

Analysis of information

Education Authority – Composition of employees (at January 2018, for year 2017 and at January 2019, for year 2018)

Employees in post by Gender

In 2017, the majority of employees in the Education Authority are female (85.5%) with the minority male (14.5%). The Census 2011 figures for the Aberdeen City population aged between 16 and 64 were 50.5% male and 49.5% female indicating a difference in the gender make-up of the local working age population compared to the Education Authority's workforce.

In 2018, the majority of employees in the Education Authority are female (87.8%) with the minority male (12.2%). The Census 2011 figures for the Aberdeen City population aged between 16 and 64 were 50.5% male and 49.5% female indicating a difference in the gender make-up of the local working age population compared to the Education Authority's workforce.

Employees in post by Age

In 2017, the largest proportion of employees are in the 50-59 age band (25.3%) followed by the 40-49 (24.7%). The smallest proportion of employees is in the under 20 age band (0.1%) followed by the 20-29 (18.1%). This indicates that the majority of the Education Authority's employees are aged 40 or over.

In 2018, the largest proportion of employees are in the 40-49 age band (26.3%) followed by the 50-59 (25.9%). The smallest proportion of employees is in the 60+ age band (10.8%) followed by the 20-29 age band (11.3%). This indicates that the majority of the Education Authority's employees are aged 40 or over.

Employees in post by Marital Status

In 2017, the largest proportion of employees are in the Married/Civil Partnership category (38.2%) followed by Single (12.6%). The smallest proportion of employees is in the Divorced/Separated category (0.4%). It should be noted that 38.7% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2018, the largest proportion of employees are in the Married/Civil Partnership category (38.5%) followed by Single (13.0%). The smallest proportion of employees is in the Divorced/Separated category (0.31%). It should be noted that 38.9% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Disability

In 2017, a minority of employees declared that they have a disability (2.0%) whilst the majority declared that they were non-disabled (68.5%). It should be noted that 29.5% of employees either did not complete the form or indicated that they preferred not to answer the question. The Census 2011 figures for the Aberdeen City population aged between 16 and 64 shows that 4.6% had a long-term health problem or disability that limited them a lot in day-to-day activities, indicating a difference compared to the percentage of disabled employees in the Education Authority's workforce.

In 2018, a minority of employees declared that they have a disability (1.7%) whilst the majority declared that they were non-disabled (71.2%). It should be noted that 27.1% of employees either did not complete the form or indicated that they preferred not to answer the question. The Census 2011 figures for the Aberdeen City population aged between 16 and 64 shows that 4.6% had a long-term health problem or disability that limited them a lot in day-to-day activities, indicating a difference compared to the percentage of disabled employees in the Education Authority's workforce.

Employees in post by Ethnicity

In 2017, a minority of employees declared that they are from an ethnic minority (1.8%) (i.e. non-white). It should be noted that 24.5% of employees either did not complete the form or indicated that they preferred not to answer the question. The Census 2011 figures for the Aberdeen City population aged between 16 and 64 shows that 8.5% were from an ethnic minority (i.e. non-white), indicating a difference compared to the percentage of ethnic minority employees (i.e. non-white) in the Education Authority's workforce.

In 2018, a minority of employees declared that they are from an ethnic minority (2.0%) (i.e. non-white). It should be noted that 26.8% of employees either did not complete the form or indicated that they preferred not to answer the question. The Census 2011 figures for the Aberdeen City population aged between 16 and 64 shows that 8.5% were from an ethnic minority (i.e. non-white), indicating a difference compared to the percentage of ethnic minority employees (i.e. non-white) in the Education Authority's workforce.

Employees in post by Nationality

In 2017, the largest proportion of employees who declared their nationality are Scottish (51.1%) followed by British (14.0%) and then Other (4.2%). The smallest proportion are Welsh (0.2%) followed by Northern Irish (0.5%). It should be noted that 28.3% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2018, the largest proportion of employees who declared their nationality are Scottish (49.4%) followed by British (13.5%) and then Other (4.4%). The smallest

proportion are Welsh (0.2%) followed by Northern Irish (0.5%). It should be noted that 30.4% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Religion

