OFFICIAL EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2021

DISABLED		Trair	ning			ances	Lea	vers	Harass	ment *		itment		plinary
	Application	for Training	Received	d Training		Grievance al, Stage 1)	Left Emp	oloyment	Raised a	Complaint	Raised an Recruitmen	n Internal it Complaint	Subject to Ac	Disciplinary tion
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Disabled Non Disabled	250 3923	2.7% 43.1%	175 2415	2.6% 35.3%	14	6.5% 45.2%	53 502	4.5% 42.7%	0	0.0% 46.7%	0	0.0%	0	0.0%
Non Disclosed	3923 4930	43.1% 54.2%	2415 4254	35.3% 62.1%	14	45.2% 48.3%	502 620	42.7% 52.8%	7 8	46.7% 53.3%	0 2	100.0%	31 56	35.6% 64.4%
Total	9103	100.0%	6844	100.0%	31	100.0%	1175	100.0%	15	100.0%	2	100.0%	87	100.0%
ETHNICITY		Trair	ning		Griev	vances	Lea	vers	Harass	ment *	Recru	itment	Discip	plinary
	Application	for Toninion	Danahaa	d Training	Raised a	Grievance	I add Fass	olovment	Raised a	~	Raised as	n Internal	Subject to	Disciplinary
	Application	tor I raining	Received	a I raining	(Individua	al, Stage 1)	Left Emp	oloyment	Raised a	Complaint	Recruitmen	t Complaint	Ac	tion
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
White Scottish	6792	74.6%	5242	76.6%	21	67.7%	547	46.6%	5	33.3%	1	50.0%	50	57.5%
Other British	362	4.0%	152 7	2.2%	3	9.7%	289	24.6%	0	0.0%		0.0%	7	8.0%
Irish	17	0.2%	,	0.1%	1	3.2%	8	0.7%	0	0.0%	0	0.0%	0	1.1%
Gypsy / Traveller Polish	3	0.0%	0	0.0%	0	0.0%	6	0.5%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	42	0.5%	17	0.2%	o	0.0%	14	1.2%	ő	0.0%	0	0.0%	o	0.0%
Total White	7216	79.3%	5418	79.2%	25	80.6%	864	73.5%	5	33.3%	1	50.0%	58	66.7%
Any mixed or multiple ethnic groups		0.2%	19	0.3%	0	0.0%	7	0.6%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	35	0.4%	18	0.3%		0.0%	12	1.0%		0.0%	0	0.0%	11	1.1%
Indian, Indian Scottish or Indian British	27	0.3%	16	0.2%	0	0.0%	2	0.2%	1	6.7%	0	0.0%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British Chinese, Chinese Scottish or Chinese British	3	0.0%	0	0.0%	0	0.0%	5	0.1%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	8	0.1%	3	0.0%	0	0.0%	3	0.4%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	n 81	0.9%	40	0.6%	ő	0.0%	23	2.0%	1	6.7%	o	0.0%	1	1.1%
African, African Scottish or African British	32	0.4%	6	0.1%	0	0.0%	6	0.5%	2	13.3%	0	0.0%	1	1.1%
Other African background	38	0.4%	5	0.1%	0	0.0%	13	1.1%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	1	0.0%	1	0.0%	0	0.0%	О	0.0%	0	0.0%	О	0.0%	0	0.0%
Black, Black Scottish or Black British	10	0.1%	4	0.1%	0	0.0%	1	0.1%	1	6.7%	0	0.0%	0	0.0%
Other Caribbean / Black background Sub Total Black	82	0.0%	17	0.0%	0	0.0%	20	1.7%	3	20.0%	0	0.0%	1	1.1%
Arab, Arab Scottish or Arab British	19	0.2%	12	0.2%	0	0.0%	3	0.3%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	13	0.1%	10	0.1%	0	0.0%	4	0.3%	0	0.0%	0	0.0%	0	0.0%
Sub Total Other Ethnic	32	0.4%	22	0.3%	0	0.0%	7	0.6%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	216 1671	2.4%	98	1.4%	6	0.0%	57 254	4.9%	- 4	26.7%	0	0.0% 50.0%	27	2.3%
Non Disclosed Tota		100.0%	1328 6844	19.4% 100.0%	31	100.0%	1175	100.0%	15	100.0%	2	100.0%	87	31.0% 100.0%
RELIGION OR BELIEF	Application	Train for Training	_	d Training	Raised a	Grievance al, Stage 1)		oloyment	Raised a	ment *	Raised a	itment n Internal it Complaint	Subject to	plinary Disciplinary tion
	Number	%	Number	%	Number	%	Number	%	Number	%				%
Buddhist	6	0.1%	1	0.0%							Number	%	Number	
Church of Scotland	581	6.4%			0	0.0%	2	0.2%			Number	0.0%	Number 0	0.0%
Hindu			397	5.8%	0	0.0%	2 43	3.7%				0.0%	Number 0 4	4.6%
Jewish	10	0.1%	2	0.0%	0	0.0%	2 43 0	3.7% 0.0%			0 0	0.0% 0.0% 0.0%	0 4 0	4.6% 0.0%
	1	0.1%	2	0.0%	0 0	0.0% 0.0% 0.0%	2 43 0 1	3.7% 0.0% 0.1%			0 0 0	0.0% 0.0% 0.0% 0.0%	0 4 0	4.6% 0.0% 0.0%
Muslim Other Christian	1 65	0.1% 0.0% 0.7%	2 1 28	0.0% 0.0% 0.4%	0 0 0	0.0% 0.0% 0.0% 0.0%	2 43 0 1 26	3.7% 0.0% 0.1% 2.2%			0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0%	0 4 0 0	4.6% 0.0% 0.0% 1.1%
Other Christian	1 65 351	0.1% 0.0% 0.7% 3.9%	2 1 28 231	0.0% 0.0% 0.4% 3.4%	0 0 0 0	0.0% 0.0% 0.0% 0.0% 3.2%	2 43 0 1 26	3.7% 0.0% 0.1% 2.2% 9.3%			0 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 4 0 0 1	4.6% 0.0% 0.0% 1.1% 5.7%
	1 65	0.1% 0.0% 0.7%	2 1 28	0.0% 0.0% 0.4%	0 0 0	0.0% 0.0% 0.0% 0.0%	2 43 0 1 26	3.7% 0.0% 0.1% 2.2%			0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0%	0 4 0 0	4.6% 0.0% 0.0% 1.1%
Other Christian Roman Catholic	1 65 351 999 11	0.1% 0.0% 0.7% 3.9% 11.0%	2 1 28 231 517	0.0% 0.0% 0.4% 3.4% 7.6%	0 0 0 0 1	0.0% 0.0% 0.0% 0.0% 3.2% 9.7%	2 43 0 1 26	3.7% 0.0% 0.1% 2.2% 9.3% 11.9%			0 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 4 0 0 1 5	4.6% 0.0% 0.0% 1.1% 5.7% 4.6%
