



**Whole Council**

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Disability																
Yes	271	389	176	46	No Equality Information available	No Equality Information available	113	158	1440	No Equality Information available	<10	No Equality Information available	<10	<10	<10	18
Yes - Hearing Impairment	<10	18	<10	<10			<10	<10	166		0		0	0	<10	
Yes - Learning Disability or Cognitive Impairment	24	50	21	<10			13	11	225		0		0	0	<10	
Yes - Longstanding Illness or Health Condition	95	110	51	22			31	64	388		0		<10	0	<10	<10
Yes - Mental Health Condition	23	44	17	<10			<10	16	104		0		<10	0	0	<10
Yes - Multiple Disabilities	0	62	27	<10			0	0	0		0		0	0	0	0
Yes - Other	26	20	10	0			15	11	120		0		0	0	0	<10
Yes - Physical Impairment	31	30	14	<10			14	17	203		0		0	0	<10	<10
Yes - Sensory Impairment	20	0	0	0			<10	12	86		<10		0	0	<10	<10
Yes - Visual Impairment	<10	17	<10	<10			<10	<10	<10		0		0	0	0	0
Yes - Unspecified	30	20	11	<10			14	16	118		0		0	<10	<10	<10
Yes - Prefer not to Answer	10	18	13	<10			<10	<10	21		<10		0	0	0	0
No	6745	7070	3275	1051			2289	4456	30787		118		13	28	49	500
Prefer Not to Answer	14	114	41	<10			<10	12	26		0		0	0	0	<10
No Entry	299	107	102	34	119	180	2060	0	0	0	<10	28				

**Education**

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Disability																
Yes	86	137	64	32	No Equality Information available	No Equality Information available	27	59	520	No Equality Information available	<10	No Equality Information available	0	0	<10	<10
Yes - Hearing Impairment	0	12	<10	<10			0	0	0		0		0	0	0	0
Yes - Learning Disability or Cognitive Impairment	<10	26	10	<10			<10	<10	67		0		0	0	0	<10
Yes - Longstanding Illness or Health Condition	27	40	24	14			<10	24	189		0		0	0	0	<10
Yes - Mental Health Condition	<10	14	<10	<10			<10	<10	51		0		0	0	0	<10
Yes - Multiple Disabilities	0	<10	<10	<10			0	0	0		0		0	0	0	0
Yes - Other	10	<10	0	0			<10	<10	50		0		0	0	0	0
Yes - Physical Impairment	15	<10	<10	<10			<10	<10	100		0		0	0	<10	0
Yes - Sensory Impairment	<10	0	0	0			<10	<10	43		<10		0	0	0	<10
Yes - Visual Impairment	<10	<10	0	0			0	<10	0		0		0	0	0	0
Yes - Unspecified	<10	14	<10	<10			<10	<10	18		0		0	0	0	<10
Yes - Prefer not to Answer	<10	<10	<10	<10			0	<10	<10		<10		0	0	0	0
No	2740	2445	1286	560			931	1809	17173		82		<10	<10	11	206
Prefer Not to Answer	157	35	<10	<10			59	98	0		0		0	0	0	0
No Entry	0	79	76	32	0	0	1137	0	0	0	<10	12				

**Whole Council**

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Gender																
Female	5056	4521	2201	795	No Equality Information Available	No Equality Information Available	2216	2840	27901	No Equality Information Available	120	No Equality Information Available	12	20	33	371
Male	2273	2998	1278	310			307	1966	6412		0		<10	10	24	177
No Entry	0	104	100	33			0	0	0		0		0	0	0	0
Other	0	0	0	0			0	0	0		0		0	0	0	0
Prefer Not to Answer	0	57	15	<10			0	0	0		0		0	0	0	0

