## OFFICIAL EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2023

DISABLED		Traii	ning		Grievances		Leavers		Harassment *		Recruitment		Dissir	olinary	
DISABLED					Raised a Grievance		Left Employment		Raised a Complaint		Raised an Internal		Subject to Disciplinary		
	Application	for Training	Received	d Training	(Individua	al, Stage 1)	Left Emp	ployment	Raised a	Complaint	Recruitmen	t Complaint	Act	tion	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	
Disabled Non Disabled	620 6603	3.3% 35.3%	457 4443	3.5% 33.6%			68 909	3.3%			0	0.0%	61	41.8%	
Non Disclosed	11498	61.4%	8321	62.9%	31	79.5%	1091	52.8%					84	57.5%	
Total	18721	100.0%	13221	100.0%	39	100.0%	2068	100.0%	17	100.0%			146	100.0%	
ETHNICITY	Training				Grievances		Lea	Leavers		Harassment *		Recruitment		Disciplinary	
				Raised a Grievance		Left Employment		Raised a Complaint		Raised an Internal		Subject to Disciplinary			
	Application	for Training	Received	d Training	(Individua	al, Stage 1)	Left Emp	ployment	Raised a	Complaint	Recruitmen	t Complaint	Act	tion	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	
White Scottish	12745	68.1% 9.1%	9231 1160	69.8% 8.8%	26	66.7% 0.0%	1103	53.3% 16.0%	14	82.4%		0.0%	99	67.8%	
Other British Irish	90	0.5%	59	0.4%	0	0.0%	331	16.0%	2	11.8%	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 Show man/Show woman	17	0.1%	0	0.0%	0	0.0%	5	0.2%	0	0.0%	0	0.0%	0	0.0%	
Roma	Ü	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	
Other white ethnic	146	0.8%	93	0.7%	0	0.0%	35	1.7%	0	0.0%	0	0.0%	0	0.0%	
Total White Any mixed or multiple ethnic group:	14710	78.6% 0.2%	10551	79.8%	26	66.7%	1481	71.6%	16	94.1%	0	0.0%	107	73.3%	
Pakistani, Pakistani Scottish or Pakistani British	26	0.1%	11	0.1%	0	0.0%	19	0.9%	0	0.0%	0	0.0%	0	0.0%	
Indian, Indian Scottish or Indian British	39	0.2%	21	0.2%	0	0.0%	10	0.5%	0	0.0%	0	0.0%	0	0.0%	
Bangladeshi, Bangladeshi Scottish or Bangladeshi British Chinese, Chinese Scottish or Chinese British					0	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	
Other Asian background	13	0.1%			0	0.0%	12	0.6%	0	0.0%	0	0.0%	0	0.0%	
Sub Total Asian	n 93	0.5%	43	0.3%	0	0.0%	49	2.4%	0	0.0%	0	0.0%	0	0.0%	
African, African Scottish or African British Other African background	101 48	0.5%	30 17	0.2%	0	0.0%	18 21	0.9%	0	0.0%	0	0.0%	0	0.0%	
Caribbean, Caribbean Scottish or Caribbean British	48	0.3%	17	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Black, Black Scottish or Black British	11	0.1%							0	0.0%	0	0.0%	0	0.0%	
Other Caribbean / Black background Sub Total Black	0 165	0.0%	0 52	0.0%	0	0.0%	41	0.0% 2.0%	0	0.0%	0	0.0%	0	0.0%	
Arab, Arab Scottish or Arab British	25	0.1%	19	0.1%	0	0.0%	4,	2.070	0	0.0%	0	0.0%	0	0.0%	
Other ethnic background	25	0.1%	16	0.1%	0	0.0%			0	0.0%	0	0.0%	0	0.7%	
Sub Total Other Ethnic	50	0.3%	35 0	0.3%	0	0.0%				0.0%		0.0%	0	0.0%	
Total Ethnic	348	1.9%	153	1.2%			99	4.8%	0	0.0%	0	0.0%			
Non Disclosed Tota	3663	19.6%	2517	19.0%	11	28.2%	488	23.6%					38	26.0%	
	18721	100.0%	13221	100.0%	39	100.0%	2068	100.0%	17	100.0%			146	100.0%	
RELIGION OR BELIEF		Train	ning	100.0%	Griev Raised a	/ances		100.0%		sment *	Raised a	itment n Internal	Discip	olinary Disciplinary	
	Application	Trail for Training	ning Received	d Training	Griev Raised a (Individua	/ances Grievance	Lea Left Emp	vers	Harass Raised a	sment *	Raised at Recruitmen	n Internal it Complaint	Discip Subject to Act	olinary Disciplinary tion	
RELIGION OR BELIEF		Trair	ning		Griev Raised a	/ances	Lea	100.0%	Harass	sment *	Raised a	n Internal	Discip	olinary Disciplinary	
RELIGION OR BELIEF  Buddhist Church of Scotland	Application Number 16 1004	Train for Training % 0.1% 5.4%	Received	d Training	Griev Raised a (Individu: Number 0	/ances Grievance al, Stage 1) % 0.0%	Lea Left Emp	vers	Harass Raised a	sment *	Raised at Recruitmen Number 0	% 0.0% 0.0%	Discip Subject to Act Number	Dinary Disciplinary tion  % 0.0%	
Buddhist Church of Scotland	Application Number	Trainfor Training	Received Number	d Training % 0.1%	Griev Raised a (Individual Number 0	/ances Grievance al, Stage 1)  % 0.0%	Lea Left Emp Number	vers ployment % 5.1%	Harass Raised a	sment *	Raised at Recruitmen Number 0 0	% 0.0% 0.0% 0.0%	Discip Subject to Act Number 0	Dinary Disciplinary tion  % 0.0%	
