## OFFICIAL

## EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2024

AnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnswerAnsw	DISABLED		Trai	ning	i l	Griev	ances	Lea	vers	Harass	sment *	Recru	itment	Disci	iplinary	
						Raised a Grievance		Left Employment		Raised a	Complaint	Raised an Internal		Subject to	Disciplinary	
			-			(Individua	I, Stage 1)				-	Recruitmen	t Complaint	Ac	ction	
	Disabled					Number				Number					% 0.0%	
SindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindSindS						11			46.0%				0.0%		41.1%	
	Non Disclosed	8762	59.5%	7422	61.0%		80.6%	1069	50.3%		70.4%		0.0%		58.9%	
Appendix     Appe	Total	14738	100.0%	12172	100.0%	62	100.0%	2124	100.0%	19	100.0%	0	0.0%	158	100.0%	
Appendix     Appe			Trai	alaa								-				
Image: image	ETANICITY			_												
Solution     Solut			-		-	(Individua	l, Stage 1)		-		-	Recruitmen	t Complaint	Ac	ction	
Char attraction         Table         Los         Los <thlos< th="">         Los         Los</thlos<>	White Poettick									Number	%				% 60.1%	
Supply finite000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000000<						24	36.776			0	0.0%				7.6%	
matrix         non-state																
Since many     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     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     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     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     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   <	Gypsy / Traveller	0	0.0%	0	0.0%			0	0.0%	0	0.0%	0	0.0%		0.0%	
Rank										0	0.0%				0.0%	
		0	0.070	0	0.070										0.0%	
Description         Description <thdescription< th=""> <thdescription< th=""></thdescription<></thdescription<>				9304				1554			25.9%				69.6%	
number is the state state is the state state is the state i	Any mixed or multiple ethnic groups									0	0.0%			0	0.0%	
Description is description if and provide iteration is description if and provide iteratiteration is description if and provide iterati		34	0.3%	23	0.2%	0	0.0%	14	0.0%	0	0.0%	0	0.0%	0	0.0%	
Share Areas     Same     Same </td <td>Bangladeshi, Bangladeshi Scottish or Bangladeshi British</td> <td></td> <td></td> <td></td> <td></td> <td>0</td> <td>0.0%</td> <td></td> <td></td> <td></td> <td>0.0%</td> <td></td> <td>0.0%</td> <td></td> <td>0.0%</td>	Bangladeshi, Bangladeshi Scottish or Bangladeshi British					0	0.0%				0.0%		0.0%		0.0%	
$ \begin{array}{                                    $		17	0.1%	10	0.1%		0.0%								0.0%	
Antran		113	0.8%	84	0.7%			36	2.0%					0	0.0%	
Case Area		242		128	1.1%											
Base, Base, Bargen, or Base, Bargen, Correct, Corret											0.0%			0	0.0%	
Cher Catalogn (2 Back Langegord)         Bun (2 Back L						0					0.0%	0	0.0%	0	0.0%	
And       Solid		15	0.1%											0	0.0%	
Anab. Acade Boceshin ar A		294	2.0%	163	1.3%			59	0.0%					0	0.0%	
Char are background         44         0.3%         97         0.9%         0.9%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%         0.9         0.0%									0.070	0				0	0.0%	
Total Elite         199         139         398         2 10%           No Discissed         190 and the second Training         190 and the se	Other ethnic background					0									0.0%	
Name         1312         217.75.         232         21.75.         33         0.5.2%.         147         21.0%.         19         70.0%.         0         0.0%.         43         37           Religion for raining         Resciend Tailing         Res	Sub Total Other Ethnic	46	0.3%	29	0.2%	0	0.0%			0	0.0%	0	0.0%	0	0.0%	
Table         Table         197.0         190.0%         192         190.0%         19         190.0%         19         190.0%         19         100.0%         190         0.0         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         0.0%         190         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%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0																
