OFFICIAL EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2020

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Second	DISABLED			ining				Leavers		Harassment *		Recruitment				
Column		Application for		Received Training		Raised a Grievance		Left Employment		Raised a Complaint		Recruitment		Subject to Disciplinary Action		
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Part		Applic	ation for	Received Training		Raised a	Grievance	Left Em	ployment	Raised a	Complaint	Recru	itment	Subject to	Disciplinary	
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Section Sect	RELIGION OR BELIEF		Trai	ning		Griev	ances	Lea	vers	Haras	sment *			Disci	plinary	
Number 56	RELIGION OR BELIEF	Applic										Raised a	n Internal			
12	RELIGION OR BELIEF	Applica Tra	ation for		d Training	Raised a	Grievance					Raised a	n Internal iitment	Subject to	Disciplinary	
12	RELIGION OR BELIEF	Tra	ation for ining	Received		Raised a (Individua	Grievance al, Stage 1)	Left Em	ployment	Raised a	Complaint	Raised a Recru Com	n Internal litment plaint	Subject to Ac	Disciplinary tion	
	RELIGION OR BELIEF	Tra Number	ation for ining %	Received	%	Raised a (Individua	Grievance al, Stage 1)	Left Em	ployment %	Raised a	Complaint	Raised a Recru Com	n Internal litment plaint %	Subject to Ac	Disciplinary tion	
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1334 4.75 650 3.75 1 1.25 140 8.75 8.75 1.00	Buddhist Church of Scotland Hindu	Number 12 1317 12	% 0.1% 4.7% 0.0%	Received Number 7 1147 11	% 0.0% 4.9% 0.0%	Raised a (Individual Number 0 4	Grievance al, Stage 1) % 0.0% 4.8% 0.0%	Number 1 50	% 0.1% 3.1% 0.1%	Raised a	Complaint	Raised a Recru Com Number 0 1	n Internal litment plaint % 0.0% 11.1% 0.0%	Subject to Ac Number 0 10	Disciplinary tion % 0.0% 4.7% 0.0%	
1882 6.6% 1182 5.1%	Buddhiat Church of Scotland Hindu Jewish	Number 12 1317 12 2	% 0.1% 4.7% 0.0%	Received Number 7 1147 11	% 0.0% 4.9% 0.0% 0.1%	Raised a (Individual Number 0 4 0	Grievance al, Stage 1) % 0.0% 4.8% 0.0% 0.0%	Number 1 50 1	% 0.1% 3.1% 0.1% 0.0%	Raised a	Complaint	Raised a Recru Com Number 0 1 0	n Internal uitment plaint % 0.0% 11.1% 0.0% 0.0%	Subject to Ac Number 0 10 0	Disciplinary tion % 0.0% 4.7% 0.0%	
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Application for Training Received Training Raised a Grievance (Individual, Stage 1) Left Employment Raised a Complaint Raised an Internal Recruitment Complaint Roughling Recruitment Complaint Raised an Internal Recruitment Recr	Buddhist Church of Scotland Hindu Jewish Muslim Other Christian Roman Catholic Another Religion None	Number 12 1317 12 2 54 1334 1882 36 226 3921 19525	% 0.1% 4.7% 0.0% 0.1% 0.2% 4.7% 6.6% 0.1% 6.8% 0.1% 6.8% 6.8%	Received Number 7 1147 111 2 33 850 1182 22 200 2982 16739	% 0.0% 4.9% 0.1% 0.1% 0.1% 5.1% 0.14% 0.9% 72.2%	Raised a (Individual Number 0 4 4 0 0 0 0 1 1 2 1 1 0 6 7 7 0	Grievance al, Stage 1) % 6 0.0% 4.8% 0.0% 0.0% 0.0% 1.2% 1.2% 1.2% 0.0% 7.1% 83.3%	Number 1 50 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	% 0.1% 3.1% 0.0% 0.7% 8.7% 11.0% 0.5% 16.2% 59.4%	Raised a	Complaint	Raised a Recru Com Number 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	minternal sittment plaint % 0.0% 11.1% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Subject to Ac Number 0 10 0 2 11 9 0 2 42 136	Disciplinary tion % 0.0% 4.7% 0.0% 0.0% 0.0% 0.9% 5.2% 4.3% 0.0% 0.9% 19.9% 64.2%	