Other Christian Roman Catholic Sikh Another Religion None	1 65 351 999 11 91	0.1% 0.0% 0.7% 3.9% 11.0% 0.1% 1.0%	2 1 28 231 517 6 80 994	0.0% 0.0% 0.4% 3.4% 7.6% 0.1% 1.2%	0 0 0 0 1 3 0	0.0% 0.0% 0.0% 0.0% 3.2% 9.7% 0.0% 0.0%	2 43 0 1 26 110 140 2 15 223	3.7% 0.0% 0.1% 2.2% 9.3% 11.9% 0.2% 1.3% 19.0%			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 4 0 0 1 5 4 0	4.6% 0.0% 0.0% 1.1% 5.7% 4.6% 0.0% 3.4% 13.9%
Other Christian Roman Catholic Sikh Another Religion None Not Disclosed	1 65 351 999 11 91 1711 5277	0.1% 0.0% 0.7% 3.9% 11.0% 0.1% 1.0% 18.8% 57.9%	2 1 28 231 517 6 80 994 4587	0.0% 0.0% 0.4% 3.4% 7.6% 0.1% 1.2% 14.5% 67.0%	0 0 0 0 1 1 3 0 0 0 3	0.0% 0.0% 0.0% 0.0% 3.2% 9.7% 0.0% 0.0% 9.7% 77.4%	2 43 0 1 26 110 140 2 15 223 613	3.7% 0.0% 0.1% 2.2% 9.3% 11.9% 0.2% 1.3% 19.0% 52.1%			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 4 0 0 0 1 5 4 0 3 12 58	4.6% 0.0% 0.0% 1.1% 5.7% 4.6% 0.0% 3.4% 13.9% 66.7%
Other Christian Roman Catholic Sikh Another Religion None	1 65 351 999 11 91	0.1% 0.0% 0.7% 3.9% 11.0% 0.1% 1.0%	2 1 28 231 517 6 80 994	0.0% 0.0% 0.4% 3.4% 7.6% 0.1% 1.2%	0 0 0 0 1 3 0	0.0% 0.0% 0.0% 0.0% 3.2% 9.7% 0.0% 0.0%	2 43 0 1 26 110 140 2 15 223	3.7% 0.0% 0.1% 2.2% 9.3% 11.9% 0.2% 1.3% 19.0%			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 4 0 0 1 5 4 0	4.6% 0.0% 0.0% 1.1% 5.7% 4.6% 0.0% 3.4% 13.9%
Other Christian Roman Catholic Sikh Anrother Religion Not Disclosed Total	1 65 351 999 11 91 1711 5277	0.1% 0.0% 0.7% 3.9% 11.0% 0.1% 1.0% 18.8% 57.9%	2 1 28 231 517 6 80 994 4587 6844	0.0% 0.0% 0.4% 3.4% 7.6% 0.1% 1.2% 14.5% 67.0%	0 0 0 0 1 1 3 0 0 3 24 31	0.0% 0.0% 0.0% 0.0% 0.0% 3.2% 9.7% 0.0% 9.7% 100.0%	2 43 0 1 26 110 140 2 15 223 613 1175	3.7% 0.0% 0.1% 2.2% 9.3% 11.9% 0.2% 1.3% 19.0% 19.0% 100.0%	Harass	ment *	0 0 0 0 0 0 0 0 0 0 0 0 0 1 1 1	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 4 0 0 1 1 5 4 0 3 12 58 87	4.6% 0.0% 0.0% 1.1% 5.7% 4.6% 0.0% 3.4% 13.9% 66.7% 100.0%
Other Christian Roman Catholic Sikh Another Religion None Not Disclosed	1 65 351 999 11 91 1711 5277 9103	0.1% 0.0% 0.7% 3.9% 11.0% 1.0% 1.0% 18.8% 57.9% 100.0%	2 1 28 28 231 517 6 80 994 4587 6844	0.0% 0.0% 0.4% 3.4% 7.6% 0.1% 1.2% 14.5% 67.0%	0 0 0 0 1 3 3 24 31 Griev	0.0% 0.0% 0.0% 0.0% 0.0% 3.2% 0.0% 0.0% 9.7% 0.0% 100.0%	2 43 0 1 26 110 140 2 15 223 613 1175	3.7% 0.0% 0.1% 2.2% 9.3% 11.9% 0.2% 1.3% 19.0% 52.1%	Harass Raised a		0 0 0 0 0 0 0 0 0 1 1 2	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 4 0 0 1 5 4 0 3 12 58 87	4.6% 0.0% 0.0% 1.1% 1.1% 4.6% 0.0% 3.4% 13.9% 66.7% 100.0%
Other Christian Roman Catholic Sikh Arrother Religion Not Disclosed Total	1 65 351 999 11 17 1711 5277 9103	0.1% 0.0% 0.7% 3.9% 11.0% 1.0% 1.0% 18.8% 57.9% 100.0%	28 28 231 517 6 80 994 4587 6844	0.0% 0.0% 0.4% 3.4% 7.6% 0.1% 14.5% 14.5% 100.0%	0 0 0 0 1 1 3 0 0 3 24 31	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 9.7% 0.0% 0.0% 17.4% 100.0%	2 43 9 1 1 26 110 140 2 15 223 613 1175 Lea	3.7% 0.0% 0.1% 2.2% 11.9% 0.2% 11.9% 19.0% 19.0% 100.0%	Raised a		0 0 0 0 0 0 0 0 0 1 1 2 Recru	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 4 0 0 1 5 4 0 3 12 58 87	4.6% 0.0% 0.0% 1.1% 5.7% 4.6% 0.0% 13.4% 13.9% 100.0%
Other Christian Roman Catholic Sikh Another Religion None Not Disclosed Total SEXUAL ORIENTATION	1 65 351 999 11 1711 5277 9103 Application 1	0.1% 0.0% 0.0% 0.7% 3.9% 11.0% 0.1% 1.0% 1.0% 1.0% Train for Training % 0.6%	2 1 28 231 517 6 80 994 4587 6844 ning	0.0% 0.0% 0.4% 0.4% 3.4% 7.6% 1.2% 14.5% 67.0% 100.0%	0 0 0 0 1 3 3 24 31 Griev	0.0% 0.0% 0.0% 0.0% 0.0% 3.2% 0.0% 9.7% 0.0% 9.7% 100.0% /ances Griovance ui, Stage 1) % 0.0%	2 43 0 1 1 26 110 140 22 15 223 613 1175 Lea Left Emp	3.7% 0.0% 0.1% 0.1% 2.2% 9.3% 11.9% 0.2% 13.3% 19.0% 19.0% 100.0%		Complaint	0 0 0 0 0 0 0 0 0 0 1 1 1 2 Recru Raised at Recruitmen Number	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 4 0 0 1 5 4 0 3 12 58 87	4.6% 0.0% 0.0% 1.196 5.7% 4.6% 4.6% 3.4% 66.7% 100.0%
Other Christian Reman Catholic Sikh Another Religion Nore Total SEXUAL ORIENTATION Bi-Sexual Heterosexual	1 65 351 999 11 1711 5277 9103 Application Number 58 3888	0.1% 0.0% 0.7% 11.0% 11.0% 1.0% 18.8% 1.0% 10.0% 18.8% 10.0% 17raining % 0.6% 42.7%	2 2 1 1 28 231 517 6 8 994 4987 6844 6844 6844 6844 6844 6844 6844 68	0.0% 0.0% 0.4% 0.4% 3.4% 7.6% 1.2% 11.2% 10.0% 67.0% 0.7% 40.07% 0.7% 34.7%	0 0 0 1 3 0 0 3 24 31 Griev Raised a (Individual	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 3.2% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	2 43 0 1 1 26 110 140 2 16 223 613 1175 Lea Left Emp Number 7 510	3.7% 0.0% 0.1% 2.2% 9.3% 11.9% 0.2% 11.9% 12.9% 10.0% 100.0%	Raised a	Complaint	0 0 0 0 0 0 0 0 0 0 1 1 1 2 Recruit Raised at Recruitmen Number 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 4 0 0 1 5 4 0 3 12 58 87 Discip Subject to Acc	4.6% 0.0% 0.0% 1.1% 5.7% 4.6% 0.0% 3.4% 13.9% 66.7% 100.0% Disciplinary tion % 0.0% 29.9%
