

**EQUALITIES MONITORING  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 31 DECEMBER 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	408	2.9%	343	2.8%	3	6.8%	14	2.6%	0	0.0%	0	0.0%	22	2.2%
Non Disabled	1342	9.5%	1138	9.3%	5	11.4%	142	26.1%	7	28.0%	0	0.0%	86	8.6%
Non Disclosed	12450	87.6%	10754	87.9%	36	81.8%	388	71.3%	18	72.0%	5	100.0%	889	89.2%
<b>Total</b>	<b>14200</b>	<b>100.0%</b>	<b>12235</b>	<b>100.0%</b>	<b>44</b>	<b>100.0%</b>	<b>544</b>	<b>100.0%</b>	<b>25</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>	<b>997</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	10719	75.5%	9310	76.1%	32	72.7%	321	59.0%	17	68.0%	3	60.0%	665	66.7%
Other British	300	2.1%	227	1.9%	0	0.0%	26	4.8%	1	4.0%	0	0.0%	35	3.5%
Irish	60	0.4%	42	0.3%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	2	0.2%
Gypsy / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	3	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	134	1.0%	112	0.9%	1	2.3%	7	1.3%	0	0.0%	0	0.0%	16	1.6%
<b>Total White</b>	<b>11216</b>	<b>79.0%</b>	<b>9693</b>	<b>79.2%</b>	<b>33</b>	<b>75.0%</b>	<b>355</b>	<b>65.3%</b>	<b>18</b>	<b>72.0%</b>	<b>3</b>	<b>60.0%</b>	<b>718</b>	<b>72.0%</b>
<b>Any mixed or multiple ethnic groups</b>	<b>13</b>	<b>0.1%</b>	<b>13</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>2</b>	<b>0.2%</b>
Pakistani, Pakistani Scottish or Pakistani British	37	0.3%	27	0.2%	0	0.0%	3	0.5%	0	0.0%	0	0.0%	8	0.8%
Indian, Indian Scottish or Indian British	32	0.2%	27	0.2%	1	2.3%	3	0.5%	0	0.0%	0	0.0%	3	0.3%
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	14	0.1%	10	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Other Asian background	8	0.1%	5	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Asian</b>	<b>91</b>	<b>0.6%</b>	<b>69</b>	<b>0.6%</b>	<b>1</b>	<b>2.3%</b>	<b>6</b>	<b>1.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>13</b>	<b>1.3%</b>
African, African Scottish or African British	23	0.2%	17	0.1%	0	0.0%	2	0.4%	1	4.0%	0	0.0%	2	0.2%
Other African background	2	0.0%	1	0.0%	0	0.0%	1	0.2%	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%	0	0.0%
Black, Black Scottish or Black British	3	0.0%	2	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	2	0.2%
Other Caribbean / Black background	2	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
<b>Sub Total Black</b>	<b>31</b>	<b>0.2%</b>	<b>23</b>	<b>0.2%</b>	<b>0</b>	<b>0.0%</b>	<b>4</b>	<b>0.8%</b>	<b>7</b>	<b>4.0%</b>	<b>0</b>	<b>0.0%</b>	<b>6</b>	<b>0.6%</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	24	0.2%	17	0.1%	1	2.3%	2	0.4%	0	0.0%	0	0.0%	2	0.2%
<b>Sub Total Other Ethnic</b>	<b>24</b>	<b>0.2%</b>	<b>17</b>	<b>0.1%</b>	<b>1</b>	<b>2.3%</b>	<b>2</b>	<b>0.4%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>0.2%</b>
<b>Total Ethnic</b>	<b>169</b>	<b>1.1%</b>	<b>122</b>	<b>1.0%</b>	<b>2</b>	<b>4.5%</b>	<b>14</b>	<b>2.5%</b>	<b>1</b>	<b>4.0%</b>	<b>0</b>	<b>0.0%</b>	<b>23</b>	<b>2.3%</b>
Non Disclosed	2825	19.9%	2420	19.8%	9	20.5%	175	32.2%	6	24.0%	2	40.0%	256	25.7%
<b>Total</b>	<b>14200</b>	<b>100.0%</b>	<b>12235</b>	<b>100.0%</b>	<b>44</b>	<b>100.0%</b>	<b>544</b>	<b>100.0%</b>	<b>25</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>	<b>997</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	9171	64.6%	8480	69.3%	29	65.9%	238	43.8%	8	32.0%	4	80.0%	630	63.2%
Female	5029	35.4%	3755	30.7%	15	34.1%	306	56.2%	16	64.0%	1	20.0%	366	36.7%
Non Disclosed	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	0	0.0%	1	0.1%
