

RECRUITMENT INTERNAL & EXTERNAL ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2018

Number of Posts Advertised: 1111

1111

Total Combined Applications Received: 11348

11348

Total Combined Interviews: 3154

3154

Total Combined Appointments: 889

889

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	474	4.2%	213	1.9%	261	2.3%	164	5.2%	77	2.4%	87	2.8%	29	3.2%	10	1.0%	19	2.2%
Non Disabled	10391	91.6%	3531	31.1%	6860	60.5%	2831	89.8%	907	28.8%	1924	61.0%	807	90.8%	293	33.0%	514	57.8%
Non Disclosed	483	4.2%	0	0.0%	0	0.0%	159	5.0%	0	0.0%	0	0.0%	53	6.0%	0	0.0%	0	0.0%
Total	11348	100.0%	3744	33.0%	7121	62.8%	3154	100.0%	984	31.2%	2011	63.8%	889	100.0%	303	34.0%	533	60.0%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	8350	73.6%	2720	24.0%	5630	49.6%	2421	76.8%	772	24.5%	1649	52.3%	698	78.5%	254	28.6%	444	49.9%
Other British	705	6.2%	305	2.7%	400	3.5%	195	6.2%	83	2.6%	112	3.6%	46	5.2%	20	2.2%	26	2.9%
Irish	137	1.2%	62	0.5%	75	0.7%	37	1.2%	15	0.5%	22	0.7%	15	1.7%	4	0.4%	11	1.2%
Gypsy / Traveller	5	0.0%	4	0.0%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	117	1.0%	19	0.2%	98	0.9%	20	0.6%	3	0.1%	17	0.5%	3	0.3%	1	0.1%	2	0.2%
Other white ethnic	762	6.7%	301	2.7%	461	4.1%	142	4.5%	49	1.6%	93	2.9%	40	4.5%	13	1.5%	27	3.0%
Total White	10076	88.8%	3411	30.1%	6665	58.7%	2816	89.3%	923	29.3%	1893	60.0%	802	90.2%	292	32.8%	510	57.4%
Any mixed or multiple ethnic groups	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%
Pakistani, Pakistani Scottish or Pakistani British	202	1.8%	83	0.7%	119	1.0%	43	1.4%	18	0.5%	27	0.9%	8	0.9%	3	0.3%	5	0.6%
Indian, Indian Scottish or Indian British	109	1.0%	35	0.3%	74	0.7%	25	0.8%	5	0.2%	20	0.6%	6	0.7%	2	0.2%	4	0.4%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	5	0.0%	4	0.0%	1	0.0%	2	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	43	0.4%	15	0.1%	28	0.2%	10	0.4%	2	0.1%	8	0.3%	2	0.2%	1	0.1%	1	0.1%
Other Asian background	30	0.3%	9	0.1%	21	0.2%	7	0.2%	3	0.1%	4	0.1%	1	0.1%	0	0.0%	1	0.1%
Sub Total Asian	389	3.4%	148	1.3%	243	2.1%	87	2.8%	28	0.9%	61	2.0%	17	1.9%	6	0.7%	11	1.2%
African, African Scottish or African British	47	0.4%	15	0.1%	32	0.3%	11	0.4%	2	0.1%	9	0.3%	2	0.2%	0	0.0%	2	0.2%
Other African background	107	0.9%	52	0.5%	55	0.5%	22	0.7%	6	0.2%	16	0.5%	6	0.7%	1	0.1%	5	0.6%
Caribbean, Caribbean Scottish or Caribbean British	11	0.1%	4	0.0%	7	0.1%	1	0.0%	1	0.0%	0	0.0%	1	0.1%	1	0.1%	0	0.0%
Black, Black Scottish or Black British	36	0.3%	18	0.2%	18	0.2%	8	0.2%	4	0.1%	4	0.1%	1	0.1%	0	0.0%	1	0.1%
Other Caribbean / Black background	7	0.1%	3	0.0%	4	0.0%	2	0.1%	0	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	208	1.9%	92	0.8%	116	1.1%	44	1.4%	13	0.4%	31	1.0%	10	1.1%	2	0.2%	8	0.9%
Arab, Arab Scottish or Arab British	23	0.2%	14	0.1%	9	0.1%	4	0.1%	3	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	95	0.8%	44	0.4%	51	0.4%	27	0.8%	14	0.4%	13	0.4%	11	1.2%	7	0.8%	4	0.4%
Sub Total Other Ethnic	118	1.0%	58	0.5%	60	0.5%	31	0.9%	17	0.5%	14	0.4%	11	1.2%	7	0.8%	4	0.4%
Total Ethnic	715	6.3%	296	2.6%	419	3.7%	182	5.2%	56	1.8%	106	3.4%	38	4.3%	15	1.7%	23	2.6%
Non Disclosed	557	4.9%	0	0.0%	0	0.0%	176	5.6%	0	0.0%	0	0.0%	49	5.5%	0	0.0%	0	0.0%
Total	11348	100.0%	3707	32.7%	7084	62.4%	3154	100.0%	979	31.0%	1999	63.4%	889	100.0%	307	34.5%	533	60.0%