Application for Training Received Training Raised a Grievance (Individual, Stage 1) Left Employment Raised a Complaint Raised an Internal Recruitment Complaint Roughling Recruitment Complaint Raised an Internal Recruitment Recr	Buddhist Church of Scotland Hindu Muselin Other Christian Roman Catholic Sikh Another Religion None Not Disclosed	Number 12 1317 12 2 54 1334 1882 36 226 3921 19525	% 0.1% 4.7% 0.0% 0.1% 0.2% 4.7% 6.6% 0.1% 6.8% 0.1% 6.8% 6.8%	Received Number 7 1147 111 2 33 850 1182 22 200 2982 16739	% 0.0% 4.9% 0.1% 0.1% 0.1% 5.1% 0.14% 0.9% 72.2%	Raised a (Individual Number 0 4 4 0 0 0 0 1 1 2 1 1 0 6 7 7 0	Grievance al, Stage 1) % 6 0.0% 4.8% 0.0% 0.0% 0.0% 1.2% 1.2% 1.2% 0.0% 7.1% 83.3%	Number 1 50 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	% 0.1% 3.1% 0.0% 0.7% 8.7% 11.0% 0.5% 16.2% 59.4%	Raised a	Complaint	Raised a Recru Com Number 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	minternal sittment plaint % 0.0% 11.1% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Subject to Ac Number 0 10 0 2 11 9 0 2 42 136	Disciplinary tion % 0.0% 4.7% 0.0% 0.0% 0.0% 0.9% 5.2% 4.3% 0.0% 0.9% 19.9% 64.2%	
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154	Buddhist Church of Scotland Hindu Jewish Muslim Other Christian Roman Catholic Shin Hone Not Disclosed Total SEXUAL ORIENTATION	Tra Number 12 1317 12 2 1317 12 2 4 1334 1382 35 226 3921 19525 28320 Applic	ation for Inling	Received Number 7 1147 11 2 33 850 1182 22 20 200 2002 2012 2012 Received	96 0.0% 4.9% 0.0% 0.0% 0.1% 0.1% 0.1% 0.1% 5.1% 0.1% 5.1% 0.9% 13.0% 72.2% 100.0%	Raised a (Individue) Number 0 0 0 0 0 1 1 2 1 0 6 70 84 Griev	Grievance al, Stage 1) 56 0.0% 4.8% 0.0% 4.8% 0.0% 0.0% 0.0% 1.2% 1.0% 1.1% 83.3% 100.0%	Left Em, Number 1 1 50 1 1 1 1 140 179 1 8 201 201 1609	96 0.1% 0.1% 0.1% 0.1% 0.1% 0.1% 0.0% 0.7% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0	Raised a Number	Complaint %	Raised a Recru Com Number 0 0 0 0 0 0 0 0 0 9 0 9 Recru Raised a Recru Com	minternal sittment plaint % % % % % % % % %	Subject to Ace Number 0 0 0 0 2 11 9 0 2 42 136 212 Discip Subject to Ace	Disciplinary tion % % % % % % % % %	
Other 96 0.3% 91 0.4% 0 0.0%	Buddhist Church of Scotland Hindu Jewish Muslim Muslim Roman Catholic Sikh Another Religion None Not Disclosed Torial SEXUAL ORIENTATION	Tra Number 12 1317 12 12 2 54 1334 1882 35 226 3921 19525 28320 Applic. Tra Number 108	ation for Inling % % % % % % % % %	Received Number 7 1147 12 2 33 850 1182 22 200 2982 16739 23175 ning Received	% 0.0% 4.9% 0.0% 0.0% 0.1% 0.1% 0.1% 0.1% 5.1% 0.9% 13.0% 72.2% 100.0%	Raised a (Individua Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Grievance at, Stage 1) 1, Stage 1) 2, 4% 1, 2% 1, 2% 1, 2% 1, 10% 1, 10% 4, 10% 4, 10% 5, 10% 6, 10% 7, 1% 83, 39% 100,0%	Left Em, Number 1 1 50 0 11 140 179 1 8 261 261 1609 Left Em, Number 4	96 0.196 0.196 0.196 0.196 0.096 0.096 0.196 0.196 0.196 0.196 0.196 0.196 11.096 100.096	Raised a Number	Complaint %	Raised a Recru Com Number 0 0 0 0 0 0 0 0 0 9 0 9 Recru Raised a Recru Com	minternal sittment plaint 156 157 15	Subject to	Disciplinary tion 96 0.0% 4.7% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 6.2% 4.3% 0.0% 0.0% 1.9% 100.0%	
Not Disclosed 19152 67.7% 16268 70.2% 68 81.0% 981 61.0% 1609 100.0% 9 100.0% 9 100.0% 131 61.8% 6 66.7% 131 61.8% 6 66.7% 66.	