

OFFICIAL

EQUALITIES MONITORING  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 31 MARCH 2024

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	481	3.3%	425	3.5%	11	0.0%	78	3.7%	0	0.0%	0	0.0%	0	0.0%
Non Disabled	5485	37.3%	4325	36.2%	50	0.4%	977	46.0%	19	0.1%	65	0.5%	65	0.5%
Not Disclosed	8762	59.5%	7422	61.0%	50	0.4%	1069	50.3%	0	0.0%	0	0.0%	93	0.8%
<b>Total</b>	<b>14738</b>	<b>100.0%</b>	<b>12172</b>	<b>100.0%</b>	<b>62</b>	<b>0.4%</b>	<b>2124</b>	<b>100.0%</b>	<b>19</b>	<b>0.1%</b>	<b>65</b>	<b>0.5%</b>	<b>158</b>	<b>1.1%</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	9487	64.4%	8284	68.1%	24	38.7%	1054	20.1%	0	0.0%	0	0.0%	95	60.1%
Other British	1299	8.8%	815	6.7%	0	0.0%	427	1.2%	0	0.0%	0	0.0%	12	7.6%
Irish	53	0.4%	47	0.4%	0	0.0%	25	0.0%	0	0.0%	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	41	0.3%	31	0.3%	0	0.0%	0	0.0%	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%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	174	1.2%	125	1.0%	0	0.0%	31	0.1%	0	0.0%	0	0.0%	0	0.0%
<b>Total White</b>	<b>11057</b>	<b>75.0%</b>	<b>9304</b>	<b>76.4%</b>	<b>24</b>	<b>38.7%</b>	<b>1554</b>	<b>29.8%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>110</b>	<b>69.8%</b>
<b>Any mixed or multiple ethnic groups</b>	<b>36</b>	<b>0.2%</b>	<b>30</b>	<b>0.2%</b>	<b>0</b>	<b>0.0%</b>	<b>11</b>	<b>0.6%</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	51	0.3%	43	0.4%	0	0.0%	12	0.7%	0	0.0%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	34	0.2%	23	0.2%	0	0.0%	14	0.0%	0	0.0%	0	0.0%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	17	0.1%	10	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Asian</b>	<b>113</b>	<b>0.8%</b>	<b>84</b>	<b>0.7%</b>	<b>0</b>	<b>0.0%</b>	<b>36</b>	<b>2.0%</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	242	1.6%	128	1.1%	0	0.0%	43	0.2%	0	0.0%	0	0.0%	0	0.0%
Other African background	31	0.2%	20	0.2%	0	0.0%	11	0.0%	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	15	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%
<b>Sub Total Black</b>	<b>294</b>	<b>2.0%</b>	<b>163</b>	<b>1.3%</b>	<b>0</b>	<b>0.0%</b>	<b>59</b>	<b>2.0%</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	44	0.3%	27	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	46	0.3%	29	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Other Ethnic</b>	<b>44</b>	<b>0.3%</b>	<b>27</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>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
<b>Total Ethnic</b>	<b>489</b>	<b>3.3%</b>	<b>306</b>	<b>2.5%</b>	<b>0</b>	<b>0.0%</b>	<b>113</b>	<b>5.3%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Non Disclosed	3192	21.2%	2562	21.0%	33	0.2%	457	2.1%	19	0.1%	0	0.0%	43	27.2%
<b>Total</b>	<b>14738</b>	<b>100.0%</b>	<b>12172</b>	<b>100.0%</b>	<b>62</b>	<b>0.4%</b>	<b>2124</b>	<b>100.0%</b>	<b>19</b>	<b>0.1%</b>	<b>65</b>	<b>0.5%</b>	<b>158</b>	<b>1.1%</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	15	0.1%	11	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Church of Scotland	863	5.9%	738	6.1%	0	0.0%	121	5.7%	0	0.0%	0	0.0%	0	0.0%
Hindu	0	0.0%	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%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Muslim	65	0.4%	44	0.4%	0	0.0%	26	1.2%	0	0.0%	0	0.0%	11	7.0%
Other Christian	567	3.8%	372	3.1%	0	0.0%	144	6.8%	0	0.0%	0	0.0%	18	11.4%
Roman Catholic	1319	8.9%	1022	8.4%	0	0.0%	304	14.3%	0	0.0%	0	0.0%	0	0.0%
Sikh	14	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pagan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Another Religion	132	0.9%	106	0.9%	0	0.0%	10	0.5%	0	0.0%	0	0.0%	0	0.0%
None	2614	17.7%	2089	17.2%	0	0.0%	447	21.0%	0	0.0%	0	0.0%	35	22.2%
Not Disclosed	9134	62.0%	7769	63.8%	54	87.1%	1063	50.0%	0	0.0%	0	0.0%	85	53.8%
<b>Total</b>	<b>14738</b>	<b>100.0%</b>	<b>12172</b>	<b>100.0%</b>	<b>62</b>	<b>0.4%</b>	<b>2124</b>	<b>100.0%</b>	<b>19</b>	<b>0.1%</b>	<b>65</b>	<b>0.5%</b>	<b>158</b>	<b>1.1%</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	73	0.5%	58	0.5%	0	0.0%	27	1.3%	0	0.0%	0	0.0%	0	0.0%
Heterosexual	5411	36.7%	4285	35.2%	0	0.0%	977	46.0%	0	0.0%	0	0.0%	69	43.7%
Lesbian / Gay	168	1.1%	139	1.1%	0	0.0%	28	1.3%	0	0.0%	0	0.0%	0	0.0%
Other	28	0.2%	17	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Not Disclosed	9058	61.5%	7673	62.9%	62	100.0%	1090	51.3%	0	0.0%	0	0.0%	87	55.1%
<b>Total</b>	<b>14738</b>	<b>100.0%</b>	<b>12172</b>	<b>100.0%</b>	<b>62</b>	<b>0.4%</b>	<b>2124</b>	<b>100.0%</b>	<b>19</b>	<b>0.1%</b>	<b>65</b>	<b>0.5%</b>	<b>158</b>	<b>1.1%</b>

