

# EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2014

DISABLED	Training				Grievances		Leavers		Harassment		Recruitment		Disciplinary	
	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Raised an Internal Recruitment Complaint		Subject to Disciplinary Action	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Disabled	428	2.7%	365	2.8%	0	0.0%	14	2.6%	2	5.9%	0	0.0%	43	3.2%
Non Disabled	1079	6.7%	829	6.4%	2	3.0%	84	15.9%	9	26.5%	0	0.0%	93	7.0%
Non Disclosed	14486	90.6%	11768	90.8%	65	97.0%	431	81.5%	23	67.6%	0	0.0%	1195	89.8%
<b>Total</b>	<b>15993</b>	<b>100.0%</b>	<b>12962</b>	<b>100.0%</b>	<b>67</b>	<b>100.0%</b>	<b>529</b>	<b>100.0%</b>	<b>34</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1331</b>	<b>100.0%</b>

ETHNICITY	Training				Grievances		Leavers		Harassment		Recruitment		Disciplinary	
	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Raised an Internal Recruitment Complaint		Subject to Disciplinary Action	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
White Scottish	11415	71.4%	9306	71.8%	34	50.7%	296	55.6%	24	70.6%	0	0.0%	848	63.7%
Other British	453	2.8%	351	2.7%	0	0.0%	27	5.2%	2	5.9%	0	0.0%	18	1.4%
Irish	85	0.5%	67	0.5%	0	0.0%	4	0.8%	0	0.0%	0	0.0%	4	0.3%
Gypsy / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	131	0.9%	104	0.8%	1	1.5%	2	0.4%	0	0.0%	0	0.0%	12	0.9%
<b>Total White</b>	<b>12085</b>	<b>75.6%</b>	<b>9829</b>	<b>75.8%</b>	<b>35</b>	<b>52.2%</b>	<b>329</b>	<b>62.1%</b>	<b>26</b>	<b>76.5%</b>	<b>0</b>	<b>0.0%</b>	<b>882</b>	<b>66.3%</b>
<b>Any mixed or multiple ethnic groups</b>	<b>28</b>	<b>0.2%</b>	<b>17</b>	<b>0.1%</b>	<b>0</b>	<b>0.0%</b>	<b>3</b>	<b>0.6%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>7</b>	<b>0.5%</b>
Pakistani, Pakistani Scottish or Pakistani British	56	0.4%	46	0.4%	0	0.0%	5	0.9%	0	0.0%	0	0.0%	1	0.1%
Indian, Indian Scottish or Indian British	50	0.3%	31	0.2%	1	1.5%	2	0.4%	0	0.0%	0	0.0%	8	0.6%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	28	0.2%	26	0.2%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	3	0.2%
Other Asian background	10	0.1%	8	0.1%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	1	0.1%
<b>Sub Total Asian</b>	<b>144</b>	<b>1.0%</b>	<b>111</b>	<b>0.9%</b>	<b>1</b>	<b>1.5%</b>	<b>9</b>	<b>1.7%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>13</b>	<b>1.0%</b>
African, African Scottish or African British	10	0.1%	10	0.1%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	2	0.2%
Other African background	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Black, Black Scottish or Black British	4	0.0%	4	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Other Caribbean / Black background	4	0.0%	4	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Black</b>	<b>19</b>	<b>0.1%</b>	<b>19</b>	<b>0.1%</b>	<b>0</b>	<b>0.0%</b>	<b>3</b>	<b>0.6%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>4</b>	<b>0.4%</b>
Arab, Arab Scottish or Arab British	5	0.0%	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	18	0.1%	11	0.1%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	1	0.1%
<b>Sub Total Other Ethnic</b>	<b>23</b>	<b>0.1%</b>	<b>14</b>	<b>0.1%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>0.4%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.1%</b>
<b>Total Ethnic</b>	<b>214</b>	<b>1.3%</b>	<b>161</b>	<b>1.2%</b>	<b>1</b>	<b>1.5%</b>	<b>17</b>	<b>3.3%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>25</b>	<b>1.9%</b>
Non Disclosed	3694	23.1%	2972	23.0%	31	46.3%	183	34.6%	8	23.5%	0	0.0%	424	31.8%
<b>Total</b>	<b>15993</b>	<b>100.0%</b>	<b>12962</b>	<b>100.0%</b>	<b>67</b>	<b>100.0%</b>	<b>529</b>	<b>100.0%</b>	<b>34</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1331</b>	<b>100.0%</b>

GENDER	Training				Grievances		Leavers		Harassment		Recruitment		Disciplinary	
	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Raised an Internal Recruitment Complaint		Subject to Disciplinary Action	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Male	7920	49.5%	6876	53.0%	52	77.6%	176	33.3%	11	32.4%	0	0.0%	889	66.8%
Female	8073	50.5%	6086	47.0%	15	22.4%	353	66.7%	23	67.6%	0	0.0%	442	33.2%
Non Disclosed	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>15993</b>	<b>100.0%</b>	<b>12962</b>	<b>100.0%</b>	<b>67</b>	<b>100.0%</b>	<b>529</b>	<b>100.0%</b>	<b>34</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1331</b>	<b>100.0%</b>

# EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2014

## DISABLED

	Training				Grievances		Leavers		Harassment		Recruitment		Disciplinary	
	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Raised an Internal Recruitment Complaint		Subject to Disciplinary Action	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Disabled	87	1.6%	42	1.3%	1	25.0%	10	3.1%	0	0.0%	0	0.0%	0	0.0%
Non Disabled	4890	92.1%	2378	73.6%	0	0.0%	23	7.2%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	333	6.3%	810	25.1%	3	75.0%	268	89.7%	17	100.0%	4	100.0%	19	100.0%
<b>Total</b>	<b>5310</b>	<b>100.0%</b>	<b>3230</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>321</b>	<b>100.0%</b>	<b>17</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>19</b>	<b>100.0%</b>

## ETHNICITY

	Training				Grievances		Leavers		Harassment		Recruitment		Disciplinary	
	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Raised an Internal Recruitment Complaint		Subject to Disciplinary Action	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
White Scottish	4597	86.6%	2544	78.8%	3	75.0%	187	58.3%	8	47.1%	2	50.0%	5	26.3%
Other British	201	3.8%	138	4.3%	0	0.0%	44	13.7%	0	0.0%	0	0.0%	5	26.3%
Irish	119	2.2%	78	2.4%	0	0.0%	4	1.2%	0	0.0%	0	0.0%	0	0.0%
Gypsy / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	62	1.2%	50	1.5%	0	0.0%	5	1.6%	0	0.0%	0	0.0%	1	5.3%
<b>Total White</b>	<b>4979</b>	<b>93.8%</b>	<b>2810</b>	<b>87.0%</b>	<b>3</b>	<b>75.0%</b>	<b>240</b>	<b>74.8%</b>	<b>8</b>	<b>47.1%</b>	<b>2</b>	<b>50.0%</b>	<b>11</b>	<b>57.9%</b>
<b>Any mixed or multiple ethnic groups</b>	<b>6</b>	<b>0.1%</b>	<b>2</b>	<b>0.1%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Pakistani, Pakistani Scottish or Pakistani British	29	0.5%	9	0.3%	0	0.0%	2	0.6%	1	5.9%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	27	0.5%	8	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	7	0.1%	5	0.2%	0	0.0%	2	0.6%	0	0.0%	0	0.0%	2	10.5%
<b>Sub Total Asian</b>	<b>63</b>	<b>1.2%</b>	<b>22</b>	<b>0.7%</b>	<b>0</b>	<b>0.0%</b>	<b>4</b>	<b>1.2%</b>	<b>1</b>	<b>5.9%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>10.5%</b>
African, African Scottish or African British	6	0.1%	3	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other African background	3	0.1%	1	0.0%	0	0.0%	0	0.0%	1	5.9%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	0	0.0%	12	0.4%	0	0.0%	0	0.0%	5	29.4%	0	0.0%	0	0.0%
Other Caribbean / Black background	7	0.1%	7	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Black</b>	<b>16</b>	<b>0.3%</b>	<b>23</b>	<b>0.7%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>6</b>	<b>35.3%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	19	0.4%	10	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.3%
<b>Sub Total Other Ethnic</b>	<b>19</b>	<b>0.4%</b>	<b>10</b>	<b>0.3%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>5.3%</b>
<b>Total Ethnic</b>	<b>104</b>	<b>2.0%</b>	<b>57</b>	<b>1.8%</b>	<b>0</b>	<b>0.0%</b>	<b>4</b>	<b>1.2%</b>	<b>7</b>	<b>41.2%</b>	<b>0</b>	<b>0.0%</b>	<b>3</b>	<b>15.8%</b>
Non Disclosed	227	4.2%	363	11.2%	1	25.0%	77	24.0%	2	11.7%	2	50.0%	5	26.3%
<b>Total</b>	<b>5310</b>	<b>100.0%</b>	<b>3230</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>321</b>	<b>100.0%</b>	<b>17</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>19</b>	<b>100.0%</b>

## GENDER

	Training				Grievances		Leavers		Harassment		Recruitment		Disciplinary	
	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Raised an Internal Recruitment Complaint		Subject to Disciplinary Action	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Male	954	18.0%	550	17.0%	2	50.0%	82	25.5%	7	41.2%	0	0.0%	11	57.9%
Female	4276	80.5%	2407	74.5%	2	50.0%	239	74.5%	10	58.8%	4	100.0%	8	42.1%
Non Disclosed	80	1.5%	273	8.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>5310</b>	<b>100.0%</b>	<b>3230</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>321</b>	<b>100.0%</b>	<b>17</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>19</b>	<b>100.0%</b>