Buddhist Church of Scotland Hindu Jewish Muslim Other Christian Roman Catholic Sikh Action Sikh Action Total SEXUAL ORIENTATION Bi-Sexual Heterosexual	Tra Number 12 1317 12 2 54 1334 1882 35 226 3921 19525 28320 Applic. Tra Number 108 8810	ation for Inling	Received Number 7 1147 11 2 33 850 1182 220 200 200 2015 16739 23175 Received Number 97 6592	96 0.096 4.996 0.096 0.196 0.196 0.196 0.196 3.796 6.196 0.196 13.096 72.296 100.096	Raised a (Individua Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Grievance al, Stage 1) 96 0.0% 4.8% 0.0% 6.0.0% 0.0% 1.2% 1.2% 1.2% 1.2% 1.2% 1.2% 3.3% 100.0% Grievance al, Stage 1) 96 0.0% 1.90%	Left Em, Number 1 1 50 0 11 140 179 16 261 967 1609	96 96 0.196 3.196 0.196 0.196 0.096 0.796 8.796 11.096 0.196 15.62 69.4% 100.0%	Raised a Number	Complaint %	Raised a Recru Com Number 0 0 0 0 0 0 0 0 0 0 Recru Raised a Recru Rumer Number	m Internal sittement plaint 1	Subject to Ace Number 0 0 0 0 0 2 11 9 0 2 2 12 136 212 Disci Subject to Ace Number 3 78	Disciplinary tion 56 0.0% 4.7% 0.0% 4.7% 0.0% 0.0% 0.0% 0.0% 6.2% 4.3% 0.0% 64.2% 64.2% 64.0% 100.0%	
Training Grievances Leavers Harassment Raised a Grievance (Individual, Stage 1) Recultment Raised a Complaint Raised a	Buddhist Church of Scotland Hindu Jewish Muslim Roman Catholic Sikh Another Religion None Not Disclosed Total SEXUAL ORIENTATION Bi-Sexual Heterosexual Lesbian / Gay	Tra Number 12 1317 12 12 2 54 1334 1882 35 226 3921 19526 28320 Applic. Tra Number 108 8810 154	atton for ining % % % % % % % % %	Received Number 7 1147 1147 12 2 33 850 1182 22 200 2982 16739 23175 ning Received Number 97 6592 127	96 0.0% 0.0% 4.9% 0.0% 0.0% 0.1% 0.1% 0.1% 0.1% 0.1% 0.1	Raised a (Individual Number of the Number of	Grievance 1, Stage 1)	Left Em, Number 1 1 50 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	96 0,195 0,195 0,195 0,195 0,195 0,096 0,196 0,196 0,196 0,196 11,096 100,096 100,096	Raised a Number	Complaint %	Raised a Recru Com Numer 0 0 0 0 0 0 0 0 0 0 0 Recru Raised a Recru Com Numer 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	minternal sittement platin 56	Subject to Acc Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Disciplinary tion 96 0.0% 4.7% 0.0% 4.7% 0.0%	
Application for Training Received Training Raised a Grievance (Individual, Stage 1) Left Employment Raised a Complaint Raised a Internal Recruitment Raised a Internal Recruitme	Buddhist Church of Scotland Hindu Jewish Muslim Other Christian Roman Catholic Another Religion None Not Disclosed Total Bi-Sexual Heterosexual Heterosexual Cher Cher Cher Cher Cher Cher Cher Cher	Tra Number 12 1317 12 2 54 1334 1882 355 3921 19525 28320 Applic Tra Number 196 196 196 19152	ation for Inling 96 9. 19% 4.7% 4.7% 9. 19%	Received Number 7 11147 111 2 33 850 1182 200 2982 16739 23175 Received Number 97 6592 162	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.1% 0.1% 0.1%	Raised a (Individual Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Grievance at Stage 1) 56 0.0% 4.8% 0.0% 4.8% 0.0% 0.0% 1.2% 0.0% 1.2% 1.0% 1.0% 6.0.0% 6.0.0% 6.0	Left Em; Number 1 1 1 1 50 1 1 1 1 1 1 1 1 1 1 1 1 1 1	96 96 96 97 96 97 96 97 96 97 96 97 97 96 97 97 97 97 97 97 97 97 97 97 97 97 97	Raised a Number	Complaint %	Raised a Recru Com Nimer 0 0 0 0 0 0 0 0 0 9 Recru Raised a Raised a Rocru Com Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	minternal sittment plaint 1 % % % % % % % % % % % % % % % % % %	Subject to Acc Number 0 0 0 0 10 0 0 2 11 10 2 42 136 212 Discil Subject to Acc Number 3 78 0 0 131	Disciplinary tion 56 0.0% 4.7% 4.7% 0.0% 5.2% 0.0% 6.2% 0.0% 6.2% 19.9% 19.9% 64.2% 100.0% Disciplinary tion 1% 1% 1% 1% 1% 1% 1% 1% 1% 1% 1% 1% 1%	
