

Appendix 2 – Employment data provided in the 2023 Equality Outcomes Progress Report

Council Workforce - Composition of Employees for period 2021 (01/01/21 – 31/12/21) & for period 2022 (01/01/22 - 31/12/22)

Employees in Post by Sex

	2021		2022	
Sex	Numbers	%	Numbers	%
Female	5829	70.20	6015	69.90
Male	2475	29.80	2590	30.10
Not Completed	0	0.00	0	0.00
Total	-	100.00	-	100.00

The table shows that the majority of Aberdeen City Council's workforce is female and continues to remain at approximately 70%.

Employees in Post by Age

	2021		2022	
Age	Numbers	%	Numbers	%
Under 20	44	0.53	50	0.58
20-29	1015	12.22	1109	12.89
30-39	2028	24.42	2155	25.04
40-49	1909	22.99	1989	23.11
50-59	2310	27.82	2272	26.40
60+	998	12.02	1030	11.97

Total	-	100.00	-	100.00
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The table shows that most of our employees fall between the age brackets of 30 – 59. The group making up the largest proportion of the workforce - at approximately 26% - are within the age bracket of 50 – 59 years old.

Employees in Post by Marital Status

Marital Status	2021		2022	
	Numbers	%	Numbers	%
Divorced	331	3.99	325	3.78
Separated	154	1.85	143	1.66
Living with Partner	964	11.61	1017	11.82
Married/Civil Partnership	3343	40.26	3385	39.34
Single	1545	18.61	1671	19.42
Widowed	87	1.05	83	0.96
Not Completed	1621	19.52	1728	20.08
Prefer Not to Answer	259	3.12	253	2.94
Total	-	100.00	-	100.00

The table shows that those that are Married/Civil Partnership make up the largest group of employees in the organisation at roughly 39%. 23.02% employees have either not completed this question or have answered 'Prefer Not to Answer'.

Employees in Post by Disability

Disability	2021		2022	
	Numbers	%	Numbers	%
Yes	307	3.70	314	3.65
No	5076	61.13	5216	60.62
Not Completed	2637	31.76	2792	32.45
Prefer Not to Answer	284	3.42	283	3.29
Total	-	100.00	-	100.00

The table shows that 3.6% of the council workforce have self-identified as having a disability. Nearly 61% of our workforce states that they do not have a disability and 32.45% have not answered this question.

Employees in Post by Ethnicity

Ethnicity	2021		2022	
	Numbers	%	Numbers	%
African	40	0.48	43	0.50
African - Other	17	0.20	30	0.35
Other - Arab	16	0.19	16	0.19
Asian -Bangladeshi	8	0.10	11	0.13
Asian - Chinese	20	0.24	20	0.23
Asian - Indian	50	0.60	55	0.64
Asian - Other	24	0.29	27	0.31
Asian - Pakistani	11	0.13	15	0.17
Black	16	0.19	17	0.20
Caribbean	Under 5	0.05	5	0.06

Other Caribbean or Black	8	0.10	6	0.07
Mixed or Multiple	38	0.46	42	0.49
Other	30	0.36	29	0.34
White - Polish	109	1.31	116	1.35
White - Eastern European	65	0.78	72	0.84
White - Gypsy/Traveller	Under 5	0.01	Under 5	0.02
White - Irish	79	0.95	78	0.91
White - Other White Ethnic Group	383	4.61	389	4.52
White - Other British	1965	23.66	2001	23.25
White - Scottish	3324	40.03	3340	38.81
Not Completed	1440	17.34	1697	19.72
Prefer Not to Answer	656	7.90	594	6.90
Total	-	100.00	-	100.00

The table suggests that the largest proportion of our workforce is White – Scottish (38.81%), followed by White – Other British (23.25%). The rest of the data may be grouped in two ways:

- Those who are in non-White categories make up 3.68% of our workforce.
- The above in addition to those who are grouped into other ethnic groups so as to include White – Polish, White – Eastern European, White – Gypsy / Traveller and White – Other White ethnic group make up 10.41% of our workforce.

Employees in Post by Religion

Religion	2021		2022	
	Numbers	%	Numbers	%
Buddhist	18	0.22	21	0.24
Other Christian	734	8.84	760	8.83

Church of Scotland	979	11.79	916	10.64
Roman Catholic	368	4.43	357	4.15
Hindu	23	0.28	28	0.33
Humanist	53	0.64	54	0.63
Jewish	Under 5	0.05	Under 5	0.05
Muslim	47	0.57	58	0.67
None	3146	37.89	3268	37.98
Other Religion or Belief	79	0.95	77	0.89
Pagan	27	0.33	24	0.28
Sikh	Under 5	0.04	Under 5	0.03
Not Completed	1667	20.07	1951	22.67
Prefer Not to Answer	1156	13.92	1084	12.60
Total	-	100.00	-	100.00

The table suggests that the largest proportion of our workforce has no religion (37.98%). There is also a large proportion of employees not completing this question (22.67%). The largest religions in the workforce according to our data are Church of Scotland (10.64%), Other Christian (8.83%) and Roman Catholic (4.15%). With other religions and beliefs being less than 1% of the workforce each.

Employees in Post by Sexual Orientation

Sexual Orientation	2021		2022	
	Numbers	%	Numbers	%
Bisexual	66	0.79	88	1.02
Gay	82	0.99	96	1.12
Heterosexual/Straight	5134	61.83	5199	60.42
Lesbian	39	0.47	46	0.53
Other	22	0.26	28	0.33
Not Completed	1749	21.06	2010	23.36
Prefer Not to Answer	1212	14.60	1138	13.22
Total	-	100.00	-	100.00

The data shows that the largest proportion of our workforce are heterosexual (60.42%). Those who do not identify as heterosexual, and who have answered this question, total 3% of the organisation's workforce. 36.58% of our workforce have either not completed this question have preferred not to answer.

Employees in Post by Gender Identity

It should be noted that Gender Identity figures are currently not available due to an identified inaccuracy with this data. This is in the process of being corrected alongside the full data improvement on our HR and Payroll system, CoreHR. This improvement will see a change to diversity questions and categories in line with the Scottish Government guidance on best-practice diversity data collection and analysis. Work is currently underway to implement this improvement.

Education Authority - Composition of Employees for period 2021 (01/01/21 – 31/12/21) & for period 2022 (01/01/22 - 31/12/22)

Education Authority: Employees in Post by Sex

	2021		2022	
Sex	Numbers	%	Numbers	%
Female	3128	86.41	3496	86.62
Male	492	13.59	540	13.38
Not Completed	0	0	0	0
Total	-	100.00	-	100.00

The table shows that the majority of Aberdeen City Council's Education Authority is female at approximately 86.62%. This differs from the whole Council workforce data breakdown which shows the whole workforce as 69.90% female.

Education Authority: Employees in Post by Age

	2021		2022	
Age	Numbers	%	Numbers	%
Under 20	Under 5	0.03	9	0.22
20-29	552	15.25	599	14.84
30-39	971	26.82	1127	27.92
40-49	868	23.98	975	24.16
50-59	925	25.55	992	24.58
60+	303	8.37	334	8.28
Total	-	100.00	-	100.00

The table shows that the majority of Aberdeen City Council's Education Authority fall between the age brackets of 30 – 59, with the largest section of the workforce - approximately 28% - within the age bracket of 30 – 39 years old.

Education Authority: Employees in Post by Marital Status

Marital Status	2021		2022	
	Numbers	%	Numbers	%
Divorced	129	3.56	143	3.54
Separated	74	2.04	0	0.00
Living with Partner	375	10.36	432	10.70
Married/Civil Partnership	1540	42.54	1670	41.38
Single	605	16.71	712	17.64
Widowed	0	0.00	0	0.00
Not Completed	33	0.91	34	0.84
Prefer Not to Answer	766	21.16	858	21.26
Total	-	100.00	-	100.00

The table shows that those who are Married/Civil Partnership are the largest group of employees of Aberdeen City Council Education Authority at 41.38%. 21.26% of Education employees opted not to provide a response to this question.

Education Authority: Employees in Post by Disability

Disability	2021		2022	
	Numbers	%	Numbers	%
Yes	98	2.71	118	2.92
No	2086	57.62	2408	59.66
Not Completed	1334	36.85	1395	34.56
Prefer Not to Answer	102	2.82	115	2.85
Total	-	100.00	-	100.00

This table shows that 2.92% of Aberdeen City Council's Education Authority have self-identified as having a disability, compared to 3.65% in the Council workforce as a whole. Nearly 60% of Aberdeen City Council's Education workforce states that they do not have a disability and 34.56% have not answered this question.

Education Authority: Employees in Post by Ethnicity

Ethnicity	2021		2022	
	Numbers	%	Numbers	%
African	16	0.44	17	0.42
African - Other	Under 5	0.08	7	0.17
Other - Arab	5	0.14	8	0.20
Asian -Bangladeshi	Under 5	0.11	6	0.15
Asian - Chinese	7	0.19	11	0.27
Asian - Indian	15	0.41	25	0.62
Asian - Other	7	0.19	9	0.22
Asian - Pakistani	7	0.19	11	0.27
Black	Under 5	0.11	Under 5	0.07

Caribbean	Under 5	0.03	Under 5	0.07
Other Caribbean or Black	Under 5	0.06	Under 5	0.02
Mixed or Multiple	14	0.39	22	0.55
Other	10	0.28	10	0.25
White - Polish	27	0.75	38	0.94
White - Eastern European	13	0.36	14	0.3
White - Gypsy/Traveller	0	0.00	0	0.00
White - Irish	48	1.33	47	1.16
White - Other white ethnic group	113	3.12	138	3.42
White - Other British	943	26.05	1054	26.11
White - Scottish	1375	37.98	1537	38.08
Not Completed	796	21.99	879	21.78
Prefer Not to Answer	210	5.80	196	4.86
Total	-	100.00	-	100.00

The table suggests that the largest proportion of our workforce is White – Scottish (38.08%), followed by White – Other British (26.11%). The rest of the data can be grouped in two ways:

- Those who are in non-White categories: 3.28% of Aberdeen City Council's Education Authority.
- The above with the addition of those who are grouped into other ethnic groups so as to include White – Polish, White – Eastern European, White – Gypsy / Traveller and White – Other White ethnic group: 5.87% of Aberdeen City Council's Education Authority.

Education Authority: Employees in Post by Religion

Religion	2021		2022	
	Numbers	%	Numbers	%
Buddhist	6	0.16	9	0.22
Other Christian	375	10.01	387	9.59
Church of Scotland	484	12.91	456	11.30
Roman Catholic	177	4.72	184	4.56
Hindu	8	0.22	15	0.37
Humanist	30	0.80	29	0.72
Jewish	Under 5	0.03	Under 5	0.02
Muslim	17	0.47	31	0.77
None	1240	34.25	1448	35.88
Other Religion or Belief	28	0.77	31	0.77
Pagan	Under 5	0.08	5	0.12
Sikh	Under 5	0.03	Under 5	0.02
Not Completed	916	25.30	1042	25.82
Prefer Not to Answer	401	11.08	397	9.84
Total	-	100.00	-	100.00

The table suggests that the largest proportion of Aberdeen City Council's Education Authority has no religion (35.88%). Additionally, a large proportion of employees opted to not complete this question (25.82%). The largest religions in the workforce according to our data are Church of Scotland (11.30%), Other Christian (9.59%) and Roman Catholic (4.56%). With other religions and beliefs being less than 1% of Aberdeen City Council's Education Authority each.

Education Authority: Employees in Post by Sexual Orientation

Sexual Orientation	2021		2022	
	Numbers	%	Numbers	%
Bisexual	23	0.64	40	0.99
Gay	29	0.80	43	1.07
Heterosexual/Straight	2182	61.52	2444	60.56
Lesbian	15	0.41	18	0.45
Other	6	0.17	13	0.32
Not Completed	948	26.19	1042	25.82
Prefer Not to Answer	417	11.52	436	10.80
Total	-	100.00	-	100.00

The table shows that the largest proportion of Aberdeen City Council's Education Authority are heterosexual (60.56%). Those who do not identify as heterosexual, and who have answered this question, total 2.83% of Aberdeen City Council's Education Authority.

Education Authority: Employees in Post by Gender Identity

It should be noted that Gender Identity figures are currently not available due to an identified inaccuracy with this data. This is in the process of being corrected alongside the full data improvement on our HR and Payroll system, CoreHR. This improvement will see a change to diversity questions and categories in line with the Scottish Government guidance on best-practice diversity data collection and analysis. Work is currently underway to implement this improvement.

Council Workforce – Recruitment Information for period 2021 (01/01/21 – 31/12/21) & for period 2022 (01/01/22 - 31/12/22)

Please note that in April 2021, TalentLink, our recruitment management system owned by CoSLA, changed its diversity questions and categories. This therefore means that we have a mixture of data which takes into account those who were recruited between January and March 2021. As the questions and categories were worded differently, they are presented separately within tables.

Recruitment Information by Sex

Sex	2021						2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	12624	76.67	3459	77.71	686	77.69	11266	68.18	2509	68.89	476	70.83
Male	3702	22.48	954	21.43	183	20.72	5125	31.01	1103	30.29	189	28.13
Prefer Not to Answer	118	0.72	27	0.61	6	0.68	108	0.65	19	0.52	Under 5	0.45
Not Completed	22	0.13	11	0.25	8	0.91	26	0.16	11	0.30	Under 5	0.60
Total	-	100	-	100	-	100	-	100	-	100	-	100

The table suggests that in 2021, when it came to sex, the proportion of those who applied for roles at the Council, who were shortlisted and who were successful remained relatively consistent with those who were female - increasing in proportion through the selection process by 1.02% and those who are male decreasing in proportion by 1.76%. A similar pattern could be seen in the data for the 2022 period.

Recruitment Information by Age

Age	2021						2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	245	1.49	82	1.84	25	2.83	612	3.70	139	3.82	17	2.53
20-29	4385	26.63	1095	24.60	204	23.10	4850	29.35	1026	28.17	194	28.87
30-39	5108	31.02	1348	30.29	261	29.57	4765	28.84	1007	27.65	199	29.61
40-49	3709	22.53	1022	22.96	203	23.00	3610	21.85	815	22.38	153	22.77
50-59	2003	12.16	629	14.13	123	13.92	1703	10.31	432	11.86	75	11.16
60+	467	2.84	132	2.97	39	4.41	466	2.82	93	2.55	15	2.23
Not Completed	549	3.33	143	3.21	28	3.17	519	3.14	130	3.57	19	2.83
Total	-	100	-	100	-	100	-	100	-	100	-	100

The table shows that in 2021 that the largest age grouping, throughout each stage of the recruitment process in 2021 was the 30-39 category – which made up roughly 30% of successful applicants for the period. In 2022, the largest group applying; and shortlisted for roles within the council were in the 20-29 group, whereas those that made up the highest proportion of successful applicants were 30-39.

