

OFFICIAL

RECRUITMENT INTERNAL & EXTERNAL ALL EMPLOYEES EXCLUDING TEACHERS AS AT 31 MARCH 2023

Number of Posts Advertised: **4485**

Total Combined Applications Received: **22701**

Total Combined Interviews: **7666**

Total Combined Appointments: **2493**

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	2259	10.0%	682	3.0%	1577	6.9%	845	11.0%	273	3.6%	572	7.5%	186	7.5%	50	2.0%	136	5.5%
Non Disabled	18819	82.9%	4778	21.0%	14041	61.9%	6145	80.2%	1701	22.2%	4444	58.0%	2032	81.5%	545	21.9%	1487	59.6%
Non Disclosed	1623	7.1%	0	0.0%	0	0.0%	676	8.8%	0	0.0%	0	0.0%	275	11.0%	0	0.0%	0	0.0%
Total	22701	100.0%	5460	24.1%	15618	68.8%	7666	100.0%	1974	25.8%	5016	65.4%	2493	100.0%	595	23.9%	1623	65.1%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	16036	70.6%	4066	73.3%	11970	74.8%	5730	74.7%	1619	81.2%	4111	79.3%	1818	72.9%	503	83.3%	1315	78.3%
Other British	683	3.0%	236	4.3%	447	2.8%	253	3.3%	106	5.3%	147	2.8%	95	3.8%	30	5.0%	65	3.9%
Irish	216	1.0%	78	1.4%	138	0.9%	80	1.0%	26	1.3%	54	1.0%	23	0.9%	6	1.0%	17	1.0%
Gypsy / Traveller	2	0.0%	0	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	253	1.1%	34	0.6%	219	1.4%	73	1.0%	13	0.7%	60	1.2%	20	0.8%	4	0.7%	16	1.0%
Show man/Show woman	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Roma	11	0.0%	5	0.1%	6	0.0%	1	0.0%	1	0.1%	0	0.0%	1	0.0%	1	0.2%	0	0.0%
Other white ethnic	889	3.9%	255	4.6%	634	4.0%	239	3.1%	60	3.0%	179	3.5%	75	3.0%	16	2.6%	59	3.5%
Total White	18091	79.7%	4674	20.6%	13417	59.1%	6376	83.2%	1825	23.8%	4551	59.4%	2032	81.5%	560	22.5%	1472	59.0%
Any mixed or multiple ethnic groups	273	1.2%	70	0.3%	203	0.9%	78	1.0%	13	0.2%	65	0.8%	29	1.2%	5	0.2%	24	1.0%
Pakistani, Pakistani Scottish or Pakistani British	959	4.2%	161	0.7%	798	3.5%	286	3.3%	30	0.4%	256	2.9%	88	3.5%	4	0.2%	84	3.4%
Indian, Indian Scottish or Indian British	530	2.3%	120	0.5%	410	1.8%	116	1.5%	27	0.4%	89	1.2%	22	0.9%	4	0.2%	18	0.7%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	64	0.3%	13	0.1%	51	0.2%	13	0.2%	5	0.1%	8	0.1%	3	0.1%	2	0.1%	1	0.0%
Chinese, Chinese Scottish or Chinese British	168	0.7%	44	0.2%	124	0.5%	33	0.4%	9	0.1%	24	0.3%	5	0.2%	2	0.1%	3	0.1%
Other Asian background	185	0.8%	33	0.1%	152	0.7%	20	0.3%	1	0.0%	19	0.2%	11	0.4%	0	0.0%	11	0.4%
Sub Total Asian	1906	8.4%	371	1.6%	1535	6.8%	438	5.7%	72	0.9%	366	4.8%	129	5.2%	12	0.5%	117	4.7%
African, African Scottish or African British	819	3.6%	309	1.4%	510	2.2%	184	2.4%	61	0.8%	123	1.6%	65	2.6%	21	0.8%	44	1.8%
Other African background	114	0.5%	36	0.2%	78	0.3%	31	0.4%	6	0.1%	25	0.3%	10	0.4%	1	0.0%	9	0.4%
Caribbean, Caribbean Scottish or Caribbean British	7	0.0%	1	0.0%	6	0.0%	5	0.1%	1	0.0%	4	0.1%	3	0.1%	0	0.0%	3	0.1%
Black, Black Scottish or Black British	24	0.1%	19	0.1%	5	0.0%	6	0.1%	5	0.1%	1	0.0%	2	0.1%	1	0.0%	1	0.0%
Other Caribbean / Black background	38	0.2%	5	0.0%	33	0.1%	6	0.1%	1	0.0%	5	0.1%	1	0.0%	0	0.0%	1	0.0%
Sub Total Black	1002	4.4%	370	1.6%	632	2.8%	232	3.0%	74	1.0%	158	2.1%	81	3.2%	23	0.9%	58	2.3%
Arab, Arab Scottish or Arab British	118	0.5%	33	0.1%	85	0.4%	24	0.3%	3	0.0%	21	0.3%	4	0.2%	2	0.1%	2	0.1%
Other ethnic background	150	0.7%	28	0.1%	122	0.5%	31	0.4%	7	0.1%	24	0.3%	8	0.3%	2	0.1%	6	0.2%
Sub Total Other Ethnic	268	1.2%	61	0.3%	207	0.9%	55	0.7%	10	0.1%	45	0.6%	12	0.5%	4	0.2%	8	0.3%
Total Ethnic	3449	15.2%	872	3.8%	2577	11.4%	803	10.5%	169	2.2%	634	8.3%	251	10.1%	44	1.8%	207	8.3%
Non Disclosed	1161	5.1%	0	0.0%	0	0.0%	487	6.4%	0	0.0%	0	0.0%	210	8.4%	0	0.0%	0	0.0%
Total	22701	100.0%	5546	24.4%	15994	70.5%	7666	100.0%	1994	26.0%	5185	67.6%	2493	100.0%	604	24.2%	1679	67.3%

