%			0	0.0%	0	0.0%
Other Christian	439	2.6%	421	2.7%	1	1.6%	20	2.7%			0	0.0%	25	1.9%
Roman Catholic	807	4.8%	707	4.5%	1	1.6%	56	7.6%			0	0.0%	54	4.1%
Sikh	9	0.1%	9	0.1%	0	0.0%	0	0.0%			0	0.0%	0	0.0%
Another Religion	122	0.7%	118	0.7%	0	0.0%	5	0.7%			0	0.0%	20	1.5%
None	1794	10.6%	1668	10.6%	5	7.9%	129	17.4%			0	0.0%	188	12.7%
Not Disclosed	12805	75.7%	11919	75.8%	53	84.1%	491	66.5%			0	0.0%	994	75.0%
Total	16922	100.0%	16723	100.0%	63	100.0%	738	100.0%			0	0.0%	1324	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	49	0.3%	48	0.3%	0	0.0%	6	0.8%			0	0.0%	3	0.2%
Heterosexual	4334	25.6%	4029	25.6%	9	14.3%	249	33.7%			0	0.0%	400	30.2%
Lesbian / Gay	80	0.5%	69	0.4%	0	0.0%	4	0.6%			0	0.0%	0	0.0%
Other	42	0.2%	39	0.3%	0	0.0%	2	0.3%			0	0.0%	4	0.3%
Not Disclosed	12417	73.4%	11538	73.4%	54	85.7%	477	64.6%			0	0.0%	917	69.3%
Total	16922	100.0%	16723	100.0%	63	100.0%	738	100.0%			0	0.0%	1324	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	11000	65.0%	10597	67.4%	30	47.6%	303	41.1%	8	33.3%	0	0.0%	1159	86.0%
Female	5922	35.0%	5126	32.6%	32	50.8%	435	58.9%	0	0.0%	0	0.0%	184	13.9%
Not Disclosed	0	0.0%	0	0.0%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Total	16922	100.0%	16723	100.0%	63	100.0%	738	100.0%	24	100.0%	0	0.0%	1324	100.0%

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

EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2018

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	395	2.4%	144	1.8%	2	100.0%	2	100.0%	0	0.0%	0	0.0%	1	12.5%
Non Disabled	15292	94.3%	7326	91.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	12.5%
Not Disclosed	538	3.3%	568	7.1%	0	0.0%	0	0.0%	3	100.0%	1	100.0%	6	75.0%
Total	16225	100.0%	8038	100.0%	2	100.0%	2	100.0%	3	100.0%	1	100.0%	8	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	13467	83.0%	6597	82.1%	2	100.0%	219	46.1%	3	100.0%	1	100.0%	5	62.5%
Other British	362	4.1%	282	3.5%	0	0.0%	62	13.1%	0	0.0%	0	0.0%	1	12.5%
Irish	488	3.0%	258	3.2%	0	0.0%	1	0.2%	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	178	1.1%	96	1.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	334	2.1%	124	1.5%	0	0.0%	7	1.5%	0	0.0%	0	0.0%	0	0.0%
Total White	16127	93.2%	7357	91.6%	2	100.0%	289	61.2%	3	100.0%	1	100.0%	6	76.0%
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%
Pakistani, Pakistani Scottish or Pakistani British	291	1.8%	112	1.4%	0	0.0%	4	0.8%	0	0.0%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	138	0.9%	47	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%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	2	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	5	0.0%	4	0.0%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	436	2.7%	164	2.0%	0	0.0%	8	1.7%	0	0.0%	0	0.0%	0	0.0%
African, African Scottish or African British	58	0.4%	9	0.1%	0	0.0%	2	0.4%	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	3	0.0%	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	9	0.1%	6	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	9	0.1%	6	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	79	0.5%	24	0.3%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	0	0.0%
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	116	0.7%	30	0.4%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Sub Total Other Ethnic	116	0.7%	30	0.4%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Total Ethnic	631	3.9%	218	2.7%	0	0.0%	11	2.3%	0	0.0%	0	0.0%	0	0.0%
Not Disclosed	467	2.9%	463	5.8%	2	100.0%	172	36.5%	0	0.0%	0	0.0%	2	25.0%
Total	16225	100.0%	8038	100.0%	2	100.0%	472	100.0%	3	100.0%	1	100.0%	8	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	0.0%	0	0.0%
Church of Scotland	11	0.1%	8	0.1%	0	0.0%	5	1.1%			0	0.0%	0	0.0%
Hindu	0	0.0%	0	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%
Jewish	0	0.0%	0	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%
Muslim	0	0.0%	0	0.0%	0	0.0%	2	0.4%			0	0.0%	0	0.0%
Other Christian	6	0.0%	5	0.1%	0	0.0%	4	0.8%			0	0.0%	0	0.0%
Roman Catholic	41	0.3%	19	0.2%	0	0.0%	21	4.5%			0	0.0%	0	0.0%
Sikh	0	0.0%	0	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%
Another Religion	0	0.0%	0	0.0%	0	0.0%	1	0.2%			0	0.0%	1	12.5%
None	19	0.1%	11	0.1%	0	0.0%	23	4.9%			0	0.0%	0	0.0%
Not Disclosed	16148	99.5%	7995	99.5%	2	100.0%	416	88.1%			1	100.0%	7	87.5%
Total	16225	100.0%	8038	100.0%	2	100.0%	472	100.0%			1	100.0%	8	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%	1	0.2%			0	0.0%	0	0.0%
Heterosexual	76	0.5%	42	0.5%	0	0.0%	59	12.5%			0	0.0%	1	12.5%
Lesbian / Gay	2	0.0%	1	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%
Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%
Not Disclosed	16147	99.5%	7995	99.5%	2	100.0%	412	87.3%			1	100.0%	7	87.5%
Total	16225	100.0%	8038	100.0%	2	100.0%	472	100.0%			1	100.0%	8	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	2183	13.5%	1085	13.5%	0	0.0%	122	25.8%	0	0.0%	0	0.0%	3	37.5%
Female	13910	85.7%	6659	82.8%	2	100.0%	350	74.2%	3	100.0%	1	100.0%	5	62.5%
Not Disclosed	132	0.8%	294	3.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	16225	100.0%	8038	100.0%	2	100.0%	472	100.0%	3	100.0%	1	100.0%	8	100.0%

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