Recruitment Information by Marital Status

Marital Status	2021						2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	683	4.15	211	4.75	29	3.28	683	4.15	211	4.75	29	3.28
Divorced (Pre Apr 21)	109	0.66	22	0.50	6	0.68	109	0.66	22	0.5	6	0.68
Formally in a civil partnership which is now legally dissolved	38	0.23	13	0.29	Under 5	0.23	38	0.23	13	0.29	Under 5	0.23
In a registered civil partnership	147	0.89	48	1.08	6	0.68	147	0.89	48	1.08	6	0.68
Married	4659	28.29	1456	32.71	271	30.70	4659	28.29	1456	32.71	271	30.7
Married/Civil Partnership (Pre Apr 21)	1442	8.76	239	5.37	80	9.06	1442	8.76	239	5.37	80	9.06
Living With Partner (Pre Apr 21)	541	3.29	69	1.55	22	2.49	541	3.29	69	1.55	22	2.49
Never married and never	5927	36.00	1721	38.66	336	38.05	5927	36	1721	38.66	336	38.05

registered in a civil partnership												
Single (Pre Apr 21)	1320	8.01	175	3.93	57	6.46	1320	8.01	175	3.93	57	6.46
Separated but still legally in a civil partnership	20	0.12	Under 5	0.07	Under 5	0.11	20	0.12	Under 5	0.07	Under 5	0.11
Separated but still legally married	360	2.19	122	2.74	21	2.38	360	2.19	122	2.74	21	2.38
Separated (Pre Apr 21)	85	0.52	10	0.22	Under 5	0.11	85	0.52	10	0.22	Under 5	0.11
Surviving partner from registered civil partnership	17	0.10	6	0.13	0	0.00	17	0.1	6	0.13	0	0
Widowed	59	0.36	25	0.56	Under 5	0.45	59	0.36	25	0.56	Under 5	0.45
Widowed (Pre Apr 21)	30	0.18	7	0.16	Under 5	0.11	30	0.18	7	0.16	Under 5	0.11
Not Completed	36	0.22	11	0.25	6	0.68	36	0.22	11	0.25	6	0.68
Prefer not to say	993	6.03	313	7.03	40	4.53	993	6.03	313	7.03	40	4.53
Total	-	100	-	100	-	100	-	100	-	100	-	100

The table shows that both in 2021 and 2022, the largest proportion of those across all stages of the recruitment process were Never married and never registered in a civil partnership.

Recruitment Information by Disability

Disability	2021						2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes (Pre April 2021)	205	1.24	54	1.21	8	0.90	-	-	-	-	-	-
Yes, limited a little	409	2.48	145	3.26	18	2.04	647	3.92	141	3.87	20	2.98
Yes, limited a lot	37	0.22	11	0.25	Under 5	0.22	79	0.48	10	0.27	0	0.00
No	15511	94.20	4149	93.21	834	94.45	15486	93.71	3415	93.77	641	95.39
Not Completed	26	0.16	12	0.27	6	0.69	26	0.16	11	0.30	Under 5	0.60
Prefer not to say	278	1.70	80	1.80	15	1.70	287	1.74	65	1.78	7	1.04
Total	-	100	-	100	-	100	-	100	-	100	-	100

This table shows that roughly 3% of Aberdeen City Council's successful applicants in 2022 have self-identified as having a disability. Those with a disability decrease in proportion through the selection process by 1.06% and those who do not have a disability increase in proportion through the process.

Recruitment Information by Disability Type (January – March 2021)

Disability Types** (Jan – Mar 2021)	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Learning disability	56	1.54%	10	1.86%	Under 5	1.72%
Longstanding illness	31	0.85%	12	2.23%	0	0.00%
Mental health condition	37	1.02%	13	2.42%	Under 5	1.15%
Physical impairment	25	0.69%	7	1.30%	Under 5	0.57%
Sensory impairment - Hearing	11	0.30%	Under 5	0.19%	0	0.00%
Prefer not to answer	14	0.39%	Under 5	0.37%	0	0.00%
Not Completed	3462	95.21%	492	91.62%	168	96.55%
Total	3636	100.00%	537	100.00%	174	100.00%

** Each category is the number of people who said they either have each disability from the total number of applications/shortlisted/hired during the period January – March 2021 only – not the percentage of the whole year.

Recruitment Information by Disability Type (April – December 2021)

Disability Types* (APR-DEC 2021)	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
No Condition						
Yes	190	1.48%	74	1.89%	15	2.12%
No	12640	98.52%	3840	98.11%	694	97.88%
Physical						
Yes	121	0.94%	37	0.95%	9	1.27%
No	12709	99.06%	3877	99.05%	700	98.73%
Sight						
Yes	24	0.19%	6	0.15%	Under 5	0.14%
No	12806	99.81%	3908	99.85%	708	99.86%
Learning Disability						
Yes	127	0.99%	40	1.02%	7	0.99%
No	12703	99.01%	3874	98.98%	702	99.01%
Developmental Disorder						
Yes	68	0.53%	23	0.59%	Under 5	0.56%
No	12762	99.47%	3891	99.41%	705	99.44%
Mental Health						
Yes	598	4.66%	180	4.60%	29	4.09%
No	12232	95.34%	3734	95.40%	680	95.91%
Hearing						
Yes	112	0.87%	26	0.66%	Under 5	0.56%
No	12718	99.13%	3888	99.34%	705	99.44%

Speech						
Yes	19	0.15%	Under 5	0.05%	0	0.00%
No	12811	99.85%	3912	99.95%	709	100.00%
Learning Difficulty						
Yes	190	1.48%	74	1.89%	15	2.12%
No	12640	98.52%	3840	98.11%	694	97.88%
Long-Term						
Yes	515	4.01%	174	4.45%	26	3.67%
No	12315	95.99%	3740	95.55%	683	96.33%
Prefer not to say						
Yes	547	4.26%	186	4.75%	26	3.67%
No	12283	95.74%	3728	95.25%	683	96.33%

*Each category is the number of people who said they either have or do not have each disability from the total number of applications/shortlisted/hired during the period April – December 2021 only – not the percentage of the whole year.

Recruitment Information by Disability Type (2022)

Disability Types (2022)*	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
No Condition						
Yes	14101	85.33%	3045	83.61%	576	85.71%
No	2424	14.67%	597	16.39%	96	14.29%
Physical						
Yes	181	1.10%	30	0.82%	2	0.30%

No	16344	98.90%	3612	99.18%	670	99.70%
Sight						
Yes	43	0.26%	15	0.41%	3	0.45%
No	16482	99.74%	3627	99.59%	669	99.55%
Learning Disability						
Yes	208	1.26%	35	0.96%	3	0.45%
No	16317	98.74%	3607	99.04%	669	99.55%
Developmental Disorder						
Yes	67	0.41%	21	0.58%	0	0.00%
No	16458	99.59%	3621	99.42%	672	100.00%
Mental Health						
Yes	833	5.04%	212	5.82%	32	4.76%
No	15692	94.96%	3430	94.18%	640	95.24%
Hearing						
Yes	161	0.97%	18	0.49%	4	0.60%
No	16364	99.03%	3624	99.51%	668	99.40%
Speech						
Yes	11	0.07%	0	0.00%	0	0.00%
No	16514	99.93%	3642	100.00%	672	100.00%
Learning Difficulty						
Yes	319	1.93%	92	2.53%	12	1.79%
No	16206	98.07%	3550	97.47%	660	98.21%
Long-Term						
Yes	661	4.00%	155	4.26%	23	3.42%
No	15864	96.00%	3487	95.74%	649	96.58%
Prefer not to say						
Yes	644	3.90%	170	4.67%	28	4.17%
No	15881	96.10%	3472	95.33%	644	95.83%

The tables show that over the two years reported, the proportion of employees by disability type remained consistent throughout the recruitment process.

Recruitment Information by Ethnicity

Ethnicity	2021						2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number s	%	Number s	%	Number s	%	Number s	%	Number s	%	Number s	%
A White	10598	64.36	3346	75.19	627	71.01	12472	75.47	3047	86.66	593	88.24
White - Eastern European E.g. Polish (Pre Apr 21)	73	0.44	6	0.13	Under 5	0.11	-	-	-	-	-	-
White – Irish (Pre Apr 21)	16	0.09	Under 5	0.09	Under 5	0.11	-	-	-	-	-	-
White - Other British (Pre Apr 21)	310	1.88	60	1.35	22	2.50	-	-	-	-	-	-
White - Gypsy/Travelle r	0	0.00	0	0.00	0	0.00	-	-	-	-	-	-

White - Other White Ethnic Group (Pre April 21)	207	1.26	22	0.49	Under 5	0.34	-	-	-	-	-	-
White – Polish (Pre Apr 21)	84	0.51	8	0.18	Under 5	0.34	-	-	-	-	-	-
White – Scottish (Pre Apr 21)	2423	14.71	366	8.22	128	14.50	-	-	-	-	-	-
B Mixed Or Multiple Ethnic Groups	205	1.25	44	0.99	6	0.68	216	1.31	37	1.02	9	1.34
Any Mixed Or Multiple (Pre Apr 21)	31	0.19	Under 5	0.09	Under 5	0.11	-	-	-	-	-	-
C Asian, Scottish Asian Or British Asian	894	5.43	196	4.40	31	3.52	1415	8.56	201	5.52	21	3.13
Asian - Bangladeshi Inc. Scottish/British (Pre Apr 21)	19	0.12	5	0.11	Under 5	0.22	-	-	-	-	-	-
Asian - Chinese Inc. Scottish/British (Pre Apr 21)	14	0.09	Under 5	0.07	Under 5	0.11	-	-	-	-	-	-
Asian - Indian Inc. Scottish/British (Pre Apr 21)	99	0.60	11	0.25	Under 5	0.45	-	-	-	-	-	-

Asian - Other Inc. Scottish/British (Pre Apr 21)	45	0.27	Under 5	0.09	0	0.00	-	-	-	-	-	-
Asian - Pakistani Inc. Scottish/British (Pre Apr 21)	41	0.25	Under 5	0.04	0	0.00	-	-	-	-	-	-
D African, Scottish African Or British African	587	3.57	175	3.93	20	2.27	1526	9.23	185	5.08	22	3.27
African - Inc. Scottish/British (Pre Apr 21)	37	0.22	9	0.20	0	0.00	-	-	-	-	-	-
African – Other (Pre Apr 21)	42	0.26	Under 5	0.07	0	0.00	-	-	-	-	-	-
E Caribbean Or Black	46	0.28	20	0.45	Under 5	0.11	99	0.60	12	0.33	Under 5	0.60
Black - Inc. Scottish/British (Pre Apr 21)	32	0.19	Under 5	0.02	0	0.00	-	-	-	-	-	-
Caribbean - Inc. Scottish/British (Pre Apr 21)	6	0.04	Under 5	0.02	0	0.00	-	-	-	-	-	-
Caribbean Or Black Other (Pre Apr 21)	Under 5	0.02	Under 5	0.02	Under 5	0.11						

F Other Ethnic Group	191	1.16	44	0.99	10	1.13	344	2.0	51	1.40	8	1.19
Other - Arab Inc. Scottish/British (Pre Apr 21)	14	0.09	0	0.00	0	0.00	-	-	-	-	-	-
Not Completed	95	0.58	24	0.54	8	0.91	26	0.16 %	11	0.30	Under 5	0.60
Prefer not to say	353	2.14	92	2.07	13	1.47	427	2.58	98	2.69	11	1.64
Total	-	100	-	100	-	100	-	100	-	100	-	100

In both 2021 and 2022, the proportion of White employees increased throughout the recruitment process, with a 6.65% increase in 2021 and 12.77% increase in 2022. The proportion of White hires in 2022 was greater than the proportion of White current employees, at 88.24% to 69.7%.

As part of TalentLink's changes to their diversity questions and categories, they included optional sub-options for candidates to select if they chose 'White', 'Asian' or 'Other Ethnic Group'. This means that if a candidate chose 'White' they would then get various additional options if they wished to select one of them to better describe their ethnicity. The below outlines those selections and shows the number of people who provided a sub-option and the percentage breakdown for that specific ethnicity category:

		April – December 2021						
WHITE	Applicants for Employment	Shortlisted Applicants	Successful Applicants					
	Number	%		Number	%	Number	%	
Gypsy / Traveller	11	0.09%	Under 5	0.08%	Under 5		0%	
Irish	91	0.71%	33	0.84%	9		1.27%	
Other British	780	6.08%	276	7.05%	51		7.19%	
Other white ethnic group	238	1.86%	73	1.87%	10		1.41%	
Polish	449	3.50%	143	3.65%	21		2.96%	
Roma	7	0.05%	Under 5	0.05%	0		0%	
Scottish	8156	63.57%	2572	65.71%	492		69.39%	
Showman / Showwoman	0	0%	0	0%	0		0%	

	April – December 2021					
ASIAN, SCOTTISH ASIAN OR BRITISH ASIAN	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	62	0.48%	17	0.43%	Under 5	0.14%
Chinese, Scottish Chinese or British Chinese	61	0.48%	16	0.41%	Under 5	0.56%
Indian, Scottish Indian or British Indian	461	3.59%	98	2.50%	16	2.26%
Pakistani, Scottish Pakistani or British Pakistani	146	1.14%	30	0.77%	Under 5	0.28%

	April – December 2021					
OTHER ETHNIC GROUP	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Arab, Scottish Arab or British Arab	88	0.69%	16	0.41%	0	0%

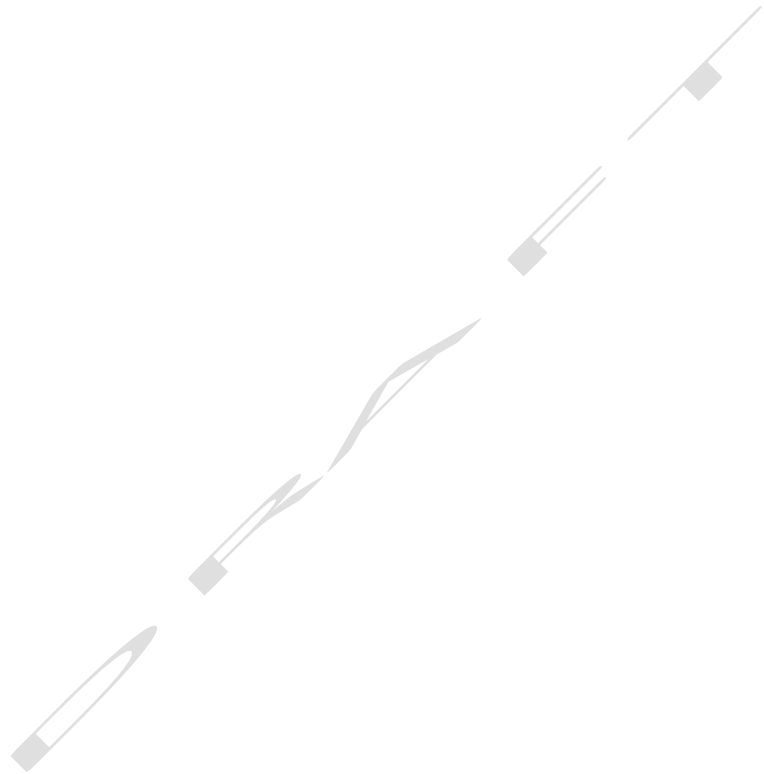
	2022					
WHITE	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Gypsy/Traveller	Under 5	0.01%	0	0.00%	0	0.00%
Irish	95	0.57%	24	0.66%	9	1.34%

Other British	973	5.89%	238	6.53%	49	7.29%
Other White ethnic group	453	2.74%	77	2.11%	13	1.93%
Polish	647	3.92%	117	3.21%	14	2.08%
Roma	8	0.05%	0	0.00%	0	0.00%
Scottish	9242	55.93%	2372	65.13%	465	69.20%
Showman / Showwoman	0	0.00%	0	0.00%	0	0.00%

	2022					
ASIAN, SCOTTISH ASIAN OR BRITISH ASIAN	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	116	0.70%	16	0.44%	Under 5	0.15%
Chinese, Scottish Chinese or British Chinese	103	0.62%	14	0.38%	Under 5	0.30%
Indian, Scottish Indian or British Indian	754	4.56%	103	2.83%	14	2.08%
Pakistani, Scottish Pakistani or British Pakistani	187	1.13%	29	0.80%	Under 5	0.15%

	2022					
OTHER ETHNIC GROUP	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%

Arab, Scottish Arab or British Arab	123	0.74%	26	0.71%	Under 5	0.30%
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Recruitment Information by Religion

Religion	2021						2022					
	Applicants for Employment		Shortlisted Applicants (April - December only)		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	106	0.64	17	0.38	Under 5	0.34	100	0.61	11	0.30	Under 5	0.45
Church of Scotland	1482	9.00	427	9.59	104	11.78	1259	7.62	283	7.77	52	7.74
Hindu	326	1.98	59	1.33	12	1.36	488	2.95	61	1.67	7	1.04
Jewish	5	0.03	Under 5	0.07	0	0.00	20	0.12	Under 5	0.05	0	0.00
Humanist (Pre Apr 21)	51	0.31	6	0.13	Under 5	0.34	-	-	-	-	-	-
Muslim	450	2.73	84	1.89	9	1.02	624	3.78	79	2.17	11	1.64
None	10043	61.00	2809	63.11	554	62.74	9362	56.65	2318	63.65	450	66.96
Other Religion or Belief	38	0.23	Under 5	0.09	0	0.00	16	0.10	Under 5	0.05	0	0.00
Other Christian	844	5.13	185	4.16	36	4.08	1352	8.18	189	5.19	31	4.61

Pagan	37	0.22	14	0.31	5	0.57	58	0.35	8	0.22	Under 5	0.15
Roman Catholic	1527	9.27	416	9.35	73	8.27	1460	8.84	301	8.26	53	7.89
Sikh	9	0.06	0	0.00	0	0.00	11	0.07	Under 5	0.05	0	0.00
Not completed	728	4.42	199	4.47	32	3.62	826	5.00	183	5.02	30	4.46
Prefer not to say	820	4.98	228	5.12	52	5.88	949	5.74	203	5.57	34	5.06
Total	-	100	-	100	-	100	-	100	-	100	-	100

The highest proportion of applicants; shortlisted applicants and successful hires were non-religious across both reported years. With proportion of successful applicants in this category increasing from 62.74% in 2021 to 66.96% in 2022.

