## **EQUALITIES MONITORING** ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2018

DISABLED		Trai	ning		Griev	ances	] [	Leav	vers	Harass	ment *		Recrui	tment	Dis	ciplinary
	Application	for Training	Received	d Training		Grievance al, Stage 1)		Left Emp	oloyment	Raised a	Complaint		Raised an Recruitmen			to Disciplinar Action
	Number	%	Number	%	Number	%	1 [	Number	%	Number	%		Number	%	Numbe	r %
Disabled	553	3.3%	508	3.2%	1	1.6%	1 [	21	2.8%	1	4.2%		0	0.0%	36	2.7%
Non Disabled	4564	27.0%	4247	27.0%	10	15.9%	1 1	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%	15723	100.0%	63	100.0%	] [	738	100.0%	24	100.0%		0	0.0%	1324	100.0%

ETHNICITY		Trai	ning		Griev	ances	Lea	avers	Haras	ment *	Recru	itment	Discip	olinary
	Application	for Training	Received	l Training	Raised a (Individua	Grievance I, Stage 1)	Left En	ployment	Raised a	Complaint	Raised a Recruitmer	n Internal nt Complaint	Subject to Act	
	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	14045	83.0%	13060	83.1%	51	80.9%	574	77.8%	12	50.0%	0	0.0%	1002	75.7%
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%	136	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/01	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%	5	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%	235	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%	153	20.7%	12	50.0%	0	0.0%	308	23.2%
Total	16922	100.0%	15723	100.0%	63	100.0%	738	100.0%	24	100.0%	0	0.0%	1324	100.0%

RELIGION OR BELIEF		Trai	ning		G	rieva	ances	Lea	vers		Har
	Application	for Training	Received	Training			Srievance , Stage 1)	Left Em	ployment		Raise
	Number	%	Number	%	Num	oer	%	Number	%	1 1	Numbe
Buddhist	1	0.0%	1	0.0%	0		0.0%	0	0.0%	1 [	
Church of Scotland	903	5.3%	845	5.4%	1		1.6%	33	4.5%		
Hindu	3	0.0%	2	0.0%	0		0.0%	0	0.0%	1 [	
Jewish	0	0.0%	0	0.0%	0		0.0%	2	0.3%		
Muslim	39	0.2%	33	0.2%	2		3.2%	2	0.3%		
Other Christian	439	2.6%	421	2.7%	1		1.6%	20	2.7%		
Roman Catholic	807	4.8%	707	4.5%	1		1.6%	56	7.6%		
Sikh	9	0.1%	9	0.1%	0		0.0%	0	0.0%		
Another Religion	122	0.7%	118	0.7%	0		0.0%	5	0.7%		
None	1794	10.6%	1668	10.6%	5		7.9%	129	17.4%		
Not Disclosed	12805	75.7%	11919	75.8%	53		84.1%	491	66.5%		
Total	16922	100.0%	15723	100.0%	63		100.0%	738	100.0%	1 F	

Harassr	nent *	Recrui	tment	Disc
aised a C	omplaint	Raised an Recruitment		Subject t
imber	%	Number	%	Number
		0	0.0%	0
		0	0.0%	63
		0	0.0%	0
		0	0.0%	0
		0	0.0%	0
		0	0.0%	25
		0	0.0%	54
		0	0.0%	0
		0	0.0%	20
		0	0.0%	168
		0	0.0%	994
		0	0.0%	1324

tecrui	tment	Discip	olinary
	i Internal t Complaint	Subject to Act	Disciplinary tion
nber	%	Number	%
C	0.0%	0	0.0%
C	0.0%	63	4.8%
C	0.0%	0	0.0%
)	0.0%	0	0.0%
)	0.0%	0	0.0%
)	0.0%	25	1.9%
)	0.0%	54	4.1%
)	0.0%	0	0.0%
)	0.0%	20	1.5%
)	0.0%	168	12.7%
)	0.0%	994	75.0%
)	0.0%	1324	100.0%

Disciplinary

Subject to Disciplinary Action Number

% % 0.2% 30.2% 0.0% 0.3% 69.3% 100.0%

SEXUAL ORIENTATION		Trai	ning			Grieva	ances		Leav	rers	Harass	ment *	Recr	uitment
	Application	for Training	Received	I Training			Grievance , Stage 1)		Left Emp	loyment	Raised a G	Complaint		an Internal nt Complaint
	Number	%	Number	%	N	lumber	%	N	Number	%	Number	%	Number	%
Bi-Sexual	49	0.3%	48	0.3%		0	0.0%		6	0.8%			0	0.0%
Heterosexual	4334	25.6%	4029	25.6%		9	14.3%		249	33.7%			0	0.0%
Lesbian / Gay	80	0.5%	69	0.4%		0	0.0%		4	0.6%			0	0.0%
Other	42	0.2%	39	0.3%		0	0.0%		2	0.3%			0	0.0%
Not Disclosed	12417	73.4%	11538	73.4%		54	85.7%		477	64.6%			0	0.0%
Total	16922	100.0%	15723	100.0%		63	100.0%		738	100.0%			0	0.0%

