EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2016

DISABLED	Training				
	Application for Training Receive		Received	ed Training	
	Number	%	Number	%	
Disabled	999	3.2%	938	3.2%	
Non Disabled	5600	17.7%	5201	17.6%	
Non Disclosed	25031	79.1%	23338	79.2%	
Total	31630	100.0%	29477	100.0%	

Grievances		
Raised a Grievance (Individual, Stage 1)		
Number	%	
4	5.2%	
3	3.9%	
70	90.9%	
77 100.0%		

Leavers		
Left Employment		
Number	%	
25	3.9%	
183	28.4%	
437	67.7%	
645 100.0%		
645 100.0%		

Haras	sment		Recru	itment
Raised a	Complaint			n Internal t Complaint
Number	%		Number	%
4	14.3%		0	0.0%
6	21.4%	1	2	66.7%
18	64.3%		1	33.3%
28	100.0%	1	3	100.0%

ment	Disciplinary		
Internal Complaint	Subject to Disciplinar Action		
%	Number	%	
0.0%	34	2.8%	
66.7%	185	15.3%	
33.3%	991	81.9%	
100.0%	1210	100.0%	

ETHNICITY	Training			
	Application	for Training	Received	l Training
	Number	%	Number	%
White Scottish	25317	80.0%	23665	80.3%
Other British	525	1.7%	461	1.6%
Irish	122	0.4%	104	0.4%
Gypsy / Traveller	0	0.0%	0	0.0%
Polish	7	0.0%	5	0.0%
Other white ethnic	243	0.8%	222	0.8%
Total White	26214	82.9%	24457	83.0%
Any mixed or multiple ethnic groups	34	0.1%	30	0.1%
Pakistani, Pakistani Scottish or Pakistani British	58	0.2%	50	0.2%
Indian, Indian Scottish or Indian British	55	0.2%	46	0.2%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	1	0.0%	1	0.0%
Chinese, Chinese Scottish or Chinese British	19	0.1%	15	0.1%
Other Asian background	14	0.0%	10	0.0%
Sub Total Asian	147	0.5%	122	0.4%
African, African Scottish or African British	49	0.2%	47	0.2%
Other African background	4	0.0%	4	0.0%
Caribbean, Caribbean Scottish or Caribbean British	2	0.0%	1	0.0%
Black, Black Scottish or Black British	3	0.0%	3	0.0%
Other Caribbean / Black background	1	0.0%	1	0.0%
Sub Total Black	59	0.2%	56	0.2%
Arab, Arab Scottish or Arab British	20	0.1%	19	0.1%
Other ethnic background	18	0.1%	16	0.1%
Sub Total Other Ethnic		0.1%	35	0.1%
	0		0	
Total Ethnic	278	0.9%	243	0.8%
Non Disclosed	5138	16.2%	4777	16.2%
Tota	31630	100.0%	29477	100.0%

Griev	ances	Lea	vers
	Grievance I, Stage 1)	Left Em	ployme
Number	%	Number	9
53	68.8%	413	64.
1	1.3%	22	3.4
0	0.0%	7	1.1
0	0.0%	0	0.0
0	0.0%	0	0.0
0	0.0%	18	2.8
54	70.1%	460	71.3
0	0.0%	2	0.3
0	0.0%	3	0.5
0	0.0%	1	0.2
0	0.0%	0	0.0
0	0.0%	2	0.3
1	1.3%	1	0.2
1	1.3%	7	1.1
0	0.0%	2	0.3
0	0.0%	1	0.2
0	0.0%	0	0.0
0	0.0%	3	0.5
0	0.0%	1	0.2
0	0.0%	7	1.1
0	0.0%	0	0.0
0	0.0%	1	0.2
0	0.0%	1	0.2
		0	
1	1.3%	17	2.7
22	28.6%	168	26.
77	100.0%	645	100.

