

OFFICIAL

RECRUITMENT INTERNAL & EXTERNAL
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2020

Number of Posts Advertised:

1358

Total Combined Applications Received:

29716

Total Combined Interviews:

7906

Total Combined Appointments:

2113

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	1429	4.8%	466	1.6%	963	3.2%	426	5.4%	137	1.7%	288	3.7%	66	3.1%	21	1.0%	45	2.1%
Non Disabled	27447	92.4%	6057	20.4%	21390	72.0%	7189	90.9%	1610	20.4%	5575	70.5%	1952	92.4%	402	19.0%	1550	73.4%
Non Disclosed	840	2.8%	0	0.0%	0	0.0%	296	3.7%	0	0.0%	0	0.0%	95	4.5%	0	0.0%	0	0.0%
Total	29716	100.0%	6523	22.0%	22353	75.2%	7906	100.0%	1747	22.1%	5863	74.2%	2113	100.0%	423	20.0%	1595	75.5%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	23708	79.8%	5144	17.3%	18564	62.5%	6445	81.5%	1439	18.2%	5006	63.3%	1721	81.4%	349	16.5%	1372	64.9%
Other British	1135	3.8%	365	1.2%	770	2.6%	319	4.0%	114	1.4%	201	2.5%	83	3.9%	25	1.2%	68	2.7%
Irish	253	0.9%	77	0.3%	176	0.6%	76	1.0%	21	0.3%	55	0.7%	27	1.3%	4	0.2%	23	1.1%
Gypsy / Traveller	6	0.0%	4	0.0%	2	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	323	1.1%	21	0.1%	302	1.0%	71	0.9%	5	0.1%	66	0.8%	15	0.7%	4	0.2%	11	0.5%
Other white ethnic	887	3.0%	248	0.8%	639	2.2%	164	2.1%	45	0.6%	119	1.5%	40	1.9%	7	0.3%	33	1.6%
Total White	26312	88.5%	5859	19.7%	20453	68.8%	7072	89.5%	1625	20.6%	5447	68.9%	1886	89.3%	389	18.4%	1497	70.8%
Any mixed or multiple ethnic groups	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%
Pakistani, Pakistani Scottish or Pakistani British	848	2.9%	170	0.6%	678	2.3%	187	2.4%	37	0.5%	150	1.9%	45	2.1%	10	0.5%	35	1.7%
Indian, Indian Scottish or Indian British	366	1.2%	70	0.2%	296	1.0%	64	0.8%	14	0.2%	50	0.6%	18	0.9%	4	0.2%	14	0.7%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	13	0.0%	5	0.0%	8	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	117	0.4%	16	0.1%	101	0.3%	38	0.4%	5	0.1%	27	0.3%	8	0.4%	1	0.0%	7	0.3%
Other Asian background	160	0.5%	25	0.1%	135	0.5%	23	0.3%	1	0.0%	22	0.3%	5	0.2%	0	0.0%	5	0.2%
Sub Total Asian	1504	5.1%	286	1.0%	1218	4.1%	306	3.9%	57	0.7%	249	3.1%	76	3.6%	15	0.7%	61	2.9%
African, African Scottish or African British	182	0.6%	57	0.2%	125	0.4%	51	0.6%	7	0.1%	44	0.6%	14	0.7%	0	0.0%	14	0.7%
Other African background	384	1.3%	130	0.4%	254	0.9%	80	1.0%	24	0.3%	56	0.7%	8	0.4%	3	0.1%	5	0.2%
Caribbean, Caribbean Scottish or Caribbean British	117	0.4%	16	0.1%	101	0.3%	1	0.0%	0	0.0%	1	0.0%	1	0.0%	0	0.0%	1	0.0%
Black, Black Scottish or Black British	136	0.5%	52	0.2%	84	0.3%	25	0.3%	8	0.1%	17	0.2%	7	0.3%	1	0.0%	6	0.3%
Other Caribbean / Black background	19	0.1%	6	0.0%	13	0.0%	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	734	2.5%	248	0.8%	486	1.6%	158	2.0%	39	0.5%	119	1.5%	30	1.4%	4	0.2%	26	1.2%
Arab, Arab Scottish or Arab British	86	0.3%	30	0.1%	56	0.2%	13	0.2%	7	0.1%	6	0.1%	3	0.1%	1	0.0%	2	0.1%
Other ethnic background	218	0.7%	63	0.2%	155	0.5%	48	0.6%	11	0.1%	37	0.5%	12	0.6%	4	0.2%	8	0.4%
Sub Total Other Ethnic	284	1.0%	93	0.3%	191	0.6%	61	0.8%	18	0.2%	43	0.5%	15	0.7%	5	0.2%	10	0.5%
Total Ethnic	2522	8.5%	627	2.1%	1895	6.4%	525	6.6%	114	1.4%	411	5.2%	121	5.7%	24	1.1%	97	4.6%
Non Disclosed	882	3.0%	0	0.0%	0	0.0%	309	3.9%	0	0.0%	0	0.0%	106	5.0%	0	0.0%	0	0.0%
Total	29716	100.0%	6486	21.8%	22348	75.2%	7906	100.0%	1739	22.0%	5858	74.1%	2113	100.0%	413	19.5%	1594	75.4%