Application for Training Received Training Raised a Grievance (individual), Stage 1) Left Employment Raised a Complaint Raised a Internal Recruitment Raised a Internal Recruitm	Buddhiat Church of Scotland Hindu Jewish Muslim Other Christian Roman Catholic Sith Another Religion Idel Disclosed Total SEXUAL ORIENTATION Bi-Sexual Heterosexual Lesbian / Gay Other	Tra Number 12 1317 12 2 54 1334 1882 355 3921 19525 28320 Applic Tra Number 196 196 196 19152	ation for Inling 96 9. 19% 4.7% 4.7% 9. 19%	Received Number 7 11147 111 2 33 850 1182 200 2982 16739 23175 Received Number 97 6592 162	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.1% 0.1% 0.1%	Raised a (Individual Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Grievance at Stage 1) 56 0.0% 4.8% 0.0% 4.8% 0.0% 0.0% 1.2% 0.0% 1.2% 1.0% 1.0% 6.0.0% 6.0.0% 6.0	Left Em; Number 1 1 1 1 50 1 1 1 1 1 1 1 1 1 1 1 1 1 1	96 96 96 97 96 97 96 97 96 97 96 97 97 96 97 97 97 97 97 97 97 97 97 97 97 97 97	Raised a Number	Complaint %	Raised a Recru Com Nimer 0 0 0 0 0 0 0 0 0 9 Recru Raised a Raised a Rocru Com Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	minternal sittment plaint 1 % % % % % % % % % % % % % % % % % %	Subject to Acc Number 0 0 0 0 10 0 0 2 11 10 2 42 136 212 Discil Subject to Acc Number 3 78 0 0 131	Disciplinary tion 56 56 0.0% 4.7% 4.7% 6.0.0% 6	
Application for Training Received Training Raised a Grievance (Individual, Stage 1) Left Employment Raised a Complaint Raised a Internal Recruitment Raised a Internal Recruitme	Buddhist Church of Scotland Hindu Jewish Muslim Other Christian Roman Catholic Another Religion None Not Disclosed Total Bi-Sexual Heterosexual Heterosexual Cher Cher Cher Cher Cher Cher Cher Cher	Tra Number 12 1317 12 2 54 1334 1882 355 3921 19525 28320 Applic Tra Number 196 196 196 19152	ation for Inling 96 9. 19% 4.7% 4.7% 9. 19%	Received Number 7 11147 111 2 33 850 1182 200 2982 16739 23175 Received Number 97 6592 162	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.1% 0.1% 0.1%	Raised a (Individual Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Grievance at Stage 1) 56 0.0% 4.8% 0.0% 4.8% 0.0% 0.0% 1.2% 0.0% 1.2% 1.0% 1.0% 6.0.0% 6.0.0% 6.0	Left Em; Number 1 1 1 1 50 1 1 1 1 1 1 1 1 1 1 1 1 1 1	96 96 96 97 96 97 96 97 96 97 96 97 97 96 97 97 97 97 97 97 97 97 97 97 97 97 97	Raised a Number	Complaint %	Raised a Recru Com Nimer 0 0 0 0 0 0 0 0 0 9 Recru Raised a Raised a Rocru Com Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	minternal sittment plaint 1 % % % % % % % % % % % % % % % % % %	Subject to Acc Number 0 0 0 0 10 0 0 2 11 10 2 42 136 212 Discil Subject to Acc Number 3 78 0 0 131	Disciplinary tion 56 0.0% 4.7% 4.7% 0.0% 5.2% 0.0% 6.2% 0.0% 6.2% 19.9% 19.9% 64.2% 100.0% Disciplinary tion 1% 1% 1% 1% 1% 1% 1% 1% 1% 1% 1% 1% 1%	
Application for Training Received Training	Buddhist Church of Scotland Hindu Jewish Muslim Muslim Roman Catholic Sikh Another Religion None Not Disclosed Torial Bi-Sexual Heterosexual Lesbian / Gay Other Not Obsclosed Torial	Tra Number 12 1317 12 2 54 1334 1882 355 3921 19525 28320 Applic Tra Number 196 196 196 19152	ation for Initing 96. 96. 19. 19. 19. 19. 19. 19. 19. 19. 19. 19	Received Number 7 7 1147 111 2 33 850 1522 200 2982 16739 23175 Received Number 97 6592 127 91 16268 23175	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.1% 0.1% 0.1%	Raised a (Individual Number of the Number of	Grievance 1, Stage 1)	Left Em, Number 1 1 50 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	96 9.09% Ployment 96 9.09% Ployment 96 9.29% 38.29% 9.95% 9.	Raised a Number Haras Raised a Number	Complaint % % % Sement * Complaint %	Raised a 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	minternal sittement platin 56	Subject to Acc Number Acc Number 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Disciplinary tion 96 0.0% 4.7% 0.0% 4.7% 0.0% 0.0% 0.0% 0.0% 4.3% 0.0% 4.3% 19.9% 19.9% 19.9% 19.9% 19.9% 10.0% Politicary Disciplinary tion 96 1.4% 36.0% 1.4% 36.0% 1.4% 36.0% 1.4% 36.0% 1.4% 36.0%	