In 2017, the largest proportion of employees who declared their religion indicated this as None (30.4%) followed by Church of Scotland (18.5%) and Christian Other (10.8%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 32.4% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2018, the largest proportion of employees who declared their religion indicated this as None (30.0%) followed by Church of Scotland (18.3%) and Christian Other (9.9%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 33.9% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Sexual Orientation

In 2017, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 0.9%) with a majority of employees declaring as Heterosexual/Straight (57.2%). It should be noted that 41.9% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2018, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 1.1%) with a majority of employees declaring as Heterosexual/Straight (66.1%). It should be noted that 32.8% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Gender Identity (identifying as a transgender person or trans person)

In 2017, there were no employees who declared as a transgender or trans person with 62.6% answering 'no' to this question. It should be noted that 37.4% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2018, a very small minority of employees declared as a transgender or trans person with the majority (71.9%) answering 'no' to this question. It should be noted that 28.1% of employees either did not complete the form or indicated that they preferred not to answer the question.

Maternity cases

The number of maternity cases in the Education Authority that commenced in calendar year 2017 was 103, of which 82 (79.6%) returned to work and 21 (20.4%) left. The number of maternity cases that commenced in calendar year 2018 was 79.

It is too early to identify returners and leavers for that year with many still on maternity leave.

Analysis of information

Education Authority – Recruitment 2017 and 2018

Gender

In 2017, the majority of both applicants for employment and successful applicants were female (76.2% and 81.5% respectively), with the minority male (22.5% and 17.0% respectively).

In 2018, the majority of both applicants for employment and successful applicants were female (86.7% and 82.3% respectively), with the minority male (12.4% and 15.7% respectively). The 2018 proportions of female to male applicants for employment and successful applicants are similar compared to the proportions of female and male employees in the Education Authority workforce (these being 87.8% to 12.2% female to male).

Age

In 2017, the largest proportion of applicants for employment and successful applicants were under the category of 20-29 (37.5% and 36.0% respectively), followed by 30-39 (27.7% and 26.6% respectively) and then 40-49 (18.9% and 21.9% respectively). It should be noted that the smallest proportion of applicants for employment and successful applicants was in the Under 20 category (1.7% and 0.7% respectively).

In 2018, the largest proportion of applicants for employment were under the category of 20-29 (32.7%), followed by 30-39 (32.0%) and then 40-49 (21.0%). The largest proportion of successful applicants were under the category 30-39 (30.3%), followed by 20-29 (26.9%) and then 40-49 (21.8%). In relation to the workforce profile, the largest proportion of employees are in the 40-49 age band (26.3%), followed by the 50-59 band (25.9%) and then the 30-39 band (25.7%), indicating a difference compared to the age profile of applicants and successful applicants in 2018.

Marital Status

In 2017, of those who declared their marital status, the largest proportion of applicants and successful applicants for employment were under the category of Single (43.1% and 39.1% respectively), followed by Married/Civil Partnership (33.0% and 37.1% respectively), and followed by Living with Partner (14.1% and 15.5% respectively).

In 2018, of those who declared their marital status, the largest proportion of applicants for employment and successful applicants were under the category of Married/Civil Partnership (38.4% and 42.6% respectively), followed by Single (38.4% and 34.5% respectively), and then by Living with Partner (13.4% and 12.8% respectively).

Disability

In 2017, a minority of applicants for employment and also successful applicants declared as disabled (3.9% and 4.2% respectively).

In 2018, a minority of applicants for employment and also successful applicants declared as disabled (3.7% and 1.8% respectively). Both these 2018 proportions are higher than the proportions of disabled employees in the Education Authority workforce (which is 1.7%).

Ethnicity

In 2017, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (9.0% and 5.2% respectively) (i.e. non-white).

In 2018, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (7.2% and 3.6% respectively) (i.e. non-white). Both these 2018 proportions are higher than the proportions of employees in the Education Authority who declared as being from an ethnic minority (which is 2.0%).

Nationality

In 2017, of those who declared their nationality, the largest proportion of applicants and successful applicants for employment were under the category of Scottish (54.7% and 58.4% respectively), followed by British (19.0% and 22.7% respectively) and then English (2.4% and 2.8% respectively).

In 2018, of those who declared their nationality, the largest proportion of applicants for employment and also successful applicants were under the category of Scottish (54.5% and 61.9% respectively), followed by British (19.6% and 21.8% respectively) and then English (2.8% and 2.2% respectively).

