

ARGYLL AND BUTE COUNCIL EQUALITIES MAINSTREAMING REPORT AND EQUALITY OUTCOMES 2013 - 2017



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1. Foreword

Our Council is forward looking and ambitious, continuously improving our relationship with our partners, customers and employees to ensure that we deliver the right services, by the best people, in the best way.

Our vision is 'Realising our Potential Together' and this is underpinned by our values:

- We involve and listen to our customers and communities
- We take pride in delivering best value services
- We are open, honest, fair and inclusive
- We respect and value everyone

With regards to the Council's work on promoting equality, we recognise that there has been progress made for some groups and individuals although we are also aware that there is still much work to be done to ensure that we live in a place which is fair for all people.

Everyone has 'protected characteristics' but it is the treatment individuals and groups receive and the positive or negative outcomes for them that are our focus.

As one of the biggest employers in Argyll and Bute, we will be taking a lead role to eliminate discrimination, harassment and victimisation; advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and foster good relations between people who share a protected characteristic and those who do not.

The Christie report on the future of public services in Scotland highlighted that equalities is a key consideration in public sector reform, and this is in line with the Scottish Government's national outcome of reducing significant inequalities.

The Equality Outcomes which we have set for the next 4 year period presents an opportunity to reduce the inequalities which are most significant in Argyll and Bute.

We are committed to addressing inequalities faced by our staff, elected members and our customers. This is reaffirmed by our key principles to equality which are outlined in our Corporate Plan.

The mainstreaming actions which have been undertaken by Argyll and Bute Council demonstrate how we recognise that individuals and groups have different needs and we will continue to assess and develop our services and service delivery methods to ensure that there is no unlawful discrimination.

**Councillor James Robb
Council Leader
Argyll and Bute Council**

**Sally Loudon
Chief Executive
Argyll and Bute Council**

2. Legal Context

2.1 The Equality Act 2010 and the General Equality Duty

The Act came into force in 2010 providing a modern and single legal framework to tackle disadvantage and discrimination more effectively.

Prior to the Equality Act 2010, the Council, as a public authority, had specific equality duties for race, disability and gender.

The Act brings together the 9 areas of race, disability, gender, age, sexual orientation, religion and belief, gender reassignment, marriage and civil partnership and pregnancy and maternity.

The council in the exercise of its functions must:-

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

(Marriage and civil partnership is covered only by the first duty)

The General Equality Duty allows the Council to:

- Take effective action on equality issues
- Make the right decision, first time round
- Develop better policies and practices, based on evidence
- Be more transparent, accessible and accountable
- Improve outcomes for all

2.2 Specific Equality Duties

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on May 2012. These specific duties are designed to help public sector organisations meet the general duty effectively.

The key duties are that the Council must

- Report on mainstreaming equality
- Publish equality outcomes and report on progress
- Assess and review policies and practices
- Gather and use employment information
- Publish gender pay gap information
- Publish statements on equal pay
- Consider award criteria and conditions in relation to public procurement

3 Why Mainstreaming is important

Mainstreaming equality simply means integrating equality into the day-to-day working of the council. This means taking equality into account in the way the council goes about its business when acting as an employer, or planning and providing services.

Mainstreaming the equality duty has a number of benefits including:

- Equality becomes part of the structures, behaviours and culture of the council
- The council knows and can demonstrate how, in carrying out its functions, it is promoting equality
- Mainstreaming equality contributes to continuous improvement and better performance

Equality outcomes aim to result in improvements in people's lives creating a fair and more inclusive society.

As one of the biggest employers in Argyll and Bute, the council aims to ensure that the make-up of our workforce reflects the diversity of the local population.

The Council's Education Service is covered separately by the specific duties and is therefore required to prepare and publish outcomes, report on mainstreaming within the service and to gather and use employment information. For the benefits of reporting purposes, the information for education has been included in this report.

3.1 Mainstreaming Equality within the Local Authority

It is vital that all employees and staff are aware of the general equality duty and that it is considered in the day-to-day work of delivering services to our customers. To ensure that equalities is considered by all staff, the council has undertaken the following steps

- Promote our commitment to equality in the Corporate Plan
- Inclusion of "Promoting Equality" in the Service Planning Guidance
- Inclusion of an "Equalities" section within the Service Planning Template
- Agreed to reinstate the Employee Equality Forum
- Carry out Equality Impact Assessments on new policies and functions
- Support for officers when developing impact assessments
- Inclusion of an Equalities module as part of the Employee and Elected Member Development Programme
- Developed a new Equality and Diversity Policy
- Carried out a staff survey on protected characteristics

3.2 Equality and Diversity in Argyll and Bute

The Council has built their commitment to equality and diversity into their Corporate Plan. This sets out our key principles that

- no-one is disadvantaged because of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation
- the differences between people are valued and good relations between groups are promoted
- people are treated fairly and with equal respect
- informed assessments are made on the impact of policies and services
- people are involved in the decisions that affect them and encouraged to participate in public life

This is directly supported by the corporate outcome “We work with our partners to tackle discrimination” and is key to the approach taken by services in delivering their outcomes.

Services focus on promoting equality in every aspect of their work and this is reflected in their service plans.

3.3 Alignment with Key Documents

The concept of equality underpins the Council’s Corporate Plan 2013-17. It is recognised that as we continue to transform the Council we have to continue to deliver services which meet the needs of our customers.

The Council has the following values

- We involve and listen to our customers and communities
- We take pride in delivering best value services
- We are open, honest, fair and inclusive
- We respect and value everyone

There is acknowledgment that we have to continue to make improvements, we have to involve people of different characteristics, value and respect the population of Argyll and Bute and make honest and fair decisions.

Consideration was given to equality issues when developing and setting corporate objectives for the Council. These objectives are as follows:

- Working together to realise the potential of our people
- Working together to realise the potential of our communities
- Working together to realise the potential of our area
- Working together to realise the potential of our organisation

3.4 Corporate Improvement Board

The Council's Corporate Improvement Board has agreed to 12 programmes for improvement throughout the council. Equalities has been identified as one of these programmes and will focus on improvements in the way in which we deliver upon our legal responsibility.

Areas identified include:

- improved content, broader range and increased accessibility of equalities training and guidance for staff and elected members,
- revision of existing Equalities policies and procedures, developing outcomes in line with the public sector equalities duties
- improved completion rates and quality with respect to Equalities Impact Assessments both as a routine business process and when exploring options to alter service delivery.

3.5 Public Service Improvement Framework

The Council adopted the Public Service Improvement Framework (PSIF) as an evidence-based tool to help the Council and services understand performance, identify examples of best practice and areas for improvement.

Equalities is a key theme to PSIF and through undertaking self-assessments at a corporate level and at a service level has enabled the council to identify strengths and areas of improvement to our approach to tackling equality issues.

3.6 Equality and Diversity Policy

In December 2012, Argyll and Bute Council approved a new policy which applies to all employees. The overall intention is to create a working environment where all forms of discrimination or oppressive behaviour are unacceptable.

The 'protected characteristics' covered in this policy are

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

In addition, the policy will promote equality and improve customer service, to make sure that no-one is disadvantaged because of their 'protected characteristics'. We

will involve people in the decisions that affect them and not make assumptions about their needs.

The policy will provide equity and fairness for all employees in our employment. No employee should suffer discrimination because of their 'protected characteristics'.

The Council will endeavour to ensure that no employees are disadvantaged in any way by the imposition of conditions or requirements which cannot be shown to be justifiable.

We will ensure that all elected members, employees, customers and service users are treated equally and fairly, with respect, without victimisation, prejudice or discrimination to ensure that no individual receives less favourable treatment than any other individual on the grounds of their 'protected characteristics'.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

If any employee or customer considers that he/she is suffering or has suffered unequal treatment on the grounds stated above, he/she can make a complaint which will be dealt with in accordance with the agreed procedures.

Responsibility of the Authority as an Employer

All elected members, senior managers, line managers and employees share the responsibility to create an environment where we can make measurable progress on equality and diversity and where we genuinely respect each individual's differences.

Council Commitment

To ensure the equality and diversity policy is effective, the council makes the following commitments:

- To make equalities a part of everyday working practice
- To promote the objectives of the policy for the benefit of all employees and line managers to ensure an understanding of their responsibilities under the law and the benefits of equality and diversity under the council's equality and diversity policy.
- To monitor, on a regular basis, the composition of the workforce and job applicants in order to evaluate the progress of the policy.
- To monitor, on a regular basis, customer satisfaction including perceptions, satisfaction and complaints, in order to evaluate the progress of the policy.
- To examine and regularly review procedures and criteria and make appropriate changes where they are found to be actually, or potentially, discriminating.