Other Christian Roman Catholic Sith Sith Nore Nore Nore Nort Nort Nort SEXUAL ORIENTATION	1 65 351 999 11 91 1711 5277 9103 Application Number 58 58 3888 83	0.1% 0.0% 0.0% 0.7% 3.9% 11.0% 1.0% 1.0% 18.8% 57.9% 100.0% Training % 0.6% 42.7% 4.2.7%	28 28 28 28 28 28 28 28 28 28 28 28 28 2	0.0% 0.0% 0.4% 0.4% 7.6% 14.5% 67.0% 100.0%	0 0 0 1 1 3 0 0 3 0 3 24 31 Griev Raissed a (Individua	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 3.2% 9.7% 0.0% 9.7% 100.0% 4.100.0% Grievance 1, Stage 1) % 0.0% 2.9,0% 0.0% 0.0%	2 43 0 1 1 26 110 140 15 223 613 1175 Lea Left Emp Number 7 7 510	3.7% 0.0% 0.1% 2.2% 9.3% 11.9% 0.2% 13.3% 10.0% 10.0% Vers Oldyment % 0.6% 43.4% 0.8%	Raised a	Complaint	0 0 0 0 0 0 0 0 0 0 1 1 1 2 Recru Raised an Recruitmen Number 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 4 0 0 1 5 4 0 1 5 4 0 0 1 5 5 4 0 0 1 5 87	4.6% 0.0% 0.0% 1.11% 5.7% 4.6% 4.6% 3.4% 3.4% 13.9% 66.7% 100.0%
Other Christian Reman Catholic Sikh Another Religion Nome Por Disclosed Total SEXUAL ORIENTATION Bi-Sexual Heterosexual Lesbian / Gay Other	1 65 351 999 11 1711 5277 9103 Application Number 58 3988 83	0.1% 0.0% 0.0% 0.7% 3.9% 11.0% 1.0% 1.0% 18.8% 57.9% 100.0% Training % 0.6% 0.6% 0.9% 0.9%	2 2 1 1 28 231 29 231 6 8 994 4987 6844 6844 6844 67 47 2379 47 18	0.0% 0.0% 0.4% 0.4% 3.4% 7.6% 1.2% 14.5% 67.0% d Training 96 0.7% 3.4,7% 0.79%	0 0 0 0 1 1 3 0 3 24 31 Gries Gries Raisod a (individual Number Number 0 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 3.2% 0.0% 3.2% 0.0% 1.00	2 43 0 1 26 110 110 126 110 127 140 128 161 175 Lea Loft Emp Number 10 10 10 10 10 10 10 10 10 10 10 10 10	3,7%, 0,0%, 0,1%, 2,2%, 9,3%, 11,9%, 0,2%, 11,9%, 12,2%, 10,0%, 52,1%, 100,0%, 52,1%, 100,0%, 40,4%, 0,6%, 43,4%, 0,6%, 0,6%,	Raised a	Complaint	0 0 0 0 0 0 0 0 0 0 1 1 1 2 Recruit Raised at Recruitmen Number 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 4 0 0 1 1 5 4 4 0 3 12 58 67 Subject to Murribor 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	4.6% 0.0% 0.0% 0.0% 1.1% 5.7% 4.6% 0.0% 13.9% 66.7% 100.0% Disciplinary tion 0.0% 29.9% 0.0%
Other Christian Roman Catholic Sith Sith Nore Nore Nore Nort Nort Nort SEXUAL ORIENTATION	1 65 351 999 11 91 1711 5277 9103 Application Number 58 58 3888 83	0.1% 0.0% 0.0% 0.7% 3.9% 11.0% 1.0% 1.0% 18.8% 57.9% 100.0% Training % 0.6% 42.7% 4.2.7%	28 28 28 28 28 28 28 28 28 28 28 28 28 2	0.0% 0.0% 0.4% 0.4% 7.6% 14.5% 67.0% 100.0%	0 0 0 1 1 3 0 0 3 0 3 24 31 Griev Raissed a (Individua	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 3.2% 9.7% 0.0% 9.7% 100.0% 4.100.0% Grievance 1, Stage 1) % 0.0% 2.9,0% 0.0% 0.0%	2 43 0 1 1 26 110 140 15 223 613 1175 Lea Left Emp Number 7 7 510	3.7% 0.0% 0.1% 2.2% 9.3% 11.9% 0.2% 13.3% 10.0% 10.0% Vers Oldyment % 0.6% 43.4% 0.8%	Raised a	Complaint	0 0 0 0 0 0 0 0 0 0 1 1 1 2 Recru Raised an Recruitmen Number 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 4 0 0 1 5 4 0 1 5 4 0 0 1 5 5 4 0 0 1 5 87	4.6% 0.0% 0.0% 1.11% 5.7% 4.6% 4.6% 3.4% 3.4% 13.9% 66.7% 100.0%
Other Christian Roman Catholic Sikh Another Religion Another Religion Not Dischosed Total SEXUAL ORIENTATION Bi-Sexual I-leteronexical I-leteronexical Chief Chie	1 65 351 999 11 91 1771 5277 9103 Application Number 58 93888 83 19 5055	0.1% 0.0% 0.0% 0.7% 0.7% 11.0% 11.0% 18.9% 57.9% 100.0% Training % 0.6% 42.7% 42.7% 0.9% 0.2% 55.6%	281 281 281 281 281 281 281 281 281 281	0.0% 0.0% 0.4% 0.4% 0.4% 0.19% 1.4% 1.4% 1.4% 1.4% 1.0% 1.00% d Training 96 0.7% 34.7% 34.7% 3.4.7% 0.7% 0.3% 6.3.6%	0 0 0 1 1 3 3 24 31 Griev Raised a (individual Number 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	2 43 0 1 110 110 2 156 223 1176 1176 Lea Left Emp Number 7 510 0 0 649	3,7% 0,0% 0,1% 2,2% 9,3% 1,3% 1,3% 1,3% 1,3% 1,3% 1,3% 1,3% 1	Raised a	Complaint	0 0 0 0 0 0 0 0 0 0 0 1 1 1 1 2 Recruitmen Recruitmen O 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 4 0 0 1 1 1 4 0 0 3 1 1 2 8 8 97 Discip Subject to Act Number 0 0 0 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	4.6% 0.0% 0.0% 1.1% 5.7% 4.6% 0.0% 13.9% 66.7% 100.0% 100.0% 100.0%
Other Christian Roman Catholic Sitch Another Religion Another Religion Not Disclosed Total SEXUAL ORIENTATION Bi-Sexual Heteroseoxial Heteroseoxial Chip	1 65 351 999 11 91 1771 5277 9103 Application Number 58 93888 83 19 5055	0.1% 0.0% 0.0% 0.7% 0.7% 11.0% 11.0% 18.9% 57.9% 100.0% Training % 0.6% 42.7% 42.7% 0.9% 0.2% 55.6%	2 1 1 28 231 517 6 80 994 4587 6844 6844 47 47 47 18 4353 6844	0.0% 0.0% 0.4% 0.4% 0.4% 0.19% 1.4% 1.4% 1.4% 1.4% 1.0% 1.00% d Training 96 0.7% 34.7% 34.7% 3.4.7% 0.7% 0.3% 6.3.6%	0 0 0 0 1 1 1 3 0 0 3 24 91 Griev Raised a (individua Number 9 0 0 22 31	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	2 43 0 1 26 110 110 120 110 12 16 223 613 1175 Leat Emp Number 7 610 9 649 1176	3,7% 0,0% 0,1% 2,2% 9,3% 1,5% 1,3% 1,3% 1,3% 1,3% 1,3% 1,3% 1,3% 1,3	Raised a	Complaint	0 0 0 0 0 0 0 0 1 1 1 2 Recru Raised an Rescruitmen Number 0 0 0 0 2 2 2	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 4 0 0 1 5 4 4 4 4 4 6 8 1 5 8 7 Discip Subject to Warnber 0 0 6 6 6 6 6 6 6 7	4.6% 0.0% 0.0% 1.1% 5.7% 4.6% 0.0% 13.9% 66.7% 100.0% 100.0% 100.0%