**Education**

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Gender																
Female	2507	2114	1096	490	No Equality Information Available	No Equality Information Available	952	1555	16791	No Equality Information Available	84	No Equality Information Available	<10	<10	12	194
Male	476	489	259	104			65	411	2039		0		<10	<10	<10	29
No Entry	0	77	75	32			0	0	0		0		0	0	0	0
Other	0	0	0	0			0	0	0		0		0	0	0	0
Prefer Not to Answer	0	16	<10	0			0	0	0		0		0	0	0	0

Whole Council

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Ethnic Origin																				
African - (Inc.Scottish/British)	<10	<10	0	0	No Equality Information Available	No Equality Information Available	<10	<10	20	No Equality Information Available	0	No Equality Information Available	0	0	0	<10				
African - Other	0	111	49	<10			0	0	0		0		0	0	0	0	0	0	0	
Arab - Arab (Inc.Scottish/British)	0	14	<10	<10			0	0	0		0		0	0	0	0	0	0	0	0
Arab - Other (Inc.Scottish/British)	<10	0	0	0			<10	<10	<10		<10		0	0	0	0	0	0	0	0
Asian - Bangladeshi (Inc.Scottish/British)	<10	12	<10	0			<10	<10	69		69		0	0	0	0	0	0	0	0
Asian - Chinese (Inc.Scottish/British)	<10	18	11	<10			<10	<10	42		42		0	<10	0	<10	0	<10	0	<10
Asian - Indian (Inc.Scottish/British)	15	84	37	<10			<10	<10	62		62		<10	<10	0	0	0	0	0	<10
Asian - Other (Inc.Scottish/British)	12	39	22	<10			<10	<10	102		102		<10	<10	0	0	0	0	0	<10
Asian - Pakistani (Inc.Scottish/British)	14	85	40	<10			<10	<10	63		63		<10	<10	0	0	0	0	0	<10
Caribbean or Black - Black (Inc.Scottish/British)	<10	<10	<10	0			<10	<10	15		15		0	0	0	0	0	0	0	0
Caribbean or Black - Caribbean (Inc.Scottish/British)	0	<10	<10	0			0	0	0		0		0	0	0	0	0	0	0	0
Caribbean or Black - Other	0	<10	0	0			0	0	0		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
Mixed or Multiple Ethnic Group	19	75	35	11			<10	16	124		124		<10	<10	0	0	0	0	0	<10
No Entry	274	114	104	36			104	170	1651		1651		<10	<10	0	0	<10	0	0	27
Other Ethnic Background	10	42	20	<10			<10	<10	85		85		0	0	0	0	0	0	0	<10
Prefer Not to Answer	622	123	40	<10			236	386	2155		2155		11	11	0	<10	<10	<10	<10	48
White - Eastern European	26	137	55	<10			<10	20	165		165		<10	<10	0	0	0	0	0	<10
White - Irish	40	52	27	11			10	30	151		151		0	0	0	0	0	0	0	<10
White - Other British	315	392	190	61			111	204	1281		1281		<10	<10	<10	<10	<10	<10	<10	38
White - Other White Ethnic Group	316	352	132	32	100	216	2395	2395	<10	<10	0	0	<10	<10	<10	28				
White - Scottish	5641	6015	2822	945	1920	3721	25931	25931	92	92	14	17	44	44	390	390				