Individual Responsibilities

Each individual has a responsibility for this commitment when engaging with elected members, employees and service users. Individual roles are outlined:

Elected members and all employees of the Council are responsible for:

- being familiar with the content of the policy and its procedures and that they behave in accordance with this policy
- treating each other with dignity and respect
- not harassing, victimising, or intimidating colleagues, other employees and job applicants on any grounds
- challenging any discriminatory behaviour
- not inducing or attempting to induce other employees or unions or management to practice discrimination, for example, by refusing to work with a person who has a disability or has undergone gender reassignment
- ensuring the principles of equality and diversity are applied in all dealings with members of the public
- participating in learning and development associated with these policies
- participating in equality impact assessments to minimise or eliminate negative impacts on people
- co-operating with measures introduced by management to ensure there is equal opportunity and non-discrimination including providing personal information in regard to their 'protected characteristics'.

Employees must help to ensure equality, assist in preventing discrimination and help to protect themselves and the council from allegations of discrimination. All employees should understand that any discriminatory behaviour is likely to be regarded as serious misconduct which will normally result in disciplinary action being taken.

Elected Members, the Chief Executive, Executive Directors and Heads of Service are also responsible for: _____

- answering to the public for what the council does and achieves in terms of equality and diversity

- providing leadership direction and support to ensure that the council's equality and diversity policy is fully implemented by managers and employees through service planning
- ensuring all managers and staff participate in learning and development on how to operate the policy
- ensuring that equality impact assessments are completed for all new and revised policies and functions to minimise or eliminate negative impacts on people
- working with partners to help deliver the policy
- involving the local community in the decision-making process
- providing a scrutiny role to ensure compliance with the equality and diversity policy

Line Managers are also responsible for:

- ensuring all staff are made aware of the policy
- ensuring all staff participate in learning and development on how to implement the policy
- promoting the aims of the policy
- ensuring their own working practices reflect the principles of the policy
- taking prompt action to stop any discriminatory behaviour
- not discriminating, for example, as line managers or as persons responsible for selection decisions in recruitment, promotion, redeployment, redundancy or training or when deciding the outcome of disciplinary/grievance hearings
- completing equality impact assessments for all new and revised policies and functions to minimise or eliminate negative impacts on people
- working with partners to help deliver the policy, for example by planning joint training events
- ensuring the principles of equality and diversity are applied in all dealings with members of the public
- gathering and using employee and customer information, as appropriate, to ensure that the policy is complied with and any necessary improvements made.

3.7 Learning and Development

The council has provided a face-to-face introduction course to equalities for staff. In addition to this, an e-learning module for the previous Equality Impact Assessment Toolkit (EqIA) Toolkit was available for staff to assist with carrying out EqIA's. A revised EqIA Guidance and Form was developed and approved by Council in December 2012 which takes into account all of the 9 protected characteristics.

The council is currently reviewing the approach to learning and development for Equality and Diversity making provision for e-learning modules for staff as well as Equality and Diversity forming part of the induction training for new staff.

3.8 Mainstreaming Equality within the Education Authority

The Education Authority has also made significant progress in mainstreaming equalities within the service.

Early Intervention

The earliest practicable identification and assessment of a child's additional support needs is carried out in line with GIRFEC principles. Close liaison between Argyll and Bute's Early Years' Service and Allied Health Professionals has resulted in better planning and provision of specific adaptations and/or equipment being put in place at an earlier stage. This has been particularly important for pre-3 children with complex additional support needs and has ensured that their needs are being met as early as possible and was highlighted as excellent practice in the recent VSE inspection.

Children and Young People's Views

In the past 12 months, 143 young people's views on a wide range of issues have been gathered using Viewpoint, an interactive electronic questionnaire. These have a number of benefits such as:

Individual

- Children may answer more freely on a computer than in a face-to-face interview
- Individual reports could be used effectively at a child/young person's review meeting
- Responses can prompt further action by staff
- Children/young people feel more valued

Whole school issues

- Responses will be used to audit the effectiveness of support throughout the school. Reports can be compiled on issues raised by closed questions e.g. Do teachers help you? Have you been bullied or picked on in school in the last month?

- Responses will be used as an effective method of seeking pupils' views and help to shape/develop schools' policies

Authority wide

- Will be used to carry out audits of effectiveness of practice
- Will be used in the development of policies

3.8.1 Partnership Working

A service level agreement with CALL (Communication, Access, Literacy and Learning) Scotland has resulted in training courses for primary and secondary staff to support pupils with communication difficulties.

This has involved training in SQA digital exams and visits to 8 different schools to observe and assess pupils' communication skills and to advise and train staff in the use of ICT to support our children and young people.

3.8.2 Resources

Argyll and Bute Council has shared resources with partners such as NHS and charities to fund expensive items of specialist equipment for individual children and young people e.g. augmentative communication aids, powered buggies to ensure children's and young people's needs are met within and outwith school.

4 Equality Outcomes

Outcomes are the changes that result for individuals, communities, organisations or society as a consequence of the action the Council has taken. Outcomes can include short-term benefits such as changes in awareness, knowledge, skills and attitudes, and longer-term benefits such as changes in behaviours, decision-making and environmental conditions.

By focusing on outcomes rather than objectives, this specific duty aims to bring practical improvements in the life chances of those who experience discrimination and disadvantage.

4.1 Argyll and Bute Council's Equality Outcomes 2013 - 2017

The Equality Outcomes the Council has identified cover all of the protected characteristics. It should be noted that through a program of service self-assessments and improvement planning, the Council will continue to identify initiatives to support and mainstream equality further within the organisation. Any further improvements will be reported in council publications, performance reporting and in the progress report due by 30th April 2015.

The outcomes highlight the priorities for the next four years. The monitoring of progress towards achieving these outcomes will be continuous over this period.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 placed separate requirements on the Local Authority and the Education Authority.

For reporting purposes, the list of outcomes consists of all equality outcomes for Argyll and Bute Council, for both the Local Authority and the Education Authority.

As part of the specific duties, the Council is required to publish a progress report by 30th April 2015 and every two years thereafter.

The Equality Outcomes will be monitored through the Council's performance management system.

Equality Outcome 1 - More people are actively engaged in local decision making

Duty – Advance equality of opportunity; Foster good relations

Protected Characteristic – Age, Gender, Race, Religion and Belief, Sexual Orientation, Gender reassignment

Contributing services – Governance and Law; Community and Culture; IHR/Community Planning

Equality Outcome 2 – Our service delivery is sensitive to the needs of all users

Duty – Advance equality of opportunity; Eliminate discrimination; Foster good relations

Protected Characteristic – Age, Gender, Disability, Race, Religion and Belief, Sexual Orientation, Gender reassignment

Contributing Services - Education: All Services

Equality Outcome 3 - The needs of individuals who provide unpaid care and support are recognised including young carers

Duty - Advance equality of opportunity; Foster good relations

Protected Characteristic - Age, Gender, Disability

Contributing Services - Adult Care, Children and Families, Community and Culture, Education

Equality Outcome 4 - The individual needs of all recipients of care are recognised

Duty - Advance equality of opportunity; Foster good relations

Protected Characteristic - Age, Gender, Disability, Religion and Belief

Contributing Services - Education, Children and Families, Adult Services, Community and Culture, Facility Services

Equality Outcome 5 - The gap in educational attainment between protected characteristics has been reduced

Duty - Advance equality of opportunity

Protected Characteristic - Age, Disability, Gender, Race

Contributing Services - Education

Equality Outcome 6 - Bullying of young people in schools is reduced

Duty - Foster good relations

Protected Characteristic - Disability, Gender, Race, Religion or Belief, Sexual Orientation

Contributing Services - Education

Equality Outcome 7 - We have improved engagement with protected groups

Duty - Foster good relations

Protected Characteristic - All

Contributing Services - Education; All Services

4.2 Monitoring and Continuous Improvement

The Equality Outcomes will be monitored through the council's performance management system and scrutiny provided by senior officers and elected members.

Through a program of self-assessments and improvement planning, the council will continue to identify improvements and actions to successfully deliver the Equality outcomes that have been set for 2013 – 2017.

The re-establishment of the Employee Equality Forum will additionally help to monitor progress and identify improvements for service delivery.

5 Appendix 1 Employment Data

5.1 Workforce Profile

The Council aims to have a workforce which reflects the community the Council Serves, recognising the benefits of having a diverse workforce that is broadly representative of the local population in that the Council is seen as an employer of choice, and an employer who provides fair employment opportunities for all individuals.

At 31st March 2013 the Council had 4577 employees compared to 4569 employees at 31 March 2012. This relatively static number does not consider increased part time employees and a reduction in FTE posts due to reductions in budget constraints.

Race

The proportion of Black and Ethnic Minority employees has increased slightly from 0.53% in 2011/12 to 0.54% at 2012/13. Census data indicates that the local Black Minority Ethnic population is less than 0.8% of the community. This indicates our figures are slightly below our target. The percentage of employees identifying as white has decreased. This can be explained by a higher percentage of employees not disclosing information.

