



EMPLOYEE INFORMATION

2021 - 2025

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COUNCIL WORKFORCE – COMPOSITION OF EMPLOYEES FOR PERIOD 2020 – 2024

Employees in Post by Sex

GENDER	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	5700	70.16	5829	70.20	6015	69.90	6011	72.30	5780	69.92	5800	70.18
Male	2424	29.84	2475	29.80	2590	30.10	2303	27.70	2487	30.08	2464	29.82
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Age

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	32	0.39	44	0.53	50	0.58	40	0.48	46	0.56	42	0.51
20-29	1055	13.00	1015	12.22	1109	12.89	688	8.28	1093	13.22	1018	12.32
30-39	1929	23.74	2028	24.42	2155	25.04	1142	13.74	2047	24.76	2065	24.99
40-49	1894	23.31	1909	22.99	1989	23.11	2251	27.07	1984	24.00	2047	24.77
50-59	2249	27.68	2310	27.82	2272	26.40	2682	32.36	2107	25.49	2019	24.43
60+	965	11.88	998	12.02	1030	11.97	1511	18.17	990	11.98	1073	12.98
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Marital/Civil Status

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
MARITAL/CIVIL STATUS	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	327	4.03	331	3.99	325	3.78	340	4.09	85	1.03	107	1.29
Civil Partnership legally dissolved	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Separated	151	1.86	154	1.85	143	1.66	134	1.16	-	-	-	-
Separated but still legally Married	-	-	-	-	-	-	-	-	22	0.27	31	0.38
Separated but still legally in Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Living with Partner	861	10.60	964	11.61	1017	11.82	647	7.78	-	-	-	-
Married/Civil Partnership	3290	40.50	3343	40.26	3385	39.34	3450	41.50	-	-	-	-
In a registered Civil Partnership	-	-	-	-	-	-	-	-	Under 5	0.04	Under 5	0.05
Married	-	-	-	-	-	-	-	-	739	8.94	984	11.91
Single	1459	17.96	1545	18.61	1671	19.42	1196	14.39	-	-	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	-	-	337	4.08	466	5.64
Widowed	94	1.16	87	1.05	83	0.96	94	1.13	22	0.27	27	0.33
Surviving partner from Civil Partnership	-	-	-	-	-	-	-	-	Under 5	0.01	Under 5	0.01
Not Completed	1678	20.65	1621	19.52	1728	20.08	2215	26.64	6929	83.82	6457	78.13
Prefer Not to Answer/Say	264	3.25	259	3.12	253	2.94	238	2.86	129	1.56	187	2.26

Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00
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Employees in Post by Disability – Question 1

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	286	3.52	307	3.70	314	3.65	319	3.84	-	-	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	-	-		0.04		0.05
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	-	-	20	0.24	23	0.28
Yes - Memory	-	-	-	-	-	-	-	-	Under 5	0.01	Under 5	0.02
Yes - Mental health	-	-	-	-	-	-	-	-	73	0.88	113	1.37
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	-	-	32	0.39	34	0.41
Yes – Other	-	-	-	-	-	-	-	-	74	0.90	94	1.14
Yes – Prefer not to expand	-	-	-	-	-	-	-	-	21	0.25	30	0.36
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	-	-	15	0.18	14	0.17
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	-	-	6	0.07%	7	0.08
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	-	-	Under 5	0.04	9	0.11
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	-	-	23	0.28	31	0.38
No	4636	57.07	5076	61.13	5216	60.62	5070	60.98	1036	12.53	1430	17.30
Not Completed	2933	36.10	2637	31.76	2792	32.45	2652	31.90	6836	82.69	6319	76.46
Prefer Not to Answer/Say	269	3.31	284	3.42	283	3.29	273	3.28	124	1.50	154	1.86

Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00
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Employees in Post by Disability – Question 2

	2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes, a little							111	1.34	150	1.82
Yes, a lot							21	0.25	24	0.29
Not at all							215	2.60	312	3.78
Not Completed							7806	94.42	7634	92.38
Prefer Not to Say							114	1.38	144	1.74
Total	-	-	-	-	-	-	-	100.00	8264	100.00

Employees in Post by Ethnicity

ETHNICITY	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	35	0.43	40	0.48	43	0.50	44	0.53	-	-	-	-
African - Other	13	0.16	17	0.20	30	0.35	39	0.47	-	-	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	-	-	29	0.35	37	0.45
Other - Arab	14	0.17	16	0.19	16	0.19	15	0.18	-	-	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	-	-	Under 5	0.04	8	0.10
Asian - Bangladeshi	7	0.09	8	0.10	11	0.13	11	0.13	-	-	-	-
Bangladeshi Inc Scottish /British Bangladeshi	-	-	-	-	-	-	-	-	6	0.07	7	0.08
Asian - Chinese	14	0.17	20	0.24	20	0.23	21	0.25	-	-	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	-	-	7	0.08	7	0.08
Asian - Indian	43	0.53	50	0.60	55	0.64	57	0.69	-	-	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	-	-	21	0.25	28	0.34
Asian - Other	18	0.22	24	0.29	27	0.31	28	0.34	-	-	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	-	-	13	0.16	19	0.23
Asian - Pakistani	10	0.12	11	0.13	15	0.17	13	0.16	-	-	-	-

Pakistani Inc Scottish /British Pakistani	-	-	-	-	-	-	-	-	5	0.06	6	0.07
Black	10	0.12	16	0.19	17	0.20	17	0.20	-	-	-	-
Caribbean	Under 5	0.02	Under 5	0.05	5	0.06	7	0.08	-	-	-	-
Other Caribbean or Black	8	0.10	8	0.10	6	0.07	6	0.07	-	-	-	-
Caribbean or Black	-	-	-	-	-	-	-	-	Under 5	0.01	Under 5	0.05
Mixed or Multiple ethnic groups	36	0.44	38	0.46	42	0.49	41	0.49	14	0.17	19	0.23
Other Ethnic group	29	0.36	30	0.36	29	0.34	31	0.37	Under 5	0.05	5	0.06
White – Other British	1762	21.69	1965	23.66	2001	23.25	1946	23.41	181	2.19	238	2.88
White - Scottish	3329	40.98	3324	40.03	3340	38.81	3237	38.93	1138	13.77	1506	18.22
White - Polish	96	1.18	109	1.31	116	1.35	113	1.36	29	0.35	46	0.56
White - Eastern European	57	0.70	65	0.78	72	0.84	70	0.84	-	-	-	-
White - Gypsy/Traveller	Under 5	0.01	Under 5	0.01	Under 5	0.02	Under 5	0.02	Under 5	0.02	Under 5	0.05
White - Irish	77	0.95	79	0.95	78	0.91	77	0.93	19	0.23	26	0.31
White - Other white ethnic group	398	4.90	383	4.61	389	4.52	359	4.32	56	0.68	88	1.06
White - Roma	0	0.00	0	0.00	0	0.0	0	0.00%	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	-	-	Under 5	0.02	Under 5	0.01
Not Completed	1360	16.74	1440	17.34	1697	19.72	1645	19.79	6706	81.12	6184	74.83
Prefer Not to Answer/Say	805	9.91	656	7.90	594	6.90	535	6.43	31	0.37	31	0.38
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Religion

RELIGION	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	19	0.23	18	0.22	21	0.24	20	0.24	5	0.06	6	0.07
Other Christian	695	8.55	734	8.84	760	8.83	749	9.01	132	1.60	183	2.21
Church of Scotland	1029	12.67	979	11.79	916	10.64	874	10.51	214	2.59	251	3.04
Roman Catholic	367	4.52	368	4.43	357	4.15	339	4.08	94	1.14	125	1.51
Hindu	17	0.21	23	0.28	28	0.33	28	0.34	13	0.16	17	0.21
Humanist	52	0.64	53	0.64	54	0.63	53	0.64	-	-	-	-
Jewish	5	0.06	Under 5	0.05	Under 5	0.05	Under 5	0.05	Under 5	0.04	Under 5	0.05
Muslim	48	0.59	47	0.57	58	0.67	53	0.64	18	0.22	29	0.35
None	2862	35.23	3146	37.89	3268	37.98	3211	38.62	890	10.77	1198	14.50
Other Religion or Belief	72	0.89	79	0.95	77	0.89	68	0.82	14	0.17	11	0.13
Pagan	24	0.30	27	0.33	24	0.28	25	0.30	4	0.05	11	0.13
Sikh	Under 5	0.05	Under 5	0.04	Under 5	0.03	Under 5	0.04	0	0.00	0	0.00
Not Completed	1634	20.11	1667	20.07	1951	22.67	1882	22.64	6784	82.06	6306	76.31
Prefer Not to Answer	1296	15.95	1156	13.92	1084	12.60	1005	12.09	96	1.16	123	1.49
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Sexual Orientation

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
SEXUAL ORIENTATION	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	49	0.60	66	0.79	88	1.02	88	1.02	42	0.51	60	0.73
Gay	72	0.89	82	0.99	96	1.12	96	1.12	-	-	-	-
Gay or lesbian	-	-	-	-	-	-	-	-	65	0.79	73	0.88
Heterosexual/Straight	4845	59.64	5134	61.83	5199	60.42	5199	60.42	1289	15.59	1724	20.86
Lesbian	35	0.43	39	0.47	46	0.53	46	0.53	-	-	-	-
Other sexual orientation	18	0.22	22	0.26	28	0.33	28	0.33	15	0.18	22	0.27
Not Completed	1708	21.02	1749	21.06	2010	23.36	2010	23.36	6750	81.65	6251	75.64
Prefer Not to Answer	1397	17.20	1212	14.60	1138	13.22	1138	13.22	106	1.28	134	1.62
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Gender Identity

	2021		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER IDENTITY Do you consider yourself to be trans or have trans history?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	-	-	29	0.35	26	0.31
No	-	-	-	-	-	-	-	-	1423	17.21	1927	23.32
Not Completed	-	-	-	-	-	-	-	-	6758	81.75	6242	75.53
Prefer not to Say	-	-	-	-	-	-	-	-	57	0.69	69	0.83
Total	-	-	-	-	-	-	-	-	-	100.00	-	100.00

EDUCATION AUTHORITY – COMPOSITION OF EMPLOYEES FOR PERIOD 2020 – 2024

Employees in Post by Sex

	2020		2021		2022		2024	
GENDER	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	3226	87.59	3128	86.41	3496	86.62	3254	86.82
Male	457	12.41	492	13.59	540	13.38	494	13.18
Total	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Age

	2020		2021		2022		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	7	0.19	Under 5	0.03	9	0.22	13	0.35
20-29	606	16.45	552	15.25	599	14.84	513	13.69
30-39	943	25.60	971	26.82	1127	27.92	1081	28.84
40-49	892	24.22	868	23.98	975	24.16	978	26.09
50-59	914	24.82	925	25.55	992	24.58	841	22.44
60+	321	8.72	303	8.37	334	8.28	322	8.59
Total	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Marital/Civil Status

MARITAL/CIVIL STATUS	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	144	3.91	129	3.56	143	3.54	42	1.12
Civil Partnership legally dissolved	-	-	-	-	-	-	0	0.00
Separated	69	1.87	74	2.04	0	0.00	-	-
Separated but still legally Married	-	-	-	-	-	-	13	0.35
Separated but still legally in Civil Partnership	-	-	-	-	-	-	0	0.00
Living with Partner	344	9.34	375	10.36	432	10.70	-	-
Married/Civil Partnership	1572	42.68	1540	42.54	1670	41.38	-	-
In a registered Civil Partnership	-	-	-	-	-	-	Under 5	0.03
Married	-	-	-	-	-	-	454	12.11
Single	595	16.16	605	16.71	712	17.64	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	177	4.72
Widowed	31	0.84	33	0.91	34	0.84	12	0.32
Surviving partner from Civil Partnership	-	-	-	-	-	-	Under 5	0.03
Not Completed	817	22.18	766	21.16	858	21.26	2971	79.27
Prefer Not to Answer/Say	111	3.01	98	2.71	107	2.65	77	2.05
Total	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Disability – Question 1

DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	104	2.82	98	2.71	118	2.92	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	Under 5	0.03
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	10	0.27
Yes - Memory	-	-	-	-	-	-	0	0.00
Yes - Mental health	-	-	-	-	-	-	43	1.15
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	11	0.29
Yes – Other	-	-	-	-	-	-	36	0.96
Yes – Prefer not to expand	-	-	-	-	-	-	14	0.37
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	Under 5	0.08
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	Under 5	0.08
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	Under 5	0.03
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	12	0.32
No	2025	54.98	2086	57.62	2408	59.66	686	18.30
Not Completed	1438	39.04	1334	36.85	1395	34.56	2853	76.12
Prefer Not to Answer/Say	116	3.15	102	2.82	115	2.85	75	2.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Disability – Question 2

	2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?						
Yes, a little	-	-	-	-	53	1.41
Yes, a lot	-	-	-	-	Under 5	0.11
Not at all	-	-	-	-	145	3.87
Not Completed	-	-	-	-	3482	92.90
Prefer Not to Say	-	-	-	-	64	1.71
Total	-	-	-	-	-	100.00

Employees in Post by Ethnicity

ETHNICITY	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	12	0.33	16	0.44	17	0.42	-	-
African - Other	Under 5	0.08	Under 5	0.08	7	0.17	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	8	0.21
Other - Arab	5	0.14	5	0.14	8	0.20	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	5	0.13
Asian - Bangladeshi	Under 5	0.11	Under 5	0.11	6	0.15	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	Under 5	0.11
Asian - Chinese	5	0.14	7	0.19	11	0.27	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	Under 5	0.08
Asian - Indian	14	0.38	15	0.41	25	0.62	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	12	0.32
Asian - Other	5	0.14	7	0.19	9	0.22	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	8	0.21
Asian - Pakistani	7	0.19	7	0.19	11	0.27	-	-
Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	Under 5	0.11

Black	Under 5	0.03	Under 5	0.11	Under 5	0.07	-	-
Caribbean	0	0.00	Under 5	0.03	Under 5	0.07	-	-
Other Caribbean or Black	Under 5	0.05	Under 5	0.06	Under 5	0.02	-	-
Caribbean or Black	-	-	-	-	-	-	0	0.00
Mixed or Multiple ethnic groups	15	0.41	14	0.39	22	0.55	7	0.19
Other Ethnic group	9	0.24	10	0.28	10	0.25	0	0.00
White – Other British	909	24.68	943	26.05	1054	26.11	104	2.77
White - Scottish	1476	40.08	1375	37.98	1537	38.08	719	19.18
White - Polish	35	0.95	27	0.75	38	0.94	17	0.45
White - Eastern European	9	0.24	13	0.36	14	0.35	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	0	0.00
White - Irish	5	1.36	48	1.33	47	1.16	10	0.27
White - Other white ethnic group	140	3.80	113	3.12	138	3.42	31	0.83
White - Roma	0	0.00	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	0	0.00
Not Completed	692	18.79	796	21.99	879	21.78	2807	74.89
Prefer Not to Answer/Say	290	7.87	210	5.80	196	4.86	9	0.24
Total	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Religion

RELIGION	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	6	0.16	6	0.16	9	0.22	Under 5	0.05
Other Christian	375	10.18	375	10.01	387	9.59	72	1.92
Church of Scotland	503	13.66	484	12.91	456	11.30	131	3.50
Roman Catholic	182	4.94	177	4.72	184	4.56	59	1.57
Hindu	8	0.22	8	0.22	15	0.37	7	0.19
Humanist	28	0.76	30	0.80	29	0.72	-	-
Jewish	Under 5	0.05	Under 5	0.03	Under 5	0.02	Under 5	0.05
Muslim	25	0.68	17	0.47	31	0.77	17	0.45
None	1204	32.69	1240	34.25	1448	35.88	528	14.09
Other Religion or Belief	33	0.90	28	0.77	31	0.77	Under 5	0.08
Pagan	Under 5	0.11	Under 5	0.08	5	0.12	Under 5	0.08
Sikh	0	0.00	Under 5	0.03	Under 5	0.02	0	0.00
Not Completed	836	22.70	916	25.30	1042	25.82	2871	76.60
Prefer Not to Answer	477	12.95	401	11.08	397	9.84	53	1.41
Total	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Sexual Orientation

SEXUAL ORIENTATION	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	22	0.60	23	0.64	40	0.99	22	0.59
Gay	30	0.81	29	0.80	43	1.07	-	-
Gay or lesbian	-	-	-	-	-	-	35	0.93
Heterosexual/Straight	2215	60.14	2182	61.52	2444	60.56	794	21.18
Lesbian	14	0.38	15	0.41	18	0.45	-	-
Other sexual orientation	9	0.24	6	0.17	13	0.32	7	0.19
Not Completed	852	23.13	948	26.19	1042	25.82	2835	75.64
Prefer Not to Answer	541	14.69	417	11.52	436	10.80	55	1.47
Total	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Gender Identity

	2021		2021		2022		2024	
GENDER IDENTITY Do you consider yourself to be trans or have trans history?	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	13	0.35
No	-	-	-	-	-	-	877	23.40
Not Completed	-	-	-	-	-	-	2832	75.56
Prefer not to Say	-	-	-	-	-	-	26	0.69
Total	-	-	-	-	-	-	-	100.00

COUNCIL WORKFORCE – RECRUITMENT INFORMATION FOR PERIOD 2020 – 2024

Recruitment Information by Sex

GENDER	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	10565	66.96	-	-	567	75.00
Male	4989	31.62	-	-	167	22.09
Not Completed	223	1.41	-	-	22	2.91
Prefer not to say	10565	66.96	-	-	567	75.00
Total	-	100.00	-	-	-	100.00

GENDER	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	12624	76.67	3459	77.71	686	77.69
Male	3702	22.48	954	21.43	183	20.72
Not Completed	118	0.72	27	0.61	6	0.68
Prefer not to say	22	0.13	11	0.25	8	0.91
Total	-	100.00	-	100.00	-	100.00

GENDER	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%

Female	11266	68.18	2509	68.89	476	70.83
Male	5125	31.01	1103	30.29	189	28.13
Not Completed	26	0.16	11	0.30	Under 5	0.60
Prefer not to say	108	0.65	19	0.52	Under 5	0.45
Total	-	100.00	-	100.00	-	100.00

2023						
GENDER	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	10154	72.8	3703	72.48	433	76.23
Male	3630	26.05	1336	26.15	114	20.07
Not Completed	37	0.27	35	0.69	15	2.64
Prefer not to say	113	0.81	35	0.69	6	1.06
Total	-	100.00	-	100.00	-	100.00

2024						
GENDER	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	12125	70.94	3346	69.09	607	72.78
Male	4547	26.60	1334	27.54	201	24.10
Not Completed	284	1.66	118	2.44	22	2.64
Prefer not to say	137	0.80	45	0.93	Under 5	0.48
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Age

AGE	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	217	1.38	-	-	13	1.72
20-29	4635	29.38	-	-	149	19.71
30-39	4923	31.20	-	-	233	30.82
40-49	3038	19.26	-	-	190	25.13
50-59	2021	12.81	-	-	134	17.72
60+	582	3.69	-	-	11	1.46
Not Completed	361	2.29	-	-	26	3.44
Total	-	100.00	-	-	-	100.00

AGE	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	245	1.49	82	1.84	25	2.83
20-29	4385	26.63	1095	24.60	204	23.10
30-39	5108	31.02	1348	30.29	261	29.57
40-49	3709	22.53	1022	22.96	203	23.00
50-59	2003	12.16	629	14.13	123	13.92
60+	467	2.84	132	2.97	39	4.41
Not Completed	549	3.33	143	3.21	28	3.17
Total	-	100.00	-	100.00	-	100.00

