

East Dunbartonshire Council Annual Workforce Monitoring Report 2019 - 2021

1. Employee Information

The reporting period for this report is 1st April 2019 – 31st March 2021.

Sources of Information

The council's HR Management Information System has been used to gather and report on the following:

- Employees currently in post
- Employees applying for and receiving training
- Employees involved in grievance, disciplinary cases
- Employees leaving the council
- Employee applying for and taking family related leave

The National Recruitment Portal has been used to gather and report on the following:

- Applicants for employment and promotion
- Candidates selected for interview
- Candidates successfully appointed

Monitoring Process Developments

The council has aimed to fill gaps in equality monitoring information held on employees by carrying out Equality Monitoring Data Gathering exercises with plans to expand this further past 2019. The Covid-19 Pandemic and the re-distribution of resources to support has impacted on progress around targeted activity to increase reporting. East Dunbartonshire Council continues to use employee self-service for updating of information by those groups who have access to the system which feeds directly into the HR Management System. In order to ensure compliance with the specific duties, East Dunbartonshire Council will continue to implement measures to improve the quality, validity and reliability of the employee data that it collects

Employees of East Dunbartonshire Leisure and Culture Trust have not been included in this report.

All data has been disaggregated by 'Teachers' and 'Local Government Workers (LGW)', as well as the total for 'All EDC Employees'. The data includes permanent and temporary employees.

For the purposes of this report, 'Teachers' include all employees covered by Teachers' terms and conditions. In addition, all Local Government Workers include all other employees who are not covered by Teachers' terms and conditions.

2. Composition

For the period of the report there were **4782** employees (2019/20) and **5234** employees (2020/21) including permanent and, temporary employees. For the previous period 2018/19 there was **4440** employees. (this includes multi post holders).

Note: Where the number of employees is less than 5, but greater than 0, we have redacted the exact number throughout this report. This is to ensure that individuals cannot be identified from the figures. Where there has been a zero response for any part of the composition in the groupings this has not been shown.

The table below shows the composition of East Dunbartonshire Council employees for the current and previous reporting period. Over the reporting period, the percentage of Temporary employees within East Dunbartonshire Council has increased from **8.28%** (2019/20) **to 9.82%** (2020/21), with Permanent employees decreasing from **91.72%** (2019/20) **to 90.18%** (2020/21).

Employee Status	No. Employees		
	2018/19	2019/20	2020/2021
Permanent	4089	4386	4720
Temporary	351	396	514
TOTAL of Current Employees	4440	4782	5234
Leavers	641	234	304

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2.1. Age

The table below shows the composition of East Dunbartonshire Council employees disaggregated by age group for the current and previous reporting period. The age groups **55-64** has shown overall **decreases** in numbers of employees. All other age groups have increased in employee numbers to that reported previously.

Age	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
16-24	121	3.90%	54	3.73%	175	3.85%	202	5.96%	127	8.04%	329	6.63%
25-34	458	14.77%	406	28.04%	864	19.00%	563	16.62%	475	30.08%	1038	20.90%
35-44	599	19.32%	444	30.66%	1043	22.93%	671	19.81%	461	29.20%	1132	22.80%
45-54	949	30.61%	324	22.38%	1273	27.99%	1013	29.91%	331	20.96%	1344	27.06%
55-64	904	29.16%	212	14.64%	1116	24.54%	852	25.16%	178	11.27%	1030	20.74%
65+	69	2.23%	8	0.55%	77	1.69%	86	2.54%	7	0.44%	93	1.87%
TOTAL	3100	100.00%	1448	100.00%	4548	100.00%	3387	100.00%	1579	100.00%	4966	100.00%

2.2. Disability

The table below shows the composition of East Dunbartonshire Council employees disaggregated by disabled status for the current and previous reporting period. In 2019/20 **1.63%** of employees reported having a disability and in 2020/21, **1.67%** staff reported having a disability. In 2019/20 **43.80%** of employee did not respond and in 2020/21 **44.97%** of employees did not respond. The actions taken to improve reporting did lead to a slight increase in reporting however further action is required with the aim to encourage reporting this characteristic for future reporting

