

RECRUITMENT INTERNAL & EXTERNAL ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2019

Number of Posts Advertised: 1827

Total Combined Applications Received: 16066

Total Combined Interviews: 4183

Total Combined Appointments: 1305

DISABILITY

	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	730	4.6%	257	1.6%	473	3.0%	216	5.2%	65	1.6%	151	3.6%	39	3.0%	13	1.0%	26	2.0%
Non Disabled	14841	92.3%	4120	25.6%	10721	66.7%	3794	90.7%	1095	26.2%	2699	64.5%	1204	92.2%	342	26.2%	862	66.0%
Non Disclosed	495	3.1%	0	0.0%	0	0.0%	179	4.3%	0	0.0%	0	0.0%	62	4.8%	0	0.0%	0	0.0%
Total	16066	100.0%	4377	27.2%	11194	69.7%	4183	100.0%	1160	27.8%	2860	68.1%	1305	100.0%	365	27.2%	888	68.0%

ETHNICITY

	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	12619	78.5%	3514	21.9%	9105	56.7%	3306	79.0%	933	22.3%	2373	56.7%	1099	84.2%	317	24.3%	782	59.9%
Other British	742	4.6%	266	1.7%	476	3.0%	201	4.8%	80	1.9%	121	2.9%	38	2.9%	16	1.2%	22	1.7%
Irish	151	0.9%	62	0.4%	89	0.6%	53	1.3%	23	0.5%	30	0.7%	13	1.0%	5	0.4%	8	0.6%
Gypsy / Traveller	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%
Polish	267	1.7%	25	0.2%	242	1.5%	51	1.2%	6	0.1%	45	1.1%	10	0.8%	1	0.1%	9	0.7%
Other white ethnic	626	3.9%	172	1.1%	454	2.8%	111	2.7%	27	0.6%	84	2.0%	17	1.3%	4	0.3%	13	1.0%
Total White	14406	89.7%	4039	25.1%	10367	64.5%	3722	89.0%	1069	25.6%	2653	63.4%	1177	90.2%	343	26.3%	834	63.9%
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	387	2.4%	97	0.6%	290	1.8%	99	2.4%	27	0.6%	72	1.7%	18	1.4%	2	0.2%	16	1.2%
Indian, Indian Scottish or Indian British	142	0.9%	30	0.2%	112	0.7%	24	0.6%	3	0.1%	21	0.5%	6	0.5%	1	0.1%	5	0.4%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	5	0.0%	4	0.0%	1	0.0%	1	0.0%	0	0.0%	1	0.0%	1	0.1%	0	0.0%	1	0.1%
Chinese, Chinese Scottish or Chinese British	61	0.4%	13	0.1%	48	0.3%	7	0.2%	0	0.0%	7	0.2%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	61	0.4%	20	0.1%	41	0.3%	10	0.2%	2	0.0%	8	0.2%	3	0.2%	1	0.1%	2	0.2%
Sub Total Asian	656	4.1%	164	1.0%	492	3.1%	141	3.4%	32	0.8%	109	2.6%	28	2.1%	4	0.3%	24	1.8%
African, African Scottish or African British	89	0.6%	27	0.2%	62	0.4%	26	0.6%	8	0.2%	18	0.4%	6	0.5%	2	0.2%	4	0.3%
Other African background	186	1.2%	65	0.4%	121	0.8%	65	1.6%	18	0.4%	47	1.1%	18	1.4%	4	0.3%	14	1.1%
Caribbean, Caribbean Scottish or Caribbean British	5	0.0%	1	0.0%	4	0.0%	3	0.1%	0	0.0%	3	0.1%	1	0.1%	0	0.0%	1	0.1%
Black, Black Scottish or Black British	58	0.4%	20	0.1%	38	0.2%	7	0.2%	4	0.1%	3	0.1%	2	0.2%	0	0.0%	2	0.2%
Other Caribbean / Black background	11	0.1%	1	0.0%	10	0.1%	2	0.0%	0	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	349	2.2%	114	0.7%	235	1.5%	103	2.5%	30	0.7%	73	1.7%	27	2.1%	6	0.5%	21	1.6%
Arab, Arab Scottish or Arab British	109	0.7%	31	0.2%	78	0.5%	27	0.6%	9	0.2%	18	0.4%	5	0.4%	1	0.1%	4	0.3%
Other ethnic background	133	0.8%	41	0.3%	92	0.6%	33	0.8%	13	0.3%	20	0.5%	6	0.5%	1	0.1%	5	0.4%
Sub Total Other Ethnic	1138	7.1%	319	2.0%	819	5.1%	277	6.6%	75	1.8%	202	4.8%	61	4.7%	11	0.8%	50	3.8%
Non Disclosed	522	3.2%	0	0.0%	522	3.2%	184	4.4%	0	0.0%	184	4.4%	67	5.1%	0	0.0%	67	5.1%
Total	16066	100.0%	4368	27.1%	11186	69.6%	4183	100.0%	1144	27.3%	2855	68.3%	1305	100.0%	364	27.1%	884	67.7%