Leavers		Haras	sment
Left Emp	oloyment	Raised a	Complain
Number	%	Number	%
413	64.0%	18	64.3%
22	3.4%	3	10.7%
7	1.1%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
18	2.8%	0	0.0%
460	71.3%	21	75.0%
2	0.3%	0	0.0%
3	0.5%	0	0.0%
1	0.2%	1	3.6%
0	0.0%	0	0.0%
2	0.3%	0	0.0%
1	0.2%	0	0.0%
7	1.1%	1	3.6%
2	0.3%	0	0.0%
1	0.2%	0	0.0%
0	0.0%	0	0.0%
3	0.5%	0	0.0%
1	0.2%	0	0.0%
7	1.1%	0	0.0%
0	0.0%	0	0.0%
1	0.2%	1	3.6%
1	0.2%	1	3.6%
0			
17	2.7%	2	7.1%
168	26.0%	5	17.9%
645	100.0%	28	100.0%

Recruitment		Discip	linary
	n Internal It Complaint	Subject to I	
Number	%	Number	%
3	100.0%	820	67.8%
0	0.0%	29	2.4%
0	0.0%	3	0.2%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	9	0.7%
3	100.0%	861	71.2%
0	0.0%	1	0.1%
0	0.0%	2	0.2%
0	0.0%	4	0.3%
0	0.0%	0	0.0%
0	0.0%	1	0.1%
0	0.0%	0	0.0%
0	0.0%	7	0.6%
0	0.0%	4	0.3%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	3	0.2%
0	0.0%	1	0.1%
0	0.0%	8	0.7%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
		0	
0	0.0%	16	1.3%
0	0.0%	333	27.5%
3	100.0%	1210	100.0%
0	0.0%	333	27.5%

GENDER		Training			
		Application for Training Received		d Training	
		Number	%	Number	%
Male		24517	77.5%	23433	79.5%
Female		7113	22.5%	6044	20.5%
Non Disclosed		0	0.0%	0	0.0%
Total	·	31630	100.0%	29477	100.0%

Grievances		
Raised a Grievance (Individual, Stage 1)		
Number	%	
39	50.6%	
38	49.4%	
0	0.0%	
77 100.0%		

Lea	Leavers		
Left Emp	Left Employment		
Number	%		
247	38.3%		
398	61.7%		
0	0.0%		
645	100.0%		

Harassment		
Raised a Complaint		
Number %		
6	21.4%	
21	75.0%	
1	3.6%	
28	100.0%	

Recruitment		Disc
Raised an Internal cruitment Complaint		Subject to
lumber	%	Number
2	66.7%	787
1	33.3%	418
0	0.0%	5
2	100 0%	1210

Discip	Disciplinary		
	Subject to Disciplinary Action		
Number	%		
787	65.0%		
418	34.5%		
5	0.5%		
1210 100.0%			

EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2016

DISABLED	Training			
	Application	for Training	Received	Training
	Number	%	Number	%
Disabled	230	2.0%	215	1.6%
Non Disabled	10846	94.6%	12101	88.0%
Non Disclosed	386	3.4%	1432	10.4%
Total	11462	100.0%	13748	100.0%

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

Lea	Leavers		
Left Emp	Left Employment		
Number	%		
10	2.2%		
77	16.7%		
374	81.1%		
461	100.0%		

Harassment		
Raised a Complaint		
Number %		
2	25.0%	
0	0.0%	
6	75.0%	
8 100.0%		

Number

0

0

0

0

0 0

0

0

0

Recruitment Raised an Internal Recruitment Complaint

0.0% 100.0%

100.0%

Recru	itment	Disciplinary		olinary
Raised an Internal Recruitment Complaint		Subject to Disciplina Action		
Number	%		Number	%
0	0.0%		0	0.0%
1	100.0%		3	13.0%
0	0.0%		20	87.0%
1	100.0%		23	100.0%