RELIGION OR BELIEF  Buddhist Church of Scotland	Application  Number  16  1004  10  70	Train for Training % 0.1% 5.4%	Received Number 13 726	d Training % 0.1%	Griev Raised a (Individu: Number 0	/ances Grievance al, Stage 1)  % 0.0%  0.0%  0.0%  0.0%	Lea Left Emp Number  106 0 30	vers	Harass Raised a	sment *	Raised at Recruitmen Number 0	% 0.0% 0.0%	Discip Subject to Act Number	Dinary Disciplinary tion  % 0.0%	
RELIGION OR BELIEF  Buddhist Churco of Scotland Liferdy Jewish Muslim Other Christian	Application  Number  16  1004  10  70  719	Train for Training % 0.1% 5.4% 0.1% 0.4% 3.8%	Number 13 726  44 480	% 0.1% 5.5% 0.3% 3.6%	Griev Raised a (Individual Number 0 0 0 0	/ances Grievance al, Stage 1)  % 0.0%  0.0% 0.0%	Leat Emp Number 106 0 30 112	100.0%  Vers  ployment  %  5.1%  0.0%  1.5%  5.4%	Harass Raised a	sment *	Raised at Recruitment Number 0 0 0 0	n Internal tt Complaint % 0.0% 0.0% 0.0% 0.0% 0.0%	Discip Subject to Act Number 0 0 0	Disciplinary Disciplinary tion  % 0.0%  0.0%  0.0%  0.0%	
RELIGION OR BELIEF  Buddhist Church of Scotland Hindu Jewisen Jewisen Other Christian Roman Catholic	Application  Number  16  1004  10  70  719  1443	Training % 0.1% 5.4% 0.1% 0.4% 3.8% 7.7%	Number 13 726 44 480 977	d Training  % 0.1% 5.5%  0.3% 3.6% 7.4%	Griev Raised a (Individu: Number 0 0 0 0	/ances Grievance al., Stage 1)  % 0.0% 0.0% 0.0% 0.0% 0.0%	Lea Left Emp Number  106 0 30	vers ployment % 5.1% 0.0% 1.5%	Harass Raised a	sment *	Raised at Recruitment Number  0 0 0 0 0 0 0	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0%	Discip Subject to Act Number 0	Diinary Disciplinary tion  % 0.0%  0.0%  0.0%  0.0%  8.9%	
RELIGION OR BELIEF  Buddhist Church of Scotland Hindu Jewish Muslim Stoman Catholic Sikh Pagan	Application  Number  16  1004  10  70  719  1443  28  0	Training % 0.1% 5.4% 0.1% 0.4% 3.8% 7.7% 0.1% 0.1% 0.9%	Receiver Number 13 726  44 480 977 14 0	0.1% 0.1% 5.5% 0.3% 0.3% 3.6% 0.1% 0.1%	Griev Raised a (Individual Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	7ances Grievance al, Stage 1)  % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Lea Left Employment   Number   106   0   30   112   268	00.0%  Vers  ployment  %  5.1%  0.0%  1.5%  5.4%  13.0%	Harass Raised a	sment *	Raised at Recruitment Number 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal tt Complaint  % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Discip Subject to Act Act Number 0 0 0	Disciplinary Disciplinary tion  % 0.0%  0.0%  0.0%  0.0%	
Buddhist Church of Scotland Headu Headu Other Christian Roman Catholic Sikh Pagan Another Religion	Application  Number  16  1004  10  70  719  1443  28  0  187	Training 96 0.1% 5.4% 0.1% 5.4% 0.1% 0.4% 3.8% 0.1% 0.1% 0.1% 1.0%	Received Number 13 726  44 480 977 14 0 130	d Training % 0.1% 5.5% 0.3% 3.6% 7.4% 0.1% 0.0% 1.0%	Griev Raised a (Individu: Number 0 0 0 0	7ances Grievance al, Stage 1)  % 0.0%  0.0% 0.0% 0.0% 0.0% 0.0%	Lea Left Emp Number 106 0 30 112 268	100.0%  Vers  ployment  %  5.1%  0.0%  1.30%	Harass Raised a	sment *	Raised at Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal t Complaint  % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Discip Subject to Act Number 0 0 0 0 0	Disciplinary Disciplinary tion  96  0.0%  0.0%  0.0%  0.0%  0.0%  8.9%  0.0%	
RELIGION OR BELIEF  Buddhist Church of Scotland Herdu Jewish Musim Roman Catholic Sikh Sikh Pagan	Application  Number  16  1004  10  70  719  1443  28  0	Training % 0.1% 5.4% 0.1% 0.4% 3.8% 7.7% 0.1% 0.1% 0.9%	Receiver Number 13 726  44 480 977 14 0	0.1% 0.1% 5.5% 0.3% 0.3% 3.6% 0.1% 0.1%	Griev Raised a (Individual Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100.0%  Vances  Grievance al, Stage 1)  % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 84.6%	Lea Left Employment   Number   106   0   30   112   268	00.0%  Vers  ployment  %  5.1%  0.0%  1.5%  5.4%  13.0%	Harass Raised a	sment *	Raised at Recruitment Number 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal tt Complaint  % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Discip Subject to Act Act Number 0 0 0	Diinary Disciplinary tion  % 0.0%  0.0%  0.0%  0.0%  8.9%	