RELIGION OR BELIEF	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	103	0.3%	20	0.1%	83	0.3%	16	0.2%	1	0.0%	15	0.2%	2	0.1%	0	0.0%	2	0.1%
Church of Scotland	3667	12.3%	780	2.6%	2887	9.7%	1012	12.8%	225	2.8%	787	10.0%	257	12.2%	54	2.6%	203	9.6%
Hindu	160	0.5%	36	0.1%	124	0.4%	20	0.3%	4	0.1%	16	0.2%	4	0.2%	1	0.0%	3	0.1%
Jewish	31	0.1%	10	0.0%	21	0.1%	6	0.1%	2	0.0%	4	0.1%	2	0.1%	1	0.0%	1	0.0%
Muslim	1043	3.5%	239	0.8%	804	2.7%	224	2.8%	47	0.6%	177	2.2%	52	2.5%	9	0.4%	43	2.0%
Other Christian	1700	5.7%	378	1.3%	1322	4.5%	443	5.6%	86	1.1%	357	4.5%	97	4.6%	18	0.9%	79	3.7%
Roman Catholic	7110	24.0%	1314	4.4%	5796	19.5%	1965	24.9%	372	4.7%	1593	20.1%	537	25.4%	86	4.1%	451	21.4%
Sikh	133	0.4%	21	0.1%	112	0.4%	29	0.4%	7	0.1%	22	0.3%	11	0.5%	2	0.1%	9	0.4%
Another Religion	570	2.0%	234	0.8%	336	1.1%	144	1.8%	59	0.7%	85	1.1%	34	1.6%	7	0.3%	27	1.3%
None	12198	41.1%	2948	9.9%	9250	31.1%	3194	40.4%	777	9.9%	2417	30.5%	880	41.6%	196	9.3%	684	32.5%
Non Disclosed	3001	10.1%	0	0.0%	0	0.0%	853	10.7%	0	0.0%	0	0.0%	237	11.2%	0	0.0%	0	0.0%
Total	29716	100.0%	5980	20.1%	20735	69.8%	7906	100.0%	1580	20.0%	5473	69.2%	2113	100.0%	374	17.7%	1502	71.1%

SEXUAL ORIENTATION	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Bi-Sexual	424	1.4%	110	0.4%	314	1.1%	72	0.9%	13	0.2%	59	0.7%	14	0.7%	2	0.1%	12	0.6%
Heterosexual	26726	89.9%	5756	19.3%	20970	70.5%	7117	90.0%	1557	19.7%	5560	70.3%	1888	89.3%	374	17.8%	1514	71.6%
Lesbian / Gay	620	2.1%	385	1.3%	235	0.8%	155	2.0%	102	1.3%	53	0.7%	35	1.7%	23	1.1%	12	0.6%
Other	81	0.3%	16	0.1%	67	0.2%	18	0.2%	3	0.0%	15	0.2%	4	0.2%	1	0.0%	3	0.1%
Non Disclosed	1863	6.3%	0	0.0%	0	0.0%	544	6.9%	0	0.0%	0	0.0%	172	8.1%	0	0.0%	0	0.0%
Total	29716	100.0%	6267	21.1%	21586	72.6%	7906	100.0%	1675	21.2%	5687	71.9%	2113	100.0%	400	19.0%	1541	72.9%

