

OFFICIAL

RECRUITMENT INTERNAL & EXTERNAL ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2024

Number of Posts Advertised:

2598

Total Combined Applications Received:

25809

Total Combined Interviews:

7430

Total Combined Appointments:

2429

DISABILITY

	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	2292	8.9%	853	3.3%	1439	5.6%	812	10.9%	274	3.7%	538	7.2%	205	8.4%	59	2.4%	146	6.0%
Non Disabled	20842	80.8%	7391	28.6%	13451	52.1%	5967	80.3%	1856	25.0%	4111	55.3%	1929	79.4%	620	25.5%	1309	53.9%
Non Disclosed	2675	10.4%	0	0.0%	0	0.0%	651	8.7%	0	0.0%	0	0.0%	295	12.1%	0	0.0%	0	0.0%
Total	25809	100.0%	8244	31.9%	14890	57.7%	7430	100.0%	2130	28.7%	4649	62.6%	2429	100.0%	679	28.0%	1455	59.9%

ETHNICITY

	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	14861	57.6%	4915	59.4%	9946	65.3%	5119	68.9%	1605	74.4%	3514	73.5%	1682	69.2%	534	78.3%	1148	77.0%
Other British	741	2.9%	299	3.6%	442	2.9%	267	3.6%	90	4.2%	177	3.7%	69	2.8%	18	2.6%	51	3.4%
Irish	186	0.7%	78	0.9%	108	0.7%	70	0.9%	26	1.2%	45	0.9%	27	1.1%	10	1.5%	17	1.1%
Gypsy / Traveller	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	294	1.1%	47	0.6%	247	1.6%	71	1.0%	8	0.4%	63	1.3%	18	0.7%	2	0.3%	14	0.9%
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%	0	0.0%	0	0.0%
Roma	20	0.1%	5	0.1%	15	0.1%	3	0.0%	1	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	1094	4.2%	399	4.8%	695	4.6%	300	4.0%	95	4.4%	205	4.3%	78	3.2%	27	4.0%	51	3.4%
Total White	17196	66.6%	5743	22.3%	11453	44.4%	5831	78.5%	1825	24.6%	4008	53.9%	1872	77.1%	591	24.3%	1281	52.7%
Any mixed or multiple ethnic groups	272	1.1%	73	0.3%	199	0.8%	79	1.1%	18	0.2%	61	0.8%	28	1.2%	5	0.2%	23	0.9%
Pakistani, Pakistani Scottish or Pakistani British	1106	4.3%	402	1.6%	704	2.7%	240	3.2%	44	0.6%	196	2.6%	51	2.1%	5	0.2%	46	1.9%
Indian, Indian Scottish or Indian British	814	3.2%	282	1.1%	532	4.0%	114	1.5%	35	0.5%	79	1.1%	20	0.8%	3	0.1%	17	0.7%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	79	0.3%	50	0.2%	29	0.1%	14	0.2%	5	0.1%	9	0.1%	3	0.1%	0	0.0%	3	0.1%
Chinese, Chinese Scottish or Chinese British	192	0.7%	62	0.2%	130	0.5%	47	0.6%	9	0.1%	38	0.5%	8	0.3%	4	0.2%	4	0.2%
Other Asian background	251	1.0%	108	0.4%	143	0.6%	51	0.7%	15	0.2%	36	0.5%	9	0.4%	4	0.2%	5	0.2%
Sub Total Asian	2442	9.5%	904	3.5%	1538	6.0%	466	6.3%	108	1.5%	358	4.8%	91	3.7%	16	0.7%	75	3.1%
African, African Scottish or African British	2800	10.8%	1278	5.0%	1522	5.9%	423	5.7%	170	2.3%	253	3.4%	147	6.1%	61	2.5%	86	3.5%
Other African background	211	0.8%	87	0.3%	124	0.5%	36	0.5%	12	0.2%	24	0.3%	14	0.6%	5	0.2%	9	0.4%
Caribbean, Caribbean Scottish or Caribbean British	11	0.0%	7	0.0%	4	0.0%	3	0.0%	2	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	28	0.1%	16	0.1%	10	0.0%	6	0.1%	5	0.1%	1	0.0%	2	0.1%	1	0.0%	1	0.0%
Other Caribbean / Black background	39	0.4%	30	0.1%	9	0.0%	12	0.2%	2	0.0%	10	0.1%	3	0.1%	0	0.0%	3	0.1%
Sub Total Black	3149	12.2%	1420	5.5%	1729	6.7%	480	6.5%	191	2.6%	289	3.9%	166	6.8%	67	2.8%	99	4.1%
Arab, Arab Scottish or Arab British	138	0.5%	36	0.1%	102	0.4%	31	0.4%	2	0.0%	29	0.4%	2	0.1%	0	0.0%	2	0.1%
Other ethnic background	309	1.2%	96	0.4%	211	0.8%	54	0.7%	13	0.2%	41	0.6%	14	0.6%	3	0.1%	11	0.5%
Sub Total Other Ethnic	447	1.7%	134	0.5%	313	1.2%	85	1.1%	15	0.2%	70	0.9%	16	0.7%	3	0.1%	13	0.5%
Total Ethnic	6310	24.4%	2531	9.8%	3779	14.6%	1110	14.9%	332	4.5%	778	10.5%	301	12.4%	91	3.7%	210	8.6%
Non Disclosed	2303	8.9%	0	0.0%	0	0.0%	489	6.6%	0	0.0%	0	0.0%	258	10.5%	0	0.0%	0	0.0%
Total	25809	100.0%	8274	32.1%	15232	59.0%	7430	100.0%	2157	29.0%	4784	64.4%	2429	100.0%	682	28.1%	1491	61.4%

