EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 DECEMBER 2014

DISABLED			Trai	ning	
	A	Application	for Training	Received	Training
		Number	%	Number	%
Disabled		408	2.9%	343	2.8%
Non Disabled		1342	9.5%	1138	9.3%
Non Disclosed		12450	87.6%	10754	87.9%
Total		14200	100.0%	12235	100.0%

Griev	ances
	Grievance al, Stage 1)
Number	%
3	6.8%
5	11.4%
36	81.8%
44	100.0%

/ers
loyment
%
2.6%
26.1%
71.3%
100.0%

Harassment	
Complaint	
%	
0.0%	
28.0%	
72.0%	
100.0%	

Recru	itment	Discip	linary
	n Internal t Complaint	Subject to Act	Disciplinary ion
Number	%	Number	%
0	0.0%	22	2.2%
0	0.0%	86 8.6	
5	100.0%	889	89.2%
5	100.0%	997	100.0%

ETHNICITY		Trair	ning	
	Application	for Training	Received Training	
	Number	%	Number	%
White Scottish	10719	75.5%	9310	76.1%
Other British	300	2.1%	227	1.9%
Irish	60	0.4%	42	0.3%
Gypsy / Traveller	0	0.0%	0	0.0%
Polish	3	0.0%	2	0.0%
Other white ethnic	134	1.0%	112	0.9%
Total White	11216	79.0%	9693	79.2%
Any mixed or multiple ethnic groups	13	0.1%	13	0.1%
Pakistani, Pakistani Scottish or Pakistani British	37	0.3%	27	0.2%
Indian, Indian Scottish or Indian British	32	0.2%	27	0.2%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	14	0.1%	10	0.1%
Other Asian background	8	0.1%	5	0.0%
Sub Total Asian	91	0.6%	69	0.6%
African, African Scottish or African British	23	0.2%	17	0.1%
Other African background	2	0.0%	1	0.0%
Caribbean, Caribbean Scottish or Caribbean British	1	0.0%	1	0.0%
Black, Black Scottish or Black British	3	0.0%	2	0.0%
Other Caribbean / Black background	2	0.0%	2	0.0%
Sub Total Black	31	0.2%	23	0.2%
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%
Other ethnic background	24	0.2%	17	0.1%
Sub Total Other Ethnic	24	0.2%	17	0.1%
Total Ethnic	159	1.1%	122	1.0%
Non Disclosed	2825	19.9%	2420	19.8%
Total	14200	100.0%	12235	100.0%

Grievances		
Raised a Grievance (Individual, Stage 1)		
Number	%	
32	72.7%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
1	2.3%	
33	75.0%	
0	0.0%	
0	0.0%	
1	2.3%	
0	0.0%	
0	0.0%	
0	0.0%	
1	2.3%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
1	2.3%	
1	2.3%	
2	4.5%	
9	20.5%	
44	100.0%	

	Leavers	
e 1)	Left Emp	oloyment
	Number	%
ó	321	59.0%
	26	4.8%
	1	0.2%
	0	0.0%
	0	0.0%
	7	1.3%
	355	65.3%
	2	0.4%
	3	0.5%
	3	0.5%
	0	0.0%
	0	0.0%
	0	0.0%
	6	1.0%
	2	0.4%
	1	0.2%
	0	0.0%
	1	0.2%
	0	0.0%
	4	0.8%
	0	0.0%
	2	0.4%
	2	0.4%
	14	2.5%
	175	32.2%
5	544	100.0%