RELIGION OR BELLEF         Application for Training         Received Training         Grispances         Latevers         Harasment*         Rescutant immally impact on the property impact on the pr															27.2%	
Application for Training         Received Training         Raised a Grievance (notividual Stage 1)         Raised a Complaint         Raised a Complain	Total	14738	100.0%	12172	100.0%	62	100.0%	2124	100.0%	19	100.0%	0	0.0%	158	100.0%	
Application for Training         Received Training         Raised a Grievance (notividual Stage 1)         Raised a Complaint         Raised a Complain	RELIGION OR BELIEF		Trai	ning		Griev	ances	Les	vers	Harses	sment *	Becru	itment	Disci	iplinary	
Backbraid       16       0.1%       11       0.1%       0       0.0%       12       0       0.0%       12       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%       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%       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%       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%       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%       0       0.0%       0       0.0%       0       0.0%       0       0.0%<		Application	for Training	Received	Training			Left Emp	ployment	Raised a	Complaint			Ac	ction	
Backshard         16         0.1%         11         0.1%         0         0.0%         12         0         0.0%         12         0         0.0%         12         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%         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%         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%         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%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0 <th0< th="">         0</th0<>		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	
introdu         Josef all         Constraint         Constraint<	Buddhist		0.1%		0.1%	0	0.0%						0.0%	0	0.0%	
jewish         main		863	5.9%	738	6.1%			121	5.7%							
Maxim         Maxim <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>0.0%</td></th<>															0.0%	
Roman Catholic         1310         8.9%         1022         8.4%         0         0         14.4         0.1%         0         0.0%         16         11.1           Sibh         14         0.1%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         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         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         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         0         0         0         0		65	0.4%	44	0.4%			26	1.2%					0	0.0%	
Roman Catholic         1310         8.9%         1022         8.4%         0         0         14.4         0.1%         0         0.0%         16         11.1           Sibh         14         0.1%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         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         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         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         0         0         0         0	Other Christian	567	3.8%	372		0	0.0%	144	6.8%						7.0%	
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%         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%         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%         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%         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         0         0         0.0%         0         0         0         0         0 </td <td>Roman Catholic</td> <td>1319</td> <td>8.9%</td> <td>1022</td> <td>8.4%</td> <td></td> <td></td> <td>304</td> <td>14.3%</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>11.4%</td>	Roman Catholic	1319	8.9%	1022	8.4%			304	14.3%						11.4%	