Religion

In 2017, of those who declared their religion, the largest proportion of applicants for employment and successful applicants was under the category of None (49.6% and 48.9% respectively), followed by Church of Scotland (12.3% and 16.1% respectively) and then Other Christian (11.6% and 11.3% respectively).

In 2018, of those who declared their religion, the largest proportion of applicants for employment were under the category of None (48.2%), followed by Other Christian (13.2%) and then Roman Catholic (12.7%). The largest proportion of successful applicants were under the category of None (43.3%), Church of Scotland (20.0%) and then Other Christian (11.2%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (3.4% and 2.6% respectively, in total).

In 2018, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (2.8% and 2.5% respectively, in total). Both these 2018 proportions are above the proportions of employees in the Education Authority declaring their sexual orientation under these categories (which is 1.1% in total).

Gender Identity (identifying as a transgender person or trans person)

In 2017, of those who declared their gender identity, a small minority of applicants for employment identified as a transgender person or trans person (0.2%), with the majority answering 'no' to this question (97.8%). There were no successful applicants who identified as a transgender or trans person.

In 2018, of those who declared their gender identity, a small minority of applicants for employment and successful applicants identified as a transgender person or trans person (0.1% and 0.2% respectively), with the majority answering 'no' to this question (98.1% and 97.1% respectively).

Analysis of information

Education Authority – Training 2017 and 2018 (employees who undertook a corporate training course)

Gender

In 2017, the majority who undertook training were female (82.8%) with the minority male (17.2%).

In 2018, the majority who undertook training were female (87.6%) with the minority male (12.4%). These 2018 figures are similar to the proportions of female and male employees in the Education Authority workforce (which are 87.8% and 12.2% respectively).

Age

In 2017, the largest proportion who undertook training were under the category 40-49 (27.7%), followed by the 50-59 (25.3%) and then 30-39 (24.1%).

In 2018, the largest proportion who undertook training were under the category 40-49 (28.0%), followed by the 50-59 (26.2%) and then 30-39 (21.7%). In relation to the workforce profile, the largest proportion of employees are in the 40-49 age band (26.3%), followed by the 50-59 band (25.9%) and then the 30-39 band (25.7%), which slightly differ to the proportions who undertook training in 2018.

Marital Status

In 2017, of those who declared their marital status, the largest proportion who undertook training were under the category of Married/Civil Partnership (37.3%), followed by Single (14.8%) and then Living with Partner (7.6%).

In 2018, of those who declared their marital status, the largest proportion who undertook training were under the category of Married/Civil Partnership (41.5%), followed by Single (13.6%) and then Living with Partner (4.3%).

Disability

In 2017, a minority of those who undertook training were disabled (3.1%), whilst the majority were non-disabled (70.2%).

In 2018, a minority of those who undertook training were disabled (2.3%), whilst the majority were non-disabled (74.4%). The proportion who undertook training in 2018 who were disabled is slightly higher than the proportion who declared as disabled employees in the Education Authority workforce (which was 1.7%).

Ethnicity

In 2017, a minority of those who undertook training were from an ethnic minority (2.8%) (i.e. non-white).

In 2018, a minority of those who undertook training were from an ethnic minority (1.8%) (i.e. non-white). This 2018 figure is slightly lower than the proportion of employees who declared as being from an ethnic minority in the Education Authority workforce (the figure being 2.0%).

Nationality

In 2017, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (50.8%), followed by British (16.3%) and then Other (4.4%).

In 2018, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (52.9%), followed by British (13.7%) and then Other (4.5%).

Religion

In 2017, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (30.4%), followed by Church of Scotland (16.6%) and then Christian Other (11.7%).

In 2018, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (29.9%), followed by Church of Scotland (21.0%) and then Christian Other (9.8%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (0.9% in total).

In 2018, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (2.2% in total). This 2018 figure is higher than the proportion of those declaring their sexual orientation under these categories in the Education Authority workforce (which is 1.1%).

Gender Identity (identifying as a transgender person or trans person)

In 2017, there were no employees who undertook training who identified as a transgender or trans person.

In 2018, there were a very small proportion of employees who undertook training who identified as a transgender or trans person, compared to those who answered 'no' to that question (which was 70.6%).