Other Christian Roman Catholic Sith Sith Sith State Religion Nore Nore Not Disclosed Total SEXUAL ORIENTATION BI-Sexual Heterosexual Lesbian / Gay Other Not Disclosed Total Total Other No Chicalosed Total	1 65 351 999 11 91 1771 5277 9103 Application Number 58 93888 83 19 5055	0.196 0.096 0.096 0.796 3.996 11,096 1.098 1.098 100.094 Training 96 0.696 42,796 42,796 0.296 0.296 100.094	2 1 1 28 231 517 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.0% 0.0% 0.4% 0.4% 0.4% 0.19% 1.4% 1.4% 1.4% 1.4% 1.0% 1.00% d Training 96 0.7% 34.7% 34.7% 3.4.7% 0.7% 0.3% 6.3.6%	0 0 0 0 1 1 1 3 3 0 0 24 31 Griev Raised a (individual Number 0 0 0 0 22 31 Griev Raised Rai	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	2 43 0 1 110 1110 1140 2 153 613 1175 Lea Number 7 7 0 0 649 1175	3,7% 0,0% 0,1% 0,1% 1,1,9% 1,1,9% 1,1,9% 1,0,0% 1,0,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0% 10,0%	Raised a	% %	O O O O O O O O O O O O O O O O O O O	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 4 0 0 1 1 1 5 5 4 0 0 3 3 1 2 5 87	4.6% 0.0% 0.0% 1.11% 5.7% 4.6% 9.0% 65.7% 10.0% 10.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0%
Giter Christian Roman Catholic Sikh Sikh Sikh Sikh Sikh Sikh Sikh Sikh	1 65 351 351 351 351 351 351 351 351 351 35	0.196 0.096 0.096 0.726 3.996 11.096 11.096 12.096 140.096 Training 96 0.696 42.796 0.996 0.996 Training 100.096	2 1 28 28 29 29 29 29 29 29 29 29 29 29 29 29 29	0.0% 0.0% 0.0% 0.4% 0.4% 3.4% 7.0% 7.0% 1.2% 1.2% 1.4.5% 1.0.0% 100.0%	0 0 0 1 1 1 3 0 0 0 3 24 31 Griev Raised a (individua) Numbeu 0 0 2 31 Griev Gri	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	2 43 0 1 1 10 110 2 15 15 223 1175 Lea Lot Emp 1176 Lea Lot Emp 1176	3.7% 0.0% 0.1% 2.2% 9.3% 1.3% 1.3% 1.3% 1.90% 52.2% 1.9.0% 52.2% 19.0% 52.1% 100.0%	Raised a Number Number Harass Raised a	% %	0 0 0 0 0 0 0 0 0 0 0 1 1 1 2 Recrutmen 0 0 0 0 2 2 2 Recrut Raised at Recrutmen 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 4 0 0 1 1 1 4 0 0 3 12 55 07 Discil 87	4.6% 0.0% 0.0% 0.0% 1.1% 5.7% 5.7% 6.0% 13.9% 66.7% 13.9% 60.7% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0%
Giter Christian Roman Catholic Sikh Sikh Sorre Religion Nore Nore Nore Nor Disclosed Total SEXUAL ORIENTATION Bi-Sexual Interosexual Lestian / Gay Other Not Disclosed Total GenDER	1 95 95 95 96 96 96 96 96 96 96 96 96 96 96 96 96	0.1% 0.0% 0.0% 0.0% 0.0% 0.0% 11.0% 11.0% 15.8% 16.8% 16.8% 100.0% Training % 0.6% 42.7% 100.0% Training Training Training Training	2 1 28 231 281 281 281 281 291 491 291 291 291 291 291 291 291 291 291 2	0.0% 0.0% 0.4% 0.4% 0.1% 0.1% 1.4.5% 14.5% 14.5% 10.0% 10.0% 10.0% d Training % 0.7% 3.4.7% 3.4.7% 10.0% 63.6% 100.0%	0 0 0 0 1 1 1 3 0 0 3 24 31 Griev Raised a (Individua Griev Raised a (Individua Raised a (Individua Raised a (Individua Number	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	2 43 0 1 110 110 110 125 613 613 1175 Lea Number 9 0 649 1175 Lea Let Emp	3,7% 0,0% 0,1% 0,1% 1,2% 0,1% 1,1,9% 1,1,9% 1,1,9% 1,0,0%	Raised a (Number Harass Raised a (Number	complaint % sment * Complaint %	O O O O O O O O O O O O O O O O O O O	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 4 0 0 1 1 1 5 4 0 3 3 1 2 5 87 Discipor to Accompany	4.6% 0.0% 0.0% 0.0% 1.11% 1.1% 4.6% 4.6% 0.0% 13.9% 66.7% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0%
Other Christian Roman Catholic Sith Sith Sith State Religion Nore Nore Not Disclosed Total SEXUAL ORIENTATION BI-Sexual Heterosexual Lesbian / Gay Other Not Disclosed Total Total Other No Chicalosed Total	1 65 351 351 351 351 351 351 351 351 351 35	0.196 0.096 0.096 0.726 3.996 11.096 11.096 12.096 140.096 Training 96 0.696 42.796 0.996 0.996 Training 100.096	2 1 28 28 29 29 29 29 29 29 29 29 29 29 29 29 29	0.0% 0.0% 0.0% 0.4% 0.4% 3.4% 7.0% 7.0% 1.2% 1.2% 1.4.5% 1.0.0% 100.0%	0 0 0 1 1 1 3 0 0 0 3 24 31 Griev Raised a (individua) Numbeu 0 0 2 31 Griev Gri	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	2 43 0 1 1 10 110 2 15 15 223 1175 Lea Lot Emp 1176 Lea Lot Emp 1176	3.7% 0.0% 0.1% 2.2% 9.3% 1.3% 1.3% 1.3% 1.90% 52.2% 1.9.0% 52.2% 19.0% 52.1% 100.0%	Raised a Number Number Harass Raised a	% %	0 0 0 0 0 0 0 0 0 0 0 1 1 1 2 Recrutmen 0 0 0 0 2 2 2 Recrut Raised at Recrutmen 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 4 0 0 1 1 1 4 0 0 3 12 55 07 Discil 87	4.6% 0.0% 0.0% 0.0% 1.1% 5.7% 5.7% 6.0% 13.9% 66.7% 13.9% 60.7% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0%