Another Religion       132       0.9%       106       0.9%       0       0.0%       10       0.9%       10       0.9%       0       0.0%         Nome       2614       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       17.%       2080       20.%       2080       20.%					0.00/				0.004						0.0%	
None         None         2013         2020         17.2%         2089         17.2%         447         21.0%         0         0.0%         35         22           Not Disclosed         14738         100.0%         12172         100.0%         54         87.1%         0         0.0%         35         22         00.0%         0         0.0%         35         23         2124         100.0%         0         0.0%         35         23         2124         100.0%         0         0.0%         35         23         2124         100.0%         0         0.0%         35         23         2124         100.0%         0         0.0%         35         23         2124         100.0%         0         0.0%         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35         35	Pagan Another Religion														0.0%	
Total14738100.0%12172100.0%62100.0%2124100.0%000.0%158100SEXUAL ORIENTATIONTrainingTrainingReceived TrainingReceived TrainingGrievancesLeaversHarasment*Raised a GrievanetRaised a GrievanetNurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber%Nurrber% <td< td=""><td>None</td><td>2614</td><td>17.7%</td><td>2089</td><td>17.2%</td><td></td><td></td><td>447</td><td>21.0%</td><td></td><td></td><td>0</td><td>0.0%</td><td>35</td><td>22.2%</td></td<>	None	2614	17.7%	2089	17.2%			447	21.0%			0	0.0%	35	22.2%	
SEXUAL ORIENTATION         Training         Grievance (Individual, Stage 1)         Leavers         Harasment *         Recultment Complaint Resided a Grievance (Individual, Stage 1)         Harasment *         Recultment Complaint Resided a Grievance (Individual, Stage 1)         Harasment *         Recultment Complaint Resided a Grievance (Individual, Stage 1)         Harasment *         Resided a Internal Recultment Complaint         Disciplinari Recultment Complaint           Bi-Sexual         5111         36.7%         58         0.5%         0         0.0%         24         1.3%         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         0															53.8%	
Application for Training         Received Training         Raised a Grievance (Individual, Stage 1)         Left Emplyment         Raised a Complaint         Raised an Internal Recruitment Complaint         Subject to Disciping (Individual, Stage 1)         Raised a Complaint         Raised an Internal Recruitment Complaint         Subject to Disciping (Individual, Stage 1)         Number         %	Total	14738	100.0%	12172	100.0%	62	100.0%	2124	100.0%			0	0.0%	158	100.0%	
ApplicationReceived randomReceived randomRaised a Grievance (Individual, State)Left EmplantRaised a Grievance (Individual, State)Raised a Grievance (Recuiment Complaint)Raised an Internal Recuiment Complaint)Subject to DisciplintSubject to DisciplintRestation of the subject disciplint1681.5%42835.2%00.0%281.3%1.3%00.0%00000000000000000000000000000000000000000000000000000000000	SEXUAL ORIENTATION		Trai	ning		Griev	ances	Lea	vers	Harase	sment *	Recru	itment	Disci	iplinary	
Number         %         Nu					Training	Raised a	Raised a Grievance			Raised a Complaint		Raised an Internal		Subject to Disciplinary		
Bi-Bescal     73     0.5%     58     0.5%     0     0.0%     27     1.3%     0     0.0%     0     0.0%       Bi-Bescal     6411     36.7%     428     35.2%     0     0.0%     27     1.3%     0     0.0%     0     0.0%     0     0.0%     0     0.0%       Leebian / Gay     168     1.1%     139     1.1%     0     0.0%     28     1.3%     0     0.0%     28     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     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     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     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0<		Number	%	Number	%		%	Number	%	Number	%		%		%	
