EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2019

DISABLED			Trair	ning	
	Application for Training		Received	Training	
		Number	%	Number	%
Disabled		847	3.1%	794	3.3%
Non Disabled		7815	28.5%	6261	26.2%
Non Disclosed		18719	68.4%	16807	70.5%
Total		27381	100.0%	23862	100.0%

Grievances Raised a Grievance (Individual, Stage 1)	
5	6.4%
9	11.5%
64	82.1%
78	100.0%

Leavers	
Left Employment	
Number	%
34	2.9%
444	38.3%
682	58.8%
1160	100.0%

Harassment * Raised a Complaint	
8	25.8%
10	32.3%
13	41.9%
31	100.0%

Recru	itment	Dis
	n Internal nt Complaint	Subject
umber	%	Numbe
0	0.0%	6
0	0.0%	118
2	100.0%	192
2	100.0%	316

Disci	olinary
	Disciplinary tion
Number	%
6	1.9%
118	37.3%
192	60.8%
316	100.0%

ETHNICITY		Trair	ning	
	Application	for Training	Received	Training
	Number	%	Number	%
White Scottish	19552	71.4%	18922	79.3%
Other British	2685	9.8%	1012	4.2%
Irish	90	0.3%	66	0.3%
Gypsy / Traveller	0	0.0%	0	0.0%
Polish	13	0.0%	12	0.1%
Other white ethnic	213	0.8%	170	0.7%
Total White	22553	82.3%	20182	84.6%
Any mixed or multiple ethnic groups	54	0.2%	45	0.2%
Pakistani, Pakistani Scottish or Pakistani British	67	0.2%	60	0.3%
Indian, Indian Scottish or Indian British	38	0.1%	30	0.1%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	2	0.0%	2	0.0%
Chinese, Chinese Scottish or Chinese British	29	0.1%	21	0.1%
Other Asian background	15	0.1%	11	0.0%
Sub Total Asian	151	0.6%	124	0.5%
African, African Scottish or African British	56	0.2%	49	0.2%
Other African background	12	0.0%	10	0.0%
Caribbean, Caribbean Scottish or Caribbean British	3	0.0%	3	0.0%
Black, Black Scottish or Black British	6	0.0%	5	0.0%
Other Caribbean / Black background	1	0.0%	1	0.0%
Sub Total Black	78	0.3%	68	0.3%
Arab, Arab Scottish or Arab British	8	0.0%	8	0.0%
Other ethnic background	9	0.0%	9	0.0%
Sub Total Other Ethnic	17	0.1%	17	0.1%
Total Ethnic	300	1.2%	254	1.1%
Non Disclosed	4528	16.5%	3426	14.4%
Tota	27381	100.0%	23862	100.0%

Grievances		
Raised a Grievance (Individual, Stage 1)		
Number	%	
58	74.3%	
1	1.3%	
O	0.0%	
0	0.0%	
O	0.0%	
1	1.3%	
60	76.9%	
0	0.0%	
0	0.0%	
1	1.3%	
0	0.0%	
O	0.0%	
0	0.0%	
1	1.3%	
0	0.0%	
O	0.0%	
O	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
0	0.0%	
O	0.0%	
0	0.0%	
1	1.3%	
17	21.8%	
78	100.0%	

Complaint 96 64.596 3.296 0.096 0.096 0.096 0.096 0.096 0.096 0.096 0.096 0.096 0.096 0.096 0.096
64.5% 3.2% 0.0% 0.0% 0.0% 12.9% 80.6% 0.0% 0.0% 0.0% 0.0% 0.0%
3.2% 0.0% 0.0% 0.0% 12.9% 80.6% 0.0% 0.0% 0.0% 0.0% 0.0%
0.0% 0.0% 0.0% 12.9% 80.6% 0.0% 0.0% 0.0% 0.0%
0.0% 0.0% 12.9% 80.6% 0.0% 0.0% 0.0% 0.0%
0.0% 12.9% 80.6% 0.0% 0.0% 0.0% 0.0% 0.0%
12.9% 80.6% 0.0% 0.0% 0.0% 0.0% 0.0%
80.6% 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%
6.5%
0.0%
0.0%
6.5%
0.0%
0.0%
0.0%
6.5%
12.9%
100.0%