Number % Number	Buddhist Church of Scotland Hindu Jewish Muslim Other Christian Froman Catholic Another Religion None Not Disclosed Total Bi-Sexual Heterosexual Heterosexual Chief Chief Not Disclosed	Tra Number 12 1317 1217 122 2 6 64 1334 1882 35 226 35 28320 Application of the control of the	ation for Ining 96. 1.15	Received Number 7 7 1147 111 2 33 850 1522 200 2982 16739 23175 Received Number 97 6592 127 91 16268 23175	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.1% 0.1% 0.1%	Raised a (Individual Number of the Number of	Grievance 1, Stage 1) 96 0.0% 4.8% 0.0% 4.8% 0.0% 0.0% 0.0% 0.0% 1.2% 0.0% 1.2% 1.2% 1.2% 1.2% 1.2% 1.00% 83.3% Grievance 1, Stage 1) 96 0.0% 80.0% 80.0% 80.0% 80.0% 80.0% 80.0% 80.0% 80.0% 80.0% 80.0%	Left Em, Number 1 1 50 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	96 9.09% Ployment 96 9.09% Ployment 96 9.29% 38.29% 9.95% 9.	Raised a Number Haras Raised a Number	Complaint % % % Sement * Complaint %	Raised a Recru Com Number Raised a Recru Com Number Raised a Recru Raised a Recru Com Number Raised a Recru Rai	minternal sittment 15	Subject to Acc Number 0 0 0 0 10 0 0 2 11 10 0 2 42 136 212 Discil	Disciplinary tion 56 0.0% 4.7% 4.7% 0.0% 5.2% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	
Male 18779 66.3% 17527 75.6% 46 54.8% 430 26.7% 17 43.6% 4 44.4% 167 78.8% Female 9541 33.7% 5648 24.4% 37 44.0% 1179 73.3% 22 56.4% 5 55.6% 45 21.2% Not Disclosed 0 0,0% 0 0,0% 0 0,0% 0 0,0% 0 0,0%	Buddhist Church of Scotland Hindu Jewish Muslim Muslim Roman Catholic Sikh Another Religion None Not Disclosed Torial Bi-Sexual Heterosexual Lesbian / Gay Other Not Obsclosed Torial	Tra Number 12 12 1317 12 2 1 1534 1534 1582 35 226 3921 19525 28320 Applica Number 108 6010 1564 19152 28320	action for Initing 96. 9. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	Received Number 7 7 1147 111 2 33 850 1162 22 200 2982 16739 23175 Received Number 91 16268 23175	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.1% 0.1% 0.1%	Raised a	Grievance 3.1, Stage 1) 56 0.0% 4.8% 0.0% 4.8% 0.0% 0.0% 1.2% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Left Em, Number 1 1 50 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	96 96 97 96 97 97 97 97 97 97 97 97 97 97 97 97 97	Raised a Number Haras Raised a Number	Complaint % Sament * Complaint %	Raised a Recru	minternal iditiment platin 56 0.096 11.196 0.095	Subject to Acc Number Acc	Disciplinary tion 96 0.0% 4.7% 0.0% 4.7% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	
Fernale 9641 33.7% 5648 24.4% 37 44.0% 1179 73.3% 22 56.4% 5 55.6% 45 21.2% 0.00 10.	Buddhist Church of Scotland Hindu Jewish Muslim Muslim Roman Catholic Sikh Another Religion None Not Disclosed Torial SEXUAL ORIENTATION Bi-Sexual Heterosexual Lesbian / Gay Other Not Disclosed Torial	Tra Number 12 12 1317 12 2 2 6 64 1334 1882 226 35 226 31 311 311 19525 28320 Application of the second of the se	ation for Ining 96. 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.	Received Number 7 11147 111 2 33 850 1182 200 200 201 16739 23175 Received Number 97 1628 23175 Received Received Received	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.1% 0.1% 0.1%	Raised a (Individual Number 0 0 0 1 1 1 1 1 1 1	Grievance at Stage 1) \$56 0.0% 4.8% 0.0% 4.8% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Left Em, Number 1 1 1 50 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	96 96 97 97 97 98 97 98 97 98 98 98 98 98 98 98 98 98 98 98 98 98	Raised a Number Haras Raised a Number	Complaint % Sement * Complaint Complaint	Raised a Recru Com 0 0 0 0 0 0 0 0 0 0 0 0 0	minternal sittment 156	Subject to Acc Number Nu	Disciplinary tion 56 0.0% 4.7% 9.0% 9.0% 9.0% 9.0% 9.0% 9.0% 9.0% 9.0	