RELIGION OR BELIEF

	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	38	0.3%	11	0.1%	27	0.2%	8	0.1%	2	0.0%	6	0.1%	2	0.2%	1	0.1%	1	0.1%
Church of Scotland	2190	13.2%	642	4.0%	1478	9.2%	611	14.6%	180	4.3%	431	10.3%	207	15.8%	59	4.5%	148	11.3%
Hindu	58	0.3%	18	0.1%	40	0.2%	5	0.1%	2	0.0%	3	0.1%	1	0.1%	0	0.0%	1	0.1%
Jewish	8	0.0%	3	0.0%	5	0.0%	3	0.0%	2	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Muslim	487	3.1%	138	0.9%	349	2.2%	122	3.0%	35	0.9%	87	2.1%	24	1.8%	4	0.3%	20	1.5%
Other Christian	951	5.9%	277	1.7%	674	4.2%	265	6.3%	92	2.2%	173	4.1%	69	5.3%	18	1.4%	51	3.9%
Roman Catholic	4084	25.4%	897	5.6%	3187	19.8%	1052	25.1%	214	5.1%	838	20.0%	345	26.5%	66	5.1%	279	21.4%
Sikh	65	0.4%	10	0.1%	55	0.3%	7	0.2%	0	0.0%	7	0.2%	2	0.2%	0	0.0%	2	0.2%
Another Religion	234	1.5%	78	0.5%	156	1.0%	73	1.7%	22	0.5%	51	1.2%	18	1.4%	8	0.6%	10	0.8%
None	6347	39.5%	1935	12.0%	4412	27.5%	1554	37.4%	518	12.0%	1036	24.8%	481	36.9%	173	13.3%	308	23.6%
Non Disclosed	1674	10.4%	0	0.0%	0	0.0%	483	11.5%	0	0.0%	0	0.0%	156	12.0%	0	0.0%	0	0.0%
Total	16066	100.0%	4007	25.0%	10385	64.6%	4183	100.0%	1067	25.6%	2633	62.9%	1305	100.0%	329	25.3%	820	62.9%

SEXUAL ORIENTATION

	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Bi-Sexual	187	1.2%	57	0.4%	130	0.8%	48	1.2%	16	0.4%	32	0.8%	11	0.9%	5	0.4%	6	0.5%
Heterosexual	14455	90.0%	3949	24.6%	10506	65.4%	3713	88.7%	1030	24.6%	2683	64.1%	1163	89.1%	322	24.7%	841	64.4%
Lesbian / Gay	319	2.0%	198	1.2%	121	0.8%	92	2.2%	63	1.5%	29	0.7%	25	1.8%	14	1.0%	11	0.8%
Other	37	0.2%	5	0.0%	32	0.2%	10	0.2%	0	0.0%	10	0.2%	2	0.2%	0	0.0%	2	0.2%
Non Disclosed	1058	6.6%	0	0.0%	0	0.0%	320	7.7%	0	0.0%	0	0.0%	104	8.0%	0	0.0%	0	0.0%
Total	16066	100.0%	4209	26.2%	10789	67.2%	4183	100.0%	1109	26.5%	2754	65.8%	1305	100.0%	341	26.1%	860	65.9%