Disability	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Yes	51	1.65%	23	1.59%	74	1.63%	53	1.56%	30	1.90%	83	1.67%
No	1736	56.00%	673	46.48%	2409	52.97%	1761	51.99%	816	51.68%	2577	51.89%
Prefer Not to Say	59	1.90%	14	0.97%	73	1.61%	57	1.68%	16	1.01%	73	1.47%
No Response	1254	40.45%	738	50.97%	1992	43.80%	1516	44.76%	717	45.41%	2233	44.97%
TOTAL	3100	100.00%	1448	100.00%	4548	100.00%	3387	100.00%	1579	100.00%	4966	100.00%

2.3. Gender Identity Different to that assumed at Birth

Across the reporting period the number of employees reporting that their gender is different to that assumed at birth has increased slightly. This could be due to the improvements in data monitoring and the introduction of employee self-service. The majority of employees have not responded (over 57%) which is a slight decrease in this category.

Gender Identity Different	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Yes	25	0.81%	20	1.38%	45	0.99%	23	0.68%	29	1.84%	52	1.05%
No	1304	42.06%	561	38.74%	1865	41.01%	1339	39.53%	675	42.75%	2014	40.56%
Prefer Not to Say	21	0.68%	*	*	26	0.57%	20	0.59%	7	0.44%	27	0.54%
No Response	1750	56.45%	862	59.53%	2612	57.43%	2005	59.20%	868	54.97%	2873	57.85%
TOTAL	3100	100.00%	1448	100.00%	4548	100.00%	3387	100.00%	1579	100.00%	4966	100.00%

2.4. Marital Status

The table below shows the composition of East Dunbartonshire Council employees disaggregated by marital status. The percentages for most categories have remained similar across the reporting period. Over 40% of employees have not provided a response.

Marital Status	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Divorced	111	3.58%	16	1.10%	127	2.79%	111	3.28%	16	1.01%	127	2.56%
Living with partner	245	7.90%	65	4.49%	310	6.82%	252	7.44%	93	5.89%	345	6.95%
Married/Civil Partnership	1016	32.77%	498	34.39%	1514	33.29%	1016	30.00%	513	32.49%	1529	30.79%
Prefer not to say	48	1.55%	13	0.90%	61	1.34%	47	1.39%	17	1.08%	64	1.29%
Separated	76	2.45%	*	*	81	1.78%	82	2.42%	6	0.38%	88	1.77%
Single	347	11.19%	169	11.67%	516	11.35%	378	11.16%	272	17.23%	650	13.09%
Widowed	31	1.00%	*	*	33	0.73%	29	0.86%	*	0.13%	31	0.62%
No Response Provided	1226	39.55%	680	46.96%	1906	41.91%	1472	43.46%	660	41.80%	2132	42.93%
Grand Total	3100	100.00%	1448	100.00%	4548	100.00%	3387	100.00%	1579	100.00%	4966	100.00%

2.5. Ethnicity

The table below shows the composition of East Dunbartonshire Council employees disaggregated by race for the current and previous reporting periods. The percentages for most categories have remained similar across the reporting period.

'White Scottish' remains most common ethnicity in East Dunbartonshire Council, although this has seen a slight decrease from **41.89%** in **2019/20** to **40.96%** in **2020/21**. This may be due to further increase in headcount from **4548** to **4966** over the reporting period.

There remains a large numbers of missing responses although this has which could impact the overall picture of ethnicity in East Dunbartonshire Council workforce, **41.45%** (2019/20) and **42.59%** (2020/21) opting not to provide a response. Further measures are planned to improve the consistency and quality of workforce data as outlined within the forward actions within the report.

Ethnic Origin	2019/20						2020/21					
	LGW	%	Teacher s	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Arab (inc. British, English, Irish, Scottish, Welsh)	7	0.23%	*	*	7	0.15%	7	0.21%	*	*	7	0.14%
Asian - Bangladeshi (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*	*	*	*	*	*	*	*
Asian - Chinese (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*	*	*	*	*	*	*	*
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	20	0.65%	*	*	23	0.51%	20	0.59%	*	*	24	0.48%
Asian - Other (Inc. British, English, Irish, Scottish, Welsh)ound)	*	*	*	*	*	*	*	*	*	*	*	*
Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	7	0.15%	*	*	6	0.07%	10	0.20%
Black - African (inc. British, English, Irish, Scottish, Welsh)	12	0.39%	*	*	13	0.29%	12	0.35%	*	*	13	0.26%
Black - Other (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*	*	*	*	*	*	*	*
Mixed	17	0.55%	*	*	21	0.46%	18	0.53%	9	0.07%	27	0.54%

