

OFFICIAL EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2023

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	620	3.3%	457	3.6%	0	0.0%	68	3.3%	0	0.0%	0	0.0%	61	41.8%
Non Disabled	6603	35.3%	4443	33.8%	0	0.0%	909	44.0%	0	0.0%	0	0.0%	84	57.5%
Total	11498	61.4%	8321	62.8%	31	79.5%	2068	100.0%	17	100.0%			146	100.0%

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	12745	68.1%	9231	69.8%	26	66.7%	1103	53.3%	14	82.4%	0	0.0%	99	67.8%
Other British	1771	9.1%	1160	8.8%	0	0.0%	331	16.0%	0	0.0%	0	0.0%	0	0.0%
Irish	90	0.5%	59	0.4%	0	0.0%	0	0.0%	2	11.8%	0	0.0%	0	0.0%
Gypsy / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	17	0.1%	0	0.0%	0	0.0%	25	0.2%	0	0.0%	0	0.0%	0	0.0%
Show man/Show woman	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Roma	0	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	146	0.8%	93	0.7%	0	0.0%	385	1.7%	0	0.0%	0	0.0%	0	0.0%
Total White	14710	78.8%	10551	79.8%	26	66.7%	1481	71.6%	16	94.1%	0	0.0%	107	73.3%
Any mixed or multiple ethnic groups	40	0.2%	23	0.2%	0	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	26	0.1%	11	0.1%	0	0.0%	19	0.9%	0	0.0%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	39	0.2%	21	0.2%	0	0.0%	10	0.5%	0	0.0%	0	0.0%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	0.0%	0	0.0%	2	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%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	13	0.1%	0	0.0%	0	0.0%	12	0.6%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	78	0.5%	43	0.3%	0	0.0%	49	2.4%	0	0.0%	0	0.0%	0	0.0%
African, African Scottish or African British	101	0.5%	30	0.2%	0	0.0%	18	0.9%	0	0.0%	0	0.0%	0	0.0%
Other African background	48	0.3%	17	0.1%	0	0.0%	21	1.0%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	11	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	165	0.9%	52	0.4%	0	0.0%	41	2.0%	0	0.0%	0	0.0%	0	0.0%
Arab, Arab Scottish or Arab British	25	0.1%	79	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	25	0.1%	16	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Other Ethnic	50	0.3%	35	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total Ethnic	348	1.9%	153	1.2%	0	0.0%	99	4.8%	0	0.0%	0	0.0%	38	26.0%
Non Disclosed	3663	19.8%	2517	19.0%	11	28.2%	498	23.8%	17	100.0%	0	0.0%	146	100.0%
Total	18721	100.0%	13221	100.0%	39	100.0%	2068	100.0%	17	100.0%			146	100.0%

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	16	0.1%	13	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Church of Scotland	1004	5.4%	726	5.5%	0	0.0%	106	5.1%	0	0.0%	0	0.0%	0	0.0%
Hindu	10	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Jewish	0	0.0%	0	0.0%	0	0.0%	30	1.5%	0	0.0%	0	0.0%	0	0.0%
Muslim	70	0.4%	44	0.3%	0	0.0%	112	5.4%	0	0.0%	0	0.0%	13	8.9%
Other Christian	719	3.8%	480	3.6%	0	0.0%	268	13.0%	0	0.0%	0	0.0%	0	0.0%
Roman Catholic	1443	7.7%	977	7.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sikh	28	0.1%	14	0.1%	0	0.0%	29	1.4%	0	0.0%	0	0.0%	0	0.0%
Pagan	0	0.0%	0	0.0%	0	0.0%	440	21.3%	0	0.0%	0	0.0%	27	18.5%
Another Religion	187	1.0%	130	1.0%	0	0.0%	1066	51.5%	0	0.0%	0	0.0%	87	59.6%
None	2862	15.3%	1809	13.7%	33	84.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Not Disclosed	12380	66.1%	9023	68.2%	39	100.0%	2068	100.0%	17	100.0%	0	0.0%	146	100.0%
Total	18721	100.0%	13221	100.0%	39	100.0%	2068	100.0%	17	100.0%			146	100.0%

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	86	0.5%	60	0.5%	0	0.0%	17	0.8%	0	0.0%	0	0.0%	57	39.0%
Heterosexual	6332	33.8%	4200	31.8%	0	0.0%	932	45.1%	0	0.0%	0	0.0%	0	0.0%
Lesbian / Gay	112	0.6%	51	0.4%	0	0.0%	27	1.3%	0	0.0%	0	0.0%	0	0.0%
Other	41	0.2%	33	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Not Disclosed	12150	64.9%	8977	67.1%	39	100.0%	1090	52.7%	17	100.0%	0	0.0%	85	58.2%
Total	18721	100.0%	13221	100.0%	39	100.0%	2068	100.0%	17	100.0%			146	100.0%

GENDER (SEX)

	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	12895	68.9%	9981	75.5%	21	53.8%	508	24.6%	10	58.8%	0	0.0%	105	71.9%
Female	5826	31.1%	3240	24.5%	14	35.9%	1560	75.4%	0	0.0%	0	0.0%	41	28.1%
Not Disclosed	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	18721	100.0%	13221	100.0%	39	100.0%	2068	100.0%	17	100.0%	4	100.0%	146	100.0%

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

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