2022						
AGE	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	612	3.70	139	3.82	17	2.53
20-29	4850	29.35	1026	28.17	194	28.87
30-39	4765	28.84	1007	27.65	199	29.61
40-49	3610	21.85	815	22.38	153	22.77
50-59	1703	10.31	432	11.86	75	11.16
60+	466	2.82	93	2.55	15	2.23
Not Completed	519	3.14	130	3.57	19	2.83
Total	-	100.00	-	100.00	-	100.00

2023						
AGE	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	500	3.59	191	3.74	36	6.34
20-29	4075	29.25	1556	30.46	203	35.74
30-39	4365	31.33	1810	35.43	212	37.32
40-49	3154	22.64	978	19.14	79	13.91
50-59	1248	8.96	353	6.91	12	2.11
60+	209	1.50	62	1.21	Under 5	0.18
Not Completed	383	2.75	159	3.11	25	4.40
Total	-	100.00	-	100.00	-	100.00

AGE	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	888	5.20	268	5.53	50	6.00
20-29	5358	31.35	1381	28.52	202	24.22
30-39	5285	30.92	1460	30.15	254	30.46
40-49	3246	18.99	955	19.72	188	22.54
50-59	1350	7.90	450	9.29	91	10.91
60+	286	1.67	94	1.94	15	1.80
Not Completed	680	3.98	235	4.85	34	4.08
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Marital/Civil Status

MARITAL/CIVIL STATUS	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	678	4.30	-	-	39	5.16
Separated	349	2.21	-	-	14	1.85
Living With Partner	2356	14.93	-	-	111	14.68
Married/Civil Partnership	5460	34.61	-	-	311	41.14
Single	6383	40.46	-	-	243	32.14
Widowed	108	0.68	-	-	7	0.93
Not Completed	211	1.34	-	-	23	3.04
Prefer not to say	232	1.47	-	-	8	1.06
Total	-	100.00	-	-	-	100.00

MARITAL/CIVIL STATUS	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	683	4.15	211	4.75	29	3.28
Divorced (Pre Apr 21)	109	0.66	22	0.50	6	0.68
Formally in a civil partnership which is now legally dissolved	38	0.23	13	0.29	Under 5	0.23
In a registered civil partnership	147	0.89	48	1.08	6	0.68
Married	4659	28.29	1456	32.71	271	30.70
Married/Civil Partnership (Pre Apr 21)	1442	8.76	239	5.37	80	9.06
Living With Partner (Pre Apr 21)	541	3.29	69	1.55	22	2.49

Never married and never registered in a civil partnership	5927	36.00	1721	38.66	336	38.05
Single (Pre Apr 21)	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
Separated but still legally married	360	2.19	122	2.74	21	2.38
Separated (Pre Apr 21)	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
Widowed	59	0.36	25	0.56	Under 5	0.45
Widowed (Pre Apr 21)	30	0.18	7	0.16	Under 5	0.11
Not Completed	36	0.22	11	0.25	6	0.68
Prefer not to say	993	6.03	313	7.03	40	4.53
Total	-	100.00	-	100.00	-	100.00

MARITAL/CIVIL STATUS	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	559	4.01	200	3.91	22	3.87
Formally in a civil partnership which is now legally dissolved	7	0.05	Under 5	0.08	Under 5	0.18
In a registered civil partnership	195	1.40	58	1.14	6	1.06
Married	5844	41.94	2086	40.83	224	39.44
Never married and never registered in a civil partnership	6147	44.12	2324	45.49	260	45.77
Separated but still legally in a civil partnership	18	0.13	6	0.12	Under 5	0.18
Separated but still legally married	307	2.20	89	1.74	12	2.11
Surviving partner from registered civil partnership	21	0.15	Under 5	0.08	0	0.00
Widowed	83	0.60	34	0.67	Under 5	0.18
Not Completed	37	0.27	35	0.69	15	2.64
Prefer not to say	716	5.14	269	5.27	26	4.58

Total	-	100.00	-	100.00	-	100.00
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MARITAL/CIVIL STATUS	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	863	5.22	223	6.12	44	6.55
Formally in a civil partnership which is now legally dissolved	20	0.12	Under 5	0.08	0	0.00
In a registered civil partnership	214	1.30	38	1.04	7	1.04
Married	6442	38.98	1296	35.58	249	37.05
Never married and never registered in a civil partnership	7403	44.80	1725	47.36	318	47.32
Separated but still legally in a civil partnership	15	0.09	Under 5	0.08	0	0.00
Separated but still legally married	382	2.31	79	2.17	13	1.93
Surviving partner from registered civil partnership	24	0.15	10	0.27	Under 5	0.15
Widowed	122	0.74	24	0.66	Under 5	0.45
Not Completed	26	0.16	11	0.30	Under 5	0.60
Prefer not to say	1014	6.14	230	6.32	33	4.91
Total	-	100.00	-	100.00	-	100.00

MARITAL/CIVIL STATUS	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	689	4.03	197	4.07	34	4.08

Formally in a civil partnership which is now legally dissolved	Under 5	0.02	Under 5	0.04	0	0.00
In a registered civil partnership	219	1.28	55	1.14	7	0.84
Married	6657	38.95	1925	39.75	333	39.93
Never married and never registered in a civil partnership	8015	46.89	2225	45.94	387	46.40
Separated but still legally in a civil partnership	16	0.09	5	0.10	0	0.00
Separated but still legally married	263	1.54	80	1.65	15	1.80
Surviving partner from registered civil partnership	Under 5	0.02	0	0.00	0	0.00
Widowed	53	0.31	9	0.19	Under 5	0.24
Not Completed	284	1.66	118	2.44	22	2.64
Prefer not to say	890	5.21	227	4.69	34	4.08
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Disability: Question 1

DISABILITY	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes	793	5.03	-	-	27	3.57
No	14642	92.81	-	-	697	92.20
Not Completed	164	1.04	-	-	23	3.04
Prefer not to say	178	1.13	-	-	9	1.19
Total	-	100.00	-	-	-	100.00

DISABILITY Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last , at least 12 months? Include problems related to old age.	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes (Pre Apr 21)	205	1.24	54	1.21	8	0.90
Yes, limited a little	409	2.48	145	3.26	18	2.04
Yes, limited a lot	37	0.22	11	0.25	Under 5	0.22
No	15511	94.20	4149	93.21	834	94.45
Not Completed	26	0.16	12	0.27	6	0.69
Prefer not to say	278	1.70	80	1.80	15	1.70
Total	-	100.00	-	100.00	-	100.00

DISABILITY Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last , at least 12 months? Include problems related to old age.	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes, limited a little	647	3.92	141	3.87	20	2.98
Yes, limited a lot	79	0.48	10	0.27	0	0.00
No	15486	93.71	3415	93.77	641	95.39
Not Completed	26	0.16	11	0.30	Under 5	0.60
Prefer not to say	287	1.74	65	1.78	7	1.04
Total	-	100.00	-	100.00	-	100.00

DISABILITY Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last , at least 12 months? Include problems related to old age.	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes, limited a little	571	4.10	249	4.87	19	3.35
Yes, limited a lot	60	0.43	18	0.35	0	0.00
No	13046	93.63	4714	92.27	529	93.13
Not Completed	37	0.27	35	0.69	15	2.64
Prefer not to say	220	1.58	93	1.82	5	0.88
Total	-	100.00	-	100.00	-	100.00

DISABILITY Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last , at least 12 months? Include problems related to old age.	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes, limited a little	726	4.25	228	4.71	27	3.24
Yes, limited a lot	68	0.40	9	0.19	Under 5	0.12
No	15652	91.57	4378	90.40	770	92.33
Not Completed	284	1.66	118	2.44	22	2.64
Prefer not to say	363	2.12	110	2.27	14	1.68
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Disability: Question 2 (2021 Onwards)

Disability Types (During the period January – March 2021 only – not the percentage of the whole year)	2021(Jan – Mar Only)					
	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	-	100.00	-	100.00	-	100.00

DISABILITY TYPES* Do you have any of the following, which have lasted, or are expected to last, at least 12 months (During the period April – December 2021 only – not the percentage of the whole year)	2021 (APR – DEC only)					
	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 a applications/shortlisted/hired.

DISABILITY TYPES* Do you have any of the following, which have lasted, or are expected to last, at least 12 months	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	Under 5	0.30
No	16344	98.90	3612	99.18	670	99.70
SIGHT						
Yes	43	0.26	15	0.41	Under 5	0.45
No	16482	99.74	3627	99.59	669	99.55
LEARNING DISABILITY						
Yes	208	1.26	35	0.96	Under 5	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	Under 5	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

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.

DISABILITY TYPES* Do you have any of the following, which have lasted, or are expected to last, at least 12 months	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
NO CONDITION						
Yes	11800	84.68	4246	83.11	474	83.45
No	2134	15.32	863	16.89	94	16.55
PHYSICAL						
Yes	141	1.01	58	1.14	Under 5	0.18
No	13793	98.99	5051	98.86	567	99.82
SIGHT						
Yes	25	0.18	8	0.16	Under 5	0.35

No	13909	99.82	5101	99.84	566	99.65
LEARNING DISABILITY						
Yes	195	1.40	71	1.39	Under 5	0.53
No	13739	98.60	5038	98.61	565	99.47
DEVELOPMENTAL DISORDER						
Yes	69	0.50	36	0.70	Under 5	0.18
No	13865	99.50	5073	99.30	567	99.82
MENTAL HEALTH						
Yes	629	4.51	224	4.38	18	3.17
No	13305	95.49	4885	95.62	550	96.83
HEARING						
Yes	97	0.70	47	0.92	5	0.88
No	13837	99.30	5062	99.08	563	99.12
SPEECH						
Yes	9	0.06	5	0.10	0	0.00
No	13925	99.94	5104	99.90	568	100.00
LEARNING DIFFICULTY						
Yes	279	2.00	134	2.62	14	2.46
No	13655	98.00	4975	97.38	554	97.54
LONG-TERM						
Yes	647	4.64	268	5.25	25	4.40
No	13287	95.36	4841	94.75	543	95.60
PREFER NOT TO SAY						
Yes	607	4.36	229	4.48	24	4.23
No	13327	95.64	4880	95.52	544	95.77

Each category is the number of people who said they either have or do not have each disability from the total number of a applications/shortlisted/hired.

2024

DISABILITY TYPES* Do you have any of the following, which have lasted, or are expected to last, at least 12 months	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
NO CONDITION						
Yes	14041	82.14	3861	79.72	682	81.77
No	3052	17.86	982	20.28	152	18.23
PHYSICAL						
Yes	229	1.34	62	1.28	11	1.32
No	16864	98.66	4781	98.72	823	98.68
SIGHT						
Yes	47	0.27	12	0.25	Under 5	0.48
No	17046	99.73	4831	99.75	830	99.52
LEARNING DISABILITY						
Yes	301	1.76	81	1.67	9	1.08
No	16792	98.24	4762	98.33	825	98.92
DEVELOPMENTAL DISORDER						
Yes	142	0.83	50	1.03	7	0.84
No	16951	99.17	4793	98.97	827	99.16
MENTAL HEALTH						
Yes	836	4.89	238	4.91	31	3.72
No	16257	95.11	4605	95.09	803	96.28
HEARING						
Yes	225	1.32	77	1.59	13	1.56
No	16868	98.68	4766	98.41	821	98.44
SPEECH						
Yes	15	0.09	7	0.14	Under 5	0.24
No	17078	99.91	4836	99.86	832	99.76
LEARNING DIFFICULTY						

Yes	464	2.71	141	2.91	15	1.80
No	16629	97.29	4702	97.09	819	98.20
LONG-TERM						
Yes	774	4.53	249	5.14	35	4.20
No	16319	95.47	4594	94.86	799	95.80
PREFER NOT TO SAY						
Yes	745	4.36	232	4.79	49	5.88
No	16348	95.64	4611	95.21	785	94.12

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.

Recruitment Information by Ethnicity

ETHNICITY	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
African	178	1.13	-	-	Under 5	0.40
African - Other	325	2.06	-	-	Under 5	0.53
Other - Arab	47	0.30	-	-	Under 5	0.13
Asian - Bangladeshi	57	0.36	-	-	0	0.00
Asian - Chinese	76	0.48	-	-	3	0.40
Asian - Indian	435	2.76	-	-	9	1.19
Asian - Other	146	0.93	-	-	5	0.66
Asian - Pakistani	105	0.67	-	-	Under 5	0.26
Black	95	0.60	-	-	Under 5	0.26
Caribbean	35	0.22	-	-	Under 5	0.13
Other Caribbean or Black	26	0.16	-	-	0	0.00
Mixed or Multiple	173	1.10	-	-	8	1.06
White - Polish	512	3.25	-	-	23	3.04
White - Eastern European	388	2.46	-	-	9	1.19
White - Gypsy/Traveller	6	0.04	-	-	0	0.00
White - Irish	140	0.89	-	-	10	1.32
White - Other white ethnic group	1038	6.58	-	-	24	3.17
White - Other British	1280	8.11	-	-	60	7.94
White - Scottish	10043	63.66	-	-	548	72.49
Not Completed	462	2.93	-	-	36	4.76
Prefer Not to Answer	210	1.33	-	-	8	1.06
Total	-	100.00	-	-	-	100.00

ETHNICITY	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A White	10598	64.36	3346	75.19	627	71.01
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 - Other White Ethnic Group (Pre Apr 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
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
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
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
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
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
Prefer not to say	353	2.14	92	2.07	13	1.47
Total	-	100.00	-	100.00	-	100.00

	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A WHITE						
Gypsy/Traveller	11	0.09	Under 5	0.08	9	1.27
Irish	91	0.71	33	0.84	51	7.19
Other British	780	6.08	276	7.05	10	1.41
Other White ethnic group	238	1.86	73	1.87	21	2.96
Polish	449	3.50	143	3.65	492	69.39
Roma	7	0.05	Under 5	0.05	9	1.27
Scottish	8156	63.57	2572	65.71	51	7.19
Showman / Show woman	11	0.09	Under 5	0.08	10	1.41
C ASIAN						
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
F OTHER						
Arab, Scottish Arab or British Arab	88	0.69	16	0.41	0	0.00

ETHNICITY	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A White	12472	75.47	3047	86.66	593	88.24
B Mixed or Multiple ethnic groups	216	1.31	37	1.02	9	1.34
C Asian, Scottish Asian or British Asian	1415	8.56	201	5.52	21	3.13
D African, Scottish African or British African	1526	9.23	185	5.08	22	3.27
E Caribbean or Black	99	0.60	12	0.33	Under 5	0.60
F Other ethnic group	344	2.08	51	1.40	8	1.19
Not Completed	26	0.16	11	0.30	Under 5	0.60
Prefer not to say	427	2.58	98	2.69	11	1.64
Total	-	100.00	-	100.00	-	100.00

A WHITE	2022					
	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 / Show woman	0	0.00	0	0.00	0	0.00

Not Completed	5106	30.90	814	22.35	122	18.15
C ASIAN						
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
Other Asian	15365	92.98	3480	95.55	654	97.32
Not Completed	116	0.70	16	0.44	Under 5	0.15
F OTHER						
Arab, Scottish Arab or British Arab	123	0.74	26	0.71	Under 5	0.30
Not Completed	16402	99.26	3616	99.29	670	99.70

ETHNICITY	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A White	9370	67.25	3732	73.05	480	84.51
B Mixed or Multiple ethnic groups	186	1.33	71	1.39	7	1.23
C Asian, Scottish Asian or British Asian	1613	11.58	504	9.86	29	5.11
D African, Scottish African or British African	1965	14.10	530	10.37	23	4.05
E Caribbean or Black	101	0.72	25	0.49	Under 5	0.18
F Other ethnic group	322	2.31	88	1.72	Under 5	0.53
Not Completed	37	0.27	35	0.69	15	2.64
Prefer not to say	340	2.44	124	2.43	10	1.76
Total	-	100.00	-	100.00	-	100.00

	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A WHITE						
Gypsy/Traveller	0	0.00	0	0.00	0	0.00
Irish	Under 5	0.02	Under 5	0.04	0	0.00
Other British	64	0.46	33	0.65	Under 5	0.35
Other White ethnic group	740	5.31	229	4.48	18	3.17
Polish	41	0.29	18	0.35	Under 5	0.35
Roma	592	4.25	274	5.36	32	5.63
Scottish	0	0.00	0	0.00	0	0.00
Showman / Show woman	7967	57.21	3211	62.85	441	77.64
Not Completed	333	2.39	118	2.31	10	1.76
C ASIAN						
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	Under 5	0.01	Under 5	0.02	0	0.00

Chinese, Scottish Chinese or British Chinese	Under 5	0.01	Under 5	0.04	0	0.00
Indian, Scottish Indian or British Indian	15	0.11	14	0.27	0	0.00
Pakistani, Scottish Pakistani or British Pakistani	5	0.04	Under 5	0.08	0	0.00
Other Asian	278	2.00	78	1.53	8	1.41
Not Completed	1349	9.68	440	8.61	36	6.34
F OTHER						
Arab, Scottish Arab or British Arab	80	0.57	23	0.45	Under 5	0.18
Not Completed	37	0.27	35	0.69	15	2.64

ETHNICITY	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A White	11586	67.78	3449	71.22	699	83.81
B Mixed or Multiple ethnic groups	254	1.49	72	1.49	14	1.68
C Asian, Scottish Asian or British Asian	2067	12.09	475	9.81	47	5.64
D African, Scottish African or British African	1972	11.54	487	10.06	25	3.00
E Caribbean or Black	133	0.78	31	0.64	Under 5	0.12
F Other ethnic group	374	2.19	95	1.96	10	1.20
Not Completed	284	1.66	118	2.44	22	2.64
Prefer not to say	423	2.47	116	2.40	16	1.92
Total	-	100.00	-	100.00	-	100.00

	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A WHITE						
Gypsy/Traveller	Under 5	0.01	44	0.91	0	0.00
Irish	140	0.82	344	7.10	8	0.96
Other British	1036	6.06	253	5.22	66	7.91
Other White ethnic group	974	5.70	157	3.24	36	4.32
Polish	587	3.43	Under 5	0.06	23	2.76
Roma	20	0.12	2613	53.95	0	0.00
Scottish	8687	50.82	44	0.91	560	67.15
Showman / Show woman	0	0.00	0	0.00	0	0.00
Not Completed	423	2.47	116	2.40	16	1.92
C ASIAN						
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	204	1.19	43	0.89	Under 5	0.48

Chinese, Scottish Chinese or British Chinese	161	0.94	39	0.81	Under 5	0.36
Indian, Scottish Indian or British Indian	1088	6.37	272	5.62	22	2.64
Pakistani, Scottish Pakistani or British Pakistani	276	1.61	42	0.87	7	0.84
Other Asian	302	1.77	76	1.57	11	1.32
Not Completed	320	1.87	121	2.50	22	2.64
F OTHER						
Arab, Scottish Arab or British Arab	101	0.59	29	0.60	Under 5	0.36
Not Completed	289	1.69	118	2.44	22	2.64