Haras	sment	Recru	itme
Raised a	Complaint	Raised a	
Number	%	Number	
17	68.0%	3	60
1	4.0%	0	0
0	0.0%	0	0
0	0.0%	0	0
0	0.0%	0	0
0	0.0%	0	0
18	72.0%	3	60
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	4.0%	0	0
0	0.0%	0	0
0	0.0%	0	0
0	0.0%	0	0
0	0.0%	0	0
1	4.0%	0	0
0	0.0%	0	0
0	0.0%	0	0
0	0.0%	0	0
1	4.0%	0	0
6	24.0%	2	40
25	100.0%	5	10

ent	Discip	olinary
ternal omplaint	Subject to I	Disciplinary ion
%	Number	%
60.0%	665	66.7%
0.0%	35	3.5%
0.0%	2	0.2%
0.0%	0	0.0%
0.0%	0	0.0%
0.0%	16	1.6%
60.0%	718	72.0%
0.0%	2	0.2%
0.0%	8	0.8%
0.0%	3	0.3%
0.0%	0	0.0%
0.0%	2	0.2%
0.0%	0	0.0%
0.0%	13	1.3%
0.0%	2	0.2%
0.0%	0	0.0%
0.0%	0	0.0%
0.0%	2	0.2%
0.0%	2	0.2%
0.0%	6	0.6%
0.0%	0	0.0%
0.0%	2	0.2%
0.0%	2	0.2%
0.0%	23	2.3%
40.0%	256	25.7%
100.0%	997	100.0%

GENDER		Trai	ning	
	Application	for Training	Received	Training
	Number	%	Number	%
Male	9171	64.6%	8480	69.3%
Female	5029	35.4%	3755	30.7%
Non Disclosed	0	0.0%	0	0.0%
Total	14200	100.0%	12235	100.0%

Grievances		
Raised a Grievance (Individual, Stage 1)		
Number	%	
29	65.9%	
15	34.1%	
0	0.0%	
44	100.0%	

Leavers		
Left Em	ployment	
Number	%	
238	43.8%	
306	56.2%	
0	0.0%	
544	100.0%	

Harassment			
Raised a Complaint			
Number %			
8	32.0%		
16	64.0%		
1	4.0%		
25	100.0%		

Recru	itment	D
	n Internal It Complaint	Subjec
Number	%	Numl
4	80.0%	630
1	20.0%	366
0	0.0%	1
5	100.0%	99

Discip	olinary
Subject to I	Disciplinary tion
Number	%
630	63.2%
366	36.7%
1	0.1%
997	100.0%

EQUALITIES MONITORING TEACHERS ONLY AS AT 31 DECEMBER 2014

DISABLED	.ED Training				
		Application	for Training	Received	Training
		Number	%	Number	%
Disabled		83	1.8%	86	1.3%
Non Disabled		4427	94.7%	5216	81.6%
Non Disclosed		167	3.5%	1092	17.1%
Total		4677	100.0%	6394	100.0%

Grievances Raised a Grievance (Individual, Stage 1)		
1	25.0%	
0	0.0%	
3	75.0%	
4	100.0%	

Leavers		
Left Employment		
Number	%	
5	1.5%	
25	7.6%	
301	90.9%	
331	100.0%	

Harassment		
Raised a Complaint		
%		
0.0%		
26.7%		
73.3%		
100.0%		

Recru	Recruitment		L
	n Internal t Complaint		
Number	%		Г
0	#DIV/0!		E
0	#DIV/0!		L
0	#DIV/0!		E
0	#DIV/0!		L

Disciplinary		
Subject to I	Disciplinary ion	
Number	%	
1	11.1%	
1	11.1%	
7	77.8%	
9	100.0%	

