

**RECRUITMENT INTERNAL & EXTERNAL  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 31 MARCH 2015**

Number of Posts Advertised:

960

Total Combined Applications Received:

10495

Total Combined Interviews:

3511

Total Combined Appointments

943

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%		
Disabled	564	5.4%	240	2.3%	324	3.1%	179	5.1%	68	1.9%	111	3.2%	33	3.5%	8	0.8%	25	2.7%
Non Disabled	9496	90.5%	2901	27.7%	6595	62.8%	3135	89.3%	912	26.0%	2223	63.3%	829	87.9%	241	25.6%	588	62.3%
Non Disclosed	435	4.1%	0	0.0%	0	0.0%	197	5.6%	0	0.0%	0	0.0%	81	8.6%	0	0.0%	0	0.0%
<b>Total</b>	<b>10495</b>	<b>100.0%</b>	<b>3141</b>	<b>30.0%</b>	<b>6919</b>	<b>65.9%</b>	<b>3511</b>	<b>100.0%</b>	<b>980</b>	<b>27.9%</b>	<b>2334</b>	<b>66.5%</b>	<b>943</b>	<b>100.0%</b>	<b>249</b>	<b>26.4%</b>	<b>613</b>	<b>65.0%</b>

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%		
White Scottish	8416	80.2%	2567	24.5%	5849	55.7%	2865	81.6%	844	24.0%	2021	57.6%	757	80.3%	218	23.1%	539	57.2%
Other British	456	4.3%	184	1.8%	272	2.6%	152	4.3%	65	1.9%	87	2.5%	35	3.7%	15	1.6%	20	2.1%
Irish	110	1.0%	46	0.4%	64	0.6%	32	0.9%	13	0.4%	19	0.5%	7	0.7%	3	0.3%	4	0.4%
Gypsy / Traveller	2	0.0%	0	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	64	0.6%	17	0.2%	47	0.4%	14	0.4%	3	0.1%	11	0.3%	4	0.4%	0	0.0%	4	0.4%
Other white ethnic	191	1.8%	61	0.6%	130	1.2%	39	1.1%	11	0.3%	28	0.8%	11	1.2%	4	0.4%	7	0.7%
<b>Total White</b>	<b>9239</b>	<b>88.0%</b>	<b>2875</b>	<b>27.4%</b>	<b>6364</b>	<b>60.6%</b>	<b>3102</b>	<b>88.4%</b>	<b>936</b>	<b>26.7%</b>	<b>2166</b>	<b>61.7%</b>	<b>814</b>	<b>86.3%</b>	<b>240</b>	<b>25.4%</b>	<b>574</b>	<b>60.9%</b>
<b>Any mixed or multiple ethnic groups</b>	<b>48</b>	<b>0.5%</b>	<b>12</b>	<b>0.1%</b>	<b>36</b>	<b>0.3%</b>	<b>17</b>	<b>0.5%</b>	<b>2</b>	<b>0.1%</b>	<b>15</b>	<b>0.4%</b>	<b>3</b>	<b>0.3%</b>	<b>0</b>	<b>0.0%</b>	<b>3</b>	<b>0.3%</b>
Pakistani, Pakistani Scottish or Pakistani British	159	1.5%	62	0.6%	97	0.9%	32	0.9%	10	0.3%	22	0.6%	6	0.6%	1	0.1%	5	0.5%
Indian, Indian Scottish or Indian British	104	1.0%	34	0.3%	70	0.7%	29	0.8%	7	0.2%	22	0.6%	7	0.7%	0	0.0%	7	0.7%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	4	0.0%	2	0.0%	2	0.0%	3	0.1%	2	0.1%	1	0.0%	2	0.2%	1	0.1%	1	0.1%
Chinese, Chinese Scottish or Chinese British	50	0.5%	14	0.1%	36	0.3%	12	0.3%	1	0.0%	11	0.3%	4	0.4%	0	0.0%	4	0.4%
Other Asian background	22	0.2%	6	0.1%	16	0.2%	3	0.1%	1	0.0%	2	0.1%	1	0.1%	0	0.0%	1	0.1%
<b>Sub Total Asian</b>	<b>339</b>	<b>3.2%</b>	<b>118</b>	<b>1.1%</b>	<b>221</b>	<b>2.1%</b>	<b>79</b>	<b>2.3%</b>	<b>21</b>	<b>0.6%</b>	<b>58</b>	<b>1.7%</b>	<b>20</b>	<b>2.1%</b>	<b>2</b>	<b>0.2%</b>	<b>18</b>	<b>1.9%</b>
African, African Scottish or African British	85	0.8%	25	0.2%	60	0.6%	23	0.7%	3	0.1%	20	0.6%	5	0.5%	0	0.0%	5	0.5%
Other African background	163	1.6%	50	0.5%	113	1.1%	45	1.3%	7	0.2%	38	1.1%	11	1.2%	3	0.3%	8	0.8%
Caribbean, Caribbean Scottish or Caribbean British	2	0.0%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	57	0.5%	16	0.2%	41	0.4%	12	0.3%	2	0.1%	10	0.3%	5	0.5%	2	0.2%	3	0.3%
Other Caribbean / Black background	6	0.1%	1	0.0%	5	0.0%	2	0.1%	0	0.0%	2	0.1%	2	0.2%	0	0.0%	2	0.2%
<b>Sub Total Black</b>	<b>313</b>	<b>3.0%</b>	<b>93</b>	<b>0.9%</b>	<b>220</b>	<b>2.1%</b>	<b>83</b>	<b>2.4%</b>	<b>12</b>	<b>0.3%</b>	<b>71</b>	<b>2.0%</b>	<b>23</b>	<b>2.4%</b>	<b>5</b>	<b>0.5%</b>	<b>18</b>	<b>1.9%</b>
Arab, Arab Scottish or Arab British	10	0.1%	5	0.0%	5	0.0%	1	0.0%	1	0.0%	0	0.0%	1	0.1%	1	0.1%	0	0.0%
Other ethnic background	50	0.5%	19	0.2%	31	0.3%	14	0.4%	8	0.2%	6	0.2%	3	0.3%	3	0.3%	0	0.0%
<b>Sub Total Other Ethnic</b>	<b>60</b>	<b>0.6%</b>	<b>24</b>	<b>0.2%</b>	<b>36</b>	<b>0.3%</b>	<b>15</b>	<b>0.4%</b>	<b>9</b>	<b>0.3%</b>	<b>6</b>	<b>0.2%</b>	<b>4</b>	<b>0.4%</b>	<b>4</b>	<b>0.4%</b>	<b>0</b>	<b>0.0%</b>
<b>Total Ethnic</b>	<b>760</b>	<b>7.3%</b>	<b>247</b>	<b>2.4%</b>	<b>513</b>	<b>4.9%</b>	<b>194</b>	<b>5.6%</b>	<b>44</b>	<b>1.3%</b>	<b>150</b>	<b>4.3%</b>	<b>50</b>	<b>5.3%</b>	<b>11</b>	<b>1.2%</b>	<b>39</b>	<b>4.1%</b>
Non Disclosed	496	4.7%					215	6.0%					79	8.4%				
<b>Total</b>	<b>10495</b>	<b>100.0%</b>	<b>3122</b>	<b>29.8%</b>	<b>6877</b>	<b>65.5%</b>	<b>3511</b>	<b>100.0%</b>	<b>980</b>	<b>28.0%</b>	<b>2316</b>	<b>66.0%</b>	<b>943</b>	<b>100.0%</b>	<b>251</b>	<b>26.6%</b>	<b>613</b>	<b>65.0%</b>