GENDER		Trai	ning		G	rieva	inces	[	Leav	vers	Harass	ment *		Recrui	tment	[	Discip	olinary
	Application	for Training	Received	1 Training			Frievance Stage 1)		Left Emp	ployment	Raised a	Complaint		Raised an Recruitment			Subject to I Act	
	Number	%	Number	%	Numt	ber	%	- [	Number	%	Number	%		Number	%	1 [	Number	%
Male	11000	65.0%	10597	67.4%	30		47.6%	- [	303	41.1%	8	33.3%		0	0.0%	1 [	1139	86.0%
Female	5922	35.0%	5126	32.6%	32		50.8%	- [	435	58.9%	16	66.7%		0	0.0%	1 [	184	13.9%
Not Disclosed	0	0.0%	0	0.0%	1		1.6%	- 0	0	0.0%	0	0.0%		0	0.0%		1	0.1%
Total	16922	100.0%	15723	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

	Trai	ning		Griev	ances/	] [	Lea	/ers	Hara	ssment *	Rec	uitment	Disci	iplinary
Application	for Training	Received	Training				Left Emp	loyment	Raised	a Complaint				Disciplinary
Number	%	Number	%	Number	%	1 1	Number	%	Numbe	%	Number	%	Number	%
395	2.4%	144	1.8%	0	0.0%	1 [	9	1.9%	0	0.0%	0	0.0%	1	12.5%
15292	94.3%	7326	91.1%	0	0.0%	1 1	98	20.8%	0	0.0%	0	0.0%	1	12.5%
538	3.3%	568	7.1%	2	100.0%	1 [	365	77.3%	3	100.0%	1	100.0%	6	75.0%
16225	100.0%	8038	100.0%	2	100.0%	1 [	472	100.0%	3	100.0%	1	100.0%	8	100.0%
	Number 395 15292 538	Application for Training   Number %   395 2.4%   15292 94.3%   538 3.3%	Number % Number   395 2.4% 144   15292 94.3% 7326   538 3.3% 568	Number % Number %   395 2.4% 144 1.8%   15292 94.3% 7326 91.1%   538 3.3% 568 7.1%	Application for Training Received Training Relieved a   Number % Number %   325 2.4% 14.4 1.9%   15292 04.3% 7326 91.1% 0   538 3.3% 568 7.1% 2	Number % Number %   15292 2.4% 14.4 1.9% 0 0.0%   538 3.3% 558.7.1% 2 100.0%	Number % Number %   1920 24.4% 14.4 1.9% 0.0% 0.0% 0.0% 5.38 3.3% 56.8 7.1% 2 10.0% 0.0%<	Application for Training Received Training Reliesd a Grisvance (mdividual, stage 1) Left Emp.   Number % % 9 9 5 % 0 0.0% 9 9 9 9 538 3.3% 568 7.1% 2 100.0% 365	Application for Training Received Training Reliesd & Grisvance Left Employment   Number % Number % Number %   325 2.4% 14.4 1.8% 0 0.0% 9 1.9%   5292 2.4% 7.326 9.1.1% 0 0.0% 9 2.0.9%   538 3.3% 5.68 7.1% 2 100.0% 305 7.7.3%	Application for Training Received Training Raised & Grievance (midvidual, Stage 1) Left Employment Raised Raised & Grievance (midvidual, Stage 1)   Number % Number % % Number % % Number % %   395 2.4% 1.44 1.0% 0 0.0% 9 9.9% 0   15292 94.3% 7320 0.1% 2 100.0% 96 77.3% 3	Application for Training Received Training Raised a Grievence (mividual, Stage 1) Left Employment Raised a Complaint   Number % Number % Number % Number %   395 2.4% 1.44 1.9% 0 0.0% 9 9.9% 0 0.0%   528 3.3% 568 7.1% 2 100.0% 305 77.3% 3 100.0%	Application for Training Received Training Raised A Grievance (midvidual, 3266 Left Employment Raised a Complaint Raised Received Received   Number %	Application for Training Received Training Raised a Grievence (midvidual, \$1260 + 10^{-10} + 10^{	Application for Training Received Training Raised a Grievance (mioridual, 3268 Left Employment Raised a Complaint Raised an Internal Received mioritocom Bailed a fortevance (mioridual, 3268 Number %

