OFFICIAL EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2022

DISABLED	Training			
	Application for Training		Received Training	
	Number	%	Number	%
Disabled	405	3.2%	349	3.2%
Non Disabled	4608	36.6%	3734	34.3%
Non Disclosed	7589	60.2%	6801	62.5%
Total	12602	100.0%	10884	100.0%

Grievances				
Raised a Grievance (Individual, Stage 1)				
%				
8.5%				
19.2%				
72.3%				
100.0%				

Lea	vers	Ha
Left Em	ployment	Rais
Number	%	Numl
69	3.6%	0
877	45.2%	8
994	51.2%	11
1940	100.0%	19

Harassment * Raised a Complaint		
Number	%	
0	0.0%	
8	42.1%	
11	57.9%	
19	100.0%	

Recruitment			
Raised an Internal Recruitment Complaint			
Number	%		
0	0.0%		
3	3 75.0%		
1	25.0%		
4	100.0%		

Disciplinary			
Subject to Disciplinary Action			
Number	%		
2	2.4%		
28	32.9%		
55	64.7%		
85	100.0%		

ETHNICITY		Training			
	Application for Training		Received Training		
	Number	%	Number	%	
White Scottish	9237	73.3%	8093	74.4%	
Other British	903	7.2%	695	6.4%	
Irish	43	0.3%	36	0.3%	
Gypsy / Traveller	0	0.0%	0	0.0%	
Polish	18	0.1%	17	0.2%	
Show man/Show woman	0	0.0%	0	0.0%	
Roma	1	0.0%	1	0.0%	
Other white ethnic	118	0.9%	94	0.9%	
Total White	10320	81.9%	8936	82.1%	
Any mixed or multiple ethnic groups	51	0.4%	39	0.4%	
Pakistani, Pakistani Scottish or Pakistani British	34	0.3%	24	0.2%	
Indian, Indian Scottish or Indian British	28	0.2%	21	0.2%	
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	1	0.0%	1	0.0%	
Chinese, Chinese Scottish or Chinese British	10	0.1%	9	0.1%	
Other Asian background	8	0.1%	5	0.0%	
Sub Total Asian	81	0.6%	60	0.6%	
African, African Scottish or African British	36	0.3%	25	0.2%	
Other African background	32	0.3%	14	0.1%	
Caribbean, Caribbean Scottish or Caribbean British	3	0.0%	1	0.0%	
Black, Black Scottish or Black British	10	0.1%	4	0.0%	
Other Caribbean / Black background	1	0.0%	1	0.0%	
Sub Total Black	82	0.7%	45	0.4%	
Arab, Arab Scottish or Arab British	7	0.1%	5	0.0%	
Other ethnic background	19	0.7%	15	0.4%	
Sub Total Other Ethnic	26	0.2%	20	0.2%	
Total Ethnic	240	1.9%	164	1.5%	
Non Disclosed	2042	16.2%	1784	16.4%	
Total	12602	100.0%	10884	100.0%	

Griev	ances	
Raised a Grievance (Individual, Stage 1)		
Number	%	
37	78.7%	
1	2.1%	
1	2.1%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
39	83.0%	
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	0.0%	
8	17.0%	
47	100.0%	

Leavers		Harassment *		
Left Emp	oloyment	Raised a Complaint		
Number	%	Number	%	
1063	54.8%	10	52.6%	
318	16.4%	0	0.0%	
9	0.5%	0	0.0%	
1	0.1%	0	0.0%	
9	0.5%	0	0.0%	
0	0.0%	0	0.0%	
0	0.0%	0	0.0%	
34	1.8%	0	0.0%	
1434	73.9%	10	52.6%	
12	0.6%	0	0.0%	
21	1.1%	0	0.0%	
6	0.3%	0	0.0%	
2	0.1%	0	0.0%	
4	0.2%	0	0.0%	
2	0.1%	1	5.3%	
35	1.8%	1	5.3%	
17	0.9%	3	15.8%	
13	0.7%	1	5.3%	
2	0.1%	0	0.0%	
3	0.2%	0	0.0%	
2	0.1%	0	0.0%	
37	1.9%	4	21.1%	
5	0.3%	0	0.0%	
2	1.9%	0	21.1%	
7	0.4%	0	0.0%	
91	4.7%	5	26.3%	
415	21.4%	4	21.1%	
1940	100.0%	19	100.0%	