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Prefer not to say	21	0.68%	7	0.48%	28	0.62%	20	0.59%	8	0.49%	28	0.56%
White - British	348	11.23%	194	13.40%	542	11.92%	360	10.63%	219	12.15%	579	11.66%
White - English	19	0.61%	9	0.62%	28	0.62%	23	0.68%	10	0.49%	33	0.66%
White - Irish	13	0.42%	14	0.97%	27	0.59%	15	0.44%	17	0.91%	32	0.64%
White - Northern Irish	*	*	*	*	*	*	*	*	*	*	*	*
White - Other	21	0.68%	16	1.10%	37	0.81%	20	0.59%	16	0.56%	36	0.72%
White - Polish	*	*	*	*	6	0.13%	*	*	*	*	6	0.12%
White - Scottish	1421	45.84%	484	33.43%	1905	41.89%	1437	42.43%	597	28.23%	2034	40.96%
White - Welsh	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	1177	37.97%	708	48.90%	1885	41.45%	1431	42.25%	684	56.46%	2115	42.59%
Grand Total	3100	100.00%	1448	100.00%	4548	100.00%	3387	100.00%	1579	100.00%	4966	100.00%

2.6. Religion & Belief

The table below shows the composition of East Dunbartonshire Council staff disaggregated by religion for the current and previous reporting periods. With the available data, there has been a slight decrease in employees reporting categories Church of Scotland, Roman Catholic and a slight increase in reporting categories Muslim and None. There has also been an increase in the no responses provided with 42.83% no response (2019/20) and 44.16% (2020/21). The Council will continue with the measures taken to continue to improve the quality and consistency of data.

Religion & Belief	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Buddhist	*	*	*	*	6	0.13%	*	*	*	*	*	*
Church of Scotland	509	16.42%	192	13.26%	701	15.41%	518	15.29%	198	12.54%	716	14.42%
Hindu	10	0.32%	*	*	10	0.22%	9	0.27%	*	*	10	0.20%
Humanist	9	0.29%	*	*	14	0.31%	11	0.32%	*	*	15	0.30%
Jewish	*	*	*	*	*	*	*	*	*	*	*	*
Muslim	11	0.35%	*	*	13	0.29%	11	0.32%	6	0.38%	17	0.34%

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None	635	20.48%	245	16.92%	880	19.35%	663	19.57%	328	20.77%	991	19.96%
Other Christian	111	3.58%	60	4.14%	171	3.76%	114	3.37%	59	3.74%	173	3.48%
Other Religion	7	0.23%	*	*	9	0.20%	*	*	*	*	8	0.16%
Pagan	*	*	*	*	*	*	*	*	*	*	*	*
Prefer not to say	92	2.97%	27	1.86%	119	2.62%	95	2.80%	31	1.96%	126	2.54%
Roman Catholic	489	15.77%	169	11.67%	658	14.47%	480	14.17%	211	13.36%	691	13.91%
Sikh	12	0.39%	*	*	15	0.33%	13	0.38%	*	*	16	0.32%
No Response Provided	1209	39.00%	739	51.04%	1948	42.83%	1464	43.22%	729	46.17%	2193	44.16%
Grand Total	3100	100.00%	1448	100.00%	4548	100.00%	3387	100.00%	1579	100.00%	4966	100.00%

2.7. Sex

The table below shows the composition for East Dunbartonshire Council's workforce disaggregated by sex for the current and previous reporting periods. Across the reporting period, females still account for a majority of the workforce. These figures remain similar, **74.87%** (2019/20) and **75.47%** (2020/21).

Sex (Gender)	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Female	2258	72.84%	1147	79.21%	3,405	74.87%	2483	39.09%	1265	35.32%	3,748	75.47%
Male	842	27.16%	301	20.79%	1,143	25.13%	904	14.16%	314	8.43%	1,218	24.53%
No Response Provided	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	3100	100.00%	1448	100.00%	4,548	100.00%	3387	100.00%	1579	100.00%	4,966	100.00%

2.8. Sexual Orientation

The table below shows the composition for East Dunbartonshire Council's workforce disaggregated by sexual orientation. As with some other protected characteristics improvements in data collection is required although the non-response has decreased from 2017 – 2019 reporting.