GENDER

	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	4412	27.5%	1169	27.9%	264	27.9%
Female	11228	69.9%	2862	68.5%	890	68.2%
Non Disclosed	426	2.6%	152	3.6%	51	3.9%
Total	16066	100.0%	4183	100.0%	1305	100.0%

RECRUITMENT INTERNAL & EXTERNAL TEACHERS ONLY AS AT 31 MARCH 2019

Number of Posts Advertised: 963

4720

Total Combined Applications Received: 1359

1359

Total Combined Interviews: 353

353

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	126	2.6%	79	1.6%	47	1.0%	35	2.6%	20	1.5%	15	1.1%	6	1.7%	2	0.6%	4	1.1%
Non Disabled	4425	93.8%	1273	27.0%	3152	66.8%	1287	94.7%	336	24.7%	951	70.0%	332	94.1%	80	22.7%	252	71.4%
Non Disclosed	169	3.6%	0	0.0%	0	0.0%	37	2.7%	0	0.0%	0	0.0%	15	4.2%	0	0.0%	0	0.0%
Total	4720	100.0%	1352	28.6%	3199	67.8%	1359	100.0%	356	26.2%	966	71.1%	353	100.0%	82	23.3%	256	72.6%

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	3400	72.0%	1040	22.0%	2360	50.0%	1115	82.0%	312	23.0%	803	59.1%	297	84.2%	72	20.4%	225	63.7%
Other British	360	6.4%	87	1.8%	273	4.5%	72	5.3%	14	1.0%	58	4.3%	14	4.0%	4	1.1%	10	2.8%
Irish	181	3.8%	69	1.5%	112	2.4%	43	3.2%	11	0.8%	32	2.4%	15	4.2%	5	1.4%	10	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	30	0.6%	1	0.0%	29	0.6%	6	0.4%	0	0.0%	6	0.4%	1	0.3%	0	0.0%	1	0.3%
Other white ethnic	395	8.4%	84	1.8%	311	6.6%	46	3.4%	12	0.9%	34	2.5%	4	1.1%	1	0.3%	3	0.8%
Any mixed or multiple ethnic groups	4308	91.2%	1281	27.1%	3025	64.1%	1282	94.3%	349	25.7%	933	68.7%	331	93.8%	82	23.2%	249	70.5%
Pakistani, Pakistani Scottish or Pakistani British	63	1.3%	11	0.2%	52	1.1%	11	0.8%	2	0.1%	9	0.7%	1	0.3%	1	0.3%	0	0.0%
Indian, Indian Scottish or Indian British	40	0.9%	3	0.1%	37	0.8%	4	0.3%	0	0.0%	4	0.3%	0	0.0%	0	0.0%	0	0.0%
Bangladeshi, 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	19	0.4%	2	0.0%	17	0.4%	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	5	0.1%	0	0.0%	5	0.1%	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	128	2.7%	17	0.4%	111	2.4%	17	1.3%	2	0.1%	16	1.1%	1	0.3%	1	0.3%	0	0.0%
African, African Scottish or African British	7	0.1%	5	0.1%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other African background	13	0.3%	8	0.2%	5	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	2	0.0%	2	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	4	0.1%	2	0.0%	2	0.0%	1	0.1%	0	0.0%	1	0.1%	1	0.3%	0	0.0%	1	0.3%
Other Caribbean / Black background	6	0.2%	0	0.0%	6	0.2%	2	0.1%	0	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	34	0.7%	17	0.4%	17	0.4%	4	0.3%	1	0.1%	3	0.2%	1	0.3%	0	0.0%	1	0.3%
Arab, Arab Scottish or Arab 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%
Other ethnic background	58	1.3%	27	0.6%	31	0.7%	15	1.1%	7	0.5%	8	0.6%	3	0.8%	0	0.0%	3	0.8%
Sub Total Other Ethnic	69	1.3%	28	0.6%	31	0.7%	15	1.1%	7	0.5%	8	0.6%	3	0.8%	0	0.0%	3	0.8%
Total Ethnic	221	4.7%	62	1.3%	159	3.4%	36	2.7%	10	0.7%	26	1.9%	6	1.4%	1	0.3%	4	1.1%
Non Disclosed	193	4.1%					41	3.0%					17	4.8%				
Total	4720	100.0%	1343	28.6%	3184	67.6%	1359	100.0%	359	26.4%	969	70.6%	353	100.0%	83	23.6%	263	71.7%