Education

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Ethnic Origin																				
African - (Inc.Scottish/British)	<10	0	0	0	No Equality Information Available	No Equality Information Available	0	<10	10	No Equality Information Available	0	No Equality Information Available	0	0	0	<10				
African - Other	0	25	12	<10			0	0	0		0		0	0	0	0	0	0	0	
Arab - Arab (Inc.Scottish/British)	0	<10	<10	<10			0	0	0		0		0	0	0	0	0	0	0	0
Arab - Other (Inc.Scottish/British)	<10	0	0	0			<10	<10	<10		<10		0	0	0	0	0	0	0	0
Asian - Bangladeshi(Inc.Scottish/British)	<10	<10	<10	0			<10	<10	69		69		0	0	0	0	0	0	0	0
Asian - Chinese (Inc.Scottish/British)	<10	<10	<10	<10			0	<10	33		33		0	0	0	0	0	0	0	0
Asian - Indian (Inc.Scottish/British)	10	27	14	<10			<10	<10	53		53		<10	<10	0	0	0	0	0	<10
Asian - Other (Inc.Scottish/British)	<10	11	<10	<10			<10	<10	76		76		<10	<10	0	0	0	0	0	0
Asian - Pakistani	10	41	22	<10			<10	<10	56		56		<10	<10	0	0	0	0	0	<10
Caribbean or Black - Black (Inc.Scottish/British)	<10	<10	<10	0			0	<10	11		11		0	0	0	0	0	0	0	0
Caribbean or Black - Caribbean (Inc.Scottish/British)	0	<10	<10	0			0	0	0		0		0	0	0	0	0	0	0	0
Caribbean or Black - Other	0	0	0	0			0	0	0		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
Mixed or Multiple Ethnic Group	14	23	13	<10			<10	12	77		77		<10	<10	0	0	0	0	0	<10
No Entry	141	84	77	33			44	97	925		925		0	0	0	0	<10	0	0	13
Other Ethnic Background	<10	22	10	<10			<10	<10	40		40		0	0	0	0	0	0	0	<10
Prefer Not to Answer	359	35	10	<10			127	232	1535		1535		10	10	0	<10	<10	<10	<10	31
White - Eastern European	10	42	20	<10			<10	<10	83		83		0	0	0	0	0	0	0	0
White - Irish	25	25	10	<10			<10	18	128		128		0	0	0	0	0	0	0	<10
White - Other British	127	171	100	38			48	79	632		632		<10	<10	<10	<10	<10	<10	<10	19
White - Other White Ethnic Group	196	136	69	20	52	144	1491	1491	<10	<10	0	0	<10	<10	<10	17				
White - Scottish	2068	2031	1057	498	715	1353	13609	13609	63	63	<10	<10	<10	<10	<10	132				

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Religion or Belief	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Buddhist	<10	21	11	<10	No Equality Information Available	No Equality Information Available	<10	<10	23	No Equality Information Available	<10	No Equality Information Available	0	0	0	<10
Church of Scotland	1226	892	442	133			450	776	5375		12		<10	<10	10	99
Hindu	11	61	25	<10			<10	<10	35		<10		0	0	0	<10
Humanist	0	18	10	<10			0	0	0		0		0	0	0	0
Jewish	<10	<10	<10	0			<10	<10	16		0		0	0	0	0
Muslim	38	140	67	11			15	23	227		<10		0	0	0	<10
No Religion or Belief	2445	4760	2175	721			841	1604	12878		41		<10	11	19	156
No Entry	0	0	0	0			0	0	0		0		0	0	0	0
Other Christian	358	229	98	19			135	223	1701		<10		<10	<10	<10	38
Other Religion or Belief	89	178	93	22			28	61	338		0		<10	0	<10	11
Pagan	0	<10	<10	<10			0	0	0		0		0	0	0	0
Prefer Not to Answer	1009	308	130	31			330	679	3699		31		<10	<10	<10	68
Roman Catholic	1157	922	421	155			403	754	4800		18		<10	<10	10	83
Sikh	<10	<10	<10	<10			<10	<10	16		0		0	0	0	0
Unspecified	986	131	113	37			311	675	5205		<10		0	<10	<10	89

**Education**

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Buddhist	0	<10	<10	<10	No Equality Information Available	No Equality Information Available	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Church of Scotland	439	306	166	71			178	261	2873		<10		<10	<10	<10	29
Hindu	<10	20	10	<10			<10	<10	28		<10		0	0	0	<10
Humanist	0	11	<10	0			0	0	0		0		0	0	0	0
Jewish	0	0	0	0			0	0	0		0		0	0	0	0
Muslim	25	64	33	<10			12	13	182		<10		0	0	0	<10
No Religion or Belief	885	1532	786	369			306	579	6394		28		<10	0	<10	55
No Entry	0	0	0	0			0	0	0		0		0	0	0	0
Other Christian	175	121	59	16			65	110	1073		<10		<10	<10	<10	24
Other Religion or Belief	21	75	48	17			10	11	132		0		0	0	<10	<10
Pagan	0	<10	<10	<10			0	0	0		0		0	0	0	0
Prefer Not to Answer	536	104	55	17			165	371	2416		25		<10	<10	<10	40
Roman Catholic	496	363	185	88			157	339	2865		13		<10	0	<10	35
Sikh	0	0	0	0			0	0	<10		0		0	0	0	0
Unspecified	400	91	81	34			119	281	2861		<10		0	0	<10	35