Sexual Orientation	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Bisexual	10	0.32%	*	*	13	0.29%	9	0.27%	*	*	13	0.26%
Gay / Lesbian	18	0.58%	14	0.97%	32	0.70%	21	0.62%	17	1.08%	38	0.77%
Heterosexual / Straight	1747	56.35%	652	45.03%	2399	52.75%	1770	52.26%	780	49.40%	2550	51.35%
Other	7	0.23%	*	*	8	0.18%	7	0.21%	*	*	9	0.18%
Prefer not to say	88	2.84%	30	2.07%	118	2.59%	91	2.69%	34	2.15%	125	2.52%
No Response Provided	1230	39.68%	748	51.66%	1978	43.49%	1489	43.96%	742	46.99%	2231	44.93%
Grand Total	3100	100.00%	1448	100.00%	4548	100.00%	3387	100.00%	1579	100.00%	4966	100.00%

2.9. Nationality

The majority of employees in this category remain unchanged with the majority identifying as Scottish, **36.74% in** (2019/20) and **36.51% in** (2020/21). There is still a large number of employees who have chosen not to provide a response **41.82%** (2019/20) and **42.97%** (2020/21) and work will continue to improve this area and the overall response.

Nationality	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
American	*	*	*	*	*	*	*	*	*	*	*	*
Australian	*	*	*	*	*	*	*	*	*	*	*	*
British (not Channel Islands or IOM)	595	19.19%	267	18.44%	862	18.95%	602	17.77%	298	18.87%	900	18.12%
British Antarctic Territory	*	*	*	*	*	*	*	*	*	*	*	*
British Virgin Islands	*	*	*	*	*	*	*	*	*	*	*	*
Brazilian	*	*	*	*	*	*	*	*	*	*	*	*
Bulgarian	*	*	*	*	*	*	*	*	*	*	*	*
Cameroon	*	*	*	*	*	*	*	*	*	*	*	*
Canadian	*	*	*	*	*	*	*	*	*	*	*	*
Congo	*	*	*	*	*	*	*	*	*	*	*	*
Dutch	*	*	*	*	*	*	*	*	*	*	*	*
Danish	*	*	*	*	*	*	*	*	*	*	*	*
English	16	0.52%	*	*	18	0.40%	16	0.47%	*	*	18	0.36%
French	*	*	*	*	*	*	*	*	*	*	*	*
German	*	*	*	*	*	*	*	*	*	*	*	*
Greek	*	*	*	*	*	*	*	*	*	*	*	*
Indian	*	*	*	*	*	*	*	*	*	*	*	*
Irish	8	0.26%	8	0.55%	16	0.35%	9	0.27%	10	0.63%	19	0.38%
Italian	*	*	*	*	*	*	*	*	*	*	*	*
Latvian	*	*	*	*	*	*	*	*	*	*	*	*

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Malasian	*	*	*	*	*	*	*	*	*	*	*	*
Nigeria	*	*	*	*	*	*	*	*	*	*	*	*
Northern Ireland	*	*	11	0.76%	13	*	*	0.06%	12	0.76%	14	0.28%
Pakistani	*	*	*	*	*	*	*	*	*	*	*	*
Paraguay	*	*	*	*	*	*	*	*	*	*	*	*
Polish	*	*	*	*	*	*	*	*	*	*	*	*
Scottish	1226	39.55%	445	30.73%	1671	36.74%	1254	37.02%	559	35.40%	1813	36.51%
Senegalese	*	*	*	*	*	*	*	*	*	*	*	*
Serbian	*	*	*	*	*	*	*	*	*	*	*	*
Seychelles	*	*	*	*	*	*	*	*	*	*	*	*
Slovakian	*	*	*	*	*	*	*	*	*	*	*	*
South African	*	*	*	*	*	*	*	*	*	*	*	*
Saudi Arabian	*	*	*	*	*	*	*	*	*	*	*	*
Spanish	*	*	*	*	*	*	*	*	*	*	*	*
Welsh	*	*	*	*	*	*	*	*	*	*	*	*
Zambian	*	*	*	*	*	*	*	*	*	*	*	*
Prefer not to say	7	0.23%	*	*	9	0.20%	7	*	*	0.25%	11	0.22%
No Response	1203	38.81%	699	48.27%	1902	41.82%	1455	42.96%	679	43.00%	2134	42.97%
Grand Total	3100	100.00%	1448	100.00%	4548	100.00%	3387	100.00%	1579	100.00%	4966	100.00%

3. Recruitment – Applications

Due to the nature of information held on the management information system for recruitment, it is not currently possible to segment the data by Local Government Worker or Teacher. All data for the 'recruitment' sections is therefore for 'All EDC' employees.