Other Christian Roman Catholic Silsh Another Religion Another Religion Not Disclosed Total SEXUAL ORIENTATION Ei-Sexual Heterosexual Lesbian / Gay Chrier All Disclosed Total GENDER	1 65 351 351 351 351 351 351 351 351 351 35	0.1% 0.0% 0.0% 0.0% 0.7% 3.9% 11.0% 12.0% 18.8% 1.0% 16.9% 10.0% Training 5% 0.6% 0.6% Training 7% 10.0%	2 1 28 29 28 29 29 29 29 29 29 29 29 29 29 29 29 29	0.0% 0.0% 0.0% 0.4% 3.4% 7.6% 1.2% 14.5% 10.0% d Training % 0.7% 0.7% 0.7% 0.7% 0.7% 0.7% 0.7% 0.	O O O O O O O O O O O O O O O O O O O	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	2 43 0 1 1 20 10 10 10 10 10 10 10 10 10 10 10 10 10	3,7% 0,0% 0,1% 0,1% 0,1% 0,1% 1,2% 1,1,9% 1,	Raised a 1 Number Harass Raised a 1 Number	Siment * Complaint %6 Complaint %6 53,3%	0 0 0 0 0 0 0 0 0 0 0 1 1 1 2 Recru Raised an Recruitmen Rumber Recruitmen Rumber Rumber	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 4 0 0 1 1 1 6 6 1 3 12 58 07 Discip Subject to Acc Number Acc Number Acc Number Acc	4.6% 0.0% 0.0% 0.0% 1.1% 1.1% 1.1% 1.1% 1.1

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

OFFICIAL EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2021

Application Part	DISABLED		Trai	ning		Grievances	1.00	vers	Harass	ment *	Recru	itment	Disci	plinary
Company Comp	BIOABLEB					Raised a Grievance			Harassment *		Raised an Internal		Subject to Disciplinary	
Company Comp					_					-				
The part 1909 190							Number		Number				Number	
## PINOTY Page Pag							424		1				- 0	
Trial Tria									4				12	92.3%
Application for Yundring Recented Yashing Rec									9		ō			100.0%
Application for Yundring Recented Yashing Rec														
Application	ETHNICITY	Training		ning		Grievances	Leavers		Harassment *				Disciplinary	
A		Application	for Training	Received	Training		Left Em	ployment	Raised a	Complaint				
April Apri		Number	%	Number	%	Number %	Number	%	Number	%	Number	%	Number	%
Column	White Scottish	16224	81.8%	7220	82.9%	1 100.0%	181	56.2%	5	55.6%	О	0.0%	6	46.2%
2													2	15.4%
2		916		407						0.0%				0.0%
2000 2000														
Any control of training from the control of the control of training from t									- 0					
Page	Total White								6			0.0%		
Proceedings Procedure Pr									ō					0.0%
Section of the properties of t		265	1.3%	119	1.4%	0 0.0%		0.6%		0.0%	0	0.0%	0	0.0%
Part	ndian, Indian Scottish or Indian British		1.1%	93	1.1%		1		0	0.0%	0	0.0%		0.0%
State Page		0	0.0%	0	0.0%	0 0.0%		0.0%	0	0.0%		0.0%	0	0.0%
Application Continue Contin	Chinese, Chinese Scottish or Chinese British	0		0			0			0.0%				0.0%
Minon Agriculture of Arizon Relation of Arizon Relation Sp. O. O. O. O. O. O. O.	Other Asian background	7		2			1			0.0%				0.0%
State Afford State														0.0%
Company Comp						0 0.0%				0.0%		0.0%		0.0%
Second 14														
April Company April Co									0					
Second Proceeding Process Pr		14	0.1%		0.1%	0 0.0%			1	11.1%		0.0%		0.0%
Ann. Ann. December of Arch Bettern Q	other Caribbean / Black background	41	0.2%		0.1%					0.0%			0	
200 200														
SubTate Office (Emmin 158 0.9% 69 0.7% 0 0.0% 0							1							
Total Ethns Sept 4.0% 5.0%							1							0.0%
Training Second Trai		1												2.270
See 10 10 10 10 10 10 10	Total Ethnic	801	4.0%	337	3.9%		5		1		О	0.0%	0	0.0%
Training		628	3.2%		2.5%		56		2	22.2%	0		5	38.5%
Application for Training Received Training Received Training Raised a Grisvance (Individual, Stage 1) Left Employment Raised a Complaint Raised an Internal Recruitment Complaint Raised an Internal Recruitment Complaint Raised an Internal Recruitment Complaint Raised a Complaint Ra	Tota	19835	100.0%	8707	100.0%	1 100.0%	322	100.0%	9	100.0%	0	0.0%	13	100.0%
Martiser Sc. Mart	RELIGION OR BELIEF													
Description		Application			LTraining	Raised a Grievance					Raised ar	n Internal	Subject to	Disciplinar
Clarch of Scotland			for Training	Received		Raised a Grievance (Individual, Stage 1)	Left Em	ployment	Raised a	Complaint	Raised ar Recruitmen	n Internal t Complaint	Subject to A	Disciplinar tion
SEXUAL ORIENTATION	durefoliset	Number	for Training	Received	%	Raised a Grievance (Individual, Stage 1) Number %	Left Em	ployment %	Raised a	Complaint	Raised ar Recruitmen	n Internal t Complaint	Subject to As Number	Disciplina ction
SEXUAL ORIENTATION		Number 0	for Training % 0.0%	Received Number 0	% 0.0%	Raised a Grievance (Individual, Stage 1) Number % 0 0.0%	Left Em Number 0	ployment % 0.0%	Raised a	Complaint	Raised at Recruitmen Number 0	n Internal t Complaint % 0.0%	Subject to Ad Number 0	Disciplina tion