Figure 1 – Workforce Profile – Race

Ethnic Origin	2011/12	2012/13
African - Other	0.02%	0.02%
African - (inc. Scottish/British)	0.00%	0.02%
Asian - Chinese (inc. Scot/Brit)	0.02%	0.04%
Asian - Indian (inc. Scot/Brit)	0.02%	0.02%
Asian - Other (inc. Scot/Brit)	0.02%	0.04%
Asian, Asian Scottish, Asian British	0.07%	0.07%
Black (inc. Scottish/British)	0.09%	0.04%
Mixed or Multiple Race	0.20%	0.20%
Other Ethnic Background	0.09%	0.09%
Total Ethnic Minority	0.53%	0.54%
White	60.32%	54.93%
White - Eastern European	0.07%	0.07%
White - Irish	0.15%	0.20%
White - Other British	2.19%	2.93%
Other White Ethnic Group	0.28%	0.35%
White - Scottish	13.70%	16.65%
Total White	76.71%	75.13%
Prefer Not to Answer	0.11%	0.15%
Unknown	22.65%	24.19%

Gender

There has been no change in the workforce gender trend as the male/female split has remained static. The Council workforce is predominately female (71%). The gender profile reflects the trends within the public sector where the majority of the workforce is female (64%).¹

	Gender	
	Male	Female
2011/12	28.78%	71.22%
2012/13	28.86%	71.14%

Disability

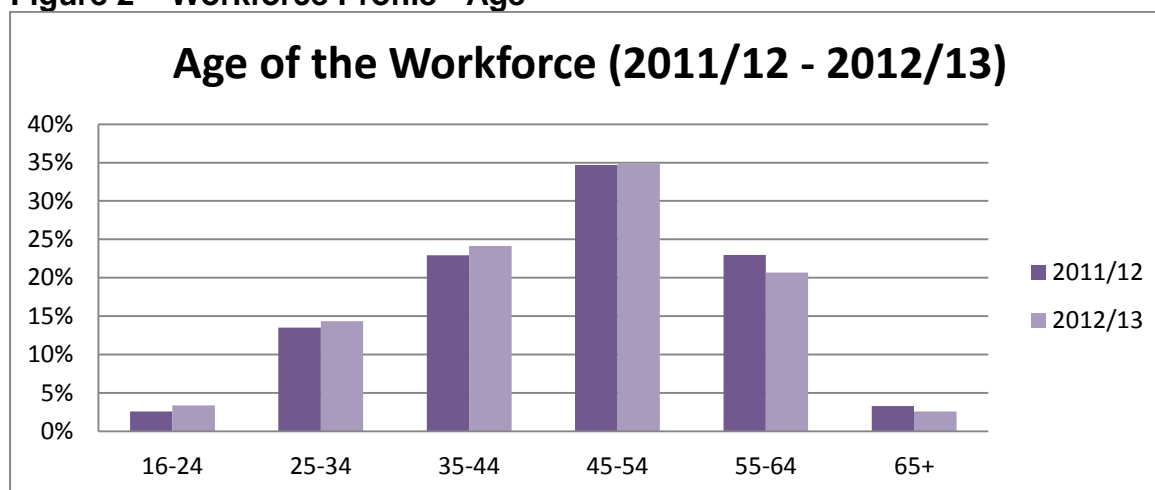
The disability profile has increased from 1.51% in 2011/12 to 1.66% in 2012/13 of the workforce identifying themselves as having a disability. This is low compared with the 2007 Scottish Government figure of 16.8% of those within the working age population in Scotland who are disabled. It is recognised that 1.66% may not be a true reflection of the workforce disability profile as many staff have chosen not to answer this option.

Disabilities	2011/12	2012/13
Yes	1.51%	1.66%
No	58.31%	56.72%
Unknown	40.18%	41.62%

Age

The Social and Economic Profile identifies that in the local population the average age for males is 40 and for females 43 which is broadly reflective of the age split within the workforce. The Council age profile includes small numbers of younger and older employees however the removal of the default retirement age should increase the number of employees in the higher age bands.

Figure 2 – Workforce Profile - Age



¹ The Scottish Government Equality Statement: Scotland's Budget 2011-12.

Sexual Orientation

Of the total 2012/13 responses 1 % of employees identified themselves as gay, lesbian or bisexual, this would appear under-representative of the population. Statistics are limited, the Integrated Household Survey 2009 showed 1.4% of the population of Scotland as gay, lesbian or bi-sexual.

Sexual Orientation	2011/12	2012/13
Bisexual	0.02%	0.04%
Gay	0.02%	0.07%
Heterosexual/Straight	15.47%	16.93%
Lesbian	0.02%	0.07%
Prefer Not to Answer	0.85%	0.87%
Unknown	83.61%	82.02%

Applications for Employment

The Council aims to ensure that there are no barriers to individuals seeking employment and that it is an employer of choice.

The Council participates in the development and use of the National Recruitment Portal (www.myjobscotland.gov.uk) and whilst this offers opportunities for improving reporting and analysis of recruitment data, submitting equalities data is not mandatory for applicants. The recruitment portal has expanded the equalities' monitoring information to include all protected characteristics therefore expanded data is available from 2011/12.

Race

There has been an increase in the number of Black Minority Ethnic applicants from 3.15% in 2011/12 to 4.27% in 2012/13. This illustrates that a higher proportion of applications received from those of Black Minority Ethnic groups compared to the local population at less than 0.8%.

Figure 3 – Applications for Employment – Race

Ethnic Group	2011/12	2012/13
African	0.70%	0.95%
Any Mixed	0.28%	0.55%
Black Scottish	0.11%	0.20%
Bangladeshi	0.15%	0.15%
Caribbean	0.00%	0.23%
Chinese	0.11%	0.14%
Gypsy/Traveller	0.02%	0.07%
Indian	0.60%	0.53%
Other Ethnic Group	0.59%	0.76%
Other South Asian	0.28%	0.26%
Pakistani	0.33%	0.45%
Black Minority Ethnic Total	3.15%	4.27%
White British	14.82%	14.06%
White Irish	1.19%	1.04%
White Scottish	73.28%	72.78%
Other White	2.49%	3.12%
White Total	91.78%	91.00%
Not Disclosed	5.02%	4.69%

Applicants now identify their national identity within the equalities monitoring section of the recruitment portal. The highest percentage of employees identify as Scottish which is consistent with the information provided for race. The Scottish census data indicates 78% of the population of Argyll and Bute was born in Scotland, with a clear second significant group born in England at over 17%. These groups appear underrepresented in job applications. This may be explained by the larger geographic pool of applicants for posts than the local area and the high proportion of retired people who are likely to belong to those nationalities in the local area.

National Identity	2011/12	2012/13
British	17.94%	20.30%
English	5.05%	5.15%
Northern Irish	1.05%	0.74%
Other	4.80%	5.82%
Prefer not to answer	0.72%	0.67%
Scottish	64.97%	65.64%
Welsh	0.38%	0.40%
Unknown	5.10%	1.26%

Gender

Applications for posts in 2011/12 had a higher female dominated gender split but this shifted to a much more balanced gender split in 2012/13.

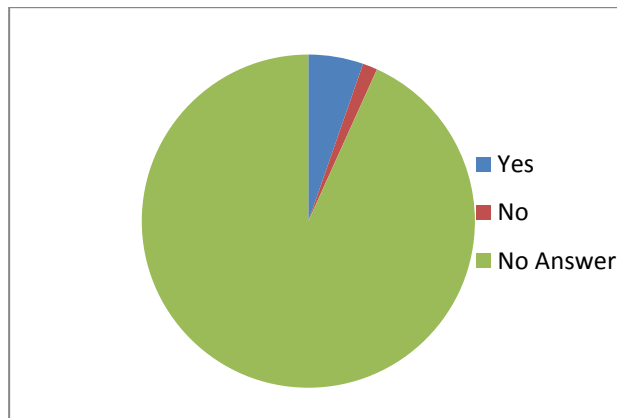
	Gender	
	Male	Female
2011/12	40.37%	59.63%
2012/13	38.36%	61.64%

Disability

The Council is a “disability symbol” user. This is a double tick symbol which is awarded by Jobcentre Plus and supports positive action for disabled applicants. This supports the Council’s commitment to employ, keep and develop the abilities of disabled people. As part of this commitment the Council operates a guaranteed interview scheme for disabled applicants who meet the essential criteria for a vacant post. The statistics across the years 2011/12 and 2012/13 indicate consistent levels of applicants are identifying their disability status which supports the Council in maintaining its commitment to positive action for disabled applicants. The data available illustrates that a reasonable number of applications are being received from disabled people and this requires further investigation to ensure that there are no barriers affecting the success of these applicants.