Recruitment Information by Sexual Orientation

Sexual Orientation	2021						2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	542	3.29	143	3.21	21	2.38	558	3.38	123	3.38	23	3.42
Gay or Lesbian	430	2.61	119	2.67	24	2.72	443	2.68	122	3.35	23	3.42

(Previously Split)												
Gay (Pre April 2021)	-	-	-	-	-	-	-	-	-	-	-	-
Lesbian (Pre Apr 2021)	-	-	-	-	-	-	-	-	-	-	-	-
Straight / Heterosexual	14434	87.66	3893	87.47	771	87.31	14579	88.22	3181	87.34	583	86.76
Other	13	0.08	6	0.13	0	0.00	33	0.20	9	0.25	Under 5	0.3
Not Completed	104	0.63	31	0.70	10	1.13	100	0.61	28	0.77	7	1.04%
Prefer not to say	943	5.73	259	5.82	57	6.46	812	4.91	179	4.91	34	5.06
Total	-	100	-	100	-	100	-	100	-	100	-	100

The highest proportion of applicants; shortlisted applicants and successful hires were heterosexual across both reported years. Heterosexual employees made up a higher proportion number of hires across both years compared to workforce diversity as a whole, making up 61.83% of current employees in 2021 and 87.31% of hires; and 60.42% of current employees in 2022 and 86.76% of hires.

Recruitment Information by Gender Identity

Gender Identity*	2021						2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
*Considering self to be trans or have a trans history	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	8	0.05	Under 5	0.02	Under 5	0.11	57	0.34	7	0.19	Under 5	0.15
No	16159	98.14	4369	98.16	860	97.40	16151	97.74	3556	97.64	659	98.07
Not Completed	76	0.46	22	0.49	7	0.79	255	1.54	60	1.65	8	1.19
Prefer not to say	223	1.35	59	1.33	15	1.70	62	0.38	19	0.52	Under 5	0.60
Total	-	100	-	100	-	100	-	100	-	100	-	100

The table shows that the proportion of individuals in each of the gender identity groupings remains consistent throughout each stage of the recruitment process. Those that answered “No” to considering self to be trans or have a trans history make up the largest proportion of individuals with 98.07% of successful applicants making up this category in 2022.

Education Authority - Recruitment Information for period 2021 (01/01/21 – 31/12/21) & for period 2022 (01/01/22 - 31/12/22)

Please note that in April 2021, TalentLink, our recruitment management system owned by CoSLA changed its diversity questions and categories. This therefore means that we have a mixture of data which takes into account those who were recruited between January and March 2021.

Education Authority: Recruitment Information by Sex

Sex	2021						2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	8921	87.62	2248	88.68	450	87.55	6550	85.24	1472	83.83	274	80.35
Male	1208	11.87	276	10.89	58	11.28	1095	14.25	274	15.60	64	18.77
Prefer Not to Answer	38	0.37	6	0.24	Under 5	0.39	28	0.36	6	0.34	Under 5	0.59
Not Completed	14	0.14	5	0.19	Under 5	0.78	11	0.14	Under 5	0.23	Under 5	0.29
Total	-	100	-	100	-	100	-	100	-	100	-	100

This table suggests that in 2021, when it came to sex, the proportion of those who applied for Education roles at the Council, who were shortlisted and who were successful remained relatively consistent and closely in line with our Education workforce statistics. The data shows that those at shortlisting stage, men made up 10.89% of candidates compared to 11.87% at application stage, while women made up 88.68% compared to 87.62% at application stage.

Education Authority: Recruitment Information by Age

Age	2021						2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	139	1.37	51	2.01	18	3.50	131	1.70	30	1.17	Under 5	1.17
20-29	2668	26.21	645	25.44	121	23.54	2316	30.14	482	27.45	94	27.57
30-39	3302	32.43	773	30.50	157	30.54	2405	31.30	569	32.40	112	32.84
40-49	2484	24.39	625	24.65	122	23.74	1830	23.82	414	23.58	79	23.17
50-59	1129	11.09	326	12.86	68	13.23	685	8.91	186	10.59	38	11.14
60+	179	1.76	51	2.01	15	2.92	122	1.59	30	1.71	9	2.64
Not Completed	280	2.75	64	2.53	13	2.53	195	2.54	45	2.56	5	1.47
Total	-	100	-	100	-	100	-	100	-	100	-	100

The table shows a consistency across the proportion of employees by age throughout the recruitment process. In both years reported, those in the 30-39 age category made up the highest proportion of applicants and successful applicants – accounting for a total of 32.8% of successful hires in 2022.

Education Authority: Recruitment Information by Marital Status

Marital Status	2021						2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	350	3.43	103	4.06	14	2.72	319	4.15	87	4.95	17	4.99
Divorced (Pre Apr 21)	75	0.74	13	0.51	4	0.80	-	-	-	-	-	-
Formally in a civil partnership which is now legally dissolved	31	0.31	9	0.36	Under 5	0.19	6	0.08	0	0.00	0	0.00
In a registered civil partnership	87	0.85	23	0.91	Under 5	0.19	98	1.28	14	0.80	Under 5	0.88
Married	2955	29.02	866	34.16	163	31.71	3173	41.29	685	39.01	135	39.59
Married/Civil Partnership (Pre Apr 21)	1101	10.81	157	6.19	53	10.31	-	-	-	-	-	-
Living With Partner (Pre Apr 21)	401	3.94	44	1.74	12	2.33	-	-	-	-	-	-
Never married and never registered in a civil partnership	3289	32.31	921	36.33	191	37.16	3386	44.07	811	46.18	156	45.75

Single (Pre Apr 21)	904	8.88	109	4.29	37	7.19	-	-	-	-	-	-
Separated but still legally in a civil partnership	13	0.13	Under 5	0.08	Under 5	0.19	9	0.12	Under 5	0.11	0	0.00
Separated but still legally married	225	2.21	70	2.76	13	2.53	191	2.49	42	2.39	10	2.93
Separated (Pre Apr 21)	69	0.68	6	0.24	Under 5	0.19	-	-	-	-	-	-
Surviving partner from registered civil partnership	8	0.08	Under 5	0.12	0	0.00	20	0.26	8	0.46	0	0.00
Widowed	31	0.30	9	0.36	Under 5	0.19	35	0.46	9	0.51	Under 5	0.29
Widowed (Pre Apr 21)	23	0.23	6	0.24	0	0.00	-	-	-	-	-	-
Not Completed	26	0.26	5	0.19	Under 5	0.80	11	0.14	Under 5	0.23	Under 5	0.29
Prefer not to say	593	5.82	189	7.46	18	3.50	436	5.67	94	5.35	18	5.28
Total	-	100	-	100	-	100	-	100	-	100	-	100

The table shows a consistency in the proportion of employees by marital status through the recruitment process. Those that have never been married/registered in a civil partnership make up the highest proportion of overall applicants and successful hires (at 44.07% and 45.75% respectively in 2022)

Education Authority: Recruitment Information by Disability

Disability	2021						2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes (Pre April 2021)	138	1.35	29	1.14	6	1.17	-	-	-	-	-	-
Yes, limited a little	206	2.02	71	2.80	12	2.33	231	3.01	44	2.51	9	2.64
Yes, limited a lot	19	0.19	5	0.20	0	0.00	25	0.33	Under 5	0.06	0	0.00
No	9672	95.00	2389	94.24	486	94.55	7296	94.95	1682	95.79	328	96.19
Not Completed	18	0.18	6	0.24	Under 5	0.78	11	0.14	Under 5	0.23	Under 5	0.29
Prefer not to say	128	1.26	35	1.38	6	1.17	121	1.57	25	1.42	Under 5	0.88
Total	-	100	-	100	-	100	-	100	-	100	-	100

The table shows a consistency in the proportion of employees by disability across each stage of the recruitment process for both years reported. Applicants without a disability made up the largest proportion of figures for both years, rising from 94.55% in 2021 to 96.18% in 2022.

Education Authority: Recruitment Information by Disability Type (January 2021 – March 2021)

Disability Types** (Jan – Mar 2021)	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Learning disability	39	1.47%	Under 5	1.17%	Under 5	1.80%
Longstanding illness	17	0.64%	5	1.47%	0	0.00%
Mental health condition	27	1.02%	8	2.35%	Under 5	1.80%
Physical impairment	14	0.53%	Under 5	1.17%	Under 5	0.90%
Sensory impairment - Hearing	10	0.38%	Under 5	0.29%	0	0.00%
Prefer not to answer	11	0.41%	Under 5	0.59%	0	0.00%
Not Completed	2537	95.56%	317	92.96%	106	95.50%
Total	2655	100.00%	341	100.00%	111	100.00%

** Each category is the number of people who said they either have each disability from the total number of applications/shortlisted/hired **during the period January – March 2021 only – not the percentage of the whole year.**

Education Authority: Recruitment Information by Disability Type (April 2021 – December 2021)

Disability Types* (APR-DEC 2021)	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
No Condition						
Yes	6561	87.18%	1878	85.60%	344	85.36%
No	965	12.82%	316	14.40%	59	14.64%
Physical						
Yes	70	0.93%	24	1.09%	6	1.49%
No	7456	99.07%	2170	98.91%	397	98.51%
Sight						
Yes	8	0.11%	Under 5	0.09%	0	0.00%
No	7518	99.89%	2192	99.91%	403	100.00%
Learning Disability						
Yes	59	0.78%	20	0.91%	Under 5	0.74%
No	7467	99.22%	2174	99.09%	400	99.26%
Developmental Disorder						
Yes	38	0.50%	8	0.36%	0	0.00%
No	7488	99.50%	2186	99.64%	403	100.00%
Mental Health						
Yes	297	3.95%	92	4.19%	14	3.47%
No	7229	96.05%	2102	95.81%	389	96.53%
Hearing						
Yes	68	0.90%	13	0.59%	Under 5	0.50%
No	7458	99.10%	2181	99.41%	401	99.50%

Speech						
Yes	6	0.08%	0	0.00%	0	0.00%
No	7520	99.92%	2194	100.00%	403	100.00%
Learning Difficulty						
Yes	106	1.41%	39	1.78%	10	2.48%
No	7420	98.59%	2155	98.22%	393	97.52%
Long-Term						
Yes	279	3.71%	91	4.15%	12	2.98%
No	7247	96.29%	2103	95.85%	391	97.02%
Prefer not to say						
Yes	279	3.71%	97	4.42%	15	3.72%
No	7247	96.29%	2097	95.58%	388	96.28%

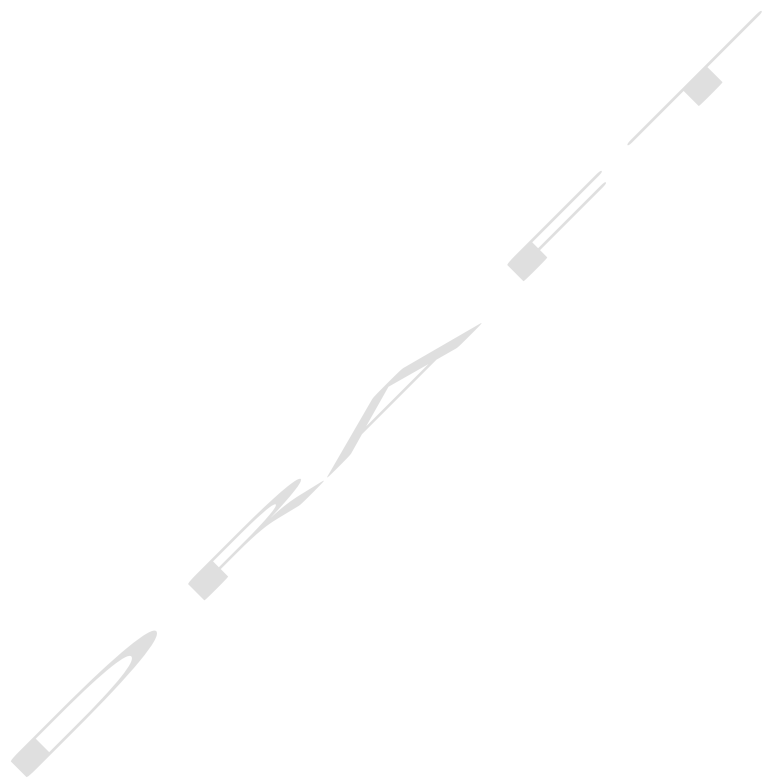
*Each category is the number of people who said they either have or do not have each disability from the total number of applications/shortlisted/hired **during the period April – December 2021 only – not the percentage of the whole year.**

Education Authority: Recruitment Information by Disability Type (2022)

Disability Types*	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
No Condition						
Yes	6689	87.05%	1509	85.93%	289	84.75%
No	995	12.95%	247	14.07%	52	15.25%
Physical						
Yes	50	0.65%	4	0.23%	1	0.29%

No	7634	99.35%	1752	99.77%	340	99.71%
Sight						
Yes	12	0.16%	3	0.17%	3	0.88%
No	7672	99.84%	1753	99.83%	338	99.12%
Learning Disability						
Yes	62	0.81%	11	0.63%	0	0.00%
No	7622	99.19%	1745	99.37%	341	100.00%
Developmental Disorder						
Yes	31	0.40%	10	0.57%	0	0.00%
No	7653	99.60%	1746	99.43%	341	100.00%
Mental Health						
Yes	339	4.41%	93	5.30%	20	5.87%
No	7345	95.59%	1663	94.70%	321	94.13%
Hearing						
Yes	60	0.78%	6	0.34%	4	1.17%
No	7624	99.22%	1750	99.66%	337	98.83%
Speech						
Yes	0	0.00%	0	0.00%	0	0.00%
No	7684	100.00%	1756	100.00%	341	100.00%
Learning Difficulty						
Yes	135	1.76%	39	2.22%	5	1.47%
No	7549	98.24%	1717	97.78%	336	98.53%
Long-Term						
Yes	269	3.50%	63	3.59%	11	3.23%
No	7415	96.50%	1693	96.41%	330	96.77%
Prefer not to say						
Yes	269	3.50%	1681	95.73%	15	4.40%
No	7415	96.50%	75	4.27%	326	95.60%

The tables show that in early 2021 those with no condition made up the highest proportion of total applicants at each stage of the recruitment process (making up 85.36% of successful applicants). A similar finding can be reported for the April-December period of 2021 – with 85.36% of successful applicants reporting to have no condition; and in 2022 at 84.75% of successful candidates.



