

**RECRUITMENT INTERNAL & EXTERNAL
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2016**

Number of Posts Advertised:

802

Total Combined Applications Received:

6320

Total Combined Interviews:

2021

Total Combined Appointments:

545

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	268	4.3%	105	1.7%	163	2.6%	87	4.3%	25	1.2%	62	3.1%	18	3.4%	3	0.6%	15	2.8%
Non Disabled	5794	91.7%	1826	28.9%	3968	62.8%	1818	90.0%	515	25.5%	1303	64.5%	497	91.2%	127	23.3%	370	67.9%
Non Disclosed	258	4.0%	0	0.0%	0	0.0%	116	5.7%	0	0.0%	0	0.0%	30	5.4%	0	0.0%	0	0.0%
Total	6320	100.0%	1931	30.6%	4131	65.4%	2021	100.0%	540	26.7%	1365	67.6%	545	100.0%	130	23.9%	385	70.7%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	4895	77.5%	1495	23.7%	3400	53.8%	1553	76.8%	418	20.7%	1135	56.2%	433	79.4%	102	18.7%	331	60.7%
Other British	326	5.2%	142	2.2%	184	2.9%	118	5.8%	55	2.7%	63	3.1%	30	5.5%	15	2.8%	15	2.8%
Irish	96	1.5%	42	0.7%	54	0.9%	26	1.3%	13	0.6%	13	0.6%	6	1.1%	3	0.6%	3	0.6%
Gypsy / Traveller	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%
Polish	49	0.8%	10	0.2%	39	0.6%	14	0.7%	3	0.1%	11	0.5%	5	0.9%	2	0.4%	3	0.6%
Other white ethnic	206	3.3%	75	1.2%	131	2.1%	60	3.0%	19	0.9%	41	2.0%	12	2.2%	5	0.9%	7	1.3%
Total White	5573	88.2%	1764	27.9%	3809	60.3%	1771	87.6%	508	25.1%	1263	62.5%	486	89.2%	127	23.3%	359	65.9%
Any mixed or multiple ethnic groups	15	0.2%	5	0.1%	10	0.2%	7	0.3%	1	0.0%	6	0.3%	3	0.6%	1	0.2%	2	0.4%
Pakistani, Pakistani Scottish or Pakistani British	85	1.3%	36	0.6%	49	0.8%	23	1.1%	8	0.4%	15	0.7%	2	0.4%	0	0.0%	2	0.4%
Indian, Indian Scottish or Indian British	56	0.9%	18	0.3%	38	0.6%	13	0.6%	3	0.1%	10	0.5%	3	0.6%	1	0.2%	2	0.4%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	5	0.1%	3	0.0%	2	0.0%	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	23	0.4%	12	0.2%	11	0.2%	6	0.3%	1	0.0%	5	0.2%	3	0.6%	0	0.0%	3	0.6%
Other Asian background	7	0.1%	3	0.0%	4	0.1%	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	176	2.8%	72	1.1%	104	1.6%	44	2.2%	12	0.6%	32	1.6%	8	1.5%	1	0.2%	7	1.3%
African, African Scottish or African British	58	0.9%	14	0.2%	44	0.7%	22	1.1%	2	0.1%	20	1.0%	7	1.3%	0	0.0%	7	1.3%
Other African background	125	2.0%	31	0.5%	94	1.5%	43	2.1%	10	0.5%	33	1.6%	9	1.7%	0	0.0%	9	1.7%
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	33	0.5%	11	0.2%	22	0.3%	12	0.6%	6	0.3%	6	0.3%	5	0.9%	2	0.4%	3	0.6%
Other Caribbean / Black background	8	0.1%	1	0.0%	7	0.1%	3	0.1%	0	0.0%	3	0.1%	1	0.2%	0	0.0%	1	0.2%
Sub Total Black	225	3.6%	58	0.9%	167	2.6%	80	4.0%	18	0.9%	62	3.1%	22	4.0%	2	0.4%	20	3.7%
Arab, Arab Scottish or Arab British	4	0.1%	1	0.0%	3	0.0%	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	42	0.7%	17	0.3%	25	0.4%	9	0.4%	4	0.2%	5	0.2%	3	0.6%	1	0.2%	2	0.4%
Sub Total Other Ethnic	46	0.7%	18	0.3%	28	0.4%	10	0.5%	4	0.2%	6	0.3%	3	0.6%	1	0.2%	2	0.4%
Total Ethnic	462	7.3%	153	2.4%	309	4.9%	141	7.0%	35	1.7%	106	5.2%	36	6.6%	5	0.9%	31	5.7%
Non Disclosed	285	4.5%					109	5.4%					23	4.2%				
Total	6320	100.0%	1917	30.3%	4118	65.2%	2021	100.0%	543	26.9%	1369	67.7%	545	100.0%	132	24.2%	390	71.6%

