

**OFFICIAL
EQUALITIES MONITORING
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2021**

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	250	2.3%	175	2.6%	2	6.5%	53	4.8%	0	0.0%	0	0.0%	0	0.0%
Non Disabled	3923	43.1%	2415	35.3%	14	45.2%	502	42.7%	7	46.7%	0	0.0%	31	35.6%
Non Disclosed	4930	54.2%	4254	62.1%	15	48.3%	620	52.8%	8	53.3%	2	100.0%	55	64.4%
Total	9103	100.0%	6844	100.0%	31	100.0%	1175	100.0%	15	100.0%	2	100.0%	87	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	6792	74.6%	5287	76.6%	21	67.7%	647	46.6%	5	33.3%	1	50.0%	50	57.0%
Other British	362	4.0%	152	2.2%	3	9.7%	289	24.6%	0	0.0%	0	0.0%	7	8.0%
Irish	17	0.2%	7	0.1%	1	3.2%	8	0.7%	0	0.0%	0	0.0%	1	1.1%
Gypsy / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	3	0.0%	0	0.0%	0	0.0%	6	0.5%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	42	0.5%	17	0.2%	0	0.0%	14	1.2%	0	0.0%	0	0.0%	0	0.0%
Total White	7216	79.3%	5418	79.2%	25	80.6%	864	73.5%	5	33.3%	1	50.0%	58	66.7%
Any mixed or multiple ethnic groups	21	0.2%	19	0.3%	0	0.0%	7	0.6%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	35	0.4%	18	0.3%	0	0.0%	12	1.0%	0	0.0%	0	0.0%	1	1.1%
Indian, Indian Scottish or Indian British	27	0.3%	16	0.2%	0	0.0%	2	0.2%	1	6.7%	0	0.0%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	3	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	8	0.1%	3	0.0%	0	0.0%	5	0.4%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	8	0.1%	3	0.0%	0	0.0%	3	0.3%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	81	0.9%	40	0.6%	0	0.0%	23	2.0%	1	6.7%	0	0.0%	1	1.1%
African, African Scottish or African British	32	0.4%	6	0.1%	0	0.0%	6	0.5%	2	13.3%	0	0.0%	0	0.0%
Other African background	38	0.4%	5	0.1%	0	0.0%	13	1.1%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	10	0.1%	4	0.1%	0	0.0%	1	0.1%	1	6.7%	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	82	0.9%	17	0.2%	0	0.0%	20	1.7%	3	20.0%	0	0.0%	0	0.0%
Arab, Arab Scottish or Arab British	19	0.2%	7	0.2%	0	0.0%	3	0.3%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	13	0.1%	10	0.1%	0	0.0%	4	0.3%	0	0.0%	0	0.0%	0	0.0%
Sub Total Other Ethnic	32	0.4%	22	0.3%	0	0.0%	7	0.6%	0	0.0%	0	0.0%	0	0.0%
Total Ethnic	216	2.4%	98	1.4%	0	0.0%	57	4.9%	4	26.7%	1	50.0%	2	2.3%
Non Disclosed	1671	18.3%	1328	19.4%	6	19.4%	254	21.6%	6	40.0%	2	100.0%	27	31.0%
Total	9103	100.0%	6844	100.0%	31	100.0%	1175	100.0%	15	100.0%	2	100.0%	87	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	6	0.1%	1	0.0%	0	0.0%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
Church of Scotland	581	6.4%	397	5.8%	0	0.0%	43	3.7%	0	0.0%	0	0.0%	4	4.6%
Hindu	10	0.1%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Jewish	1	0.0%	1	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Muslim	65	0.7%	28	0.4%	0	0.0%	26	2.2%	0	0.0%	0	0.0%	1	1.1%
Other Christian	351	3.9%	231	3.4%	1	3.2%	110	9.3%	0	0.0%	0	0.0%	5	5.7%
Roman Catholic	909	11.0%	517	7.6%	3	9.7%	140	11.9%	0	0.0%	0	0.0%	4	4.6%
Sikh	11	0.1%	6	0.1%	0	0.0%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
Another Religion	91	1.0%	80	1.2%	0	0.0%	15	1.3%	0	0.0%	0	0.0%	3	3.4%
None	1711	18.8%	994	14.5%	3	9.7%	223	19.0%	1	50.0%	1	50.0%	12	13.9%
Not Disclosed	5277	57.9%	4587	67.0%	24	77.4%	613	52.1%	0	0.0%	0	0.0%	58	66.7%
Total	9103	100.0%	6844	100.0%	31	100.0%	1175	100.0%	15	100.0%	2	100.0%	87	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	0.6%	47	0.7%	0	0.0%	7	0.6%	0	0.0%	0	0.0%	0	0.0%
Heterosexual	3888	42.7%	2379	34.7%	9	29.0%	510	43.4%	0	0.0%	0	0.0%	26	29.9%
Lesbian / Gay	83	0.9%	47	0.7%	0	0.0%	9	0.8%	0	0.0%	0	0.0%	0	0.0%
Other	19	0.2%	18	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Not Disclosed	5055	55.6%	4353	63.6%	22	71.0%	649	55.2%	0	0.0%	2	100.0%	61	70.1%
Total	9103	100.0%	6844	100.0%	31	100.0%	1175	100.0%	15	100.0%	2	100.0%	87	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	5229	57.4%	5064	74.0%	16	51.6%	334	28.4%	8	53.3%	1	50.0%	67	77.0%
Female	3874	42.6%	1780	26.0%	15	48.4%	841	71.6%	7	46.7%	1	50.0%	20	23.0%
Not Disclosed	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	9103	100.0%	6844	100.0%	31	100.0%	1175	100.0%	15	100.0%	2	100.0%	87	100.0%