Education Authority: Recruitment Information by Ethnicity

Ethnicity	2021						2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number s	%	Number s	%	Number s	%	Number s	%	Number s	%	Number s	%
A White	6257	61.56	1887	74.43	353	68.70	6048	78.71	1507	85.82	303	88.86
White - Eastern European E.g. Polish (Pre Apr 21)	51	0.50	Under 5	0.12	Under 5	0.19	-	-	-	-	-	-
White – Irish (Pre Apr 21)	8	0.08	Under 5	0.04	0	0.00	-	-	-	-	-	-
White - Other British (Pre Apr 21)	228	2.24	39	1.54	10	1.95	-	-	-	-	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	-	-	-	-	-	-
White - Other White Ethnic Group (Pre April 2021)	163	1.60	13	0.51	Under 5	0.39	-	-	-	-	-	-
White – Polish (Pre Apr 21)	61	0.60	Under 5	0.16	Under 5	0.39	-	-	-	-	-	-

White – Scottish (Pre Apr 21)	1778	17.46	243	9.59	86	16.7 3	-	-	-	-	-	-
B Mixed Or Multiple Ethnic Groups	112	1.10	26	1.03	Under 5	0.78	92	1.20	18	1.03	5	1.47
Any Mixed Or Multiple (Pre Apr 21)	17	0.16	Under 5	0.12	Under 5	0.19	-	-	-	-	-	-
C Asian, Scottish Asian Or British Asian	603	5.92	139	5.48	21	4.08	765	9.96	108	6.15	11	3.23
Asian - Bangladeshi Inc. Scottish/British (Pre Apr 21)	15	0.14	Under 5	0.12	Under 5	0.19	-	-	-	-	-	-
Asian - Chinese Inc. Scottish/British (Pre Apr 21)	8	0.07	Under 5	0.04	0	0.00	-	-	-	-	-	-
Asian - Indian Inc. Scottish/British (Pre Apr 21)	80	0.78	8	0.32	Under 5	0.78	-	-	-	-	-	-
Asian - Other Inc. Scottish/British (Pre Apr 21)	27	0.26	0	0.00	0	0.00	-	-	-	-	-	-
Asian - Pakistani Inc. Scottish/British (Pre Apr 21)	30	0.29	Under 5	0.04	0	0.00	-	-	-	-	-	-

D African, Scottish African Or British African	269	2.64	55	2.17	9	1.75	398	5.18	48	2.73	9	2.64
African - Inc. Scottish/British (Pre Apr 21)	24	0.23	7	0.27	0	0.00	-	-	-	-	-	-
African – Other (Pre Apr 21)	25	0.24	Under 5	0.04	0	0.00	-	-	-	-	-	-
E Caribbean Or Black	14	0.13	8	0.32	0	0.00	29	0.38	5	0.28	Under 5	0.59
Black - Inc. Scottish/British (Pre Apr 21)	23	0.22	0	0.00	0	0.00	-	-	-	-	-	-
Caribbean - Inc. Scottish/British (Pre Apr 21)	Under 5	0.02	0	0.00	0	0.00	-	-	-	-	-	-
Caribbean Or Black Other (Pre Apr 21)	Under 5	0.03	Under 5	0.04	Under 5	0.19	-	-	-	-	-	-
F Other Ethnic Group	117	1.14	27	1.06	6	1.17	164	2.13	26	1.48	Under 5	1.17
Other - Arab Inc. Scottish/British (Pre Apr 21)	13	0.12	0	0.00	0	0.00	-	-	-	-	-	-
Not Completed	68	0.67	12	0.47	5	0.97	11	0.14	Under 5	0.23	Under 5	0.29

Prefer not to say	183	1.80	53	2.09	8	1.55	177	2.30	40	2.28	6	1.76
Total	-	100	-	100	-	100	-	100	-	100	-	100

The table shows that White employees made up the largest proportion of those represented throughout each stage of the recruitment process, increasing in proportion at each stage to contribute to 88.86% of new hires for 2022.

As part of TalentLink's changes to their diversity questions and categories, they included optional sub-options for candidates to select if they chose 'White', 'Asian' or 'Other Ethnic Group'. This means that if a candidate chose 'White' they would then get various additional options if they wished to select one of them to better describe their ethnicity. The below outlines those selections and shows the number of people who provided a sub-option and the percentage breakdown for that specific ethnicity category:

	April – December 2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
WHITE	Numbers	%	Numbers	%	Numbers	%
Gypsy / Traveller	10	0.13%	Under 5	0.14%	0	0%
Irish	55	0.73%	21	0.96%	7	1.74%
Other British	406	5.39%	152	6.93%	29	7.20%
Other white ethnic group	147	1.95%	38	1.73%	Under 5	0.99%
Polish	240	3.19%	69	3.14%	8	1.99%
Roma	5	0.07%	Under 5	0.05%	0	69.48%
Scottish	4894	65.03%	1475	67.23%	280	0%

	April – December 2021					
ASIAN, SCOTTISH ASIAN OR BRITISH ASIAN	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	40	0.53%	12	0.55%	Under 5	0.25%
Chinese, Scottish Chinese or British Chinese	33	0.44%	9	0.41%	Under 5	0.74%
Indian, Scottish Indian or British Indian	326	4.33%	74	3.37%	12	2.98%
Pakistani, Scottish Pakistani or British Pakistani	100	1.33%	24	1.09%	Under 5	0.5%

	April – December 2021					
OTHER ETHNIC GROUP	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Arab, Scottish Arab or British Arab	64	0.85%	13	0.59%	0	0%

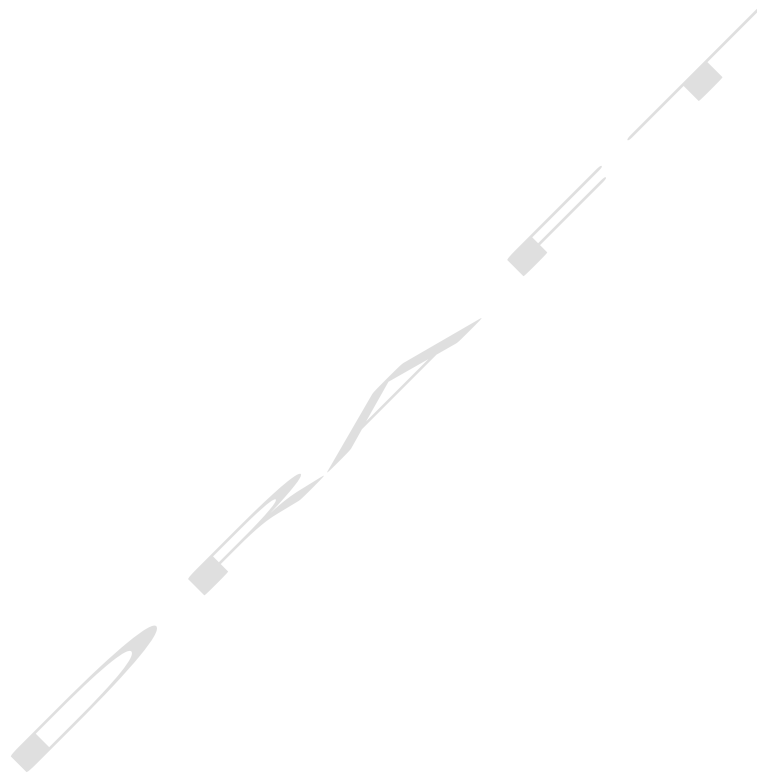
	2022					
WHITE	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Gypsy / Traveller	0	0.00%	0	0.00%	0	0.00%

Irish	59	0.77%	14	0.80%	5	1.47%
Other British	521	6.78%	122	6.95%	26	7.62%
Other White ethnic group	188	2.45%	36	2.05%	5	1.47%
Polish	259	3.37%	46	2.62%	Under 5	0.88%
Roma	Under 5	0.03%	0	0.00%	0	0.00%
Scottish	4517	58.78%	1181	67.26%	248	72.73%
Showman / Showwoman	0	0.00%	0	0.00%	0	0.00%

	2022					
ASIAN, SCOTTISH ASIAN OR BRITISH ASIAN	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	73	0.95%	13	0.74%	Under 5	0.29%
Chinese, Scottish Chinese or British Chinese	33	0.43%	5	0.28%	Under 5	0.29%
Indian, Scottish Indian or British Indian	445	5.79%	65	3.70%	7	2.05%
Pakistani, Scottish Pakistani or British Pakistani	90	1.17%	11	0.63%	Under 5	0.29%

	2022		
OTHER ETHNIC GROUP	Applicants for Employment	Shortlisted Applicants	Successful Applicants

	Number	%	Number	%	Number	%
Arab, Scottish Arab or British Arab	72	0.94%	16	0.91%	Under 5	0.29%
Not Completed	7612	99.06%	1740	99.09%	340	99.71%
Total	7684	100.00%	1756	100.00%	341	100.00%



Education Authority: Recruitment Information by Religion

Religion	2021						2022					
	Applicants for Employment		Shortlisted Applicants (April - December only)		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	68	0.67	7	0.28	Under 5	0.19	62	0.81	5	0.28	0	0.00
Church of Scotland	900	8.84	251	9.90	62	12.06	583	7.59	149	8.49	31	9.09
Hindu	235	2.31	45	1.78	9	1.76	283	3.68	36	2.05	Under 5	0.88
Jewish	Under 5	0.02	Under 5	0.04	0	0.00	15	0.20	Under 5	0.06	0	0.00
Humanist (Pre Apr 21)	43	0.42	Under 5	0.12	Under 5	0.39	-	-	-	-	-	-
Muslim	317	3.11	60	2.37	7	1.36	327	4.26	48	2.73	5	1.47
None	6141	60.32	1590	62.72	310	60.31	4416	57.47	1107	63.04	222	65.10
Other Religion or Belief	29	0.28	Under 5	0.16	0	0.00	Under 5	0.03	0	0.00	0	0.00
Other Christian	587	5.77	107	4.23	25	4.87	471	6.13	75	4.27	13	3.81

Pagan	11	0.11	5	0.19	Under 5	0.39	29	0.38	Under 5	0.11	0	0.00
Roman Catholic	1005	9.87	247	9.74	49	9.53	671	8.73	141	8.03	28	8.21
Sikh	7	0.07	0	0.00	0	0.00	9	0.12	Under 5	0.11	0	0.00
Not completed	413	4.06	99	3.90	20	3.89	394	5.13	95	5.41	19	5.57
Prefer not to say	423	4.15	116	4.57	27	5.25	422	5.49	95	5.41	20	5.87
Total	-	100	-	100	-	100	-	100	-	100	-	100

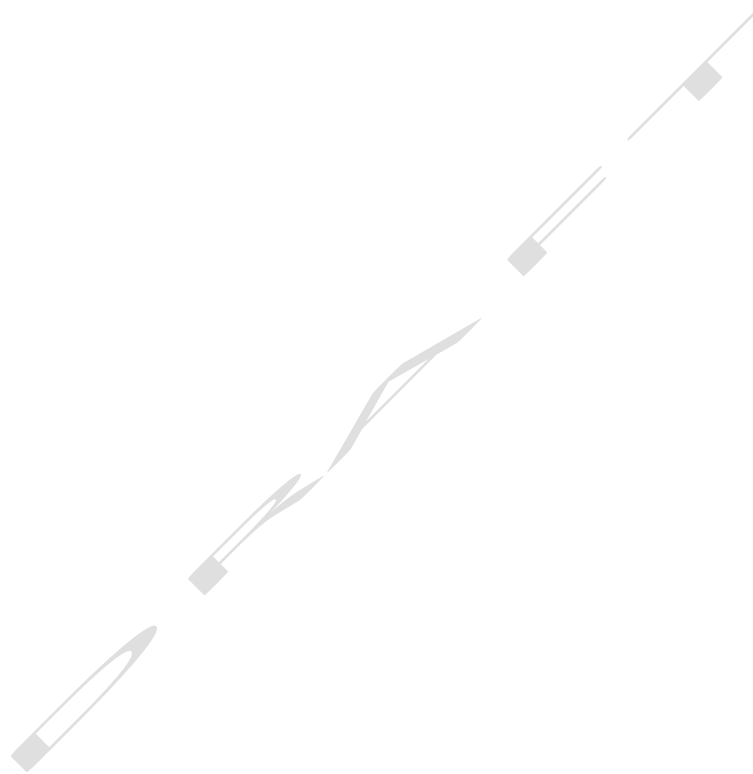
The table shows an even distribution of employees by religion across both years. Across the 2021-2022 period there was an ever so slight increase in applicants not completing or checking "Prefer not to say".

Education Authority: Recruitment Information by Sexual Orientation

Sexual Orientation	2021						2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number s	%	Number s	%	Number s	%	Number s	%	Number s	%	Number s	%
Bisexual	280	2.75	73	2.88	14	2.72	192	2.50	53	3.02	6	1.76
Gay or Lesbian (Previously Split)	250	2.46	58	2.29	14	2.72	185	2.41	60	3.42	12	3.52
Gay (Pre April 2021)	-	-	-	-	-	-	-	-	-	-	-	-
Lesbian (Pre Apr 2021)	-	-	-	-	-	-	-	-	-	-	-	-
Straight / Heterosexual	9067	89.05 %	2250	88.76 %	449	87.36 %	6933	90.23	1548	88.15	294	86.22
Other	Under 5	0.04	Under 5	0.04	0	0.00	15	0.20	5	0.28	Under 5	0.29
Not Completed	50	0.49%	11	0.43%	6	1.17%	38	0.49	12	0.68	Under 5	0.88
Prefer not to say	530	5.21%	142	5.60%	31	6.03%	321	4.18	78	4.44	25	7.33

Total	-	100	-	100	-	100	-	100	-	100	-	100
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The table shows an even distribution of applicants progressing through the recruitment process by sexual orientation. Those that are heterosexual made up the largest proportion of applicants in 2021 and 2022.



Education Authority: Recruitment Information by Gender Identity

Gender Identity*	2021						2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
*Considering self to be trans or have a trans history	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	Under 5	0.01	0	0.00	0	0.00	5	0.07	0	0.00	0	0.00
No	10061	98.82	2506	98.86	504	98.05	7571	98.53	1729	98.46	334	97.95
Not Completed	33	0.33	8	0.31	Under 5	0.78	88	1.15	22	1.25	6	1.76
Prefer not to say	86	0.84	21	0.83	6	1.17	20	0.26	5	0.28	Under 5	0.29
Total	-	100	-	100	-	100	-	100	-	100	-	100

The table shows that the proportion of employees across each category remained consistent throughout the process for both 2021 and 2022. Across both reported years, no individual that self-identified as trans or having a trans history was a successful applicant.