Recru	itment	Disciplinary	
	n Internal it Complaint	Subject to Disciplinar Action	
Number	%	Number	%
2	100.0%	178	56.3%
O	0.0%	77	24.4%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	7	2.2%
2	100.0%	262	82.9%
0	0.0%	2	0.6%
0	0.0%	0	0.0%
0	0.0%	1	0.3%
0	0.0%	0	0.0%
O	0.0%	О	0.0%
0	0.0%	0	0.0%
0	0.0%	1	0.3%
0	0.0%	0	0.0%
0	0.0%	1	0.3%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	1	0.3%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
		0	
0	0.0%	4	1.3%
0	0.0%	50	15.8%
2	100.0%	316	100.0%

RELIGION OR BELIEF		Training			
	Application	for Training	Received	Training	
	Number	%	Number	%	
Buddhist	9	0.0%	5	0.0%	
Church of Scotland	1203	4.4%	1167	4.9%	
Hindu	6	0.0%	5	0.0%	
Jewish	0	0.0%	0	0.0%	
Muslim	56	0.2%	44	0.2%	
Other Christian	994	3.6%	609	2.6%	
Roman Catholic	1608	5.9%	1106	4.6%	
Sikh	9	0.0%	5	0.0%	
Another Religion	159	0.6%	153	0.6%	
None	2973	10.9%	2446	10.3%	
Not Disclosed	20364	74.4%	18322	76.8%	
Total	27381	100.0%	23862	100.0%	

Griev	Grievances	
Raised a Grievance (Individual, Stage 1)		
Number	%	
0	0.0%	
2	2.6%	
0	0.0%	
O	0.0%	
0	0.0%	
0	0.0%	
3	3.8%	
0	0.0%	
0	0.0%	
7	9.0%	
66	84.6%	
78	100.0%	

Lea	Leavers Left Employment	
Left Emp		
Number	%	Number
0	0.0%	
51	4.4%	
0	0.0%	
0	0.0%	
7	0.6%	
58	5.0%	
95	8.2%	
0	0.0%	
4	0.3%	
217	18.7%	
728	62.8%	
1160	100.0%	

Harassment *		Recru	itment
		Raised an Intern Recruitment Comp	
lumber	%	Number	%
	#DIV/0!	0	0.0%
	#DIV/01	0	0.0%
	#DIV/0!	0	0.0%
	#DIV/0!	2	100.09
	#DIV/0!	2	100.0

	Discip	olinary
al laint	Subject to Disciplinar Action	
	Number	%
%	0	0.0%
%	13	4.1%
%	0	0.0%
%	0	0.0%
%	0	0.0%
%	21	6.6%
%	22	7.0%
%	0	0.0%
%	2	0.6%
%	48	15.2%
0%	210	66.5%
)%	316	100.0%

SEXUAL ORIENTATION	Training			
	Application	for Training	Received	Training
	Number	%	Number	%
Bi-Sexual	58	0.2%	57	0.2%
Heterosexual	7225	26.4%	5890	24.6%
Lesbian / Gay	111	0.4%	108	0.5%
Other	37	0.1%	36	0.2%
Not Disclosed	19950	72.9%	17771	74.5%
Total	27381	100.0%	23862	100.0%

Raised a Grievance (Individual, Stage 1)		
%		
0.0%		
19.2%		
0.0%		
0.0%		
80.8%		
100.0%		

Leavers	
Left Employment	
Number	%
3	0.3%
410	35.3%
7	0.6%
O	0.0%
740	63.8%
1160	100.0%

Harassment * Raised a Complaint	
	#DIV/0
	#DIV/0!

Recruitment		Disciplinary		
	n Internal t Complaint	Subject to Disciplina Action		
Number	%	Number	%	
0	0.0%	0	0.0%	
О	0.0%	111	35.1%	
0	0.0%	0	0.0%	
О	0.0%	О	0.0%	
2	100.0%	205	64.9%	
2	100.0%	316	100.0%	

GENDER		Training			
	Ар	oplication	for Training	Received	Training
	1	Number	%	Number	%
Male		19220	70.2%	18223	76.4%
emale		8161	29.8%	5639	23.6%
Not Disclosed		0	0.0%	0	0.0%
Total		27381	100.0%	23862	100.0%

Grievances		Lea
	Grievance I, Stage 1)	Left Em
Number	%	Number
50	64.1%	407
28	35.9%	753
0	0.0%	0
78	100.0%	1160

Lea	vers	
eft Emp	oloyment	R
ımber	%	Nu
407	35.1%	
753	64.9%	
0	0.0%	
1160	100.0%	

Recruitment		
	n Internal nt Complaint	
Number	%	
2	100.0%	
0	0.0%	
0	0.0%	
2	100.0%	

