

Argyll and Bute Council

Equality Mainstreaming Report 2023

Appendix One: Workforce as of years ending 31 March 2021 and 2022

This document has been published as part of our Equality Mainstreaming reporting.

1 Workforce Profile

Data source: Internal HR system (Resourcelink)

Because of the small numbers involved in the more detailed ethnicity categories, data have been aggregated for reporting purposes and figures have been rounded to the nearest whole percentage.

Employees with long service may have supplied Equal Opportunities data when previous data categories were used. These legacy categories persist in our records. One of these categories is 'White'; this cannot be broken down into any of the more detailed categories that are currently in use. For this reason, all subcategories of 'white' have been aggregated together for reporting purposes.

The workforce profile data are presented under three headings:

- ALL: includes all staff employed by the council, including in Education
- EDUCATION: includes employees within the Education Services. This includes non-teaching and teaching staff.
- OTHER: employees of the council excluding Education.

Some employees hold more than one post within the council. For equality reporting purposes, we have been looking at employees of the council, not posts. Where possible, duplicate sets of equalities data have been removed from the dataset. However, where employees hold posts in Education and another Service, their equalities data is included in both sets of figures. As a result, the total number of staff reported in EDUCATION and OTHER sum to a total greater than that recorded in ALL.

RACE

Year ending 31 March 2021

ETHNICITY	All	Education	Other
Ethnic Minority	1%	0%	1%
White	57%	58%	56%
No answer/Prefer not to say	43%	42%	43%
<i>Total number of employees</i>	<i>4434</i>	<i>2062</i>	<i>2420</i>

Year ending 31 March 2022

ETHNICITY	All	Education	Other
Ethnic Minority	1%	0%	1%
White	55%	56%	54%
No answer/Prefer not to say	45%	44%	45%
<i>Total number of employees</i>	<i>4458</i>	<i>2077</i>	<i>2435</i>

NATIONALITY

Year ending 31 March 2021

NATIONALITY	All	Education	Other
British (including Scots, Welsh, English and Northern Irish)	30%	28%	0%
EEA	0%	0%	0%
Other	1%	1%	0%
No information	69%	71%	0%
<i>Total number of employees</i>	<i>4434</i>	<i>2062</i>	<i>2420</i>

Year ending 31 March 2022

NATIONAL IDENTITY	All	Education	Other
British (including Scots, Welsh, English and Northern Irish)	30%	28%	32%
EEA	0%	0%	0%
Other	1%	1%	1%
No information	69%	0%	67%
<i>Total number of employees</i>	<i>4458</i>	<i>2077</i>	<i>2435</i>

SEX

Year ending 31 March 2021

SEX	All	Education	Other
Female	74%	84%	66%
Male	26%	16%	34%
<i>Total number of employees</i>	<i>4434</i>	<i>2062</i>	<i>2420</i>

Year ending 31 March 2022

SEX	All	Education	Other
Female	74%	84%	65%
Male	26%	16%	35%
<i>Total number of employees</i>	<i>4458</i>	<i>2077</i>	<i>2435</i>

DISABILITY

Year ending 31 March 2021

DISABILITY	All	Education	Other
Yes	2%	1%	2%
No	43%	42%	44%
No answer/Prefer not to say	55%	57%	54%
<i>Total number of employees</i>	<i>4434</i>	<i>2062</i>	<i>2420</i>

Year ending 31 March 2022

DISABILITY	All	Education	Other
Yes	2%	1%	2%
No	42%	40%	43%

DISABILITY	All	Education	Other
No answer/Prefer not to say	57%	58%	55%
<i>Total number of employees</i>	<i>4458</i>	<i>2077</i>	<i>2435</i>

AGE

Year ending 31 March 2021

AGE	All	Education	Other
15-24	3%	3%	3%
25-34	15%	19%	12%
35-44	21%	24%	17%
45-54	30%	29%	31%
55-64	27%	23%	31%
65-74	4%	2%	5%
75-84	0%	0%	0%
Mean age	47	45	49
<i>Total number of employees</i>	<i>4434</i>	<i>2062</i>	<i>2420</i>