Training Information for the Council as a whole for period 2021 (01/01/21 – 31/12/21) & for period 2022 (01/01/22 - 31/12/22)

Training Completion by Sex

Sex	2021		2022	
	Numbers	%	Numbers	%
Female	13,275	78.11	20,276	77.79
Male	3,720	21.89	5,788	22.21
Total	-	100.00	-	100.00

The table shows that for both years reported, despite making up roughly 70% of the workforce, female employees made up approximately 80% of training completion. Male employees made up roughly 30% of the workforce whilst accounting for 20% of training completion.

Training Completion by Age

Age	2021		2022	
	Numbers	%	Numbers	%
Under 20	88	0.52	209	0.80
20-29	2643	15.55	4,661	17.88
30-39	4143	24.38	6,952	26.67
40-49	4088	24.05	6,408	24.59
50-59	4723	27.79	5,963	22.88
60+	1310	7.71	1,871	7.18
Total	-	100.00	-	100.00

This table shows there to be little difference in training completion across age categories between the two reported years. In 2021, the group with the highest

proportion of training completion were the 50-59 age category at 27.79% - this group made up the highest proportion of employees at the time (at 27.82%).

In 2022, the group with the highest proportion of training completion were the 30-39 age category at 26.67% - for the same period, this group makes up the second highest proportion of employees at 25.04% (those in the 50-59 age category being the highest proportion at 26.40%).

Training Completion by Marital Status

Marital Status	2021		2022	
	Numbers	%	Numbers	%
Divorced / Separated	1262	7.43	1,482	5.69
Living with Partner	2406	14.16	3,552	13.63
Married/Civil Partnership	6908	40.65	10,555	40.50
Single	3449	20.29	5,602	21.49
Widowed	148	0.87	183	0.70
Not Completed	2369	13.94	4,051	15.54
Prefer Not to Answer	453	2.67	639	2.45
Total	-	100.00	-	100.00

The table shows that consistently over the two-year period, those Married/Civil Partnership make up the highest proportion of those accessing and completing training. This is harmonious with the workforce population – showing 39.34% of employees to be Married/Civil Partnership in 2022, with a 40.50% rate of training completion.

Training Completion by Disability

Disability	2021		2022	
	Numbers	%	Numbers	%
Yes	871	5.13	1,051	4.03
No	11074	65.16	17,127	65.71
Not Completed	4398	25.88	7,080	27.16
Prefer Not to Answer	652	3.84	806	3.09
Total	-	100.00	-	100.00

The table shows that consistently over the two-year period, those that do not have a disability make up the highest proportion of those accessing and completing training. This is in fitting with the overall employee population – showing 60.62% of employees reported to not being disabled in 2022, with a 65.71% rate of training completion.

Training Completion by Ethnicity

Ethnicity	2021		2022	
	Numbers	%	Numbers	%
African	88	0.52	163	0.63
African - Other	51	0.30	166	0.64
Other - Arab	0	0.00	50	0.19
Asian -Bangladeshi	27	0.16	26	0.10
Asian - Chinese	70	0.41	54	0.21
Asian - Indian	196	1.15	179	0.69
Asian - Other	97	0.57	137	0.53
Asian - Pakistani	10	0.06	42	0.16

Black	45	0.26	38	0.15
Caribbean	11	0.06	19	0.07
Other Caribbean or Black	25	0.15	7	0.03
Mixed or Multiple	93	0.55	148	0.57
Other	107	0.63	107	0.41
White - Polish	299	1.76	390	1.50
White - Eastern European	117	0.69	279	1.07
White - Gypsy/Traveller	0	0.00	0	0.00
White - Irish	157	0.92	271	1.04
White -Other white ethnic group	545	3.21	1,081	4.15
White - Other British	5151	30.31	6,995	26.84
White - Scottish	6503	38.26	10,237	39.28
Not Completed	2866	16.86	4,878	18.72
Prefer Not to Answer	537	3.16	797	3.06
Total	-	100.00	-	100.00

The table shows a consistency in training completion by ethnicity across the two years reported. Those reported to be White – Scottish made up the highest proportion by training completion at 39.28% for 2022, this group makes up the highest proportion of employees at 38.81% for the same period.

Training Completion by Religion

Religion	2021		2022	
	Numbers	%	Numbers	%
Buddhist	56	0.33	55	0.21
Other Christian	1457	8.57	2,713	10.41
Church of Scotland	1963	11.55	2,264	8.69
Roman Catholic	769	4.52	1,083	4.16
Hindu	107	0.63	108	0.41
Humanist	115	0.68	154	0.59
Jewish	Under 5	0.02	0	0.00
Muslim	65	0.38	170	0.65
None	7410	43.60	11,278	43.27
Other Religion or Belief	143	0.84	243	0.93
Pagan	73	0.43	102	0.39
Sikh	13	0.08	8	0.03
Not Completed	3339	19.65	5,782	22.18
Prefer Not to Answer	1481	8.71	2,104	8.07
Total	-	100.00	-	100.00

The table shows a consistency in training completion by religion across the two years reported. Those with no religious affiliation made up the highest proportion by training completion at 43.27% for 2022, this group makes up the highest proportion of employees at 37.98% for the same period.

Training Completion by Sexual Orientation

Sexual Orientation	2021		2022	
	Numbers	%	Numbers	%
Bisexual	284	1.67	513	1.97
Gay	202	1.19	381	1.46
Heterosexual/Straight	11196	65.88	16,629	63.80
Lesbian	136	0.80	223	0.86
Other	114	0.67	123	0.47
Not Completed	3441	20.25	5,977	22.93
Prefer Not to Answer	1622	9.54	2,218	8.51
Total	-	100.00	-	100.00

The table shows a consistency in training completion by sexual orientation across the two years reported. Heterosexual employees made up the highest proportion by training completion at 63.80% for 2022, this group makes up the highest proportion of employees at 60.42% for the same period.

Training Completion by Gender Identity

It should be noted that Gender Identity figures are currently not available due to an identified inaccuracy with this data. This is in the process of being corrected alongside the full data improvement on our HR and Payroll system, CoreHR. This improvement will see a change to diversity questions and categories in line with the Scottish Government guidance on best-practice diversity data collection and analysis. Work is currently underway to implement this improvement.

Training Information for Education Authority for period 2021 (01/01/21 – 31/12/21) & for period 2022 (01/01/22 - 31/12/22)

Education Authority: Training completion by Sex

	2021		2022	
Sex	Numbers	%	Numbers	%
Female	7,599	90.31	12,208	89.12
Male	815	9.69	1,491	10.88
Not Completed	0	0.00	0	0.00
Total	-	100.00	-	100.00

The table shows that the proportion of female employees who completed training in 2022 was closely aligned with the workforce demographic at 89.12% for a group making up 86.62% of the overall workforce.

A similar relationship exists between training completion and workforce make-up for males, with a population of 13.38% completing 10.88% of training in 2022.

Education Authority: Training completion by Age

	2021		2022	
Age	Numbers	%	Numbers	%
Under 20	31	0.37	66	0.48
20-29	1,331	15.82	2,395	17.48
30-39	2,010	23.89	3,717	27.13
40-49	2,042	24.27	3,547	25.89
50-59	2,487	29.56	3,054	22.29
60+	513	6.10	920	6.72
Total	-	100.00	-	100.00

The table shows training completion to remain consistent across the age categories for the two years reported. In 2022 the group with the highest proportion of training completion were those in the 30-39 category at 27.13% – this group makes up 27.92% of the overall Education workforce.

Education Authority: Training completion by Marital Status

Marital Status	2021		2022	
	Numbers	%	Numbers	%
Divorced	538	6.39	791	5.77
Living with Partner	991	11.78	1,545	11.28
Married/Civil Partnership	3,630	43.14	5,694	41.57
Single	1,443	17.15	2,529	18.46
Widowed	51	0.61	93	0.68
Not Completed	1,579	18.77	2,764	20.18
Prefer Not to Answer	182	2.16	283	2.07
Total	-	100.00	-	100.00

The table shows training completion to remain consistent across the marital status groupings for the two years reported. The group with the greatest proportion of training completion (at 43.14% in 2021, and 41.57% in 2022) were Married/Civil Partnership. This same slight decrease across the two-year period for this category can be shown in the Education workforce population figures (at 42.54% in 2021, and 41.38% in 2022).

Education Authority: Training completion by Disability

Disability	2021		2022	
	Numbers	%	Numbers	%
Yes	341	4.05	444	3.24
No	5,101	60.63	8,423	61.49
Not Completed	2,761	32.81	4,398	32.10
Prefer Not to Answer	211	2.51	434	3.17
Total	-	100.00	-	100.00

The table shows training completion for the Education workforce to remain consistent across the groupings by disability for the two-year period. In 2022, the largest proportion of employees did not have a disability – at 59.66% of the population – this group made up 61.49% of training completion.

Education Authority: Training completion by Ethnicity

Ethnicity	2021		2022	
	Numbers	%	Numbers	%
African	41	0.49	82	0.60
African - Other	9	0.11	19	0.14
Other - Arab	0	0.00	50	0.36
Asian -Bangladeshi	16	0.19	19	0.14
Asian - Chinese	38	0.45	38	0.28
Asian - Indian	108	1.28	68	0.50
Asian - Other	13	0.15	63	0.46
Asian - Pakistani	Under 5	0.01	37	0.27

Black	Under 5	0.05	5	0.04
Caribbean	11	0.13	16	0.12
Other Caribbean or Black	10	0.12	0	0.00
Mixed or Multiple	47	0.56	74	0.54
Other	10	0.12	36	0.26
White - Polish	122	1.45	152	1.11
White - Eastern European	53	0.63	52	0.38
White - Gypsy/Traveller	0	0.00	0	0.00
White - Irish	61	0.72	160	1.17
White -Other white ethnic group	305	3.62	518	3.78
White - Other British	2,575	30.60	3,746	27.35
White - Scottish	3,104	36.89	5,192	37.90
Not Completed	1,580	18.78	2,965	21.64
Prefer Not to Answer	306	3.64	407	2.97
Total	-	100.00	-	100.00

The table shows training completion to remain consistent across the ethnicity groupings for the two years reported. Within the Education workforce, White Scottish employees made up the highest proportion of those completing training, at 37.90% for 2022 – this group made up 38.08% of the workforce for the same period.

Education Authority: Training completion by Religion

Religion	2021		2022	
	Numbers	%	Numbers	%
Buddhist	20	0.24	32	0.23
Other Christian	836	9.94	1,449	10.58

Church of Scotland	997	11.85	1,263	9.22
Roman Catholic	360	4.28	609	4.45
Hindu	62	0.74	49	0.36
Humanist	72	0.86	75	0.5
Jewish	Under 5	0.01	0	0.00
Muslim	25	0.30	129	0.94
None	3,412	40.55	5,424	39.59
Other Religion or Belief	50	0.59	88	0.64
Pagan	22	0.26	19	0.14
Sikh	Under 5	0.04	Under 5	0.03
Not Completed	1,874	22.27	3,596	26.25
Prefer Not to Answer	680	8.08	962	7.02
Total	-	100.00	-	100.00

The table shows training completion to remain consistent across the religion groupings for the two years reported. Within the Education workforce, those with no religious affiliation made up the highest proportion of those completing training, at 39.59% for 2022 – this group made up 35.88% of the workforce for the same period.

Education Authority: Training Completion by Sexual Orientation

Sexual Orientation	2021		2022	
	Numbers	%	Numbers	%
Bisexual	89	1.06	147	1.07
Gay	61	0.72	147	1.07
Heterosexual/Straight	5,412	64.32	8,506	62.09
Lesbian	36	0.43	103	0.75
Other	13	0.15	78	0.57
Not Completed	1,953	23.21	3,557	25.97
Prefer Not to Answer	850	10.10	1,161	8.48
Total	8,414	100.00	13,699	100.00

The table shows a consistency in training completion by sexual orientation across the two years reported. Heterosexual employees made up the highest proportion by training completion at 62.09% for 2022, this group makes up the highest proportion of employees at 60.56% for the same period.

Education Authority: Training Completion by Gender Identity

It should be noted that Gender Identity figures are currently not available due to an identified inaccuracy with this data. This is in the process of being corrected alongside the full data improvement on our HR and Payroll system, CoreHR. This improvement will see a change to diversity questions and categories in line with the Scottish Government guidance on best-practice diversity data collection and analysis. Work is currently underway to implement this improvement.

Leavers Information for the Council as a whole for period 2021 (01/01/21 – 31/12/21) & for period 2022 (01/01/22 - 31/12/22)

Leavers Information by Sex

Sex	2021		2022	
	Numbers	%	Numbers	%
Female	440	71.43	478	65.57
Male	176	28.57	251	34.43
Total	-	100.00	-	100.00

The table shows that the proportion of female employees who left the organisation in 2022 was less than the workforce demographic at 65.57% compared to 69.90% of the workforce. For males, the proportion leaving the organisation is slightly higher than the workforce demographic at 34.43% compared to 30.10% of the workforce.

Leavers Information by Age

Age	2021		2022	
	Numbers	%	Numbers	%
Under 20	11	1.78	11	1.51
20-29	119	19.32	159	21.81
30-39	142	23.05	153	20.99
40-49	80	12.98	117	16.05
50-59	83	13.47	120	16.46
60+	181	29.40	169	23.18
Total	-	100.00	-	100.00

The table shows that the proportion of leavers by age remained consistent across the two years reported. The group with the highest proportion of leavers were the 60+ category, making up 29.4% of leavers in 2021 and 23.18% in 2022.

Leavers Information by Marital Status

Marital Status	2021		2022	
	Numbers	%	Numbers	%
Divorced	22	3.57	32	4.39
Separated	5	0.81	11	1.51
Living with Partner	56	9.09	59	8.09
Married/Civil Partnership	221	35.88	272	37.31
Single	120	19.48	162	22.2
Widowed	0	0.00	0	0.00
Not Completed	10	1.62	Under 5	0.41
Prefer Not to Answer	165	26.79	175	24.01
Total	-	100.00	-	100.00

The table shows that the proportion of leavers by marital status remained consistent across the two years reported. Those that are Married/Civil Partnership make up the highest population of employees for the 2021 and 2022 periods, these groups also make up the highest proportion of leavers (at 35.88% and 37.31% for 2021, 2022 respectively).

Leavers Information by Disability

Disability	2021		2022	
	Numbers	%	Numbers	%
Yes	29	4.71	27	3.70
No	354	57.47	410	56.24
Not Completed	213	34.58	266	36.49
Prefer Not to Answer	20	3.25	26	3.57
Total	-	100.00	-	100.00

The table shows that the proportion of leavers by disability remained consistent across the two years reported. Employees with a disability made up 3.65% of the employee population in 2022 and a corresponding 3.7% of the leaver's population for the same period.

Leavers Information by Ethnicity

Ethnicity	2021		2022	
	Numbers	%	Numbers	%
African	Under 5	0.65	Under 5	0.55
African - Other	Under 5	0.16	Under 5	0.55
Other - Arab	Under 5	0.32	0	0.00
Asian -Bangladeshi	0	0.00	Under 5	0.14
Asian - Chinese	0	0.00	Under 5	0.27
Asian - Indian	Under 5	0.32	Under 5	0.55
Asian - Other	0	0.00	Under 5	0.14
Asian - Pakistani	Under 5	0.32	Under 5	0.14
Black	Under 5	0.65	Under 5	0.27

Caribbean	0	0.00	0	0.00
Other Caribbean or Black	0	0.00	Under 5	0.14
Mixed or Multiple	Under 5	0.65	5	0.69
Other	Under 5	0.49	Under 5	0.41
White - Polish	5	0.81	Under 5	0.27
White - Eastern European	Under 5	0.32	5	0.69
White - Gypsy/Traveller	0	0.00	0	0.00
White - Irish	8	1.30	5	0.69
White -Other white ethnic group	33	5.36	29	3.98
White - Other British	128	20.78	168	23.05
White - Scottish	234	37.99	252	34.57
Not Completed	133	21.59	195	26.75
Prefer Not to Answer	51	8.28	45	6.17
Total	-	100.00	-	100.00

The table shows that the proportion of leavers by ethnicity remained consistent across the two years reported. The highest proportion of leavers identified as White – Scottish (at 34.57% for the 2022 period), this group made up 38.81% of the employee population for the same period.