RELIGION OR BELIEF	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	55	0.2%	18	0.1%	37	0.2%	10	0.1%	4	0.1%	6	0.1%	3	0.1%	2	0.1%	1	0.0%
Church of Scotland	2178	9.6%	661	2.9%	1517	6.7%	829	10.8%	272	3.5%	557	7.3%	248	9.9%	76	3.0%	172	6.9%
Hindu	298	1.3%	74	0.3%	224	1.0%	52	0.7%	13	0.2%	39	0.5%	11	0.4%	2	0.1%	9	0.4%
Jewish	14	0.1%	6	0.0%	8	0.0%	6	0.1%	2	0.0%	4	0.1%	4	0.2%	2	0.1%	2	0.1%
Muslim	1315	5.8%	248	1.1%	1067	4.7%	301	3.9%	41	0.5%	260	3.4%	90	3.6%	7	0.3%	83	3.3%
Other Christian	694	3.1%	210	0.9%	484	2.1%	172	2.2%	45	0.6%	127	1.7%	48	1.9%	13	0.5%	35	1.4%
Roman Catholic	4885	21.5%	1108	4.9%	3777	16.6%	1705	22.2%	449	5.9%	1256	16.4%	559	22.4%	141	5.7%	418	16.8%
Sikh	112	0.5%	10	0.0%	102	0.4%	31	0.4%	3	0.0%	28	0.4%	7	0.3%	1	0.0%	6	0.2%
Pagan	23	0.1%	11	0.0%	12	0.1%	8	0.1%	5	0.1%	3	0.0%	2	0.1%	1	0.0%	1	0.0%
Another Religion	13	0.1%	3	0.0%	10	0.0%	4	0.1%	1	0.0%	3	0.0%	1	0.0%	0	0.0%	1	0.0%
None	10547	46.5%	2775	12.2%	7772	34.2%	3597	46.9%	1016	13.3%	2581	33.7%	1145	46.9%	310	12.4%	835	33.5%
Non Disclosed	2567	11.3%	0	0.0%	0	0.0%	951	12.4%	0	0.0%	0	0.0%	375	15.0%	0	0.0%	0	0.0%
Total	22701	100.0%	5124	22.6%	15010	66.1%	7666	100.0%	1851	24.1%	4864	63.4%	2493	100.0%	555	22.3%	1563	62.7%

SEXUAL ORIENTATION	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Bi-Sexual	566	2.5%	129	0.6%	437	1.9%	150	2.0%	29	0.4%	121	1.6%	41	1.6%	8	0.3%	33	1.3%
Heterosexual	19716	86.9%	4844	21.3%	14872	65.5%	6566	85.7%	1771	23.1%	4795	62.5%	2093	84.0%	534	21.4%	1559	62.5%
Lesbian / Gay	699	3.1%	409	1.8%	290	1.3%	252	3.3%	141	1.9%	111	1.4%	82	3.3%	44	1.8%	38	1.5%
Other	12	0.1%	3	0.0%	9	0.0%	5	0.1%	1	0.0%	4	0.1%	1	0.0%	0	0.0%	1	0.0%
Non Disclosed	1708	7.5%	0	0.0%	0	0.0%	693	9.0%	0	0.0%	0	0.0%	276	11.1%	0	0.0%	0	0.0%
Total	22701	100.0%	5385	23.7%	15608	68.8%	7666	100.0%	1942	25.3%	5031	65.6%	2493	100.0%	586	23.5%	1631	65.4%