Heterosoxual       5411       36.7%       4285       35.2%       977       46.0%       0       0.0%       69       43         Lesbiar / Gay       168       1.1%       139       1.1%       0       0.0%       28       1.3%       0       0.0%       69       43         Other       28       0.2%       17       0.1%       0       0.0%       28       1.3%       0       0.0%       0       0.0%       60       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%       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%       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       0       0       0       0       0       0       0       0       0	Bi-Sexual		0.5%	58	0.5%		0.0%	27	1.3%	r torrison	~~~~~		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         0.0%         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         0.0%         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         0.0%         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         0.0%         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         0         0         0         0         0         0         0         0         0         0         0	Heterosexual				35.2%								0.0%	69	43.7%	
Not Disclosed         9058         61.5%         7673         63.0%         54         87.1%         1090         61.3%         0         0.0%         87         65           Total         14738         100.0%         12172         100.0%         62         100.0%         2124         100.0%         2124         100.0%         0         0.0%         87         65           GENDER (SEX)         Training         Received Training         Raised a Grevances         Leavers         Harassment *         Raised an Internal Raised an Internal Raised an Internal Stable to Disciplinar         Subject to Disciplinar           Male         Number         %         Number							0.0%	28	1.3%						0.0%	
Total         14738         100.0%         12172         100.0%         62         100.0%         2124         100.0%         0         0.0%         158         100           GENDER (SEX)         Training         Reciver         Grievance         Leaver         Harasmet*         Recruitmet Complaint         Subject to Disciplinar								1090	51.3%						0.0%	
Application Fraining         Received Training         Raised a Grevance (Individual, State)         Left Emplant         Raised a Complant         Raised an Internal Received Training         Subject to Discip Automation         Subject to Discip Received Training         Subject to Discip Received Training         Number (State)		14738	100.0%	12172		62	100.0%	2124	100.0%			ŏ			100.0%	
Application F raining         Reserved F         Raised a Cirvance         Left Employment         Raised a Cirvance         <						-		-				_		_	1	
Application for Training         Received Fraining         Received Fraining         Individual, Stage 1)         Left Employment         Raised a Complaint         Recruitment Complaint         Recruitmen	GENDER (SEX)					Harassment *										
Male         8854         58.0%         7695         63.2%         24         38.7%         578         27.2%         18         66.7%         0         0.0%         101         63.           Female         6184         42.0%         4477         36.8%         11         17.7%         1546         72.8%         0         0.0%         0         0.0%         57         36.8%           Not Disclosed         0         0.0%         0         0.0%         27         43.6%         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%         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%         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		Application	for Training	Received	Training			Left Emp	ployment	Raised a	Complaint			Subject to Ac	Disciplinary	