RELIGION OR BELIEF	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	7	0.1%	2	0.0%	5	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Church of Scotland	731	15.4%	219	4.6%	512	10.8%	213	15.6%	63	4.6%	150	11.0%	46	13.0%	12	3.4%	34	9.7%
Hindu	11	0.2%	1	0.0%	10	0.2%	2	0.1%	0	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Jewish	3	0.1%	1	0.0%	2	0.0%	1	0.1%	0	0.0%	1	0.1%	1	0.3%	0	0.0%	1	0.3%
Muslim	85	1.8%	22	0.5%	63	1.3%	15	1.1%	3	0.2%	12	0.9%	2	0.6%	1	0.3%	1	0.3%
Other Christian	488	10.3%	148	3.1%	340	7.2%	87	6.4%	27	2.0%	60	4.4%	18	5.1%	7	2.0%	11	3.1%
Roman Catholic	1546	32.8%	481	10.2%	1065	22.6%	542	39.9%	153	11.3%	389	28.6%	153	43.4%	35	9.9%	118	33.4%
Sikh	22	0.5%	0	0.0%	22	0.5%	2	0.1%	0	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Another Religion	97	2.1%	23	0.5%	74	1.6%	22	1.7%	6	0.5%	16	1.2%	5	1.4%	1	0.3%	4	1.1%
None	1222	25.9%	369	7.9%	853	18.1%	355	26.1%	89	6.5%	266	19.6%	93	26.3%	22	6.2%	71	20.1%
Non Disclosed	508	10.8%	0	0.0%	0	0.0%	119	8.8%	0	0.0%	0	0.0%	35	9.9%	0	0.0%	0	0.0%
Total	4720	100.0%	1266	26.8%	2946	62.4%	1359	100.0%	342	25.2%	898	66.0%	353	100.0%	78	22.1%	240	68.0%

SEXUAL ORIENTATION	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Bi-Sexual	30	0.7%	8	0.2%	22	0.5%	10	0.8%	1	0.1%	9	0.7%	4	1.1%	1	0.3%	3	0.8%
Heterosexual	4118	87.2%	1129	23.9%	2989	63.3%	1214	89.4%	300	22.1%	914	67.3%	307	87.0%	63	17.8%	244	69.2%
Lesbian / Gay	156	3.3%	123	2.6%	33	0.7%	38	2.8%	33	2.4%	5	0.4%	15	4.3%	14	4.0%	1	0.3%
Other	9	0.2%	6	0.1%	3	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	407	8.6%	0	0.0%	0	0.0%	97	7.0%	0	0.0%	0	0.0%	27	7.6%	0	0.0%	0	0.0%
Total	4720	100.0%	1266	26.8%	3047	64.6%	1359	100.0%	334	24.6%	928	68.4%	353	100.0%	78	22.1%	248	70.3%

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	1357	28.7%	361	26.6%	83	23.5%
Female	3204	67.6%	963	70.0%	256	72.5%
Non Disclosed	159	3.4%	32	2.4%	14	4.0%
Total	4720	100.0%	1359	100.0%	353	100.0%