

**EQUALITIES MONITORING
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2016**

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	999	3.2%	938	3.2%	4	5.2%	25	3.9%	4	14.3%	0	0.0%	34	2.8%
Non Disabled	5600	17.7%	5201	17.6%	3	3.9%	183	28.4%	6	21.4%	2	66.7%	185	15.3%
Non Disclosed	25031	79.1%	23338	79.2%	70	90.9%	437	67.7%	18	64.3%	1	33.3%	991	81.9%
Total	31630	100.0%	29477	100.0%	77	100.0%	645	100.0%	28	100.0%	3	100.0%	1210	100.0%

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	25317	80.0%	23665	80.3%	53	68.8%	413	64.0%	18	64.3%	3	100.0%	820	67.8%
Other British	525	1.7%	461	1.6%	1	1.3%	22	3.4%	3	10.7%	0	0.0%	29	2.4%
Irish	122	0.4%	104	0.4%	0	0.0%	7	1.1%	0	0.0%	0	0.0%	3	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	7	0.0%	5	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	243	0.8%	222	0.8%	0	0.0%	18	2.8%	0	0.0%	0	0.0%	9	0.7%
Total White	26214	82.9%	24457	83.0%	54	70.1%	460	71.3%	21	75.0%	3	100.0%	861	71.2%
Any mixed or multiple ethnic groups	34	0.1%	30	0.1%	0	0.0%	2	0.3%	0	0.0%	0	0.0%	1	0.1%
Pakistani, Pakistani Scottish or Pakistani British	58	0.2%	50	0.2%	0	0.0%	3	0.5%	0	0.0%	0	0.0%	2	0.2%
Indian, Indian Scottish or Indian British	55	0.2%	46	0.2%	0	0.0%	1	0.2%	1	3.6%	0	0.0%	4	0.3%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	19	0.1%	15	0.1%	0	0.0%	2	0.3%	0	0.0%	0	0.0%	1	0.1%
Other Asian background	14	0.0%	10	0.0%	1	1.3%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	147	0.5%	122	0.4%	1	1.3%	7	1.1%	1	3.6%	0	0.0%	7	0.6%
African, African Scottish or African British	49	0.2%	47	0.2%	0	0.0%	2	0.3%	0	0.0%	0	0.0%	4	0.3%
Other African background	4	0.0%	4	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	2	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%	3	0.0%	0	0.0%	3	0.5%	0	0.0%	0	0.0%	3	0.2%
Other Caribbean / Black background	1	0.0%	1	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	1	0.1%
Sub Total Black	59	0.2%	56	0.2%	0	0.0%	7	1.1%	0	0.0%	0	0.0%	8	0.7%
Arab, Arab Scottish or Arab British	20	0.1%	19	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	18	0.1%	16	0.1%	0	0.0%	1	0.2%	1	3.6%	0	0.0%	0	0.0%
Sub Total Other Ethnic	38	0.1%	35	0.1%	0	0.0%	1	0.2%	1	3.6%	0	0.0%	0	0.0%
	0		0				0						0	
Total Ethnic	278	0.9%	243	0.8%	1	1.3%	17	2.7%	2	7.1%	0	0.0%	16	1.3%
Non Disclosed	5138	16.2%	4777	16.2%	22	28.6%	168	26.0%	5	17.9%	0	0.0%	333	27.5%
Total	31630	100.0%	29477	100.0%	77	100.0%	645	100.0%	28	100.0%	3	100.0%	1210	100.0%

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	24517	77.5%	23433	79.5%	39	50.6%	247	38.3%	6	21.4%	2	66.7%	787	65.0%
Female	7113	22.5%	6044	20.5%	38	49.4%	398	61.7%	21	75.0%	1	33.3%	418	34.5%
Non Disclosed	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.6%	0	0.0%	5	0.5%
Total	31630	100.0%	29477	100.0%	77	100.0%	645	100.0%	28	100.0%	3	100.0%	1210	100.0%

EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2016

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	230	2.0%	215	1.6%	0	0.0%	10	2.2%	2	25.0%	0	0.0%	0	0.0%
Non Disabled	10846	94.6%	12101	88.0%	0	0.0%	77	16.7%	0	0.0%	1	100.0%	3	13.0%
Non Disclosed	386	3.4%	1432	10.4%	3	100.0%	374	81.1%	6	75.0%	0	0.0%	20	87.0%
Total	11462	100.0%	13748	100.0%	3	100.0%	461	100.0%	8	100.0%	1	100.0%	23	100.0%

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	9763	85.2%	11371	82.7%	3	100.0%	244	52.9%	6	75.0%	0	0.0%	14	60.9%
Other British	571	5.0%	612	4.5%	0	0.0%	62	13.4%	0	0.0%	0	0.0%	4	17.4%
Irish	345	3.0%	350	2.5%	0	0.0%	1	0.2%	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	178	1.6%	139	1.0%	0	0.0%	13	2.8%	0	0.0%	0	0.0%	0	0.0%
Total White	10857	94.7%	12472	90.7%	3	100.0%	320	69.4%	6	75.0%	0	0.0%	18	78.3%
Any mixed or multiple ethnic groups	22	0.2%	28	0.2%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	123	1.1%	140	1.0%	0	0.0%	3	0.7%	0	0.0%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	65	0.6%	63	0.5%	0	0.0%	2	0.4%	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	10	0.1%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	198	1.7%	205	1.5%	0	0.0%	5	1.1%	0	0.0%	0	0.0%	0	0.0%
African, African Scottish or African British	5	0.0%	6	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other African background	4	0.0%	2	0.0%	0	0.0%	0	0.0%	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	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	10	0.1%	17	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	20	0.2%	26	0.2%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	45	0.4%	54	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Other Ethnic	45	0.4%	54	0.4%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Total Ethnic	285	2.5%	313	2.3%	0	0.0%	8	1.7%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	320	2.8%	963	7.0%	0	0.0%	133	28.9%	2	25.0%	1	100.0%	5	21.7%
Total	11462	100.0%	13748	100.0%	3	100.0%	461	100.0%	8	100.0%	1	100.0%	23	100.0%

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	1631	14.2%	2041	14.8%	2	66.7%	104	22.6%	2	25.0%	1	100.0%	8	34.8%
Female	9706	84.7%	10983	79.9%	1	33.3%	357	77.4%	6	75.0%	0	0.0%	14	60.9%
Non Disclosed	125	1.1%	724	5.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.3%
Total	11462	100.0%	13748	100.0%	3	100.0%	461	100.0%	8	100.0%	1	100.0%	23	100.0%