



# OFFICIAL

## EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2022

### 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	788	2.8%	217	2.5%	1	50.0%	13	3.7%	0	0.0%	1	33.3%	0	0.0%
Non Disabled	26203	92.1%	8015	93.0%	1	50.0%	147	41.9%	1	100.0%	2	66.7%	2	40.0%
Non Disclosed	1463	5.1%	384	4.5%	0	0.0%	191	54.4%	0	0.0%	0	0.0%	3	60.0%
<b>Total</b>	<b>28454</b>	<b>100.0%</b>	<b>8616</b>	<b>100.0%</b>	<b>2</b>	<b>100.0%</b>	<b>351</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>3</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>

### 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	22880	80.4%	6977	81.0%	1	50.0%	202	57.5%	1	100.0%	3	100.0%	5	100.0%
Other British	1243	4.4%	393	4.6%	0	0.0%	46	13.1%	0	0.0%	0	0.0%	0	0.0%
Irish	1289	4.5%	393	4.6%	0	0.0%	15	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%	1	0.3%	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	464	1.6%	137	1.6%	0	0.0%	9	2.6%	0	0.0%	0	0.0%	0	0.0%
<b>Total White</b>	<b>25876</b>	<b>90.9%</b>	<b>7900</b>	<b>91.7%</b>	<b>1</b>	<b>50.0%</b>	<b>273</b>	<b>77.8%</b>	<b>1</b>	<b>100.0%</b>	<b>3</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>
<b>Any mixed or multiple ethnic groups</b>	<b>223</b>	<b>0.8%</b>	<b>61</b>	<b>0.7%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.3%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Pakistani, Pakistani Scottish or Pakistani British	507	1.8%	141	1.6%	0	0.0%	6	1.7%	0	0.0%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	254	0.9%	66	0.8%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	3	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	23	0.1%	8	0.1%	0	0.0%	2	0.6%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Asian</b>	<b>787</b>	<b>2.8%</b>	<b>216</b>	<b>2.5%</b>	<b>0</b>	<b>0.0%</b>	<b>9</b>	<b>2.6%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
African, African Scottish or African British	50	0.2%	9	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	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	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	71	0.2%	21	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Black</b>	<b>122</b>	<b>0.4%</b>	<b>30</b>	<b>0.3%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
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	146	0.5%	32	0.4%	0	0.0%	2	0.6%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Other Ethnic</b>	<b>146</b>	<b>0.5%</b>	<b>32</b>	<b>0.4%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>0.6%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
<b>Total Ethnic</b>	<b>1278</b>	<b>4.5%</b>	<b>339</b>	<b>3.9%</b>	<b>0</b>	<b>0.0%</b>	<b>12</b>	<b>3.4%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Non Disclosed	1300	4.6%	377	4.4%	1	50.0%	66	18.8%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>28454</b>	<b>100.0%</b>	<b>8616</b>	<b>100.0%</b>	<b>2</b>	<b>100.0%</b>	<b>351</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>3</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>

### 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%	1	0.3%			0	0.0%	0	0.0%
Church of Scotland	9	0.1%	6	0.1%	0	0.0%	14	4.0%			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%	2	0.6%			0	0.0%	0	0.0%
Muslim	0	0.0%	0	0.0%	0	0.0%	7	2.0%			0	0.0%	0	0.0%
Other Christian	0	0.0%	0	0.0%	0	0.0%	9	2.5%			0	0.0%	0	0.0%
Roman Catholic	6	0.1%	5	0.1%	0	0.0%	46	13.1%			0	0.0%	0	0.0%
Sikh	0	0.0%	0	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%
Pagan	0	0.0%	0	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%
Another Religion	0	0.0%	0	0.0%	0	0.0%	2	0.6%			0	0.0%	0	0.0%
None	6	0.0%	5	0.1%	0	0.0%	63	17.9%			0	0.0%	0	0.0%
Not Disclosed	28433	99.8%	8600	99.7%	2	100.0%	207	59.0%			3	100.0%	5	100.0%
<b>Total</b>	<b>28454</b>	<b>100.0%</b>	<b>8616</b>	<b>100.0%</b>	<b>2</b>	<b>100.0%</b>	<b>351</b>	<b>100.0%</b>			<b>3</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>

### 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%	6	1.7%			0	0.0%	0	0.0%
Heterosexual	22	0.1%	16	0.2%	2	100.0%	132	37.6%			0	0.0%	0	0.0%
Lesbian / Gay	0	0.0%	0	0.0%	0	0.0%	6	1.7%			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	28432	99.8%	8600	99.8%	0	0.0%	207	59.0%			3	100.0%	5	100.0%
<b>Total</b>	<b>28454</b>	<b>100.0%</b>	<b>8616</b>	<b>100.0%</b>	<b>2</b>	<b>100.0%</b>	<b>351</b>	<b>100.0%</b>			<b>3</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>

### GENDER (SEX)

	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	3336	11.7%	1047	12.2%	1	50.0%	71	20.2%	0	0.0%	1	66.7%	4	80.0%
Female	24096	84.7%	7313	84.8%	1	50.0%	280	79.8%	1	100.0%	1	33.3%	1	20.0%
Not Disclosed	1022	3.6%	256	3.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>28454</b>	<b>100.0%</b>	<b>8616</b>	<b>100.0%</b>	<b>2</b>	<b>100.0%</b>	<b>351</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>3</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>

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