RELIGION OR BELIEF	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	27	0.2%	11	0.1%	16	0.1%	6	0.2%	1	0.0%	5	0.2%	1	0.1%	0	0.0%	1	0.1%
Church of Scotland	1572	13.9%	512	4.5%	1060	9.4%	476	15.1%	147	4.7%	329	10.4%	121	13.7%	41	4.7%	80	9.0%
Hindu	35	0.3%	13	0.1%	22	0.2%	5	0.2%	0	0.0%	5	0.2%	1	0.1%	0	0.0%	1	0.1%
Jewish	18	0.2%	6	0.1%	12	0.1%	4	0.1%	1	0.0%	3	0.1%	1	0.1%	1	0.1%	0	0.0%
Muslim	302	2.6%	138	1.2%	164	1.4%	59	1.9%	21	0.7%	38	1.2%	9	1.0%	3	0.3%	6	0.7%
Other Christian	838	7.4%	276	2.4%	562	5.0%	185	5.8%	55	1.7%	130	4.1%	53	6.0%	13	1.5%	40	4.5%
Roman Catholic	2603	23.0%	712	6.3%	1891	16.7%	743	23.6%	199	6.3%	544	17.2%	209	23.5%	69	7.8%	140	15.7%
Sikh	51	0.4%	12	0.1%	39	0.3%	12	0.4%	4	0.1%	8	0.3%	3	0.3%	1	0.1%	2	0.2%
Another Religion	190	1.7%	73	0.6%	117	1.0%	55	1.8%	15	0.5%	40	1.3%	12	1.3%	4	0.4%	8	0.9%
None	4427	39.0%	1722	15.2%	2705	23.8%	1236	39.1%	475	15.1%	761	24.1%	365	41.1%	146	16.4%	219	24.7%
Non Disclosed	1285	11.3%	0	0.0%	0	0.0%	373	11.8%	0	0.0%	0	0.0%	114	12.8%	0	0.0%	0	0.0%
Total	11348	100.0%	3475	30.6%	6888	60.1%	3154	100.0%	918	29.1%	1863	59.1%	889	100.0%	278	31.3%	497	56.0%

SEXUAL ORIENTATION	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Bi-Sexual	110	0.9%	33	0.3%	77	0.6%	25	0.8%	6	0.2%	19	0.6%	4	0.4%	2	0.2%	2	0.2%
Heterosexual	10082	88.9%	3423	30.2%	6659	58.7%	2794	88.7%	908	28.8%	1886	59.8%	794	89.3%	287	32.3%	507	57.0%
Lesbian / Gay	254	2.2%	185	1.5%	69	0.6%	65	2.0%	45	1.4%	20	0.6%	14	1.6%	9	1.0%	5	0.6%
Other	22	0.2%	8	0.1%	14	0.1%	4	0.1%	1	0.0%	3	0.1%	1	0.1%	0	0.0%	0	0.0%
Non Disclosed	880	7.8%	0	0.0%	0	0.0%	266	8.4%	0	0.0%	0	0.0%	76	8.6%	0	0.0%	0	0.0%
Total	11348	100.0%	3629	32.0%	6839	60.2%	3154	100.0%	960	30.4%	1928	61.2%	889	100.0%	299	33.6%	514	57.8%