Recruitment Information by Religion/Faith/Belief

FAITH, RELIGION & BELIEF	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	46	0.29	-	-	Under 5	0.13
Church of Scotland	1852	11.74	-	-	53	7.01
Hindu	245	1.55	-	-	Under 5	0.53
Jewish	16	0.10	-	-	Under 5	0.13
Muslim	320	2.03	-	-	5	0.66
None	8165	51.75	-	-	409	54.10
Humanist	185	1.17	-	-	9	1.19
Other Religion or Belief	153	0.97	-	-	Under 5	0.53
Other Christian	1753	11.11	-	-	53	7.01
Pagan	38	0.24	-	-	Under 5	0.26
Roman Catholic	1470	9.32	-	-	64	8.47
Sikh	20	0.13	-	-	0	0.00
Not completed	592	3.75	-	-	36	4.76
Prefer not to say	922	5.84	-	-	54	7.14
Total	-	100.00	-	-	-	100.00

FAITH, RELIGION & BELIEF	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	106	0.64	17	0.38	Under 5	0.34
Church of Scotland	1482	9.00	427	9.59	104	11.78
Hindu	326	1.98	59	1.33	12	1.36
Jewish	5	0.03	Under 5	0.07	0	0.00
Muslim	450	2.73	84	1.89	9	1.02
None	10043	61.00	2809	63.11	554	62.74
Humanist	51	0.31	6	0.13	Under 5	0.34
Other Religion or Belief	38	0.23	Under 5	0.09	0	0.00
Other Christian	844	5.13	185	4.16	36	4.08
Pagan	37	0.22	14	0.31	5	0.57
Roman Catholic	1527	9.27	416	9.35	73	8.27
Sikh	9	0.06	0	0.00	0	0.00
Not completed	728	4.42	199	4.47	32	3.62
Prefer not to say	820	4.98	228	5.12	52	5.88
Total	-	100.00	-	100.00	-	100.00

FAITH, RELIGION & BELIEF	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	100	0.61	11	0.30	Under 5	0.45
Church of Scotland	1259	7.62	283	7.77	52	7.74
Hindu	488	2.95	61	1.67	7	1.04
Jewish	20	0.12	Under 5	0.05	0	0.00
Muslim	624	3.78	79	2.17	11	1.64
None	9362	56.65	2318	63.65	450	66.96
Other Religion or Belief	16	0.10	Under 5	0.05	0	0.00
Other Christian	1352	8.18	189	5.19	31	4.61
Pagan	58	0.35	8	0.22	Under 5	0.15
Roman Catholic	1460	8.84	301	8.26	53	7.89
Sikh	11	0.07	Under 5	0.05	0	0.00
Not completed	826	5.00	183	5.02	30	4.46
Prefer not to say	949	5.74	203	5.57	34	5.06
Total	-	100.00	-	100.00	-	100.00

FAITH, RELIGION & BELIEF	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	115	0.83	28	0.55	Under 5	0.18
Church of Scotland	981	7.04	408	7.99	52	9.15
Hindu	515	3.70	164	3.21	6	1.06
Jewish	34	0.24	11	0.22	Under 5	0.18
Muslim	753	5.40	210	4.11	11	1.94
None	6982	50.11	2776	54.34	354	62.32
Other Religion or Belief	316	2.27	106	2.07	7	1.23
Other Christian	2070	14.86	606	11.86	52	9.15
Pagan	31	0.22	10	0.20	0	0.00
Roman Catholic	1316	9.44	444	8.69	37	6.51
Sikh	12	0.09	Under 5	0.02	Under 5	0.18
Not completed	38	0.27	35	0.69	15	2.64
Prefer not to say	771	5.53	310	6.07	31	5.46
Total	-	100.00	-	100.00	-	100.00

FAITH, RELIGION & BELIEF	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	116	0.68	20	0.41	Under 5	0.36
Church of Scotland	1150	6.73	366	7.56	59	7.07
Hindu	739	4.32	168	3.47	13	1.56
Jewish	12	0.07	Under 5	0.04	Under 5	0.12
Muslim	944	5.52	197	4.07	21	2.52
None	9080	53.12	2635	54.41	553	66.31
Other Religion or Belief	191	1.12	51	1.05	8	0.96
Other Christian	2171	12.70	576	11.89	57	6.83
Pagan	49	0.29	11	0.23	Under 5	0.48
Roman Catholic	1484	8.68	431	8.90	56	6.71
Sikh	19	0.11	Under 5	0.08	0	0.00
Not completed	284	1.66	118	2.44	22	2.64
Prefer not to say	854	5.00	264	5.45	37	4.44
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Sexual Orientation

SEXUAL ORIENTATION	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	307	1.95	-	-	Under 5	0.66
Gay	256	1.62	-	-	9	1.19
Straight / Heterosexual	13921	88.24	-	-	671	88.76
Lesbian	124	0.79	-	-	Under 5	0.40
Other	78	0.49	-	-	5	0.66
Not Completed	342	2.17	-	-	27	3.57
Prefer not to say	749	4.75	-	-	36	4.76
Total	-	100.00	-	-	-	100.00

SEXUAL ORIENTATION	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	542	3.29	143	3.21	21	2.38
Gay / Lesbian	430	2.61	119	2.67	24	2.72
Straight / Heterosexual	14434	87.66	3893	87.47	771	87.31
Other	13	0.08	6	0.13	0	0.00
Not Completed	104	0.63	31	0.70	10	1.13
Prefer not to say	943	5.73	259	5.82	57	6.46
Total	-	100.00	-	100.00	-	100.00

SEXUAL ORIENTATION	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	558	3.38	123	3.38	23	3.42
Gay / Lesbian	443	2.68	122	3.35	23	3.42
Straight / Heterosexual	14579	88.22	3181	87.34	583	86.76
Other	33	0.20	9	0.25	Under 5	0.30
Not Completed	100	0.61	28	0.77	7	1.04
Prefer not to say	812	4.91	179	4.91	34	5.06
Total	-	100.00	-	100.00	-	100.00

SEXUAL ORIENTATION	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	493	3.54	160	3.13	12	2.11
Gay / Lesbian	397	2.85	157	3.07	21	3.70
Straight / Heterosexual	12238	87.83	4466	87.41	496	87.32
Other	109	0.78	47	0.92	10	1.76
Not Completed	11	0.08	11	0.22	7	1.23
Prefer not to say	686	4.92	268	5.25	22	3.87
Total	-	100.00	-	100.00	-	100.00

SEXUAL ORIENTATION	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	588	3.44	151	3.12	22	2.64
Gay / Lesbian	396	2.32	122	2.52	23	2.76
Straight / Heterosexual	62	0.36	21	0.43	Under 5	0.48
Other	14881	87.06	4179	86.29	733	87.89
Not Completed	286	1.67	118	2.44	22	2.64
Prefer not to say	880	5.15	252	5.20	30	3.60
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Gender Identity

GENDER IDENTITY	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Identifying as a transgender person or trans person						
Yes	50	0.32	-	-	Under 5	0.13
No	15357	97.34	-	-	725	95.90
Prefer not to say	175	1.11	-	-	7	0.93
Not Completed	195	1.24	-	-	23	3.04
Total	-	100.00	-	-	-	100.00

GENDER IDENTITY	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Do you consider yourself to be trans, or have a trans history?						
Yes	8	0.05	Under 5	0.02	Under 5	0.11
No	16159	98.14	4369	98.16	860	97.40
Prefer not to say	223	1.35	59	1.33	15	1.70
Not Completed	76	0.46	22	0.49	7	0.79
Total	-	100.00	-	100.00	-	100.00

GENDER IDENTITY	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Do you consider yourself to be trans, or have a trans history?						
Yes	57	0.34	7	0.19	Under 5	0.15
No	16151	97.74	3556	97.64	659	98.07
Prefer not to say	255	1.54	60	1.65	8	1.19
Not Completed	62	0.38	19	0.52	Under 5	0.60

Total	-	100.00	-	100.00	-	100.00
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		2023					
GENDER IDENTITY		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
Do you consider yourself to be trans, or have a trans history?		Number	%	Number	%	Number	%
Yes		65	0.47	26	0.51	Under 5	0.53
No		13592	97.55	4966	97.20	537	94.54
Prefer not to say		236	1.69	81	1.59	13	2.29
Not Completed		38	0.27	35	0.69	15	2.64
Total		-	100.00	-	100.00	-	100.00

		2024					
GENDER IDENTITY		Applicants for Employment		Shortlisted Applicants		Successful Applicants	
Do you consider yourself to be trans, or have a trans history?		Number	%	Number	%	Number	%
Yes		87	0.51	21	0.43	Under 5	0.24
No		16418	96.05	4610	95.19	798	95.68
Prefer not to say		304	1.78	94	1.94	12	1.44
Not Completed		284	1.66	118	2.44	22	2.64
Total		-	100.00	-	100.00	-	100.00

EDUCATION AUTHORITY – RECRUITMENT INFORMATION FOR PERIOD 2020 – 2024

Recruitment Information by Sex

GENDER	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	4533	81.87	-	-	284	83.53
Male	938	16.94	-	-	50	14.71
Not Completed	0	0.00	-	-	0	0.00
Prefer not to say	66	1.19	-	-	6	1.76
Total	-	100.00	-	-	-	100.00

GENDER	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	8921	87.62	2248	88.68	450	87.55
Male	1208	11.87	276	10.89	58	11.28
Not Completed	14	0.14	5	0.19	Under 5	0.78
Prefer not to say	38	0.37	6	0.24	Under 5	0.39
Total	-	100.00	-	100.00	-	100.00

2022						
GENDER	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	6550	85.24	1472	83.83	274	80.35
Male	1095	14.25	274	15.60	64	18.77
Not Completed	11	0.14	Under 5	0.23	Under 5	0.29
Prefer not to say	28	0.36	6	0.34	Under 5	0.59
Total	-	100.00	-	100.00	-	100.00

2024						
GENDER	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	8935	80.52	2308	81.53	413	85.15
Male	1898	17.11	449	15.86	55	11.34
Not Completed	188	1.69	50	1.77	14	2.89
Prefer not to say	75	0.68	24	0.85	Under 5	0.62
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Age

AGE	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	49	0.88	-	-	Under 5	0.29
20-29	1752	31.64	-	-	70	20.59
30-39	1802	32.54	-	-	101	29.71
40-49	1146	20.70	-	-	91	26.76
50-59	596	10.76	-	-	63	18.53
60+	107	1.93	-	-	7	2.06
Not Completed	85	1.54	-	-	7	2.06
Total	-	100.00	-	-	-	100.00

AGE	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	139	1.37	51	2.01	18	3.50
20-29	2668	26.21	645	25.44	121	23.54
30-39	3302	32.43	773	30.50	157	30.54
40-49	2484	24.39	625	24.65	122	23.74
50-59	1129	11.09	326	12.86	68	13.23
60+	179	1.76	51	2.01	15	2.92
Not Completed	280	2.75	64	2.53	13	2.53
Total	-	100.00	-	100.00	-	100.00

2022						
AGE	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	131	1.70	30	1.17	Under 5	1.17
20-29	2316	30.14	482	27.45	94	27.57
30-39	2405	31.30	569	32.40	112	32.84
40-49	1830	23.82	414	23.58	79	23.17
50-59	685	8.91	186	10.59	38	11.14
60+	122	1.59	30	1.71	9	2.64
Not Completed	195	2.54	45	2.56	5	1.47
Total	-	100.00	-	100.00	-	100.00

2024						
AGE	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	386	3.48	125	4.42	14	2.89
20-29	3539	31.89	779	27.52	120	24.74
30-39	3505	31.59	876	30.94	152	31.34
40-49	2222	20.03	627	22.15	119	24.54
50-59	885	7.98	269	9.50	52	10.72
60+	144	1.30	47	1.66	6	1.24
Not Completed	415	3.74	108	3.81	22	4.54
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Marital/Civil Status

MARITAL/CIVIL STATUS	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	231	4.17	-	-	22	6.47
Separated	131	2.37	-	-	9	2.65
Living With Partner	792	14.30	-	-	41	12.06
Married/Civil Partnership	2184	39.44	-	-	162	47.65
Single	1994	36.01	-	-	94	27.65
Widowed	46	0.83	-	-	Under 5	0.88
Not Completed	70	1.26	-	-	7	2.06
Prefer not to say	89	1.61	-	-	Under 5	0.59
Total	-	100.00	-	-	-	100.00

MARITAL/CIVIL STATUS	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	350	3.43	103	4.06	14	2.72
Divorced (Pre Apr 21)	75	0.74	13	0.51	Under 5	0.80
Formally in a civil partnership which is now legally dissolved	31	0.31	9	0.36	Under 5	0.19
In a registered civil partnership	87	0.85	23	0.91	Under 5	0.19
Married	2955	29.02	866	34.16	163	31.71
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
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
Separated but still legally married	225	2.21	70	2.76	13	2.53
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
Widowed	31	0.30	9	0.36	Under 5	0.19
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
Prefer not to say	593	5.82	189	7.46	18	3.50
Total	-	100.00	-	100.00	-	100.00

MARITAL/CIVIL STATUS	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	319	4.15	87	4.95	17	4.99
Formally in a civil partnership which is now legally dissolved	6	0.08	0	0.00	0	0.00
In a registered civil partnership	98	1.28	14	0.80	Under 5	0.88
Married	3173	41.29	685	39.01	135	39.59
Never married and never registered in a civil partnership	3386	44.07	811	46.18	156	45.75
Separated but still legally in a civil partnership	9	0.12	Under 5	0.11	0	0.00
Separated but still legally married	191	2.49	42	2.39	10	2.93
Surviving partner from registered civil partnership	20	0.26	8	0.46	0	0.00
Widowed	35	0.46	9	0.51	Under 5	0.29
Not Completed	11	0.14	Under 5	0.23	Under 5	0.29
Prefer not to say	436	5.67	94	5.35	18	5.28

Total	-	100.00	-	100.00	-	100.00
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MARITAL/CIVIL STATUS	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	431	3.88	110	3.89	19	3.92
Formally in a civil partnership which is now legally dissolved	Under 5	0.02	Under 5	0.07	0	0.00
In a registered civil partnership	136	1.23	34	1.20	Under 5	0.62
Married	4639	41.81	1269	44.83	225	46.39
Never married and never registered in a civil partnership	4934	44.47	1181	41.72	196	40.41
Separated but still legally in a civil partnership	10	0.09	Under 5	0.11	0	0.00
Separated but still legally married	154	1.39	48	1.70	10	2.06
Surviving partner from registered civil partnership	Under 5	0.01	5	0.18	0	0.00
Widowed	35	0.32	50	1.77	Under 5	0.21
Not Completed	188	1.69	129	4.56	14	2.89
Prefer not to say	566	5.10	2831	100.00	17	3.51
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Disability: Question 1

DISABILITY	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes	227	4.10	-	-	7	2.06
No	5208	94.06	-	-	322	94.71
Not Completed	45	0.81	-	-	8	2.35
Prefer not to say	57	1.03	-	-	Under 5	0.88
Total	-	100.00	-	-	-	100.00

DISABILITY Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last , at least 12 months? Include problems related to old age.	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes (Pre Apr 21)	138	1.35	29	1.14	6	1.17
Yes, limited a little	206	2.02	71	2.80	12	2.33
Yes, limited a lot	19	0.19	5	0.20	0	0.00
No	9672	95.00	2389	94.24	486	94.55
Not Completed	18	0.18	6	0.24	Under 5	0.78
Prefer not to say	128	1.26	35	1.38	6	1.17
Total	-	100.00	-	100.00	-	100.00

DISABILITY Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last , at least 12 months? Include problems related to old age.	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes, limited a little	231	3.01	44	2.51	9	2.64
Yes, limited a lot	25	0.33	Under 5	0.06	0	0.00
No	7296	94.95	1682	95.79	328	96.19
Not Completed	11	0.14	Under 5	0.23	Under 5	0.29
Prefer not to say	121	1.57	25	1.42	Under 5	0.88
Total	-	100.00	-	100.00	-	100.00

DISABILITY Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last , at least 12 months? Include problems related to old age.	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes, limited a little	451	4.06	123	4.34	15	3.09
Yes, limited a lot	40	0.36	5	0.18	Under 5	0.21
No	10180	91.74	2587	91.38	448	92.37
Not Completed	188	1.69	50	1.77	14	2.89
Prefer not to say	237	2.14	66	2.33	7	1.44
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Disability: Question 2 (2021 Onwards)

Disability Types (During the period January – March 2021 only – not the percentage of the whole year)	2021(Jan – Mar Only)					
	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	-	100.00	-	100.00	-	100.00

DISABILITY TYPES* Do you have any of the following, which have lasted, or are expected to last, at least 12 months (During the period April – December 2021 only – not the percentage of the whole year)	2021 (APR – DEC only)					
	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 a applications/shortlisted/hired.

DISABILITY TYPES* Do you have any of the following, which have lasted, or are expected to last, at least 12 months	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	Under 5	0.23	Under 5	0.29
No	7634	99.35	1752	99.77	340	99.71
SIGHT						
Yes	12	0.16	Under 5	0.17	Under 5	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	Under 5	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

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.

DISABILITY TYPES* Do you have any of the following, which have lasted, or are expected to last, at least 12 months	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
NO CONDITION						
Yes	9122	82.21	2284	80.68	85	17.53
No	1974	17.79	547	19.32	400	82.47
PHYSICAL						
Yes	130	1.17	34	1.20	6	1.24
No	10966	98.83	2797	98.80	479	98.76
SIGHT						
Yes	25	0.23	5	0.18	Under 5	0.62

No	11071	99.77	2826	99.82	482	99.38
LEARNING DISABILITY						
Yes	190	1.71	43	1.52	5	1.03
No	10906	98.29	2788	98.48	480	98.97
DEVELOPMENTAL DISORDER						
Yes	95	0.86	28	0.99	5	1.03
No	11001	99.14	2803	99.01	480	98.97
MENTAL HEALTH						
Yes	502	4.52	130	4.59	16	3.30
No	10594	95.48	2701	95.41	469	96.70
HEARING						
Yes	141	1.27	45	1.59	8	1.65
No	10955	98.73	2786	98.41	477	98.35
SPEECH						
Yes	4	0.04	Under 5	0.04	Under 5	0.21
No	11092	99.96	2830	99.96	484	99.79
LEARNING DIFFICULTY						
Yes	314	2.83	82	2.90	8	1.65
No	10782	97.17	2749	97.10	477	98.35
LONG-TERM						
Yes	502	4.52	141	4.98	19	3.92
No	10594	95.48	2690	95.02	466	96.08
PREFER NOT TO SAY						
Yes	482	4.34	131	4.63	24	4.95
No	10614	95.66	2700	95.37	461	95.05

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.