RELIGION OR BELIEF

	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	99	0.4%	45	0.2%	54	0.2%	18	0.2%	10	0.1%	8	0.1%	3	0.1%	1	0.0%	2	0.1%
Church of Scotland	2051	7.9%	758	2.9%	1293	5.0%	702	9.4%	232	3.1%	470	6.3%	235	9.7%	79	3.3%	156	6.4%
Hindu	548	2.1%	193	0.7%	355	1.4%	65	0.9%	18	0.2%	47	0.6%	10	0.4%	1	0.0%	9	0.4%
Jewish	28	0.1%	11	0.0%	17	0.1%	8	0.1%	4	0.1%	4	0.1%	2	0.1%	1	0.0%	1	0.0%
Muslim	1876	7.3%	765	3.0%	1111	4.3%	326	4.4%	68	0.9%	258	3.5%	66	2.7%	13	0.5%	53	2.2%
Other Christian	2289	8.9%	955	3.7%	1334	5.2%	408	5.5%	147	2.0%	261	3.5%	126	5.2%	46	1.9%	80	3.3%
Roman Catholic	4814	18.7%	1543	6.0%	3271	12.7%	1482	19.9%	418	5.6%	1064	14.3%	491	20.2%	158	6.5%	333	13.7%
Sikh	87	0.3%	14	0.1%	73	0.3%	18	0.2%	2	0.0%	16	0.2%	6	0.3%	0	0.0%	8	0.3%
Pagan	37	0.1%	24	0.1%	13	0.1%	6	0.1%	5	0.1%	1	0.0%	2	0.1%	2	0.1%	0	0.0%
Another Religion	21	0.1%	6	0.1%	15	0.1%	3	0.0%	1	0.0%	2	0.0%	1	0.0%	0	0.0%	1	0.0%
None	10530	40.8%	3611	14.0%	6919	26.8%	3531	47.5%	1138	15.3%	2393	32.2%	1133	46.6%	358	14.7%	775	31.9%
Non Disclosed	3425	13.3%	0	0.0%	0	0.0%	863	11.6%	0	0.0%	0	0.0%	352	14.5%	0	0.0%	0	0.0%
Total	25809	100.0%	7925	30.7%	14455	56.0%	7430	100.0%	2043	27.5%	4524	60.9%	2429	100.0%	659	27.1%	1418	58.4%

SEXUAL ORIENTATION

	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Bi-Sexual	712	2.8%	199	0.8%	513	2.0%	199	2.7%	43	0.6%	156	2.1%	57	2.3%	7	0.3%	50	2.1%
Heterosexual	21394	82.9%	7362	28.5%	14032	54.4%	6353	85.5%	1932	26.0%	4421	59.5%	2013	82.9%	633	26.1%	1380	56.8%
Lesbian / Gay	720	2.8%	441	1.7%	279	1.1%	227	3.1%	128	1.7%	99	1.3%	62	2.6%	32	1.3%	30	1.2%
Other	26	0.1%	9	0.0%	17	0.1%	16	0.2%	5	0.1%	11	0.1%	8	0.3%	0	0.0%	0	0.0%
Non Disclosed	2958	11.5%	0	0.0%	0	0.0%	643	8.7%	0	0.0%	0	0.0%	296	12.2%	0	0.0%	0	0.0%
Total	25809	100.0%	8011	31.0%	14840	57.5%	7430	100.0%	2106	28.3%	4681	63.0%	2429	100.0%	673	27.7%	1460	60.1%