Disci	olinary			
	Subject to Disciplinary Action			
Number	%			
217	68.7%			
99	31.3%			
0	0.0%			

^{*} 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			
	Application	for Training	Received	Training
	Number	%	Number	%
Disabled	514	2.4%	160	1.9%
Non Disabled	20155	94.0%	7855	90.2%
Non Disclosed	782	3.6%	691	7.9%
Total	21451	100.0%	8706	100.0%

Grievances			
Raised a Grievance (Individual, Stage 1)			
Number %			
0	0.0%		
0	0.0%		
2 100.0%			
2 100.0%			

Leavers		Hai
Left Emp	oloyment	Raise
Number	%	Numb
10	2.1%	0
149	31.7%	1
311	66.2%	4
470	100.0%	5

sment *	Recrui	tment
Complaint	Raised an	
%	Number	%
0.0%	0	0.0%
20.0%	0	0.0%
80.0%	0	0.0%
100.0%	0	0.0%

		Disci	plinary
nt		Disciplinary tion	
		Number	%
		1	5.9%
		1	5.9%
		15	88.2%
		17	100.0%

ETHNICITY		Training			
	Application	for Training	Received	1 Training	
	Number	%	Number	96	
White Scottish	17755	82.8%	6977	80.1%	
Other British	854	4.0%	405	4.7%	
Irish	805	3.8%	330	3.8%	
Gypsy / Traveller	0	0.0%	O	0.0%	
Polish	0	0.0%	0	0.0%	
Other white ethnic	308	1.4%	117	1.3%	
Total White	19722	91.9%	7829	89.9%	
Any mixed or multiple ethnic group	s O	0.0%	0	0.0%	
Pakistani, Pakistani Scottish or Pakistani British	293	1.4%	134	1.5%	
Indian, Indian Scottish or Indian British	175	0.8%	53	0.6%	
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	2	0.0%	1	0.0%	
Chinese, Chinese Scottish or Chinese British	0	0.0%	O	0.0%	
Other Asian background	25	0.1%	3	0.0%	
Sub Total Asia	495	2.3%	191	2.2%	
African, African Scottish or African British	27	0.1%	20	0.2%	
Other African background	0	0.0%	O	0.0%	
Caribbean, Caribbean Scottish or Caribbean British	3	0.0%	2	0.0%	
Black, Black Scottish or Black British	3	0.0%	1	0.0%	
Other Caribbean / Black background	7	0.0%	4	0.0%	
Sub Total Black	40	0.2%	27	0.3%	
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%	
Other ethnic background	15	0.1%	3	0.0%	
Sub Total Other Ethnic	15	0.1%	3	0.0%	
Total Ethnic	550	2.6%	221	2.5%	
Non Disclosed	1179	5.5%	656	7.5%	
Tota	21451	100.0%	8706	100.0%	

Grievances		Leav	vers
	Grievance I, Stage 1)	Left Emp	loymen
Number	%	Number	%
0	0.0%	232	49.4
O	0.0%	65	13.8
0	0.0%	6	1.39
О	0.0%	0	0.09
0	0.0%	0	0.09
O	0.0%	10	2.19
0	0.0%	313	66.6
0	0.0%	2	0.49
0	0.0%	1	0.29
0	0.0%	1	0.29
0	0.0%	0	0.09
O	0.0%	0	0.09
0	0.0%	0	0.09
0	0.0%	2	0.49
0	0.0%	0	0.09
0	0.0%	0	0.09
0	0.0%	0	0.09
0	0.0%	1	0.29
0	0.0%	0	0.09
0	0.0%	1	0.29
0	0.0%	0	0.09
0	0.0%	0	0.09
0	0.0%	0	0.09
0	0.0%	5	1.19
2	100.0%	152	32.3
2	100.0%	470	100.0
	100.0%	4/0	100.0

Lea	vers	Harassment *	
Left Emp	oloyment	Raised a	Complaint
Number	%	Number	%
232	49.4%	4	80.0%
65	13.8%	0	0.0%
6	1.3%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
10	2.1%	0	0.0%
313	66.6%	4	80.0%
2	0.4%	0	0.0%
1	0.2%	0	0.0%
1	0.2%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
2	0.4%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
1	0.2%	0	0.0%
0	0.0%	0	0.0%
1	0.2%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
5	1.1%	0	0.0%
152	32.3%	1	20.0%
470	100.0%	5	100.0%