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	6546	22.0%	1759	22.2%	424	20.1%
Female	22429	75.5%	5886	74.5%	1598	75.6%
Non Disclosed	741	2.5%	261	3.3%	91	4.3%
Total	29716	100.0%	7906	100.0%	2113	100.0%

OFFICIAL

RECRUITMENT INTERNAL & EXTERNAL TEACHERS ONLY AS AT 31 MARCH 2020

Number of Posts Advertised:

1228

Total Combined Applications Received:

5332

Total Combined Interviews:

1810

Total Combined Appointments:

710

DISABILITY

	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	173	3.2%	82	1.5%	91	1.7%	66	3.6%	31	1.7%	34	1.9%	15	2.1%	5	0.7%	10	1.4%
Non Disabled	4984	93.5%	1507	28.3%	3477	65.2%	1682	92.9%	472	26.1%	1210	66.8%	657	92.5%	166	23.3%	491	69.2%
Non Disclosed	175	3.3%	0	0.0%	0	0.0%	63	3.5%	0	0.0%	0	0.0%	38	5.4%	0	0.0%	0	0.0%
Total	5332	100.0%	1589	29.8%	3568	66.9%	1810	100.0%	503	27.8%	1244	68.7%	710	100.0%	171	24.0%	501	70.6%

ETHNICITY

	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	4080	76.5%	1294	24.3%	2786	52.3%	1477	81.6%	421	23.3%	1056	58.3%	657	78.5%	133	18.7%	424	59.7%
Other British	348	6.5%	114	2.1%	234	4.4%	110	6.1%	41	2.3%	69	3.9%	46	6.5%	22	3.1%	24	3.4%
Irish	183	3.4%	68	1.3%	115	2.2%	67	3.7%	20	1.1%	47	2.6%	29	4.1%	9	1.3%	20	2.8%
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	24	0.5%	4	0.1%	20	0.4%	2	0.1%	2	0.1%	0	0.0%	1	0.1%	1	0.1%	0	0.0%
Other white ethnic	275	5.2%	48	0.9%	227	4.3%	45	2.5%	8	0.4%	37	2.0%	13	1.8%	2	0.3%	11	1.5%
Total White	4910	92.1%	1528	28.7%	3382	63.4%	1701	94.0%	492	27.2%	1209	66.8%	646	91.0%	167	23.5%	479	67.5%
Any mixed or multiple ethnic groups	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%
Pakistani, Pakistani Scottish or Pakistani British	68	1.3%	11	0.2%	57	1.1%	11	0.6%	2	0.1%	9	0.5%	6	0.8%	1	0.1%	5	0.7%
Indian, Indian Scottish or Indian British	70	1.3%	10	0.2%	60	1.1%	17	0.9%	2	0.1%	15	0.9%	9	1.3%	1	0.1%	8	1.1%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	1	0.0%	0	0.0%	1	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	12	0.2%	0	0.0%	12	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	8	0.1%	0	0.0%	8	0.1%	1	0.1%	0	0.0%	1	0.1%	1	0.1%	0	0.0%	1	0.1%
Sub Total Asian	157	2.9%	21	0.4%	136	2.6%	30	1.7%	4	0.2%	26	1.4%	16	2.3%	2	0.3%	14	2.0%
African, African Scottish or African 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%
Other African background	15	0.3%	9	0.2%	6	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	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%
Black, Black Scottish or Black British	2	0.0%	1	0.0%	1	0.0%	2	0.1%	1	0.1%	1	0.1%	2	0.3%	1	0.1%	1	0.1%
Other Caribbean / Black background	2	0.0%	0	0.0%	2	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	23	0.4%	11	0.2%	12	0.2%	3	0.2%	1	0.1%	2	0.1%	2	0.3%	1	0.1%	1	0.1%
Arab, Arab Scottish or Arab British	2	0.0%	0	0.0%	2	0.0%	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	59	1.1%	19	0.4%	40	0.8%	19	1.0%	6	0.3%	13	0.7%	7	1.0%	3	0.4%	4	0.5%
Sub Total Other Ethnic	61	1.1%	19	0.4%	42	0.8%	20	1.1%	6	0.3%	14	0.8%	7	1.0%	3	0.4%	4	0.6%
Total Ethnic	241	4.5%	51	1.0%	190	3.6%	53	2.9%	11	0.6%	42	2.3%	25	3.5%	6	0.8%	19	2.7%
Non Disclosed	181	3.4%	0	0.0%	0	0.0%	56	3.1%	0	0.0%	0	0.0%	39	5.5%	0	0.0%	0	0.0%
Total	5332	100.0%	1579	29.6%	3522	67.0%	1810	100.0%	503	27.8%	1251	69.1%	710	100.0%	173	24.4%	498	70.1%