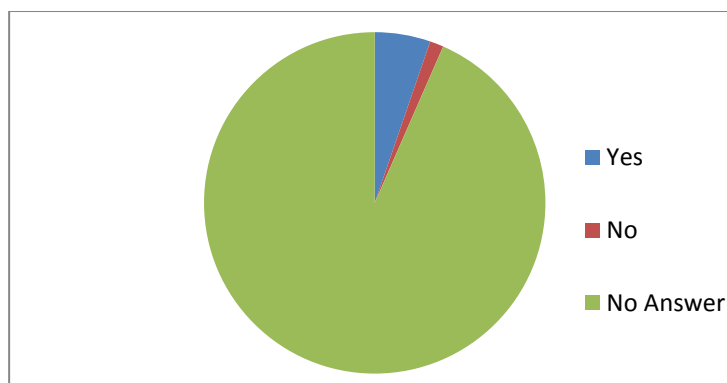
Disability Status of Applicants for Employment 2011/12

Yes	5.33%
No	1.43%
No Answer	93.24%



Disability Status of Applicants for Employment 2012/13

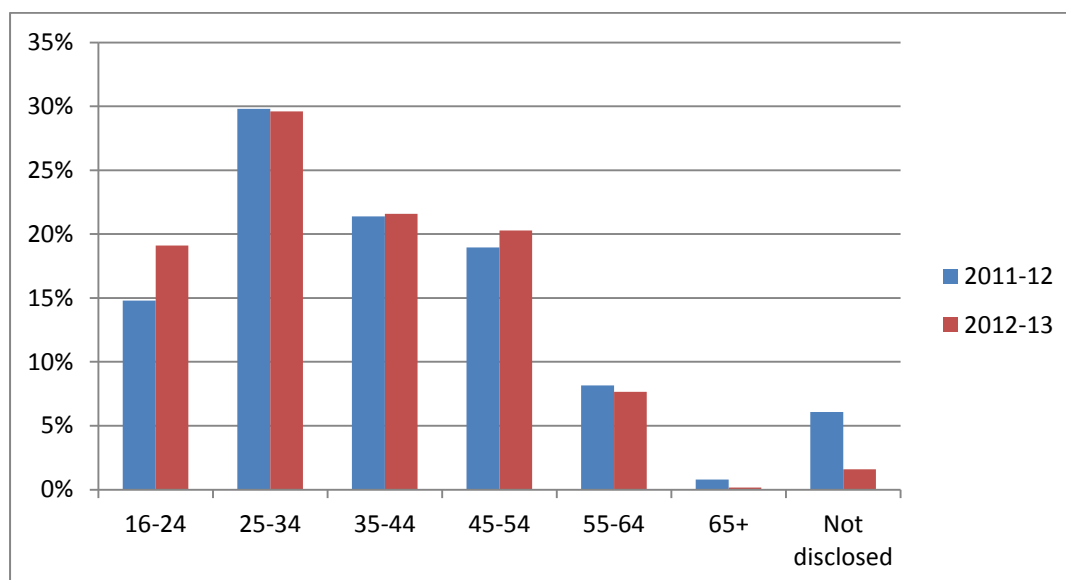
Yes	5.27%
No	1.30%
No Answer	93.43%



Age

The workforce profile shows that whilst less than 5% of staff are within the age 16-24 category a high number of applications come from those in this age group. This is reflective of the local population seeking employment.

Figure 4 –Applications for Employment – Age



Pregnancy/Maternity

A high percentage of applicants have not disclosed this information which implies promotion in this area is required though there is a significant increase in responses for 2012/13 which is encouraging.

Pregnancy/Maternity	2011/12	2012/13
No	9.23%	27.13%
Not Disclosed	90.23%	66.58%
On Maternity Leave	0.16%	0.00%
Pregnant	0.38%	6.30%

Marriage/Civil Partnership

A high percentage of applicants have provided detailed information across this protected characteristic. There is no significant change in 2012/13. The highest percentage of applicants identify as single. The Scottish Register Office for Scotland reports that the average age for marriage is 31.6 years therefore this is consistent with the higher percentage of applicants in the age group 16-24.

Marital Status	2011/12	2012/13
Divorced/Separated	6.83%	5.29%
Living with partner	13.95%	14.23%
Married/Civil Partnership	33.07%	34.88%
Prefer not to answer	0.92%	1.27%
Single	40.71%	42.51%
Unknown	4.52%	1.82%

Religion and Belief

Comparison is not available on the local population but national data is available. The highest percentage of applicants identified as Atheist/none (31.62%) which is relatively high compared to the national population, (2001 census), with 27.55% of individuals identifying as having no religion. Applicants identifying as members of the Church of Scotland at 27.71% are a significantly lower representation compared to the national population which states the Church of Scotland group at 42.40%. Jewish applicants are not representative of the national figure of 0.13%, though the census identifies some religions have a geographical concentration: nearly half the Jewish people in Scotland live in East Renfrewshire. All other groups are relatively representative of the national population.

Religion and Belief	2011/12	2012/13
Atheist/none	30.15%	31.62%
Buddhist	0.23%	0.25%
Catholic	14.78%	15.27%
Church of Scotland	26.16%	27.71%
Hindu	0.30%	0.30%
Humanist	0.68%	0.38%
Jewish	0.09%	0.05%
Muslim	0.60%	0.86%
No Religious Group	0.08%	0.00%
Other Christian	9.61%	9.78%
Pagan	0.15%	0.08%
Sikh	0.19%	0.08%
Unknown	9.14%	6.33%
Prefer not to answer	7.80%	7.27%
Other	0.04%	0.00%

Sexual Orientation

Only 3.95% did not disclose this information. Local population information is not available. A question on sexual orientation was included in the Integrated Household Survey (administered by the Office for National Statistics) in 2009 which shows that the number of people who identified as lesbian, gay or bisexual in

Scotland was 1.4%. The applicants represent 1.45% of the total, which appears consistent with national figures.

Sexual Orientation	2011/12	2012/13
Bisexual	0.36%	0.36%
Gay	0.70%	0.67%
Heterosexual	88.91%	93.11%
Lesbian	0.38%	0.29%
Other	5.91%	1.62%
Prefer not to answer	3.73%	3.95%

Applications for Promotion

The Council aims to have a diverse and skilled workforce and offer a wide range of opportunities for staff development. The National Recruitment Portal system is used for monitoring applications for promotions in certain roles.

Race

Only 2.2% of applications for promotion in 2012/13 were received from black minority and ethnic groups, though only 0.89% of all employees fall into this group, so the 2012/13 figures are encouraging they despite representing a very small number.

Ethnic Group	2011/12	2012/13
African	0.00%	1.10%
Any Mixed	0.00%	0.66%
Black Scottish	0.00%	0.22%
Bangladeshi	0.00%	0.00%
Caribbean	0.00%	0.00%
Chinese	0.00%	0.00%
Gypsy/Traveller	0.00%	0.00%
Indian	0.00%	0.00%
Other Ethnic Group	0.00%	0.22%
Other South Asian	0.00%	0.00%
Pakistani	0.00%	0.00%
Black Minority Ethnic Total	0.00%	2.20%
White British	21.96%	14.29%
White Irish	0.93%	0.88%
White Scottish	72.90%	77.80%
Other White	4.21%	3.08%
White Total	100.00%	96.04%
Not Disclosed	0.00%	1.76%

The national identity of applicants for promoted posts closely mirrors that of job applicants.

National Identity	2011/12	2012/13
British	18.14%	21.68%
English	3.80%	4.65%
Northern Irish	0.84%	0.44%
Other	5.06%	4.20%
Prefer not to answer	0.00%	0.00%
Scottish	70.46%	68.36%
Welsh	0.00%	0.22%
Unknown	1.69%	0.44%

Gender

Applications for promotion in 2011/12 had a female dominated gender split. In 2012/13 there has been a slight redress to this split of around 4%.

	Gender	
	Male	Female
2011/12	21.52%	78.48%
2012/13	24.44%	75.56%

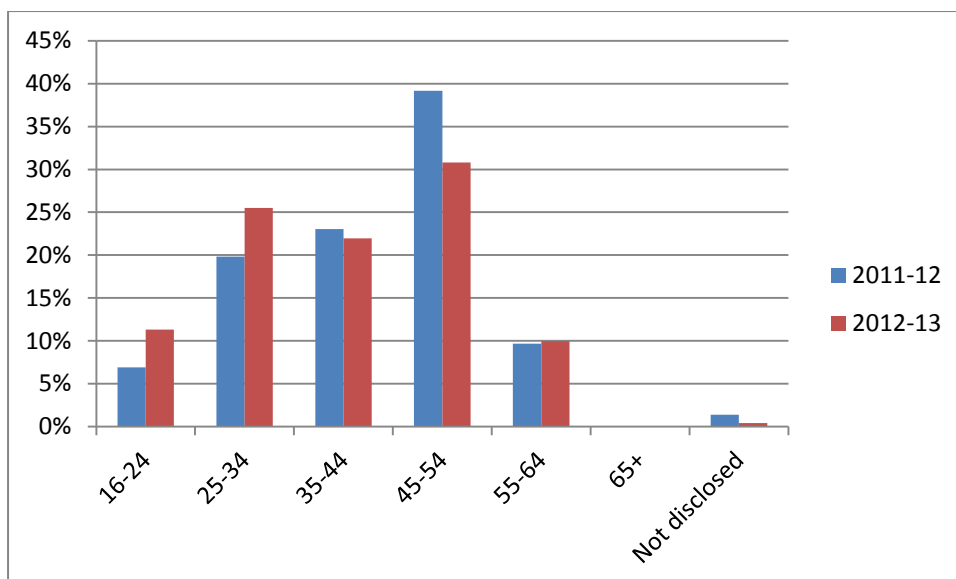
Disability

5.6% of applicants identified themselves as disabled in 2011/12, this reduced to 2.2% in 2012/13. This is a disappointing trend; further work is required to examine how to encourage employees with a disability to apply for promoted posts.