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	3199	30.5%	933	26.6%	252	26.7%
Female	7014	66.8%	2148	61.2%	623	66.1%
Non Disclosed	282	2.7%	430	12.2%	68	7.2%
<b>Total</b>	<b>10495</b>	<b>100.0%</b>	<b>3511</b>	<b>100.0%</b>	<b>943</b>	<b>100.0%</b>

## RECRUITMENT INTERNAL & EXTERNAL TEACHERS ONLY AS AT 31 MARCH 2015

Number of Posts Advertised:

633

Total Combined Applications Received:

3084

Total Combined Interviews:

1366

Total Combined Appointments

426

	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	53	1.7%	21	0.7%	32	1.0%	27	2.0%	9	0.7%	18	1.3%	13	3.1%	3	0.8%	10	2.3%
Non Disabled	2941	95.4%	974	31.6%	1967	63.8%	1302	95.3%	378	27.7%	924	67.6%	407	95.5%	90	21.1%	317	74.4%
Non Disclosed	90	2.9%	0	0.0%	0	0.0%	37	2.7%	0	0.0%	0	0.0%	6	1.4%	0	0.0%	0	0.0%
<b>Total</b>	<b>3084</b>	<b>100.0%</b>	<b>995</b>	<b>32.3%</b>	<b>1999</b>	<b>64.8%</b>	<b>1366</b>	<b>100.0%</b>	<b>387</b>	<b>28.4%</b>	<b>942</b>	<b>68.9%</b>	<b>426</b>	<b>100.0%</b>	<b>93</b>	<b>21.9%</b>	<b>327</b>	<b>76.7%</b>

