

RECRUITMENT INTERNAL & EXTERNAL ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2014

Number of Posts Advertised:

1028

Total Combined Applications Received:

12908

Total Combined Interviews:

3869

Total Combined Appointments:

1078

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	637	5.0%	337	2.6%	300	2.4%	180	4.7%	84	2.2%	96	2.5%	21	1.9%	11	1.0%	10	0.9%
Non Disabled	11970	92.7%	5729	44.4%	6241	48.3%	3572	92.3%	1558	40.3%	2014	52.1%	1012	93.9%	414	38.4%	598	55.5%
Non Disclosed	301	2.3%	0	0.0%	0	0.0%	117	3.0%	0	0.0%	0	0.0%	45	4.2%	0	0.0%	0	0.0%
Total	12908	100.0%	6066	47.0%	6541	50.7%	3869	100.0%	1642	42.4%	2110	54.5%	1078	100.0%	425	39.4%	608	56.4%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	10628	82.3%	5070	39.3%	5558	43.1%	3236	83.6%	1407	36.4%	1829	47.3%	911	84.5%	366	34.0%	545	50.6%
Other British	603	4.7%	318	2.5%	285	2.2%	160	4.1%	80	2.1%	80	2.1%	48	4.5%	29	2.7%	19	1.8%
Irish	134	1.0%	69	0.5%	65	0.5%	43	1.1%	21	0.5%	22	0.6%	13	1.2%	3	0.3%	10	0.9%
Gypsy / Traveller	2	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	76	0.6%	30	0.2%	46	0.4%	12	0.3%	1	0.0%	11	0.3%	2	0.2%	0	0.0%	2	0.2%
Other white ethnic	241	1.9%	108	0.8%	133	1.0%	69	1.8%	38	1.0%	31	0.8%	14	1.3%	6	0.6%	8	0.7%
Total White	11684	90.5%	5596	43.4%	6088	47.2%	3520	91.0%	1547	40.0%	1973	51.0%	988	91.7%	404	37.5%	584	54.2%
Any mixed or multiple ethnic groups	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%
Pakistani, Pakistani Scottish or Pakistani British	204	1.6%	100	0.8%	104	0.8%	41	1.1%	19	0.5%	22	0.6%	4	0.4%	3	0.3%	1	0.1%
Indian, Indian Scottish or Indian British	93	0.7%	31	0.2%	62	0.5%	23	0.6%	7	0.2%	16	0.4%	5	0.5%	1	0.1%	4	0.4%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	11	0.1%	0	0.0%	11	0.1%	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	55	0.4%	21	0.2%	34	0.3%	12	0.3%	6	0.2%	6	0.2%	2	0.2%	0	0.0%	2	0.2%
Other Asian background	39	0.3%	21	0.2%	18	0.1%	5	0.1%	1	0.0%	4	0.1%	1	0.1%	0	0.0%	1	0.1%
Sub Total Asian	402	3.1%	173	1.4%	229	1.7%	82	2.1%	33	0.9%	49	1.3%	12	1.1%	4	0.4%	8	0.7%
African, African Scottish or African British	67	0.5%	34	0.3%	33	0.3%	14	0.4%	5	0.1%	9	0.2%	3	0.3%	1	0.1%	2	0.2%
Other African background	116	0.9%	80	0.6%	36	0.3%	27	0.7%	19	0.5%	8	0.2%	7	0.6%	3	0.3%	4	0.4%
Caribbean, Caribbean Scottish or Caribbean British	7	0.1%	5	0.0%	2	0.0%	1	0.0%	1	0.0%	0	0.0%	1	0.1%	1	0.1%	0	0.0%
Black, Black Scottish or Black British	25	0.2%	17	0.1%	8	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	3	0.0%	2	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	218	1.7%	138	1.0%	80	0.7%	42	1.1%	25	0.6%	17	0.4%	11	1.0%	5	0.5%	6	0.6%
Arab, Arab Scottish or Arab British	19	0.1%	12	0.1%	7	0.1%	7	0.2%	4	0.1%	3	0.1%	1	0.1%	1	0.1%	0	0.0%
Other ethnic background	135	1.1%	55	0.4%	80	0.6%	30	0.8%	5	0.1%	25	0.6%	5	0.5%	1	0.1%	4	0.4%
Sub Total Other Ethnic	154	1.2%	67	0.5%	87	0.7%	37	1.0%	9	0.2%	28	0.7%	6	0.6%	2	0.2%	4	0.4%
Total Ethnic	774	6.0%	378	2.9%	396	3.1%	161	4.2%	67	1.7%	94	2.4%	29	2.7%	11	1.0%	18	1.7%
Non Disclosed	450	3.5%					188	4.9%					61	5.6%				
Total	12908	100.0%	5974	46.3%	6484	50.2%	3869	100.0%	1614	41.7%	2067	53.4%	1078	100.0%	415	38.5%	602	55.8%