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	3758	33.1%	994	31.5%	309	34.8%
Female	7149	63.0%	2014	63.9%	539	60.6%
Non Disclosed	441	3.9%	146	4.6%	41	4.6%
Total	11348	100.0%	3154	100.0%	889	100.0%

RECRUITMENT INTERNAL & EXTERNAL TEACHERS ONLY AS AT 31 MARCH 2018

Number of Posts Advertised:

869

Total Combined Applications Received:

4565

Total Combined Interviews:

1725

Total Combined Appointments:

541

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	95	2.1%	49	1.1%	46	1.0%	35	2.0%	17	1.0%	18	1.0%	10	1.9%	3	0.6%	7	1.3%
Non Disabled	4352	95.3%	1359	29.7%	2993	65.6%	1641	95.2%	466	27.0%	1175	68.2%	514	95.0%	111	20.5%	403	74.5%
Non Disclosed	116	2.6%	0	0.0%	0	0.0%	49	2.8%	0	0.0%	0	0.0%	17	3.1%	0	0.0%	0	0.0%
Total	4565	100.0%	1408	30.8%	3039	66.6%	1725	100.0%	483	28.0%	1193	69.2%	541	100.0%	114	21.1%	410	75.8%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	3505	76.8%	1149	25.2%	2356	51.6%	1424	82.6%	425	24.6%	999	57.9%	437	80.8%	98	18.1%	339	62.7%
Other British	275	6.0%	93	2.0%	182	4.0%	94	5.4%	24	1.4%	70	4.1%	31	5.7%	7	1.3%	24	4.4%
Irish	177	3.9%	60	1.3%	117	2.6%	65	3.8%	17	1.0%	48	2.8%	24	4.4%	6	1.1%	18	3.3%
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	4	0.1%	0	0.0%	4	0.1%	2	0.1%	0	0.0%	2	0.1%	1	0.2%	0	0.0%	1	0.2%
Other white ethnic	297	6.5%	62	1.4%	235	5.1%	46	2.7%	6	0.3%	40	2.3%	14	2.6%	2	0.4%	12	2.2%
Total White	4260	93.3%	1364	29.9%	2896	63.4%	1631	94.6%	472	27.4%	1159	67.2%	607	93.7%	113	20.9%	394	72.8%
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	94	2.1%	13	0.3%	81	1.8%	23	1.3%	6	0.3%	17	1.0%	9	1.7%	1	0.2%	8	1.5%
Indian, Indian Scottish or Indian British	20	0.4%	4	0.1%	16	0.4%	7	0.4%	3	0.2%	4	0.2%	2	0.4%	0	0.0%	2	0.4%
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	13	0.3%	3	0.1%	10	0.2%	3	0.2%	0	0.0%	3	0.2%	2	0.4%	0	0.0%	2	0.4%
Other Asian background	4	0.1%	1	0.0%	3	0.1%	2	0.1%	0	0.0%	2	0.1%	1	0.2%	0	0.0%	1	0.2%
Sub Total Asian	131	2.9%	21	0.6%	110	2.4%	36	2.0%	9	0.6%	26	1.6%	14	2.6%	1	0.2%	13	2.4%
African, African Scottish or African British	6	0.1%	2	0.0%	4	0.1%	1	0.1%	1	0.1%	0	0.0%	1	0.2%	1	0.2%	0	0.0%
Other African background	6	0.1%	4	0.1%	2	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%	1	0.2%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	1	0.0%	1	0.0%	0	0.0%	1	0.1%	1	0.1%	0	0.0%	1	0.2%	1	0.2%	0	0.0%
Black, Black Scottish or Black British	7	0.2%	0	0.0%	7	0.2%	4	0.2%	0	0.0%	4	0.2%	2	0.4%	0	0.0%	2	0.4%
Other Caribbean / Black background	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%
Sub Total Black	21	0.6%	8	0.2%	13	0.3%	7	0.4%	2	0.1%	5	0.3%	4	0.7%	2	0.4%	2	0.4%
Arab, Arab Scottish or Arab 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%
Other ethnic background	24	0.5%	6	0.1%	18	0.4%	10	0.6%	3	0.2%	7	0.4%	3	0.6%	0	0.0%	3	0.6%
Sub Total Other Ethnic	24	0.6%	6	0.1%	18	0.4%	10	0.6%	3	0.2%	7	0.4%	3	0.6%	0	0.0%	3	0.6%
Total Ethnic	176	3.9%	35	0.8%	141	3.1%	62	3.6%	14	0.8%	38	2.2%	21	3.9%	3	0.6%	18	3.3%
Non Disclosed	129	2.8%	0	0.0%	129	2.8%	42	2.4%	0	0.0%	42	2.4%	13	2.4%	0	0.0%	13	2.4%
Total	4565	100.0%	1399	30.7%	3037	66.6%	1725	100.0%	486	28.2%	1197	69.4%	541	100.0%	116	21.4%	412	76.2%