Analysis of information

Education Authority – Leavers 2017 and 2018

Gender

In 2017, the majority of leavers in the Council were female (82.9%) with the minority male (17.1%).

In 2018, the majority of leavers in the Council were female (80.5%) with the minority male (19.5%). These 2018 figures are similar to the composition of employees in the Education Authority, which is an 87.8% to 12.2% female to male split.

Age

In 2017, the largest proportion of leavers was in the 20-29 age group (25.2%), followed by the 30-39 (24.1%) and then 60+ (19.1%).

In 2018, the largest proportion of leavers was in the 20-29 age group (23.2%), followed by the 30-39 (22.2%) and then 50-59 (19.0%). In relation to the workforce profile, the largest proportion of employees are in the 40-49 age band (26.3%), followed by the 50-59 band (25.9%) and then the 30-39 band (25.7%), indicating a difference compared to the 2018 leavers age profile.

Marital Status

In 2017, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (34.4%), followed by Single (10.9%) and then Living with Partner (3.6%).

In 2018, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (32.9%), followed by Single (10.9%) and then Living with Partner (5.4%).

Disability

In 2017, of those who declared whether they have a disability, a minority of leavers (1.8%) were disabled whilst the majority were non-disabled (64.8%).

In 2018, of those who declared whether they have a disability, a minority of leavers (1.1%) were disabled whilst the majority were non-disabled (65.9%). The proportion of disabled leavers in 2018 is therefore slightly less than the proportion of disabled employees in the Education Authority workforce (which is 1.7%).

Ethnicity

In 2017, of those who declared their ethnicity, a minority of leavers (1.0%) were from an ethnic minority (i.e. non-white).

In 2018, of those who declared their ethnicity, a minority of leavers (2.1%) were from an ethnic minority (i.e. non-white). This 2018 figure is similar to the proportion of ethnic minority employees in the Education Authority workforce (which is 2.0%).

Nationality

In 2017, of those who declared their nationality, the largest proportion of leavers was Scottish (47.1%), followed by British (12.9%) and then 'Other' (4.6%).

In 2018, of those who declared their nationality, the largest proportion of leavers were Scottish (43.3%) followed by British (14.0%) and then 'Other' (5.2%).

Religion

In 2017, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (27.2%), followed by Church of Scotland (17.1%) and then Christian Other (11.5%).

In 2018, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (25.7%), followed by Church of Scotland (15.1%) and then Christian Other (9.8%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, there were a minority of leavers (1.8%) under the categories of Bi-sexual, Gay or Lesbian.

In 2018, of those who declared their sexual orientation, a minority of leavers were from the categories of Bi-sexual, Gay or Lesbian (total of 1.1%). This 2018 figure is the same as those declaring their sexual orientation under these categories in the Education Authority workforce.

Gender Identity (identifying as a transgender person or trans person)

In 2017, of those who declared their gender identity, there were a small number of leavers who identified as a transgender person or trans person, with the majority of leavers having answered 'no' to this question (65.4%).

In 2018, there were no employees who were leavers who identified as a transgender or trans person.

Analysis of information

Education Authority – Discipline cases 2017 and 2018

Gender

In 2017, the majority of discipline cases involved male employees (57.7%) with the minority involving female employees (42.3%).

In 2018, the majority of discipline cases involved male employees (58.3%) with the minority involving female employees (41.7%). The 2018 figures differ to the proportions of female and male employees in the workforce (which are 87.8% and 12.2% respectively).

Age

In 2017, the largest proportion of discipline cases involved employees under the category 40-49 (34.6%), followed by the 50-59 age group (23.1%) and then the 20-29 and 60+ age groups (which each had 15.4%).

In 2018, the largest proportion of discipline cases involved employees under the category 40-49 (41.7%), followed by the 30-39 and 20-29 categories (which each had 25.0%).

Marital Status

In 2017, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (42.3%), followed by Divorced/Separated and Single which each had the same proportion (i.e.11.5%).

In 2018, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (16.7%), followed by Single (8.3%).

Disability

In 2017, of those who declared whether they have a disability, there were a minority of employees involved in discipline cases who were disabled (15.4%), whilst the majority who declared were non-disabled (61.5%).