GENDER (SEX)

	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	8498	32.9%	2201	29.6%	696	28.7%
Female	15463	59.9%	4837	65.1%	1505	61.9%
Non Disclosed	1848	7.2%	392	5.3%	228	9.4%
Total	25809	100.0%	7430	100.0%	2429	100.0%

OFFICIAL

RECRUITMENT INTERNAL & EXTERNAL
TEACHERS ONLY
AS AT 31 MARCH 2024

Number of Posts Advertised:

344

Total Combined Applications Received:

4655

Total Combined Interviews:

1186

Total Combined Appointments:

475

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	436	9.4%	110	2.4%	326	7.0%	114	9.6%	30	2.6%	84	7.1%	46	9.7%	16	3.4%	30	6.3%
Non Disabled	4020	86.3%	1011	21.7%	3009	64.6%	1025	86.4%	261	22.0%	764	64.4%	405	85.3%	113	23.8%	292	61.5%
Non Disclosed	199	4.3%	0	0.0%	0	0.0%	47	4.0%	0	0.0%	0	0.0%	24	5.0%	0	0.0%	0	0.0%
Total	4655	100.0%	1121	24.1%	3335	71.6%	1186	100.0%	291	24.5%	848	71.5%	475	100.0%	129	27.2%	322	67.8%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	3427	73.6%	831	73.9%	2596	75.8%	954	80.4%	245	83.6%	709	81.8%	376	79.2%	107	81.7%	269	82.3%
Other British	247	5.3%	46	4.1%	201	5.9%	57	4.8%	16	5.5%	41	4.7%	22	4.6%	7	5.3%	15	4.6%
Irish	147	3.2%	32	2.8%	115	3.4%	45	3.8%	10	3.4%	35	4.0%	19	4.0%	6	4.6%	13	4.0%
Gypsy / Traveller	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%
Polish	13	0.3%	2	0.2%	11	0.3%	2	0.2%	0	0.0%	2	0.2%	1	0.2%	0	0.0%	1	0.3%
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%	0	0.0%	0	0.0%
Roma	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 white ethnic	150	3.4%	30	2.7%	120	3.6%	39	3.3%	8	2.7%	31	3.6%	13	2.7%	3	2.3%	10	3.1%
Total White	3993	85.8%	941	20.2%	3052	65.6%	1097	92.3%	279	23.6%	818	69.0%	431	90.7%	123	25.0%	308	64.8%
Any mixed or multiple ethnic groups	55	1.2%	18	0.4%	37	0.8%	12	1.0%	4	0.3%	8	0.7%	7	1.5%	2	0.4%	5	1.1%
Pakistani, Pakistani Scottish or Pakistani British	166	3.6%	23	0.5%	143	3.1%	18	1.5%	1	0.1%	17	1.4%	5	1.1%	0	0.0%	5	1.1%
Indian, Indian Scottish or Indian British	198	2.3%	25	0.5%	173	1.9%	12	1.0%	2	0.2%	10	0.8%	4	0.8%	2	0.4%	2	0.4%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	4	0.1%	1	0.0%	3	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	9	0.2%	1	0.0%	8	0.2%	1	0.1%	0	0.0%	1	0.1%	1	0.2%	0	0.0%	1	0.2%
Other Asian background	23	0.5%	13	0.3%	10	0.2%	3	0.3%	0	0.0%	3	0.3%	3	0.6%	0	0.0%	3	0.6%
Sub Total Asian	310	6.7%	63	1.4%	247	5.3%	34	2.9%	3	0.3%	31	2.6%	13	2.7%	2	0.4%	11	2.3%
African, African Scottish or African British	140	3.0%	80	1.7%	60	1.3%	10	0.8%	3	0.3%	7	0.6%	4	0.8%	2	0.4%	2	0.4%
Other African background	6	0.1%	1	0.0%	5	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	3	0.1%	3	0.3%	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	2	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	14	0.3%	10	0.2%	4	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	165	3.5%	96	2.1%	69	1.5%	11	0.9%	4	0.3%	7	0.6%	4	0.8%	2	0.4%	2	0.4%
Arab, Arab Scottish or Arab British	3	0.1%	1	0.0%	2	0.0%	1	0.1%	1	0.1%	0	0.0%	1	0.2%	1	0.2%	0	0.0%
Other ethnic background	22	0.5%	5	0.1%	17	0.4%	5	0.4%	2	0.2%	3	0.3%	2	0.4%	1	0.2%	1	0.2%
Sub Total Other Ethnic	25	0.5%	6	0.1%	19	0.4%	6	0.5%	3	0.3%	3	0.3%	3	0.6%	2	0.4%	1	0.2%
Total Ethnic	555	11.9%	183	3.9%	372	8.0%	63	5.3%	14	1.2%	49	4.1%	27	5.7%	8	1.7%	19	4.0%
Non Disclosed	107	2.3%	0	0.0%	0	0.0%	26	2.2%	0	0.0%	0	0.0%	17	3.6%	0	0.0%	0	0.0%
Total	4655	100.0%	1124	24.1%	3424	73.6%	1186	100.0%	293	24.7%	867	73.1%	475	100.0%	131	27.6%	327	68.8%

