EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2014

DISABLED		Training				
		Training		Received Training		
		Number	%	Number	%	
Disabled		428	2.7%	365	2.8%	
Non Disabled		1079	6.7%	829	6.4%	
Non Disclosed		14486	90.6%	11768	90.8%	
Total		15993	100.0%	12962	100.0%	

Grievances		
	Grievance II, Stage 1)	
Number	%	١
0	0.0%	
2	3.0%	
65	97.0%	
67	100.0%	

Leavers				
Left Employment				
Number %				
14 2.6%				
84 15.9%				
431 81.5%				
529 100.0%				

Harassment				
Raised a Complaint				
Number %				
2	5.9%			
9	26.5%			
23	67.6%			
34	100.0%			

Recruitment		
Raised an Internal Recruitment Complaint		
%		Num
0.0%		43
0.0%		93
0.0%		119
0.0%		133
	n Internal itment plaint % 0.0% 0.0%	n Internal itment plaint % 0.0% 0.0% 0.0%

	Disciplinary				
	Subject to Disciplinary Action				
	Number	%			
	43	3.2%			
	93	7.0%			
	1195	89.8%			
1	1331	100.0%			

ETHNICITY		Training			
		ntion for ning	Received	eceived Training	
	Number	%	Number	%	
White Scottish	11415	71.4%	9306	71.8%	
Other British	453	2.8%	351	2.7%	
Irish	85	0.5%	67	0.5%	
Gypsy / Traveller	0	0.0%	0	0.0%	
Polish	1	0.0%	1	0.0%	
Other white ethnic	131	0.9%	104	0.8%	
Total White	12085	75.6%	9829	75.8%	
Any mixed or multiple ethnic groups	28	0.2%	17	0.1%	
Pakistani, Pakistani Scottish or Pakistani British	56	0.4%	46	0.4%	
Indian, Indian Scottish or Indian British	50	0.3%	31	0.2%	
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	0.0%	
Chinese, Chinese Scottish or Chinese British	28	0.2%	26	0.2%	
Other Asian background	10	0.1%	8	0.1%	
Sub Total Asian	144	1.0%	111	0.9%	
African, African Scottish or African British	10	0.1%	10	0.1%	
Other African background	0	0.0%	0	0.0%	
Caribbean, Caribbean Scottish or Caribbean British	1	0.0%	1	0.0%	
Black, Black Scottish or Black British	4	0.0%	4	0.0%	
Other Caribbean / Black background	4	0.0%	4	0.0%	
Sub Total Black	19	0.1%	19	0.1%	
Arab, Arab Scottish or Arab British	5	0.0%	3	0.0%	
Other ethnic background	18	0.1%	11	0.1%	
Sub Total Other Ethnic	23	0.1%	14	0.1%	
Total Ethnic	214	1.3%	161	1.2%	
Non Disclosed	3694	23.1%	2972	23.0%	
Total	15993	100.0%	12962	100.0%	

Grievances			Lea	vers
aised a Grievance ndividual, Stage 1)			Left Emp	loyment
lumber	%]	Number	%
34	50.7%		296	55.6%
0	0.0%		27	5.2%
0	0.0%		4	0.8%
0	0.0%	1	0	0.0%
0	0.0%		0	0.0%
1	1.5%		2	0.4%
35	52.2%]	329	62.1%
0	0.0%		3	0.6%
0	0.0%		5	0.9%
1	1.5%	1	2	0.4%
0	0.0%	1	0	0.0%
0	0.0%		1	0.2%
0	0.0%]	1	0.2%
1	1.5%]	9	1.7%
0	0.0%		2	0.4%
0	0.0%		0	0.0%
0	0.0%		0	0.0%
0	0.0%	1	0	0.0%
0	0.0%		1	0.2%
0	0.0%]	3	0.6%
0	0.0%	1	0	0.0%
0	0.0%]	2	0.4%
0	0.0%		2	0.4%
]		
1	1.5%		17	3.3%
31	46.3%		183	34.6%
67	100.0%		529	100.0%

Haras	sment
Raised a (Complaint
Number	%
24	70.6%
2	5.9%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
26	76.5%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
8	23.5%
34	100.0%