Leavers Information by Religion

Religion	2021		2022	
	Numbers	%	Numbers	%
Buddhist	Under 5	0.16	0	0.00
Other Christian	72	11.69	70	9.62
Church of Scotland	89	14.45	81	11.13

Roman Catholic	31	5.03	26	3.57
Hindu	Under 5	0.16	Under 5	0.27
Humanist	Under 5	0.32	Under 5	0.55
Jewish	Under 5	0.16	0	0.00
Muslim	Under 5	0.32	Under 5	0.41
None	174	28.25	245	33.65
Other Religion or Belief	Under 5	0.49	Under 5	0.27
Pagan	Under 5	0.16	Under 5	0.41
Sikh	Under 5	0.16	0	0.00
Not Completed	158	25.65	209	28.71
Prefer Not to Answer	80	12.99	83	11.40
Total	-	100.00	-	100.00

The table shows that the proportion of leavers by religion remained consistent across the two years reported. Those reporting no religious affiliation and those not completing this question showed an increase across the 2021/22 period (25.25%-33.65% and 28.25%-33.65% respectively). These categories make up the largest proportion of employees. These categories also saw an increase in the overall employee population for the same period.

Leavers Information by Sexual Orientation

Sexual Orientation	2021		2022	
	Numbers	%	Numbers	%
Bisexual	7	1.14	12	1.65
Gay	Under 5	0.65	7	0.96
Heterosexual/Straight	350	56.82	409	56.10
Lesbian	Under 5	0.32	Under 5	0.41

Other	Under 5	0.32	Under 5	0.27
Not Completed	153	24.84	211	28.94
Prefer Not to Answer	98	15.91	85	11.66
Total	-	100.00	-	100.00

The table shows that the proportion of leavers by sexual orientation remained consistent across the two years reported. The largest group were heterosexual, making up 56.82% of leavers in 2021 and 56.10% of leavers in 2022. This is in line with the overall population findings, with this group representing 60.42% of the employee population in 2022.

Leavers Information by Gender Identity

It should be noted that Gender Identity figures are currently not available due to an identified inaccuracy with this data. This is in the process of being corrected alongside the full data improvement on our HR and Payroll system, CoreHR. This improvement will see a change to diversity questions and categories in line with the Scottish Government guidance on best-practice diversity data collection and analysis. Work is currently underway to implement this improvement.

Leavers Information for the Education Authority for period 2021 (01/01/21 – 31/12/21) & 2022 (01/01/2022 – 31/12/2022)

Education Authority: Leavers Information by Sex

	2021		2022	
Sex	Numbers	%	Numbers	%
Female	248	85.22	272	79.07
Male	43	14.78	72	20.93
Total	-	100.00	-	100.00

The data suggests that the proportion of female employees in Education who left the organisation in 2022 was less than the workforce demographic at 79.07% compared to 86.62% of the workforce. For males, the proportion leaving the organisation is slightly higher than the workforce demographic at 20.93% compared to 13.38% of the workforce.

Education Authority: Leavers Information by Age

	2021		2022	
Age	Numbers	%	Numbers	%
Under 20	0	0.00	0	0.00
20-29	66	22.68	77	22.38
30-39	75	25.77	78	22.67
40-49	36	12.37	62	18.02
50-59	38	13.06	53	15.41
60+	76	26.12	74	21.51
Total	-	100.00	-	100.00

The table shows that the proportion of leavers by age remained consistent across the two years reported for the Education workforce. In 2021, the group with the

highest proportion of leavers were the 60+ category (at 26.12%). In 2022, the 30-39 group had the highest proportion of leavers at 22.67%.

Education Authority: Leavers Information by Marital Status

Marital Status	2021		2022	
	Numbers	%	Numbers	%
Divorced	13	4.47	12	3.49
Separated	Under 5	0.34	Under 5	0.87
Living with Partner	31	10.65	24	6.98
Married/Civil Partnership	108	37.11	139	40.41
Single	50	17.18	69	20.06
Widowed	0	0.00	0	0.00
Not Completed	3	1.03	Under 5	0.58
Prefer Not to Answer	80	27.49	91	26.45
Total	-	100.00	-	100.00

The table shows that the proportion of leavers by marital status remained consistent across the two years reported. Those that are Married/Civil Partnership make up the highest population of Education employees for the 2021 and 2022 periods, these groups also make up the highest proportion of leavers (at 37.11% and 40.41% for 2021, 2022 respectively).

Education Authority: Leavers Information by Disability

Disability	2021		2022	
	Numbers	%	Numbers	%
Yes	14	4.81	8	2.33
No	159	54.64	196	56.98
Not Completed	104	35.74	130	37.79
Prefer Not to Answer	14	4.81	10	2.91
Total	-	100.00	-	100.00

The table shows that the proportion of leavers by disability remained consistent across the two years reported for the Education workforce. Employees with a disability made up 2.92% of the employee population in 2022 and a corresponding 2.3% of the leaver's population for the same period.

Education Authority: Leavers Information by Ethnicity

Ethnicity	2021		2022	
	Numbers	%	Numbers	%
African	0	0.00	Under 5	0.29
African - Other	0	0.00	0	0.00
Other - Arab	Under 5	0.34	0	0.00
Asian -Bangladeshi	0	0.00	Under 5	0.29
Asian - Chinese	0	0.00	0	0.00
Asian - Indian	0	0.00	Under 5	0.58
Asian - Other	0	0.00	0	0.00
Asian - Pakistani	Under 5	0.34	Under 5	0.29
Black	Under 5	0.34	Under 5	0.58

Caribbean	0	0.00	0	0.00
Other Caribbean or Black	0	0.00	0	0.00
Mixed or Multiple	Under 5	1.37	0	0.00
Other	Under 5	0.69	Under 5	0.58
White - Polish	Under 5	1.03	0	0.00
White - Eastern European	0	0.00	Under 5	0.29
White - Gypsy/Traveller	0	0.00	0	0.00
White - Irish	6	2.06	Under 5	0.87
White -Other white ethnic group	17	5.84	12	3.49
White - Other British	67	23.02	88	25.58
White - Scottish	100	34.36	116	33.72
Not Completed	64	21.99	94	27.33
Prefer Not to Answer	25	8.59	20	5.81
Total	-	100.00	-	100.00

The table shows that the proportion of leavers by ethnicity across the Education workforce remained consistent across the two years reported. The highest proportion of leavers identified as White – Scottish (at 33.72% for the 2022 period), this group made up 38.08% of the employee population for the same period. Across the two reported years, a sharp increase was shown in those not completing the question, jumping from 21.99% of respondents to 27.33% from 2021 to 2022.

Education Authority: Leavers Information by Religion

Religion	2021		2022	
	Numbers	%	Numbers	%
Buddhist	Under 5	0.34	0	0.00
Other Christian	40	13.75	38	11.05
Church of Scotland	40	13.75	39	11.34
Roman Catholic	19	6.53	13	3.78
Hindu	0	0.00	Under 5	0.58
Humanist	Under 5	0.69	Under 5	0.58
Jewish	Under 5	0.34	0	0.00
Muslim	Under 5	0.34	Under 5	0.58
None	71	24.40	111	32.27
Other Religion or Belief	0	0.00	Under 5	0.29
Pagan	0	0.00	Under 5	0.29
Sikh	0	0.00	0	0.00
Not Completed	78	26.80	103	29.94
Prefer Not to Answer	36	12.37	32	9.30
Total	-	100.00	-	100.00

The table shows that the proportion of leavers by religion remained consistent across the two years reported. Those with no religious affiliation made up the largest proportion of Education employees for 2021 and 2022 at 34.25% and 35.88% respectively – this group also saw the highest proportion of leavers at 24.40% for 2021 and 32.27 for 2022.

Education Authority: Leavers Information by Sexual Orientation

Sexual Orientation	2021		2022	
	Numbers	%	Numbers	%
Bisexual	Under 5	0.34	5	1.45
Gay	Under 5	0.69	Under 5	0.58
Heterosexual/Straight	167	57.39	202	58.72
Lesbian	Under 5	0.34	Under 5	0.29
Other	Under 5	0.69	0	0.00
Not Completed	74	25.43	98	28.49
Prefer Not to Answer	44	15.12	36	10.47
Total	-	100.00	-	100.00

The table shows that the proportion of leavers by sexual orientation within the Education workforce remained consistent across the two years reported. The largest group were heterosexual, making up 57.39% of leavers in 2021 and 58.72% of leavers in 2022. This is in line with the overall population findings, with this group representing 60.56% of the employee population in 2022.

Education Authority: Leavers Information by Gender Identity

It should be noted that Gender Identity figures are currently not available due to an identified inaccuracy with this data. This is in the process of being corrected alongside the full data improvement on our HR and Payroll system, CoreHR. This improvement will see a change to diversity questions and categories in line with the Scottish Government guidance on best-practice diversity data collection and analysis. Work is currently underway to implement this improvement.

Disciplinary Information for the Council as a whole for period 2021 (01/01/21 – 31/12/21) & 2022 (01/01/2022 – 31/12/2022)

Disciplinary Information by Sex

	2021		2022	
Sex	Numbers	%	Numbers	%
Female	21	39.62%	34	40.48%
Male	32	60.38%	50	59.52%
Total	-	100.00	-	100.00

The table shows that the proportion of female employees involved in disciplinary processes in both 2021 and 2022 was less than the workforce demographic. Females made up 70.2% of the workforce in 2021 and 69.9% in 2022; whilst accounting for 39.2% and 40.48% of disciplinary cases for the two periods respectively.

Disciplinary Information by Age

	2021		2022	
Age	Numbers	%	Numbers	%
Under 20	0	0.00	Under 5	2.38
20-29	Under 5	5.66	12	14.29
30-39	20	37.74	23	27.38
40-49	8	15.09	18	21.43
50-59	14	26.42	14	16.67
60+	8	15.09	15	17.86
Total	-	100.00	-	100.00

The table shows that the group with the highest proportion of employees undergoing disciplinary cases were the 30-39 age category for both years, making up 37.74% in 2021 and 27.38% in 2022.

Disciplinary Information by Marital Status

Marital Status	2021		2022	
	Numbers	%	Numbers	%
Divorced	Under 5	1.89	Under 5	2.38
Separated	Under 5	3.77	Under 5	1.19
Living with Partner	Under 5	5.66	9	10.71
Married/Civil Partnership	16	30.19	28	33.33
Single	16	30.19	23	27.38
Widowed	0	0.00	0	0.00
Not Completed	15	28.30	20	23.81
Prefer Not to Answer	0	0.00	Under 5	1.19
Total	-	100.00	-	100.00

The group with the highest proportion of employees undergoing disciplinary cases in 2022 were those Single (27.38%) and Married/Civil Partnership (33.33%). The same is true of 2021, with employees in both Single and Married/Civil Partnerships each making up 30.19% of those undergoing a disciplinary case.

Disciplinary Information by Disability

Disability	2021		2022	
	Numbers	%	Numbers	%
Yes	5	9.43	Under 5	3.57
No	28	52.83	44	52.38
Not Completed	17	32.08	35	41.67
Prefer Not to Answer	Under 5	5.66	Under 5	2.38
Total	-	100.00	-	100.00

The table shows a consistency in the proportion of employees undergoing disciplinary processes by disability. Those with a disability made up 3.65% of the overall employee population in 2022, and 3.57% of disciplinary cases.

Disciplinary Information by Ethnicity

Ethnicity	2021		2022	
	Numbers	%	Numbers	%
African	Under 5	3.77	0	0.00
African - Other	0	0.00	0	0.00
Other - Arab	0	0.00	0	0.00
Asian -Bangladeshi	0	0.00	0	0.00
Asian - Chinese	0	0.00	0	0.00
Asian - Indian	0	0.00	0	0.00
Asian - Other	0	0.00	0	0.00
Asian - Pakistani	0	0.00	0	0.00
Black	0	0.00	0	0.00
Caribbean	0	0.0	0	0.00

Other Caribbean or Black	Under 5	1.89	0	0.00
Mixed or Multiple	Under 5	1.89	Under 5	2.38
Other	Under 5	1.89	Under 5	1.19
White - Polish	Under 5	1.89	Under 5	2.38
White - Eastern European	0	0.00	Under 5	1.19
White - Gypsy/Traveller	0	0.00	Under 5	
White - Irish	Under 5	3.77	Under 5	1.19
White -Other white ethnic group	Under 5	7.55	Under 5	2.38
White - Other British	11	20.75	12	14.29
White - Scottish	15	28.30	33	39.29
Not Completed	7	13.21	21	25.00
Prefer Not to Answer	8	15.09	9	10.71
Total	-	100.00	-	100.00

The table shows a consistency in the proportion of employees undergoing disciplinary processes by ethnicity. The group with the highest proportion of employees undergoing disciplinary cases were White - Scottish for both years, making up 28.30% in 2021 and 39.29% in 2022.

Disciplinary Information by Religion

Religion	2021		2022	
	Numbers	%	Numbers	%
Buddhist	0	0.00	0	0.00
Other Christian	6	11.32	11	13.10
Church of Scotland	6	11.32	Under 5	4.76
Roman Catholic	Under 5	7.55	5	5.95

Hindu	0	0.00	0	0.00
Humanist	Under 5	1.89	0	0.00
Jewish	0	0.00	0	0.00
Muslim	0	0.00	0	0.00
None	15	28.30	22	26.19
Other Religion or Belief	0	0.00	Under 5	2.38
Pagan	0	0.00	0	0.00
Sikh	0	0.00	0	0.00
Not Completed	8	15.09	24	28.57
Prefer Not to Answer	13	24.53	16	19.05
Total	-	100.00	-	100.00

The table shows a consistency in the proportion of employees undergoing disciplinary processes by religion. The group with the highest proportion of employees undergoing disciplinary cases in 2021 had no religious affiliation. The group with the highest proportion of employees undergoing disciplinary cases in 2022 did not complete the question.

Disciplinary Information by Sexual Orientation

Sexual Orientation	2021		2022	
	Numbers	%	Numbers	%
Bisexual	0	0.00	Under 5	1.19
Gay	0	0.00	0	0.00
Heterosexual/Straight	31	58.49	44	52.38
Lesbian	Under 5	1.89	Under 5	2.38
Other	0	0	0	0

Not Completed	8	15.09	21	25.00
Prefer Not to Answer	13	24.53	16	19.05
Total	-	100.00	-	100.00

The table shows a consistency across the two years in the proportion of employees undergoing disciplinary processes by sexual orientation. Heterosexual/Straight employees made up 60.42% of the overall employee population in 2022, and 52.38% of disciplinary cases.

Disciplinary Information by Gender Identity

It should be noted that Gender Identity figures are currently not available due to an identified inaccuracy with this data. This is in the process of being corrected alongside the full data improvement on our HR and Payroll system, CoreHR. This improvement will see a change to diversity questions and categories in line with the Scottish Government guidance on best-practice diversity data collection and analysis. Work is currently underway to implement this improvement.