RELIGION OR BELIEF  Buddhist Church of Scotland Hendu Jewish Muslim Other Christian Roman Catholic Pagan Another Religion None	Application Number 16 1004 10 70 719 1443 28 0 187 2862	Train for Training % 0.1% 0.1% 5.4% 0.1% 0.4% 0.1% 0.9% 1.0% 1.0%	Received Number 13 726 44 480 977 14 0 130 1809	d Training  % 0.1% 5.5%  0.3% 0.3% 0.1% 0.1% 0.1% 0.1% 1.0%	Raised a (Individual Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	7ances Grievance al, Stage 1) 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Lea Left Emp Number 106 0 30 112 268 29 440	100.0%  Vers  bloyment  %  5.1%  0.0%  1.5%  5.4%  13.0%  1.4%  21.39%	Harass Raised a	sment *	Raised at Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal t Complaint  % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Discip Subject to Act Number 0 0 0 0 13 0	Disciplinary Disciplinary tion  % 0.0% 0.0% 0.0% 0.0% 0.0% 18.5%	
Buddhist Church of Scotland Hindlu Muslim Other Christian Roman Catholic Sikh Penganer Religion Nore Not Description Nore Not Description	Application Number 16 1004 10 70 719 1443 0 187 2860 12380	Training 96 0.196 5.496 0.196 0.196 0.196 0.196 0.196 1.096 1.096 1.096 1.096 66.196	Received Number 13 726 44 480 977 14 0 130 1809 9023	d Training  % 0.1% 5.5%  0.3% 3.6% 7.4% 0.0% 1.0% 1.0% 68.2%	Griev Raised a (Individual Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100.0%  Vances  Grievance al, Stage 1)  % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 84.6%	Lea Left Emp Number 106 0 30 112 268 29 4440 1066	100.0%  Vers  ployment  % 5.1%  0.0% 1.5% 13.0%  1.4% 21.3% 51.5%	Harass Raised a	sment *	Raised at Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal t Complaint  % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Discip Subject to Act Act Number 0 0 0 0 0 0 0 27 87	Disciplinary Disciplinary tion  % 0.0% 0.0% 0.0% 0.0% 0.0% 18.9% 0.0%	
Buddhist Church of Scotland Hindlu Muslim Other Christian Roman Catholic Sikh Penganer Religion Nore Not Description Nore Not Description	Application Number 16 1004 10 70 719 1443 0 187 2860 12380	Training 96 0.196 5.496 0.196 0.196 0.196 0.196 0.196 1.096 1.096 1.096 1.096 66.196	Number 13 726 44 480 977 14 0 1809 9023 13221	d Training  % 0.1% 5.5%  0.3% 3.6% 7.4% 0.0% 1.0% 1.0% 68.2%	Grieva Raised a (Individual Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	100.0%  Vances  Grievance al, Stage 1)  % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 84.6%	Lot Emp Number 106 0 30 112 268 29 440 1066 2068	100.0%  Vers  ployment  % 5.1%  0.0% 1.5% 13.0%  1.4% 21.3% 51.5%	Harass Raised a Number	sment *	Raised at Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal t Complaint  % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Discip Subject to Acta Acta Number 0 0 0 0 0 0 27 87 146	Disciplinary Disciplinary tion  % 0.0% 0.0% 0.0% 0.0% 0.0% 18.9% 0.0%	
RELIGION OR BELIEF  Buddhist Church of Scotland Lindu Jewish Muslim Other Christian Roman Catholic Sidth Pagan Another Religion Norther Religion Norther Religion Norther Religion Norther Religion Norther Religion	Application Number 16 1004 10 70 719 1443 28 0 1872 2862 12380 16721	Train for Training % 0.19% 5.49% 0.19% 5.49% 0.19% 0.19% 1.09% 1.09% 1.09% 1.09% 1.09%	Number 13 726 44 480 977 14 0 1300 1809 9023 13221	d Training  % 0.1% 5.5%  0.3% 3.6% 7.4% 0.0% 1.0% 1.0% 68.2%	Grievannia	700.0%  Vances  Grievance 1, Stage 1)  96 0,0% 0,0% 0,0% 0,0% 0,0% 10,0% 10,0% 10,0% 100,0%	Lot Emp Number 106 0 30 112 268 29 440 1066 2068	100.0%  Vers  bloyment  96  5.1%  1.0%  13.0%  1.4%  21.3%  1.5%  100.0%	Harass Raised a Number	sment * Complaint 96	Raised al Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 Recruitmen 0 0 0 Recruitmen 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Discip Subject to Acta Acta Number O O O O O O 13 O O 27 87 146  Discip Subject to	Disciplinary Disciplinary tion  9% 0.09% 0.09% 0.09% 0.09% 18.5% 59.6% 100.0%	
RELIGION OR BELIEF  Suddhist Church of Scotland Lifedu Jewish Muslim Other Christian Roman Catholic Sikh Pagan Arother Religion Nort Disclosed	Application Number 16 1004 10 70 719 1443 28 0 187 2862 12380 18721  Application	Training 96 0.196 5.496 0.196 5.496 0.196 0.496 1.096 7.796 0.096 1.096 1.096 100.096 Training	Number 13 726 144 480 977 14 0 130 1809 9023 13221	d Training  % 0.1% 6.5% 0.3% 0.3% 0.36% 7.4% 0.0% 11.0% 12.7% 100.0%	Griev Raised a (Individual Number O O O O O O O O O O O O O O O O O O O	700.0%  Zances  Grievance 1, Stage 1)  96 0.0% 0.0% 0.0% 0.0% 0.0% 100.0%  84.6% 100.0%	Lea Left Emp 106 2068 Left Emp Leat Emp Leat Emp Leat Emp Leat Left Emp Lef	100.0%  Vers  ployment  96  5.1%  0.0% 1.6% 5.4% 19.0%  1.4% 21.3% 51.5% 100.0%	Harass Raised a Number  Harass Raised a	sment * Complaint 96	Raised a Recruitmen Number 0 0 0 0 0 0 0 0 0 Recruitmen Recruitmen Raised a Recruitmen	n Internal t Complaint  % 0,0% 0,0% 0,0% 0,0% 0,0% 0,0% 0,0%	Discip Subject to Act Number 0 0 0 0 0 0 13 0 0 27 27 87 146 Discip Subject to Act	Dilinary Disciplinary tion  % 0.0% 0.0% 0.0% 0.0% 0.0% 10.0% 0.0%	