	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	2594	84.1%	856	27.8%	1738	56.4%	1180	86.4%	341	25.0%	839	61.4%	356	83.6%	81	19.0%	275	64.6%
Other British	203	6.6%	84	2.7%	119	3.9%	64	4.7%	22	1.6%	42	3.1%	17	4.0%	5	1.2%	12	2.8%
Irish	66	2.1%	26	0.8%	40	1.3%	42	3.1%	16	1.2%	26	1.9%	21	4.9%	3	0.7%	18	4.2%
Gypsy / Traveller	2	0.1%	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	7	0.2%	1	0.0%	6	0.2%	3	0.2%	1	0.1%	2	0.1%	1	0.2%	0	0.0%	1	0.2%
Other white ethnic	36	1.2%	10	0.3%	26	0.8%	13	1.0%	3	0.2%	10	0.7%	6	1.4%	2	0.5%	4	0.9%
<b>Total White</b>	<b>2908</b>	<b>94.3%</b>	<b>978</b>	<b>31.7%</b>	<b>1930</b>	<b>62.6%</b>	<b>1302</b>	<b>95.3%</b>	<b>383</b>	<b>28.0%</b>	<b>919</b>	<b>67.3%</b>	<b>401</b>	<b>94.2%</b>	<b>91</b>	<b>21.4%</b>	<b>310</b>	<b>72.8%</b>
<b>Any mixed or multiple ethnic groups</b>	<b>10</b>	<b>0.3%</b>	<b>2</b>	<b>0.1%</b>	<b>8</b>	<b>0.3%</b>	<b>5</b>	<b>0.4%</b>	<b>2</b>	<b>0.1%</b>	<b>3</b>	<b>0.2%</b>	<b>3</b>	<b>0.7%</b>	<b>1</b>	<b>0.2%</b>	<b>2</b>	<b>0.5%</b>
Pakistani, Pakistani Scottish or Pakistani British	26	0.8%	5	0.2%	21	0.7%	10	0.7%	2	0.1%	8	0.6%	6	1.4%	2	0.5%	4	0.9%
Indian, Indian Scottish or Indian British	10	0.3%	0	0.0%	10	0.3%	5	0.4%	0	0.0%	5	0.4%	1	0.2%	0	0.0%	1	0.2%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	1	0.0%	1	0.0%	0	0.0%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	3	0.1%	0	0.0%	3	0.1%	1	0.1%	0	0.0%	1	0.1%	1	0.2%	0	0.0%	1	0.2%
Other Asian background	4	0.1%	0	0.0%	4	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Asian</b>	<b>44</b>	<b>1.4%</b>	<b>6</b>	<b>0.2%</b>	<b>38</b>	<b>1.2%</b>	<b>17</b>	<b>1.3%</b>	<b>3</b>	<b>0.2%</b>	<b>14</b>	<b>1.0%</b>	<b>8</b>	<b>1.9%</b>	<b>2</b>	<b>0.5%</b>	<b>6</b>	<b>1.4%</b>
African, African Scottish or African British	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other African background	5	0.2%	4	0.1%	1	0.0%	1	0.1%	0	0.0%	1	0.1%	1	0.2%	0	0.0%	1	0.2%
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%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	3	0.1%	0	0.0%	3	0.1%	1	0.1%	0	0.0%	1	0.1%	1	0.2%	0	0.0%	1	0.2%
Other Caribbean / Black background	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Black</b>	<b>11</b>	<b>0.4%</b>	<b>5</b>	<b>0.2%</b>	<b>6</b>	<b>0.2%</b>	<b>2</b>	<b>0.1%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>0.1%</b>	<b>2</b>	<b>0.5%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>0.5%</b>
Arab, Arab Scottish or Arab 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%
Other ethnic background	9	0.3%	5	0.2%	4	0.1%	2	0.1%	0	0.0%	2	0.1%	2	0.5%	0	0.0%	2	0.5%
<b>Sub Total Other Ethnic</b>	<b>10</b>	<b>0.3%</b>	<b>6</b>	<b>0.2%</b>	<b>4</b>	<b>0.1%</b>	<b>2</b>	<b>0.1%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>0.1%</b>	<b>2</b>	<b>0.5%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>0.5%</b>
<b>Total Ethnic</b>	<b>75</b>	<b>2.4%</b>	<b>19</b>	<b>0.6%</b>	<b>56</b>	<b>1.8%</b>	<b>26</b>	<b>1.9%</b>	<b>5</b>	<b>0.4%</b>	<b>21</b>	<b>1.5%</b>	<b>15</b>	<b>3.5%</b>	<b>3</b>	<b>0.7%</b>	<b>12</b>	<b>2.8%</b>
Non Disclosed	101	3.3%					38	2.8%					10	2.3%				
<b>Total</b>	<b>3084</b>	<b>100.0%</b>	<b>997</b>	<b>32.3%</b>	<b>1986</b>	<b>64.4%</b>	<b>1366</b>	<b>100.0%</b>	<b>388</b>	<b>28.4%</b>	<b>940</b>	<b>68.8%</b>	<b>426</b>	<b>100.0%</b>	<b>94</b>	<b>22.1%</b>	<b>322</b>	<b>75.6%</b>

	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	1006	32.6%	355	26.0%	95	22.3%
Female	2030	65.8%	880	64.4%	328	77.0%
Non Disclosed	48	1.6%	131	9.6%	3	0.7%
<b>Total</b>	<b>3084</b>	<b>100.0%</b>	<b>1366</b>	<b>100.0%</b>	<b>426</b>	<b>100.0%</b>