In 2018, of those who declared whether they have a disability, there were no employees involved in discipline cases who were disabled with all the cases involving non-disabled employees (100.0%). The proportions of disabled and non-disabled employees in the workforce are 1.7% and 71.2% respectively.

Ethnicity

In 2017, of those who declared their ethnicity, there were a minority of employees involved in discipline cases who were from an ethnic minority (i.e. non-white) (3.8%).

In 2018, there were no employees involved in discipline cases from an ethnic minority (i.e. non-white). The proportion of ethnic minority employees in the workforce is 2.0%.

Nationality

In 2017, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (57.7%), followed by British (15.4%) and then English (7.7%).

In 2018, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Other (25.0%), followed by Scottish (16.7%).

Religion

In 2017, of those who declared their religion, the largest proportion of discipline cases involved employees under the categories of None (42.3%) and then Church of Scotland (with 15.4%) followed by Roman Catholic (7.7%).

In 2018, of those who declared their religion, the largest proportion of discipline cases involved employees under the category of None (50.0%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, there were a minority of employees involved in discipline cases who were Bisexual, Gay or Lesbian (3.8%).

In 2018, of those who declared their sexual orientation, there were no employees involved in discipline cases who were Bi-sexual, Gay or Lesbian. The 2018 figure differs to the proportion of employees who declared as Bi-sexual, Gay or Lesbian in the workforce (which is 1.1%).

Gender Identity

In 2017 and 2018, of those who declared as a trans gender or trans person, no employees involved in discipline cases were under these categories.

Analysis of information

Education Authority – Grievance cases 2017 and 2018

Gender

In 2017, there were an equal proportion of grievance cases involving female employees as there were male employees (50% each).

In 2018, all the grievance cases involved female employees (100.0%). The proportions of female and male employees in the workforce are 87.8% and 12.2% respectively.

Age

In 2017, the largest proportion of grievance cases involved employees under the category 50-59 (75.0%), followed by the 40-49 age group (25.0%).

In 2018, the largest proportion of grievance cases involved employees under the 40-49 age group (50.0%), followed by the 30-39 age group (33.3%) and then the 60+ age group (16.7%).

Marital Status

In 2017, of those who declared their marital status, the largest proportion of grievance cases involved employees under the category Married/Civil Partnership (75.0%), followed by Divorced/Separated (25.0%).

In 2018, of those who declared their marital status, the largest proportion of grievance cases involved employees under the category Married/Civil Partnership (50.0%), followed by Single (16.7%).

Disability

In 2017, of those who declared whether they have a disability, no employees involved in grievance cases were disabled, with all of cases involving employees who declared as non-disabled (100.0%).

In 2018, of those who declared whether they have a disability, there were no employees involved in grievance cases who were disabled, with all the cases involving employees who declared as non-disabled (100.0%). The 2018 figures differ to the proportions of disabled and non-disabled employees in the workforce (which are 1.7% and 71.2% respectively).

Ethnicity

In 2017, of those who declared their ethnicity, there were no employees involved in grievance cases who were from an ethnic minority (i.e. non-white).

In 2018, of those who declared their ethnicity, there were no employees involved in grievance cases from an ethnic minority. The proportion of ethnic minority employees in the workforce is 2.0%.

Nationality

In 2017, of those who declared their nationality, the largest proportion of grievance cases involved employees under the category of Scottish (75.0%), followed by British (25.0%), with the other categories having no cases.

In 2018, of those who declared their nationality, the largest proportion of grievance cases involved employees under the category of Scottish (50.0%).

Religion

In 2017, of those who declared their religion, the largest proportion of grievance cases involved employees under the categories of Church of Scotland (50.0%) followed by None (25.0%).

In 2018, of those who declared their religion, the largest proportion of grievance cases involved employees under the categories of None (66.7%).

Sexual Orientation

In 2017, of those who declared their sexual orientation, there were no employees involved in grievance cases who were Bisexual, Gay or Lesbian.

In 2018, of those who declared their sexual orientation, there were no employees involved in grievance cases were under the categories of Bisexual, Gay or Lesbian. The proportion of employees who declared as Bi-sexual, Gay or Lesbian in the workforce is 1.1%.

Gender Identity

In 2017 and 2018, of those who declared as a trans gender or trans person, there were no employees involved in grievance cases who were under these categories.