Year ending 31 March 2022

AGE	All	Education	Other
15-24	3%	4%	3%
25-34	15%	19%	11%
35-44	21%	25%	18%
45-54	28%	27%	29%
55-64	28%	23%	33%
65-74	4%	2%	6%
75-84	0%	0%	1%
Mean age	47	45	49
<i>Total number of employees</i>	<i>4458</i>	<i>2077</i>	<i>2435</i>

SEXUAL ORIENTATION

Year ending 31 March 2021

SEXUAL ORIENTATION	All	Education	Other
Bisexual	0%	0%	0%
Gay	0%	0%	0%
Heterosexual/straight	25%	23%	28%
Lesbian	0%	0%	0%
Prefer not to say/unknown	74%	77%	72%
<i>Total number of employees</i>	<i>4434</i>	<i>2062</i>	<i>2420</i>

Year ending 31 March 2022

SEXUAL ORIENTATION	All	Education	Other
Bisexual	0%	0%	0%

SEXUAL ORIENTATION	All	Education	Other
Gay	0%	0%	0%
Heterosexual/straight	26%	23%	28%
Lesbian	0%	0%	0%
Prefer to self-describe	0%	0%	0%
Prefer not to say/unknown	74%	77%	72%
<i>Total number of employees</i>	<i>4458</i>	<i>2077</i>	<i>2435</i>

RELIGION AND BELIEF

Year ending 31 March 2021

RELIGION / BELIEF	All	Education	Other
Church of Scotland	12%	11%	13%
Roman Catholic	3%	3%	3%
Other Christian	2%	2%	2%
Buddhist	0%	0%	0%
Hindu	0%	0%	0%
Muslim	0%	0%	0%
Pagan	0%	0%	0%
Sikh	0%	0%	0%
Humanist	0%	0%	0%
Other religion or belief	0%	0%	0%
None	8%	7%	9%
Prefer not to say/unknown	74%	77%	71%
<i>Total number of employees</i>	<i>4434</i>	<i>2062</i>	<i>2420</i>

Year ending 31 March 2022

RELIGION / BELIEF	All	Education	Other
Church of Scotland	12%	11%	13%
Roman Catholic	3%	3%	3%
Other Christian	2%	2%	2%
Buddhist	0%	0%	0%
Hindu	0%	0%	0%
Muslim	0%	0%	0%
Pagan	0%	0%	0%
Sikh	0%	0%	0%
Humanist	0%	0%	0%
Other religion or belief	0%	1%	0%
None	8%	7%	9%
Prefer not to say/unknown	73%	76%	71%
<i>Total number of employees</i>	<i>4458</i>	<i>2077</i>	<i>2435</i>

As there are quality issues with the marital status data, this has not been reported.

2 Applications for Employment

Source: this data comes from the recruitment portal (MyJobScotland / Talentlink).

Improvements to the categories used in the system were implemented in April 2021. For this reason, 2021 and 2022 data may not be directly comparable. Also, the changes in 2021 meant that questions were no longer asked about whether applicants were applying for promoted posts and about national identity. For this reason, these data are not reported for year ending 31 March, 2022.

This question relating to promoted posts will be reintroduced from April 2023.

Note: the data is based on applications received. If someone has applied for multiple posts, their equality information will be included for every application submitted.

Percentages may not add up to 100 due to rounding.

ETHNICITY / RACE

Year ending 31 March 2021

All applications

ETHNICITY / RACE	All	Education	Other
White - Scottish	61%	57%	64%
White - Other British/British	15%	16%	15%
White - Irish	1%	1%	0%
White - Eastern European (e.g. Polish)	2%	2%	2%
White - Gypsy/Traveller	0%	0%	0%
White - Other white	4%	5%	3%
African - (Inc. Scottish/British)	1%	0%	2%
Asian - Bangladeshi (Inc. Scottish/British)	0%	0%	0%
Asian - Chinese (Inc. Scottish/British)	0%	0%	0%
Asian - Indian (Inc. Scottish/British)	1%	0%	1%
Asian - Pakistani (Inc. Scottish/British)	1%	1%	0%
Asian - Other (Inc. Scottish/British)	0%	0%	1%
Caribbean or Black (Other) - (Inc. Scottish/British)	0%	1%	0%
Other - Arab (Inc. Scottish/British)	0%	0%	0%
Any Mixed or Multiple	1%	1%	1%
Prefer not to answer	1%	1%	1%
Unknown	11%	13%	8%
Total percentage	100%	100%	100%