3.1. Age

The data shows that the majority of applications received are from applicants in the **16-24, 25-34, 35-44** and **45-44** age range with the responses being similar over the reporting period.

Age	2019/20		2020/21	
	All EDC	%	All EDC	%
15-24	1594	19.72%	1993	20.58%
25-34	2575	31.85%	3071	31.72%
35-44	1807	22.35%	2312	23.88%
45-54	1348	16.67%	1457	15.05%
55-64	546	6.75%	590	6.09%
>65	23	0.28%	20	0.21%
No Response Provided	191	2.36%	239	2.47%
Grand Total	8084	100.00%	9682	100.00%

3.2. Disability

The largest response was Not Disabled over the reporting period with **91.71%** (2019/20) and **91.59%** (2020/21).

Disability	2019/20		2020/21	
	All EDC	%	All EDC	%
Yes	448	5.54%	564	5.83%
No	7414	91.71%	8868	91.59%
Prefer not to say	80	0.99%	91	0.94%
No Response Provided	142	1.76%	159	1.64%
Grand Total	8084	100.00%	9682	100.00%

3.3. Gender Identification

The largest response was from applicants who reported that their gender identity was the same as at birth **97.54%** (2019/20) and **96.84%** (2020/21).

Gender Identification different from at birth	2019/20		2020/21	
	All EDC	%	All EDC	%
Yes	7	0.09%	18	0.19%
No	7885	97.54%	9376	96.84%
Prefer not to say	67	0.83%	107	1.11%
No Response Provided	125	1.55%	181	1.87%
Grand Total	8084	100.00%	9682	100.00%

3.4. Marriage & Civil Partnership

The highest response was from applicants who reported to be Single with the number remaining similar over the reporting period **42.57%** (2019/20) and **40.16%** (2020/21).

Marital Status	2019/20		2020/21	
	All EDC	%	All EDC	%
Divorced	300	3.71%	279	2.88%
Living with partner	971	12.01%	1371	14.16%
Married/Civil Partnership	2872	35.53%	3551	36.68%
Prefer not to answer	115	1.42%	172	1.78%
Separated	194	2.40%	197	2.03%
Single	3441	42.57%	3888	40.16%
Widowed	58	0.72%	53	0.55%
No Response Provided	133	1.65%	171	1.77%
Grand Total	8084	100.00%	9682	100.00%

3.5. Ethnicity

The highest response was White Scottish with **79.89%** (2019/20) and **78.86%** (2020/21). The majority of the categories remain similar over the reporting period however there is a slight increase in applicants choosing not to provide a response.

Ethnic Origin	2019/20		2020/21	
	All EDC	%	All EDC	%
African - (Inc.Scottish/British)	47	0.58%	23	0.24%
African - Other	57	0.71%	36	0.37%
Any Mixed or Multiple	43	0.53%	41	0.42%

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Asian - Bangladeshi (Inc.Scottish/British)	*	*	*	*
Asian - Chinese (Inc.Scottish/British)	30	0.37%	66	0.68%
Asian - Indian (Inc.Scottish/British)	125	1.55%	161	1.66%
Asian - Other (Inc.Scottish/British)	57	0.71%	41	0.42%
Asian - Pakistani (Inc.Scottish/British)	151	1.87%	143	1.48%
Black - (Inc.Scottish/British)	16	0.20%	12	0.12%
Caribbean - (Inc.Scottish/British)	*	*	*	*
Caribbean or Black (Other)	*	*	*	*
Other - Arab (Inc.Scottish/British)	14	0.17%	18	0.19%
Prefer not to answer	95	1.18%	143	1.48%
White - Eastern European (eg Polish)	31	0.38%	35	0.36%
White - Irish	55	0.68%	91	0.94%
White - Gypsy/Traveller	*	*	*	*
White - Other British	441	5.46%	648	6.69%
White - Other white ethnic group	245	3.03%	294	3.04%
White - Polish	32	0.40%	45	0.46%
White - Scottish	6458	79.89%	7635	78.86%
No response provided	178	2.20%	242	2.50%
Grand Total	8084	100.00%	9682	100.00%

3.6. Religion

The data shows a diverse range of Religions and Beliefs of applicants, with None, Church of Scotland and Roman Catholic being the largest responses.