Recru	itment	
Raised an Internal Recruitment Complain		
Number	%	
3	75.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
3	75.0%	
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	0.0%	
1	25.0%	
4	100.0%	

ecrui	tment	Discip	linary	
	Internal Complaint	Subject to Disciplinar Action		
oer	%	Number	%	
	75.0%	45	52.9%	
	0.0%	7	8.2%	
	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%	
	75.0%	52	61.2%	
	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	1.2%	
	0.0%	1	1.2%	
	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	1.2%	
	25.0%	32	37.6%	
	100.0%	85	100.0%	

RELIGION OR BELIEF		Training			
	Applica	Application for Training		Received Training	
	Numl	per %	Number	%	
Buddhist	1	0.0%	1	0.1%	
Church of Scotland	76	7 6.1%	649	6.0%	
Hindu	5	0.0%	2	0.0%	
Jewish	0	0.0%	0	0.0%	
Muslim	53	0.4%	26	0.2%	
Other Christian	480	3.8%	395	3.6%	
Roman Catholic	100	8 8.0%	736	6.8%	
Sikh	7	0.1%	4	0.0%	
Pagan	0	0.0%	0	0.0%	
Another Religion	90	0.7%	72	0.7%	
None	202	9 16.1%	1615	14.8%	
Not Disclosed	816	2 64.8%	7384	67.8%	
Total	126	02 100.0%	10884	100.0%	

Raised a Grievance (Individual, Stage 1)		
Number	%	
0	0.0%	
3	6.3%	
0	0.0%	
0	0.0%	
0	0.0%	
1	2.1%	
2	4.3%	
0	0.0%	
0	0.0%	
0	0.0%	
2	4.3%	
39	83.0%	
47	100.0%	

Leavers Left Employment		
4	0.2%	
115	5.9%	
3	0.2%	
3	0.2%	
30	1.5%	
134	6.9%	
259	13.4%	
1	0.1%	
0	0.0%	
16	0.8%	
415	21.4%	
960	49.4%	
1940	100.0%	

Harass	ment * Recruitmer				
aised a	Complaint		Raised an Recruitmen	nent Com	
umber	%		Number		
			0	0.	
			0	0.	
			0	0.	
			0	0.	
			0	0.	
			0	0.	
			0	0.	
			0	0.	
			0	0.	
			0	0.	
			2	50	
			2	50	
			4	100	

ecru	itment	Discip	linary	
sed an Internal tment Complaint		Subject to Disciplinary Action		
oer	%	Number	%	
	0.0%	0	0.0%	
	0.0%	4	4.7%	
	0.0%	1	1.2%	
	0.0%	0	0.0%	
	0.0%	0	0.0%	
	0.0%	3	3.5%	
	0.0%	5	5.9%	
	0.0%	0	0.0%	
	0.0%	0	0.0%	
	0.0%	1	1.2%	
	50.0%	14	16.5%	
	50.0%	57	67.0%	
	100.0%	85	100.0%	

SEXUAL ORIENTATION		Training			
	Application	for Training	Received	l Training	
	Number	%	Number	%	
Bi-Sexual	60	0.5%	52	0.5%	
Heterosexual	4473	35.5%	3564	32.7%	
Lesbian / Gay	89	0.7%	74	0.7%	
Other	16	0.1%	11	0.1%	
Not Disclosed	7964	63.2%	7183	66.0%	
Total	12602	100.0%	10884	100.0%	

Raised a Grievance (Individual, Stage 1)		
Number	%	
0	0.0%	
10	21.3%	
0	0.0%	
1	2.1%	
36	76.6%	
47	100.0%	

Leavers Left Employment		
25	1.3%	
927	47.7%	
19	1.0%	
3	0.2%	
966	49.8%	
1940	100.0%	

Harassment *	
Complaint	
%	

Recruitment		
Raised an Internal Recruitment Complaint		
Number	%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
4	100.0%	
4	4 100.0%	

	Discip	olinary
nt	Subject to Act	
	Number	%
	0	0.0%
	35	41.2%
	0	0.0%
	0	0.0%
	50	58.8%
	85	100.0%

GENDER (SEX)		Trai	ning	
	Application	for Training	Received	Training
	Number	%	Number	%
Male	8177	64.9%	7645	70.2%
Female	4425	35.1%	3239	29.8%
Not Disclosed	0	0.0%	0	0.0%
Total	12602	100.0%	10884	100.0%

Raised a Grievance (Individual, Stage 1)		
Number	%	
26	55.3%	
17	36.2%	
4	8.5%	
47	100.0%	