Hired

ETHNICITY / RACE	All	Education	Other
White - Scottish	41%	29%	57%
White - Other British/British	10%	9%	10%
White - Irish	1%	1%	1%
White - Eastern European (e.g. Polish)	1%	0%	1%
White - Gypsy/Traveller	0%	0%	0%
White - Other white	1%	2%	1%
African - (Inc. Scottish/British)	0%	0%	0%
Asian - Bangladeshi (Inc. Scottish/British)	0%	0%	0%
Asian - Chinese (Inc. Scottish/British)	0%	0%	1%
Asian - Indian (Inc. Scottish/British)	1%	0%	1%
Asian - Pakistani (Inc. Scottish/British)	0%	0%	0%

ETHNICITY / RACE	All	Education	Other
Asian - Other (Inc. Scottish/British)	0%	0%	0%
Caribbean or Black (Other) - (Inc. Scottish/British)	0%	0%	0%
Other - Arab (Inc. Scottish/British)	0%	0%	0%
Any Mixed or Multiple	0%	0%	1%
Prefer not to answer	0%	0%	1%
Unknown	45%	59%	27%
Total percentage	100%	100%	100%

Year ending 31 March 2022

All applications

ETHNICITY	All	Education	Other
A White Scottish	55%	51%	59%
A White Other British	13%	13%	13%
A White Irish	1%	1%	0%
A White Roma	0%	0%	0%
A White Polish	1%	1%	1%
A White Other white ethnic group	3%	4%	3%
A White Unknown	4%	3%	4%
B Mixed or multiple ethnic groups	1%	0%	1%
C Asian, Scottish Asian or British Asian Bangladeshi, Scottish Bangladeshi or British Bangladeshi	0%	0%	0%
C Asian, Scottish Asian or British Asian Chinese, Scottish Chinese or British Chinese	0%	0%	0%
C Asian, Scottish Asian or British Asian Indian, Scottish Indian or British Indian	1%	1%	2%
C Asian, Scottish Asian or British Asian Pakistani, Scottish Pakistani or British Pakistani	0%	0%	0%
C Asian, Scottish Asian or British Asian Other	1%	0%	1%
C Asian, Scottish Asian or British Asian Unknown	0%	0%	0%
D African, Scottish African or British African Nigerian	1%	1%	1%
D African, Scottish African or British African Ghanaian	0%	0%	0%
D African, Scottish African or British African Other	0%	0%	0%
D African, Scottish African or British African Unknown	0%	0%	0%
E Caribbean or Black	0%	0%	0%
F Other ethnic group	0%	0%	1%
Prefer not to say	2%	2%	3%
Unknown	15%	23%	10%
Total percentage	100%	100%	100%

Hired

ETHNICITY	All	Education	Other
A White Scottish	41%	32%	52%
A White Other British	8%	7%	9%
A White Irish	0%	0%	0%
A White Roma	0%	0%	0%

ETHNICITY	All	Education	Other
A White Polish	1%	1%	1%
A White Other white ethnic group	2%	2%	2%
A White Unknown	2%	1%	4%
B Mixed or multiple ethnic groups	0%	0%	1%
C Asian, Scottish Asian or British Asian Bangladeshi, Scottish Bangladeshi or British Bangladeshi	0%	0%	0%
C Asian, Scottish Asian or British Asian Chinese, Scottish Chinese or British Chinese	0%	0%	0%
C Asian, Scottish Asian or British Asian Indian, Scottish Indian or British Indian	0%	0%	0%
C Asian, Scottish Asian or British Asian Pakistani, Scottish Pakistani or British Pakistani	0%	0%	0%
C Asian, Scottish Asian or British Asian Other	0%	0%	0%
C Asian, Scottish Asian or British Asian Unknown	0%	0%	0%
D African, Scottish African or British African Nigerian	0%	0%	0%
D African, Scottish African or British African Ghanaian	0%	0%	0%
D African, Scottish African or British African Other	0%	0%	0%
D African, Scottish African or British African Unknown	0%	0%	0%
E Caribbean or Black	0%	0%	0%
F Other ethnic group	0%	0%	0%
Prefer not to say	1%	1%	2%
Unknown	44%	56%	29%
Total percentage	100%	100%	100%

The majority of applications for which we have information come from individuals who identify themselves as white Scottish, with 'white British' forming the second largest category of applicants. This is in line with what we know about the wider demography of the area, where historically much in-migration has come from other parts of the UK, while most outmigration has gone to other parts of Scotland.