RELIGION OR BELIEF	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	7	0.2%	3	0.1%	4	0.1%	4	0.3%	2	0.2%	2	0.2%	1	0.2%	0	0.0%	1	0.2%
Church of Scotland	465	10.0%	137	2.9%	328	7.0%	118	9.9%	32	2.7%	86	7.3%	44	9.3%	12	2.5%	32	6.7%
Hindu	63	1.4%	9	0.2%	54	1.2%	6	0.5%	0	0.0%	6	0.5%	2	0.4%	0	0.0%	2	0.4%
Jewish	5	0.1%	3	0.1%	2	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Muslim	198	4.3%	42	0.9%	156	3.4%	18	1.5%	2	0.2%	16	1.3%	6	1.1%	1	0.2%	4	0.8%
Other Christian	220	4.7%	98	2.1%	122	2.6%	31	2.6%	11	0.9%	20	1.7%	17	3.6%	6	1.3%	11	2.3%
Roman Catholic	1362	29.3%	325	7.0%	1037	22.3%	430	36.3%	121	10.2%	309	26.1%	163	34.3%	53	11.2%	110	23.2%
Sikh	29	0.6%	3	0.1%	26	0.6%	4	0.3%	1	0.1%	3	0.3%	1	0.2%	1	0.2%	0	0.0%
Pagan	4	0.1%	0	0.0%	4	0.1%	2	0.2%	0	0.0%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
Another Religion	2	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
None	1969	42.3%	447	9.6%	1522	32.7%	483	40.7%	110	9.3%	373	31.5%	197	41.5%	49	10.3%	148	31.2%
Non Disclosed	331	7.1%	0	0.0%	0	0.0%	89	7.5%	0	0.0%	0	0.0%	45	9.5%	0	0.0%	0	0.0%
Total	4655	100.0%	1068	23.0%	3256	69.9%	1186	100.0%	279	23.5%	818	69.0%	475	100.0%	122	25.7%	308	64.8%

SEXUAL ORIENTATION	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Bi-Sexual	107	2.3%	20	0.4%	87	1.9%	17	1.4%	4	0.3%	13	1.1%	12	2.5%	3	0.6%	9	1.9%
Heterosexual	4649	87.2%	887	19.1%	3162	67.9%	1040	87.7%	241	20.3%	799	67.4%	406	85.6%	110	23.2%	296	62.3%
Lesbian / Gay	194	4.2%	131	2.8%	63	1.4%	59	5.0%	35	3.0%	24	2.0%	22	4.6%	12	2.5%	10	2.1%
Other	3	0.1%	1	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	302	6.5%	0	0.0%	0	0.0%	70	5.9%	0	0.0%	0	0.0%	35	7.4%	0	0.0%	0	0.0%
Total	4655	100.0%	1039	22.3%	3314	71.2%	1186	100.0%	280	23.6%	836	70.5%	475	100.0%	125	26.3%	315	66.3%

GENDER (SEX)	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	1132	24.3%	293	24.7%	131	27.6%
Female	3463	74.4%	873	73.6%	328	69.0%
Non Disclosed	60	1.3%	20	1.7%	16	3.4%
Total	4655	100.0%	1186	100.0%	475	100.0%