Disabilities	2011/12	2012/13
Yes	5.60%	2.20%
No	93.53%	97.36%
Unknown	0.86%	0.44%

Age

The 2012/13 data shows a trend to younger applicants for promotion particularly in the 16 to 34 range. As the council has a relatively high proportion of long serving employees, this may indicate that older employees feel they have reached their potential before age 64. The removal of the retirement age may influence this in future years.



Pregnancy / Maternity

Again a high proportion of applicants have not disclosed this information and a decline is seen in 2012/13, further monitoring will be required to ensure this is not a trend.

Pregnancy/Maternity	2011/12	2012/13
No	4.64%	18.07%
Not Disclosed	93.30%	80.72%
On Maternity Leave	0.00%	0.00%
Pregnant	2.06%	1.20%

Marriage / Civil Partnership

No significant trends are observed between 2011/12 and 2012/13. A higher proportion of staff applying for promoted posts are married or living with a partner than those applying for jobs. This may be because this group has fewer young people who are more likely to be single.

Marital Status	2011/12	2012/13
Divorced/Separated	7.66%	6.64%
Living with partner	18.72%	17.04%
Married/Civil Partnership	45.11%	48.01%
Prefer not to answer	0.00%	0.22%
Single	25.53%	27.21%
Unknown	2.98%	0.88%

Religion and Belief

This group broadly mirrors the data for employees as a whole, with a slight increase in followers of the Church of Scotland. Continued monitoring will be required to establish if this is a trend.

Religion and Belief	2011/12	2012/13
Atheist/none	30.34%	28.95%
Buddhist	0.00%	0.22%
Catholic	16.67%	14.03%
Church of Scotland	32.91%	36.53%
Hindu	0.00%	0.00%
Humanist	0.00%	1.11%
Jewish	0.00%	0.00%
Muslim	0.00%	0.22%
No Religious Group	0.00%	0.00%
Other Christian	5.98%	10.24%
Pagan	0.00%	0.00%
Sikh	0.00%	0.00%
Unknown	3.42%	3.12%
Prefer not to answer	10.68%	5.57%
Other	0.00%	0.00%

Sexual Orientation

No significant trends are observed between 2011/12 and 2012/13. It is encouraging that fewer people prefer not to answer and the proportion of gay and lesbians is representative of the workforce for 2012/13. Though no bisexuals are identified this is a small sample of the workforce.

Sexual Orientation	2011/12	2012/13
Bisexual	0.00%	0.00%
Gay	0.00%	0.67%
Heterosexual	86.92%	92.43%
Lesbian	0.42%	0.45%
Other	4.22%	1.78%
Prefer not to answer	8.44%	4.68%

Applications for training

Applications for training are recorded for many staff through our Personal Development Review, though this only applies to former APT and C staff. External or mandatory training, conferences or seminars are not recorded.

Race

In both years the majority of applications were White British and White Scottish which is in line with the workforce profile. All applications for training were supported. The 2012/13 data indicates a higher proportion of Black Minority Ethnic employees received training at 1.44 % as opposed to the workforce profile figure of 0.89%.

Ethnic Group	2011/12	2012/13
African	0.00%	0.29%
Any Mixed	0.13%	0.29%
Black Scottish	0.00%	0.00%
Bangladeshi	0.00%	0.00%
Caribbean	0.00%	0.00%
Chinese	0.00%	0.00%
Gypsy/Traveller	0.00%	0.00%
Indian	0.00%	0.00%
Other Ethnic Group	0.13%	0.29%
Other South Asian	0.00%	0.57%
Pakistani	0.00%	0.00%
Black Minority Ethnic Total	0.25%	1.44%
White British	61.49%	51.72%
White Irish	0.51%	0.00%
White Scottish	15.91%	24.14%
Other White	3.28%	5.46%
White Total	81.19%	81.32%
Not Disclosed	18.56%	17.24%

National Identity

The high percentage of staff with a UK default nationality on our system makes analysis not meaningful. To help address this we have given employees access to their own equality information to update on our HR system and we have undertaken a recent questionnaire on equality data for all employees.

National Identity	2011/12	2012/13
British	9.95%	8.26%
English	2.13%	3.42%
Northern Irish	0.53%	0.00%
Other	0.53%	1.14%
Prefer not to answer	0.71%	0.85%
Scottish	21.67%	21.65%
Welsh	0.00%	0.00%
Unknown - UK Default	64.48%	64.67%

Gender

The majority of applications continue to be from female employees which is consistent with the workforce profile.

	Gender	
	Male	Female
2011/12	30.78%	69.22%
2012/13	28.77%	71.23%

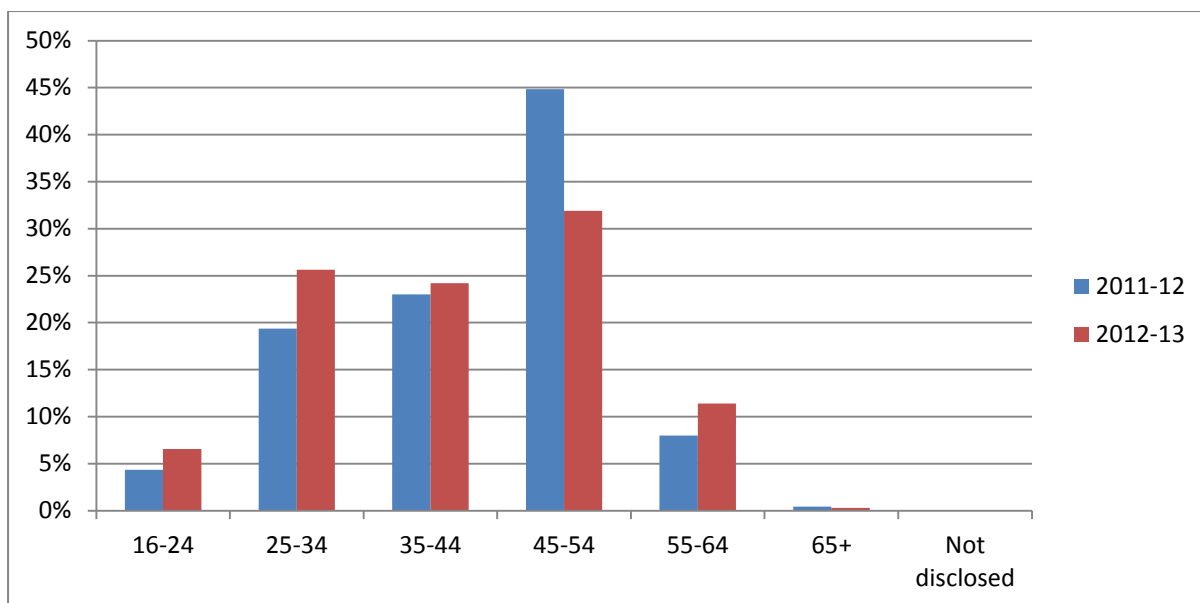
Disability

Applications from disabled employees are higher than that of the workforce profile, currently 1.66%. This is encouraging that a high proportion of disabled employees are given training.

Disabilities	2011/12	2012/13
Yes	2.76%	2.96%
No	71.13%	70.12%
Unknown	26.12%	26.92%

Age

Though the figures show that older employees are slightly less likely to apply for training, there is reasonable a correlation between applicants age profile.



Employees who are involved in disciplinary procedures

The Council strives to ensure that no equality groups are detrimentally impacted by the application of disciplinary procedures. The Council’s aim is to ensure that disciplinary policies and procedures are applied consistently across the Council.

Race

The percentage of disciplinary procedures involving BME employees was significantly higher than the workforce profile in 2011/12, however in 2012/13 no BME employees were involved in disciplinary procedures. HR professionals are involved in disciplinary proceedings and would ensure that the policies are being followed to avoid discrimination.