Buddhist Church of Scotland Hindu Jawrish Muslim Other Christian Roman Catholic Sikh Accolber Religion None Not Disclosed Total	Application Number 16 1004 10 70 719 1443 28 1872 1882 12380 18721  Application Number	Training  96  0.196  9.196  0.496  0.496  3.896  7.796  1.096  100.096  Training  96	Received Number 13 13 726 44 480 977 11 130 1809 9023 13221 Received	d Training  %. 0,1% 0,5%  0.5%  0.3% 0.36% 7,4% 0.1% 10.0% 10.0%  d Training  %	Grievannia	700.0%  Zances  Grievance 1, Stage 1)  96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Lea Loft Emp Number 106 0 30 112 268 29 440 1066 2068 Lea Left Emp Number	100.0%  Vers  ployment  %6  5.1%  6.1%  1.8%  13.0%  1.4%  21.3%  51.5%  100.0%  Vers	Harass	sment * Complaint 96	Raised al Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 Recruitmen 0 0 0 Recruitmen 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal t Complaint  % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Discip Subject to Acta Acta Number O O O O O O 13 O O 27 87 146  Discip Subject to	Disciplinary Disciplinary tion  9% 0.09% 0.09% 0.09% 0.09% 18.5% 59.6% 100.0%	
RELIGION OR BELIEF  Buddhist Church of Scotland Lindu Jawrish Musilin Other Christian Roman Catholic Sidth Paganer Religion Note Note Disclosed Total  SEXUAL ORIENTATION  Bi-Sexual Heterosexual	Application Number 16 1004 10 70 70 1443 28 1872 1872 18721 Application Number 86 6332	Training  96  9.196  9.196  9.196  9.196  9.496  9.496  9.496  9.196  100.096  Training  96  9.996  9.996	Received  Number 13 13 1726 144 480 977 140 1809 9023 13221 ning  Received  Number 60 4200 4200 4200 4200 4200 4200 4200 4	d Training  %. 0.1% 5.5%  0.3% 3.6% 7.4% 6.1% 68.2% 100.0% d Training %. 0.5% 31.8%	Grieve Raised a (Individual Number O O O O O O O O O O O O O O O O O O O	7ances Grievance 1, Stage 1) 96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Lot Emp Number 0 30 112 268 29 440 1066 2068 Loa Lot Emp Number 17	100.0%  Vers  bloyment  96  6.196  1.496  1.496  21.396  10.0%  Vers  ployment  96  0.896  0.996	Harass Raised a Number  Harass Raised a	sment * Complaint 96	Reservation  Reservation  Number  O  O  O  O  O  O  O  O  O  O  O  O  O	n Internal at Complaint  %6 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Discip Subject to Act Number 0 0 0 0 0 0 13 0 0 27 27 87 146 Discip Subject to Act	Dilinary Disciplinary tion  % 0.0% 0.0% 0.0% 0.0% 0.0% 10.0% 0.0%	
RELIGION OR BELIEF  Buddhist Church of Scotland Hindu Jawish Muslim Scoman Catholic Sikh Pagam Another Religion None Note Disclosed Total SEXUAL ORIENTATION  Bi-Sexual Heterosexual Lesbian / Gay	Application Number 16 1004 100 70 719 1443 28 0 187 2862 12380 16721  Application Number	Training  56 0.196 0.196 0.196 0.196 0.496 0.196 0.496 0.196 0.196 0.196 0.196 0.196 0.096 1.096	Receivec Number 13 720 44 44 490 977 14 0 130 130 1800 9023 13221 ning Receivec	d Training  % 0,1% 5,5% 5,5% 3,6% 7,4% 0,1% 0,1% 1,0% 11,0% 13,7% 66,2% 100.0%	Grieva Gr	700.0%  Zances  Grievance al, Stage 1)  96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Lea Left Emp Number 106 0 0 112 268 29 440 1166 2069 Lea Left Emp Number 177	100.0%  Vers  ployment  96  5.1%  0.0%  1.5% 5.4% 13.0%  1.4% 21.3% 51.5% 100.0%	Harass Raised a Number  Harass Raised a	sment * Complaint 96	Raised at Recruitment Number O O O O O O O O O O O O O O O O O O O	n Internal at Complaint  16.	Discip Subject to Act Number 0 0 0 0 0 13 0 27 146  Discip Subject to Act Number 57	Disciplinary Disciplinary tion  9% 0.9% 0.9% 0.0% 0.0% 0.0% 18.5% 59.6% 100.0%	