GENDER (SEX)	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	5597	24.7%	2022	26.4%	610	24.5%
Female	16036	70.6%	5208	67.9%	1688	67.7%
Non Disclosed	1068	4.7%	436	5.7%	195	7.8%
Total	22701	100.0%	7666	100.0%	2493	100.0%

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RECRUITMENT INTERNAL & EXTERNAL TEACHERS ONLY AS AT 31 MARCH 2023

Number of Posts Advertised:

1249

Total Combined Applications Received:

5103

Total Combined Interviews:

1455

Total Combined Appointments:

767

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	429	8.4%	96	1.9%	333	6.5%	132	9.1%	29	2.0%	103	7.1%	62	8.1%	11	1.4%	51	6.6%
Non Disabled	4473	87.7%	1068	20.9%	3405	66.7%	1256	86.3%	286	19.7%	970	66.7%	673	87.7%	138	18.0%	535	69.8%
Non Disclosed	201	3.9%	0	0.0%	0	0.0%	67	4.6%	0	0.0%	0	0.0%	32	4.2%	0	0.0%	0	0.0%
Total	5103	100.0%	1164	22.8%	3738	73.3%	1455	100.0%	315	21.6%	1073	73.7%	767	100.0%	149	19.4%	586	76.4%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	4018	78.7%	941	79.1%	3077	80.5%	1174	80.7%	263	81.7%	911	83.0%	623	81.2%	120	77.9%	503	84.8%
Other British	267	5.0%	68	5.7%	199	4.9%	72	4.9%	17	5.3%	55	5.0%	32	4.2%	9	5.8%	23	3.9%
Irish	196	3.8%	44	3.7%	152	4.0%	66	4.6%	18	5.6%	48	4.4%	38	5.0%	13	8.4%	25	4.2%
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	14	0.3%	3	0.3%	11	0.3%	3	0.2%	1	0.3%	2	0.2%	2	0.3%	1	0.6%	1	0.2%
Show man/Show woman	1	0.0%	1	0.1%	0	0.0%	1	0.1%	1	0.3%	0	0.0%	1	0.1%	1	0.6%	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	184	3.6%	38	3.2%	146	3.8%	42	2.9%	7	2.2%	35	3.2%	18	2.3%	4	2.6%	14	2.4%
Total White	4670	91.5%	1095	21.5%	3575	70.1%	1358	93.3%	307	21.1%	1051	72.2%	714	93.1%	148	19.3%	566	73.8%
Any mixed or multiple ethnic groups	69	1.4%	22	0.4%	47	0.9%	16	1.1%	1	0.1%	15	1.0%	11	1.4%	0	0.0%	11	1.4%
Pakistani, Pakistani Scottish or Pakistani British	112	2.2%	21	0.4%	91	1.8%	22	1.5%	6	0.4%	16	1.1%	11	1.4%	2	0.3%	9	1.2%
Indian, Indian Scottish or Indian British	47	0.9%	11	0.2%	36	0.7%	10	0.7%	3	0.2%	7	0.5%	1	0.1%	4	0.5%	4	0.5%
Bangladesh, Bangladeshi Scottish or Bangladeshi British	1	0.0%	1	0.0%	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	16	0.3%	3	0.1%	13	0.3%	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	11	0.2%	6	0.1%	5	0.1%	1	0.1%	1	0.1%	0	0.0%	1	0.1%	1	0.1%	0	0.0%
Sub Total Asian	187	3.7%	41	0.8%	146	2.9%	34	2.3%	10	0.7%	24	1.6%	17	2.2%	4	0.5%	13	1.7%
African, African Scottish or African British	50	1.0%	19	0.4%	31	0.6%	4	0.3%	1	0.1%	3	0.2%	1	0.1%	0	0.0%	1	0.1%
Other African background	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%
Caribbean, Caribbean Scottish or Caribbean British	3	0.1%	0	0.0%	3	0.1%	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black 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%
Other Caribbean / Black background	4	0.1%	1	0.0%	3	0.1%	1	0.1%	0	0.0%	1	0.1%	1	0.1%	0	0.0%	1	0.1%
Sub Total Black	57	1.1%	20	0.4%	37	0.7%	6	0.4%	1	0.1%	5	0.3%	2	0.3%	0	0.0%	2	0.3%
Arab, Arab Scottish or Arab British	10	0.2%	5	0.1%	5	0.1%	1	0.1%	0	0.0%	1	0.1%	1	0.1%	0	0.0%	1	0.1%
Other ethnic background	19	0.4%	6	0.1%	13	0.3%	5	0.3%	3	0.2%	2	0.1%	2	0.3%	2	0.3%	0	0.0%
Sub Total Other Ethnic	29	0.6%	11	0.2%	18	0.4%	6	0.4%	3	0.2%	3	0.2%	3	0.4%	2	0.3%	1	0.1%
Total Ethnic	342	6.7%	94	1.8%	248	4.9%	62	4.3%	15	1.0%	47	3.2%	33	4.3%	6	0.8%	27	3.5%
Non Disclosed	91	1.8%					35	2.4%				20	2.6%					
Total	5103	100.0%	1189	23.3%	3823	74.9%	1455	100.0%	322	22.1%	1098	75.5%	767	100.0%	154	20.1%	593	77.3%