Recruitment Information by Ethnicity

ETHNICITY	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
African	40	0.72	-	-	0	0.00
African - Other	77	1.39	-	-	0	0.00
Other - Arab	20	0.36	-	-	Under 5	0.29
Asian - Bangladeshi	18	0.33	-	-	0	0.00
Asian - Chinese	22	0.40	-	-	Under 5	0.29
Asian - Indian	164	2.96	-	-	Under 5	1.18
Asian - Other	39	0.70	-	-	0	0.00
Asian - Pakistani	56	1.01	-	-	Under 5	0.59
Black	17	0.31	-	-	Under 5	0.29
Caribbean	Under 5	0.05	-	-	Under 5	0.29
Other Caribbean or Black	6	0.11	-	-	0	0.00
Mixed or Multiple	51	0.92	-	-	Under 5	1.18
White - Polish	129	2.33	-	-	Under 5	0.88
White - Eastern European	133	2.40	-	-	Under 5	0.59
White - Gypsy/Traveller	Under 5	0.02	-	-	0	0.00
White - Irish	63	1.14	-	-	Under 5	1.18
White - Other white ethnic group	464	8.38	-	-	17	5.00
White - Other British	478	8.63	-	-	27	7.94
White - Scottish	3505	63.30	-	-	257	75.59
Not Completed	174	3.14	-	-	14	4.12
Prefer Not to Answer	77	1.39	-	-	Under 5	0.59
Total	-	100.00	-	-	-	100.00

ETHNICITY	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A White	6257	61.56	1887	74.43	353	68.70
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 - Other White Ethnic Group (Pre Apr 21)	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	16.73
B Mixed or Multiple ethnic groups	112	1.10	26	1.03	Under 5	0.78
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
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
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
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
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
Prefer not to say	183	1.80	53	2.09	8	1.55
Total	-	100.00	-	100.00	-	100.00

	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A WHITE						
Gypsy/Traveller	10	0.13	Under 5	0.14	7	1.74
Irish	55	0.73	21	0.96	29	7.20
Other British	406	5.39	152	6.93	Under 5	0.99
Other White ethnic group	147	1.95	38	1.73	8	1.99
Polish	240	3.19	69	3.14	280	69.48
Roma	5	0.07	Under 5	0.05	7	1.74
Scottish	4894	65.03	1475	67.23	29	7.20
Showman / Show woman	0	0.00	0	0.00	0	0.00
C ASIAN						
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	0.50
F OTHER						
Arab, Scottish Arab or British Arab	64	0.85	13	0.59	0	0.00

ETHNICITY	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A White	6048	78.71	1507	85.82	303	88.86
B Mixed or Multiple ethnic groups	92	1.20	18	1.03	5	1.47
C Asian, Scottish Asian or British Asian	765	9.96	108	6.15	11	3.23
D African, Scottish African or British African	398	5.18	48	2.73	9	2.64
E Caribbean or Black	29	0.38	5	0.28	Under 5	0.59
F Other ethnic group	164	2.13	26	1.48	Under 5	1.17
Not Completed	11	0.14	Under 5	0.23	Under 5	0.29
Prefer not to say	177	2.30	40	2.28	6	1.76
Total	-	100.00	-	100.00	-	100.00

	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A WHITE						
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 / Show woman	0	0.00	0	0.00	0	0.00

Not Completed	2138	27.82	357	20.33	54	15.84
C ASIAN						
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
Other Asian	7043	91.66	1662	94.65	331	97.07
Not Completed	73	0.95	13	0.74	Under 5	0.29
F OTHER						
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

ETHNICITY	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A White	7716	69.54	2094	73.97	392	80.82
B Mixed or Multiple ethnic groups	153	1.38	37	1.31	9	1.86
C Asian, Scottish Asian or British Asian	1451	13.08	297	10.49	35	7.22
D African, Scottish African or British African	999	9.00	207	7.31	14	2.89
E Caribbean or Black	70	0.63	14	0.49	Under 5	0.21
F Other ethnic group	269	2.42	64	2.26	7	1.44
Not Completed	188	1.69	50	1.77	14	2.89
Prefer not to say	250	2.25	68	2.40	13	2.68
Total	-	100.00	-	100.00	-	100.00

	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A WHITE						
Gypsy/Traveller	Under 5	0.01	0	0.00	0	0.00
Irish	108	0.97	27	0.95	Under 5	0.62
Other British	704	6.34	209	7.38	33	6.80
Other White ethnic group	640	5.77	156	5.51	23	4.74
Polish	330	2.97	77	2.72	14	2.89
Roma	11	0.10	Under 5	0.07	0	0.00
Scottish	5852	52.74	1606	56.73	317	65.36
Showman / Show woman	0	0.00	0	0.00	0	0.00
Not Completed	258	2.33	67	2.37	16	3.30
C ASIAN						
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	169	1.52	32	1.13	Under 5	0.62
Chinese, Scottish Chinese or British Chinese	114	1.03	31	1.10	Under 5	0.62
Indian, Scottish Indian or British Indian	719	6.48	154	5.44	15	3.09
Pakistani, Scottish Pakistani or British Pakistani	227	2.05	32	1.13	6	1.24
Other Asian	203	1.83	48	1.70	8	1.65
Not Completed	207	1.87	50	1.77	14	2.89
F OTHER						
Arab, Scottish Arab or British Arab	75	0.68	21	0.74	Under 5	0.62
Not Completed	193	1.74	50	1.77	14	2.89

Recruitment Information by Religion/Faith/Belief

FAITH, RELIGION & BELIEF	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	19	0.34	-	-	0	0.00
Church of Scotland	616	11.13	-	-	64	18.82
Hindu	81	1.46	-	-	Under 5	0.59
Jewish	7	0.13	-	-	Under 5	0.29
Muslim	131	2.37	-	-	Under 5	0.59
None	2892	52.23	-	-	176	51.76
Humanist	66	1.19	-	-	7	2.06
Other Religion or Belief	34	0.61	-	-	Under 5	0.29
Other Christian	626	11.31	-	-	30	8.82
Pagan	10	0.18	-	-	0	0.00
Roman Catholic	590	10.66	-	-	25	7.35
Sikh	7	0.13	-	-	0	0.00
Not completed	157	2.84	-	-	12	3.53
Prefer not to say	301	5.44	-	-	20	5.88
Total	-	100.00	-	-	-	100.00

FAITH, RELIGION & BELIEF	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
Buddhist	68	0.67	7	0.28	Under 5	0.19
Church of Scotland	900	8.84	251	9.90	62	12.06
Hindu	235	2.31	45	1.78	9	1.76
Jewish	Under 5	0.02	Under 5	0.04	0	0.00
Muslim	317	3.11	60	2.37	7	1.36
None	6141	60.32	1590	62.72	310	60.31
Other Religion or Belief	29	0.28	Under 5	0.16	0	0.00
Other Christian	587	5.77	107	4.23	25	4.87
Pagan	11	0.11	5	0.19	Under 5	0.39
Roman Catholic	1005	9.87	247	9.74	49	9.53
Sikh	7	0.07	0	0.00	0	0.00
Not completed	413	4.06	99	3.90	20	3.89
Prefer not to say	423	4.15	116	4.57	27	5.25
Total	-	100.00	-	100.00	-	100.00

FAITH, RELIGION & BELIEF	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	62	0.81	5	0.28	0	0.00
Church of Scotland	583	7.59	149	8.49	31	9.09
Hindu	283	3.68	36	2.05	Under 5	0.88
Jewish	15	0.20	Under 5	0.06	0	0.00
Muslim	327	4.26	48	2.73	5	1.47
None	4416	57.47	1107	63.04	222	65.10
Other Religion or Belief	Under 5	0.03	0	0.00	0	0.00
Other Christian	471	6.13	75	4.27	13	3.81
Pagan	29	0.38	Under 5	0.11	0	0.00
Roman Catholic	671	8.73	141	8.03	28	8.21
Sikh	9	0.12	Under 5	0.11	0	0.00
Not completed	394	5.13	95	5.41	19	5.57
Prefer not to say	422	5.49	95	5.41	20	5.87
Total	-	100.00	-	100.00	-	100.00

FAITH, RELIGION & BELIEF	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	79	0.71	12	0.42	Under 5	0.62
Church of Scotland	784	7.07	236	8.34	40	8.25
Hindu	494	4.45	87	3.07	6	1.24
Jewish	7	0.06	Under 5	0.07	Under 5	0.21
Muslim	679	6.12	128	4.52	18	3.71
None	5964	53.75	1562	55.17	300	61.86
Other Religion or Belief	132	1.19	31	1.10	6	1.24
Other Christian	1276	11.50	317	11.20	36	7.42
Pagan	23	0.21	5	0.18	Under 5	0.41
Roman Catholic	937	8.44	251	8.87	37	7.63
Sikh	12	0.11	0	0.00	0	0.00
Not completed	188	1.69	50	1.77	14	2.89
Prefer not to say	521	4.70	150	5.30	22	4.54
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Sexual Orientation

SEXUAL ORIENTATION	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	102	1.84	-	-	Under 5	0.29
Gay	78	1.41	-	-	Under 5	0.88
Straight / Heterosexual	4870	87.95	-	-	311	91.47
Lesbian	47	0.85	-	-	Under 5	0.29
Other	19	0.34	-	-	0	0.00
Not Completed	124	2.24	-	-	9	2.65
Prefer not to say	297	5.36	-	-	15	4.41
Total	-	100.00	-	-	-	100.00

SEXUAL ORIENTATION	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	280	2.75	73	2.88	14	2.72
Gay / Lesbian	250	2.46	58	2.29	14	2.72
Straight / Heterosexual	9067	89.05	2250	88.76	449	87.36
Other	Under 5	0.04	Under 5	0.04	0	0.00
Not Completed	50	0.49	11	0.43	6	1.17
Prefer not to say	530	5.21	142	5.60	31	6.03
Total	-	100.00	-	100.00	-	100.00

SEXUAL ORIENTATION	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	192	2.50	53	3.02	6	1.76
Gay / Lesbian	185	2.41	60	3.42	12	3.52
Straight / Heterosexual	6933	90.23	1548	88.15	294	86.22
Other	15	0.20	5	0.28	Under 5	0.29
Not Completed	38	0.49	12	0.68	Under 5	0.88
Prefer not to say	321	4.18	78	4.44	25	7.33
Total	-	100.00	-	100.00	-	100.00

SEXUAL ORIENTATION	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	343	3.09	71	2.51	13	2.68
Gay / Lesbian	268	2.42	65	2.30	6	1.24
Straight / Heterosexual	9702	87.44	2490	87.95	432	89.07
Other	48	0.43	12	0.42	Under 5	0.41
Not Completed	189	1.70	50	1.77	14	2.89
Prefer not to say	546	4.92	143	5.05	18	3.71
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Gender Identity

GENDER IDENTITY	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Identifying as a transgender person or trans person						
Yes	11	0.20	-	-	0	0.00
No	5410	97.71	-	-	332	97.65
Prefer not to say	60	1.08	-	-	Under 5	0.59
Not Completed	56	1.01	-	-	6	1.76
Total	-	100.00	-	-	-	100.00

GENDER IDENTITY	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Do you consider yourself to be trans, or have a trans history?						
Yes	Under 5	0.01	0	0.00	0	0.00
No	10061	98.82	2506	98.86	504	98.05
Prefer not to say	86	0.84	21	0.83	6	1.17
Not Completed	33	0.33	8	0.31	Under 5	0.78
Total	-	100.00	-	100.00	-	100.00

GENDER IDENTITY	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Do you consider yourself to be trans, or have a trans history?						
Yes	5	0.07	0	0.00	0	0.00
No	7571	98.53	1729	98.46	334	97.95
Prefer not to say	88	1.15	22	1.25	6	1.76
Not Completed	20	0.26	5	0.28	Under 5	0.29

Total	-	100.00	-	100.00	-	100.00
	2024					
GENDER IDENTITY	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
Do you consider yourself to be trans, or have a trans history?	Number	%	Number	%	Number	%
Yes	48	0.43	8	0.28	Under 5	0.21
No	10676	96.21	2722	96.15	465	95.88
Prefer not to say	184	1.66	51	1.80	5	1.03
Not Completed	188	1.69	50	1.77	14	2.89
Total	-	100.00	-	100.00	-	100.00

COUNCIL WORKFORCE – TRAINING INFORMATION FOR PERIOD 2020 – 2024

Training Information by Sex

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	17974	87.61	13,275	78.11	20,276	77.79	11,473	79.72	14004	77.24	32561	78.80
Male	2529	12.33	3,720	21.89	5,788	22.21	2919	20.28	4127	22.76	8761	21.20
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Age

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	37	0.18	88	0.52	209	0.80	83	0.58	209	1.15	319	0.77
20-29	2298	11.20	2643	15.55	4,661	17.88	2052	14.26	3311	18.26	6976	16.88
30-39	4629	22.56	4143	24.38	6,952	26.67	3770	26.20	4628	25.53	10983	26.58
40-49	4882	23.80	4088	24.05	6,408	24.59	3525	24.49	4531	24.99	10551	25.53
50-59	6892	33.59	4723	27.79	5,963	22.88	3788	26.32	4151	22.89	9084	21.98
60+	1778	8.67	1310	7.71	1,871	7.18	1174	8.16	1301	7.18	3409	8.25
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Marital Civil Status

MARITAL/CIVIL STATUS	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	1483	7.23	1262	7.43	1,482	5.69	828	5.75	323	1.78	687	1.66
Civil Partnership legally dissolved	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Separated									-	-	-	-
Separated but still legally Married	-	-	-	-	-	-	-	-	65	0.36	243	0.59
Separated but still legally in Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Living with Partner	2435	11.87	2406	14.16	3,552	13.63	1789	12.43	-	-	-	-
Married/Civil Partnership	9264	45.16	6908	40.65	10,555	40.50	6062	42.12	-	-	-	-
In a registered Civil Partnership	-	-	-	-	-	-	-	-	14	0.08	51	0.12
Married	-	-	-	-	-	-	-	-	2403	13.25	6076	14.70
Single	3345	16.30	3449	20.29	5,602	21.49	2805	19.49	-	-	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	-	-	1218	6.72	3607	8.73
Widowed	299	1.46	148	0.87	183	0.70	133	0.92	61	0.34	113	0.27

Surviving partner from Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	10	0.02
Not Completed	3144	15.32	2369	13.94	4,051	15.54	2468	17.15	13664	75.36	29251	70.79
Prefer Not to Answer/Say	546	2.66	453	2.67	639	2.45	307	2.13	383	2.11	1284	3.11
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Disability – Question 1

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	751	3.66	871	5.13	1,051	4.03	444	3.09	-	-	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	-	-	7	0.04	18	0.04
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	-	-	77	0.42	143	0.35
Yes - Memory	-	-	-	-	-	-	-	-	9	0.05	18	0.04
Yes - Mental health	-	-	-	-	-	-	-	-	301	1.66	797	1.93
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	-	-	101	0.56	171	0.41
Yes – Other	-	-	-	-	-	-	-	-	262	1.45	727	1.76
Yes – Prefer not to expand	-	-	-	-	-	-	-	-	78	0.43	287	0.69
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	-	-	28	0.15	125	0.30
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	-	-	30	0.17	29	0.07
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	-	-	Under 5	0.02	55	0.13
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	-	-	72	0.40	346	0.84
No	10700	52.15	11074	65.16	17,127	65.71	9313	64.71	3835	21.15	9510	23.01
Not Completed	8322	40.56	4398	25.88	7,080	27.16	4202	29.20	12999	71.69	28143	68.11
Prefer Not to Answer/Say	743	3.62	652	3.84	806	3.09	433	3.01	328	1.81	953	2.31

Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00
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Training Information by Disability – Question 2

DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?	2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes, a little	-	-	-	-	-	-	367	2.02	1038	2.51
Yes, a lot	-	-	-	-	-	-	43	0.24	165	0.40
Not at all	-	-	-	-	-	-	803	4.43	2204	5.33
Not Completed	-	-	-	-	-	-	16595	91.53	36969	89.47
Prefer Not to Say	-	-	-	-	-	-	323	1.78	946	2.29
Total	-	-	-	-	-	-	-	100.00	-	100.00

Training Information by Ethnicity

ETHNICITY	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	132	0.64	88	0.52	163	0.63	62	0.43	-	-	-	-
African - Other	6	0.03	51	0.30	166	0.64	117	0.81	-	-	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	-	-	192	1.06	293	0.71
Other - Arab	61	0.30	0	0.00	50	0.19	38	0.26	-	-	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	-	-	14	0.08	49	0.12
Asian - Bangladeshi	24	0.12	27	0.16	26	0.10	23	0.16	-	-	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	-	-	16	0.09	47	0.11
Asian - Chinese	28	0.14	70	0.41	54	0.21	34	0.24	-	-	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	-	-	27	0.15	49	0.12
Asian - Indian	95	0.46	196	1.15	179	0.69	158	1.10	-	-	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	-	-	76	0.42	224	0.54
Asian - Other	64	0.31	97	0.57	137	0.53	67	0.47	-	-	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	-	-	68	0.38	137	0.33
Asian - Pakistani	43	0.21	10	0.06	42	0.16	15	0.10	-	-	-	-

Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	-	-	17	0.09	74	0.18
Black	19	0.09	45	0.26	38	0.15	23	0.16	-	-	-	-
Caribbean	0	0.00	11	0.06	19	0.07	31	0.22	-	-	-	-
Other Caribbean or Black	28	0.14	25	0.15	7	0.03	9	0.06	-	-	-	-
Caribbean or Black	-	-	-	-	-	-	-	-	0	0.00	18	0.04
Mixed or Multiple ethnic groups	90	0.44	93	0.55	148	0.57	106	0.74	56	0.31	99	0.24
Other Ethnic group	91	0.44	107	0.63	107	0.41	38	0.26	19	0.10	79	0.19
White – Other British	5193	25.31	5151	30.31	6,995	26.84	3772	26.21	561	3.09	1688	4.08
White - Scottish	8156	39.75	6503	38.26	10,237	39.28	5513	38.31	3912	21.58	9697	23.47
White - Polish	390	1.90	299	1.76	390	1.50	155	1.08	98	0.54	341	0.83
White - Eastern European	51	0.25	117	0.69	279	1.07	113	0.79	-	-	-	-
White - Gypsy/Traveller	14	0.07	0	0.00	0	0.00	0	0.00	Under 5	0.01	Under 5	0.01
White - Irish	84	0.41	157	0.92	271	1.04	103	0.72	95	0.52	186	0.45
White - Other white ethnic group	726	3.54	545	3.21	1,081	4.15	446	3.10	237	1.31	746	1.81
White - Roma	-	-	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	-	-	7	0.04	Under 5	0.01
Not Completed	4193	20.44	2866	16.86	4,878	18.72	3007	20.89	12618	69.59	27446	66.42
Prefer Not to Answer/Say	1028	5.01	537	3.16	797	3.06	562	3.90	116	0.64	144	0.35
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Religion

RELIGION	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	35	0.17	56	0.33	55	0.21	28	0.19	27	0.15	60	0.15
Other Christian	1910	9.31	1457	8.57	2,713	10.41	1506	10.46	0	0.00	1305	3.16
Church of Scotland	2640	12.87	1963	11.55	2,264	8.69	1575	10.94	754	4.16	1432	3.47
Roman Catholic	654	3.19	769	4.52	1,083	4.16	473	3.29	398	2.20	874	2.12
Hindu	40	0.19	107	0.63	108	0.41	95	0.66	56	0.31	130	0.31
Humanist	74	0.36	115	0.68	154	0.59	84	0.58	-	-	-	-
Jewish	Under 5	0.01	Under 5	0.02	0	0.00	9	0.06	Under 5	0.01	19	0.05
Muslim	153	0.75	65	0.38	170	0.65	121	0.84	87	0.48	213	0.52
None	7623	37.16	7410	43.60	11,278	43.27	5820	40.44	2985	16.46	8091	19.58
Other Religion or Belief	288	1.40	143	0.84	243	0.93	107	0.74	49	0.27	108	0.26
Pagan	39	0.19	73	0.43	102	0.39	59	0.415	Under 5	0.02	80	0.19
Sikh	13	0.06	13	0.08	8	0.03	5	0.03	0	0.00	0	0.00
Not Completed	4897	23.87	3339	19.65	5,782	22.18	3296	22.90	12984	71.61	28245	68.35
Prefer Not to Answer	2147	10.47	1481	8.71	2,104	8.07	1214	8.44	300	1.65	765	1.85
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Sexual Orientation