Recruitment		Discip	linary
Raised an Internal Recruitment Complaint		Subject to Disciplina Action	
Number	%	Number	%
0	0.0%	6	35.3%
0	0.0%	6	35.3%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	1	5.9%
0	0.0%	13	76.5%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	О	0.0%
0	0.0%	0	0.0%
0	0.0%	О	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	4	23.5%
0	0.0%	17	100.0%

RELIGION OR BELIEF		Training		
	Application	for Training	Received	Training
	Number	%	Number	%
Buddhist	0	0.0%	О	0.0%
Church of Scotland	23	0.1%	19	0.2%
Hindu	0	0.0%	О	0.0%
Jewish	1	0.0%	1	0.0%
Muslim	0	0.0%	О	0.0%
Other Christian	12	0.1%	10	0.1%
Roman Catholic	66	0.3%	48	0.6%
Sikh	0	0.0%	0	0.0%
Another Religion	0	0.0%	О	0.0%
None	39	0.2%	27	0.3%
Not Disclosed	21310	99.3%	8601	98.8%
Total	21451	100.0%	8706	100.0%

Grievances		Lea	vers
	Grievance I, Stage 1)	Left Emp	oloyment
Number	%	Number	%
0	0.0%	0	0.0%
0	0.0%	14	3.0%
О	0.0%	0	0.0%
0	0.0%	0	0.0%
О	0.0%	0	0.0%
0	0.0%	3	0.6%
0	0.0%	38	8.1%
0	0.0%	0	0.0%
0	0.0%	3	0.6%
0	0.0%	37	7.9%
2	100.0%	375	79.8%
2	100.0%	470 100.	

Harass	sment *	Recru	ı	
Raised a Complaint		Raised an		
Number %		Number	Γ	
	#DIV/0!	0	Γ	
	#DIV/0!	0		
	#DIV/0!	0	Г	

Recruitment aised an Internal uitment Complaint		Discip	olinary
		Subject to Disciplina Action	
mber	%	Number	
0	0.0%	О	0.0%
0	0.0%	0	0.0%
0	0.0%	О	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	0	0.0%
0	0.0%	1	5.9%
0	0.0%	16	94.1%
0	0.0%	17	100.0%

SEXUAL ORIENTATION	Training			
	Application	for Training	Received	Training
	Number	%	Number	%
Bi-Sexual	1	0.0%	1	0.0%
Heterosexual	144	0.7%	105	1.2%
Lesbian / Gay	3	0.0%	1	0.0%
Other	О	0.0%	0	0.0%
Not Disclosed	21303	99.3%	8599	98.8%
Total	21451	100.0%	8706	100.0%

Grievances		
Raised a Grievance (Individual, Stage 1)		
Number	%	1
0	0.0%	1
О	0.0%]
0	0.0%	1
О	0.0%]
2	100.0%]
2	100.0%	1 1

Leavers Left Employment		
0	0.0%	
95	20.2%	
4	0.9%	
1	0.2%	
370	78.7%	
470	100.0%	

arass	ment *	Recruitm Raised an Int Recruitment Co	
sed a	Complaint		
nber	%	Number	
	#DIV/0!	0	0.
	#DIV/0!	0	0.
	#DIV/0!	0	Ο.
	#DIV/01	0	Ο.
	#DIV/0!	0	0.
	#DIV/0!	0	0.

ent	Disciplinary			
ternal omplaint		Subject to Disciplinary Action		
%	Number	%		
0.0%	0	0.0%		
0.0%	1	5.9%		
0.0%	0	0.0%		
0.0%	О	0.0%		
0.0%	16	94.1%		
0.00/	4.7	400 00/		

GENDER		Training			
	Applicat	ion for Traini	ng Receive	d Training	
	Numbe	г %	Number	%	
Male	3585	16.7%	1571	18.0%	
Female	17710	82.6%	6858	78.8%	
Not Disclosed	156	0.7%	277	3.2%	
Total	21451	100.0%	8706	100.0%	

Griev	ances	Leavers	
	Grievance I, Stage 1)	Left Emp	oloyment
mber	%	Number	%
1	50.0%	131	27.9%
1	50.0%	339	72.1%
0	0.0%	0	0.0%
2	100.0%	470	100.0%

Harassment *		
Raised a Complaint		
Number	%	
0	0.0%	
5	100.0%	
0	0.0%	
5	100.0%	

Recruitment		Г	Discip	olinary
	Internal Complaint		Subject to Disciplin	
nber	%	ı	Number	%
0	0.0%	П	8	47,1%
D	0.0%	- [9	52.9%
D	0.0%	- 1	0	0.0%
0	0.0%	Г	17	100.0%

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