RELIGION OR BELIEF	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	12	0.2%	2	0.2%	10	0.3%	4	0.3%	1	0.3%	3	0.3%	3	0.4%	1	0.7%	2	0.4%
Church of Scotland	635	12.4%	160	14.7%	475	13.2%	183	12.6%	36	11.8%	147	14.1%	96	12.3%	18	12.3%	78	14.0%
Hindu	13	0.3%	1	0.1%	12	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Jewish	4	0.1%	0	0.0%	4	0.1%	1	0.1%	0	0.0%	1	0.1%	1	0.1%	0	0.0%	1	0.2%
Muslim	114	2.2%	15	1.4%	99	2.6%	25	1.7%	6	2.0%	19	1.8%	11	1.4%	2	1.4%	9	1.6%
Other Christian	118	2.3%	26	2.4%	92	2.6%	19	1.3%	4	1.3%	15	1.4%	15	2.0%	4	2.7%	11	2.0%
Roman Catholic	1618	31.7%	354	32.4%	1264	35.2%	534	36.7%	124	40.5%	410	39.3%	234	30.5%	46	31.5%	188	33.8%
Sikh	16	0.3%	4	0.4%	12	0.3%	6	0.4%	2	0.7%	4	0.4%	4	0.5%	1	0.7%	3	0.5%
Pagan	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%
Another Religion	3	0.1%	3	0.3%	0	0.0%	1	0.1%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
None	2151	42.2%	526	48.2%	1625	45.2%	576	39.6%	132	43.1%	444	42.6%	339	44.2%	74	50.7%	265	47.6%
Non Disclosed	419	8.2%	0	0.0%	0	0.0%	106	7.3%	0	0.0%	0	0.0%	64	8.3%	0	0.0%	0	0.0%
Total	5103	100.0%	1091	100.0%	3593	100.0%	1455	100.0%	306	100.0%	1043	100.0%	767	100.0%	146	100.0%	557	100.0%

SEXUAL ORIENTATION	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Gay	106	2.1%	22	0.4%	84	1.9%	24	1.6%	6	1.9%	18	1.7%	4	0.5%	20	1.4%	4	0.5%
Bisexual	4532	88.8%	967	18.8%	3575	70.1%	1291	88.7%	254	17.5%	1037	71.3%	685	89.3%	123	16.0%	562	73.3%
Lesbian / Gay	223	4.4%	149	2.9%	74	1.5%	74	5.1%	48	3.3%	26	1.8%	31	4.0%	23	3.0%	8	1.0%
Other	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	241	4.7%	0	0.0%	0	0.0%	66	4.5%	0	0.0%	0	0.0%	33	4.3%	0	0.0%	0	0.0%
Total	5103	100.0%	1128	22.1%	3734	73.2%	1455	100.0%	306	21.0%	1063	74.4%	767	100.0%	148	19.3%	586	76.4%

GENDER (SEX)	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	1194	23.4%	322	22.1%	154	20.1%
Female	3829	75.0%	1099	75.0%	596	77.8%
Non Disclosed	80	1.6%	34	2.3%	18	2.3%
Total	5103	100.0%	1455	100.0%	767	100.0%

OFFICIAL