RELIGION OR BELIEF	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	9	0.2%	4	0.1%	5	0.1%	5	0.3%	2	0.1%	3	0.2%	0	0.0%	0	0.0%	0	0.0%
Church of Scotland	600	14.4%	230	5.0%	430	9.4%	270	15.7%	85	5.0%	185	10.7%	65	12.0%	14	2.6%	51	9.4%
Hindu	6	0.1%	1	0.0%	5	0.1%	1	0.1%	0	0.0%	1	0.1%	1	0.2%	0	0.0%	1	0.2%
Jewish	4	0.1%	0	0.0%	4	0.1%	1	0.1%	0	0.0%	1	0.1%	1	0.2%	0	0.0%	1	0.2%
Muslim	91	2.0%	24	0.5%	67	1.5%	21	1.1%	6	0.3%	15	0.8%	8	1.5%	1	0.2%	7	1.3%
Other Christian	413	9.1%	135	3.0%	278	6.1%	119	6.9%	33	1.9%	86	5.0%	42	7.8%	8	1.5%	34	6.3%
Roman Catholic	1650	36.2%	500	11.0%	1150	25.2%	661	38.3%	181	10.5%	480	27.8%	207	38.3%	44	8.1%	163	30.2%
Sikh	7	0.2%	0	0.0%	7	0.2%	3	0.2%	0	0.0%	3	0.2%	1	0.2%	0	0.0%	1	0.2%
Another Religion	48	1.1%	8	0.2%	40	0.9%	15	0.9%	4	0.2%	11	0.6%	7	1.3%	2	0.4%	5	0.9%
None	1229	26.8%	432	9.4%	797	17.4%	457	26.5%	143	8.3%	314	18.2%	149	27.5%	36	6.6%	113	20.9%
Non Disclosed	449	9.8%	0	0.0%	0	0.0%	172	10.0%	0	0.0%	0	0.0%	60	11.0%	0	0.0%	0	0.0%
Total	4565	100.0%	1334	29.2%	2783	61.0%	1725	100.0%	464	26.3%	1099	63.7%	541	100.0%	106	19.4%	376	69.6%

SEXUAL ORIENTATION	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Bi-Sexual	16	0.4%	16	0.4%	15	0.3%	10	0.6%	5	0.3%	5	0.3%	3	0.6%	0	0.0%	3	0.6%
Heterosexual	4014	87.8%	1182	25.8%	2832	62.0%	1517	88.0%	405	23.5%	1112	64.5%	477	88.1%	99	18.3%	378	69.8%
Lesbian / Gay	147	3.3%	96	2.1%	51	1.2%	55	3.1%	37	2.1%	18	1.0%	19	3.5%	11	2.0%	8	1.5%
Other	21	0.5%	17	0.4%	4	0.1%	3	0.2%	1	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	352	7.7%	0	0.0%	0	0.0%	140	8.1%	0	0.0%	0	0.0%	42	7.8%	0	0.0%	0	0.0%
Total	4565	100.0%	1311	28.7%	2902	63.6%	1725	100.0%	448	26.0%	1137	66.9%	541	100.0%	110	20.3%	389	71.9%

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	1414	31.0%	487	28.2%	116	21.5%
Female	3049	66.9%	1199	69.5%	413	76.3%
Non Disclosed	102	2.2%	40	2.3%	12	2.2%
Total	4565	100.0%	1725	100.0%	541	100.0%