NATIONAL IDENTITY

Year ending 31 March 2021

All applications

NATIONAL IDENTITY	All	Education	Other
British (including Scottish, English, Welsh, Northern Irish)	80%	77%	82%
Other European nationality	5%	5%	5%
Other nationality	3%	3%	3%
Prefer not to answer	2%	1%	2%
Unknown	11%	14%	8%
Total percentage	100%	100%	100%

Hired

NATIONAL IDENTITY	All	Education	Other
British (including Scottish, English, Welsh, Northern Irish)	57%	44%	75%

NATIONAL IDENTITY	All	Education	Other
Other European nationality	2%	2%	2%
Other nationality	1%	1%	1%
Prefer not to answer	1%	0%	1%
Unknown	40%	53%	21%
Total percentage	100%	100%	100%

Year ending 31 March 2022 – Data not collected from April 2021 onwards.

MARITAL STATUS

The marital status data for year ending 31 March 2021 is problematic because of overlapping categories caused notably by the inclusion of a 'living with partner' response option. As a result, these data cannot easily be compared with data from other sources (e.g. the Census).

Revised categories have been in use since April 2021 and are reflected in the table for year ending 31 March 2022.

Year ending 31 March 2021

Applications

LEGAL MARITAL STATUS	All	Education	Other
Single	35%	35%	34%
Widowed	1%	0%	1%
Separated	3%	3%	2%
Divorced	5%	4%	6%
Married/Civil Partnership	31%	29%	33%
Living with partner	14%	13%	15%
Prefer not to answer	2%	1%	2%
Unknown	11%	14%	8%
Total percentage	100%	100%	100%

Hired

LEGAL MARITAL STATUS	All	Education	Other
Single	16%	12%	21%
Widowed	0%	0%	0%
Separated	2%	1%	3%
Divorced	3%	3%	4%
Married/Civil Partnership	24%	19%	31%
Living with partner	9%	5%	13%
Prefer not to answer	1%	0%	1%
Unknown	45%	59%	27%
Total percentage	100%	100%	100%

Year ending 31 March 2022

All applications

LEGAL MARITAL STATUS	All	Education	Other
Never married and never registered in a civil partnership	36%	34%	38%
In a registered civil partnership	1%	1%	1%
Married	31%	29%	32%
Separated, but still legally in a civil partnership	0%	0%	0%
Separated, but still legally married	3%	3%	3%
Formerly in a civil partnership which is now legally dissolved	0%	1%	0%
Divorced	7%	5%	8%
Surviving partner from a civil partnership	0%	0%	0%
Widowed	1%	0%	1%
Prefer not to say	6%	4%	7%
Unknown	15%	23%	10%
Total percentage	100%	100%	100%

Hired

LEGAL MARITAL STATUS	All	Education	Other
Never married and never registered in a civil partnership	22%	18%	27%
In a registered civil partnership	0%	0%	1%
Married	24%	20%	28%
Separated, but still legally in a civil partnership	0%	0%	0%
Separated, but still legally married	2%	2%	2%
Formerly in a civil partnership which is now legally dissolved	0%	0%	0%
Divorced	4%	2%	6%
Surviving partner from a civil partnership	0%	0%	0%
Widowed	1%	0%	2%
Prefer not to say	3%	2%	5%
Unknown	44%	56%	29%
Total percentage	100%	100%	100%

RELIGION OR BELIEF

Year ending 31 March 2021

All applications

RELIGION OR BELIEF	All	Education	Other
Church of Scotland	18%	15%	20%
Roman Catholic	11%	13%	9%
Other Christian	9%	9%	9%
Buddhist	0%	0%	0%
Hindu	0%	0%	0%
Humanist	1%	1%	1%
Jewish	0%	0%	0%
Muslim	1%	1%	1%
Pagan	0%	0%	0%
Sikh	0%	0%	0%

