## EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2015

DISABLED	Training			
	Application for Training		Received Training	
	Number	%	Number	%
Disabled	735	3.0%	676	3.0%
Non Disabled	2037	8.2%	1868	8.2%
Non Disclosed	21952	88.8%	20318	88.8%
Total	24724	100.0%	22862	100.0%

Griev	ances		
Raised a Grievance (Individual, Stage 1)			
Number	%		
4	7.3%		
6	10.9%		
45 81.8%			
55	100.0%		

Leavers		Haras	
Lea	vers	пагаѕ	sme
Left Em	ployment	Raised a	Comp
Number	%	Number	
22	3.0%	7	17
192	26.1%	12	29
522	70.9%	22	53
736	100.0%	41	10

Recruitment				
Raised an Internal Recruitment Complaint				
Number %				
0	0.0%			
0 0.0%				
5 100.0%				
5 100.0%				

	Disciplinary				
	Subject to Disciplinary Action				
	Number	%			
	37	2.2%			
	147	8.8%			
l	1480	89.0%			
	1664	100.0%			

ETHNICITY	Training			
	Application for Training Received Trainin		l Training	
	Number	%	Number	%
White Scottish	18894	76.4%	17517	76.6%
Other British	436	1.8%	363	1.6%
Irish	101	0.4%	88	0.4%
Gypsy / Traveller	0	0.0%	0	0.0%
Polish	4	0.0%	3	0.0%
Other white ethnic	188	0.8%	175	0.8%
Total White	19623	79.4%	18146	79.4%
Any mixed or multiple ethnic groups	32	0.1%	31	0.1%
Pakistani, Pakistani Scottish or Pakistani British	41	0.2%	36	0.2%
Indian, Indian Scottish or Indian British	53	0.2%	47	0.2%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	17	0.1%	15	0.1%
Other Asian background	17	0.1%	13	0.1%
Sub Total Asian	128	0.5%	111	0.5%
African, African Scottish or African British	28	0.1%	25	0.1%
Other African background	6	0.0%	4	0.0%
Caribbean, Caribbean Scottish or Caribbean British	2	0.0%	2	0.0%
Black, Black Scottish or Black British	3	0.0%	2	0.0%
Other Caribbean / Black background	4	0.0%	4	0.0%
Sub Total Black	43	0.2%	37	0.2%
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%
Other ethnic background	27	0.1%	26	0.1%
Sub Total Other Ethnic	27	0.1%	26	0.1%
Total Ethnic		0.9%	205	0.9%
Non Disclosed	4871	19.7%	4511	19.7%
Total	24724	100.0%	22862	100.0%

Grieva	ances	Lea	vers	Harassmen	
	Grievance I, Stage 1)	Left Emp	oloyment	Raised a	Complaint
umber	%	Number	%	Number	%
40	72.7%	441	59.9%	22	53.7%
0	0.0%	36	4.9%	11	26.8%
0	0.0%	2	0.3%	0	0.0%
0	0.0%	0	0.0%	0	0.0%
0	0.0%	0	0.0%	0	0.0%
1	1.8%	10	1.4%	0	0.0%
41	74.5%	489	66.4%	33	80.5%
0	0.0%	4	0.5%	0	0.0%
0	0.0%	3	0.4%	0	0.0%
1	1.8%	4	0.5%	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%
1	1.8%	7	1.0%	0	0.0%
0	0.0%	3	0.4%	1	2.4%
0	0.0%	1	0.1%	0	0.0%
0	0.0%	0	0.0%	0	0.0%
0	0.0%	1	0.1%	0	0.0%
0	0.0%	0	0.0%	0	0.0%
0	0.0%	5	0.7%	1	2.4%
1	1.8%	0	0.0%	0	0.0%
1	1.8%	2	0.3%	0	0.0%
2	3.6%	2	0.3%	0	0.0%
_	5.50/	47	0.00/	l	0.40/
3	5.5%	17	2.3%	1 -	2.4%
11	20.0%	230	31.3%	7	17.1%
55	100.0%	736	100.0%	41	100.0%

Recru	itment	Disciplinary Subject to Disciplinal	
	n Internal t Complaint		
Number	%	Number	%
3	60.0%	1107	66.5%
0	0.0%	59	3.5%
0	0.0%	2	0.1%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	17	1.0%
3	60.0%	1185	71.2%
0	0.0%	2	0.1%
0	0.0%	12	0.7%
0	0.0%	5	0.3%
0	0.0%	0	0.0%
0	0.0%	2	0.1%
0	0.0%	0	0.0%
0	0.0%	19	1.1%
0	0.0%	2	0.1%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	2	0.1%
0	0.0%	2	0.1%
0	0.0%	6	0.4%
0	0.0%	0	0.0%
0	0.0%	6	0.4%
0	0.0%	6	0.4%
0	0.0%	33	2.0%
2	40.0%	446	26.8%
5	100.0%	1664	100.0%

GENDER	Training			
	Application for Training		Received Training	
	Number	%	Number	%
Male	18092	73.2%	17266	75.5%
Female	6632	26.8%	5596	24.5%
Non Disclosed	0	0.0%	0	0.0%
Total	24724	100.0%	22862	100.0%