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

**OFFICIAL
EQUALITIES MONITORING
TEACHERS ONLY
AS AT 31 MARCH 2021**

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	493	2.6%	203	2.3%	0	0.0%	6	1.9%	1	11.2%	0	0.0%	0	0.0%
Non Disabled	18699	94.3%	8206	95.3%	1	100.0%	121	37.6%	4	44.4%	0	0.0%	1	7.7%
Non Disclosed	643	3.2%	208	2.4%	0	0.0%	195	60.5%	4	44.4%	0	0.0%	12	92.3%
Total	19835	100.0%	8707	100.0%	1	100.0%	322	100.0%	9	100.0%	0	0.0%	13	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	16224	81.8%	7220	82.2%	0	0.0%	181	56.2%	8	55.6%	0	0.0%	6	46.2%
Other British	892	4.5%	335	3.8%	0	0.0%	54	16.8%	0	0.0%	0	0.0%	2	15.4%
Irish	916	4.6%	407	4.7%	0	0.0%	14	4.3%	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	374	1.9%	187	2.1%	0	0.0%	12	3.7%	1	11.1%	0	0.0%	0	0.0%
Total White	18406	92.8%	8149	93.6%	1	100.0%	261	81.0%	6	66.7%	0	0.0%	8	61.5%
Any mixed or multiple ethnic groups	83	0.4%	40	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	265	1.3%	119	1.4%	0	0.0%	2	0.6%	0	0.0%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	211	1.1%	93	1.1%	0	0.0%	1	0.3%	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	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	7	0.0%	2	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	483	2.4%	214	2.5%	0	0.0%	4	1.2%	0	0.0%	0	0.0%	0	0.0%
African, African Scottish or African British	20	0.1%	5	0.1%	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	2	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	14	0.1%	6	0.1%	0	0.0%	0	0.0%	1	11.1%	0	0.0%	0	0.0%
Other Caribbean / Black background	41	0.2%	11	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	77	0.4%	23	0.3%	0	0.0%	0	0.0%	7	11.1%	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	158	0.8%	60	0.7%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
Sub Total Other Ethnic	158	0.8%	60	0.7%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
Total Ethnic	801	4.0%	337	3.9%	0	0.0%	5	1.6%	1	11.1%	0	0.0%	0	0.0%
Non Disclosed	628	3.2%	224	2.6%	0	0.0%	56	17.4%	8	22.2%	0	0.0%	5	38.5%
Total	19835	100.0%	8707	100.0%	1	100.0%	322	100.0%	9	100.0%	0	0.0%	13	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%			0	0.0%	0	0.0%
Church of Scotland	2	0.0%	2	0.0%	0	0.0%	12	3.7%			0	0.0%	0	0.0%
Hindu	0	0.0%	0	0.0%	0	0.0%	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%	2	0.6%			0	0.0%	0	0.0%
Other Christian	0	0.0%	0	0.0%	0	0.0%	8	2.5%			0	0.0%	0	0.0%
Roman Catholic	1	0.0%	1	0.0%	0	0.0%	34	10.6%			0	0.0%	0	0.0%
Sikh	0	0.0%	0	0.0%	0	0.0%	1	0.3%			0	0.0%	0	0.0%
Another Religion	0	0.0%	0	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%
None	5	0.0%	1	0.0%	0	0.0%	48	14.9%			0	0.0%	1	7.7%
Not Disclosed	19827	100.0%	8703	100.0%	1	100.0%	217	67.4%			0	0.0%	12	92.3%
Total	19835	100.0%	8707	100.0%	1	100.0%	322	100.0%	9	100.0%	0	0.0%	13	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	0	0.0%	0	0.0%	0	0.0%	2	0.6%			0	0.0%	0	0.0%
Bisexual	8	0.0%	4	0.0%	1	100.0%	100	31.1%			0	0.0%	1	7.7%
Lesbian / Gay	0	0.0%	0	0.0%	0	0.0%	7	2.2%			0	0.0%	0	0.0%
Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%
Not Disclosed	19827	100.0%	8703	100.0%	0	0.0%	213	65.1%			0	0.0%	12	92.3%
Total	19835	100.0%	8707	100.0%	1	100.0%	322	100.0%	9	100.0%	0	0.0%	13	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	2615	13.2%	1177	13.5%	0	0.0%	84	26.1%	1	11.1%	0	0.0%	5	38.5%
Female	16795	84.7%	7398	85.0%	1	100.0%	238	73.9%	8	88.9%	0	0.0%	8	61.5%
Not Disclosed	425	2.1%	132	1.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	19835	100.0%	8707	100.0%	1	100.0%	322	100.0%	9	100.0%	0	0.0%	13	100.0%

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