Recruitment			Disci	olinary
Recru	Raised an Internal Recruitment Complaint			Disciplinary tion
Number	%		Number	%
0	0.0%		848	63.7%
0	0.0%		18	1.4%
0	0.0%		4	0.3%
0	0.0%		0	0.0%
0	0.0%		0	0.0%
0	0.0%		12	0.9%
0	0.0%		882	66.3%
0	0.0%		7	0.5%
0	0.0%		1	0.1%
0	0.0%		8	0.6%
0	0.0%		0	0.0%
0	0.0%		3	0.2%
0	0.0%		1	0.1%
0	0.0%		13	1.0%
0	0.0%		2	0.2%
0	0.0%		0	0.0%
0	0.0%		1	0.1%
0	0.0%		1	0.1%
0	0.0%		0	0.0%
0	0.0%		4	0.4%
0	0.0%		0	0.0%
0	0.0%		1	0.1%
0	0.0%		1	0.1%
0	0.0%		25	1.9%
0	0.0%		424	31.8%
0	0.0%	ΙL	1331	100.0%

GENDER Training					
	Training		Received	Received Training	
	Number	%	Number	%	
Male	7920	49.5%	6876	53.0%	
Female	8073	50.5%	6086	47.0%	
Non Disclosed	0	0.0%	0	0.0%	
Total	15993	100.0%	12962	100.0%	

Grievances			L
Raised a Grievance (Individual, Stage 1)			Left
Number	%		Numb
52	77.6%		176
15	22.4%		353
0	0.0%		0
67	100.0%		529

Leavers		
Left Employment		
Number	%	
176	33.3%	
353	66.7%	
0	0.0%	
529	100.0%	

Haras				
Raised a Complaint				
Number	%			
11	11 32.4%			
23				
0 0.0%				
34	100.0%			

≀ecru	itment		Disciplinary	
sed an Internal Recruitment Complaint			Subject to Disciplina Action	
nber	%		Number	%
)	0.0%		889	66.8%
)	0.0%	l	442	33.2%
)	0.0%		0	0.0%
)	0.0%		1331	100.0%

Disciplinary				
Subject to Disciplinary Action				
Number	%			
889	66.8%			
442 33.2%				
0 0.0%				

EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2014

DISABLED		Training			
			ntion for ning	Received	Training
		Number	%	Number	%
Disabled		87	1.6%	42	1.3%
Non Disabled		4890	92.1%	2378	73.6%
Non Disclosed		333	6.3%	810	25.1%
Total		5310	100.0%	3230	100.0%

Grievances			Lea	vers
	Raised a Grievance Individual, Stage 1)		oloyment	
Number	%		Number	%
1	25.0%		10	3.1%
0	0.0%		23	7.2%
3	75.0%		288	89.7%
4	100.0%	321 100.0		100.0%

	Harassment Raised a Complaint					
	Number	%				
	0	0.0%				
	0	0.0%				
	17	100.0%				
	17	100.0%				

	itment	Disciplinary		
taised an Internal Recruitment Complaint		Subject to I Act		
lumber	%	Number	%	
0	0.0%	0	0.0%	
0	0.0%	0	0.0%	
4	100.0%	19	100.0%	
4	100.0%	19 100.0%		

ETHNICITY			Training		
	Application for Training		Received Training		
	Number	%	Number	%	
White Scottish	4597	86.6%	2544	78.8%	
Other British	201	3.8%	138	4.3%	
Irish	119	2.2%	78	2.4%	
Gypsy / Traveller	0	0.0%	0	0.0%	
Polish	0	0.0%	0	0.0%	
Other white ethnic	62	1.2%	50	1.5%	
Total White	4979	93.8%	2810	87.0%	
Any mixed or multiple ethnic groups	6	0.1%	2	0.1%	
Pakistani, Pakistani Scottish or Pakistani British	29	0.5%	9	0.3%	
Indian, Indian Scottish or Indian British	27	0.5%	8	0.2%	
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	0.0%	
Chinese, Chinese Scottish or Chinese British	0	0.0%	0	0.0%	
Other Asian background	7	0.1%	5	0.2%	
Sub Total Asian	63	1.2%	22	0.7%	
African, African Scottish or African British	6	0.1%	3	0.1%	
Other African background	3	0.1%	1	0.0%	
Caribbean, Caribbean Scottish or Caribbean British	0	0.0%	0	0.0%	
Black, Black Scottish or Black British	0	0.0%	12	0.4%	
Other Caribbean / Black background	7	0.1%	7	0.2%	
Sub Total Black	16	0.3%	23	0.7%	
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%	
Other ethnic background	19	0.4%	10	0.3%	
Sub Total Other Ethnic	19	0.4%	10	0.3%	
Total Ethnic	104	2.0%	57	1.8%	
Non Disclosed	227	4.2%	363	11.2%	
Total	5310	100.0%	3230	100.0%	