Male         8854         58.0%         7695         63.2%         24         38.7%         578         27.2%         18         66.7%         0         0.0%         101         63.           Female         6184         42.0%         4477         36.8%         11         17.7%         1546         72.8%         0         0.0%         0         0.0%         57         36.8%           Not Disclosed         0         0.0%         0         0.0%         27         43.6%         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%         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%         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		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	
Female         6184         42.0%         4477         36.8%         11         17.7%         1546         72.8%         0         0.0%         57         36.8%           NotDisclosed         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%         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         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         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0<		8554	58.0%	7695	63.2%	24	38.7%	578	27.2%	18		0	0.0%	101	63.9%	
	Female	6184	42.0%	4477	36.8%		17.7%	1546	72.8%				0.0%	57	36.1%	
14738 100.0% 12172 100.0% 62 100.0% 2124 100.0% 27 100.0% 0 0.0% 158 100															0.0%	
			100.0%	12172	100.0%	62	100.0%	≥124	100.0%	27	100.0%	0	0.0%	158	100.0%	

## OFFICIAL

## EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2024

DISABLED		Trai	nina	·	Grieve	ances		vers	Harres	sment *	Borris	itment	Dicei	olinary
DISABLED			-			Grievance					Recru Raised a			Disciplinary
	Application	n for Training	Received	d Training		I, Stage 1)	Left Em	ployment	Raised a	Complaint	Recruitmen		Act	tion
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Disabled	592	2.6%	162	1.9%	0	0.0%	18	5.0%	0	0.0%	0	0.0%	0	0.0%
Non Disabled Non Disclosed	18396 3698	81.1%	6570 1833	76.7%			167	46.4%	0	0.0%	0	0.0%		
Total	22686	16.3%	8565	100.0%			360	48.6%	0	0.0%			-	
Total	11000	100.070	0505	100.070				100.070		0.070				
ETHNICITY		Trai	ning		Griev	ances	Lea	vers	Harass	sment *	Recru	itment	Disci	olinary
	Application	n for Training	Beeskie	d Training		Grievance	Loft Em	ployment	Beised e	Complaint	Raised a		Subject to	Disciplinary
	Application	rior training	Received	a training	(Individua	I, Stage 1)	Leit Ein	pioyment	Kaiseu a	compiaint	Recruitmen	t Complaint	Act	tion
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
White Scottish	18683	82.4%	7121	83.1%			217	60.3%	0	0.0%				
Other British Irish	1106	4.9%	380 269	4.4%	0	0.0%	41	11.4%	0	0.0%	0	0.0%	-	0.0%
Gypsy / Traveller	0	3.3%	0 269	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%
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 Total Whi	387 te 20923	1.7% 92.2%	126 7896	1.5%	0	0.0%	11 286	3.1% 79.4%	0	0.0%	0	0.0%	0	0.0%
Any mixed or multiple ethnic grou		0.7%	70	0.8%	0	0.0%	200	75.476	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	360	1.6%	88	1.0%	0	0.0%			0	0.0%	ő	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%
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 Other Asian background	35	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background Sub Total Asia		2.5%	10 139	0.1%	0	0.0%			0	0.0%	0	0.0%	0	0.0%
African, African Scottish or African British	38	0.2%			0	0.0%			0	0.0%	0	0.0%	0	0.0%
Other African background	0	0.0%	Ō	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%
Black, Black Scottish or Black British	22	0.1%	12	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background Sub Total Black		0.1%	12 31	0.1%	0	0.0%	0	0.0%	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%	ŏ	0.0%	0	0.0%