RELIGION OR BELIEF  Buddhist Church of Scotland Lindu Jewish Muslim Other Christian Roman Catholic Sikh Pagan Pagan Total SEXUAL ORIENTATION  Bi-Sexual Heterosexual	Application Number 16 1004 10 70 719 143 20 1872 1886 12380 18721  Application Number 86 6332 41 41 12150	Training  56 0.195 0.195 0.195 0.195 0.195 0.195 0.195 0.195 0.195 0.195 0.195 1.095	Received 13 13 13 14 44 480 907 114 10 130 130 1302 1302 1302 1302 1302 130	d Training  % 0,1% 0,1% 5,5%  0.3% 3,6% 7,4% 7,4% 1,0% 1,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0%	Griev Raised a (Individual Number O O O O O O O O O O O O O O O O O O O	700.0%  Zances  Grievance 1, Stage 1)  96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Lea Loft Emp Number 106 0 0 30 112 208 1096 2068 Lea Emp Number 17 932 27 1090 1090	100.0%  Vers  bloyment	Harass Raised a Number  Harass Raised a	sment * Complaint 96	Reservation  Reservation  Number  O  O  O  O  O  O  O  O  O  O  O  O  O	n Internal at Complaint  %6 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Discip Subject to Acta Acta Number 0 0 0 0 13 0 27 87 146  Discip Subject to Acta Number 57	Dinary Disciplinary tion  9% 0.0% 0.0% 0.0% 0.0% 0.0% 18.5% 59.6% 100.0% Disciplinary tion  % 39.0% 39.0% 0.0% 58.2%	
RELIGION OR BELIEF  Buddhist Church of Scotland Infects	Application Number 16 1004 1004 10 70 719 1443 28 0 17 2862 12380 18721  Application Number 86 6332 632	Training  76  91  92  93  94  94  94  94  94  94  95  94  95  96  96  96  96  96  96  96  96  96	Receivec Number 13 726 44 480 977 14 19 00 1800 1800 Receivec	d Training  % 0,1% 0,1% 5,5%  3,6% 3,6% 7,4% 0,1% 60,0% 13,7% 68,2% 100,0% 68,2% 100,0% 0,5% 0,5% 0,5% 0,5% 0,5% 0,5% 0,5%	Griev Raised a (Individua Number Con	700.0%  Zances  Grievance al, Stage 1)  26  0.0%	Lea Left Emp 106 208 208 208 Lea Left Emp Number 208 208 208 208 208 208 208 208 208 208	100.0%  Vers  bloyment  96  5.1%  1.0%  13.0%  1.4%  21.3%  1.5%  100.0%  Vers  bloyment  96  0.0%  1.4%  1.3%  1.3%	Harass Raised a Number  Harass Raised a	sment * Complaint 96	Raised at Recruitment Number O O O O O O O O O O O O O O O O O O O	n Internal at Complaint  16.	Discip Subject to Act Number 0 0 0 0 0 13 0 27 27 146 Discip Subject to Act Number 67	Disciplinary Disciplinary tion  9% 0,0% 0,0% 0,0% 0,0% 0,0% 18,5% 100,0% 100,0% 100,0% 100,0% 100,0% 100,0% 100,0%	
RELIGION OR BELIEF  Buddhist Church of Scotland Hendu Jewish Muslim Cother Christian Cother Christian Sikh Pagan Another Religion None Nore Not Disclosed Total  SEXUAL ORIENTATION  Bi-Sevuel Leterbian / Gay Other Not Disclosed	Application Number 16 1004 10 70 719 143 20 1872 1886 12380 18721  Application Number 86 6332 41 41 12150	Training  56 0.195 0.195 0.195 0.195 0.195 0.195 0.195 0.195 0.195 0.195 0.195 1.095	Received 13 13 13 14 44 480 907 114 10 130 130 1302 1302 1302 1302 1302 130	d Training  % 0,1% 0,1% 5,5%  0.3% 3,6% 7,4% 7,4% 1,0% 1,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0%	Griev Raised a (Individual Number O O O O O O O O O O O O O O O O O O O	700.0%  Zances  Grievance 1, Stage 1)  96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Lea Loft Emp Number 106 0 0 30 112 208 1096 2068 Lea Emp Number 17 932 27 1090 1090	100.0%  Vers  bloyment	Harass Raised a Number  Harass Raised a	sment * Complaint 96	Raised at Recruitment Number O O O O O O O O O O O O O O O O O O O	n Internal at Complaint  16.	Discip Subject to Acta Acta Number 0 0 0 0 13 0 27 87 146  Discip Subject to Acta Number 57	Dinary Disciplinary tion  9% 0.0% 0.0% 0.0% 0.0% 0.0% 18.5% 59.6% 100.0% Disciplinary tion  % 39.0% 39.0% 0.0% 58.2%	
RELIGION OR BELIEF  Buddhist Church of Scotland Hindu Jewish Muslim Gother Christian Gother Christian Sikh Pagan Another Religion None Not Disclosed Total  SEXUAL ORIENTATION  Bi-Sexual Heterosexual Lesbian / Gay Other Not Disclosed	Application Number 16 1004 10 70 719 143 20 1872 1886 12380 18721  Application Number 86 6332 41 41 12150	Training  56 0.195 0.195 0.195 0.195 0.195 0.195 0.195 0.195 0.195 0.195 0.195 1.095	Receivec  Number  13  720  441  480  977  14  0  1320  13221  Number  60  4200  51  33  77  13221	d Training  % 0,1% 0,1% 5,5%  0.3% 3,6% 7,4% 7,4% 1,0% 1,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0%	Griev Raised a (Individual Number O O O O O O O O O O O O O O O O O O O	700.0%  Zances  Grievance 1, Stage 1)  96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Lea Left Emp Number 106 0 0 112 268 29 440 1166 2069 Lea Left Emp Number 17 932 27 1090 2069	100.0%  Vers  bloyment	Harass Raised a Number  Harass Raised a Number	sment * Complaint 96	Raised at Recruitment Number O O O O O O O O O O O O O O O O O O O	n Internal it Complaint  96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Discip   Subject to Act	Dinary Disciplinary tion  9% 0.0% 0.0% 0.0% 0.0% 0.0% 18.5% 59.6% 100.0% Disciplinary tion  % 39.0% 39.0% 0.0% 58.2%	