Leavers			
Left Employment			
Number	%		
499	25.7%		
1441	74.3%		
0	0.0%		
1940	100.0%		

Harassment *		
Raised a Complaint		
Number	%	
3	15.8%	
16	84.2%	
0	0.0%	
19	100.0%	

Recruitment			
Raised an Internal Recruitment Complaint			
Number	%		
2	50.0%		
2	50.0%		
0	0.0%		
4	100.0%		

Disciplinary		
Subject to Disciplinary Action		
Number	%	
56	65.9%	
27	31.8%	
2	2.3%	
85	100.0%	

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

OFFICIAL

EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2022

DISABLED	Training			
	Application	for Training	Received	l Training
	Number	%	Number	%
Disabled	788	2.8%	217	2.5%
Non Disabled	26203	92.1%	8015	93.0%
Non Disclosed	1463	5.1%	384	4.5%
Total	28454	100.0%	8616	100.0%

Grievances		
Raised a Grievance (Individual, Stage 1)		
%		
50.0%		
50.0%		
0.0%		
100.0%		

Leavers		
Left Employment		
Number	%	
13	3.7%	
147	41.9%	
191	54.4%	
351	100.0%	

Harass	sment *	
Raised a	Complaint	R
Number	%	
0	0.0%	
1	100.0%	
0	0.0%	
1	100.0%	

Recruitment		
Raised an Internal Recruitment Complaint		
Number	%	
1	33.3%	
2	66.7%	
0	0.0%	
3	100.0%	

Disciplinary		
Subject to Disciplinary Action		
Number	%	
0	0.0%	
2	40.0%	
3	60.0%	
5	100.0%	

ETHNICITY		Training			
	Application	for Training	Received	Training	
	Number	%	Number	%	
White Scottish	22880	80.4%	6977	81.0%	
Other British	1243	4.4%	393	4.6%	
Irish	1289	4.5%	393	4.6%	
Gypsy / Traveller	0	0.0%	0	0.0%	
Polish	0	0.0%	0	0.0%	
Show man/Show woman	0	0.0%	0	0.0%	
Roma	0	0.0%	0	0.0%	
Other white ethnic	464	1.6%	137	1.6%	
Total White	25876	90.9%	7900	91.7%	
Any mixed or multiple ethnic groups	223	0.8%	61	0.7%	
Pakistani, Pakistani Scottish or Pakistani British	507	1.8%	141	1.6%	
Indian, Indian Scottish or Indian British	254	0.9%	66	0.8%	
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	3	0.0%	1	0.0%	
Chinese, Chinese Scottish or Chinese British	0	0.0%	0	0.0%	
Other Asian background	23	0.1%	8	0.1%	
Sub Total Asian	787	2.8%	216	2.5%	
African, African Scottish or African British	50	0.2%	9	0.1%	
Other African background	О	0.0%	0	0.0%	
Caribbean, Caribbean Scottish or Caribbean British	0	0.0%	0	0.0%	
Black, Black Scottish or Black British	1	0.0%	0	0.0%	
Other Caribbean / Black background	71	0.2%	21	0.2%	
Sub Total Black	122	0.4%	30	0.3%	
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%	
Other ethnic background	146	0.5%	32	0.4%	
Sub Total Other Ethnic	146	0.5%	32	0.4%	
Total Ethnic	1278	4.5%	339	3.9%	
Non Disclosed	1300	4.6%	377	4.4%	
Total		100.0%	8616	100.0%	

Grievances		
Raised a Grievance (Individual, Stage 1)		
Number	%	
1	50.0%	
0	0.0%	
0	0.0%	
0	0.0%	
О	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
1	50.0%	
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	0.0%	
1	50.0%	
2	100.0%	

Lea	vers	
Left Employment		
Number	%	
202	57.5%	
46	13.1%	
15	4.3%	
0	0.0%	
1	0.3%	
0	0.0%	
0	0.0%	
9	2.6%	
273	77.8%	
1	0.3%	
6	1.7%	
1	0.3%	
0	0.0%	
0	0.0%	
2	0.6%	
9	2.6%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
2	0.0%	
2	0.6%	
,		
12	3.4%	
66	18.8%	
351	100.0%	

Harassment *		
Raised a Complaint		
Number	%	
1	100.0%	
О	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
1	100.0%	
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%	
О	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
1	100.0%	