Religion & Belief	2019/20		2020/21	
	All EDC	%	All EDC	%
Buddhist	17	0.21%	10	0.10%
Church of Scotland	1200	14.84%	1403	14.49%
Hindu	77	0.95%	109	1.13%
Humanist	68	0.84%	104	1.07%
Jewish	*	*	14	0.14%
Muslim	164	2.03%	176	1.82%
None	3572	44.19%	4249	43.89%
Other Christian	516	6.38%	622	6.42%
Other Religion or Belief	47	0.58%	109	1.13%
Pagan	7	0.09%	7	0.07%
Prefer not to answer	522	6.46%	665	6.87%
Roman Catholic	1566	19.37%	1884	19.46%
Sikh	34	0.42%	62	0.64%
No Response Provided	291	3.60%	268	2.77%
Grand Total	8084	100.00%	9682	100.00%

3.7. Sex (Gender)

In line with the Council's Composition, females made up the majority of applicants over the reporting period **71.08%** (2019/20) and **78.31%** (2020/21) and a slight increase in no response provided.

Sex (Gender)	2019/20		2020/21	
	All EDC	%	All EDC	%
Female	5746	71.08%	7582	78.31%
Male	2167	26.81%	1900	19.62%
Prefer not to answer	44	0.54%	33	0.34%
No Response Provided	127	1.57%	167	1.72%
Grand Total	8084	100.00%	9682	100.00%

3.8 Sexual Orientation

The responses from applicants were broadly similar over the reporting period, with the majority of applicants reporting Heterosexual/Straight **90.75%** (2019/20) and **89.62%** (2020/21).

Sexual Orientation	2019/20		2020/21	
	All EDC	%	All EDC	%
Bisexual	88	1.09%	172	1.78%
Gay	76	0.94%	157	1.62%
Heterosexual/Straight	7336	90.75%	8677	89.62%
Lesbian	34	0.42%	71	0.73%
Other	17	0.21%	29	0.30%
Prefer not to answer	338	4.18%	370	3.82%
No Response Provided	195	2.41%	206	2.13%
Grand Total	8084	100.00%	9682	100.00%

3.8. Nationality

The data shows the range of nationalities of applicants. Over the reporting period, the majority of applicants report as being Scottish, **73.06%** in 2019/20 to **73.84%** in 2020/21.

Nationality	2019/20		2020/21	
	All EDC	%	All EDC	%
British	1244	15.39%	1472	15.20%
English	118	1.46%	165	1.70%
Northern Irish	40	0.49%	47	0.49%
Prefer not to answer	88	1.09%	123	1.27%
Scottish	5906	73.06%	7149	73.84%
Welsh	12	0.15%	12	0.12%
No Response Provided	676	8.36%	714	7.37%
Grand Total	8084	100.00%	9682	100.00%

4. Recruitment – Invite to Interview

Due to the nature of data collection, these figures represent the number of interview invitations made, and not the number of interviews held. This may therefore include multiple invitations to interview per applicant and interviews that were not attended.

4.1. Age

The responses from applicants were broadly similar over the reporting period, with the majority of applicants in the age category 25-34 and 35-44.

Age	2019/20		2020/21	
	All EDC	%	All EDC	%
15-24	425	19.60%	244	17.24%
25-34	534	27.39%	423	29.89%
35-44	401	23.78%	334	23.60%
45-54	361	19.49%	266	18.80%
55-64	132	7.18%	108	7.63%
>65	12	0.07%	*	*
No Response	24	2.50%	36	2.54%
Grand Total	1889	100.00%	1415	100.00%

4.2. Disability

The largest response from interviewees was Not Disabled over the reporting period. 91% (2019/20) and 89.75% (2020/21) reporting that they are disabled.

Disability	2019/20		2020/21	
	All EDC	%	All EDC	%
No	1719	91.00%	1270	89.75%
Yes	135	7.15%	109	7.70%
Prefer not to say	20	1.06%	12	0.85%
No Response	15	0.79%	24	1.70%
Grand Total	1889	100.00%	1415	100.00%

4.3. Gender Identification

The largest response was from interviewees who reported not having ever identified as transgender or a transperson **98.62%** (2019/20) and **97.10%** (2020/21).