Disciplinary Information for the Education Authority for period 2021 (01/01/21 – 31/12/21) & 2022 (01/01/2022 – 31/12/2022)

Education Authority: Disciplinary Information by Sex

	2021		2022	
Sex	Numbers	%	Numbers	%
Female	6	50.00	28	73.68
Male	6	50.00	10	26.32
Total	-	100.00	-	100.00

The table shows that the proportion of female employees involved in disciplinary processes in both 2021 and 2022 was less than the workforce demographic. Females made up 70.2% of the workforce in 2021 and 69.9% in 2022; whilst accounting for 39.2% and 40.48% of disciplinary cases for the two periods respectively.

Education Authority: Disciplinary Information by Age

	2021		2022	
Age	Numbers	%	Numbers	%
Under 20	0	0.00	Under 5	5.26
20-29	0	0.00	5	13.16
30-39	5	41.66	9	23.68
40-49	Under 5	25.00	5	13.16
50-59	Under 5	16.67	9	23.68
60+	Under 5	16.67	8	21.05
Total	-	100.00	-	100.00

The table shows disciplinary information by age for those in the Education Authority. Given the low number of disciplinary statistics spread across the protected characteristics, it's difficult to draw any useful insights or conclusions.

Education Authority: Disciplinary Information by Marital Status

	2021		2022	
Marital Status	Numbers	%	Numbers	%
Divorced	0	0.00	Under 5	5.26
Separated	Under 5	8.33	Under 5	2.63
Living with Partner	Under 5	8.33	Under 5	2.63
Married/Civil Partnership	6	50.00	16	42.11
Single	Under 5	25.00	8	21.05
Widowed	0	0.00	0	0.00
Not Completed	Under 5	8.33	10	26.32
Prefer Not to Answer	0	0.00	0	0.00
Total	-	100.00	-	100.00

The table shows disciplinary information by marital status for those in the Education Authority. Given the low number of disciplinary statistics spread across the protected characteristics, it's difficult to draw any useful insights or conclusions.

Education Authority: Disciplinary Information by Disability

Disability	2021		2022	
	Numbers	%	Numbers	%
Yes	0	0.00	Under 5	2.63
No	7	58.33	21	55.26
Not Completed	Under 5	25.00	15	39.47
Prefer Not to Answer	Under 5	16.67	Under 5	2.63
Total	-	100.00	-	100.00

The table shows disciplinary information by disability for those in the Education Authority. Given the low number of disciplinary statistics spread across the protected characteristics, it's difficult to draw any useful insights or conclusions.

Education Authority: Disciplinary Information by Ethnicity

Ethnicity	2021		2022	
	Numbers	%	Numbers	%
African	0	0.00	0	0.00
African - Other	0	0.00	0	0.00
Other - Arab	0	0.00	0	0.00
Asian -Bangladeshi	0	0.00	0	0.00
Asian - Chinese	0	0.00	0	0.00
Asian - Indian	0	0.00	0	0.00
Asian - Other	0	0.00	0	0.00
Asian - Pakistani	0	0.00	0	0.00
Black	0	0.00	0	0.00

Caribbean	0	0.00	0	0.00
Other Caribbean or Black	0	0.00	0	0.00
Mixed or Multiple	0	0.00	Under 5	5.26
Other	Under 5	8.33	Under 5	2.63
White - Polish	0	0.00	0	0.00
White - Eastern European	0	0.00	Under 5	2.63
White - Gypsy/Traveller	0	0.00	0	0.00
White - Irish	Under 5	8.33	Under 5	2.63
White -Other white ethnic group	0	0.00	Under 5	2.63
White - Other British	6	50.00	5	13.16
White - Scottish	Under 5	25.00	16	42.11
Not Completed	Under 5	8.33	11	28.95
Prefer Not to Answer	0	0.00	0	0.00
Total	-	100.00	-	100.00

The table shows disciplinary information by ethnicity for those in the Education Authority. Given the low number of disciplinary statistics spread across the protected characteristics, it's difficult to draw any useful insights or conclusions.

Education Authority: Disciplinary Information by Religion

Religion	2021		2022	
	Numbers	%	Numbers	%
Buddhist	0	0.00	0	0.00
Other Christian	0	0.00	9	23.68
Church of Scotland	Under 5	16.67	Under 5	2.63
Roman Catholic	Under 5	16.67	Under 5	2.63

Hindu	0	0.00	0	0.00
Humanist	Under 5	8.33	0	0.00
Jewish	0	0.00	0	0.00
Muslim	0	0.00	0	0.00
None	5	41.67	8	21.05
Other Religion or Belief	0	0.00	Under 5	2.63
Pagan	0	0.00	0	0.00
Sikh	0	0.00	0	0.00
Not Completed	Under 5	8.33	14	36.84
Prefer Not to Answer	Under 5	8.33	Under 5	10.53
Total	-	100.00	-	100.00

The table shows disciplinary information by religion for those in the Education Authority. Given the low number of disciplinary statistics spread across the protected characteristics, it's difficult to draw any useful insights or conclusions.

Education Authority: Disciplinary Information by Sexual Orientation

Sexual Orientation	2021		2022	
	Numbers	%	Numbers	%
Bisexual	0	0.00	0	0.00
Gay	0	0.00	0	0.00
Heterosexual/Straight	9	75.00	20	52.63
Lesbian	0	0.00	Under 5	5.26
Other	0	0.00	0	0.00
Not Completed	Under 5	16.67	12	31.58

Prefer Not to Answer	Under 5	8.33	Under 5	10.53
Total	-	100.00	-	100.00

The table shows disciplinary information by sexual orientation for those in the Education Authority. Given the low number of disciplinary statistics spread across the protected characteristics, it's difficult to draw any useful insights or conclusions.

Education Authority: Disciplinary Information by Gender Identity

It should be noted that Gender Identity figures are currently not available due to an identified inaccuracy with this data. This is in the process of being corrected alongside the full data improvement on our HR and Payroll system, CoreHR. This improvement will see a change to diversity questions and categories in line with the Scottish Government guidance on best-practice diversity data collection and analysis. Work is currently underway to implement this improvement.

Grievance Information for the Council as a whole for period 2021 (01/01/21 – 31/12/21) & 2022 (01/01/2022 – 31/12/2022)

Grievance Information by Sex

	2021		2022	
Sex	Numbers	%	Numbers	%
Female	5	45.45	8	57.14
Male	6	54.55	6	42.86
Total	-	100.00	-	100.00

The table shows that the proportion of female employees involved in grievance processes in both 2021 and 2022 was less than the workforce demographic. Females made up 70.2% of the workforce in 2021 and 69.9% in 2022; whilst accounting for 39.2% and 40.48% of grievance cases for the two periods respectively.

Grievance Information by Age

	2021		2022	
Age	Numbers	%	Numbers	%
Under 20	0	0.00	0	0.00
20-29	Under 5	9.09	Under 5	14.29
30-39	5	45.46	5	35.71
40-49	Under 5	18.18	Under 5	28.57
50-59	Under 5	9.09	Under 5	14.29
60+	Under 5	18.18	Under 5	7.14
Total	-	100.00	-	100.00

The table shows that those in the 30-39 age category make up the highest proportion of those undergoing grievance processes in 2021 (at 45.46%) and 2022 (at 35.71%).

Grievance Information by Marital Status

Marital Status	2021		2022	
	Numbers	%	Numbers	%
Divorced	0	0.00	0	0.00
Separated	0	0.00	0	0.00
Living with Partner	0	0.00	Under 5	14.29
Married/Civil Partnership	Under 5	27.27	5	35.71
Single	Under 5	36.36	Under 5	28.57
Widowed	0	0.00	0	0.0
Not Completed	Under 5	27.27	Under 5	14.29
Prefer Not to Answer	Under 5	9.09	Under 5	7.14
Total	-	100.00	-	100.00

The table shows that those that are Single and Married/Civil Partnership make up the highest proportion of those undergoing grievance processes in 2021 (at 36.36% and 27.27% respectively) and 2022 (at 28.57% and 35.71% respectively).

Grievance Information by Disability

Disability	2021		2022	
	Numbers	%	Numbers	%
Yes	Under 5	18.18	Under 5	7.14
No	5	45.45	5	35.71
Not Completed	Under 5	27.27	8	57.14
Prefer Not to Answer	Under 5	9.09	0	0.00
Total	-	100.00	-	100.00

The table shows that those with a disability made up 18.18% of those undergoing grievance procedures in 2021, and 7.14% in 2022. The population figure for this group remained much lower across the two years, at 3.7% and 3.65% respectively.

Grievance Information by Ethnicity

Ethnicity	2021		2022	
	Numbers	%	Numbers	%
African	0	0.00	0	0.00
African - Other	Under 5	9.09	0	0.00
Other - Arab	0	0.00	0	0.00
Asian -Bangladeshi	0	0.00	0	0.00
Asian - Chinese	0	0.00	0	0.00
Asian - Indian	0	0.00	0	0.00
Asian - Other	0	0.00	0	0.00
Asian - Pakistani	0	0.00	0	0.00
Black	0	0.00	0	0.00
Caribbean	0	0.00	0	0.00

Other Caribbean or Black	0	0.00	0	0.00
Mixed or Multiple	0	0.00	0	0.00
Other	0	0.00	0	0.00
White - Polish	0	0.00	0	0.00
White - Eastern European	0	0.00	0	0.00
White - Gypsy/Traveller	0	0.00	Under 5	7.14
White - Irish	0	0.00	0	0.00
White -Other white ethnic group	Under 5	9.09	Under 5	7.14
White - Other British	Under 5	9.09	Under 5	28.57
White - Scottish	Under 5	27.27	Under 5	7.14
Not Completed	Under 5	27.27	6	42.86
Prefer Not to Answer	Under 5	18.18	Under 5	7.14
Total	-	100.00	-	100.00

The table shows that those not completing the Ethnicity question made up the highest proportion of all those undergoing grievance processes; at 27.27% in 2021 and 42.86% in 2022.

Grievance Information by Religion

Religion	2021		2022	
	Numbers	%	Numbers	%
Buddhist	0	0.00	0	0.00
Other Christian	Under 5	9.09	Under 5	14.29
Church of Scotland	0	0.00	0	0.00
Roman Catholic	0	0.00	Under 5	7.14
Hindu	0	0.00	0	0.00

Humanist	0	0.00	0	0.00
Jewish	0	0.00	0	0.00
Muslim	0	0.00	0	0.00
None	Under 5	27.27	Under 5	21.43
Other Religion or Belief	0	0.00	0	0.00
Pagan	0	0.00	0	0.00
Sikh	0	0.00	0	0.00
Not Completed	Under 5	27.27	7	50.00
Prefer Not to Answer	Under 5	36.36	Under 5	7.14
Total	-	100.00	-	100.00

The table shows that those not completing the Religion question made up the highest proportion of all those undergoing grievance processes; at 27.27% in 2021 and 50% in 2022.

Grievance Information by Sexual Orientation

Sexual Orientation	2021		2022	
	Numbers	%	Numbers	%
Bisexual	0	0.00	Under 5	7.14
Gay	0	0.00	Under 5	7.14
Heterosexual/Straight	7	63.64	5	35.71
Lesbian	0	0.00	0	0.00
Other	0	0	0	0
Not Completed	Under 5	18.18	5	35.71
Prefer Not to Answer	Under 5	18.18	Under 5	14.29

Total	-	100.00	-	100.00
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The table shows that in both reported years, those identifying as Heterosexual made up the highest proportion of those undergoing grievance processes (at 63.64% in 2021 and 35.71% in 2022). This group accounted for 61.38% and 60.42% of all employees for the same periods respectively.

Grievance Information by Gender Identity

It should be noted that Gender Identity figures are currently not available due to an identified inaccuracy with this data. This is in the process of being corrected alongside the full data improvement on our HR and Payroll system, CoreHR. This improvement will see a change to diversity questions and categories in line with the Scottish Government guidance on best-practice diversity data collection and analysis. Work is currently underway to implement this improvement.

Grievance Information for the Education Authority for period 2021 (01/01/21 – 31/12/21) & 2022 (01/01/2022 – 31/12/2022)

Education Authority: Grievance Information by Sex

	2021		2022	
Sex	Numbers	%	Numbers	%
Female	Under 5	66.67	6	85.71
Male	Under 5	33.33	Under 5	14.29
Total	-	100.00	-	100.00

The table shows that the proportion of female employees involved in grievance processes in both 2021 and 2022 was proportionate to the composition of employees for the Education Authority. With females accounting for 86.41% of employees in 2021 and 66.67% of grievances; and 86.62% of the population in 2022 and 85.71% of grievances.

Education Authority: Grievance Information by Age

	2021		2022	
Age	Numbers	%	Numbers	%
Under 20	0	0.00	0	0.00
20-29	Under 5	33.33	Under 5	14.29
30-39	Under 5	33.33	Under 5	42.86
40-49	0	0.00	Under 5	42.86
50-59	0	0.00	0	0.00
60+	Under 5	33.33	0	0.00
Total	-	100.00	-	100.00

The table shows grievance information by age for those in the Education Authority. Given the low number of grievance statistics spread across the protected characteristics, it's difficult to draw any useful insights or conclusions.

Education Authority: Grievance Information by Marital Status

	2021		2022	
Marital Status	Numbers	%	Numbers	%
Divorced	0	0.00	0	0.00
Separated	0	0.00	0	0.00
Living with Partner	0	0.00	Under 5	14.29
Married/Civil Partnership	Under 5	33.33	Under 5	42.86
Single	Under 5	33.33	Under 5	14.29
Widowed	0	0.00	0	0.00
Not Completed	Under 5	33.33	Under 5	14.29
Prefer Not to Answer	0	0.00	Under 5	14.29
Total	-	100.00	-	100.00

The table shows grievance information by marital status for those in the Education Authority. Given the low number of grievance statistics spread across the protected characteristics, it's difficult to draw any useful insights or conclusions.

Education Authority: Grievance Information by Disability

Disability	2021		2022	
	Numbers	%	Numbers	%
Yes	0	0.00	0	0.00
No	Under 5	33.33	Under 5	28.57
Not Completed	Under 5	33.33	5	71.43
Prefer Not to Answer	Under 5	33.33	0	0.00
Total	-	100.00	-	100.00

The table shows grievance information by disability for those in the Education Authority. Given the low number of grievance statistics spread across the protected characteristics, it's difficult to draw any useful insights or conclusions.

Education Authority: Grievance Information by Ethnicity

Ethnicity	2021		2022	
	Numbers	%	Numbers	%
African	0	0.00	0	0.00
African - Other	0	0.00	0	0.00
Other - Arab	0	0.00	0	0.00
Asian -Bangladeshi	0	0.00	0	0.00
Asian - Chinese	0	0.00	0	0.00
Asian - Indian	0	0.00	0	0.00
Asian - Other	0	0.00	0	0.00
Asian - Pakistani	0	0.00	0	0.00
Black	0	0.00	0	0.00

Caribbean	0	0.00	0	0.00
Other Caribbean or Black	0	0.00	0	0.00
Mixed or Multiple	0	0.00	0	0.00
Other	0	0.00	0	0.00
White - Polish	0	0.00	0	0.00
White - Eastern European	0	0.00	0	0.00
White - Gypsy/Traveller	0	0.00	0	0.00
White - Irish	0	0.00	0	0.00
White -Other white ethnic group	0	0.00	Under 5	7.14
White - Other British	0	0.00	Under 5	28.57
White - Scottish	Under 5	33.33	0	0.00
Not Completed	0	0.00	Under 5	57.14
Prefer Not to Answer	Under 5	66.67	0	0.00
Total	-	100.00	-	100.00

The table shows grievance information by ethnicity for those in the Education Authority. Given the low number of grievance statistics spread across the protected characteristics, it's difficult to draw any useful insights or conclusions.