Not Disclosed 0 0.0% 0 0.0% 1 1.2% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Buddhist Church of Scotland Hindu Jewish Muslim Roman Catholic Sikh Another Religion None Not Disclosed Torial SEXUAL ORIENTATION Bi-Sexual Heterosexual Lesbian / Gay Other Company Cother C	Tra Number 12 1317 12 12 2 14 1334 1334 1382 36 226 3921 19525 28320 Applica Number 108 1982 28320 Applica Tra Applica Tra Applica Institute Applica Insti	atton for Inling	Received Number 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	96 0.0% 0.0% 4.9% 0.0% 0.0% 0.0% 0.1% 0.1% 0.1% 0.1% 0.1	Raised a (Individuo Number 0	Grievance 1, Stage 1) 56 0.0% 4.8% 0.0% 4.8% 0.0% 1.2% 0.0% 1.2% 0.0% 1.2% 0.0% 1.2% 0.0% 1.2% 0.0% 1.2% 0.0% 1.2% 0.0% 1.2% 0.0% 1.2% 0.0% 1.2% 0.0% 1.2% 0.0% 1.2% 0.0% 1.2% 0.0% 1.2% 0.0% 1.2% 0.0% 1.2% 0.0% 1.3% 1.3% 1.3% 1.3% 1.3% 1.3% 1.3% 1.3	Left Em, Number 1 1 50 1 1 1 1 1 1 1 8 201 1 957 1 609 Leat Em, Number 4 614 10 961 1609	Ployment % % % % % % % % %	Haras Raised a Number	Complaint % Sement * Complaint % Complaint % Complaint %	Raised a Recru Com 0 0 0 0 0 0 0 0 0 0 0 0 0	in Internal	Subject to Acc Number	Disciplinary tion 96 0.0% 4.7% 0.0% 4.7% 0.0% 0.0% 0.0% 4.3% 0.0% 4.3% 1.9% 0.0% 19.9% 19.9% 10.0% Policiplinary Disciplinary	
	Buddhist Church of Scotland Hindu Jewish Muslim Other Christian Roman Catholic Another Religion None Not Disclosed Total Bi-Sexual Heterosexual Lesbian / Gay Not Disclosed Total GENDER	Tra Number 12 12 1317 12 132 54 1334 1334 1334 1882 35 226 392 18625 28020 Application 108 19525 28020 Application 154 1962 28020 Application 154 1962 19525 19	ation for Inling %	Received Number 7 111 2 33 850 1182 292 16739 23179 Received Number 97 1628 23179	96 0.0% 0.0% 0.0% 0.1% 0.1% 0.1% 0.1% 0.1%	Raised a Griev Raised a (Individua Number 10 0 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Grievance at 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Left Em; Number 1 1 1 1 1 1 1 50 0 11 140 179 8 261 967 1609 Left Em; Number 1609	96 96 97 96 97 97 97 97 97 97 97 97 97 97 97 97 97	Haras Raised a Number Haras Raised a Number Haras Raised a Number	Complaint % Complaint Complaint % Complaint % Complaint % 43.6%	Raised a Recru Com Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	minternal internal in	Subject to Acc Number 0 0 0 10 0 2 11 0 2 42 136 212 Discip Subject to Acc Number 3 78 0 0 131 212 Discip Subject to Acc Number Acc Number	Disciplinary tion 56 0.0% 4.7% 4.7% 0.0% 5.2% 0.0% 0.9% 5.2% 1.9.9% 1.9.9% 64.2% 19.9% 100.0% Disciplinary tion 76 1.4% 100.0%	
20320 100.0% 23173 100.0% 04 100.0% 1993 100.0% 32 100.0% 9 100.0% 212 100.0%	Buddhist Church of Scotland Hindu Jewish Muslim Roman Catholic Sikh Another Religion None Not Disclosed Total Bi-Sexual Heterosexual Lesbian / Gay Other Not Disclosed Total GENDER	Tra Number 12 1317 121 1317 12 2 1634 1682 392 1982 266 3921 19525 28320 Applica Number 108 401 154 401 155 401 401 401 401 401 401 401 401 401 401	ation for Ining 96. 4,7% 4,7% 4,7% 6,0.0% 0.1% 0.1% 0.1% 0.1% 0.1% 0.1% 0.1%	Received Number 7 7 111 21 33 850 122 200 2982 16739 23175 Received Number 97 6592 127 91 16268 23175	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.1% 0.1% 0.1%	Raised a Griev Raised a (Individua Number 10 0 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Grievance 1, Stage 1)	Left Em, Number 1 1 50 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	96 96 97 96 97 97 97 97 97 97 97 97 97 97 97 97 97	Haras Raised a Number Haras Raised a Number 17 22	Complaint % Sement * Complaint % Complaint % 43.6% 66.4%	Raised a Recru Raised	minternal sittment plaint 76 0.0% 11.1% 0.0% 11.1% 0.0%	Subject to Acc Number Nu	Disciplinary tion 96 0.0% 4.7% 9.0% 9.0% 9.0% 9.0% 9.0% 9.0% 9.0% 9.0	