Other ethnic background	99	0.4%	31	0.4%	0	0.0%			0	0.0%	Ö	0.0%	0	0.0%
Sub Total Other Ethn	ic 99	0.4%	31	0.4%	0	0.0%			0	0.0%	0	0.0%	0	0.0%
Total Edu	- 000	4.1%	074	0.001	0	0.0%	10	0.40/	0	0.0%	0	0.0%	0	0.0%
Total Ethr	ic 930 833	4.1% 3.7%	271 398	3.2% 4.6%	0	0.0%	12	3.4% 17.2%	0	0.0%	0	0.0%	0	0.0%
To		100.0%	8565	100.0%	Ŭ	0.070	360	100.0%	o	0.0%		0.070	-	
RELIGION OR BELIEF	Train		ning Received Training		Grievances Raised a Grievance		Leavers		Harassment *		Recruitment Raised an Internal		Disciplinary Subject to Disciplinary	
	Application	1 for Training	Received	a training	(Individua	I, Stage 1)	Lett Em	pioyment	Raised a	Complaint	Recruitmen	t Complaint	Act	tion
	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 Hindu	11	0.0%	0	0.0%	0	0.0%	13	3.6%	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%
Muslim	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%		
Roman Catholic	25	0.1%	20	0.2%	0	0.0%	74	20.6%	0	0.0%		0.0%		0.0%
Sikh Pagan	0	0.0%	0	0.0%			-			0.671	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%		0.0%	0	0.0%
Another Religion None	0	0.0%	0 14	0.0%	0		0 0 68	0.0% 0.0% 18.9%	0 0 0	0.0% 0.0% 0.0%	0	0.0%	0	0.0%
Another Religion None Not Disclosed	0 16 22634	0.0% 0.1% 99.8%	0 14 8523	0.0% 0.2% 99.5%	0	0.0%	0 0 68 189	0.0% 0.0% 18.9% 52.5%	0 0 0 0	0.0% 0.0% 0.0% 0.0%	0	0.0% 0.0% 0.0%	0	0.0%
Another Religion None	0	0.0%	0 14	0.0%	0	0.0%	0 0 68	0.0% 0.0% 18.9%	0 0 0	0.0% 0.0% 0.0%	0	0.0% 0.0% 0.0%	0	0.0%
Another Religion None Not Disclosed	0 16 22634	0.0% 0.1% 99.8%	0 14 8523	0.0% 0.2% 99.5%	0	0.0%	0 0 68 189	0.0% 0.0% 18.9% 52.5%	0 0 0 0	0.0% 0.0% 0.0% 0.0%	0	0.0% 0.0% 0.0%	0	0.0%
Another Religion None Not Disclosed Total	0 16 22634	0.0% 0.1% 99.8% 100.0%	0 14 8523 8565	0.0% 0.2% 99.5%	0 0 0	0.0% 0.0% 0.0%	0 0 68 189 <b>360</b>	0.0% 0.0% 18.9% 52.5% 100.0%	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% 0.0% 0.0%
Another Religion None Not Disclosed	0 16 22634	0.0% 0.1% 99.8%	0 14 8523 8565	0.0% 0.2% 99.5%	0 0 0 Griev	0.0% 0.0% 0.0%	0 0 68 189 <b>360</b>	0.0% 0.0% 18.9% 52.5%	0 0 0 0 0 0	0.0% 0.0% 0.0% 0.0%	0 0 0 0 0 Recru	0.0% 0.0% 0.0% 0.0%	0 0 0 Discip	0.0% 0.0% 0.0%
Another Religion None Not Disclosed Total	0 16 22634 <b>22686</b>	0.0% 0.1% 99.8% 100.0%	0 14 8523 <b>8565</b> ning	0.0% 0.2% 99.5%	0 0 0 Griev Raised a	0.0% 0.0% 0.0% ances Grievance	0 0 68 189 <b>360</b> Lea	0.0% 0.0% 18.9% 52.5% 100.0%	0 0 0 0 0 0 Harass	0.0% 0.0% 0.0% 0.0% 0.0%		0.0% 0.0% 0.0% 0.0%	0 0 0 Discip	0.0% 0.0% 0.0%
Another Religion None Not Disclosed Total	0 16 22634 22686 Application	0.0% 0.1% 99.8% 100.0% Train	0 14 8523 8565 ning Received	0.0% 0.2% 99.5% 100.0%	0 0 0 Griev Raised a (Individua	0.0% 0.0% 0.0%	0 0 68 189 360 Lea	0.0% 0.0% 18.9% 52.5% 100.0%	0 0 0 0 0 Haras: Raised a	0.0% 0.0% 0.0% 0.0% 0.0% sment *	0 0 0 0 Recru Raised a Recruitmen	0.0% 0.0% 0.0% 0.0%	0 0 0 Discip Subject to	0.0% 0.0% 0.0% Disciplinary
Another Religion Nome Total SEXUAL ORIENTATION	0 16 22634 22686	0.0% 0.1% 99.8% 100.0% Train n for Training	0 14 8523 <b>8565</b> ning	0.0% 0.2% 99.5% 100.0%	0 0 0 Griev Raised a (Individua Number	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 68 189 360 Lea Left Em	0.0% 0.0% 18.9% 52.5% 100.0%	0 0 0 0 0 0 Haras: Raised a	0.0% 0.0% 0.0% 0.0% 0.0% sment *	0 0 0 0 Raised a Recruitmen Number	0.0% 0.0% 0.0% 0.0% 0.0% itment n Internal t Complaint %	0 0 0 Discip Subject to Act	0.0% 0.0% 0.0% Disciplinary Disciplinary tion
Another Religion None Not Disclosed Total	0 16 22634 22686 Application	0.0% 0.1% 99.8% 100.0% Train	0 14 8523 8565 ning Received	0.0% 0.2% 99.5% 100.0%	0 0 0 Griev Raised a (Individua	0.0% 0.0% 0.0% ances Grievance	0 0 68 189 360 Lea	0.0% 0.0% 18.9% 52.5% 100.0%	0 0 0 0 0 Haras: Raised a	0.0% 0.0% 0.0% 0.0% 0.0% sment *	0 0 0 0 Recru Raised a Recruitmen	0.0% 0.0% 0.0% 0.0%	0 0 0 Discip Subject to	0.0% 0.0% 0.0% Disciplinary