SEXUAL ORIENTATION	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	120	0.58	284	1.67	513	1.97	241	1.67	162	0.89	603	1.46
Gay	112	0.55	202	1.19	381	1.46	190	1.32	-	-	-	-
Gay or lesbian	-	-	-	-	-	-	-	-	292	1.61	617	1.49
Heterosexual/Straight	12111	59.03	11196	65.88	16,629	63.80	8977	62.37	4441	24.49	11156	27.00
Lesbian	79	0.39	136	0.80	223	0.86	82	0.57	-	-	-	-
Other sexual orientation	52	0.25	114	0.67	123	0.47	46	0.32	65	0.36	128	0.31
Not Completed	5384	26.24	3441	20.25	5,977	22.93	3428	23.82	12805	70.62	27892	67.50
Prefer Not to Answer	2658	12.96	1622	9.54	2,218	8.51	1428	9.92	366	2.02	926	2.24
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Gender Identity

	2021		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER IDENTITY Do you consider yourself to be trans or have trans history?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	-	-	95	0.52	154	0.37
No	-	-	-	-	-	-	-	-	4999	27.57	13055	31.59
Not Completed	-	-	-	-	-	-	-	-	12852	70.88	27739	67.13
Prefer not to Say	-	-	-	-	-	-	-	-	185	1.02	374	0.91
Total	-	-	-	-	-	-	-	-	-	100.00	-	100.00

EDUCATION AUTHORITY – TRAINING INFORMATION FOR PERIOD 2020–2024

Training Information by Sex

GENDER	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	12899	95.05	7,599	90.31	12,208	89.12	20653	87.61
Male	671	4.94	815	9.69	1,491	10.88	2922	12.39
Total	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Age

	2020		2021		2022		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	Under 5	0.03	31	0.37	66	0.48	110	0.47
20-29	1523	11.22	1,331	15.82	2,395	17.48	4436	18.82
30-39	2739	20.18	2,010	23.89	3,717	27.13	6611	28.04
40-49	3337	24.59	2,042	24.27	3,547	25.89	6119	25.96
50-59	4760	35.08	2,487	29.56	3,054	22.29	4737	20.09
60+	1207	8.89	513	6.10	920	6.72	1562	6.63
Total	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Marital Civil Status

MARITAL/CIVIL STATUS	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	0	0.00	538	6.39	791	5.77	336	1.43
Civil Partnership legally dissolved	-	-	-	-	-	-	0	0.00
Separated but still legally Married	-	-	-	-	-	-	121	0.51
Separated but still legally in Civil Partnership	-	-	-	-	-	-	0	0.00
Living with Partner	1175	8.66	991	11.78	1,545	11.28	-	-
Married/Civil Partnership	6352	46.81	3,630	43.14	5,694	41.57	-	-
In a registered Civil Partnership	-	-	-	-	-	-	39	0.17
Married	-	-	-	-	-	-	3521	14.94
Single	2121	15.63	1,443	17.15	2,529	18.46	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	2201	9.34
Widowed	199	1.47	51	0.61	93	0.68	63	0.27
Surviving partner from Civil Partnership	-	-	-	-	-	-	7	0.03
Not Completed	2320	17.10	1,579	18.77	2,764	20.18	16567	70.27
Prefer Not to Answer/Say	361	2.66	182	2.16	283	2.07	720	3.05
Total	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Disability – Question 1

DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	498	3.67	341	4.05	444	3.24	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	6	0.03
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	91	0.39
Yes - Memory	-	-	-	-	-	-	18	0.08
Yes - Mental health	-	-	-	-	-	-	523	2.22
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	95	0.40
Yes – Other	-	-	-	-	-	-	454	1.93
Yes – Prefer not to expand	-	-	-	-	-	-	188	0.80
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	87	0.37
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	17	0.07
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	39	0.17
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	170	0.72
No	7052	51.97	5,101	60.63	8,423	61.49	5560	23.58
Not Completed	5581	41.13	2,761	32.81	4,398	32.10	15759	66.85
Prefer Not to Answer/Say	439	3.24	211	2.51	434	3.17	568	2.41
Total	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Disability – Question 2

	2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?						
Yes, a little	-	-	-	-	635	2.69
Yes, a lot	-	-	-	-	100	0.42
Not at all	-	-	-	-	1280	5.43
Not Completed	-	-	-	-	21000	89.08
Prefer Not to Say	-	-	-	-	560	2.38
Total	-	-	-	-	-	100.00

Training Information by Ethnicity

ETHNICITY	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	72	0.53	41	0.49	82	0.60	-	-
African - Other	0	0.00	9	0.11	19	0.14	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	194	0.82
Other - Arab	0	0.00	0	0.00	50	0.36	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	18	0.08
Asian - Bangladeshi	21	0.15	16	0.19	19	0.14	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	42	0.18
Asian - Chinese	25	0.18	38	0.45	38	0.28	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	25	0.11
Asian - Indian	17	0.13	108	1.28	68	0.50	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	157	0.67
Asian - Other	20	0.15	13	0.15	63	0.46	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	61	0.26
Asian - Pakistani	42	0.31	Under 5	0.01	37	0.27	-	-
Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	43	0.18
Black	Under 5	0.01	Under 5	0.05	5	0.04	-	-
Caribbean	0	0.00	11	0.13	16	0.12	-	-

Other Caribbean or Black	21	0.15	10	0.12	0	0.00	-	-
Caribbean or Black	-	-	-	-	-	-	12	0.05
Mixed or Multiple ethnic groups	66	0.49	47	0.56	74	0.54	62	0.26
Other Ethnic group	18	0.13	10	0.12	36	0.26	42	0.18
White – Other British	3569	26.30	2,575	30.60	3,746	27.35	937	3.97
White - Scottish	5464	40.27	3,104	36.89	5,192	37.90	5681	24.10
White - Polish	259	1.91	122	1.45	152	1.11	224	0.95
White - Eastern European	14	0.10	53	0.63	52	0.38	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	Under 5	0.01
White - Irish	42	0.31	61	0.72	160	1.17	119	0.50
White - Other white ethnic group	532	3.92	305	3.62	518	3.78	450	1.91
White - Roma	-	-	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	Under 5	0.01
Not Completed	2588	19.07	1,580	18.78	2,965	21.64	15395	65.30
Prefer Not to Answer/Say	738	5.44	306	3.64	407	2.97	109	0.46
Total	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Religion

RELIGION	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	7	0.05	20	0.24	32	0.23	42	0.18
Other Christian	1477	10.88	836	9.94	1,449	10.58	797	3.38
Church of Scotland	1862	13.72	997	11.85	1,263	9.22	819	3.47
Roman Catholic	441	3.25	360	4.28	609	4.45	502	2.13
Hindu	12	0.09	62	0.74	49	0.36	79	0.34
Humanist	21	0.15	72	0.86	75	0.55	-	-
Jewish	Under 5	0.02	Under 5	0.01	0	0.00	9	0.04
Muslim	141	1.04	25	0.30	129	0.94	127	0.54
None	5135	37.84	3,412	40.55	5,424	39.59	4700	19.94
Other Religion or Belief	222	1.64	50	0.59	88	0.64	68	0.29
Pagan	0	0.00	22	0.26	19	0.14	52	0.22
Sikh	0	0.00	Under 5	0.04	Under 5	0.03	0	0.00
Not Completed	2669	19.67	1,874	22.27	3,596	26.25	15892	67.41
Prefer Not to Answer	1252	9.23	680	8.08	962	7.02	488	2.07
Total	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Sexual Orientation

SEXUAL ORIENTATION	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	35	0.26	89	1.06	147	1.07	357	1.51
Gay	59	0.43	61	0.72	147	1.07	-	-
Gay or lesbian	-	-	-	-	-	-	422	1.79
Heterosexual/Straight	8253	60.82	5,412	64.32	8,506	62.09	6555	27.80
Lesbian	49	0.36	36	0.43	103	0.75	-	-
Other sexual orientation	28	0.21	13	0.15	78	0.57	90	0.38
Not Completed	3307	24.37	1,953	23.21	3,557	25.97	15639	66.34
Prefer Not to Answer	1839	13.55	850	10.10	1,161	8.48	512	2.17
Total	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Gender Identity

GENDER IDENTITY Do you consider yourself to be trans or have trans history?	2021		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	120	0.51
No	-	-	-	-	-	-	7677	32.56
Not Completed	-	-	-	-	-	-	15539	65.91
Prefer not to Say	-	-	-	-	-	-	239	1.01
Total	-	-	-	-	-	-	-	100.00

COUNCIL WORKFORCE – LEAVERS INFORMATION FOR PERIOD 2020 – 2024

Leavers Information by Sex

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	350	73.07	440	71.43	478	65.57	168	63.64	375	66.49	439	64.75
Male	129	26.93	176	28.57	251	34.43	96	36.36	189	33.51	239	35.25
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Age

AGE	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	0	0.00	11	1.78	11	1.51	5	1.89	13	2.30	15	2.21
20-29	100	20.88	119	19.32	159	21.81	48	18.18	119	21.10	119	17.55
30-39	94	19.62	142	23.05	153	20.99	60	22.73	119	21.10	150	22.12
40-49	79	16.49	80	12.98	117	16.05	50	18.94	96	17.02	98	14.45
50-59	68	14.20	83	13.47	120	16.46	37	14.02	87	15.43	116	17.11
60+	138	28.81	181	29.40	169	23.18	64	24.24	150	26.60	180	26.55
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Marital/Civil Status

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
MARITAL/CIVIL STATUS	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	20	4.18	22	3.57	32	4.39	11	4.17	Under 5	0.35	9	1.33
Civil Partnership legally dissolved	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Separated	Under 5	0.84	5	0.81	11	1.51	Under 5	0.76	-	-	-	-
Separated but still legally Married	-	-	-	-	-	-	-	-	Under 5	0.18	Under 5	0.15
Separated but still legally in Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Living with Partner	32	6.68	56	90.09	59	8.09	20	7.58	-	-	-	-
Married/Civil Partnership	188	39.25	221	35.88	272	37.31	101	38.26	-	-	-	-
In a registered Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.15
Married	-	-	-	-	-	-	-	-	11	1.95	47	6.93
Single	74	15.45	120	19.48	162	22.22	56	21.21	-	-	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	-	-	7	1.24	38	5.60
Widowed	145	30.27	10	1.62	Under 5	0.41	Under 5	0.76	0	0.00	Under 5	0.29
Surviving partner from Civil Partnership	-	-	-	-	-	-	-	-				
Not Completed	145	30.27	165	26.79	175	24.01	71	26.89	538	95.39	567	83.63
Prefer Not to Answer/Say	13	2.71	17	2.76	15	2.06	Under 5	0.38	5	0.89	13	1.92

Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00
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Leavers Information by Disability – Question 1

DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	13	2.71	29	4.71	27	3.70	6	2.27	-	-	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.15
Yes - Memory	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Mental health	-	-	-	-	-	-	-	-	Under 5	0.18	8	1.18
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	-	-	0	0.00	5	0.74
Yes – Other	-	-	-	-	-	-	-	-	0	0.00	9	1.33
Yes – Prefer not to expand	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.59
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.29
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	-	-	Under 5	0.35	Under 5	0.44

No	262	54.70	354	57.47	410	56.24	137	51.89	24	4.26	86	12.68
Not Completed	185	38.62	213	34.58	266	36.49	108	40.91	535	94.86	550	81.12
Prefer Not to Answer/Say	19	3.97	20	3.25	26	3.57	13	4.92	Under 5	0.35	10	1.47
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Disability – Question 2

DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?	2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes, a little	-	-	-	-	-	-	Under 5	0.35	11	1.62
Yes, a lot	-	-	-	-	-	-	0	0.00	Under 5	0.59
Not at all	-	-	-	-	-	-	Under 5	0.35	29	4.28
Not Completed	-	-	-	-	-	-	560	99.29	622	91.74
Prefer Not to Say	-	-	-	-	-	-	0	0.00	12	1.77
Total	-	-	-	-	-	-	-	100.00	-	100.00

Leavers Information by Ethnicity

ETHNICITY	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	Under 5	0.42	Under 5	0.65	Under 5	0.55	0	0.00	-	-	-	-
African - Other	0	0.00	Under 5	0.16	Under 5	0.55	Under 5	0.76	-	-	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	-	-	Under 5	0.18	Under 5	0.74
Other - Arab	0	0.00	Under 5	0.32	0	0.00	0	0.00	-	-	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Bangladeshi	0	0.00	0	0.00	Under 5	0.14	0	0.00	-	-	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.15
Asian - Chinese	Under 5	0.21	0	0.00	Under 5	0.27	0	0.00	-	-	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	-	-	Under 5	0.18	Under 5	0.15
Asian - Indian	Under 5	0.21	Under 5	0.32	Under 5	0.55	0	0.00	-	-	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.15
Asian - Other	0	0.00	0	0.00	Under 5	0.14	Under 5	0.38	-	-	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	-	-	Under 5	0.18	0	0.00
Asian - Pakistani	0	0.00	Under 5	0.32	Under 5	0.14	Under 5	0.38	-	-	-	-

Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	-	-	Under 5	0.18	0	0.00
Black	0	0.00	Under 5	0.65	Under 5	0.27	0	0.00	-	-	-	-
Caribbean	0	0.00	0	0.00	0	0.00	Under 5	0.38	-	-	-	-
Other Caribbean or Black	0	0.00	0	0.00	Under 5	0.14	0	0.00	-	-	-	-
Caribbean or Black	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.29
Mixed or Multiple ethnic groups	Under 5	0.84	Under 5	0.65	Under 5	0.69	Under 5	0.76	0	0.00	Under 5	0.15
Other Ethnic group	Under 5	0.21	Under 5	0.49	Under 5	0.41	Under 5	1.14	Under 5	0.18	0	0.00
White – Other British	86	17.95	128	20.78	168	23.05	58	21.97	Under 5	0.53	13	1.92
White - Scottish	182	38.00	234	37.99	252	34.57	82	31.06	21	3.72	90	13.27
White - Polish	Under 5	0.63	5	0.81	Under 5	0.27	Under 5	0.76	Under 5	0.18	Under 5	0.15
White - Eastern European	Under 5	0.63	Under 5	0.32	5	0.69	Under 5	0.38	-	-	-	-
White - Gypsy/Traveller	Under 5	0.21	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White - Irish	5	1.04	8	1.30	5	0.69	Under 5	1.14	0	0.00	Under 5	0.44
White - Other white ethnic group	35	7.31	33	5.36	29	3.98	6	2.27	Under 5	0.18	9	1.33
White - Roma	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.15
Not Completed	101	21.09	133	21.59	195	26.75	85	32.20	532	94.33	544	80.24
Prefer Not to Answer/Say	54	11.27	51	8.28	45	6.17	16	6.06	0	0.00	5	0.74
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Religion

RELIGION	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	0	0.00	Under 5	0.16	0	0.00	Under 5	0.38	0	0.00	0	0.00
Other Christian	42	8.77	72	11.69	70	9.62	27	10.23	Under 5	0.71	20	2.95
Church of Scotland	57	11.90	89	14.45	81	11.13	21	7.95	Under 5	0.71	22	3.24
Roman Catholic	15	3.13	31	5.03	26	3.57	12	4.55	Under 5	0.35	8	1.18
Hindu	Under 5	0.21	Under 5	0.16	Under 5	0.27	Under 5	0.38	0	0.00	Under 5	0.15
Humanist	Under 5	0.84	Under 5	0.32	Under 5	0.55	Under 5	0.38	-	-	-	-
Jewish	0	0.00	Under 5	0.16	0	0.00	0	0.00	0	0.00	0	0.00
Muslim	Under 5	0.21	Under 5	0.32	Under 5	0.41	Under 5	1.14	Under 5	0.18	Under 5	0.44
None	134	27.97	174	28.25	245	33.65	67	25.38	13	2.30	65	9.59
Other Religion or Belief	8	1.67	Under 5	0.49	Under 5	0.27	6	2.27	Under 5	0.18	Under 5	0.44
Pagan	Under 5	0.42	Under 5	0.16	Under 5	0.41	Under 5	0.76	0	0.00	0	0.00
Sikh	0	0.00	Under 5	0.16	0	0.00	0	0.00	0	0.00	0	0.00
Not Completed	125	26.10	158	25.65	209	28.71	94	35.61	538	95.39	550	81.12
Prefer Not to Answer	90	18.79	80	12.99	83	11.40	29	10.98	Under 5	0.18	6	0.88
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Sexual Orientation

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
SEXUAL ORIENTATION	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	Under 5	0.21	7	1.14	12	1.65	Under 5	1.52	Under 5	0.18	8	1.18
Gay	5	1.04	Under 5	0.65	7	0.96	Under 5	1.14	-	-	-	-
Gay or lesbian	-	-	-	-	-	-	-	-				
Heterosexual/Straight	248	51.77	350	56.82	409	56.10	131	49.62	23	4.08	100	14.75
Lesbian	Under 5	0.21	Under 5	0.32	Under 5	0.41	0	0.00	-	-	-	-
Other sexual orientation	Under 5	0.42	Under 5	0.32	Under 5	0.27	Under 5	0.76	Under 5	0.18	Under 5	0.15
Not Completed	120	25.05	153	24.84	211	28.94	91	34.47	532	94.33	544	80.24
Prefer Not to Answer	102	21.29	98	15.91	85	11.66	33	12.50	Under 5	0.18	16	2.36
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Gender Identity

GENDER IDENTITY Do you consider yourself to be trans or have trans history?	2021		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	-	-	Under 5	0.18	Under 5	0.59
No	-	-	-	-	-	-	-	-	29	5.14	122	17.99
Not Completed	-	-	-	-	-	-	-	-	534	94.68	544	80.24
Prefer not to Say	-	-	-	-	-	-	-	-	0	0.00	8	1.18
Total	-	-	-	-	-	-	-	-	-	100.00	-	100.00

EDUCATION AUTHORITY – LEAVERS INFORMATION FOR PERIOD 2020 – 2024

Leavers Information by Sex

GENDER	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	191	84.51	248	85.22	272	79.07	255	82.52
Male	35	15.49	43	14.78	72	20.93	54	17.48
Total	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Age

	2020		2021		2022		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	0	0.00	0	0.00	0	0.00	Under 5	0.32
20-29	68	30.09	66	22.68	77	22.38	65	21.04
30-39	46	20.35	75	25.77	78	22.67	82	26.54
40-49	40	17.70	36	12.37	62	18.02	47	15.21
50-59	24	10.62	38	13.06	53	15.41	58	18.77
60+	48	21.24	76	26.12	74	21.51	56	18.12
Total	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Marital Civil Status

MARITAL/CIVIL STATUS	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	Under 5	1.77	13	4.47	12	3.49	Under 5	0.97
Civil Partnership legally dissolved	-	-	-	-	-	-	0	0.00
Separated	Under 5	0.88	Under 5	0.34	Under 5	0.87	-	-
Separated but still legally Married	-	-	-	-	-	-	Under 5	0.32
Separated but still legally in Civil Partnership	-	-	-	-	-	-	0	0.00
Living with Partner	13	5.75	31	10.65	24	6.98	-	-
Married/Civil Partnership	77	34.07	108	37.11	139	40.41	-	-
In a registered Civil Partnership	-	-	-	-	-	-	0	0.00
Married	-	-	-	-	-	-	28	9.06
Single	31	13.72	50	17.18	69	20.06	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	16	5.18
Widowed	Under 5	0.44	Under 5	1.03	Under 5	0.58	0	0.00
Surviving partner from Civil Partnership	-	-	-	-	-	-	0	0.00
Not Completed	91	40.27	80	27.49	91	26.45	253	81.88
Prefer Not to Answer/Say	7	3.10	5	1.72	Under 5	1.16	8	2.59
Total	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Disability – Question 1

DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	Under 5	0.88	14	4.81	8	2.33	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	0	0.00
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	0	0.00
Yes - Memory	-	-	-	-	-	-	0	0.00
Yes - Mental health	-	-	-	-	-	-	5	1.62
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	Under 5	0.97
Yes – Other	-	-	-	-	-	-	5	1.62
Yes – Prefer not to expand	-	-	-	-	-	-	0	0.00
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	Under 5	0.32
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	0	0.00
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	0	0.00
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	Under 5	0.65
No	108	47.79	159	54.64	196	56.98	46	14.89
Not Completed	111	49.12	104	35.74	130	37.79	239	77.35
Prefer Not to Answer/Say	5	2.21	14	4.81	10	2.91	8	2.59
Total	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Disability – Question 2

	2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?						
Yes, a little	-	-	-	-	6	1.94
Yes, a lot	-	-	-	-	Under 5	0.32
Not at all	-	-	-	-	12	3.88
Not Completed	-	-	-	-	282	91.26
Prefer Not to Say	-	-	-	-	8	2.59
Total	-	-	-	-	-	100.00

Leavers Information by Ethnicity

ETHNICITY	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	0	0.00	0	0.00	Under 5	0.29	-	-
African - Other	0	0.00	0	0.00	0	0.00	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	0	0.00
Other - Arab	0	0.00	Under 5	0.34	0	0.00	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	0	0.00
Asian - Bangladeshi	0	0.00	0	0.00	Under 5	0.29	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	Under 5	0.32
Asian - Chinese	Under 5	0.44	0	0.00	0	0.00	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	Under 5	0.32
Asian - Indian	0	0.00	0	0.00	Under 5	0.58	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	Under 5	0.32
Asian - Other	0	0.00	0	0.00	0	0.00	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	0	0.00
Asian - Pakistani	0	0.00	Under 5	0.34	Under 5	0.29	-	-
Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	0	0.00
Black	0	0.00	Under 5	0.34	Under 5	0.58	-	-
Caribbean	0	0.00	0	0.00	0	0.00	-	-

Other Caribbean or Black	0	0.00	0	0.00	0	0.00	-	-
Caribbean or Black	-	-	-	-	-	-	0	0.00
Mixed or Multiple ethnic groups	Under 5	0.88	Under 5	1.37	0	0.54	Under 5	0.32
Other Ethnic group	0	0.00	Under 5	0.69	Under 5	0.26	0	0.00
White – Other British	33	14.60	67	23.02	88	27.35	5	1.62
White - Scottish	81	35.84	100	34.36	116	37.90	59	19.09
White - Polish	Under 5	0.44	Under 5	1.03	0	1.11	0	0.00
White - Eastern European	Under 5	0.44	0	0.00	Under 5	0.38	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	0	0.00
White - Irish	Under 5	1.33	6	2.06	Under 5	1.17	Under 5	0.32
White - Other white ethnic group	13	5.75	17	5.84	12	3.78	Under 5	0.65
White - Roma	-	-	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	Under 5	0.32
Not Completed	59	26.11	64	21.99	94	27.33	235	76.05
Prefer Not to Answer/Say	32	14.16	25	8.59	20	5.81	Under 5	0.65
Total	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Religion

RELIGION	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	0	0.00	Under 5	0.34	0	0.00	0	0.00
Other Christian	18	7.96	40	13.75	38	11.05	6	1.94
Church of Scotland	25	11.06	40	13.75	39	11.34	13	4.21
Roman Catholic	6	2.65	19	6.53	13	3.78	Under 5	0.65
Hindu	0	0.00	0	0.00	Under 5	0.58	Under 5	0.32
Humanist	0	0.00	Under 5	0.69	Under 5	0.58	-	-
Jewish	0	0.00	Under 5	0.34	0	0.00	0	0.00
Muslim	Under 5	0.44	Under 5	0.34	Under 5	0.58	Under 5	0.32
None	56	24.78	71	24.40	111	32.27	42	13.59
Other Religion or Belief	Under 5	0.44	0	0.00	Under 5	0.29	Under 5	0.65
Pagan	Under 5	0.88	0	0.00	Under 5	0.29	0	0.00
Sikh	0	0.00	0	0.00	0	0.00	0	0.00
Not Completed	72	31.86	78	26.80	103	29.94	238	77.02
Prefer Not to Answer	45	19.91	36	12.37	32	9.30	Under 5	1.29
Total	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Sexual Orientation

SEXUAL ORIENTATION	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	0	0.00	Under 5	0.34	5	1.45	8	2.59
Gay	Under 5	0.88	Under 5	0.69	Under 5	0.58	-	-
Gay or lesbian	-	-	-	-	-	-	5	1.62
Heterosexual/Straight	102	45.13	167	57.39	202	58.72	51	16.50
Lesbian	Under 5	0.44	Under 5	0.34	Under 5	0.29	-	-
Other sexual orientation	Under 5	0.88	Under 5	0.69	0	0.00	0	0.00
Not Completed	68	30.09	74	25.43	98	28.49	234	75.73
Prefer Not to Answer	51	22.57	44	15.12	36	10.47	11	3.56
Total	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Gender Identity

GENDER IDENTITY Do you consider yourself to be trans or have trans history?	2021		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	Under 5	0.65
No	-	-	-	-	-	-	67	21.68
Not Completed	-	-	-	-	-	-	235	76.05
Prefer not to Say	-	-	-	-	-	-	5	1.62
Total	-	-	-	-	-	-	-	100.00

COUNCIL WORKFORCE – DISCIPLINARY INFORMATION FOR PERIOD 2020 – 2024

Disciplinary Information by Sex

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	14	35.00	21	39.62	34	40.48	38	42.70	38	42.70	27	32.12
Male	26	65.00	32	60.38	50	59.52	51	57.30	51	57.30	57	67.88
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Age

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	0	0.00	0	0.00	Under 5	2.38	13	14.61	0	0.00	Under 5	1.17
20-29	Under 5	10.00	Under 5	5.66	12	14.29	23	25.84	12	13.48	11	13.09
30-39	15	37.50	20	37.74	23	27.38	12	13.48	23	25.84	18	21.47
40-49	10	25.00	8	15.09	18	21.43	36	40.45	13	14.61	26	31.01
50-59	6	15.00	14	26.42	14	16.67	Under 5	4.49	34	38.20	17	20.11
60+	5	12.50	8	15.09	15	17.86	Under 5	1.12	7	7.87	11	13.16
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Marital/Civil Status

MARITAL/CIVIL STATUS	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	0	0.00	Under 5	1.89	Under 5	2.38	Under 5	4.49	0	0.00	0	0.00
Civil Partnership legally dissolved	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Separated	0	0.00	Under 5	3.77	Under 5	1.19	Under 5	2.25	-	-	-	-
Separated but still legally Married	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Separated but still legally in Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Living with Partner	Under 5	10.00	Under 5	5.66	9	10.71	5	5.62	-	-	-	-
Married/Civil Partnership	12	30.00	16	30.19	28	33.33	21	23.60	-	-	-	-
In a registered Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Married	-	-	-	-	-	-	-	-	Under 5	1.12	5	6.02
Single	9	22.50	16	30.19	23	27.38	26	29.21	-	-	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	-	-	Under 5	1.12	Under 5	2.42
Widowed	Under 5	5.00	0	0.00	0	0.00	Under 5	2.25	0	0.00	0	0.00
Surviving partner from Civil Partnership	-	-	-	-	-	-	-	-				
Not Completed	11	27.50	15	28.30	20	23.81	28	31.46	86	96.63	76	90.39
Prefer Not to Answer/Say	Under 5	5.00	0	0.00	Under 5	1.19	Under 5	1.12	Under 5	1.12	Under 5	1.17

Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00
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Disciplinary Information by Disability – Question 1

DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	5	12.50	5	9.43	Under 5	3.57	5	5.62	-	-	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Memory	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Mental health	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Other	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Prefer not to expand	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	-	-	0	0.00	0	0.00
No	28	52.83	44	52.38	47	52.81	28	52.83	5	5.62	7	8.33

Not Completed	17	32.08	35	41.67	36	40.45	17	32.08	84	94.38	77	91.67
Prefer Not to Answer/Say	Under 5	5.66	Under 5	2.38	Under 5	1.12	Under 5	5.66	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Disability – Question 2

	2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?										
Yes, a little	-	-	-	-	-	-	0	0.00	0	0.00
Yes, a lot	-	-	-	-	-	-	0	0.00	0	0.00
Not at all	-	-	-	-	-	-	Under 5	1.12	Under 5	1.19
Not Completed	-	-	-	-	-	-	88	98.88	83	98.81
Prefer Not to Say	-	-	-	-	-	-	0	0.00	0	0.00
Total	-	-	-	-	-	-	-	100.00	-	100.00

Disciplinary Information by Ethnicity

ETHNICITY	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	0	0.00	Under 5	3.77	0	0.00	Under 5	1.12	-	-	-	-
African - Other	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	-	-	Under 5	1.12	0	0.00
Other - Arab	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Bangladeshi	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Chinese	0	0.00	0	0.00	0	0.00	Under 5	1.12	-	-	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Indian	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	-	-	Under 5	1.12	Under 5	1.21
Asian - Other	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	-	-	Under 5	1.12	0	0.00
Asian - Pakistani	Under 5	2.50	0	0.00	0	0.00	0	0.00	-	-	-	-

Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Black	0	0.00	0	0.00	0	0.00	Under 5	1.12	-	-	-	-
Caribbean	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Other Caribbean or Black	0	0.00	Under 5	1.89	0	0.00	0	0.00	-	-	-	-
Caribbean or Black	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Mixed or Multiple ethnic groups	0	0.00	Under 5	1.89	Under 5	2.38	Under 5	3.37	0	0.00	0	0.00
Other Ethnic group	0	0.00	Under 5	1.89	Under 5	1.19	Under 5	1.12	0	0.00	0	0.00
White – Other British	8	20.00	11	20.75	12	14.29	12	13.48	0	0.00	0	0.00
White - Scottish	15	37.50	15	28.30	33	39.29	40	44.94	Under 5	3.37	5	6.00
White - Polish	Under 5	2.50	Under 5	1.89	Under 5	2.38	Under 5	2.25	0	0.00	0	0.00
White - Eastern European	0	0.00	Under 5	1.19	0	0.00	0	0.00	-	-	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White - Irish	5	1.04	Under 5	3.77	Under 5	1.19	Under 5	1.12	0	0.00	0	0.00
White - Other white ethnic group	Under 5	5.00	Under 5	7.55	Under 5	2.38	0	0.00	0	0.00	Under 5	1.19
White - Roma	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Not Completed	7	13.21	21	25.00	18	20.22	83	93.26	77	91.60	7	13.21
Prefer Not to Answer/Say	8	15.09	9	10.71	9	10.11	0	0.00	0	0.00	8	15.09
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Religion

RELIGION	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other Christian	Under 5	2.50	6	11.32	11	13.10	Under 5	3.37	Under 5	1.12	Under 5	1.19
Church of Scotland	5	12.50	6	11.32	Under 5	4.76	9	10.11	0	0.00	Under 5	1.19
Roman Catholic	5	12.50	Under 5	7.55	5	5.95	Under 5	3.37	Under 5	1.12	Under 5	1.19
Hindu	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Humanist	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Jewish	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Muslim	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
None	16	40.00	15	28.30	22	26.19	38	42.70	Under 5	3.37	5	5.95
Other Religion or Belief	0	0.00	0	0.00	Under 5	2.38	Under 5	3.37	0	0.00	0	0.00
Pagan	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sikh	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Not Completed	5	12.50	8	15.09	24	28.57	0	0.00	84	94.38	76	90.48
Prefer Not to Answer	8	20.00	13	24.53	16	19.05	12	13.48	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Sexual Orientation

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
SEXUAL ORIENTATION	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	0	0.00	0	0.00	Under 5	1.19	0	0.00	0	0.00	0	0.00
Gay	Under 5	2.50	0	0.00	0	0.00	Under 5	1.12	-	-	-	-
Gay or lesbian	-	-	-	-	-	-	-	-	Under 5	1.12	0	0.00
Heterosexual/Straight	31	58.49	44	52.38	55	61.80	31	58.49	5	5.62	7	8.33
Lesbian	Under 5	1.89	Under 5	2.38	0	0.00	Under 5	1.89	-	-	-	-
Other sexual orientation	0	0.00	0	0.00	Under 5	1.12	0	0.00	0	0.00	0	0.00
Not Completed	8	15.09	21	25.00	18	20.22	8	15.09	83	93.26	76	90.48
Prefer Not to Answer	13	24.53	16	19.05	14	15.73	13	24.53	0	0.00	1	1.19
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Gender Identity

GENDER IDENTITY Do you consider yourself to be trans or have trans history?	2021		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	-	-	0	0.00	0	0.00
No	-	-	-	-	-	-	-	-	6	6.74	8	9.52
Not Completed	-	-	-	-	-	-	-	-	83	93.26	76	90.48
Prefer not to Say	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Total	-	-	-	-	-	-	-	-	-	100.00	-	100.00

EDUCATION AUTHORITY – DISCIPLINARY INFORMATION FOR PERIOD 2020 – 2024

Disciplinary Information by Sex

GENDER	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	7	70.00	6	50.00	28	73.68	17	73.91
Male	3	30.00	6	50.00	10	26.32	6	26.09
Total	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Age

	2020		2021		2022		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	0	0	0	0.00	Under 5	5.26	0	0.00
20-29	Under 5	10.00	0	0.00	5	13.16	Under 5	8.70
30-39	Under 5	30.00	Under 5	41.66	9	23.68	Under 5	13.04
40-49	Under 5	30.00	Under 5	25.00	5	13.16	12	52.17
50-59	Under 5	20.00	Under 5	16.67	9	23.68	5	21.74
60+	Under 5	10.00	Under 5	16.67	8	21.05	Under 5	4.35
Total	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Marital Civil Status

MARITAL/CIVIL STATUS	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	0	0.00%	0	0.00%	Under 5	5.26%	0	0.00%
Civil Partnership legally dissolved	-	-	-	-	-	-	0	0.00%
Separated	0	0.00%	Under 5	8.33%	Under 5	2.63%	-	-
Separated but still legally Married	-	-	-	-	-	-	0	0.00%
Separated but still legally in Civil Partnership	-	-	-	-	-	-	0	0.00%
Living with Partner	0	0.00%	Under 5	8.33%	Under 5	2.63%	-	-
Married/Civil Partnership	Under 5	40.00%	6	50.00%	16	42.11%	-	-
In a registered Civil Partnership	-	-	-	-	-	-	0	0.00%
Married	-	-	-	-	-	-	0	0.00%
Single	Under 5	10.00%	Under 5	25.00%	8	21.05%	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	0	0.00%
Widowed	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Surviving partner from Civil Partnership	-	-	-	-	-	-	0	0.00%
Not Completed	Under 5	40.00%	Under 5	8.33%	10	26.32%	22	95.65%
Prefer Not to Answer/Say	0	0.00%	0	0.00%	0	0.00%	Under 5	4.35%
Total	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Disability – Question 1

DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	0	0.00	0	0.00	1	2.63	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	0	0.00
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	0	0.00
Yes - Memory	-	-	-	-	-	-	0	0.00
Yes - Mental health	-	-	-	-	-	-	0	0.00
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	0	0.00
Yes – Other	-	-	-	-	-	-	0	0.00
Yes – Prefer not to expand	-	-	-	-	-	-	0	0.00
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	0	0.00
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	0	0.00
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	0	0.00
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	0	0.00
No	6	60.00	7	58.33	21	55.26	1	4.35
Not Completed	4	40.00	3	25.00	15	39.47	22	95.65
Prefer Not to Answer/Say	0	0.00	2	16.67	1	2.63	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Disability – Question 2

	2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?						
Yes, a little	-	-	-	-	0	0.00
Yes, a lot	-	-	-	-	0	0.00
Not at all	-	-	-	-	0	0.00
Not Completed	-	-	-	-	23	100.00
Prefer Not to Say	-	-	-	-	0	0.00
Total	-	-	-	-	-	100.00

Disciplinary Information by Ethnicity

ETHNICITY	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	0	0.00	0	0.00	0	0.00	-	-
African - Other	0	0.00	0	0.00	0	0.00	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	0	0.00
Other - Arab	0	0.00	0	0.00	0	0.00	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	0	0.00
Asian - Bangladeshi	0	0.00	0	0.00	0	0.00	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	0	0.00
Asian - Chinese	0	0.00	0	0.00	0	0.00	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	0	0.00
Asian - Indian	0	0.00	0	0.00	0	0.00	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	0	0.00
Asian - Other	0	0.00	0	0.00	0	0.00	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	0	0.00
Asian - Pakistani	0	0.00	0	0.00	0	0.00	-	-
Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-		
Black	0	0.00	0	0.00	0	0.00	-	-
Caribbean	0	0.00	0	0.00	0	0.00	-	-

Other Caribbean or Black	0	0.00	0	0.00	0	0.00	-	-
Caribbean or Black	-	-	-	-	-	-	0	0.00
Mixed or Multiple ethnic groups	0	0.00	0	0.00	Under 5	5.26	0	0.00
Other Ethnic group	0	0.00	Under 5	8.33	Under 5	2.63	0	0.00
White – Other British	Under 5	10.00	6	50.00	5	13.16	0	0.00
White - Scottish	Under 5	40.00	Under 5	25.00	16	42.11	Under 5	4.35
White - Polish	0	0.00	0	0.00	0	0.00	0	0.00
White - Eastern European	Under 5	10.00	0	0.00	Under 5	2.63	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	0	0.00
White - Irish	0	0.00	Under 5	8.33	Under 5	2.63	0	0.00
White - Other white ethnic group	0	0.00	0	0.00	Under 5	2.63	0	0.00
White - Roma	0	0.00	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	0	0.00
Not Completed	Under 5	20.00	Under 5	8.33	11	28.95	22	95.66
Prefer Not to Answer/Say	Under 5	10.00	0	0.00	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Religion

RELIGION	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	0	0	0	0.00	0	0.00	0	0.00
Other Christian	Under 5	10.00	0	0.00	9	23.68	0	0.00
Church of Scotland	Under 5	10.00	Under 5	16.67	Under 5	2.63	0	0.00
Roman Catholic	Under 5	10.00	Under 5	16.67	Under 5	2.63	0	0.00
Hindu	0	0	0	0.00	0	0.00	0	0.00
Humanist	0	0	Under 5	8.33	0	0.00	-	-
Jewish	0	0	0	0.00	0	0.00	0	0.00
Muslim	0	0	0	0.00	0	0.00	0	0.00
None	Under 5	40.00	5	41.67	8	21.05	Under 5	4.35
Other Religion or Belief	0	0	0	0.00	Under 5	2.63	0	0.00
Pagan	0	0	0	0.00	0	0.00	0	0.00
Sikh	0	0	0	0.00	0	0.00	0	0.00
Not Completed	Under 5	20.00	Under 5	8.33	14	36.84	22	95.65
Prefer Not to Answer	Under 5	10.00	Under 5	8.33	Under 5	10.53	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Sexual Orientation