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Sexual Orientation																
Bisexual	23	184	74	19	No Equality Information Available	No Equality Information Available	<10	15	178	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
Gay	35	180	76	18			<10	29	151		0		0	<10	<10	<10
Hetrosexual	2538	6854	3194	1032			794	1744	14955		58		<10	<10	12	179
Lesbian	21	23	<10	<10			<10	14	163		<10		0	0	0	0
No Entry	0	0	0	0			0	0	0		0		0	0	0	0
Other	<10	<10	<10	<10			0	<10	13		0		0	0	0	0
Prefer Not to Answer	175	294	127	31			54	121	789		<10		<10	<10	<10	19
Unknown	0	0	0	0			0	0	0		0		0	0	0	0
Unspecified	4536	137	112	36			1654	2882	18064		59		11	20	43	347

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Sexual Orientation																
Bisexual	11	72	40	15	No Equality Information Available	No Equality Information Available	<10	10	85	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Gay	15	76	36	10			<10	13	64		0		0	0	<10	
Hetrosexual	1095	2347	1221	549			318	777	8144		36		<10	0	<10	72
Lesbian	<10	12	<10	<10			<10	<10	73		<10		0	0	0	0
No Entry	0	0	0	0			0	0	0		0		0	0	0	0
Other	0	<10	<10	<10			0	0	0		0		0	0	0	0
Prefer Not to Answer	76	96	51	14			24	52	311		<10		<10	0	0	<10
Unknown	0	0	0	0			0	0	0		0		0	0	0	0
Unspecified	1778	89	80	34			670	1108	10153		45		<10	<10	12	143



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Marital Status																			
Divorced	282	429	203	54	No Equality Information Available	No Equality Information Available	105	177	1861	No Equality Information Available	<10	No Equality Information Available	<10	0	<10	24			
Living with Partner	0	297	138	58			0	0	0		0		0	0	0	0	0	0	0
Married/Civil Partnership	2916	2339	1161	360			1090	1826	12807		54		<10	<10	20	220			
No Entry	0	0	0	0			0	0	0		0		0	0	0	0			
Prefer Not to Answer	0	382	162	40			0	0	0		0		0	0	0	0			
Separated	136	172	81	24			41	95	638		0		<10	0	<10	11			
Single	3275	3917	1732	566			1028	2247	15329		60		<10	21	26	220			
Widowed	48	31	13	<10			30	18	204		0		0	0	<10	<10			
Unspecified	672	113	104	35			229	443	3474		<10		<10	<10	<10	70			

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Marital Status																
Divorced	91	130	66	23	No Equality Information Available	No Equality Information Available	33	58	710	No Equality Information Available	<10	No Equality Information Available	<10	0	<10	<10
Living with Partner	0	151	72	36			0	0	0		0		0	0	0	0
Married/Civil Partnership	1139	885	467	184			458	681	7048		39		<10	0	<10	79
No Entry	0	0	0	0			0	0	0		0		0	0	0	0
Prefer Not to Answer	0	104	47	12			0	0	0		0		0	0	0	0
Separated	48	46	25	10			19	29	341		0		<10	0	<10	<10
Single	1305	1294	677	327			384	921	8522		41		<10	<10	<10	88
Widowed	16	<10	<10	<10			10	<10	123		0		0	0	<10	0
Unspecified	384	82	77	33			113	271	2086		<10		0	0	<10	43