Another Religion Nore Not Disclosed Total SEXUAL ORIENTATION Bi-Sexual Heterosevual Lesbian / Gay	0 16 22634 22686 22686 Application Number 0 48	0.0% 0.1% 99.8% 100.0% Train n for Training % 0.0% 0.2%	0 14 8523 8565 ning Received Number 0 40	0.0% 0.2% 99.5% 100.0% d Training % 0.0% 0.5%	0 0 0 Griev Raised a (Individus Number 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 68 189 360 Left Em Number 13 145	0.0% 0.0% 18.9% 52.5% 100.0% vvers ployment % 3.6% 40.3% 3.9%	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% 5ment * Complaint % 0.0% 0.0%	0 0 0 0 0 0 Recru Raised a Recruitmen Number 0	0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 Discip Subject to Act Number 0	0.0% 0.0% 0.0% 0.0% 0.0%
Another Religion None Not Disclosed Total SEXUAL ORIENTATION Bi-Sexual Heterosexual Lesbian / Gay Other	0 16 22634 <b>22686</b> Application Number 0 48 0	0.0% 0.1% 99.8% 100.0% Train n for Training % 0.0% 0.2% 0.0%	0 14 8523 8565 Received Number 0 40 0	0.0% 0.2% 99.5% 100.0%	0 0 0 Griev Raised a (Individua Number 0 0	0.0% 0.0% 0.0% 0.0% 0.0% Grievance II, Stage 1) % 0.0%	0 0 68 189 <b>360</b> Let Let Let 13 145 14 0	0.0% 0.0% 18.9% 52.5% 100.0% vers ployment % 3.6% 40.3% 3.9%	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% Complaint % 0.0% 0.0% 0.0%	0 0 0 Raised a Recruitmen Number 0 0	0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 Discig Subject to Act	0.0% 0.0% 0.0% Disciplinary Disciplinary tion
Another Religion None Not Disclosed SEXUAL ORIENTATION Bi-Sexual Heterosexual Leadbian / Gay Other Not Disclosed	0 16 22634 22686 Application Number 0 48 48 0 0 22633	0.0% 0.1% 99.8% 100.0% Train n for Training % 0.0% 0.2% 0.2% 9.8%	0 14 8523 8565 Received Number 0 40 0 8522	0.0% 0.2% 99.5% 100.0% training % 0.0% 0.6% 0.6% 0.0% 0.9%	0 0 0 Griev Raised a (Individus Number 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 68 189 360 Let Em Number 13 145 14 0 188	0.0% 0.0% 18.9% 52.5% 100.0% vers ployment % 3.6% 40.3% 3.9% 0.0% 52.2%	0 0 0 0 0 0 0 0 <b>Haras</b> : <b>Raised a</b> 0 0 0 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 5ment * Complaint % 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0 0 Recru Raised a Recruitmen Number 0	0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 Discip Subject to Act Number 0	0.0% 0.0% 0.0% 0.0% 0.0%
Another Religion Nore Nore Security Security Bi-Sexual Heterosexual Lesbian / Gay Other	0 16 22634 <b>22686</b> Application Number 0 48 0	0.0% 0.1% 99.8% 100.0% Train n for Training % 0.0% 0.2% 0.0%	0 14 8523 8565 Received Number 0 40 0	0.0% 0.2% 99.5% 100.0%	0 0 0 Griev Raised a (Individus Number 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 68 189 <b>360</b> Let Let Let 13 145 14 0	0.0% 0.0% 18.9% 52.5% 100.0% vers ployment % 3.6% 40.3% 3.9%	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% Complaint % 0.0% 0.0% 0.0%	0 0 0 Raised a Recruitmen Number 0 0	0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 Discip Subject to Act Number 0	0.0% 0.0% 0.0% 0.0% 0.0%
Another Religion None Not Disclosed SEXUAL ORIENTATION Bi-Sexual Heterosexual Leadbian / Gay Other Not Disclosed	0 16 22634 22686 Application Number 0 48 48 0 0 22633	0.0% 0.1% 99.8% 100.0% Train n for Training % 0.0% 0.2% 0.2% 9.8%	0 14 8523 8565 Received Number 0 40 0 8522	0.0% 0.2% 99.5% 100.0% training % 0.0% 0.6% 0.6% 0.0% 0.9%	0 0 0 Griev Raised a (Individus Number 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 68 189 360 Let Em Number 13 145 14 0 188	0.0% 0.0% 18.9% 52.5% 100.0% vers ployment % 3.6% 40.3% 3.9% 0.0% 52.2%	0 0 0 0 0 0 0 0 <b>Haras</b> : <b>Raised a</b> 0 0 0 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 5ment * Complaint % 0.0% 0.0% 0.0% 0.0%	0 0 0 Raised a Recruitmen Number 0 0	0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 Discip Subject to Act Number 0	0.0% 0.0% 0.0% 0.0% 0.0%