RELIGION OR BELIEF  Butchist Church of Scotland Hindu Jawiish Other Christian Roman Catholic Sikh Pagan Another Religion None Not Disclosed Total  SEXUAL ORIENTATION  Bi-Sexual Heterosexual Lesbian / Gay Other	Application Number 16 1004 100 70 70 70 187 28 0 187 2862 12380 16721  Application Number 6332 112 41 12150 18721	Training	Received  Number  13  726  44  400  977  14  0  130  1809  9023  13221  Number  60  4200  430  9877  13221	d Training  % 0,1% 5,5% 5,5% 0,3% 9,3% 0,1% 0,1% 0,1% 0,1% 0,1% 0,0% 11,0% 13,7% 08,2% 100,0%  d Training  ### Tra	Griev Raised a (Individual Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	### 100.0%  #################################	Lea Loft Emp Number 106 2068 Lea Loft Emp 107 177 179 199 199 199 199 199 199 199 19	100.0%  Vers  bloyment  % 6.1% 6.1% 6.1% 1.6% 1.6% 1.3.0% 1.3.0% 1.4% 51.13% 51.15% 100.0%  Vers  bloyment  % 1.3.%	Harass Raised a Number  Harass Raised a Number	Sment * Complaint  % Sment * Complaint  % Sment * Complaint	Reserve and Reserv	n Internal at Complaint	Discip Subject to Act Number 0 0 0 0 0 13 0 27 27 87 146  Discip Subject to 67 46 146  Discip Discip Subject to	Disciplinary Disciplinary tion  96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 18.5% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0%	
RELIGION OR BELIEF  Buddhist Church of Scotland Hindu Jewish More Christian Roman Catholic Sikh Pagan Another Religion None None Set Uselosed Total  Bi-Sexual Heterosexual Heterosexual Lesbian / Gay Other Not Obsolosed Total	Application  Number  16 1004 10 70 70 719 1872 1872 1872 1872 18721  Application  Application  Application  Application	Training  Training  76  0.1%  Training  Training	Received  13 13 726 44 480 90 14 0 130 1809 9023 13221  Number 60 00 00 13323 Received	d Training  % 0,1% 0,1% 5,5%  0.3% 3,6% 0,0% 1,0% 1,0% 10,0% 13,7% 68,2% 100,0% 100,0% 100,0% 100,0% 100,0%	Griev Raised a (Individual Number O O O O O O O O O O O O O O O O O O O	7ances  Grievance 1, 5tage 1)	Lea Left Employs Lea Left Employs Lea Left Employs Left Employs Lea Left Employs Left Employs Lea Left Employs Lea Left Employs Lea Left Employs L	100.0%  Vers  bloyment	Harass Raised a Number  Harass Raised a Number	sment * Complaint  %  Sment * Complaint  %  Complaint  %  Complaint  Complaint	Reservations of the control of the c	n Internal at Complaint  96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Discip Subject to Acta Number 0 0 0 0 0 13 0 27 87 146  Discip Subject to 0 85 146  Discip Subject to Acta	Dilinary Disciplinary tion  9% 0.09% 0.09% 0.09% 0.09% 0.09% 18.5% 59.6% 100.0% Disciplinary 100.0% 100.0% 100.0% 100.0%	
Buddhist Church of Scotland Hindu Jewish Jewish Other Christian Roman Catholic Sikh Pagan Another Religion Norse Sexual ORIENTATION  Bi-Sexual Heterosexual Lesbian / Gay Short Jisclosed Total Company Compan	Application Number 16 1004 1004 10 70 719 1443 28 0 18721  Application Number 66332 112 1250 18721  Application Number Application Number	Training  96 9.195	Received  Add 440  480  977  144  480  977  149  1809  13221  Number 60  4200  4201	d Training  % 0,1% 0,1% 0,5% 3,6% 3,6% 0,1% 0,0% 1,0% 100,0% 13,7% 400,0% 100,0%	Griev Raised a (Individual Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	### 100.0%  #################################	Lea Left Emp Number 106 0 0 112 208 208 208 1440 2069 Lea Left Emp Number 17 932 27 1090 2069 Lea Left Emp Number	100.0%  Vers  ployment  96  5,1%  6,1%  6,1%  1,6%  13.0%  14%  21.3%  51.5%  100.0%  Vers  ployment  96  48,1%  48,1%  1,3%  52,7%  100.0%	Harass Raised a Number  Harass Raised a Number	Sment * Complaint  % Sment * Complaint  % Sment * Complaint	Reserve and Reserv	n Internal at Complaint	Discip Subject to Act Number 0 0 0 0 0 13 0 27 27 87 146  Discip Subject to Act Number 67 0 0 0 0 0 0 0 1346	Disciplinary Disciplinary tion  96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 18.5% 19.6% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0%	