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	6112	47.4%	1655	42.8%	428	39.7%
Female	6615	51.2%	2122	54.8%	610	56.6%
Non Disclosed	181	1.4%	92	2.4%	40	3.7%
Total	12908	100.0%	3869	100.0%	1078	100.0%

RECRUITMENT INTERNAL & EXTERNAL TEACHERS ONLY AS AT 31 MARCH 2014

Number of Posts Advertised:

441

Total Combined Applications Received:

5505

Total Combined Interviews:

1722

Total Combined Appointments

703

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	119	2.2%	47	0.9%	72	1.3%	52	3.1%	20	1.2%	32	1.9%	20	2.8%	3	0.4%	17	2.4%
Non Disabled	5296	96.2%	1409	25.6%	3887	70.6%	1656	96.2%	428	24.9%	1228	71.3%	676	96.1%	131	18.6%	545	77.5%
Non Disclosed	90	1.6%	0	0.0%	0	0.0%	14	0.7%	0	0.0%	0	0.0%	7	1.1%	0	0.0%	0	0.0%
Total	5505	100.0%	1456	26.4%	3959	71.9%	1722	100.0%	448	26.1%	1260	73.2%	703	100.0%	134	19.0%	562	79.9%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	4654	84.5%	1207	21.9%	3447	62.6%	1410	81.9%	353	20.5%	1057	61.4%	587	83.5%	104	14.8%	483	68.7%
Other British	338	6.1%	120	2.2%	218	4.0%	83	4.8%	35	2.0%	48	2.8%	39	5.5%	13	1.8%	26	3.7%
Irish	137	2.5%	42	0.8%	95	1.7%	54	3.1%	11	0.6%	43	2.5%	26	3.7%	4	0.6%	22	3.1%
Gypsy / Traveller	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%
Polish	7	0.1%	0	0.0%	7	0.1%	2	0.1%	0	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	92	1.7%	22	0.4%	70	1.3%	17	1.0%	3	0.2%	14	0.8%	10	1.4%	1	0.1%	9	1.3%
Total White	5228	95.0%	1391	25.3%	3837	69.7%	1566	90.9%	402	23.3%	1164	67.6%	662	94.2%	122	17.4%	540	76.8%
Any mixed or multiple ethnic groups	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%
Pakistani, Pakistani Scottish or Pakistani British	63	1.1%	23	0.4%	40	0.7%	23	1.3%	8	0.5%	15	0.9%	10	1.4%	2	0.3%	8	1.1%
Indian, Indian Scottish or Indian British	36	0.7%	4	0.1%	32	0.6%	15	0.9%	2	0.1%	13	0.8%	4	0.6%	0	0.0%	4	0.6%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	1	0.0%	1	0.0%	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	4	0.1%	1	0.0%	3	0.1%	1	0.1%	0	0.0%	1	0.1%	1	0.1%	0	0.0%	1	0.1%
Other Asian background	4	0.1%	1	0.0%	3	0.1%	2	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	108	2.0%	30	0.5%	78	1.4%	41	2.4%	11	0.6%	30	1.7%	15	2.1%	2	0.3%	13	1.8%
African, African Scottish or African British	3	0.1%	2	0.0%	1	0.0%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other African background	7	0.1%	2	0.0%	5	0.1%	3	0.2%	0	0.0%	3	0.2%	0	0.0%	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%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	3	0.1%	2	0.0%	1	0.0%	2	0.1%	2	0.1%	0	0.0%	2	0.3%	2	0.3%	0	0.0%
Other Caribbean / Black background	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%
Sub Total Black	13	0.2%	6	0.1%	7	0.1%	6	0.3%	3	0.2%	3	0.2%	2	0.3%	2	0.3%	0	0.0%
Arab, Arab Scottish or Arab British	2	0.0%	2	0.0%	0	0.0%	3	0.2%	2	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	29	0.5%	9	0.2%	20	0.4%	8	0.5%	6	0.3%	2	0.1%	3	0.4%	0	0.0%	3	0.4%
Sub Total Other Ethnic	31	0.6%	11	0.2%	20	0.4%	11	0.6%	8	0.5%	3	0.2%	3	0.4%	0	0.0%	3	0.4%
Total Ethnic	152	2.8%	47	0.9%	105	1.9%	58	3.4%	22	1.3%	36	2.1%	20	2.8%	4	0.6%	16	2.2%
Non Disclosed	125	2.3%					98	5.7%					21	3.0%				
Total	5505	100.0%	1438	26.1%	3942	71.6%	1722	100.0%	424	24.6%	1200	69.7%	703	100.0%	126	17.9%	556	79.1%

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	1465	26.6%	449	26.1%	135	19.2%
Female	3993	72.5%	1259	73.1%	562	79.9%
Non Disclosed	47	0.9%	14	0.8%	6	0.9%
Total	5505	100.0%	1722	100.0%	703	100.0%