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	1948	30.8%	540	26.7%	131	24.0%
Female	4183	66.2%	1346	66.6%	393	72.1%
Non Disclosed	189	3.0%	135	6.7%	21	3.9%
Total	6320	100.0%	2021	100.0%	545	100.0%

**RECRUITMENT INTERNAL & EXTERNAL
TEACHERS ONLY
AS AT 31 MARCH 2016**

Number of Posts Advertised:

1067

Total Combined Applications Received:

4788

Total Combined Interviews:

2113

Total Combined Appointments

770

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	83	1.7%	45	0.9%	38	0.8%	31	1.5%	12	0.5%	19	0.9%	5	0.6%	1	0.1%	4	0.5%
Non Disabled	4569	95.4%	1417	29.6%	3152	65.8%	2033	96.2%	485	23.0%	1548	73.3%	747	97.0%	144	18.7%	603	78.3%
Non Disclosed	136	2.9%	0	0.0%	0	0.0%	49	2.3%	0	0.0%	0	0.0%	18	2.4%	0	0.0%	0	0.0%
Total	4788	100.0%	1462	30.5%	3190	66.6%	2113	100.0%	497	23.5%	1567	74.2%	770	100.0%	145	18.8%	607	78.8%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	3900	81.5%	1198	25.0%	2702	56.4%	1725	81.6%	402	19.0%	1323	62.6%	608	79.0%	112	14.5%	496	64.4%
Other British	285	6.0%	129	2.7%	156	3.3%	118	5.6%	41	1.9%	77	3.6%	53	6.9%	12	1.6%	41	5.3%
Irish	194	4.1%	83	1.7%	111	2.3%	102	4.8%	34	1.6%	68	3.2%	61	7.9%	18	2.3%	43	5.6%
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	5	0.1%	0	0.0%	5	0.1%	2	0.1%	0	0.0%	2	0.1%	1	0.1%	0	0.0%	1	0.1%
Other white ethnic	73	1.5%	14	0.3%	59	1.2%	35	1.7%	3	0.1%	32	1.5%	12	1.6%	3	0.4%	9	1.2%
Total White	4457	93.1%	1424	29.7%	3033	63.3%	1982	93.8%	480	22.7%	1502	71.1%	735	95.5%	145	18.8%	590	76.6%
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	76	1.6%	7	0.1%	69	1.4%	34	1.6%	4	0.2%	30	1.4%	9	1.2%	1	0.1%	8	1.0%
Indian, Indian Scottish or Indian British	20	0.4%	1	0.0%	19	0.4%	6	0.3%	0	0.0%	6	0.3%	2	0.3%	0	0.0%	2	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%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	10	0.2%	2	0.0%	8	0.2%	2	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	8	0.2%	0	0.0%	8	0.2%	4	0.2%	0	0.0%	4	0.2%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	114	2.4%	10	0.2%	104	2.2%	46	2.2%	6	0.3%	40	1.9%	11	1.4%	1	0.1%	10	1.3%
African, African Scottish or African British	4	0.1%	3	0.1%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other African background	2	0.0%	0	0.0%	2	0.0%	1	0.0%	0	0.0%	1	0.0%	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%	1	0.0%	2	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	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	9	0.2%	4	0.1%	5	0.1%	3	0.1%	2	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Arab, Arab Scottish or Arab British	4	0.1%	4	0.1%	0	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	16	0.3%	9	0.2%	7	0.1%	7	0.3%	5	0.2%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Sub Total Other Ethnic	20	0.4%	13	0.3%	7	0.1%	8	0.4%	6	0.3%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Total Ethnic	143	3.0%	27	0.6%	116	2.4%	57	2.7%	14	0.7%	43	2.0%	11	1.4%	1	0.1%	10	1.3%
Non Disclosed	188	3.9%					74	3.5%					24	3.1%				
Total	4788	100.0%	1451	30.3%	3149	65.8%	2113	100.0%	494	23.4%	1545	73.1%	770	100.0%	146	19.0%	600	77.9%

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	1469	30.7%	485	23.0%	146	19.0%
Female	3193	66.7%	1560	73.8%	608	79.0%
Non Disclosed	126	2.6%	68	3.2%	16	2.0%
Total	4788	100.0%	2113	100.0%	770	100.0%