Education Authority: Grievance Information by Religion

Religion	2021		2022	
	Numbers	%	Numbers	%
Buddhist	0	0.00	0	0.00
Other Christian	0	0.00	Under 5	28.57
Church of Scotland	0	0.00	0	0.00
Roman Catholic	0	0.00	0	0.00

Hindu	0	0.00	0	0.00
Humanist	0	0.00	0	0.00
Jewish	0	0.00	0	0.00
Muslim	0	0.00	0	0.00
None	0	0.00	0	0.00
Other Religion or Belief	0	0.00	0	0.00
Pagan	0	0.00	0	0.00
Sikh	0	0.00	0	0.00
Not Completed	Under 5	33.33	5	71.43
Prefer Not to Answer	Under 5	66.67	0	0.00
Total	-	100.00	-	100.00

The table shows grievance information by religion for those in the Education Authority. Given the low number of grievance statistics spread across the protected characteristics, it's difficult to draw any useful insights or conclusions.

Education Authority: Grievance Information by Sexual Orientation

Sexual Orientation	2021		2022	
	Numbers	%	Numbers	%
Bisexual	0	0.00	0	0.00
Gay	0	0.00	0	0.00
Heterosexual/Straight	Under 5	33.33	Under 5	28.57
Lesbian	0	0.00	0	0.00
Other	0	0.00	0	0.00
Not Completed	Under 5	33.33	Under 5	57.14

Prefer Not to Answer	Under 5	33.33	Under 5	14.29
Total	-	100.00	-	100.00

The table shows grievance information by sexual orientation for those in the Education Authority. Given the low number of grievance statistics spread across the protected characteristics, it's difficult to draw any useful insights or conclusions.

Education Authority: Grievance Information by Gender Identity

It should be noted that Gender Identity figures are currently not available due to an identified inaccuracy with this data. This is in the process of being corrected alongside the full data improvement on our HR and Payroll system, CoreHR. This improvement will see a change to diversity questions and categories in line with the Scottish Government guidance on best-practice diversity data collection and analysis. Work is currently underway to implement this improvement.

Gender Pay Gap Information

The Council's gender pay gap information required under the Scottish Specific equality duties is shown below, with details for the Council as a whole and for the Education Authority.

Gender Pay Gap Information for the Council as a whole

The current gender pay gap information for the Council as a whole is based on the percentage difference, among our employees, between men's average hourly pay (excluding overtime) which is £17.79 per hour and women's average hourly pay (excluding overtime) which is £18.76 per hour.

The current gender pay gap for all Council employees is -5.5% (in favour of women). This is a negative figure as, on average, female employees are paid at a higher hourly rate than male employees across the Council (i.e. £0.97 per hour difference). This compares with a gender pay gap of -3.7% reported in the Mainstreaming Report of 2021 indicating a 1.8% increase in the gap (still in favour of women).

The current gender pay gap is still regarded as relatively modest and will continue to be monitored on an on-going basis.

Gender Pay Gap Information in Education Authority

The current gender pay gap information for the Education Authority (comprising employees in the Council's Education Service) is based on the percentage difference, among our employees, between men's average hourly pay (excluding overtime) which is £25.28 per hour and women's average hourly pay (excluding overtime) which is £20.49 per hour.

The current gender pay gap for Education employees in this council is 18.95% (in favour of men). There is a significant gender pay gap for this group with male employees being paid, on average, a higher hourly rate than females. This gender pay gap results from an under-representation of men in the lower pay bands, particularly in school administration and support roles. This compares with a gender pay gap of 18.65% reported in the Mainstreaming Report of 2021 (hence a moderate increase of 0.3%).

The gender pay gap of 18.95% remains significant. Senior management within the function/cluster will be made aware of the gap, with a view to identifying and implementing measures to aim to close it.

Gender Pay Gap – wider data set

The Council also compiles a wider set of gender pay gap information required for the Equally Safe at Work employer accreditation programme, which includes not just the mean figure but also a median figure and a breakdown by full-time and part-time employees. In addition, it involves compiling gender pay gap figures in relation to allowances and a gender breakdown by pay quartile. Details are shown below, along with an accompanying narrative.

In this section you will find:

- 1) Mean gender pay gap in hourly pay, including combined, full-time, and part-time figures;
- 2) Median gender pay gap in hourly pay, including combined, full-time and part-time figures;
- 3) Mean allowance gender gap, including combined, full-time and part-time figures;
- 4) Median allowance gender gap, including combined, full-time and part-time figures;
- 5) Proportion of men and women receiving a bonus payment;
- 6) Proportion of men and women in each pay quartile.

1) Mean Gender Pay Gap

1 a) Mean Gender Pay Gap in Hourly Pay - Combined		b) Mean Gender Pay Gap in Hourly Pay - Full Time		c) Mean Gender Pay Gap in Hourly Pay - Part Time	
Total Mean average	£18.46	Total Mean Full Time	£20.11	Total Mean Part Time	£15.94
Mean Average - Women	£18.76	Mean FT - Women	£21.42	Mean PT - Women	£15.99
Mean Average - Men	£17.79	Mean FT - Men	£18.25	Mean PT - Men	£15.63
Mean Gender Pay gap	-5.5%	Mean Gender Pay gap (full time)	-17.4%	Mean Gender Pay Gap (part time)	-2.3%

Calculating the mean average pay

The mean average is calculated by adding all individual employees' hourly rates of pay and dividing by the total number of employees.

$A = \text{mean hourly of male}$, $B = \text{mean hourly of females}$ = $(A-B)/A * 100$ (to calculate the mean gender pay gap).

2) Median Gender Pay Gap

2 a) Median Gender Pay Gap		b) Median Gender Pay Gap - Full Time		c) Median Gender Pay Gap - Part Time	
Median Pay	£16.91	Median FT Pay	£19.15	Median PT Pay	£13.61
Median Pay - Women	£16.91	Median FT - Women	£21.67	Median PT - Women	£13.61
Median Pay - Men	£14.96	Median FT Pay - Men	£14.97	Median PT - Men	£13.61
Median Gender Pay Gap	-13.0%	Median Gender Full Time	-45%	Median Gender Part-time	0.0%

Calculating the median average pay

The median average is calculated by listing all employees' hourly rates of pay and finding the midpoint. The median is not skewed by very low hourly rates of pay or very high hourly rates of pay. It gives a more accurate representation of the typical difference; however, because of this it can obscure gendered pay differences.

To calculate the median pay gap, use the following formula:

C = median hourly rate of pay of male employees
D = median hourly rate of pay of female employees
 $(C - D)/C * 100$

3) Mean Allowance Gender Gap

3 a) Mean Allowances Gender Gap		b) Mean Average Allowances - Full Time		c) Mean Allowances - Part Time	
Total Mean Allowances	148.42	Total Mean Allowances - FT	150.28	Total Mean Allowances - PT	146.4
Mean Allowances - women	138.76	Mean Allowances - FT - Women	139.88	Mean Allowances - PT - Women	137.94
Mean Allowances - men	158.44	Mean Allowances - FT - Men	155.46	Mean Allowances - PT - Men	171.59
Mean Gender Allowance Gap	12.4%	Mean Gender Allowance Gap FT	10.02%	Mean Gender Allowance Gap PT	19.6%

4) Median Allowance Gender Gap

4 a) Median Average Allowances Gender Gap		b) Median Average Allowances Gender Gap FT		c) Median Average Allowances Gender Gap PT	
Total Median Allowance	74.97	Total Median Allowance - FT	65.95	Total Median Allowance - PT	88.06
Median Allowance - women	73.71	Median Allowance - FT - Women	63.78	Median Allowance - PT - Women	79.395
Median Allowance - Men	75.64	Median Allowance - FT - Men	67.38	Median Allowance - PT - Men	118.8
Median Gender Allowance Gap	3%	Median Gender Allowance Gap FT	5.3%	Median Gender Allowance Gap PT	33.2%

Calculating Allowances

This is the average of the total allowance payments made to employees in a complete payroll year.

5) Proportion of men and women receiving a bonus payment

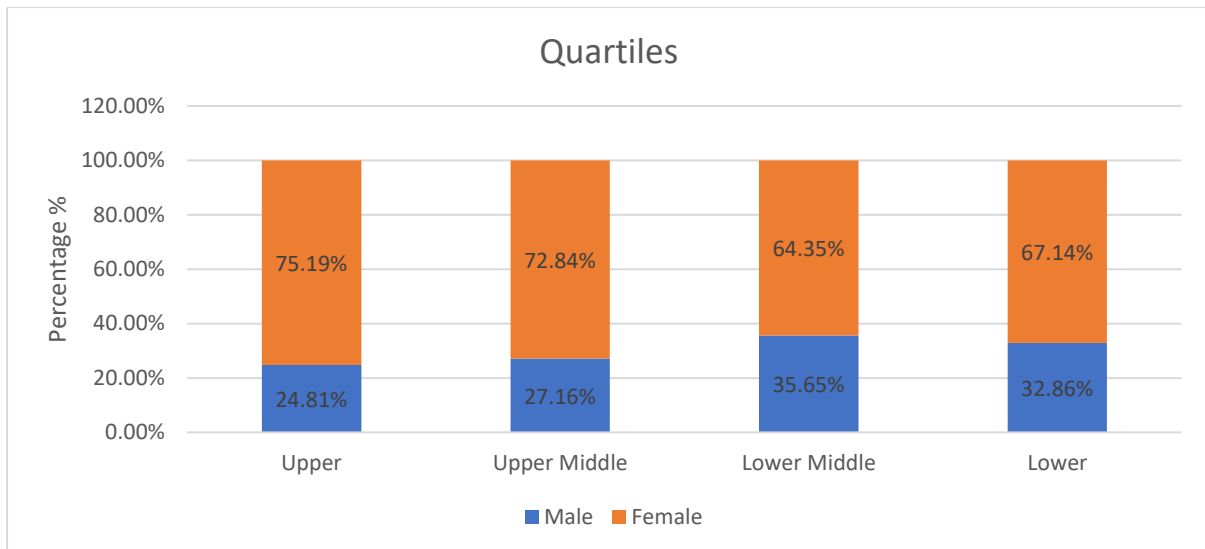
Not applicable as Aberdeen City Council does not pay bonuses.

6) Proportion of men and women in each pay quartile

Organisation's must calculate figures to show the proportion of male and female full-pay relevant employees in four pay bands.

To do this:

- rank the full-pay relevant employees from highest to lowest paid
- divide this into 4 equal parts ('quartiles')
- work out the percentage of men and women in each of the 4 parts



Calculating gender pay gap quartile figures

1. Divide into quartiles

Get a listing of the hourly pay rate of all your organisation's full-pay relevant employees in the pay period that covers the snapshot date.

Divide this list into 4 quartiles, with an equal number of employees in each section. From highest paid to lowest paid, these quartiles will be the:

- upper quartile
- upper middle quartile
- lower middle quartile
- lower quartile

If the number of employees isn't divisible by 4, distribute them as evenly as possible. For example, if you have 322 full-pay relevant employees an equal split would mean 80 employees in each quartile, with 2 employees left over.

To distribute the numbers as evenly as possible, you can add one employee to the lower quartile and one employee to the upper middle quartile.

This means there are 81 employees in the lower quartile, 80 employees in the lower middle quartile, 81 employees in the upper middle quartile, and 80 employees in the upper quartile.

2. Check the gender distribution of matching hourly rates

If there are employees on the same hourly rate of pay crossing between quartiles, make sure that males and females are split as evenly as possible across the quartiles.

For example, you have 322 full-pay relevant employees and have split the list into quartiles. 40 staff all have the same hourly rate of pay - 36 are female and 4 are male. Of them, 10 have fallen into the lower quartile, while 30 have fallen into the lower middle quartile.

To evenly distribute these staff by gender, you can see that for every 9 females listed, one male should be listed with them. You should list 9 female employees and one male employee in the lower quartile, and 27 female employees and 3 male employees in the lower middle quartile.

3. Work out the percentage of males and females in each quartile

For each quartile, you need to:

- divide the number of male full-pay relevant employees by the total number of full-pay relevant employees and multiply by 100 – this gives you the percentage of males in the quartile
- divide the number of female full-pay relevant employees by the total number of full-pay relevant employees and multiply by 100 – this gives you the percentage of females in the quartile

Narrative - Wider Set of Gender Pay Gap Data

The Council is part of an employer accreditation programme called Equally Safe at Work, concerned with gender equality and gender-based violence, and holds the bronze level of the accreditation.

As part of the programme there is a requirement to produce a wider set of gender pay gap data, which includes not just the mean figure but also a median figure and a breakdown by full time and part time employees. In addition, it involves compiling gender pay gap figures in relation to allowances and a gender breakdown by pay quartile.

Up-to-date figures have been run in the format they are required for the programme. An analysis was undertaken on the mean and median gender pay gap on hourly pay including combined, full-time, and part-time figures.

The result showed a gap in favour of women in the mean figures (-5.5% combined), with the largest gap in the full-time cohort (-17.4%), with the part-time figure being -2.3%. This compares with figures of -3.7% (combined), -17.0% (full-time) and -0.1 (part-time) in 2021, the last time the figures were produced.

Likewise, the median figures, showed a gap in favour of women (-13% combined and -45% for full time). The part-time median figure showed no pay gap. This compares with figures of -14.0% (combined), -23.0% (full time) and 4.8% (part-time) in 2021, the last time the figures were produced.

The underlying factors have yet to be fully understood in respect of this relatively new wider data set. It is anticipated, however, that the gaps in favour of women may

be due to a high percentage of women in teaching posts (82%), who also benefit from a longer pay-scale comprising six pay points. Teachers start at £28,113 pa and this can rise to £42,336 per annum over 5 years. Further, it is likely to be due to more women in Head, Depute Head and Principal Teacher posts (74%) and to more women in the supervisory, professional, and middle management grades G13 to G17 (68%). It should be noted that in terms of the 21 senior management posts the majority are held by males (67%).

A calculation was also made in relation to the mean and median allowance gender pay gap. The overall gap in allowances, both mean and median, is in favour of men at 12.4% and 3.0% respectively. This compares with figures of 11.8% and 1.0%, respectively in 2021, the last time the figures were produced. The analysis was in respect of a single month's allowances and will be repeated in future to fully understand any variances, for example whether they are seasonal.

Allowances in the analysis included the non-standard working week enhancement for working unsocial (between 8pm and 7 am) and weekend hours. This applies mainly to manual workers, most of whom are male, for example staff in Operations including the Roads service. Other employees who work unsocial hours include carers in children's homes, some social workers as well as the emergency response team. There are also standby allowances and call-out payments made to some groups of employees, for example Environmental Health Officers. One of the main allowances claimed is overtime, which is paid primarily to manual and craft workers, who tend to work more overtime and who are mainly male. Many office-based staff are female, with there being less of a requirement for overtime working in these roles. When overtime is worked it may be claimed as time-off in lieu.

The proportion of men and women in each pay quartile was also compiled. The % split in all four quartiles were in line with expectation, given the known 70:30 female to male split of the workforce, with the data similar to that produced in 2021:

	Male	Female
Upper	24.81%	75.19%
Upper Middle	27.16%	72.84%
Lower Middle	35.65%	64.35%
Lower	32.86%	67.14%

Production of this wider data set assists the Council to drill down further, looking in behind its mean gender pay gap figure to identify any specific issues that may not have been previously apparent. It will continue to be produced going forward so that year on year comparisons can be made with the data to be used to inform the Council's equality, diversity, and inclusion action plan.