Grievances			Lea
Raised a Grievance (Individual, Stage 1)			Left Em
Number	%		Number
36	65.5%	1	304
19	34.5%	1	432
0	0.0%	1	0
55	100.0%	1	736

	Haras	Harassment					
ent	Raised a	Raised a Complaint					
%	Number	%					
.3%	16	39.0%					
.7%	24	58.5%					
.0%	1	2.5%					
0.0%	41	100.0%					

Recruitment			
Raised an Internal Recruitment Complaint			Su
Number	%		N
4	80.0%		
1	20.0%		
0	0.0%		
5	100.0%		

Disci	olinary	
Subject to Disciplinary Action		
Number	%	
1047	62.9%	
614	36.9%	
3	0.2%	
4004	400.00/	

## **EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2015**

DISABLED			Trai	ning	
		Application	for Training	Received	I Training
		Number	%	Number	%
Disabled		2	1.3%	2	1.5%
Non Disabled		18	11.9%	14	10.6%
Non Disclosed		131	86.8%	116	87.9%
Total		151	100.0%	132	100.0%

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

Leavers		
Left Employment		
Number %		
9	2.0%	
47	10.3%	
400	87.7%	
456 100.0%		

Haras	sment	Recruitme		itment
Raised a	Complaint		Raised a Recruitmen	n Internal t Complair
Number	%	1	Number	%
0	0.0%	1	0	0.0%
4	23.5%		0	0.0%
13	76.5%		1	100.0%
17	100.0%		1	100.0%

	Discip	Disciplinary		
ıt	Subject to Act	Disciplinary tion		
	Number	%		
	1	8.3%		
	1	8.3%		
	10	83.4%		
	12	100.0%		

ETHNICITY		Training			
	Application	for Training	Received	l Training	
	Number	%	Number	%	
White Scottish	77	51.0%	68	51.5%	
Other British	27	17.9%	23	17.4%	
Irish	3	2.0%	3	2.3%	
Gypsy / Traveller	0	0.0%	0	0.0%	
Polish	0	0.0%	0	0.0%	
Other white ethnic	4	2.6%	3	2.3%	
Total White	111	73.5%	97	73.5%	
Any mixed or multiple ethnic groups	0	0.0%	0	0.0%	
Pakistani, Pakistani Scottish or Pakistani British	0	0.0%	0	0.0%	
Indian, Indian Scottish or Indian British	1	0.7%	1	0.8%	
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	0	0.0%	0	0.0%	
Sub Total Asian	1	0.7%	1	0.8%	
African, African Scottish or African British	0	0.0%	0	0.0%	
Other African background	0	0.0%	0	0.0%	
Caribbean, Caribbean Scottish or Caribbean British	0	0.0%	0	0.0%	
Black, Black Scottish or Black British	0	0.0%	0	0.0%	
Other Caribbean / Black background	0	0.0%	0	0.0%	
Sub Total Black	0	0.0%	0	0.0%	
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%	
Other ethnic background	0	0.0%	0	0.0%	
Sub Total Other Ethnic	0	0.0%	0	0.0%	
Total Ethnic	1	0.7%	1	0.7%	
Non Disclosed	39	25.8%	34	25.8%	
Total	151	100.0%	132	100.0%	

Griev	ances	Lea	vers
	Grievance I, Stage 1)	Left Emp	oloyment
Number	%	Number	%
3	75.0%	237	52.0%
0	0.0%	71	15.6%
0	0.0%	6	1.3%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	9	2.0%
3	75.0%	323	70.9%
0	0.0%	1	0.2%
0	0.0%	3	0.7%
1	25.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	1	0.2%
0	0.0%	0	0.0%
1	25.0%	4	0.9%
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%	1	0.2%
0	0.0%	1	0.2%
0	0.0%	1	0.2%
0	0.0%	0	0.0%
0	0.0%	1	0.2%
1	25.0%	7	1.5%
0	0.0%	126	27.6%
4	100.0%	456	100.0%

Haras	sment
Raised a	Complaint
Number	%
5	29.4%
5	29.4%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
10	58.8%
0	0.0%
1	5.9%
0	0.0%
0	0.0%
0	0.0%
0	0.0%
1	5.9%
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%
1	5.9%
6	35.3%
17	100.0%

Recru	itment	Disc	iplinary
	n Internal it Complaint	Subject to Disciplina Action	
Number	%	Number	%
1	100.0%	9	75.0%
0	0.0%	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	8.3%
1	100.0%	10	83.3%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	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	16.7%
1	100.0%	12	100.0%

GENDER		Trai	ning	
	Application	for Training	Received	l Training
	Number	%	Number	%
Male	24	15.9%	20	15.2%
Female	127	84.1%	112	84.8%
Non Disclosed	0	0.0%	0	0.0%
Total	151	100.0%	132	100.0%

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

	Leavers  Left Employment					
	Number	%				
	114	25.0%				
	342	75.0%				
	0	0.0%				
	456	100.0%				

Harassment					
Raised a Complaint					
Number	%				
4	23.5%				
13	76.5% 0.0%				
0					
17	100.0%				

Recru	itment		Disciplinary					
Raised an Internal Recruitment Complaint			Subject to Disciplinary Action					
Number	%		Number	%				
0	0.0%		3	25.0%				
1	100.0%		9	75.0%				
0	0.0%		0	0.0%				
1	100.0%		12	100.0%				