	Buddhist Church of Scotland Hindu Jewish Muslim Other Christian Roman Catholic Str. And Church of Scotland Hole Not Disclosed Total Bi-Sexual Heterosexual Lesbian / Gay Other Not Disclosed Total GENDER Male Female Male Female Not Disclosed	Tra Number 12 1317 1327 1327 12 2 64 1334 1382 36 226 13921 19525 28320 Applic Tra Number 108 8810 154 96 19152 28320 Applic Type Type Type Type Type Type Type Type	ation for Ining %	Received Number 7 7 111 21 33 850 1182 22 22 16739 16739 Received Number 97 16592 127 91 16268 23175	96 0.0% 0.0% 0.0% 0.0% 0.1% 0.196 0.196 0.196 0.196 0.196 0.196 0.9% 110.0% 170.0% 170.0% 170.0% 170.0% 170.0% 170.0% 170.0% 170.0% 170.0%	Raised a (Individual Number	Grievance at Stage 1) 56 0.0% 4.8% 4.8% 0.0% 0.0% 1.2% 1.2% 1.2% 1.2% 1.2% 1.2% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0	Left Em, Number 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	96 96 97 98 98 98 98 98 98 98 98 98 98 98 98 98	Haras Raised a Number Haras Raised a Number Haras Raised a Number 22 0	Complaint % SSMENT * Complaint % 43.6% 56.4% 56.4% 0.0%	Raised a Recru Com Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	minternal iditment plaint 1.0 1.	Subject to Ace Number 0 0 0 10 0 2 11 9 0 2 2 136 22 22 22 22 212 Discil Subject to Ace Number 3 78 0 0 131 212 Discil Subject to Ace Number Ace Number 107 45	Disciplinary tion 96 0.0% 4.7% 0.0% 4.7% 0.0% 0.0% 0.0% 0.0% 0.0% 6.2% 1.9.9% 64.2% 19.9% 64.2% 19.9% 64.2% 19.9% 64.2% 19.9% 64.2% 19.9% 64.2% 19.9% 64.2% 19.9% 64.2% 19.9% 64.2% 19.9%	

^{*} Note Harassment complaints - information not currently captured by Religion or Belief and Sexual Orientation.

OFFICIAL EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2020

			4	70 A I	JI WIAIN	O11 2020	,								
DISABLED	Training				Grievances		Leavers		Harassment *		Recruitment		Disal	nlin on t	
DISABLED	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Raised an Internal Recruitment Complaint		Disciplinary Subject to Disciplinary Action		
	Number 450	%	Number 201	%	Number	%	Number	%	Number	%	Number	%	Number	%	
Disabled Non Disabled	16338	2.6% 94.4%	7892	2.4% 92.3%	0	0.0%	12 171	2.7% 38.2%	3	0.0% 75.0%	0	0.0% 100.0%	3	13.3% 20.0%	
Non Disclosed	521	3.0%	451 8544	5.3%	0	0.0%	265	59.1%	1 4	25.0% 100.0%	0	0.0%	10	66.7%	
Total	17309	100.0%	8544	100.0%	0	0.0%	448	100.0%	4	100.0%		100.0%	15	100.0%	
ETHNICITY	Training				Grievances		Leavers		Harassment *		Recruitment Raised an Internal		Disciplinary		
	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Recruitment Complaint		Subject to Disciplinary Action		
White Scottish	Number 14244	% 82.3%	Number 6991	% 81.8%	Number	% 0.0%	Number 240	% 53.6%	Number	% 75.0%	Number	% 100.0%	Number	% 46.7%	
Other British	480	2.8%	275	3.2%	0	0.0%	53	11.8%	0	0.0%	0	0.0%	3	20.0%	
Irish	702	4.1%	352	4.1%	0	0.0%	16	3.6%	0	0.0%	0	0.0%	2	13.3%	
Gypsy / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Polish Other white ethnic	286	0.0%	100	0.0%	0	0.0%	12	0.4%	0	0.0%	0	0.0%	0	0.0%	
Total White	15713	90.8%	7719	90.3%	0	0.0%	323	72.1%	3	75.0%	1	100.0%	12	80.0%	
Any mixed or multiple ethnic groups	7	0.0%	5	0.1%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	0	0.0%	