	2011/12	2012/13
African	0.00%	0.00%
Any Mixed	0.00%	0.00%
Black Scottish	0.00%	0.00%
Bangladeshi	0.00%	0.00%
Caribbean	0.00%	0.00%
Chinese	0.00%	0.00%
Gypsy/Traveller	0.00%	0.00%
Indian	0.00%	0.00%
Other Ethnic Group	3.33%	0.00%
Other South Asian	0.00%	0.00%
Pakistani	0.00%	0.00%
Black Minority Ethnic Total	3.33%	0.00%
White British	60.00%	52.17%
White Irish	0.00%	0.00%
White Scottish	0.00%	13.05%
Other White	0.00%	0.00%
White Total	60.00%	65.22%
Not Disclosed	36.67%	34.78%

Gender

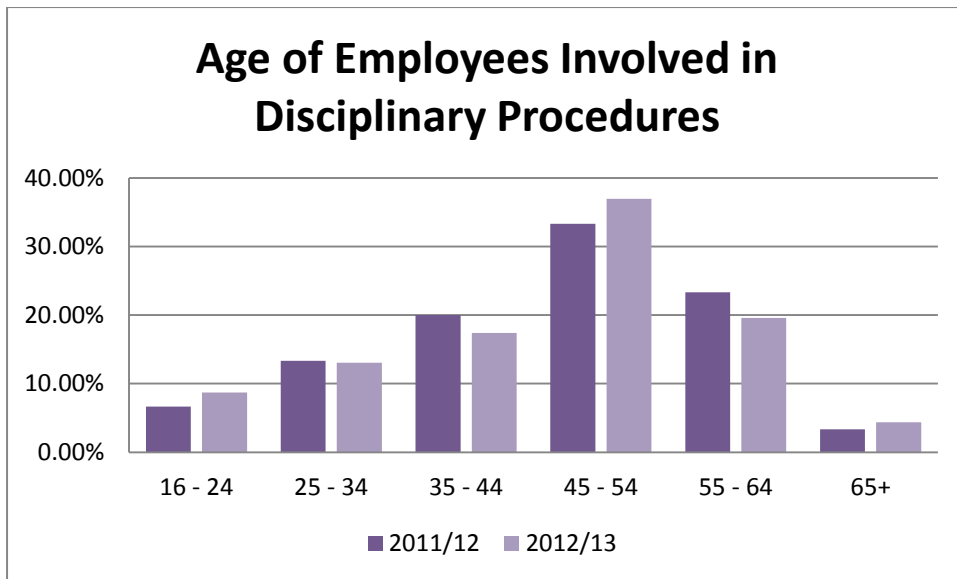
The gender split is not comparable to the workforce profile with the majority of employees that are involved in disciplinary procedures being male despite making up only 29% of the workforce. We believe this figure follows a trend documented in academic papers of male manual workers having the highest incidence of disciplinary issues². Further monitoring and research is required to establish if this is an unusual split and if it is then indicative of management attitude to disciplinary issues by certain work groups.

	Gender	
	Male	Female
2011/12	57%	43%
2012/13	54%	46%

Age

The age profile of those involved in disciplinary procedures is consistent with the workforce profile.

² Sandy, R., Antcliff, V., Jones, C. (2008) Accompaniment and representation in workplace discipline and grievance, ACAS Research Paper and Knight, K.G., Latreille, P.L. (2000) Discipline, Dismissals and Complaints to Employment Tribunals, British Journal of Industrial Relations, 38:4



Disability

The disability profile for disciplinary procedures is not consistent with the workforce profile of 1.66%. Employees with a disability represent a higher percentage than identified in the workforce profile in 2011/12 and no employees identified as having a disability were involved in this process in 2012/13.

	2011/12	2012/13
Yes	3.33%	0%
No	46.67%	54.35%
Unknown	50.00%	45.65%

Employees who are involved in grievance procedures

The Council aims to ensure that employees have a route to raise concerns in the course of their employment. The Council must also ensure that grievance policies and procedures are applied consistently across the Council and as such the grievance profile should be reflective of the workforce.

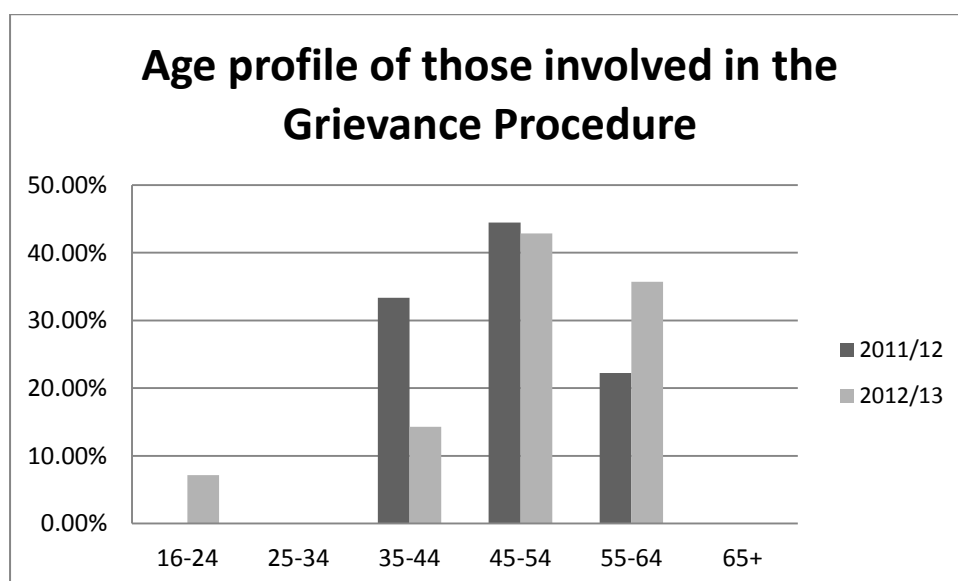
Race

No grievance procedures involved BME groups with 100% of grievance cases involving White employees in 2012/13. A high proportion of grievances raised in 2011/12 were by staff who have not declared their ethnic origin, 44%, thus making any comparison difficult.

	2011/12	2012/13
African	0.00%	0.00%
Any Mixed	0.00%	0.00%
Black Scottish	0.00%	0.00%
Bangladeshi	0.00%	0.00%
Caribbean	0.00%	0.00%
Chinese	0.00%	0.00%
Gypsy/Traveller	0.00%	0.00%
Indian	0.00%	0.00%
Other Ethnic Group	3.33%	0.00%
Other South Asian	0.00%	0.00%
Pakistani	0.00%	0.00%
Black Minority Ethnic Total	0.00%	0.00%
White British	55.56%	85.72%
White Irish	0.00%	0.00%
White Scottish	0.00%	7.14%
Other White	0.00%	7.14%
White Total	55.56%	100.00%
Not Disclosed	44.44%	0.00%

Age

The age profile is not consistent with the workforce profile except the highest percentage of those involved in grievance procedures being in the age group 45-54. The gaps in age profile are likely due to the small numbers of grievances raised: 14 in 2012/13.



Gender

The gender profile for those involved in grievance procedures inverts the workforce gender profile with over 67% individuals being male in 2011/12 whereas 2012/13 better reflects the workforce profile, if still skewed towards males. The small sample size is likely to be influential on these statistics.

	Gender	
	Male	Female
2011/12	67%	33%
2012/13	36%	64%

Disability

The disability profile for those involved in grievance procedures is not representative of the workforce profile. Employees with a disability represent a higher percentage than identified in the workforce profile (1.66%) in 2011/12. Again the small number of grievances makes it difficult to correlate with the overall workforce data.

Disabilities	2011/12	2012/13
Yes	11.11%	0%
No	33.33%	78.57%
Unknown	55.56%	21.43%

Employees leaving the Council

Through monitoring the equalities profile of leavers the Council can use this information to influence workforce planning strategies on employee retention and any failings in encouraging equality.

Race

The race profile of leavers is consistent with the workforce profile with the majority of leavers being in the White category and under 1% of leavers being from BME groups.

Ethnic Origin	2011/12	2012/13
African - Other	0.00%	0.00%
African - (inc. Scottish/British)	0.00%	0.00%
Asian - Chinese (inc. Scot/Brit)	0.00%	0.00%
Asian - Indian (inc. Scot/Brit)	0.00%	0.00%
Asian - Other (inc. Scot/Brit)	0.00%	0.00%
Asian, Asian Scottish, Asian British	0.00%	0.00%
Black (inc. Scottish/British)	0.13%	0.16%
Mixed or Multiple Race	0.00%	0.31%
Other Ethnic Background	0.13%	0.16%
Total BME	0.26%	0.63%
Other White Ethnic Group	0.00%	0.16%
White	66.41%	57.34%
White - Eastern European	0.00%	0.00%
White - Irish	0.00%	0.16%
White - Other British	0.13%	1.56%
White - Scottish	0.13%	9.22%
Total White	66.67%	68.44%
Unknown	33.07%	30.94%