ETHNICITY		Trai	ning		Griev	ances	] [	Leav	vers	Haras	sment *	Recr	uitment	Disci	plinary
	Application	for Training	Received	1 Training		Grievance I, Stage 1)		Left Emp	ployment	Raised a	Complaint		an Internal nt Complaint		Disciplinary tion
	Number	%	Number	%	Number	%	1 1	Number	%	Number	%	Number	%	Number	%
White Scottish	13467	83.0%	6597	82.1%	2	100.0%	] [	219	46.4%	3	100.0%	1	100.0%	5	62.5%
Other British	662	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%	ΙL	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	176	1.1%	96	1.2%	0	0.0%	ΙL	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	15127	93.2%	7367	91.5%	2	100.0%	ιı	289	61.2%	3	100.0%	1	100.0%	6	75.0%
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%	ΙL	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%	ΙL	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%	ιı	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%	ΙL	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%	ΙL	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	#DIV/0!	0	0.0%	0	0.0%
Other Caribbean / Black background	9	0.1%	6	0.1%	0	0.0%	ιı	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%	ΙL	0	0.0%	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%	ιı	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Total Ethnic	631	3.9%	218	2.7%	0	0.0%	ιı	11	2.3%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	467	2.9%	463	5.8%	0	0.0%		172	36.5%	0	0.0%	0	0.0%	2	25.0%
Total	16225	100.0%	8038	100.0%	2	100.0%	ιl	472	100.0%	3	100.0%	1	100.0%	8	100.0%

RELIGION OR BELIEF		Trai	ning		Griev	ances	Lea	vers	H	arass	ment *		Recrui	tment	Disc	1
	Application	for Training	Received	t Training		Grievance I, Stage 1)	Left Emp	oloyment	Ra	sed a (	Complaint		Raised ar	n Internal t Complaint	Subject to A	
	Number	%	Number	%	Number	%	Number	%	Nu	nber	%	N	Number	%	Number	
Buddhist	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	
Hindu	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	
Auslim	0	0.0%	0	0.0%	0	0.0%	2	0.4%					0	0.0%	0	
Other Christian	6	0.0%	5	0.1%	0	0.0%	4	0.8%					0	0.0%	0	
Roman Catholic	41	0.3%	19	0.2%	0	0.0%	21	4.5%					0	0.0%	0	
Sikh	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	
None	19	0.1%	11	0.1%	0	0.0%	23	4.9%					0	0.0%	0	
Not Disclosed	16148	99.5%	7995	99.5%	2	100.0%	416	88.1%					1	100.0%	7	
Total	16225	100.0%	8038	100.0%	2	100.0%	472	100.0%					1	100.0%	8	

SEXUAL ORIENTATION		Trai	ning		Griev	ances	] [	Lea	vers	[	Harass	ment *	- E	Recru	itment		Discip	olinary
	Application	for Training	Received	1 Training		Grievance I, Stage 1)		Left Emp	oloyment		Raised a (	Complaint		Raised an Recruitmen	n Internal t Complaint	Su	ubject to E Acti	Disciplinary tion
	Number	%	Number	%	Number	%	1 1	Number	%		Number	%		Number	%	1	Number	%
Bi-Sexual	0	0.0%	0	0.0%	0	0.0%	1 [	1	0.2%				- E	0	0.0%		0	0.0%
Heterosexual	76	0.5%	42	0.5%	0	0.0%	1 [	59	12.5%				- 1	0	0.0%		1	12.5%
Lesbian / Gay	2	0.0%	1	0.0%	0	0.0%	1 [	0	0.0%					0	0.0%		0	0.0%
Other	0	0.0%	0	0.0%	0	0.0%	1 [	0	0.0%					0	0.0%		0	0.0%
Not Disclosed	16147	99.5%	7995	99.5%	2	100.0%	11	412	87.3%					1	100.0%		7	87.5%
Total	16225	100.0%	8038	100.0%	2	100.0%	1 [	472	100.0%				- E	1	100.0%		8	100.0%

GENDER		Trai	ning			Grieva	ances	[	Leav	/ers	H	arass	ment *	[	Recrui	tment	Dise	iplinary
	Application	for Training	Received	d Training			Grievance , Stage 1)		Left Emp	loyment	Ra	sed a (	Complaint		Raised an Recruitment	Internal Complaint		o Disciplinary
	Number	%	Number	%	Nu	umber	%		Number	%	Nu	nber	%		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.