Another Religion None Not Disclosed SEXUAL ORIENTATION Bi-Sexual Heterosexual Leadbian / Gay Other Not Disclosed	0 16 22634 22686 Application Number 0 48 48 0 0 22633	0.0% 0.1% 99.8% 100.0% Train n for Training % 0.0% 0.2% 0.2% 9.8%	0 14 8523 8565 Received Number 0 40 0 8565 8565	0.0% 0.2% 99.5% 100.0% training % 0.0% 0.6% 0.6% 0.0% 0.9%	0 0 0 Raised a (Individue Number 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 68 189 360 Let Em 13 145 145 145 188 360	0.0% 0.0% 18.9% 52.5% 100.0% vers ployment % 3.6% 40.3% 3.9% 0.0% 52.2%	0 0 0 0 0 0 0 0 8 aised a 0 0 0 0 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 5ment * Complaint % 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0 0 0 Recruitmen Number 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 Discip Subject to Acit 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0%
Another Religion None Not Disclosed SEXUAL ORIENTATION Bi-Sexual Heterosexual Lesbian / Gay Other Not Disclosed Total	0 16 22634 22686 Application Number 0 48 0 22633 22686	0.0% 0.1% 99.8% 100.0% Train n for Training % 0.0% 0.2% 0.0% 99.8% 100.0%	0 14 8523 8565 Received Number 0 40 0 8552 8565 ning	0.0% 0.2% 99.5% 100.0% 100.0% 9.5% 0.0% 0.6% 0.0% 99.5% 100.0%	0 0 0 Raised a (Individua Number 0 0 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% Grievance I, Stage 1) % 0.0% 0.0% 0.0% 0.0%	0 0 68 189 360 Let Em 13 145 145 145 145 145 145 145 145 145 145	0.0% 0.0% 18.9% 52.5% 100.0% vers ployment % 3.0% 40.3% 3.0% 100.0% 52.2% 100.0%	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% 0.0% 0.0%	0 0 0 0 0 0 0 Recruitmen Number 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% t Complaint t Complaint % 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% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
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Another Religion None Not Disclosed SEXUAL ORIENTATION Bi-Sexual Heterosexual Lesbian / Gay Other Not Disclosed Total	0 16 22634 22686 Application Number 0 48 22633 22686 Application	0.0% 0.1% 99.8% 100.0% Train n for Training % 0.0% 0.2% 0.0% 99.8% 100.0%	0 14 8523 8565 Received Number 0 40 0 8565 8565 ning Received	0.0% 0.2% 99.5% 100.0% 100.0% 9.5% 0.0% 0.6% 0.0% 99.5% 100.0%	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% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 68 189 360 Left Em 13 145 145 360 Left Em	0.0% 0.0% 18.9% 52.5% 100.0% vers ployment % 3.0% 40.3% 3.0% 100.0% 52.2% 100.0%	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% 0.0% 0.0%	0 0 0 0 Reised a Recruitmen 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% 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	0.0% 0.0% 0.0% 0.0% 0lisciplinary tion % 0.0% 0.0% 0.0%
Another Religion None Not Disclosed SEXUAL ORIENTATION Bi-Sexual Heterosexual Heterosexual Heterosexual GENDER (SEX) Make	0 16 22634 22686 Application Number 0 48 0 22633 22686	0.0% 0.1% 99.8% 100.0% Train n for Training % 0.0% 0.2% 100.0% 100.0% Training % 13.0%	0 14 8523 8565 Received Number 0 40 0 8552 8565 ning	0.0% 0.2% 99.5% 100.0% 4 Training % 0.0% 0.0% 100.0% 100.0% 4 Training % 15.8%	0 0 0 Raised a (Individua Number 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% 0.0% Grievance 1, Stage 1) % 0.0% 0.0% 0.0% 0.0% 0.0% Grievance 1, Stage 1) %	0 0 68 189 360 Let Em 13 145 145 145 145 145 145 145 145 145 145	0.0% 0.0% 18.9% 52.5% 100.0% vers ployment % 3.0% 40.3% 3.0% 52.2% 100.0% vers vers ployment	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% 0.0% 0.0%	0 0 0 0 0 0 Raised a Recruitmen Number 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% 0.0% 0.0% 0.0% 0.0%	0 0 0 Subject to 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% 0lisciplinary tion % 0.0% 0.0% 0.0%
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