ETHNICITY	Training			
	Application for Training Received Training		l Training	
	Number	%	Number	%
White Scottish	9763	85.2%	11371	82.7%
Other British	571	5.0%	612	4.5%
Irish	345	3.0%	350	2.5%
Gypsy / Traveller	0	0.0%	0	0.0%
Polish	0	0.0%	0	0.0%
Other white ethnic	178	1.6%	139	1.0%
Total White	10857	94.7%	12472	90.7%
Any mixed or multiple ethnic groups	22	0.2%	28	0.2%
Pakistani, Pakistani Scottish or Pakistani British	123	1.1%	140	1.0%
Indian, Indian Scottish or Indian British	65	0.6%	63	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	10	0.1%	2	0.0%
Sub Total Asian	198	1.7%	205	1.5%
African, African Scottish or African British	5	0.0%	6	0.0%
Other African background	4	0.0%	2	0.0%
Caribbean, Caribbean Scottish or Caribbean British	1	0.0%	1	0.0%
Black, Black Scottish or Black British	0	0.0%	0	0.0%
Other Caribbean / Black background	10	0.1%	17	0.1%
Sub Total Black	20	0.2%	26	0.2%
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%
Other ethnic background	45	0.4%	54	0.4%
Sub Total Other Ethnic	45	0.4%	54	0.4%
Total Ethnic	285	2.5%	313	2.3%
Non Disclosed	320	2.5%	963	7.0%
Total	11462	100.0%	13748	100.0%

Grievances		Leavers		
Raised a Grievance Individual, Stage 1)		Left Emp	oloyment	
Number	%	Number	%	
3	100.0%	244	52.9%	
0	0.0%	62	13.4%	
0	0.0%	1	0.2%	
0	0.0%	0	0.0%	
0	0.0%	0	0.0%	
0	0.0%	13	2.8%	
3	100.0%	320	69.4%	
0	0.0%	1	0.2%	
0	0.0%	3	0.7%	
0	0.0%	2	0.4%	
0	0.0%	0	0.0%	
0	0.0%	0	0.0%	
0	0.0%	0	0.0%	
0	0.0%	5	1.1%	
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%	0	0.0%	
0	0.0%	1	0.2%	
0	0.0%	1	0.2%	
0	0.0%	0	0.0%	
0	0.0%	1	0.2%	
0	0.0%	8	1.7%	
0	0.0%	133	28.9%	
3	100.0%	461	100.0%	

	Haras	sment
	Raised a	Complaint
	Number	%
	6	75.0%
	0	0.0%
	0	0.0%
	0	0.0%
	0	0.0%
1	0	0.0%
1	6	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%
	0	0.0%
	0	0.0%
	0	0.0%
	0	0.0%
	0	0.0%
1	0	0.0%
1	0	0.0%
1		
1	0	0.0%
1	2	25.0%
1	8	100.0%

nent	Discip	Disciplinary		
nternal Complaint		Subject to Disciplinary Action		
%	Number	%		
0.0%	14	60.9%		
0.0%	4	17.4%		
0.0%	0	0.0%		
0.0%	0	0.0%		
0.0%	0	0.0%		
0.0%	0	0.0%		
0.0%	18	78.3%		
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%		
100.0%	5	21.7%		
100.0%	23	100.0%		

GENDER	Training			
	Application	for Training	Received	l Training
	Number	%	Number	%
Male	1631	14.2%	2041	14.8%
Female	9706	84.7%	10983	79.9%
Non Disclosed	125	1.1%	724	5.3%
Total	11462	100.0%	13748	100.0%

Grievances		
Raised a Grievance (Individual, Stage 1)		
Number	%	
2	66.7%	
1	33.3%	
0	0.0%	
3	100.0%	

Leavers		
Left Employment		
Number	%	
104	22.6%	
357	77.4%	
0	0.0%	
461	100.0%	

Harassment			
Raised a	Raised a Complaint		
Number	%		
2	25.0%		
6	75.0%		
0	0.0%		
8	100.0%		

Recruitment		
Raised an Internal Recruitment Complaint		
Number	%	
1	100.0%	
0	0.0%	
0	0.0%	
1	100.0%	

Disciplinary		
Subject to Disciplinary Action		
Number	%	
8	34.8%	
14	60.9%	
1	4.3%	
23	100.0%	