RELIGION OR BELIEF

	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	5	0.1%	3	0.1%	2	0.0%	3	0.2%	3	0.2%	0	0.0%	1	0.1%	1	0.1%	0	0.0%
Church of Scotland	816	15.3%	229	4.2%	587	11.0%	281	15.6%	68	3.8%	213	11.8%	97	13.7%	24	3.5%	73	10.3%
Hindu	21	0.4%	4	0.1%	17	0.3%	6	0.3%	0	0.0%	6	0.3%	1	0.1%	0	0.0%	1	0.1%
Jewish	6	0.1%	0	0.0%	6	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Muslim	90	1.7%	12	0.2%	78	1.5%	16	0.9%	2	0.1%	14	0.8%	7	1.0%	1	0.1%	6	0.8%
Other Christian	419	7.9%	131	2.5%	288	5.4%	111	6.1%	37	2.0%	74	4.1%	30	4.2%	6	0.9%	24	3.4%
Roman Catholic	1761	33.0%	502	9.4%	1259	23.6%	700	38.7%	173	9.6%	527	29.0%	265	37.3%	55	7.8%	210	29.6%
Sikh	31	0.6%	3	0.1%	28	0.5%	9	0.5%	1	0.1%	8	0.4%	7	1.0%	1	0.1%	6	0.8%
Another Religion	77	1.4%	31	0.6%	46	0.9%	17	0.9%	7	0.4%	10	0.6%	3	0.4%	1	0.1%	2	0.3%
None	1660	30.9%	549	10.3%	1011	19.0%	499	27.6%	173	9.5%	326	18.0%	218	30.8%	67	9.4%	151	21.3%
Non Disclosed	546	10.2%	0	0.0%	0	0.0%	169	9.3%	0	0.0%	0	0.0%	81	11.4%	0	0.0%	0	0.0%
Total	5332	100.0%	1464	27.5%	3322	62.3%	1810	100.0%	464	25.7%	1177	65.0%	710	100.0%	156	22.0%	473	66.6%

SEXUAL ORIENTATION

	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Bi-Sexual	45	0.8%	9	0.2%	36	0.7%	9	0.5%	2	0.1%	7	0.4%	4	0.6%	0	0.0%	4	0.6%
Heterosexual	4645	87.1%	1313	24.6%	3332	62.5%	1599	88.3%	419	23.1%	1180	65.1%	625	88.0%	146	20.6%	479	67.4%
Lesbian / Gay	207	3.9%	166	3.1%	41	0.8%	63	3.5%	49	2.8%	14	0.8%	18	2.6%	14	2.0%	4	0.6%
Other	15	0.3%	7	0.1%	8	0.1%	3	0.2%	0	0.0%	3	0.2%	1	0.1%	0	0.0%	1	0.1%
Non Disclosed	420	7.9%	0	0.0%	0	0.0%	136	7.5%	0	0.0%	0	0.0%	62	8.7%	0	0.0%	0	0.0%
Total	5332	100.0%	1495	28.0%	3417	64.1%	1810	100.0%	470	26.0%	1204	66.5%	710	100.0%	160	22.6%	488	68.7%

GENDER

	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	1592	29.9%	506	28.0%	175	24.6%
Female	3529	67.1%	1251	69.1%	501	70.6%
Non Disclosed	161	3.0%	53	2.9%	34	4.8%
Total	5332	100.0%	1810	100.0%	710	100.0%