Buddhist Church of Scotland Hindu Lewish Church of Scotland Hindu Lewish Chier Christian Roman Catholic Sikh Pagan Another Religion None None Security Secur	Application  Number  16 1004 10 70 70 719 1872 1872 1872 1872 18721  Application  Application  Application  Application	Training  Training  76  0.1%  Training  Training	Received  13 13 726 44 480 90 14 0 130 1809 9023 13221  Number 60 00 00 13323 Received	d Training  % 0,1% 0,1% 5,5%  0.3% 3,6% 0,0% 1,0% 1,0% 10,0% 13,7% 68,2% 100,0% 100,0% 100,0% 100,0% 100,0%	Griev Raised a (Individua Number O O O O O O O O O O O O O O O O O O O	7ances  Grievance 1, 5tage 1)	Lea Left Employs Lea Left Employs Lea Left Employs Left Employs Lea Left Employs Left Employs Lea Left Employs Lea Left Employs Lea Left Employs L	100.0%  Vers  bloyment	Harass Raised a Number  Harass Raised a Number	sment * Complaint  %  Sment * Complaint  %  Complaint  %  Complaint  Complaint	Reservations of the control of the c	n Internal at Complaint  %6 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Discip Subject to Acta Number 0 0 0 0 0 13 0 27 87 146  Discip Subject to 0 85 146  Discip Subject to Acta	Dilinary Disciplinary tion  9% 0.09% 0.09% 0.09% 0.09% 0.09% 18.5% 59.6% 100.0% Disciplinary 100.0% 100.0% 100.0% 100.0%	
RELIGION OR BELIEF  Buddhist Church of Scotland Herdu Jewish Musilm Cuther Christian Cither Christian Pagan Another Religion None Not Disclosed Total  Bi-Sexual Heterosexual Heterosexual Heterosexual Cotter Cottal GENDER (SEX)  Male	Application Number 16 1004 10 70 719 1443 2 0 1872 12380 18721  Application Number 86 6332 141 12150 18721  Application Number Number 12895	Train for Training 96 9.195 9.195 9.195 9.195 9.195 9.195 9.195 9.195 1.095 1.	Received  Number  13  13  720  44  480  907  14  10  130  130  130  1302  1302  Received  Number  60  4200  33  33  8877  13221  https://doi.org/10.0000/10.000000000000000000000000000	d Training  % 0.1% 0.1% 0.5%  0.3% 3.6% 7.4% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0	Griev Raised a (Individual Number Control of	Ances Grievance 1, 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Lea Loft Emp Number 106 106 112 208 112 208 129 440 1096 2068 140 2068 140 2068 140 1090 2068 140 1090 2068 140 1090 2068 140 1090 2068 140 140 140 140 140 140 140 140 140 140	100.0%  Vers  ployment	Harass Raised a Number  Harass Raised a Number	Sment * Complaint  96  Sment * Complaint  96  Sment * Complaint  96  Sment * Complaint  96	Reservations of the control of the c	n Internal at Complaint  96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Discip   Subject to Acta	Disciplinary Disciplinary tion  9% 0.0% 0.0% 0.0% 0.0% 0.0% 18.5% 59.6% 100.0% Disciplinary tion  9% 100.0%	

<sup>\*</sup> Note Harassment complaints - information not currently captured by Religion or Belief and Sexual Orientation.

## **OFFICIAL**

## EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2023

DISABI ED	Training			Grievances		Lea	Leavers		Harassment *		Recruitment		plinary	
		for Training		Received Training		Raised a Grievance		Left Employment		Raised a Complaint		n Internal		Disciplinary
				3 I raining		al, Stage 1)		oloyment		Complaint		t Complaint	Ac	tion
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Disabled Non Disabled	210 7567	2.6% 93.3%	63 2471	2.4% 93.0%	0	0.0%	11	2.6% 36.3%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	330	4.1%	122	4.6%		31371	258	61.1%	10	76.9%		0.0.0		
Total	8107	100.0%	2656	100.0%			422	100.0%	13	100.0%			11	100.0%
ETHNICITY		Trai	ning		Grievances		Lea	vers	Harass	sment *	Recru	itment	Disci	plinary
					Raised a	Grievance					Raised a	n Internal		Disciplinary
	Application	for Training	Received	d Training	(Individua	al, Stage 1)	Left Emp	oloyment	Raised a	Complaint	Recruitmen	t Complaint	Ac	tion
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
White Scottish	6600	81.4%	2211	83.2%			247	58.5%						
Other British	411 262	5.1% 3.2%	122 94	4.6% 3.5%	0	0.0%	49 14	11.6%	0	0.0%	0	0.0%	0	0.0%
Gypsy / Traveller	0	0.0%	o o	0.0%	o	0.0%	0	0.0%	o	0.0%	o	0.0%	ő	0.0%
Polish	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Show man/Show woman Roma	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	130	1.6%	30	1.1%	0	0.0%		0.078	0	0.0%	0	0.0%	Ö	0.0%
Total White	7403	91.3%	2457	92.5%			317	75.1%						
