

EQUALITIES MONITORING

ALL COUNCIL EXCLUDING TEACHERS

AS AT 31 MARCH 2019

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	847	3.1%	794	3.3%	5	0.4%	34	2.9%	8	25.8%	0	0.0%	6	1.9%
Non Disabled	7815	28.5%	6261	26.2%	9	11.5%	444	38.3%	10	32.3%	0	0.0%	118	37.3%
Non Disclosed	18719	68.4%	16807	70.5%	64	82.1%	662	58.8%	13	41.9%	2	100.0%	192	60.8%
Total	27381	100.0%	23862	100.0%	78	100.0%	1160	100.0%	31	100.0%	2	100.0%	316	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	19552	71.4%	18922	79.3%	58	74.3%	595	51.3%	20	64.5%	2	100.0%	178	56.3%
Other British	2685	9.8%	1012	4.2%	1	1.3%	170	14.7%	1	3.2%	0	0.0%	77	24.4%
Irish	90	0.3%	66	0.3%	0	0.0%	14	1.2%	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	13	0.0%	12	0.1%	0	0.0%	5	0.4%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	213	0.8%	170	0.7%	1	1.3%	43	3.7%	4	12.9%	0	0.0%	7	2.2%
Total White	22653	82.3%	20182	84.6%	60	76.9%	827	71.3%	25	80.6%	2	100.0%	262	82.9%
Any mixed or multiple ethnic groups	64	0.2%	46	0.2%	0	0.0%	4	0.3%	0	0.0%	0	0.0%	2	0.6%
Pakistani, Pakistani Scottish or Pakistani British	67	0.2%	60	0.3%	0	0.0%	5	0.4%	0	0.0%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	38	0.1%	30	0.1%	1	1.3%	1	0.1%	0	0.0%	0	0.0%	1	0.3%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	2	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	29	0.1%	21	0.1%	0	0.0%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	15	0.0%	11	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	161	0.6%	124	0.6%	1	1.3%	8	0.7%	0	0.0%	0	0.0%	1	0.3%
African, African Scottish or African British	56	0.2%	49	0.2%	0	0.0%	10	0.9%	0	0.0%	0	0.0%	0	0.0%
Other African background	12	0.0%	10	0.0%	0	0.0%	2	0.2%	0	0.0%	0	0.0%	1	0.3%
Caribbean, Caribbean Scottish or Caribbean British	3	0.0%	3	0.0%	0	0.0%	3	0.3%	2	6.5%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	6	0.0%	5	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	78	0.3%	68	0.3%	0	0.0%	7	1.1%	2	6.5%	0	0.0%	7	0.3%
Arab, Arab Scottish or Arab British	8	0.0%	8	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	9	0.0%	9	0.0%	0	0.0%	6	0.5%	0	0.0%	0	0.0%	0	0.0%
Sub Total Other Ethnic	17	0.1%	17	0.1%	0	0.0%	7	0.6%	0	0.0%	0	0.0%	0	0.0%
Total Ethnic	300	1.2%	254	1.1%	1	1.3%	32	2.8%	2	6.5%	0	0.0%	4	1.3%
Non Disclosed	4628	16.6%	3426	14.4%	17	21.8%	301	25.9%	4	12.9%	0	0.0%	60	15.8%
Total	27381	100.0%	23862	100.0%	78	100.0%	1160	100.0%	31	100.0%	2	100.0%	316	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	9	0.0%	5	0.0%	0	0.0%	0	0.0%		#DIV/0!	0	0.0%	0	0.0%
Church of Scotland	1203	4.4%	1167	4.9%	2	2.6%	51	4.4%		#DIV/0!	0	0.0%	13	4.1%
Hindu	6	0.0%	5	0.0%	0	0.0%	0	0.0%		#DIV/0!	0	0.0%	0	0.0%
Jewish	0	0.0%	0	0.0%	0	0.0%	0	0.0%		#DIV/0!	0	0.0%	0	0.0%
Muslim	56	0.2%	44	0.2%	0	0.0%	7	0.6%		#DIV/0!	0	0.0%	0	0.0%
Other Christian	994	3.6%	609	2.6%	0	0.0%	58	5.0%		#DIV/0!	0	0.0%	21	6.6%
Roman Catholic	1608	5.9%	1106	4.6%	3	3.8%	95	8.2%		#DIV/0!	0	0.0%	22	7.0%
Sikh	9	0.0%	5	0.0%	0	0.0%	0	0.0%		#DIV/0!	0	0.0%	0	0.0%
Another Religion	159	0.6%	153	0.6%	0	0.0%	4	0.3%		#DIV/0!	0	0.0%	2	0.6%
None	2973	10.9%	2446	10.3%	7	9.0%	217	18.7%		#DIV/0!	0	0.0%	48	15.2%
Not Disclosed	20364	74.4%	18322	76.8%	66	84.6%	728	62.8%		#DIV/0!	2	100.0%	210	66.5%
Total	27381	100.0%	23862	100.0%	78	100.0%	1160	100.0%		#DIV/0!	2	100.0%	316	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	58	0.2%	57	0.2%	0	0.0%	3	0.3%		#DIV/0!	0	0.0%	0	0.0%
Heterosexual	7225	26.4%	5890	24.6%	15	19.2%	410	35.3%		#DIV/0!	0	0.0%	111	35.1%
Lesbian / Gay	111	0.4%	108	0.5%	0	0.0%	7	0.6%		#DIV/0!	0	0.0%	0	0.0%
Other	37	0.1%	36	0.2%	0	0.0%	0	0.0%		#DIV/0!	0	0.0%	0	0.0%
Not Disclosed	19950	72.9%	17771	74.5%	63	80.8%	740	63.8%		#DIV/0!	2	100.0%	205	64.9%
Total	27381	100.0%	23862	100.0%	78	100.0%	1160	100.0%		#DIV/0!	2	100.0%	316	100.0%