Grievances			Lea	vers
Raised a Grievance (Individual, Stage 1)			Left Emp	oloyment
Number	%		Number	%
3	75.0%		187	58.3%
0	0.0%		44	13.7%
0	0.0%		4	1.2%
0	0.0%		0	0.0%
0	0.0%		0	0.0%
0	0.0%		5	1.6%
3	75.0%		240	74.8%
0	0.0%		0	0.0%
0	0.0%		2	0.6%
0	0.0%		0	0.0%
0	0.0%		0	0.0%
0	0.0%		0	0.0%
0	0.0%		2	0.6%
0	0.0%		4	1.2%
0	0.0%		0	0.0%
0	0.0%		0	0.0%
0	0.0%		0	0.0%
0	0.0%		0	0.0%
0	0.0%		0	0.0%
0	0.0%		0	0.0%
0	0.0%		0	0.0%
0	0.0%		0	0.0%
0	0.0%		0	0.0%
0	0.0%		4	1.2%
1	25.0%		77	24.0%
4	100.0%		321	100.0%

Haras	sment	Recru
Raised a (Complaint	Raised a Recru Com
Number	%	Number
8	47.1%	2
0	0.0%	0
0	0.0%	0
0	0.0%	0
0	0.0%	0
0	0.0%	0
8	47.1%	2
0	0.0%	0
1	5.9%	0
0	0.0%	0
0	0.0%	0
0	0.0%	0
0	0.0%	0
1	5.9%	0
0	0.0%	0
1	5.9%	0
0	0.0%	0
5	29.4%	0
0	0.0%	0
6	35.3%	0
0	0.0%	0
0	0.0%	0
0	0.0%	0
7	41.2%	0
2	11.7%	2
17	100.0%	4

Recruitment		Discip	olinary
Recru	Raised an Internal Recruitment Complaint		Disciplinary tion
Number	%	Number	%
2	50.0%	5	26.3%
0	0.0%	5	26.3%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	1	5.3%
2	50.0%	11	57.9%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	2	10.5%
0	0.0%	2	10.5%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	1	5.3%
0	0.0%	1	5.3%
0	0.0%	3	15.8%
2	50.0%	5	26.3%
4	100.0%	19	100.0%

GENDER	Training			
		ntion for ning	Received	Training
	Number	%	Number	%
Male	954	18.0%	550	17.0%
Female	4276	80.5%	2407	74.5%
Non Disclosed	80	1.5%	273	8.5%
Total	5310	100.0%	3230	100.0%

Grievances			Le
Raised a Grievance (Individual, Stage 1)			Left En
Number	%		Number
2	50.0%		82
2	50.0%		239
0	0.0%		0
4	100.0%		321

Leavers		Harassment		
₋eft Emp	loyment	Raised a	Complaint	
umber	%	Number	%	
82	25.5%	7	41.2%	
239	74.5%	10	58.8%	
0	0.0%	0	0.0%	
321	100.0%	17	100.0%	

	Recruitment			
ıt	Raised an Internal Recruitment Complaint			
	Number	%		
,	0	0.0%		
,	4	100.0%		
	0	0.0%		
6	4	100.0%		

Disciplinary		
Subject to Disciplinary Action		
Number	%	
11	57.9%	
8	42.1%	
0	0.0%	
19	100.0%	