  

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	8554	58.0%	7695	63.2%	24	38.7%	578	27.2%	18	66.7%	0	0.0%	101	63.9%
Female	6184	42.0%	4477	36.8%	11	17.7%	1546	72.8%	0	0.0%	0	0.0%	57	36.1%
Not Disclosed	0	0.0%	0	0.0%	27	43.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>14738</b>	<b>100.0%</b>	<b>12172</b>	<b>100.0%</b>	<b>62</b>	<b>0.4%</b>	<b>2124</b>	<b>100.0%</b>	<b>27</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>158</b>	<b>100.0%</b>

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

OFFICIAL

EQUALITIES MONITORING  
TEACHERS ONLY  
AS AT 31 MARCH 2024

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	582	2.6%	162	1.9%	0	0.0%	18	5.0%	0	0.0%	0	0.0%	0	0.0%
Non Disabled	18396	81.1%	8570	78.7%	0	0.0%	167	46.4%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	3688	16.3%	1833	21.4%	0	0.0%	175	48.6%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>22686</b>	<b>100.0%</b>	<b>8565</b>	<b>100.0%</b>			<b>360</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</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	18683	82.4%	7121	83.1%	0	0.0%	217	60.3%	0	0.0%	0	0.0%	0	0.0%
Other British	1106	4.9%	380	4.4%	0	0.0%	41	11.4%	0	0.0%	0	0.0%	0	0.0%
Irish	747	3.3%	269	3.1%	0	0.0%	16	4.4%	0	0.0%	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	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	387	1.7%	126	1.5%	0	0.0%	11	3.1%	0	0.0%	0	0.0%	0	0.0%
<b>Total White</b>	<b>20923</b>	<b>92.2%</b>	<b>7896</b>	<b>92.2%</b>	<b>0</b>	<b>0.0%</b>	<b>286</b>	<b>79.4%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
<b>Any mixed or multiple ethnic groups</b>	<b>165</b>	<b>0.7%</b>	<b>70</b>	<b>0.8%</b>	<b>0</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>	<b>0</b>	<b>0.0%</b>
Pakistani, Pakistani Scottish or Pakistani British	360	1.6%	88	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	167	0.7%	41	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	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%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	35	0.2%	10	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Asian</b>	<b>562</b>	<b>2.5%</b>	<b>139</b>	<b>1.6%</b>	<b>0</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>	<b>0</b>	<b>0.0%</b>
African, African Scottish or African British	38	0.2%	0	0.0%	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	13	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	22	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	31	0.1%	12	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Black</b>	<b>104</b>	<b>0.5%</b>	<b>37</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>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	99	0.4%	31	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Other Ethnic</b>	<b>99</b>	<b>0.4%</b>	<b>31</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>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
<b>Total Ethnic</b>	<b>930</b>	<b>4.1%</b>	<b>271</b>	<b>3.2%</b>	<b>0</b>	<b>0.0%</b>	<b>12</b>	<b>3.4%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Non Disclosed	833	3.7%	398	4.6%	0	0.0%	62	17.2%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>22686</b>	<b>100.0%</b>	<b>8565</b>	<b>100.0%</b>			<b>360</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</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	11	0.0%	0	0.0%	0	0.0%	13	3.6%	0	0.0%	0	0.0%	0	0.0%
Hindu	0	0.0%	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%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Muslim	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Christian	0	0.0%	0	0.0%	0	0.0%	12	3.3%	0	0.0%	0	0.0%	0	0.0%
Roman Catholic	25	0.1%	20	0.2%	0	0.0%	74	20.6%	0	0.0%	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%
Pagan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Another Religion	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
None	16	0.1%	14	0.2%	0	0.0%	68	18.9%	0	0.0%	0	0.0%	0	0.0%
Not Disclosed	22634	99.8%	8523	99.5%	0	0.0%	189	52.5%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>22686</b>	<b>100.0%</b>	<b>8565</b>	<b>100.0%</b>			<b>360</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</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	0	0.0%	0	0.0%	0	0.0%	13	3.6%	0	0.0%	0	0.0%	0	0.0%
Homosexual	48	0.2%	40	0.5%	0	0.0%	145	40.3%	0	0.0%	0	0.0%	0	0.0%
Lesbian / Gsy	0	0.0%	0	0.0%	0	0.0%	14	3.9%	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	22633	99.8%	8522	99.5%	0	0.0%	188	52.2%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>22686</b>	<b>100.0%</b>	<b>8565</b>	<b>100.0%</b>			<b>360</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>				

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	3159	13.9%	1355	15.8%	0	0.0%	262	72.8%	0	0.0%	0	0.0%	0	0.0%
Female	18942	83.5%	6940	81.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Not Disclosed	585	2.6%	270	3.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>22686</b>	<b>100.0%</b>	<b>8565</b>	<b>100.0%</b>			<b>360</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>				

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