



# OFFICIAL EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2020

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	450	2.6%	201	2.4%	0	0.0%	12	2.7%	0	0.0%	0	0.0%	2	13.3%
Non Disabled	16338	94.4%	7892	92.3%	0	0.0%	171	38.2%	3	75.0%	1	100.0%	3	20.0%
Non Disclosed	521	3.0%	451	5.3%	0	0.0%	265	59.1%	1	25.0%	0	0.0%	10	66.7%
<b>Total</b>	<b>17309</b>	<b>100.0%</b>	<b>8544</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>448</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>

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	14244	82.3%	6991	81.8%	0	0.0%	240	53.6%	3	75.0%	1	100.0%	7	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	1	0.0%	1	0.0%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	286	1.7%	100	1.2%	0	0.0%	12	2.7%	0	0.0%	0	0.0%	0	0.0%
<b>Total White</b>	<b>15713</b>	<b>90.8%</b>	<b>7719</b>	<b>90.3%</b>	<b>0</b>	<b>0.0%</b>	<b>323</b>	<b>72.1%</b>	<b>3</b>	<b>75.0%</b>	<b>1</b>	<b>100.0%</b>	<b>12</b>	<b>80.0%</b>
<b>Any mixed or multiple ethnic groups</b>	<b>7</b>	<b>0.0%</b>	<b>5</b>	<b>0.1%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>0.4%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
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	179	1.0%	56	0.7%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	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	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%
<b>Sub Total Asian</b>	<b>409</b>	<b>2.4%</b>	<b>132</b>	<b>1.5%</b>	<b>0</b>	<b>0.0%</b>	<b>8</b>	<b>1.8%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
African, African Scottish or African British	36	0.2%	12	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other African background	0	0.0%	0	0.0%	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%	6	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%
<b>Sub Total Black</b>	<b>57</b>	<b>0.3%</b>	<b>24</b>	<b>0.3%</b>	<b>0</b>	<b>0.0%</b>	<b>7</b>	<b>0.2%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
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%
Other ethnic background	169	1.0%	152	1.8%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Other Ethnic</b>	<b>169</b>	<b>1.0%</b>	<b>152</b>	<b>1.8%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>0.4%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
<b>Total Ethnic</b>	<b>642</b>	<b>3.7%</b>	<b>313</b>	<b>3.7%</b>	<b>0</b>	<b>0.0%</b>	<b>13</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Non Disclosed	954	5.5%	512	6.0%	0	0.0%	112	25.0%	1	25.0%	0	0.0%	3	20.0%
<b>Total</b>	<b>17309</b>	<b>100.0%</b>	<b>8544</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>448</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>

RELIGION OR BELIEF	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	%
Buddhist	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Church of Scotland	12	0.1%	6	0.1%	0	0.0%	18	4.0%	0	0.0%	0	0.0%	1	6.7%
Hindu	1	0.0%	1	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Jewish	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	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%	0	0.0%
Other Christian	7	0.0%	4	0.0%	0	0.0%	10	2.2%	0	0.0%	0	0.0%	1	6.7%
Roman Catholic	80	0.5%	48	0.6%	0	0.0%	47	10.5%	1	100.0%	0	0.0%	0	0.0%
Sikh	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Another Religion	2	0.0%	2	0.0%	0	0.0%	6	1.3%	0	0.0%	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%	0	0.0%
Not Disclosed	17163	99.2%	8451	98.9%	0	0.0%	307	68.6%	0	0.0%	0	0.0%	13	86.6%
<b>Total</b>	<b>17309</b>	<b>100.0%</b>	<b>8544</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>448</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>

SEXUAL ORIENTATION	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	%
Bi-Sexual	2	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Heterosexual	140	0.8%	89	1.0%	0	0.0%	140	31.3%	0	0.0%	1	100.0%	2	13.3%
Lesbian / Gay	4	0.0%	4	0.0%	0	0.0%	3	0.7%	0	0.0%	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%	0	0.0%
Not Disclosed	17163	99.2%	8451	99.0%	0	0.0%	304	67.8%	0	0.0%	0	0.0%	13	86.7%
<b>Total</b>	<b>17309</b>	<b>100.0%</b>	<b>8544</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>448</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>

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	2691	15.5%	1677	19.7%	0	0.0%	102	22.8%	0	0.0%	1	100.0%	9	40.0%
Female	14480	83.7%	6677	78.1%	0	0.0%	346	77.2%	4	100.0%	0	0.0%	6	53.3%
Not Disclosed	138	0.8%	190	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>17309</b>	<b>100.0%</b>	<b>8544</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>448</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>

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