Pakistani, Pakistani Scottish or Pakistani British	227	1.3%	74	0.9%	0	0.0%	3	0.7%	0	0.0%	0	0.0%	0	0.0%	
Indian, Indian Scottish or Indian British Bangladeshi, Bangladeshi Scottish or Bangladeshi British	179	1.0% 0.0%	56	0.7%	0	0.0%	0	0.4%	0	0.0%	0	0.0%	0	0.0%	
Chinese, Chinese Scottish or Chinese British	0	0.0%	0	0.0%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	0	0.0%	
Other Asian background	3	0.0%	1	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	
Sub Total Asian	409	2.4%	132	1.5%	0	0.0%	8	1.8%	0	0.0%	0	0.0%	0	0.0%	
African, African Scottish or African British Other African background	35 0	0.2%	12 0	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Caribbean, Caribbean Scottish or Caribbean British	5	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Black, Black Scottish or Black British	12	0.1%	8	0.1%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	
Other Caribbean / Black background	5	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Sub Total Black	57	0.3%	24	0.3%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	
Arab, Arab Scottish or Arab British Other ethnic background	0 169	0.0%	0 152	0.0%	0	0.0%	0	0.0%	0	0.0%	<u>o</u>	0.0%	0	0.0%	
Sub Total Other Ethnic	169	1.0%	152	1.8%	ō	0.0%	2	0.4%	0	0.0%	0	0.0%	0	0.0%	
								0.0%		0.0%					
Total Ethnic	642	3.7%	313	3.7%	0	0.0%	13	2.9%	0	0.0%	0	0.0%	0	0.0%	
Non Disclosed Total	954 17309	5.5% 100.0%	512 8544	6.0% 100.0%	0	0.0%	112 448	25.0% 100.0%	4	25.0% 100.0%	1	0.0% 100.0%	15	20.0% 100.0%	
RELIGION OR BELIEF			ining			Grievances		Leavers		Harassment *		Recruitment Raised an Internal		Disciplinary	
	Application for Training		Received Training		Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a Complaint		Recruitment Complaint		Subject to Disciplinary Action		
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	
Buddhist	12	0.0%	6	0.0%	0	0.0%	0	0.0% 4.0%			0	0.0%	0	0.0% 6.7%	
Church of Scotland	12	0.1%	- 6	0.1%	0	0.0%	18	0.2%			0	0.0%	0	0.0%	
Jewish	1	0.0%	o	0.0%	0	0.0%	o	0.0%			0	0.0%	0	0.0%	
Muslim	0	0.0%	0	0.0%	0	0.0%	3	0.7%			0	0.0%	0	0.0%	
Other Christian	7	0.0%	4	0.0%	0	0.0%	10	2.2%			0	0.0%	1	6.7%	
Roman Catholic Sikh	80	0.5%	48 0	0.6%	0	0.0%	47	10.5% 0.0%			0	100.0%	0	0.0%	
Another Religion	2	0.0%	2	0.0%	0	0.0%	6	1.3%			0	0.0%	0	0.0%	
None	43	0.2%	32	0.4%	0	0.0%	56	12.5%			0	0.0%	0	0.0%	
Not Disclosed	17163	99.2%	8451	98.9%	0	0.0%	307	68.6%			0	0.0%	13	86.6%	
Total	17309	100.0%	8544	100.0%	0	0.0%	448	100.0%			1	100.0%	15	100.0%	
		T													
SEXUAL ORIENTATION	Application for		Received Training		Grievances Raised a Grievance		Leavers		Harassment *		Recruitment Raised an Internal		Disciplinary Subject to Disciplinary		
	Trai	ning			(Individua	al, Stage 1)		ployment		Complaint	Com	itment plaint	Ac	tion	
Bi-Sexual	Number	%	Number	0.0%	Number	%	Number	%	Number	%	Number	0.0%	Number	0.0%	
Bi-Sexual Heterosexual	140	0.0%	89	1.0%	0	0.0%	140	0.2% 31.3%			0	100.0%	2	0.0%	
Lesbian / Gay	4	0.0%	4	0.0%	0	0.0%	3	0.7%			0	0.0%	0	0.0%	
Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%	
Not Disclosed	17163	99.2%	8451	99.0%	0	0.0%	304	67.8%			0	0.0%	13	86.7%	
Total	17309	100.0%	8544	100.0%	0	0.0%	448	100.0%			1	100.0%	15	100.0%	
GENDER			ning		Grievances		Lea	vers	Haras	Harassment *		itment n Internal		plinary	
	Application for Rec			Training		Grievance	Left Employment		Raised a Complaint			itment	Subject to Disciplinary Action		
						al, Stage 1)					Com	plaint			
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	

^{*} Note Harassment complaints - information not currently captured by Religion or Belief and Sexual Orientation.