ETHNICITY	Training			
	Application for Training		Received Training	
	Number	%	Number	%
White Scottish	3947	84.4%	5048	78.9%
Other British	206	4.4%	285	4.5%
Irish	108	2.3%	144	2.3%
Gypsy / Traveller	0	0.0%	0	0.0%
Polish	0	0.0%	0	0.0%
Other white ethnic	94	2.0%	79	1.2%
Total White	4355	93.1%	5556	86.9%
Any mixed or multiple ethnic groups	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	56	1.2%	57	0.9%
Indian, Indian Scottish or Indian British	26	0.6%	35	0.5%
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	1	0.0%	1	0.0%
Sub Total Asian	83	1.8%	93	1.4%
African, African Scottish or African British	12	0.3%	12	0.2%
Other African background	0	0.0%	5	0.1%
Caribbean, Caribbean Scottish or Caribbean British	1	0.0%	0	0.0%
Black, Black Scottish or Black British	0	0.0%	0	0.0%
Other Caribbean / Black background	18	0.4%	7	0.1%
Sub Total Black	31	0.7%	24	0.4%
Arab, Arab Scotlish or Arab British	0	0.0%	0	0.0%
Other ethnic background	35	0.7%	45	0.7%
Sub Total Other Ethnic	35	0.7%	45	0.7%
Total Ethnic	149	3.2%	162	2.5%
Non Disclosed	173	3.7%	676	10.6%
Total	4677	100.0%	6394	100.0%

Grievances Raised a Grievance (Individual, Stage 1)		
3	75.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
3	75.0%	
0	0.0%	
0	0.0%	
1	25.0%	
0	0.0%	
0	0.0%	
0	0.0%	
1	25.0%	
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%	
	05.00/	
1	25.0%	
0	0.0%	
4	100.0%	

ances	Leavers	
Grievance I, Stage 1)	Left Employment	
%	Number	%
75.0%	169	51.1%
0.0%	51	15.4%
0.0%	4	1.2%
0.0%	0	0.0%
0.0%	0	0.0%
0.0%	7	2.1%
75.0%	231	69.8%
0.0%	1	0.3%
0.0%	2	0.6%
25.0%	0	0.0%
0.0%	0	0.0%
0.0%	0	0.0%
0.0%	0	0.0%
25.0%	2	0.6%
0.0%	0	0.0%
0.0%	0	0.0%
0.0%	0	0.0%
0.0%	0	0.0%
0.0%	1	0.3%
0.0%	1	0.3%
0.0%	1	0.3%
0.0%	0	0.0%
0.0%	1	0.3%
25.0%	5	1.5%
0.0%	95	28.7%
100.0%	331	100.0%

Harassment	
Raised a Complaint	
Number	%
3	20.0%
5	33.3%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
8	53.3%
0	0.0%
1	6.7%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
1	6.7%
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	6.7%
6	40.0%
15	100.0%

Recruitment		Discip	olina
Raised an Recruitmen		Subject to Act	Disci tion
Number	%	Number	
0	0.0%	7	7
0	0.0%	0	(
0	0.0%	0	(
0	0.0%	0	(
0	0.0%	0	(
0	0.0%	0	(
0	0.0%	7	7
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	0.0%	0	(
0	0.0%	0	(
0	0.0%	0	
0	0.0%	2	2
0	0.0%	9	10
U	0.078	9	

mber	%	Number	%
0	0.0%	7	77.8%
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%	7	77.8%
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%	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%	2	22.2%
0	0.0%	9	100.0%

GENDER	Training			
	Application	for Training	Received	Training
	Number	%	Number	%
Male	789	16.9%	1034	16.2%
Female	3825	81.8%	4789	74.9%
Non Disclosed	63	1.3%	571	8.9%
Total	4677	100.0%	6394	100.0%

Grievances			
	Raised a Grievance (Individual, Stage 1)		
Number %			
1	25.0%		
3	75.0%		
0	0.0%		
4 100.0%			

Leavers		
Left Employment		
Number %		
87	26.3%	
244	73.7%	
0	0.0%	
331	100.0%	

Harassment		
Raised a Complaint		
Number	%	
4	26.7%	
11	73.3%	
0	0.0%	
15	100.0%	

Recruitment			
Raised an Internal Recruitment Complaint			
Number %			
0	#DIV/0!		
0	#DIV/0!		
0	#DIV/0!		
0 #DIV/0!			

	Disci	Disciplinary		
al laint		Subject to Disciplinary Action		
	Number	%		
/0!	2	22.2%		
/0!	7	77.8%		
/0!	0	0.0%		
101		400.00/		