GENDER

	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	19220	70.2%	18223	76.4%	60	64.1%	407	35.1%	13	41.9%	2	100.0%	217	68.7%
Female	8161	29.8%	5639	23.6%	28	35.9%	753	64.9%	18	58.1%	0	0.0%	99	31.3%
Not Disclosed	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	27381	100.0%	23862	100.0%	78	100.0%	1160	100.0%	31	100.0%	2	100.0%	316	100.0%

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

EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2019

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	514	2.4%	160	1.9%	0	0.0%	10	2.1%	0	0.0%	0	0.0%	1	5.9%
Non Disabled	20155	94.0%	7855	90.2%	0	0.0%	149	31.7%	1	20.0%	0	0.0%	1	5.9%
Non Disclosed	792	3.0%	691	7.9%	2	100.0%	311	66.2%	4	80.0%	0	0.0%	15	88.2%
Total	21451	100.0%	8706	100.0%	2	100.0%	470	100.0%	5	100.0%	0	0.0%	17	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	17755	82.8%	6977	80.1%	0	0.0%	232	49.4%	4	80.0%	0	0.0%	6	35.3%
Other British	854	4.0%	405	4.7%	0	0.0%	65	13.8%	0	0.0%	0	0.0%	6	35.3%
Irish	805	3.8%	330	3.8%	0	0.0%	6	1.3%	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%
Other white ethnic	308	1.4%	117	1.3%	0	0.0%	10	2.1%	0	0.0%	0	0.0%	1	5.9%
Total White	19722	91.9%	7829	89.9%	0	0.0%	313	66.6%	4	80.0%	0	0.0%	13	76.5%
Any mixed or multiple ethnic groups	0	0.0%	0	0.0%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	293	1.4%	134	1.5%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	175	0.8%	53	0.6%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	2	0.0%	1	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	25	0.1%	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	495	2.3%	191	2.2%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	0	0.0%
African, African Scottish or African British	27	0.1%	20	0.2%	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	3	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	3	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	7	0.0%	4	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	40	0.2%	27	0.3%	0	0.0%	7	0.2%	0	0.0%	0	0.0%	0	0.0%
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	15	0.1%	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Other Ethnic	15	0.1%	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total Ethnic	560	2.6%	221	2.5%	0	0.0%	5	1.1%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	1179	5.6%	656	7.6%	2	100.0%	162	32.3%	1	20.0%	0	0.0%	4	23.5%
Total	21451	100.0%	8706	100.0%	2	100.0%	470	100.0%	5	100.0%	0	0.0%	17	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	0	0.0%	0	0.0%	0	0.0%	0	0.0%		#DIV/0!	0	0.0%	0	0.0%
Church of Scotland	23	0.1%	19	0.2%	0	0.0%	14	3.0%		#DIV/0!	0	0.0%	0	0.0%
Hindu	0	0.0%	0	0.0%	0	0.0%	0	0.0%		#DIV/0!	0	0.0%	0	0.0%
Jewish	1	0.0%	1	0.0%	0	0.0%	0	0.0%		#DIV/0!	0	0.0%	0	0.0%
Muslim	0	0.0%	0	0.0%	0	0.0%	0	0.0%		#DIV/0!	0	0.0%	0	0.0%
Other Christian	12	0.1%	10	0.1%	0	0.0%	3	0.6%		#DIV/0!	0	0.0%	0	0.0%
Roman Catholic	66	0.3%	48	0.6%	0	0.0%	38	8.1%		#DIV/0!	0	0.0%	0	0.0%
Sikh	0	0.0%	0	0.0%	0	0.0%	0	0.0%		#DIV/0!	0	0.0%	0	0.0%
Another Religion	0	0.0%	0	0.0%	0	0.0%	3	0.6%		#DIV/0!	0	0.0%	0	0.0%
None	39	0.2%	27	0.3%	0	0.0%	37	7.9%		#DIV/0!	0	0.0%	1	5.9%
Not Disclosed	21310	99.3%	8601	98.8%	2	100.0%	375	79.8%		#DIV/0!	0	0.0%	16	84.1%
Total	21451	100.0%	8706	100.0%	2	100.0%	470	100.0%		#DIV/0!	0	0.0%	17	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	1	0.0%	1	0.0%	0	0.0%	0	0.0%		#DIV/0!	0	0.0%	0	0.0%
Heterosexual	144	0.7%	105	1.2%	0	0.0%	95	20.2%		#DIV/0!	0	0.0%	1	5.9%
Lesbian / Gay	3	0.0%	1	0.0%	0	0.0%	4	0.9%		#DIV/0!	0	0.0%	0	0.0%
Other	0	0.0%	0	0.0%	0	0.0%	1	0.2%		#DIV/0!	0	0.0%	0	0.0%
Not Disclosed	21303	99.3%	8599	98.8%	2	100.0%	370	78.7%		#DIV/0!	0	0.0%	16	84.1%
Total	21451	100.0%	8706	100.0%	2	100.0%	470	100.0%		#DIV/0!	0	0.0%	17	100.0%

GENDER

	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	3585	16.7%	1571	18.0%	1	50.0%	131	27.9%	0	0.0%	0	0.0%	8	47.1%
Female	17710	82.8%	6858	78.8%	1	50.0%	339	72.1%	5	100.0%	0	0.0%	9	52.9%
Not Disclosed	156	0.7%	277	3.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	21451	100.0%	8706	100.0%	2	100.0%	470	100.0%	5	100.0%	0	0.0%	17	100.0%

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