

**Recruitment information for the Council as a whole for period
2017 (01/01/17-31/12/17) and 2018 (01/01/18 – 31/12/18)**

Gender	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	16002	61.84	1056	72.63	8740	71.85	639	71.56
Male	9536	36.85	379	26.07	3308	27.20	237	26.54
Prefer Not to Answer	339	1.31	19	1.31	116	0.95	17	1.90
Total	-	100	-	100	-	100	-	100

Age	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	643	2.48	24	1.65	282	2.32	17	1.90
20-29	8760	33.85	459	31.57	3729	30.66	269	30.12
30-39	7064	27.30	389	26.75	3653	30.03	250	28.00
40-49	4870	18.82	307	21.11	2400	19.73	164	18.37
50-59	3265	12.62	205	14.10	1485	12.21	140	15.68
60+	704	2.72	37	2.54	394	3.24	22	2.46
Not Completed	571	2.21	33	2.27	221	1.82	31	3.47
Total	-	100	-	100	-	100	-	100

Marital Status	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	1149	4.44	51	3.51	485	3.99	21	2.35
Separated	596	2.30	40	2.75	336	2.76	25	2.79
Living with Partner	3743	14.46	231	15.89	1733	14.25	129	14.40
Married/Civil Partnership	8595	33.21	546	37.55	4383	36.03	336	37.63
Single	10912	42.17	542	37.28	4852	39.88	343	38.40
Widowed	158	0.61	8	0.55	64	0.53	7	0.78
Not Completed	336	1.30	17	1.17	92	0.76	15	1.68
Prefer Not to Answer	388	1.50	19	1.31	219	1.80	17	1.90
Total	-	100	-	100	-	100	-	100

Disability	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	1195	4.62	49	3.37	568	4.67	22	2.46
No	24121	93.21	1371	94.29	11325	93.1	851	95.30
Not Completed	297	1.15	16	1.10	115	0.95	11	1.23
Prefer Not to Answer	264	1.02	18	1.24	156	1.28	9	1.01
Total	-	100	-	100	-	100	-	100

Ethnicity	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	308	1.19	20	1.38	140	1.15	8	0.90
African - Other	646	2.50	16	1.10	215	1.77	7	0.78
Other - Arab	104	0.40	7	0.48	30	0.25	Under 5	0.34
Asian - Bangladeshi	115	0.44	Under 5	0.07	38	0.31	Under 5	0.11
Asian - Chinese	96	0.37	Under 5	0.21	41	0.34	Under 5	0.11
Asian - Indian	601	2.32	18	1.24	254	2.09	9	1.01
Asian - Other	289	1.12	14	0.96	94	0.77	Under 5	0.34
Asian - Pakistani	110	0.43	Under 5	0.28	71	0.58	Under 5	0.11
Black	155	0.60	Under 5	0.14	45	0.37	Under 5	0.34
Caribbean	61	0.24	0	0	12	0.10	Under 5	0.11
Other Caribbean or Black	38	0.15	0	0	9	0.07	Under 5	0.22
Mixed or Multiple	209	0.81	14	0.96	117	0.96	Under 5	0.22
Other	0	0	0	0	0	0.00	0	0.00
White - Polish	1005	3.88	33	2.27	657	5.40	28	3.14
White - Eastern European	583	2.25	13	0.89	259	2.13	12	1.34
White - Gypsy/Travelle r	Under 5	0	0	0	Under 5	0.02	Under 5	0.11
White - Irish	250	0.97	27	1.86	94	0.77	22	2.46
White -Other white ethnic group	1600	6.18	75	5.16	899	7.39	38	4.26
White - Other British	1988	7.68	150	10.32	1026	8.43	84	9.41
White - Scottish	16669	64.42	1014	69.74	7778	63.94	631	70.66
Not Completed	651	2.52	29	1.10	173	1.42	21	2.35
Prefer Not to Answer	398	1.54	14	0.96	209	1.72	15	1.68
Total	-	100	-	100	-	100	-	100

Nationality	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
British	5086	19.65	337	23.18	2379	19.56	191	21.39
English	620	2.40	44	3.03	331	2.72	23	2.58
Northern Irish	120	0.46	14	0.96	59	0.49	12	1.34
Other	0	0	0	0	0	0.00	0	0.00
Scottish	14377	55.56	845	58.12	6730	55.33	525	58.79
Welsh	82	0.32	Under 5	0.28	19	0.16	0	0.00
Not Completed	5098	19.70	193	13.27	2406	19.78	126	14.11
Prefer Not to Answer	494	1.91	17	1.17	240	1.97	16	1.79
Total	-	100	-	100	-	100	-	100

Religion	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	99	0.38	6	0.41	38	0.31	Under 5	0.22
Other Christian	2962	11.45	152	10.45	1445	11.88	82	9.18
Church of Scotland	3291	12.72	221	15.20	1400	11.51	142	15.90
Roman Catholic	2521	9.74	128	8.80	1416	11.64	89	9.97
Hindu	366	1.41	9	0.62	159	1.31	Under 5	0.45
Humanist	331	1.28	26	1.79	175	1.44	14	1.57
Jewish	16	0.06	Under 5	0.21	12	0.10	0	0.00
Muslim	562	2.17	25	1.72	208	1.71	8	0.90
None	12927	49.96	726	49.93	6065	49.86	448	50.17
Other Religion or Belief	243	0.94	16	1.10	82	0.67	8	0.90
Pagan	52	0.20	0	0.00	20	0.16	Under 5	0.11
Sikh	17	0.07	Under 5	0.07	7	0.06	0	0.00
Not Completed	1004	3.88	41	2.82	437	3.59	29	3.25
Prefer Not to Answer	1486	5.74	100	6.88	700	5.75	66	7.39
Total	-	100	-	100	-	100	-	100

Sexual Orientation	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	392	1.51	16	1.10	215	1.77	13	1.46
Gay	393	1.52	21	1.44	116	0.95	11	1.23
Heterosexual/Straight	23345	90.22	1326	91.20	10912	89.71	804	90.03
Lesbian	171	0.66	11	0.76	72	0.59	8	0.90
Other	96	0.37	Under 5	0.28	55	0.45	Under 5	0.11
Not Completed	428	1.65	20	1.38	236	1.94	20	2.24
Prefer Not to Answer	1052	4.07	56	3.85	558	4.59	36	4.03
Total	-	100	-	100	-	100	-	100

Gender Identity *	2017				2018			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	54	0.21	Under 5	0.07	37	0.30	Under 5	0.34
No	25287	97.72	1426	98.07	11915	97.95	869	97.31
Not Completed	320	1.24	17	1.17	87	0.72	14	1.57
Prefer Not to Answer	216	0.83	10	0.69	125	1.03	7	0.78
Total	-	100	-	100	-	100	-	100

* identifying as a transgender person or trans person