<b>Total</b>	<b>14200</b>	<b>100.0%</b>	<b>12235</b>	<b>100.0%</b>	<b>44</b>	<b>100.0%</b>	<b>544</b>	<b>100.0%</b>	<b>25</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>	<b>997</b>	<b>100.0%</b>

**EQUALITIES MONITORING  
TEACHERS ONLY  
AS AT 31 DECEMBER 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	83	1.8%	86	1.3%	1	25.0%	5	1.5%	0	0.0%	0	#DIV/0!	1	11.1%
Non Disabled	4427	94.7%	5216	81.6%	0	0.0%	25	7.6%	4	26.7%	0	#DIV/0!	1	11.1%
Non Disclosed	167	3.5%	1092	17.1%	3	75.0%	301	90.9%	11	73.3%	0	#DIV/0!	7	77.8%
<b>Total</b>	<b>4677</b>	<b>100.0%</b>	<b>6394</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>331</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>	<b>0</b>	<b>#DIV/0!</b>	<b>9</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	3947	84.4%	5048	78.9%	3	75.0%	169	51.1%	3	20.0%	0	0.0%	7	77.8%
Other British	206	4.4%	285	4.5%	0	0.0%	51	15.4%	5	33.3%	0	0.0%	0	0.0%
Irish	108	2.3%	144	2.3%	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	94	2.0%	79	1.2%	0	0.0%	7	2.1%	0	0.0%	0	0.0%	0	0.0%
<b>Total White</b>	<b>4355</b>	<b>93.1%</b>	<b>5556</b>	<b>86.9%</b>	<b>3</b>	<b>75.0%</b>	<b>231</b>	<b>69.8%</b>	<b>8</b>	<b>53.3%</b>	<b>0</b>	<b>0.0%</b>	<b>7</b>	<b>77.8%</b>
<b>Any mixed or multiple ethnic groups</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>0.3%</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	56	1.2%	57	0.9%	0	0.0%	2	0.6%	1	6.7%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	26	0.6%	35	0.5%	1	25.0%	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	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Asian</b>	<b>83</b>	<b>1.8%</b>	<b>93</b>	<b>1.4%</b>	<b>1</b>	<b>25.0%</b>	<b>2</b>	<b>0.6%</b>	<b>1</b>	<b>6.7%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
African, African Scottish or African British	12	0.3%	12	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other African background	0	0.0%	5	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	1	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%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	18	0.4%	7	0.1%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Black</b>	<b>31</b>	<b>0.7%</b>	<b>24</b>	<b>0.4%</b>	<b>0</b>	<b>0.0%</b>	<b>1</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>
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	35	0.7%	45	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Other Ethnic</b>	<b>35</b>	<b>0.7%</b>	<b>45</b>	<b>0.7%</b>	<b>0</b>	<b>0.0%</b>	<b>1</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>Total Ethnic</b>	<b>149</b>	<b>3.2%</b>	<b>162</b>	<b>2.5%</b>	<b>1</b>	<b>25.0%</b>	<b>5</b>	<b>1.5%</b>	<b>1</b>	<b>6.7%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Non Disclosed	173	3.7%	676	10.6%	0	0.0%	95	28.7%	6	40.0%	0	0.0%	2	22.2%
<b>Total</b>	<b>4677</b>	<b>100.0%</b>	<b>6394</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>331</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>9</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	789	16.9%	1034	16.2%	1	25.0%	87	26.3%	4	26.7%	0	#DIV/0!	2	22.2%
Female	3825	81.8%	4789	74.9%	3	75.0%	244	73.7%	11	73.3%	0	#DIV/0!	7	77.8%
Non Disclosed	63	1.3%	571	8.9%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%
<b>Total</b>	<b>4677</b>	<b>100.0%</b>	<b>6394</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>331</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>	<b>0</b>	<b>#DIV/0!</b>	<b>9</b>	<b>100.0%</b>