Austing 0 0.0%	Church of Scotland	Number 0 2	% 0.0% 0.0%	Received Number 0 2	% 0.0% 0.0%	Raised a Grievance (Individual, Stage 1) Number % 0 0.0% 0 0.0%	Number 0	% 0.0% 3.7%	Raised a	Complaint	Raised as Recruitmen Number 0	% 0.0% 0.0%	Subject to Ad Number 0 0	Disciplina stion % 0.0% 0.0%
1 0.0% 1 0.0% 1 0.0% 0 0.0%	Church of Scotland Indu	Number 0 2 0	% 0.0% 0.0% 0.0%	Number 0 2 0	% 0.0% 0.0% 0.0%	Raised a Grievance (Individual, Stage 1) Number % 0 0.0% 0 0.0% 0 0.0%	Number 0 12 0	% 0.0% 3.7% 0.0%	Raised a	Complaint	Raised at Recruitmen Number 0 0	% 0.0% 0.0% 0.0%	Subject to Ad Number 0 0	Disciplina etion % 0.0%
Comman Castrolic 1 0,0% 1 0,0% 0 0,0%	church of Scotland findu ewish Auslim	Number 0 2 2 0 0 0 0	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Number 0 2 0 0 0	% 0.0% 0.0% 0.0% 0.0%	Raised a Grievance (Individual, Stage 1) Number %. 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Number 0 12 0	% 0.0% 3.7% 0.0% 0.0% 0.6%	Raised a	Complaint	Raised at Recruitmen Number 0 0 0	% 0.0% 0.0% 0.0% 0.0% 0.0%	Subject to Ad Number 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
Description	hurch of Scotland lindu ewish Auslim	Number 0 2 2 0 0 0 0	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Number 0 2 0 0 0	% 0.0% 0.0% 0.0% 0.0%	Raised a Grievance (Individual, Stage 1) Number %. 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Number 0 12 0 0 2	% 0.0% 3.7% 0.0% 0.0% 0.6%	Raised a	Complaint	Raised at Recruitmen Number 0 0 0 0	% 0.0% 0.0% 0.0% 0.0% 0.0%	Subject to Ad Number 0 0 0 0	0.0% 0.0% 0.0% 0.0%
Service Society Soci	church of Scotland findu ewish fusilm fusilm	Number 0 2 2 0 0 0 0	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Number 0 2 0 0 0 0 0 1 1 1 1 1	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Raised a Grievance (Individual, Stage 1) Number 9% 0 0,9% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Left Em Number 0 12 0 0 2 8	% 0.0% 3.7% 0.0% 0.0% 0.6% 2.5%	Raised a	Complaint	Raised at Recruitmen Number 0 0 0 0 0 0 0 0	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Subject to Add	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.
19827 100.0% 8703 100.0% 1 100.0% 217 67.4% 0 0.0% 12 92.31 100.0% 19835 100.0% 8707 100.0% 1 100.0% 1 100.0% 322 100.0% 0 0.0% 13 100.0% 14 100.0% 10 13 13 100.0% 10 13 13 100.0% 10 13 13 100.0% 10 13 13 100.0% 10 13 13 100.0% 10 13 13 100.0% 10 13 13 100.0% 10 13 13 100.0% 10 13 13 100.0% 10 13 13 100.0% 10 13 13 100.0% 10 13 13 100.0% 10 13 13 100.0% 10 13 13 13 100.0% 10 13 13 13 13 13 100.0% 10 13 13 13 13 13 13 13	2-burch of Scotland findu lewish lewish Mullin Auslin Soman Catholic Sikh	Number 0 2 0 0 0 0 0	for Training % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Number 0 2 0 0 0 0 0 0 0 1 0 0	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Raised a Grievance (individual, Stage 1) Number %6 0 0,0%6 0 0,0%6 0 0,0%6 0 0,0%6 0 0,0%6 0 0,0%6 0 0,0%6 0 0,0%6	Left Em Number 0 12 0 0 2 8 34	% 0.0% 3.7% 0.0% 0.0% 0.6% 2.5% 10.6% 0.3%	Raised a	Complaint	Raised an Recruitmen Number 0 0 0 0 0 0	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Subject to Add	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.
Training	Church of Scotland -lindu lewish Muslim Dener Christian Renan Christian Renan Christian Renan Christian Renan Christian Renan Christian Renan Christian	Number 0 2 0 0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0	for Training % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Number 0 2 0 0 0 0 0 1 0 0 0 0	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Raised a Grievance (Individual, Stage 1) Number %6. 0 0.0%6. 0 0.0%6. 0 0.0%6. 0 0.0%6. 0 0.0%6. 0 0.0%6. 0 0.0%6. 0 0.0%6. 0 0.0%6.	Left Em Number 0 12 0 0 2 8 34 1	% 0.0% 3.7% 0.0% 0.0% 0.0% 0.6% 0.6% 10.6% 0.3% 0.3%	Raised a	Complaint	Raised at Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Subject to Ar Number 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%
Training Received Trai	Purch of Scotland findu ewish fusim 1ther Christian 2ther Catholic Sith worther Religion Jone	Number 0 2 0 0 0 0 0 0 1 1 0 0	for Training % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Received Number 0 2 0 0 0 0 1 1 0 1	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Raised a Grievance (Individual, Stage 1) Number 96 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%	Left Em Number 0 12 0 0 2 8 34 1 0 48	0.0% 0.0% 3.7% 0.0% 0.0% 0.0% 0.6% 2.5% 10.6% 0.3% 0.0%	Raised a	Complaint	Raised ar Recruitmen O O O O O O O O O O O O O O O O O O O	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Subject to Art	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.