SEXUAL ORIENTATION	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	0	0.00	0	0.00	0	0.00	0	0.00
Gay	Under 5	10.00	0	0.00	0	0.00	-	-
Gay or lesbian	-	-	-	-	-	-	0	0.00
Heterosexual/Straight	5	50.00	9	75.00	20	52.63	Under 5	4.35
Lesbian	0	0.00	0	0.00	Under 5	5.26	-	-
Other sexual orientation	0	0.00	0	0.00	0	0.00	0	0.00
Not Completed	Under 5	30.00	Under 5	16.67	12	31.58	22	95.65
Prefer Not to Answer	Under 5	10.00	Under 5	8.33	Under 5	10.53	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Gender Identity

GENDER IDENTITY Do you consider yourself to be trans or have trans history?	2021		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	0	0.00
No	-	-	-	-	-	-	Under 5	4.35
Not Completed	-	-	-	-	-	-	22	95.65
Prefer not to Say	-	-	-	-	-	-	0	0.00
Total	-	-	-	-	-	-	-	100.00

COUNCIL WORKFORCE – GRIEVANCE INFORMATION FOR PERIOD 2020 – 2024

Grievance Information by Sex

GENDER	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	9	60.00	5	45.45	8	57.14	7	70.00	7	70.00	10	76.92
Male	6	40.00	6	54.55	6	42.86	Under 5	30.00	Under 5	30.00	Under 5	23.08
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Age

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	0	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
20-29	Under 5	6.67	Under 5	9.09	Under 5	14.29	0	0.00	0	0.00	Under 5	30.77
30-39	Under 5	20.00	5	45.46	5	35.71	0	0.00	0	0.00	Under 5	23.08
40-49	Under 5	20.00	Under 5	18.18	Under 5	28.57	Under 5	40.00	Under 5	40.00	Under 5	15.38
50-59	5	33.33	Under 5	9.09	Under 5	14.29	Under 5	30.00	Under 5	30.00	Under 5	30.77
60+	Under 5	20.00	Under 5	18.18	Under 5	7.14	Under 5	30.00	Under 5	30.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Marital/Civil Status

MARITAL/CIVIL STATUS	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Civil Partnership legally dissolved	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Separated	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Separated but still legally Married	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Separated but still legally in Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Living with Partner	Under 5	6.67	0	0.00	Under 5	14.29	Under 5	20.00	-	-	-	-
Married/Civil Partnership	8	53.33	Under 5	27.27	5	35.71	Under 5	20.00	-	-	-	-
In a registered Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Married	-	-	-	-	-	-	-	-	0	0.00	Under 5	7.69
Single	Under 5	26.66	Under 5	36.36	Under 5	28.57	Under 5	10.00	-	-	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Widowed	0	0.00	0	0.00	0	0.00	Under 5	10.00	0	0.00	0	0.00
Surviving partner from Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Not Completed	Under 5	6.67	Under 5	27.27	Under 5	14.29	Under 5	30.00	10	100.00	12	92.31
Prefer Not to Answer/Say	Under 5	6.67	Under 5	9.09	Under 5	7.14	0	0.00	0	0.00	0	0.00

Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00
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Grievance Information by Disability – Question 1

DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	0	0.00	Under 5	18.18	Under 5	7.14	0	0.00	-	-	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Memory	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Mental health	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Other	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Prefer not to expand	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	-	-	0	0.00	0	0.00
No	11	73.33	5	45.45	5	35.71	Under 5	40.00	Under 5	40.00	Under 5	7.69

Not Completed	Under 5	26.67	Under 5	27.27	8	57.14	6	60.00	6	60.00	12	92.31
Prefer Not to Answer/Say	0	0.00	Under 5	9.09	0	0.00	0	0.00	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Disability – Question 2

DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?	2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes, a little	-	-	-	-	-	-	0	0.00	0	0.00
Yes, a lot	-	-	-	-	-	-	0	0.00	0	0.00
Not at all	-	-	-	-	-	-	0	0.00	0	0.00
Not Completed	-	-	-	-	-	-	10	100.00	13	100.00
Prefer Not to Say	-	-	-	-	-	-	0	0.00	0	0.00
Total	-	-	-	-	-	-	-	100.00	-	100.00

Grievance Information by Ethnicity

ETHNICITY	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
African - Other	0	0.00	Under 5	9.09	0	0.00	0	0.00	-	-	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Other - Arab	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Bangladeshi	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Chinese	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Indian	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Other	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Pakistani	Under 5	6.67	0	0.00	0	0.00	0	0.00	-	-	-	-

Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Black	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Caribbean	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Other Caribbean or Black	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Caribbean or Black	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Mixed or Multiple ethnic groups	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other Ethnic group	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White – Other British	Under 5	26.66	Under 5	9.09	Under 5	7.14	Under 5	10.00	0	0.00	0	0.00
White - Scottish	7	46.66	Under 5	27.27	Under 5	7.14	7	70.00	0	0.00	Under 5	7.69
White - Polish	Under 5	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White - Eastern European	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White - Irish	0	0.00	0	0.00	Under 5	7.14	0	0.00	0	0.00	0	0.00
White - Other white ethnic group	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White - Roma	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Not Completed	Under 5	6.67	Under 5	27.27	6	42.86	0	0.00	10	100.00	12	92.31
Prefer Not to Answer/Say	Under 5	6.67	Under 5	18.18	Under 5	7.14	Under 5	20.00	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Religion

RELIGION	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other Christian	Under 5	13.33	Under 5	9.09	Under 5	14.29	Under 5	10.00	0	0.00	0	0.00
Church of Scotland	Under 5	6.68	0	0.00	0	0.00	Under 5	10.00	0	0.00	0	0.00
Roman Catholic	Under 5	13.33	0	0.00	Under 5	7.14	0	0.00	0	0.00	0	0.00
Hindu	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Humanist	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Jewish	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Muslim	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
None	6	40.00	Under 5	27.27	Under 5	21.43	Under 5	20.00	0	0.00	Under 5	7.69
Other Religion or Belief	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Pagan	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sikh	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Not Completed	Under 5	13.33	Under 5	27.27	7	50.00	Under 5	30.00	10	100.00	12	92.31
Prefer Not to Answer	Under 5	13.33	Under 5	36.36	Under 5	7.14	Under 5	30.00	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Sexual Orientation

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
SEXUAL ORIENTATION	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	0	0.00	0	0.00	Under 5	7.14	0	0.00	0	0.00	0	0.00
Gay	Under 5	6.67	0	0.00	Under 5	7.14	0	0.00	-	-	-	-
Gay or lesbian	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Heterosexual/Straight	8	53.33	7	63.64	5	35.71	5	50.00	0	0.00	Under 5	7.69
Lesbian	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Other sexual orientation	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Not Completed	5	33.33	Under 5	18.18	5	35.71	Under 5	30.00	10	100.00	12	92.31
Prefer Not to Answer	Under 5	6.67	Under 5	18.18	Under 5	14.29	Under 5	20.00	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Gender Identity

GENDER IDENTITY Do you consider yourself to be trans or have trans history?	2021		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	-	-	0	0.00	0	0.00
No	-	-	-	-	-	-	-	-	0	0.00	Under 5	7.69
Not Completed	-	-	-	-	-	-	-	-	10	100.00	12	92.31
Prefer not to Say	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Total	-	-	-	-	-	-	-	-	-	100.00	-	100.00

EDUCATION AUTHORITY – GRIEVANCE INFORMATION FOR PERIOD 2020–2024

Grievance Information by Sex

GENDER	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	0	0	Under 5	66.67	6	85.71	5	83.33
Male	Under 5	100.00	Under 5	33.33	Under 5	14.29	Under 5	16.67
Total	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Age

	2020		2021		2022		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	0	0.00	0	0.00	0	0.00	0	0.00
20-29	0	0.00	Under 5	33.33	Under 5	14.29	Under 5	50.00
30-39	0	0.00	Under 5	33.33	Under 5	42.86	Under 5	33.33
40-49	0	0.00	0	0.00	Under 5	42.86	Under 5	16.67
50-59	Under 5	100.00	0	0.00	0	0.00	0	0.00
60+	0	0.00	Under 5	33.33	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Marital Civil Status

MARITAL/CIVIL STATUS	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	0	0.00	0	0.00	0	0.00	0	0.00
Civil Partnership legally dissolved	-	-	-	-	-	-	0	0.00
Separated	0	0.00	0	0.00	0	0.00	-	-
Separated but still legally Married	-	-	-	-	-	-	0	0.00
Separated but still legally in Civil Partnership	-	-	-	-	-	-	0	0.00
Living with Partner	0	0.00	0	0.00	Under 5	14.29	-	-
Married/Civil Partnership	0	0.00	Under 5	33.33	Under 5	42.86	-	-
In a registered Civil Partnership	-	-	-	-	-	-	0	0.00
Married	-	-	-	-	-	-	0	0.00
Single	Under 5	100.00	Under 5	33.33	Under 5	14.29	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	0	0.00
Widowed	0	0.00	0	0.00	0	0.00	0	0.00
Surviving partner from Civil Partnership	-	-	-	-	-	-	0	0.00
Not Completed	0	0.00	Under 5	33.33	Under 5	14.29	13	100.00
Prefer Not to Answer/Say	0	0.00	0	0.00	Under 5	14.29	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Disability – Question 1

DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	0	0.00	0	0.00	0	0.00	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	0	0.00
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	0	0.00
Yes - Memory	-	-	-	-	-	-	0	0.00
Yes - Mental health	-	-	-	-	-	-	0	0.00
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	0	0.00
Yes – Other	-	-	-	-	-	-	0	0.00
Yes – Prefer not to expand	-	-	-	-	-	-	0	0.00
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	0	0.00
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	0	0.00
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	0	0.00
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	0	0.00
No	0	0.00	Under 5	33.33	Under 5	28.57	0	0.00
Not Completed	Under 5	100.00	Under 5	33.33	5	71.43	6	100.00
Prefer Not to Answer/Say	0	0.00	Under 5	33.33	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Disability – Question 2

	2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?						
Yes, a little	-	-	-	-	0	0.00
Yes, a lot	-	-	-	-	0	0.00
Not at all	-	-	-	-	0	0.00
Not Completed	-	-	-	-	6	100.00
Prefer Not to Say	-	-	-	-	0	0.00
Total	-	-	-	-	-	100.00

Grievance Information by Ethnicity

ETHNICITY	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	0	0.00	0	0.00	0	0.00	-	-
African - Other	0	0.00	0	0.00	0	0.00	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	0	0.00
Other - Arab	0	0.00	0	0.00	0	0.00	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	0	0.00
Asian - Bangladeshi	0	0.00	0	0.00	0	0.00	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	0	0.00
Asian - Chinese	0	0.00	0	0.00	0	0.00	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	0	0.00
Asian - Indian	0	0.00	0	0.00	0	0.00	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	0	0.00
Asian - Other	0	0.00	0	0.00	0	0.00	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	0	0.00
Asian - Pakistani	0	0.00	0	0.00	0	0.00	-	-
Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	0	0.00
Black	0	0.00	0	0.00	0	0.00	-	-
Caribbean	0	0.00	0	0.00	0	0.00	-	-

Other Caribbean or Black	0	0.00	0	0.00	0	0.00	-	-
Caribbean or Black	-	-	-	-	-	-	0	0.00
Mixed or Multiple ethnic groups	0	0.00	0	0.00	0	0.00	0	0.00
Other Ethnic group	0	0.00	0	0.00	Under 5	7.14	0	0.00
White – Other British	0	0.00	0	0.00	Under 5	28.57	0	0.00
White - Scottish	0	0.00	Under 5	33.33	0	0.00	0	0.00
White - Polish	0	0.00	0	0.00	0	0.00	0	0.00
White - Eastern European	0	0.00	0	0.00	0	0.00	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	0	0.00
White - Irish	0	0.00	0	0.00	0	0.00	0	0.00
White - Other white ethnic group	0	0.00	0	0.00	0	0.00	0	0.00
White - Roma	0	0.00	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	0	0.00
Not Completed	0	0.00	0	0.00	Under 5	57.14	6	100.00&
Prefer Not to Answer/Say	0	0.00	Under 5	66.67	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Religion

RELIGION	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	0	0	0	0.00	0	0.00	0	0.00
Other Christian	0	0	0	0.00	Under 5	28.57	0	0.00
Church of Scotland	0	0	0	0.00	0	0.00	0	0.00
Roman Catholic	Under 5	100.00	0	0.00	0	0.00	0	0.00
Hindu	0	0	0	0.00	0	0.00	0	0.00
Humanist	0	0	0	0.00	0	0.00	-	-
Jewish	0	0	0	0.00	0	0.00	0	0.00
Muslim	0	0	0	0.00	0	0.00	0	0.00
None	0	0	0	0.00	0	0.00	0	0.00
Other Religion or Belief	0	0	0	0.00	0	0.00	0	0.00
Pagan	0	0	0	0.00	0	0.00	0	0.00
Sikh	0	0	0	0.00	0	0.00	0	0.00
Not Completed	0	0	Under 5	33.33	5	71.43	6	100.00
Prefer Not to Answer	0	0	Under 5	66.67	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Sexual Orientation

SEXUAL ORIENTATION	2020		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	0	0.00	0	0.00	0	0.00	0	0.00
Gay	Under 5	100.00	0	0.00	0	0.00	-	-
Gay or lesbian	-	-	-	-	-	-	0	0.00
Heterosexual/Straight	0	0.00	Under 5	33.33	Under 5	28.57	0	0.00
Lesbian	0	0.00	0	0.00	0	0.00	-	-
Other sexual orientation	0	0.00	0	0.00	0	0.00	0	0.00
Not Completed	0	0.00	Under 5	33.33	Under 5	57.14	6	100.00
Prefer Not to Answer	0	0.00	Under 5	33.33	Under 5	14.29	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Gender Identity

GENDER IDENTITY Do you consider yourself to be trans or have trans history?	2021		2021		2022		2024	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	0	0.00
No	-	-	-	-	-	-	0	0.00
Not Completed	-	-	-	-	-	-	6	100.00
Prefer not to Say	-	-	-	-	-	-	0	0.00
Total	-	-	-	-	-	-	-	100.00

ABERDEEN CITY COUNCIL OCCUPATIONAL SEGREGATION FOR PERIODS 2020,2022 and 2024

2020 Occupational Segregation by Salary Band – All Employees

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Lower than £15,001	0	0	0.00	0	0.00	0	0.00	0	0.00	0
£15,001-£20,000	1193	74.69	25.31	0.00	2.51	63.54	33.95	3.10	52.05	44.84
£20,001-£25,000	1958	66.14	33.86	0.00	3.78	69.97	26.25	3.27	56.54	40.19
£25,001-£30,000	1464	64.75	35.18	0.07	1.64	76.64	21.72	4.85	61.07	34.08
£30,001-£35,000	523	64.63	35.18	0.19	3.44	74.95	21.61	3.25	60.99	35.76
£35,001-£40,000	962	71.41	28.48	0.10	3.33	71.41	25.26	4.26	56.96	38.77
£40,001-£45,000	1206	78.77	21.14	0.08	2.40	74.38	23.22	3.15	60.45	36.40
£45,001-£50,000	199	77.39	22.61	0.00	0.00	78.39	21.61	3.52	62.31	34.17
£50,001-£55,000	253	72.33	27.67	0.00	1.98	77.87	20.16	1.19	66.40	32.41
£55,001-£60,000	213	69.01	30.99	0.00	0.94	75.59	23.47	1.88	64.79	33.33
£60,001-£75,500	90	66.67	33.33	0.00	0.00	78.89	21.11	1.11	67.78	31.11
Higher than £75,500	29	34.48	65.52	0.00	0.00	75.86	24.14	3.45	65.52	31.03

2022 Occupational Segregation by Salary Band – All Employees

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender	Ethnicity	Disability
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		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Lower than £15,001	13	15.38	84.62	0.00	0.00	15.38	84.62	0.00	15.38	84.62
£15,001-£20,000	10	20.00	80.00	0.00	0.00	20.00	80.00	0.00	10.00	90.00
£20,001-£25,000	1937	66.91	33.09	0.00	3.92	55.34	40.73	2.99	49.25	47.75
£25,001-£30,000	1880	66.44	33.56	0.00	4.68	71.49	23.83	4.57	62.82	32.61
£30,001-£35,000	985	69.14	30.86	0.00	2.03	78.38	19.59	4.16	66.19	29.64
£35,001-£40,000	775	65.81	34.19	0.00	3.35	71.23	25.42	3.48	60.65	35.87
£40,001-£45,000	1707	80.08	19.92	0.00	3.40	74.17	22.44	3.46	62.45	34.09
£45,001-£50,000	396	64.90	35.10	0.00	1.52	79.04	19.44	5.05	68.43	26.52
£50,001-£55,000	232	65.52	34.48	0.00	2.16	78.88	18.97	3.45	68.53	28.02
£55,001-£60,000	175	71.43	28.57	0.00	0.00	84.57	15.43	3.43	68.00	28.57
£60,001-£75,500	185	68.65	31.35	0.00	1.08	79.46	19.46	2.16	74.05	23.78
Higher than £75,500	37	37.84	62.16	0.00	0.00	81.08	18.92	5.41	70.27	24.32

2024 Occupational Segregation by Salary Band – All Employees

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)

Lower than £15,001	13	15.38	84.62	0.00	0.00	15.38	84.62	0.00	15.38	84.62
£15,001-£20,000	10	20.00	80.00	0.00	0.00	20.00	80.00	0.00	10.00	90.00
£20,001-£25,000	1937	66.91	33.09	0.00	3.92	55.34	40.73	2.99	49.25	47.75
£25,001-£30,000	1880	66.44	33.56	0.00	4.68	71.49	23.83	4.57	62.82	32.61
£30,001-£35,000	985	69.14	30.86	0.00	2.03	78.38	19.59	4.16	66.19	29.64
£35,001-£40,000	775	65.81	34.19	0.00	3.35	71.23	25.42	3.48	60.65	35.87
£40,001-£45,000	1707	80.08	19.92	0.00	3.40	74.17	22.44	3.46	62.45	34.09
£45,001-£50,000	396	64.90	35.10	0.00	1.52	79.04	19.44	5.05	68.43	26.52
£50,001-£55,000	232	65.52	34.48	0.00	2.16	78.88	18.97	3.45	68.53	28.02
£55,001-£60,000	175	71.43	28.57	0.00	0.00	84.57	15.43	3.43	68.00	28.57
£60,001-£75,500	185	68.65	31.35	0.00	1.08	79.46	19.46	2.16	74.05	23.78
Higher than £75,500	37	37.84	62.16	0.00	0.00	81.08	18.92	5.41	70.27	24.32

2020 Occupational Segregation by Occupational Group – All Employees

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	836	81.58	18.42	0.00	3.83	76.20	19.98	4.55	62.32	33.13
Chief Officer	20	25.00	75.00	0.00	0.00	75.00	25.00	5.00	75.00	20.00
Craft Worker	369	1.63	98.37	0.00	1.36	65.31	33.33	3.25	56.37	40.38
Managerial	429	61.31	38.69	0.00	2.56	79.49	17.95	2.33	69.00	28.67
Personal Care	1441	94.17	5.76	0.07	3.75	72.94	23.32	3.61	54.34	42.05
Practical	1445	54.33	45.67	0.00	1.87	65.26	32.87	3.11	55.85	41.04
Professions	489	68.30	31.70	0.00	3.68	73.42	22.90	3.48	60.33	36.20
Specialists	907	61.85	38.70	0.00	3.31	78.61	18.63	5.18	63.07	32.30
Teachers and related professionals	1959	81.93	17.97	0.15	1.68	70.65	27.72	2.45	56.76	40.84
Technical	200	33.00	67.00	0.00	2.00	76.00	22.00	7.00	60.50	32.50