Recruitment Raised an Internal Recruitment Complaint	
3	100.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
3	100.0%
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	0.0%
ō	0.0%
3	100.0%

	Disci	Disciplinary		
t		Subject to Disciplinary Action		
	Number	%		
	5	100.0%		
	0	0.0%		
	О	0.0%		
	0	0.0%		
	0	0.0%		
ш	0	0.0%		
	0	0.0%		
	0	0.0%		
Ш	5	100.0%		
	0	0.0%		
	0	0.0%		
ш	0	0.0%		
_	0	0.0%		
	0	0.0%		
	0	0.0%		
Ш	0	0.0%		
Ш	0	0.0%		
Ш	0	0.0%		
_	0	0.0%		
Ш	0	0.0%		
_	0	0.0%		
	0	0.0%		
Ш	0	0.0%		
_	0	0.0%		
_	0	0.0%		
_				
_	0	0.0%		
_	0	0.0%		
╝	5	100.0%		

RELIGION OR BELIEF	Training			
	Application	Application for Training		Received Training
	Number	%	Number	%
Buddhist	0	0.0%	0	0.0%
Church of Scotland	9	0.1%	6	0.1%
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	6	0.1%	5	0.1%
Sikh	0	0.0%	0	0.0%
Pagan	0	0.0%	0	0.0%
Another Religion	0	0.0%	0	0.0%
None	6	0.0%	5	0.1%
Not Disclosed	28433	99.8%	8600	99.7%
Total	28454	100.0%	8616	100.0%

Grievances Raised a Grievance (Individual, Stage 1)		
Number	%	
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%	
2	100.0%	
2	100.0%	

Left Employment		
Number	%	
1	0.3%	
14	4.0%	
0	0.0%	
2	0.6%	
7	2.0%	
9	2.5%	
46	13.1%	
0	0.0%	
0	0.0%	
2	0.6%	
63	17.9%	
207	59.0%	
351	100.0%	

Harassment *		
	Complaint	
Number	%	

Recruitment			
Raised an Internal Recruitment Complaint			
%			
0.0%			
0.0%			
0.0%			
0.0%			
0.0%			
0.0%			
0.0%			
0.0%			
0.0%			
0.0%			
0.0%			
100.0%			
100.0%			

Discip	Disciplinary			
	Subject to Disciplinary Action			
Number	%			
0	0.0%			
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%			
О	0.0%			
5	100.0%			
5	100.0%			

SEXUAL ORIENTATION	Training			
	Application	for Training	Received	Training
	Number	%	Number	%
Bi-Sexual	0	0.0%	0	0.0%
Heterosexual	22	0.1%	16	0.2%
Lesbian / Gay	0	0.0%	0	0.0%
Other	0	0.0%	0	0.0%
Not Disclosed	28432	99.9%	8600	99.8%
Total	28454	100.0%	8616	100.0%

Grievances Raised a Grievance (Individual, Stage 1)		
Number	%	
0	0.0%	
2	100.0%	
0	0.0%	
0	0.0%	
0	0.0%	
2	100.0%	

Leavers	
Left Employment	
Number	%
6	1.7%
132	37.6%
6	1.7%
0	0.0%
207	59.0%
351	100.0%

Raised a Complaint	
Number	%

Recruitment	
Raised an Internal Recruitment Complaint	
Number	%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
3	100.0%
3	100.0%

Disciplinary	
Subject to Disciplinary Action	
Number	%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
5	100.0%
5	100.0%

GENDER (SEX)	Training			
	Application for Training		Received Training	
	Number	%	Number	%
Male	3336	11.7%	1047	12.2%
Female	24096	84.7%	7313	84.8%
Not Disclosed	1022	3.6%	256	3.0%
Total	28454	100.0%	8616	100.0%

	Grievances Raised a Grievance (Individual, Stage 1)		
	Number	%	
	1	50.0%	
	1	50.0%	
	0	0.0%	
	2	100.0%	

Leavers		
Left Employment		
Number	%	
71	20.2%	
280	79.8%	
0	0.0%	
351	100.0%	

Harassment *		
Raised a Complaint		
%		
0.0%		
100.0%		
0.0%		
100.0%		

Recruitment		
Raised an Internal Recruitment Complaint		
%		
66.7%		
33.3%		
0.0%		
100.0%		

Discip	Disciplinary		
	Subject to Disciplinary Action		
Number	%		
4	80.0%		
1	20.0%		
О	0.0%		
5	100.0%		

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