Application for Training Received Training Relief a Grievance (Individual, Stage 1) Left Employment Raised a Complaint Raised an Internal Recruitment Complaint Number %	Church of Scotland I-lindu Lewish Muslim Dither Christian Soman Catholic Sikh Another Religion Jone	Number 0 2 0 0 0 0 0 0 0 0 0 1 0 0 0 1 0 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 1 0	for Training % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Received Number 0 2 0 0 0 0 1 1 0 1 1 8703	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Raised a Grievance (Individual, Stage 1) Number %6 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 1 100.0%	Left Em Number 0 12 0 2 8 34 1 0 48 217	96 0.0% 3.7% 0.0% 0.0% 0.0% 0.6% 2.5% 0.3% 0.3% 0.3% 0.0% 14.9% 67.4%	Raised a	Complaint	Raised an Recruitmen O O O O O O O O O O O O O O O O O O O	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Subject to Art Mumber 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%
Raised a Complaint Raised an Internal Recruitment Complaint Ra	Church of Scotland findu lewish Auslin Other Christian Koman Catholic likh nonther Religion Jone Jone Jone Jot Disclosed	Number 0 2 0 0 0 0 0 0 0 0 0 1 0 0 0 1 0 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 1 0	for Training % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Received Number 0 2 0 0 0 0 1 1 0 1 1 8703	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Raised a Grievance (Individual, Stage 1) Number %6 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 1 100.0%	Left Em Number 0 12 0 2 8 34 1 0 48 217	96 0.0% 3.7% 0.0% 0.0% 0.0% 0.6% 2.5% 0.3% 0.3% 0.3% 0.0% 14.9% 67.4%	Raised a	Complaint	Raised an Recruitmen O O O O O O O O O O O O O O O O O O O	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Subject to Art Mumber 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%
Application for Training Received Training Cindividual, Stage 1) Left Employment Raised a Complaint Recruitment Complaint Number %	Church of Scotland -lindu Jewish Jewish Muslim Other Christian Coman Catholic Sikh Sikh Sikh Sikh Sikh Sikh Sikh Sikh	Number 0 2 0 0 0 0 0 0 0 0 0 1 0 0 0 1 0 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 1 0	for Training % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Received Number 0 0 0 0 0 0 0 1 1 0 0 1 8703 8707	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Raised a Grievance (Individual, Stage 1) Number	Left Em Number 0 12 0 0 2 8 34 1 0 48 217 322	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.6% 0.6%	Raised a (Somplaint %	Raised as Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Subject to A Number 0	95 Obsciplination % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
3-Sexual 0 0.0% 0 0.0% 0 0.0% 2 0.6% 0 0.0%	Church of Scotland findu lewish Uswish Uther Christian Soman Catholic Sikh Sikh Soman Catholic Sikh Soman Catholic Sikh Sikh Soman Catholic Sikh Sikh Sikh Soman Catholic Sikh	Number 0 2 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	for Training % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Received Number 0 2 2 0 0 0 0 1 1 0 0 1 8703	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Raised a Grievance (Individual, Stage 1) Number	Left Em Number 0 12 0 0 2 8 34 1 0 48 217 322	ployment % 0.0% 3.7% 0.0% 0.0% 0.0% 0.0% 0.6% 2.5% 10.6% 10.6% 0.0% 14.9% 67.4% 100.0%	Raised a (% %	Raised an Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Subject to At Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 12 12 13 Disci	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0
8	Church of Scotland -lindu Jewish Jewish Muslim Other Christian Coman Catholic Sikh Sikh Sikh Sikh Sikh Sikh Sikh Sikh	Number 0 2 0 0 0 0 0 0 0 0 1 1 0 0 5 19827 19835	for Training % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Received	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Raised a Grievance (Individual, Stage 1) Number	Left Em Number 0 12 0 0 2 8 34 1 0 48 217 322 Lest Em	Ployment % 0.0%	Raised a	% % % % % % % % % % % % % % % % % % %	Raised at a Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 0 Recrui	n Internal to Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Subject to AA Number 0 0 0 0 0 0 0 0 0 1 12 13 Disci	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
Company Comp	hurch of Scotland findu ewish fusim Unter Christian Coman Catholic Another Religion Jone John Comman Catholic Another Religion Jone John Comman Catholic Jo	Number 0 2 0 0 0 0 0 0 1 1 0 0 1 1 9 19635	for Training % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Received	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Raised a Grievance (Individual, Stage 1) Number	Left Em Number 9 9 12 12 0 0 2 8 34 1 1 217 322 Left Em Number	96 0.0% 3.7% 0.0% 0.0% 0.0% 0.0% 0.0% 2.5% 10.6% 10.6% 14.9% 67.4%	Raised a	% % % % % % % % % % % % % % % % % % %	Raised at Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 0 Recruitmen Raised at Recruitmen	n Internal t Complaint %6 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Subject tc Au Number 0 0 0 0 0 0 1 12 13 Disci Subject tc Au	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
Description	church of Scotland Inclu evital Evita	Number 0 2 0 0 0 0 0 0 0 1 1 0 0 5 19827 19835 Application Number 0	for Training % 0.%% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Received Number O O O O O O O O O	\$\\ \frac{96}{0.0%} \\ \frac{96}{0.0} \\ \frac{96}{0.0} \\ \frac{9}{0.0} \\ \frac{100.0}{0.0} \\ \frac{100.0}{0.0} \\ \frac{100.0}{0.0} \\ \frac{9}{0.0} \\ \fr	Raised a Grievance (individual, Stage 1) Number	Loft Em Number 0 0 12 0 0 2 2 34 1 1 0 48 217 322 Lest Em	96 96 96 96 96 96 96 96	Raised a	% % % % % % % % % % % % % % % % % % %	Raised an Recruitment of the Control	n Internal t Complaint %6 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Subject to AA Number 0 0 0 0 0 0 0 0 1 12 13 Disci Subject to AA Number 0	Disciplina cition % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 10.0% 0.0%
19827 100,0% 8703 100,0% 0 0,0% 213 66,1% 0 0,0% 12 92,3°	church of Scotland indu ewish tusim Unter Christian Unter Ratifolic Unother Religion United Religion U	Number 0 2 0 0 0 0 0 0 1 1 0 0 1 1 9 19627 19635 Application Number 0 8	for Training 96. 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Received Number O O O O O O O O O	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Raised a Grievance (Individual, Stage 1) Number	Left Em Number 0 0 2 2 8 34 1 1 0 217 322 Left Em Number 2 100	ployment 96 0.0% 3.7% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 10.6%	Raised a	% % % % % % % % % % % % % % % % % % %	Raised at Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 Recruitmen 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal t Complaint %6 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Subject to AM Number 0 0 0 0 0 0 0 0 1 1 12 13 Disci Subject to AM Number 0	Disciplination % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