2022 Occupational Segregation by Occupational Group – All Employees

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	870	75.86	24.14	0.00	4.14	77.01	18.85	5.75	66.55	27.70
Chief Officer	22	31.82	68.18	0.00	0.00	77.27	22.73	4.55	77.27	18.18
Craft Worker	353	1.98	98.02	0.00	1.13	65.16	33.71	2.83	56.66	40.51
Managerial	453	52.32	47.68	0.00	2.87	83.44	13.69	4.42	73.51	22.08
Personal Care	1558	92.43	7.57	0.00	5.65	67.20	27.15	2.95	59.82	37.23

Practical	1351	51.81	48.19	0.00	1.85	58.40	39.75	3.03	50.26	46.71
Professions	519	74.57	25.43	0.00	5.59	75.34	19.08	5.39	66.47	28.13
Specialists	959	64.44	35.56	0.00	3.65	79.77	16.58	5.21	67.67	27.11
Teachers and related professionals	2068	80.61	19.39	0.00	2.32	67.99	29.69	2.71	57.50	39.80
Technical	184	34.24	65.76	0.00	1.63	76.09	22.28	4.89	63.04	32.07

2024 Occupational Segregation by Occupational Group – All Employees

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	840	76.31	23.69	0.00	2.86	38.45	58.69	8.45	27.26	64.29
Chief Officer	21	52.38	47.62	0.00	0.00	14.29	85.71	0.00	14.29	85.71
Craft Worker	363	1.65	98.35	0.00	0.00	5.79	94.21	0.83	3.31	95.87
Managerial	450	57.11	42.89	0.00	1.56	32.44	66.00	4.89	23.56	71.56
Personal Care	1544	93.59	6.41	0.00	2.40	16.90	80.70	3.76	13.86	82.38
Practical	1320	54.09	45.91	0.00	0.76	8.11	91.14	1.67	6.14	92.20
Professions	501	73.25	26.75	0.00	2.79	28.74	68.46	7.19	21.36	71.46
Specialists	945	64.97	35.03	0.00	1.80	36.40	61.80	8.15	25.08	66.77
Teachers and related professionals	2155	80.19	19.81	0.00	1.25	24.41	74.34	2.92	19.58	77.49
Technical	183	33.88	66.12	0.00	2.73	25.68	71.58	4.92	17.49	77.60

Classification notes for occupational segregation

Employees have been classified either based on their negotiating body (in the case of Chief Officers, Craft Workers and Teachers and related professionals) or on the type of work they do:

- For the Administrative group the nature of the work and the knowledge required relates predominantly to clerical/administrative duties and activities.
- For jobs in the Managerial group the nature of the work and knowledge required might vary, but specific managerial responsibilities are predominant, for example Service Managers.
- The Personal Care group contains those jobs where the job holder provides mental, physical or developmental care and support to clients, for example Care Assistants and Crèche Workers.
- In the Practical group the nature of the work and the knowledge required relates predominantly to practical duties and activities for example Cleaner, Caterer, Road Worker or Environmental Operative.
- For the Professions group the nature of the work and the knowledge required relates predominantly to theoretical duties and activities and to a specific profession for example Environmental Health Officers or Engineers.
- The Specialists group contains a range of jobs which normally require specific technical or theoretical knowledge but which cannot be classified into any of the previous groups. Examples include professional trainees, Events Officers and HR Assistants.
- The Technical group contains those jobs associated with the operation, maintenance, design and development of plant, equipment and technical infrastructure, for example Engineering Assistants or Design Technicians.

EDUCATION AUTHORITY OCCUPATIONAL SEGREGATION FOR PERIODS 2020,2022 and 2024

2020 Occupational Segregation by Salary Band – Education

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Lower than £15,001	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
£15,001-£20,000	200	97.00	3.00	0.00	1.00	83.50	15.50	2.50	64.00	33.50
£20,001-£25,000	775	97.29	2.71	0.00	2.58	69.42	28.00	2.84	49.68	47.48
£25,001-£30,000	512	91.02	8.79	0.20	1.95	74.02	24.02	3.32	55.08	41.60
£30,001-£35,000	188	86.17	13.30	0.53	1.60	70.21	28.19	1.60	50.53	47.87
£35,001-£40,000	399	79.70	20.05	0.25	1.50	68.92	29.57	2.76	53.13	44.11
£40,001-£45,000	940	85.85	14.04	0.11	2.45	73.40	24.15	2.98	59.36	37.66
£45,001-£50,000	147	84.35	15.65	0.00	0.00	76.19	23.81	3.40	59.18	37.41
£50,001-£55,000	129	81.40	18.60	0.00	0.00	79.84	20.16	0.78	66.67	32.56
£55,001-£60,000	155	72.90	27.10	0.00	0.65	74.19	25.16	1.29	61.94	36.77
£60,001-£75,500	70	75.71	24.29	0.00	0.00	74.29	25.71	1.43	62.86	35.71
Higher than £75,500	10	40.00	60.00	0.00	0.00	80.00	20.00	0.00	50.00	50.00

2022 Occupational Segregation by Salary Band – Education

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Lower than £15,001	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
£15,001-£20,000	1	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	100.00
£20,001-£25,000	543	92.82	7.18	0.00	6.45	58.01	35.54	2.58	55.62	41.80
£25,001-£30,000	839	91.42	8.58	0.00	4.17	66.39	29.44	3.93	55.90	40.17
£30,001-£35,000	459	89.76	10.24	0.00	1.53	76.25	22.22	3.49	61.66	34.86
£35,001-£40,000	370	84.05	15.95	0.00	2.43	65.41	32.16	1.89	53.51	44.59
£40,001-£45,000	1233	84.75	15.25	0.00	2.60	72.18	25.22	2.76	60.10	37.15
£45,001-£50,000	148	83.11	16.89	0.00	1.35	75.68	22.97	2.03	62.16	35.81
£50,001-£55,000	72	76.39	23.61	0.00	0.00	72.22	27.78	2.78	59.72	37.50
£55,001-£60,000	160	73.13	26.88	0.00	0.00	83.13	16.88	3.13	66.88	30.00
£60,001-£75,500	126	76.19	23.81	0.00	0.79	77.78	21.43	0.79	76.19	23.02
Higher than £75,500	17	47.06	52.94	0.00	0.00	82.35	17.65	5.88	58.82	35.29

2024 Occupational Segregation by Salary Band – Education

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Lower than £15,001	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
£15,001-£20,000	3	0.08	0.00	0.00	0.00	0.03	0.05	0.03	0.00	0.05
£20,001-£25,000	68	1.69	0.08	0.00	0.00	0.36	1.41	0.05	0.26	1.46
£25,001-£30,000	939	23.70	0.76	0.00	0.68	4.84	18.93	0.94	4.06	19.45
£30,001-£35,000	258	5.78	0.94	0.00	0.16	2.27	4.30	0.47	1.72	4.53
£35,001-£40,000	306	7.42	0.55	0.00	0.03	1.74	6.20	0.34	1.15	6.48
£40,001-£45,000	329	6.72	1.85	0.00	0.23	2.89	5.44	0.57	2.29	5.70
£45,001-£50,000	323	7.06	1.35	0.00	0.13	2.32	5.96	0.36	1.72	6.33
£50,001-£55,000	1105	23.96	4.82	0.00	0.21	4.97	23.59	0.52	3.91	24.35
£55,001-£60,000	149	3.07	0.81	0.00	0.00	1.04	2.84	0.08	0.65	3.15
£60,001-£75,500	290	5.60	1.95	0.00	0.03	2.27	5.26	0.23	1.82	5.49
Higher than £75,500	70	1.35	0.47	0.00	0.00	0.65	1.17	0.05	0.57	1.20

2020 Occupational Segregation by Occupational Group – Education

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	166	98.80	1.20	0.00	1.20	89.76	9.04	1.81	66.87	31.33
Chief Officer	21	80.95	19.05	0.00	0.00	57.14	42.86	0.00	66.67	33.33
Craft Worker	27	88.89	11.11	0.00	0.00	81.48	18.52	0.00	70.37	29.63
Managerial	35	51.43	48.57	0.00	0.00	68.57	31.43	5.71	48.57	45.71
Personal Care	1128	97.70	2.22	0.09	2.48	73.05	24.47	3.01	51.51	45.48
Practical	82	95.12	4.88	0.00	0.00	79.27	20.73	3.66	75.61	20.73
Professions	22	77.27	22.73	0.00	0.00	86.36	13.64	0.00	77.27	22.73
Specialists	13	84.62	15.38	0.00	0.00	61.54	38.46	0.00	53.85	46.15
Teachers and related professionals	81	95.06	4.94	0.00	0.00	81.48	18.52	2.47	55.56	41.98
Technical	1892	82.40	17.44	0.16	1.74	70.82	27.43	2.43	56.77	40.80

2022 Occupational Segregation by Occupational Group – Education

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	157	98.09	1.91	0.00	1.27	88.54	10.19	2.55	73.89	23.57
Chief Officer	19	78.95	21.05	0.00	0.00	78.95	21.05	0.00	73.68	26.32
Craft Worker	33	90.91	9.09	0.00	0.00	81.82	18.18	0.00	75.76	24.24
Managerial	32	46.88	53.13	0.00	3.13	75.00	21.88	6.25	53.13	40.63
Personal Care	1240	96.37	3.63	0.00	4.84	65.56	29.60	2.58	57.10	40.32

Practical	44	97.73	2.27	0.00	0.00	86.36	13.64	4.55	77.27	18.18
Professions	15	80.00	20.00	0.00	0.00	86.67	13.33	0.00	66.67	33.33
Specialists	13	92.31	7.69	0.00	0.00	84.62	15.38	7.69	76.92	15.38
Teachers and related professionals	124	97.58	2.42	0.00	0.81	81.45	17.74	3.23	66.13	30.65
Technical	2003	81.08	18.92	0.00	2.35	67.70	29.96	2.65	57.31	40.04

2024 Occupational Segregation by Occupational Group – Education

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	182	95.60	4.40	0.00	0.55	54.40	45.05	6.59	44.51	48.90
Chief Officer	23	69.57	30.43	0.00	0.00	30.43	69.57	0.00	26.09	73.91
Craft Worker	15	86.67	13.33	0.00	0.00	46.67	53.33	0.00	46.67	53.33
Managerial	40	85.00	15.00	0.00	2.50	52.50	45.00	7.50	35.00	57.50
Personal Care	31	45.16	54.84	0.00	0.00	32.26	67.74	6.45	19.35	74.19
Practical	1256	96.97	3.03	0.00	1.91	16.48	81.61	3.82	12.74	83.44
Professions	50	94.00	6.00	0.00	0.00	2.00	98.00	0.00	0.00	100.00
Specialists	10	60.00	40.00	0.00	0.00	20.00	80.00	0.00	10.00	90.00
Teachers and related professionals	102	98.04	1.96	0.00	0.00	24.51	75.49	5.88	15.69	78.43
Technical	2086	80.78	19.22	0.00	1.29	24.07	74.64	2.92	19.32	77.76

Classification notes for occupational groups:

Employees have been classified either based on their negotiating body (in the case of Chief Officers, Craft Workers and Teachers and related professionals) or on the type of work they do:

- For the Administrative group the nature of the work and the knowledge required relates predominantly to clerical/administrative duties and activities.
- For jobs in the Managerial group the nature of the work and knowledge required might vary, but specific managerial responsibilities are predominant, for example Service Managers.
- The Personal Care group contains those jobs where the job holder provides mental, physical or developmental care and support to clients, for example Care Assistants and Crèche Workers.
- In the Practical group the nature of the work and the knowledge required relates predominantly to practical duties and activities for example Cleaner, Caterer, Road Worker or Environmental Operative.
- For the Professions group the nature of the work and the knowledge required relates predominantly to theoretical duties and activities and to a specific profession for example Environmental Health Officers or Engineers.
- The Specialists group contains a range of jobs which normally require specific technical or theoretical knowledge but which cannot be classified into any of the previous groups. Examples include professional trainees, Events Officers and HR Assistants.
- The Technical group contains those jobs associated with the operation, maintenance, design and development of plant, equipment and technical infrastructure, for example Engineering Assistants or Design Technicians.

Gender Pay Gap

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.

The current gender pay gap information for the Council is based on the percentage difference, among our employees, between men's average hourly pay (excluding overtime) which is £19.21 per hour and women's average hourly pay (excluding overtime) which is £19.93 per hour. The current gender pay gap for all Council employees is -3.75% (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. £0.72 per hour difference). This compares with a gender pay gap of -5.5% reported in the Mainstreaming Report of 2023 indicating a 1.65% reduction 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 £25.97 per hour and women's average hourly pay (excluding overtime) which is £22.07 per hour. The current gender pay gap for Education employees in this council is 15.02% (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 18.95% reported in the Mainstreaming Report of 2023 (hence a decrease of 3.93%).

The gender pay gap of 15.02% 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

Total Mean Average	£19.72
Mean Average - Women	19.93
Mean Average - Men	£19.21
Mean Gender Pay Gap	-3.75%

b) Mean Gender Pay Gap in Hourly Pay - Full Time

Total Mean Full Time	£21.32
Mean FT - Women	£22.61
Mean FT - Men	£19.45
Mean Gender Pay Gap (full time)	-16.25%

c) Mean Gender Pay Gap in Hourly Pay - Part Time

Total Mean Part Time	£17.31
Mean PT - Women	£17.19
Mean PT - Men	£18.07
Mean Gender Pay Gap (part time)	4.87%

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 in Hourly Pay - Combined

Total Median	£17.94
Median - Women	£18.03
Median - Men	£16.87
Median Gender Pay Gap	-6.88%

b) Median Gender Pay Gap - Full Time

Median FT Pay	£20.41
Median FT Pay - Women	£22.44
Median FT Pay - Men	£17.08
Median Gender Full Time	-31.38%

c) Median Gender Pay Gap - Part Time

Median PT Pay	£14.65
Median PT Pay - Women	£14.65
Median PT Pay - Men	£16.29
Median Gender Part Time	10.07%

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

Total Mean Allowances	£275.83
Mean Allowances - Women	£198.14
Mean Allowances - Men	£495.92
Mean Gender Allowance Gap	60.05%

b) Mean Average Allowances - Full Time

Total Mean Allowances - FT	£284.13
Mean Allowances - FT - Women	£222.77
Mean Allowances - FT - Men	£373.23
Mean Gender Allowance Gap - FT	40.31%

b) Mean Average Allowances - Part Time

Total Mean Allowances - PT	£263.19
Mean Allowances - PT - Women	£172.65
Mean Allowances -PT - Men	£859.76
Mean Gender Allowance Gap - PT	79.92%

4. Median Allowance Gender Gap

4 a) Median Allowances Gender Gap		b) Median Average Allowances - Full Time		b) Median Average Allowances - Part Time	
Total Median Allowances	£0.00	Total Median Allowances - FT	£0.00	Total Median Allowances - PT	£0.00
Median Allowances - Women	£0.00	Median Allowances - FT - Women	£0.00	Median Allowances - PT - Women	£0.00
Median Allowances - Men	£0.00	Median Allowances - FT - Men	£0.00	Median Allowances -PT - Men	£0.00
Median Gender Allowance Gap	0.00%	Median Gender Allowance Gap - FT	0.00%	Median Gender Allowance Gap - PT	0.00%

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

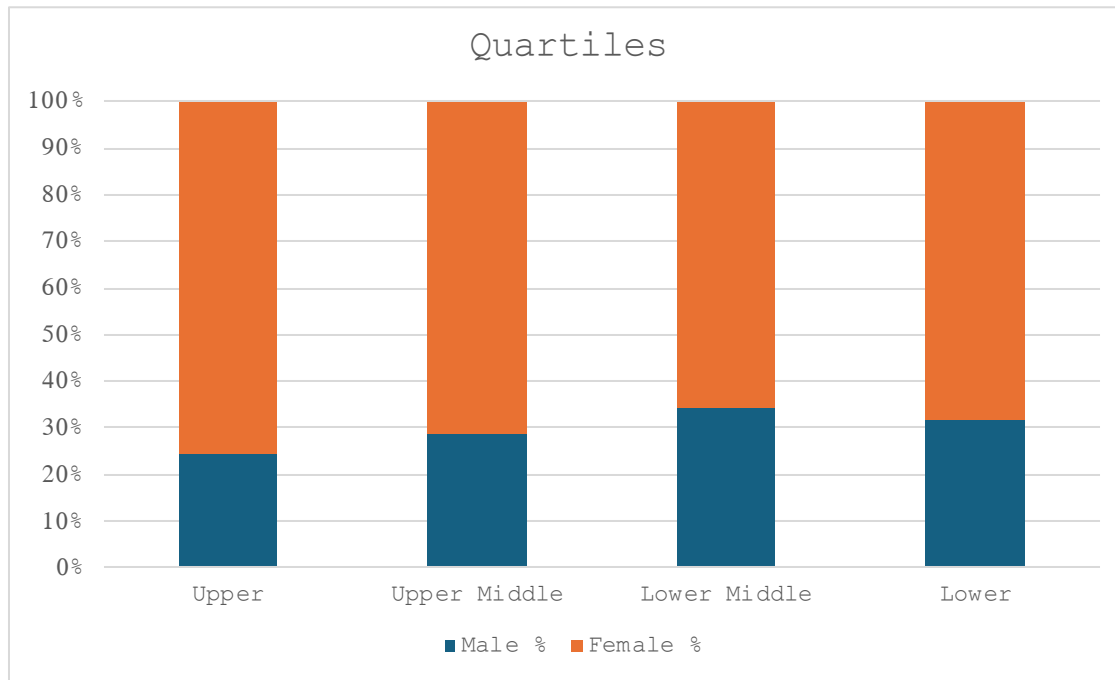
Not applicable as Aberdeen City Council does not pay bonuses.

6) Proportion of men and women in each pay quartile

Organisation's must calculate figures to show the proportion of male and female fullpay 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



	Male %	Female %
Upper	24.46%	75.54%
Upper Middle	28.65%	71.35%
Lower Middle	34.24%	65.76%
Lower	31.59%	68.41%

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 working towards a reaccreditation as part of an employer accreditation programme called Equally Safe at Work, concerned with gender equality and gender-based violence.

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 (-3.75% combined), with the largest gap in the full-time cohort (-16.25%), with the part-time figure being 4.87% (in favour of men). This compares with figures of -5.5% (combined), -17.4% (full-time) and -2.3 (part-time) in 2023, the last time the figures were produced.

Likewise, the median figures, showed a gap in favour of women (-8.55% combined), showing the largest gap for full-time workers (-39.88%), and a part-time figure of 2%. This compares with figures of -13.0% (combined), -17.4% (full time) and 2.3% (part-time) in 2023, the last time the figures were produced.

At a high level, the figures trend towards an overall reduction in the gender pay gap. The underlying factors in the current gaps are may be due to a high percentage of women in teaching posts (80.3%), who also benefit from a longer pay-scale comprising six pay points. Teachers start at £33,594 pa and this can rise to £50,589 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 (67%). It should be noted that in terms of the 20 senior management posts the majority are held by males (55%).

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.

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.