RELIGION OR BELIEF	All	Education	Other
Other Religion or Belief	1%	1%	1%
None	40%	39%	42%
Prefer not to answer	7%	7%	7%
N/A	11%	14%	8%
Total percentage	100%	100%	100%

Hired

RELIGION OR BELIEF	All	Education	Other
Church of Scotland	15%	12%	20%
Roman Catholic	7%	6%	9%
Other Christian	7%	7%	6%
Buddhist	0%	0%	0%
Hindu	0%	0%	0%
Humanist	1%	1%	1%
Jewish	0%	0%	0%
Muslim	0%	0%	0%
Pagan	0%	0%	0%
Sikh	0%	0%	0%
Other Religion or Belief	1%	1%	1%
None	27%	19%	37%
Prefer not to answer	3%	2%	5%
N/A	40%	53%	21%
	100%	100%	100%

Year ending 31 March 2022

All applications

RELIGION / BELIEF	All	Education	Other
Church of Scotland	16%	14%	18%
Roman Catholic	9%	9%	9%
Other Christian	6%	6%	5%
Buddhist	0%	0%	0%
Hindu	1%	0%	1%
Humanist	0%	0%	0%
Jewish	0%	0%	0%
Muslim	1%	0%	1%
Pagan	0%	0%	0%
Sikh	0%	0%	0%
Other Religion or Belief	0%	1%	0%
None	46%	41%	50%
Prefer not to answer	5%	5%	5%
Unknown	15%	23%	10%
Total percentage	100%	100%	100%

Hired

RELIGION / BELIEF	All	Education	Other
Church of Scotland	14%	9%	20%
Roman Catholic	6%	5%	6%
Other Christian	2%	1%	3%
Buddhist	0%	0%	1%
Hindu	0%	0%	0%

RELIGION / BELIEF	All	Education	Other
Humanist	0%	0%	0%
Jewish	0%	0%	0%
Muslim	0%	0%	0%
Pagan	0%	0%	0%
Sikh	0%	0%	0%
Other Religion or Belief	0%	0%	0%
None	31%	25%	38%
Prefer not to answer	2%	2%	2%
Unknown	44%	56%	29%
Total percentage	100%	100%	100%

GENDER / SEX

It should be noted that historically the question posed by MyJobScotland explicitly asks about gender. For this reason, the data for the year ending 31 March 2021 is reported in this way, even though the protected characteristic is described in the legislation as 'sex'.

The wording of the question was changed in April 2021.

Year ending 31 March 2021

All applications

GENDER	All	Education	Other
Male	30%	15%	45%
Female	59%	72%	47%
Other	0%	0%	0%
Prefer not to answer	0%	0%	1%
Unknown	10%	13%	7%
Total percentage	100%	100%	100%

Hired

GENDER	All	Education	Other
Male	14%	6%	23%
Female	41%	35%	50%
Other	0%	0%	0%
Prefer not to answer	0%	0%	1%
Unknown	45%	58%	27%
Total percentage	100%	100%	100%

Year ending 31 March 2022

All applications

SEX	All	Education	Other
Male	29%	13%	41%
Female	55%	64%	48%
Prefer not to say	1%	0%	1%
Unknown	15%	23%	10%

SEX	All	Education	Other
Total percentage	100%	100%	100%

Hired

SEX	All	Education	Other
Male	13%	5%	21%
Female	43%	38%	49%
Prefer not to say	0%	0%	1%
Unknown	44%	56%	29%
Total percentage	100%	100%	100%

DISABILITY

Year ending 31 March 2021

All applications

DISABILITY	All	Education	Other
Yes	5%	5%	5%
No	84%	81%	86%
Prefer not to answer	1%	1%	1%
Unknown	10%	13%	7%
Total percentage	100%	100%	100%

Hired

DISABILITY	All	Education	Other
Yes	3%	2%	3%
No	52%	39%	70%
Prefer not to answer	1%	0%	1%
Unknown	45%	58%	27%
Total percentage	100%	100%	100%

Year ending 31 March 2022

All applications

DISABILITY	All	Education	Other
Yes	12%	12%	12%
No	72%	65%	78%
Unknown	15%	23%	10%
Total column percentage	100%	100%	100%