1983 100.0% 8707 100.0% 1 100.0% 322 100.0% 0 0.0% 13 100.0%	church of Scotland Inclu ewish devish devish	Number 0 2 0 0 0 0 0 0 1 0 0 5 19827 19835 Application Number 0 8 0 0	for Training % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Received Number O	\$\\\^{\chi_{0}}\$	Raised a Grievance (individual, Stage 1) Number %6 0 0.0%6 0 0.0%6 0 0.0%6 0 0.0%6 0 0.0%6 0 0.0%6 0 0.0%6 0 0.0%6 0 1.0%6 0 0.0%6 0 0.0%6 0 0.0%6 0 0.0%6 0 0.0%6 0 0.0%6 0 0.0%6 1 100.0% Grievances Raised a Grievance (individual, Stage 1) Number \$40.0%6 0 0.0%6 0 0.0%6 0 0.0%6 0 0.0%6	Left Em Number 0 0 12 0 0 2 8 8 14 0 49 217 322 Less Left Em Number 2 100 7	96 96 96 97 96 97 96 97 96 97 97	Raised a	% % % % % % % % % % % % % % % % % % %	Raised as A Secretary of the Control	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Subject to Address	Disciplination
Application for Training Received Training Relieved a Crievance (Individual, Stage 4) Left Employment Raised a Complaint Raised an Internal Recruitment Complaint Raised an Internal Re	church of Scotland indu ewish dustin Unter Christian Chron Catholic likh Chron Catholic likh Chro Chro Chro Chro Chro Chro Chro Chr	Number 0 2 0 0 0 0 1 0 0 0 1 1 0 0 5 19627 19635 Application Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	for Training	Received Number	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Raised a Grievance (Individual, Stage 1) Number	Left Em Number 0 0 0 2 2 8 34 1 0 9 217 322 Left Em Number 2 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	ployment 96 0.0% 3.7% 3.7% 0.0% 0.0% 0.0% 0.0% 10.6% 2.5% 10.6% 10.6% 40.0% 10.6% 1	Raised a	% % % % % % % % % % % % % % % % % % %	Raised as Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 Recruitmen Raised as Recruitmen Number	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Subject to the content of the cont	Disciplination 9% 0.99%
Application for Training Received Training Received Training Relieved Scrievance (Individual, Stage 1) Left Employment Raised a Complaint Raised an Internal Recruitment Complaint Ra	Church of Scotland *findu Interviewh In	Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	for Training 96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Received	1 Training 1 Training 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0%	Raised a Grievance (individual, Stage 1) Number	Loft Em Number 0 0 12 2 8 34 1 0 48 217 322 Left Em Number 2 0 0 48 217 322	96 96 96 96 96 96 96 96	Raised a	% % % % % % % % % % % % % % % % % % %	Raised at Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Subject to August	Disciplination
Application for Fraining Received Fraining Clindividual, Stage 1) Left Employment Raised a Complaint Recruitment C	Church of Scotland Infratu Lewish Lewish Lewish Author Soman Catholic Sikh Another Religion Jone Soman Catholic Sikh Another Religion Jone Service SEXUAL ORIENTATION SEXUAL ORIENTATION SI-Sexual Letterosexual	Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	for Training % 0.0% 9,0% 9,0% 9,0% 0.0% 9,0% 9,0% 100.0% 100.0% 100.0% Training % 9,0% 9,0% 9,0% 100.0% 100.0% 100.0%	Number 0 0 0 0 0 0 0 0 0	1 Training 1 Training 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0% 1 0.0%	Raised a Grievance (individual, Stage 1) Number	Left Em Number 0 0 12 0 0 2 8 8 14 1 0 48 217 322 Left Em Number 100 7 0 213 322	96 0.0% 3.7% 0.0% 0.	Raised a Number Harass Raised a Number	% % See See See See See See See See See	Raised an Recruit Respective Respectiv	n Internal to Complaint	Subject to Accordance Number	Disciplination %.
Male 2615 13.2% 1177 13.5% 0 0.0% 84 26.1% 1 11.1% 0 0.0% 5 38.5° emale 16795 84.7% 7398 85.0% 1 100.0% 238 73.9% 8 88.9% 0 0.0% 8 61.5° kot Disclosed 2.1% 132 1.5% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%	Church of Scotland findu leavish findu leavish leavish Some Christian Somen Catholic Sikh Incoter Religion Jone Sore Sore Sore Sore Sore Sore Sore Sor	Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	for Training % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Received Number	76 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Raised a Grievance (Individual, Stage 1) Number	Left Em Number 0 0 12 0 0 2 8 8 44 217 322 Left Em Number 2 100 7 0 2 130 7 0 2 13322	96 96 96 96 96 96 96 96	Raised a l	% %	Raised at Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Subject to AM Number 0 0 0 0 0 1 12 13 Disci Subject to AM Number 1 1 Disci	Disciplination
Eemale 16795 84,7% 7398 85,0% 1 100,0% 238 73,9% 8 88,9% 0 0,0% 8 61.5° volt Disclosed 425 2.1% 132 1.5% 0 0,0% 0 0,0% 0 0,0% 0 0,0%	Church of Scotland	Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	for Training % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Received Number	76 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Raised a Grievance (individual, Stage 1) Number	Left Em Number 0 0 12 0 0 2 8 8 44 217 322 Left Em Number 2 100 7 0 2 130 7 0 2 13322	96 96 96 96 96 96 96 96	Raised a l	% %	Raised an Recruit Manual Raised an Recruit Rec	n Internal to Complaint	Subject to	Disciplination %. %. 0.0% 0.0%, 0.
Female 16795 84,7% 7398 85,0% 1 100,0% 238 73,9% 8 85,9% 0 0,0% 8 61.5° to Disclosed 425 2.1% 132 1.5% 0 0,0% 0 0,0% 0 0,0% 0 0,0%	Church of Scotland findu leavish findu leavish leavish Some Christian Somen Catholic Sikh Incoter Religion Jone Sore Sore Sore Sore Sore Sore Sore Sor	Number 0 2 2 0 0 0 0 0 1 1 0 1 5 19827 19835 Application Application	for Training % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Received Received	76 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Raised a Grievance (Individual, Stage 1) Number	Left Em Number 0 0 12 12 0 0 2 8 44 1 1 0 48 217 322 Left Em	96 96 96 96 96 96 96 96	Raised a (Number Harass Raised a (Number	ment * Complaint % ment * Complaint % Complaint	Raised at Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal to Complaint	Subject to	Disciplination
	Church of Scotland inclu lewish Userish Useri	Number 0 2 0 0 0 0 0 1 0 0 1 0 0 1 1 0 0 1 9 19827 19835 Application 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	for Training 96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 10.0% 10.0% 100.0% Trai for Training % 0.0% 100.0% Trai for Training 76 Training Training 76 Training	Received Number	96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Raised a Grievance (individual, Stage 1) Number	Loft Em Number 0 0 12 8 34 1 0 48 217 322 Loft Em Number 100 213 221 Lost Em Number 844	96 96 96 96 96 96 96 96	Raised a (Number Harass Raised a (Number	ment * Complaint % Complaint % Complaint % Complaint %	Raised at Recruitmen Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal t Complaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Subject to	Disciplination
	Church of Scotland	Number 0 0 0 0 0 0 0 1 1 0 0 0 1 1 0 0 0 1 1 0 0 0 1 1 0 0 0 0 1 1 0 0 0 0 0 1 1 0	for Training % 0.0% 9,0% 9,0% 9,0% 9,0% 9,0% 9,0% 9,0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0%	Number N	1 Training	Raised a Grievance (individual, Stage 1) Number	Left Em Number 0 0 12 0 0 2 8 8 14 1 0 49 217 322 Less Left Em Number 2 190 0 192 193 2 190 190 190 190 190 190 190 190 190 190	96 96 96 97 96 97 96 97 97	Harass Raised a t Number Harass Raised a t Raised a t Number 1 8	ment * Complaint %6 **Gomplaint %6 Complaint **Gomplaint	Raised at Recruitmen R	n Internal to Complaint	Subject to According to Subject to According to Accordi	Disciplinary % 0.0% 0

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