Any mixed or multiple ethnic groups	19 179	0.2%	42	1.6%	0	0.0%			0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British Indian, Indian Scottish or Indian British	85	2.2%	16	0.6%	0	0.0%			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%
Chinese, Chinese Scottish or Chinese British	0	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%	0	0.0%
Other Asian background Sub Total Asian	270	3.3%	58	0.0%	0	0.0%	11	2.6%	0	0.0%	0	0.0%	0	0.0%
African, African Scottish or African British	14	0.2%			o	0.0%			o	0.0%	ō	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%
Caribbean, Caribbean Scottish or Caribbean British Black, Black Scottish or Black British			0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	14	0.2%			0	0.0%	o	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	39	0.5%	11	0.4%		0.0%				0.0%		0.0%		0.0%
Arab, Arab Scottish or Arab British Other ethnic background	<i>o</i> 38	0.0%	11	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Other Ethnic	38	0.5%	11	0.4%	ŏ	0.0%		0.078	ŏ	0.0%	ŏ	0.0%	ŏ	0.0%
Non Disclosed	366	4.5%	83 116	3.1%	0	0.0%	16 89	3.8%	•	0.0%	-	0.0%		0.0%
Total	8107	100.0%	2656	100.0%		51575	422	100.0%	13	100.0%			11	100.0%
RELIGION OR BELIEF		Trai	ning		Griev	/ances	Lea	vers	Harass	sment *	Recru	itment	Disci	plinary
RELIGION OR BELIEF		for Training	Received	d Training	Raised a (Individua	Grievance al, Stage 1)	Left Emp	oloyment	Raised a	Sment *	Raised a Recruitmen	n Internal it Complaint	Subject to Ac	plinary Disciplinary
	Application Number	for Training		%	Raised a	Grievance al, Stage 1)		oloyment %			Raised a	n Internal et Complaint	Subject to	Disciplinary etion %
RELIGION OR BELIEF  Buddhlet Church of Scotland	Number	for Training % 0.0%	Received	% 0.0%	Raised a (Individua	Grievance al, Stage 1)	Left Emp	oloyment	Raised a		Raised at Recruitmen Number	n Internal it Complaint	Subject to Ac	Disciplinary
Buddhist Church of Scotland Hindu	Number 0	% 0.0%	Number 0	% 0.0% 0.0%	Raised a (Individual Number 0 0	% 0.0% 0.0% 0.0%	Number 0 25	% 0.0% 5.9%	Raised a		Raised a Recruitment Number 0 0	% 0.0% 0.0% 0.0%	Subject to Ac Number 0 0	% 0.0% 0.0% 0.0%
Buddhist Church of Scotland Leviah	Number 0 0	% 0.0% 0.0% 0.0%	Received Number 0 0	% 0.0% 0.0% 0.0%	Raised a (Individual Number 0 0 0	% 0.0% 0.0% 0.0%	Left Emp Number O	oloyment % 0.0%	Raised a		Raised a Recruitmen Number 0 0 0	% 0.0% 0.0% 0.0% 0.0%	Subject to Ac Number 0 0	% 0.0% 0.0% 0.0% 0.0%
Buddhist Church of Scotland Herdu Massim Other Christian	Number 0	% 0.0%	Number 0	% 0.0% 0.0%	Raised a (Individual Number O O O O O O O O O O O O O O O O O O O	Grievance al, Stage 1) % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Left Emp Number 0 25 0	% 0.0% 5.9% 0.0%	Raised a		Raised a Recruitment Number 0 0	% 0.0% 0.0% 0.0%	Subject to Ac Number 0 0	% 0.0% 0.0% 0.0%
Buddhist Chich of Scottand Chick of Scottand Heddi Jewish Muslim Other Christian Roman Catholic	Number O O O O	% 0.0% 0.0% 0.0% 0.0%	Received Number 0 0 0 0 0 0	% 0.0% 0.0% 0.0% 0.0%	Raised a (Individual Number O O O O O O O O O O O O O O O O O O O	Grievance al, Stage 1) % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Left Emp Number 0 25 0 12 48	% 0.0% 5.9% 0.0% 2.8%	Raised a		Raised at Recruitment Number   0   0   0   0   0   0   0   0   0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Subject to Acc	Disciplinary tition
Buddhist Church of Scotland Hand Jewish Mussim Roman Catholic Sikh	Number 0 0 0 0	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Number O O O O	% 0.0% 0.0% 0.0% 0.0%	Raised a (Individual Number O O O O O O O O O O O O O O O O O O O	Grievance al, Stage 1)	Left Emp Number 0 25 0	% 0.0% 5.9% 0.0% 2.8% 11.4% 0.0%	Raised a		Raised at Recruitment Number 0 0 0 0	n Internal t Complaint  6 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Subject to Ac Number 0 0	Disciplinary (1) %
Burdshiet Chuch of Scotland Herdit Jewish Muslim Other Christian Roman Catholic	0 0 0 0 0 0	% 0.0% 0.0% 0.0% 0.0%	Received Number 0 0 0 0 0 0 0	% 0.0% 0.0% 0.0% 0.0%	Raised a (Individual Number O O O O O O O O O O O O O O O O O O O	Grievance al, Stage 1) % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Left Emp Number 0 25 0 12 48	% 0.0% 5.9% 0.0% 2.8%	Raised a		Raised at Recruitment 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%	Subject to Ac Number 0 0 0 0 0 0 0	Disciplinary tition
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