Hired

DISABILITY	All	Education	Other
Yes	7%	7%	7%
No	49%	37%	63%
Unknown	44%	56%	29%
Total column percentage	100%	100%	100%

SEXUAL ORIENTATION

Year ending 31 March 2021

All applications

SEXUAL ORIENTATION	All	Education	Other
Bisexual	2%	2%	2%
Gay	1%	1%	1%
Lesbian	0%	0%	1%
Heterosexual/Straight	81%	78%	83%
Other	0%	0%	0%
Prefer not to answer	5%	5%	5%
Unknown	11%	14%	8%
Total percentage	100%	100%	100%

Hired

SEXUAL ORIENTATION	All	Education	Other
Bisexual	1%	1%	1%
Gay	0%	0%	1%
Lesbian	0%	0%	0%
Heterosexual/Straight	51%	39%	68%
Other	0%	0%	0%
Prefer not to answer	2%	1%	3%
Unknown	45%	59%	27%
Total percentage	100%	100%	100%

Year ending 31 March 2022

All applications

SEXUAL ORIENTATION	All	Education	Other
Bisexual	2%	2%	2%
Gay or Lesbian	1%	1%	1%
Straight / Heterosexual	76%	69%	82%
Other	0%	0%	0%
Prefer not to say	5%	5%	5%
Unknown	15%	23%	10%
Total percentage	100%	100%	100%

Hired

SEXUAL ORIENTATION	All	Education	Other
Bisexual	1%	0%	1%
Gay or Lesbian	1%	1%	1%
Straight / Heterosexual	53%	41%	67%
Other	0%	0%	0%
Prefer not to say	2%	1%	2%
Unknown	44%	56%	29%
Total percentage	100%	100%	100%

Where percentages have been rounded to the nearest whole number this may have led to the apparent 'erasure' of some orientations.

TRANS/TRANSGENDER

Year ending 31 March 2021

All applications

TRANS IDENTITY	All	Education	Other
Yes	0%	0%	0%
No	89%	86%	91%
Prefer not to answer	1%	1%	1%
Unknown	11%	13%	8%
Total percentage	100%	100%	100%

Hired

TRANS IDENTITY	All	Education	Other
Yes	0%	0%	1%
No	54%	42%	70%
Prefer not to answer	0%	0%	1%
Unknown	45%	58%	28%
Total percentage	100%	100%	100%

Year ending 31 March 2022

All applications

TRANS IDENTITY	All	Education	Other
Yes	0%	0%	0%
No	83%	76%	88%
Prefer not to say	2%	1%	2%
Unknown	15%	23%	10%
Total percentage	100%	100%	100%

Hired

TRANS IDENTITY	All	Education	Other
Yes	0%	0%	0%
No	56%	43%	70%
Prefer not to say	1%	0%	1%
Unknown	44%	56%	29%
Total percentage	100%	100%	100%

AGE

Year ending 31 March 2021

All applications

AGE	All	Education	Other
15-24	12%	13%	11%
25-34	27%	31%	23%
35-44	20%	20%	19%
45-54	18%	15%	21%
55-64	11%	6%	16%
65-74	1%	1%	1%
75-84	0%	0%	0%
Unknown	11%	14%	9%
Total percentage	100%	100%	100%

Hired

AGE	All	Education	Other
15-24	4%	4%	5%
25-34	15%	14%	16%
35-44	12%	10%	15%
45-54	15%	10%	21%
55-64	8%	3%	14%
65-74	0%	0%	1%
75-84	0%	0%	0%
Unknown	46%	60%	27%
Total percentage	100%	100%	100%

Year ending 31 March 2022

All applications

AGE	All	Education	Other
15-24	9%	9%	8%
25-34	22%	23%	21%
35-44	21%	21%	21%
45-54	18%	14%	21%
55-64	11%	6%	15%
65-74	1%	0%	1%
75-84	0%	0%	0%
Unknown	19%	25%	14%
Total column percentage	100%	100%	100%

Hired

AGE	All	Education	Other
15-24	6%	6%	6%
25-34	12%	12%	12%
35-44	14%	12%	15%
45-54	13%	8%	19%
55-64	8%	3%	14%
65-74	1%	0%	1%
75-84	0%	0%	0%
Unknown	46%	57%	32%
Total column percentage	100%	100%	100%

The average ages of applicants for whom we have information in 2021 and 2022 were 38 and 40 respectively.