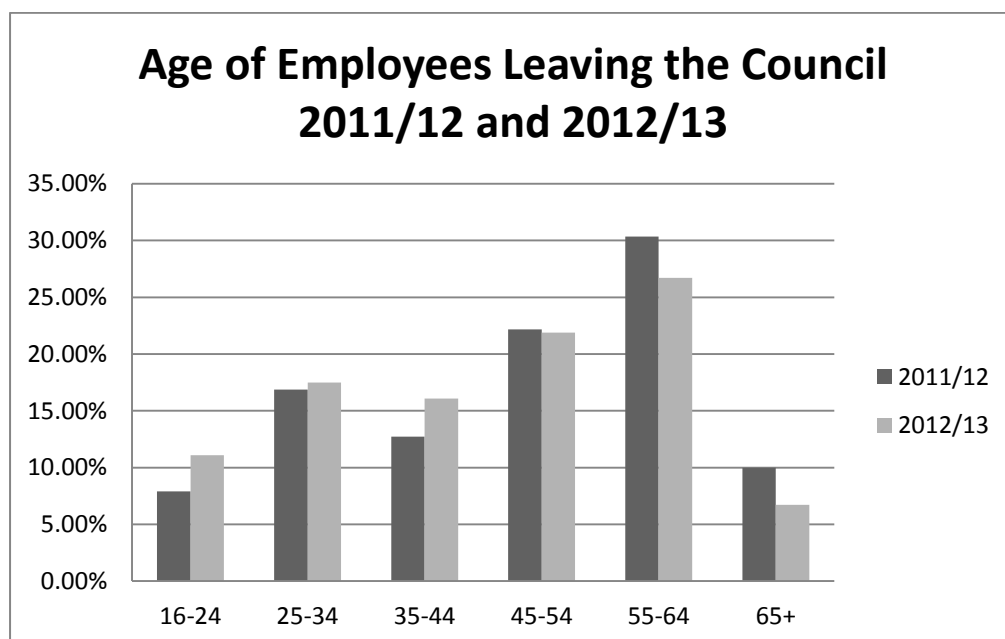
Gender

The gender profile of leavers is broadly comparative to the workforce profile with the highest percentage of leavers being female.

	Gender	
	Male	Female
2011/12	32.43%	67.57%
2012/13	25.31%	74.69%

Age

The highest percentages of leavers are in age groups 45-54 and 55-64 which are reflected in the workforce profile. There have been leavers through the Council's Voluntary Redundancy Scheme which is a key support to mitigate against any need for compulsory staffing reductions which will have contributed to the high percentage of leavers in the age group 55-64. This age group also is likely to have access to their pension scheme hence may choose to retire.



Disability

Leavers identified as having a disability remained at just over 1% in 2011/12 and 2012/13.

Disabilities	2011/12	2012/13
Yes	1.04%	1.41%
No	46.69%	52.19%
Unknown	52.27%	46.41%

Improving Employment Monitoring

From 27th May 2012 the Council has been required by law to collect an extended range of equalities information in respect of employment activities; these are;-

- age
- disability
- gender reassignment,
- pregnancy and maternity
- race, this includes ethnicity, colour and national origin
- religion or belief
- sex
- sexual orientation

The Council must also use this information constructively in pursuit of fulfilling the general equality duty.

- From April 2012 the Council began collecting data using the expanded monitoring areas.
- The Council has worked with Trade Unions to promote the provision of equality data, an Equality monitoring Questionnaire was issued to all employees. The option to update equality data directly into the HR system was made available to a number of employees through the Council's travel expense system. An electronic questionnaire was also utilised for staff without access to the travel expense system. This has resulted in 23% of employees providing equality data in this campaign.
- The Council has asked for volunteers from the workforce to constitute an Employee Equality Forum.
- Fields added to HR system, Resourcelink for all equality groups.

Future Actions to Improve Equality Monitoring

- Promotion of equalities monitoring to employees within the Council work to improve data content of the HR system, Resourcelink.
- Work with the National Recruitment Portal to improve the completion of equalities monitoring in recruitment and further develop the reports available.

5.2 Gender Pay Gap

As per the specific duties of the Equality Act 2010 the Council commissioned an independent equal pay audit to identify any gender pay gap. This was undertaken in March 2013. It therefore includes the most up-to-date information available on the Council's workforce.

This audit identified that the average hourly rate for a Council male employee is £14.04 and the average hourly rate for female employees is £12.54 resulting in a gender pay gap of 10.69%. This figure has been calculated based on all posts held by each employee.

In the assessment of equal pay risk, the Equalities and Human Rights Commission (EHRC) advise that any gender pay gap within a defined 'equal pay work set' of greater than 5% is of concern and action be taken to address this gap. A pay gap of between 3-5% is cautionary and the reasons for this should be investigated. Any pay gap is a concern, but EHRC shall focus on any significant or cautionary pay gap.

EHRC advise that elements of pay and associated terms and conditions need to be examined individually for a full analysis of the pay gap to be presented. Argyll & Bute Council operate a positive pay environment for pay equality. No significant areas of concern have been noted by the independent pay gap analysis undertaken in March 2013. This is as a result of the successful implementation of

single status several years ago and the subsequent progression of employees through the pay structure in tandem with the ending of arrangements for pay protection.

The single status grading structure can be used as a valid 'equal work group' for the purposes of comparing one role against another. The application of the Scottish Joint Consultative scheme can be declared as a valid descriptor for Equal Pay by using grades as the 'equal pay work group'.

The detailed analysis of occupational segregation is presented in the following tables.

5.3 Occupational Segregation

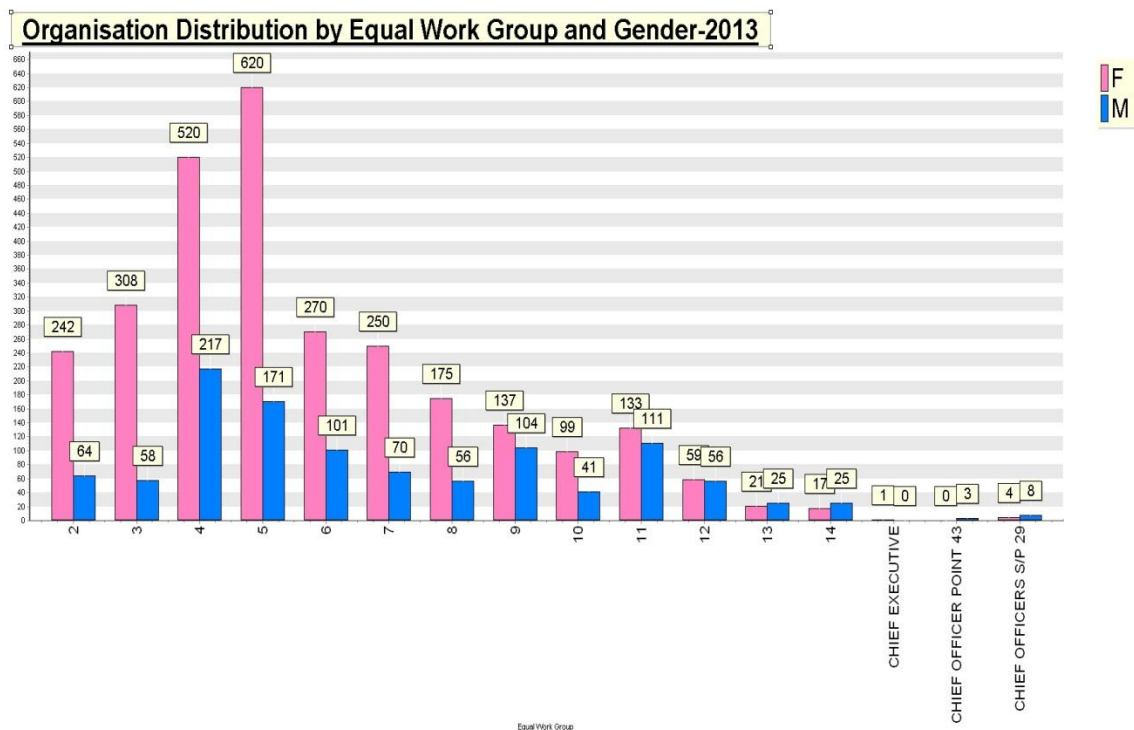
Female dominated roles:

Job Title	Female	%	Male	%	Total
TEACHER	557	79.57%	143	20.43%	700
SEN ASSISTANT	324	96.43%	12	3.57%	336
CLERICAL ASSISTANT	241	94.14%	15	5.86%	256
CLASSROOM ASSISTANT	190	95.96%	8	4.04%	198
CATERING ASSISTANT	170	98.27%	3	1.73%	173
PRINCIPAL TEACHER	133	71.12%	54	28.88%	187
CLEANER	119	83.22%	24	16.78%	143
HOME CARER	95	98.96%	1	1.04%	96
CHILDCARE & EDUCATION WORKER	92	100.00%		0.00%	92
SCHOOL CLEANER	73	89.02%	9	10.98%	82
CATERING MANAGER	66	100.00%		0.00%	66
HEADTEACHER	66	80.49%	16	19.51%	82
SOCIAL WORKER	59	77.63%	17	22.37%	76
SOCIAL CARE WORKER	51	87.93%	7	12.07%	58
ADMINISTRATIVE ASSISTANT	42	93.33%	3	6.67%	45
ADMINISTRATIVE SUPPORT WORKER	41	97.62%	1	2.38%	42
PUPIL SUPPORT ASSISTANT	41	100.00%		0.00%	41
SENIOR CLERICAL ASSISTANT	39	95.12%	2	4.88%	41
SENIOR SOCIAL CARE WORKER	27	93.10%	2	6.90%	29
DOMESTIC ASSISTANT	25	96.15%	1	3.85%	26
ESCORT	24	96.00%	1	4.00%	25
CUSTOMER SERVICES CENTRE AGENT	23	95.83%	1	4.17%	24
ASSISTANT COOK	22	95.65%	1	4.35%	23
SUPPORT WORKER	19	82.61%	4	17.39%	23
BENEFITS ASSESSOR	18	90.00%	2	10.00%	20
ADMINISTRATIVE OFFICER	17	100.00%		0.00%	17
SCHOOL CLEANER IN CHARGE	17	100.00%		0.00%	17
LIBRARY ASSISTANT	16	94.12%	1	5.88%	17
SOCIAL CARE WORKER - CHILDREN'S UNIT	16	84.21%	3	15.79%	19
TEAM LEADER	16	72.73%	6	27.27%	22
HOUSEPARENT	15	100.00%		0.00%	15
UNIT MANAGER	14	87.50%	2	12.50%	16
DAY CENTRE OFFICER - ADULTS WITH DISAB.	13	81.25%	3	18.75%	16
ASSISTANT DEVELOPMENT WORKER	12	92.31%	1	7.69%	13
INTENSIVE HOME CARE - OUTREACH WORKER	11	100.00%		0.00%	11
LOCAL TAX ASSISTANT	11	91.67%	1	8.33%	12
SENIOR ADMIN SUPPORT WORKER	11	100.00%		0.00%	11
UNIT CATERING MANAGER	11	91.67%	1	8.33%	12
ADMINISTRATIVE SUPPORT OFFICER	10	90.91%	1	9.09%	11
ASSISTANT SOCIAL CARE WORKER	10	100.00%		0.00%	10
HOME HELP ORGANISER	10	100.00%		0.00%	10
TOILET CLEANER	10	62.50%	6	37.50%	16

Male Dominated roles:

Job Title	Female	%	Male	%	Total
DRIVER/ESCORT	11	20.75%	42	79.25%	53
REFUSE COLLECTOR		0.00%	36	100.00%	36
LOCAL ENVIRONMENT TEAM OPERATIVE	1	2.86%	34	97.14%	35
ROADWORKER 2 (SEMI SKILLED)		0.00%	33	100.00%	33
JANITOR/CARETAKER	9	21.95%	32	78.05%	41
ROADWORKER 3 (SKILLED)		0.00%	27	100.00%	27
DRIVER 2		0.00%	25	100.00%	25
PIER OPERATIVE		0.00%	16	100.00%	16
MUSIC INSTRUCTOR	7	31.82%	15	68.18%	22
ROADSWEEPER		0.00%	15	100.00%	15
GARDENER3/GRAVEDIGGER		0.00%	13	100.00%	13
LEISURE ASSISTANT	3	20.00%	12	80.00%	15
ICT TECHNICIAN		0.00%	11	100.00%	11

The Council's workforce gender profile shows that 72% of employees are female and the above tables highlight gender dominant roles. These roles reflect the broader occupational segregation experienced across the Local Government sector. There is strong gender based segregation noted in traditional 'female' roles of Teaching, Caring and Catering and for 'male' roles in former manual worker categories such as Roadworker, Drivers and Gardeners.

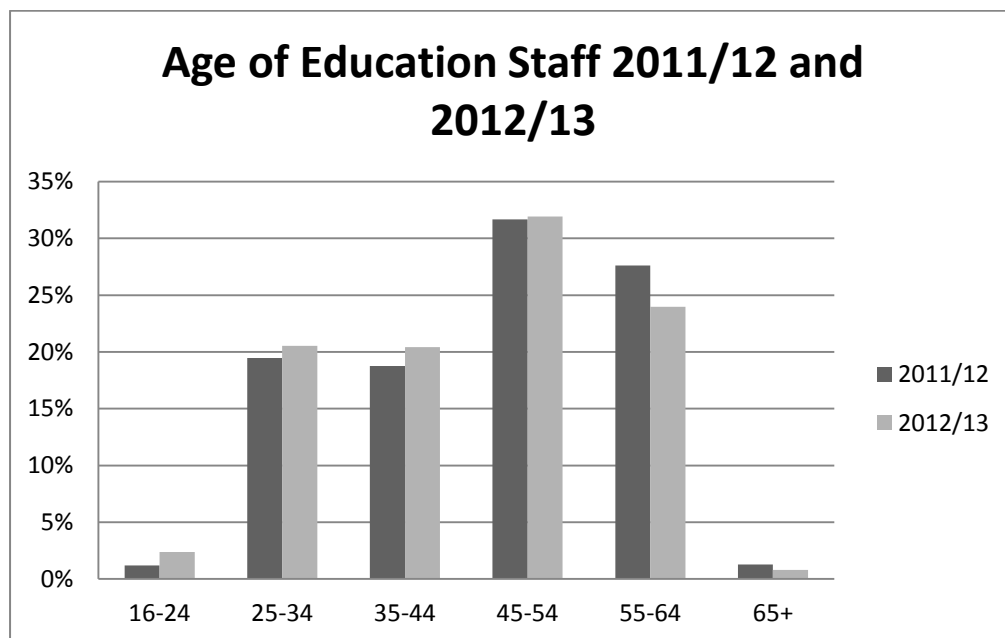


The above chart demonstrates the 'bias' of employment for female employees in a number of key grades. Grades 2 through 5 employ 59% of all females employed.

Education: Equalities Monitoring Data on Teaching Staff

Specific equalities information on teaching staff is presented below:-

Age



The age profile of teaching staff is significantly different from that of the Council overall, with a greater proportion in the 25-34 band. This is fairly typical of the overall situation in Scotland.

Sex

Gender	2011/12	2012/13
Male	24.93%	24.88%
Female	75.07%	75.12%

Over 24% of teachers in its schools are male, less than the proportion of males in the rest of the workforce. Again this is typical of the pattern nationally, and it is recognised nationally that it would be desirable to have more male teachers, especially in primary schools.

Ethnicity

Ethnic Origin	2011/12	2012/13
African - Other	0.00%	0.00%
African - (inc. Scottish/British)	0.00%	0.00%
Asian - Chinese (inc. Scot/Brit)	0.00%	0.00%
Asian - Indian (inc. Scot/Brit)	0.00%	0.00%
Asian - Other (inc. Scot/Brit)	0.00%	0.00%
Asian, Asian Scottish, Asian British	0.10%	0.10%
Black (inc. Scottish/British)	0.20%	0.00%
Mixed or Multiple Race	0.00%	0.10%
Other Ethnic Background	0.10%	0.00%
Total BME	0.40%	0.20%
Other White Ethnic Group	0.20%	0.50%
White	80.64%	71.66%
White - Eastern European	0.00%	0.00%
White - Irish	0.30%	0.40%
White - Other British	1.59%	1.78%
White - Scottish	11.32%	15.96%
Total White	94.05%	90.30%
Prefer Not to Answer	0.10%	0.10%
Unknown	5.46%	9.42%

There are very few teachers from non-white backgrounds. It is likely that there is significant underrepresentation from non-white ethnicities, when compared to their numbers in the local population. The requirement to hold a Scottish Teaching qualification may be a factor in limiting applicants from non-white ethnicities. Further research is required on this factor.

Disability

Disabilities	2011/12	2012/13
Yes	0.79%	0.79%
No	66.04%	62.54%
Unknown	33.17%	36.67%

There is a very high proportion of 'Unknowns', however given the very small number of teachers who identified as disabled it is likely that there is a significant underrepresentation of disabled people in teaching.

Teachers: Other Protected Characteristics

The Council started collecting data on all relevant protected characteristics in terms of training attendance in April 2012, and as required by law from May 2012 in terms of applications for employment and recruitment.

6 Equal Pay Statement

Argyll and Bute Council is committed to the principle of equal opportunities in employment to ensure that employees are not discriminated against irrespective of their age, race, disability, sexual orientation, gender, gender re-assignment, marriage/civil partnership, pregnancy, maternity, religion or belief.

Argyll and Bute Council is committed to ensuring that that all staff, irrespective of gender should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

The Council's equal pay objectives are to:

- Eliminate any unfair, unjust or unlawful practices that impact on pay;
- Take appropriate action to address these accordingly;
- Regularly monitor and review the application of policies and procedures and;
- Conduct an equal pay review to monitor existing pay practices in line with the Equality and Human Rights Commission's Equal Pay Statutory Code of Practice.

In order to achieve equal pay for employees, the Council will operate a pay system which is transparent, based on clear criteria and free from unlawful bias through the application of the nationally agreed job evaluation scheme and relevant legislation. For Teachers the Council will comply with nationally agreed pay and conditions of service.

Argyll and Bute Council is committed to ensuring equal pay structures for all its employees and will:

- Conduct regular audits to monitor the impact of its pay structure.
- Provide training and guidance for those involved in determining pay
- Respond to grievances on equal pay in accordance with the council's Grievance Policy
- Work in partnership with recognised trade unions to ensure that the Council provides equal pay
- Review progress every 4 years