The average ages of people who were hired for whom we have information in 2021 and 2022 were 40 and 41 respectively.

PREGNANCY AND MATERNITY

No questions are asked, and consequently no data collected, with regard to pregnancy or maternity during the recruitment process.

3 Applications for Promotion

Source: this data comes from the recruitment portal (MyJobScotland / Talentlink).

Year ending 31 March 2021

All applications

PROMOTED POSTS	All	Education	Other
Yes	5%	4%	6%
No	43%	45%	40%
Prefer not to answer	2%	2%	3%
Unknown	49%	48%	50%
Total column percentage	100%	100%	100%

Hired

PROMOTED POSTS	All	Education	Other
Yes	9%	5%	14%
No	27%	23%	32%
Prefer not to answer	2%	1%	4%
Unknown	62%	71%	50%
Total column percentage	100%	100%	100%

Further analysis by protected characteristics has not been carried out.

Year ending 31 March 2022

As the question relating to promoted posts was removed in April 2021, this data is not available for the year ending 31 March 2022.

PREGNANCY AND MATERNITY

No questions are asked, and consequently no data collected, with regard to pregnancy or maternity during the recruitment process.

4 Applications for Training

Source: Resourcelink

Corporate training undertaken by employees is currently recorded in Resourcelink. The system does not record other training and CPD carried out.

The recent introduction of a new Learning Management System will allow staff to record all Continuous Professional Development. We hope this will result in more complete information being available in future years.

In the year ending 31 March 2021, 1450 employees undertook corporate training, with 14046 courses undertaken. It is worth noting that this year includes covid lockdowns, during which some employees unable to carry out their normal work were encouraged to complete e-learning modules.

In the year ending 31 March 2022, 924 employees undertook corporate training, with 3870 courses undertaken.

As this information is incomplete, no further analysis is presented; however, on the basis of the information available, we believe rates of corporate training uptake reflect the wider profile of our workforce.

5 Employees who are involved in Disciplinary and Grievance Procedures

Disciplinaries

Source: information on disciplinaries has been manually extracted from our records. None of the issues dealt with were associated with protected characteristics. We do not have equalities information for the individuals involved so cannot report on whether they have any protected characteristics.

DISCIPLINARIES	Year to 31 March 2021	Year to 31 March 2022
Total	11	23

Because the numbers are small, the outcomes of the disciplinaries is not provided here.

Grievances

Source: information on disciplinaries has been manually extracted from our records. None of the issues dealt with were associated with protected characteristics. We do not have equalities information for the individuals involved so cannot report on whether they have any protected characteristics.

GRIEVANCES	Year to 31 March 2021	Year to 31 March 2022
Total	20	13

Because the numbers are small, the outcomes of the grievances is not provided here.

6 Employees Leaving the Council

Source: Resourcelink

In each of the years ending 31 March 2021 and 31 March 2022, 343 and 457 contracted employers left the council.

While the 2022 figure was in line with numbers for 2019 and 2020, the 2021 figure is lower.

A few points to note:

- Although we want to retain younger people in the area, in year ending 31 March 2022, about a third of leavers were aged between 25 and 44.
- Despite harmonisation of state pension age, woman still retire earlier than men.
- Education employees are more likely to retire before 65 than others. This is true of all employees within the Service. Although teachers leave earlier than non-teachers, non-teachers in Education are still more likely to leave earlier than employees outwith the Education Service.
- In the 55+ age group (all staff, including education):
 - 48% of leavers are because of retirals, 52% are recorded as being for other reasons.
 - Pattern of leavers is very different between 2021 and 2022, with noticeably more retirals occurring in 2021.
- There is no apparent relationship between other reasons for leaving and protected characteristics

7 Gender Pay Gap

(Source: LGBF data 2021/22; CORP 3c -The gender pay gap (%).)

GENDER PAY GAP	2020-21	2021-22
	6.7%	5.4%

The gender pay gap figure reflects the profile of our workforce wherein we have high levels of female employment in lower graded posts. However, we have policies in place, as well as job evaluation procedures, which ensure that equal pay is received for equal work.

See also our equal pay statement and Equal Pay Audit.