Gender Identity different to at birth	2019/20		2020/21	
	All EDC	%	All EDC	%
No	1863	98.62%	1374	97.10%
Yes	*	*	*	*
Prefer not to say	12	0.64%	15	1.06%
No Response	13	0.69%	26	1.84%
Grand Total	1889	100.00%	1415	100.00%

4.4. Marriage & Civil Partnership

Interviewees who reported to be either Single or Married/Civil Partnership were the highest to be interviewed over the reporting period.

Marital Status	2019/20		2020/21	
	All EDC	%	All EDC	%
Divorced	70	3.71%	43	3.04%
Living with partner	254	13.45%	205	14.49%
Married/Civil Partnership	656	34.73%	568	40.14%
Prefer not to answer	23	1.22%	25	1.77%
Separated	42	2.22%	21	1.48%
Single	814	43.09%	519	36.68%
Widowed	15	0.79%	9	0.64%
No Response Provided	15	0.79%	25	1.77%
Grand Total	1889	100.00%	1415	100.00%

4.5. Ethnicity

There is decrease in the number interviewed in 2020/21 compared to 2019/20 in the African, Any Mixed, Asian – Chinese and Asian – Other.

Ethnic Origin	2019/20		2020/21	
	All EDC	%	All EDC	%
African - (Inc.Scottish/British)	*	*	*	*
African - Other	9	0.48%	*	*
Any Mixed or Multiple	8	0.42%	*	*
Asian - Bangladeshi (Inc.Scottish/British)	*	*	*	*
Asian - Chinese (Inc.Scottish/British)	7	0.37%	*	*
Asian - Indian (Inc.Scottish/British)	9	0.48%	25	1.77%
Asian - Other (Inc.Scottish/British)	7	0.37%	*	*
Asian - Pakistani (Inc.Scottish/British)	13	0.69%	12	0.85%
Black - (Inc.Scottish/British)	*	*	*	*
Other - Arab (Inc.Scottish/British)	*	*	*	*
Prefer not to answer	15	0.79%	18	1.27%
White - Eastern European (eg Polish)	8	0.42%	*	*
White - Irish	16	0.85%	12	0.85%
White - Other British	112	5.93%	97	6.86%
White - Other white ethnic group	37	1.96%	26	1.84%
White - Polish	6	0.32%	7	0.49%
White - Scottish	1609	85.18%	1162	82.12%
No Response Provided	24	1.27%	31	2.19%

Grand Total	1889	100.00%	1415	100.00%
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4.6. Religion

There is no significant change in the categories from 2019/20 to 2020/21.

Religion & Belief	2019/20		2020/21	
	All EDC	%	All EDC	%
Buddhist	*	*	*	*
Church of Scotland	275	14.56%	225	15.90%
Hindu	*	*	12	0.85%
Humanist	15	0.79%	25	1.77%
Jewish	0	0.00%	*	*
Muslim	14	0.74%	17	1.20%
None	886	46.90%	587	41.48%
Other Christian	126	6.67%	99	7.00%
Other Religion or Belief	8	0.42%	15	1.06%
Pagan	*	*	*	*
Prefer not to answer	120	6.35%	106	7.49%
Roman Catholic	379	20.06%	269	19.01%
Sikh	*	*	13	0.92%
No Response Provided	53	2.81%	42	2.97%
Grand Total	1889	100.00%	1415	100.00%

4.7. Sex

There has been no significant change between males and females interviewed between 2019/20 and 2020/21. However, there has been a slight increase in no response.

Sex (Gender)	2019/20		2020/21	
	All EDC	%	All EDC	%
Female	1313	69.51%	1093	77.24%
Male	556	29.43%	296	20.92%
Prefer not to say	7	0.37%	2	0.14%
No Response	13	0.69%	24	1.70%
Grand Total	1889	100.00%	1415	100.00%

4.8. Sexual Orientation

The categories have no significant changes between 2019/20 compared to 2020/21 and the percentages remain very similar.

Sexual Orientation	2019/20		2020/21	
	All EDC	%	All EDC	%
Bisexual	20	1.06%	17	1.20%
Gay	15	0.79%	22	1.55%
Heterosexual/Straight	1737	91.95%	1284	90.74%
Lesbian	10	0.53%	14	0.99%
Other	*	*	*	*
Prefer not to answer	79	4.18%	49	3.46%
No response provided	26	1.38%	27	1.91%
Grand Total	1889	100.00%	1415	100.00%

4.9. Nationality

There has been a slight reduction in prefer not to answer from 2019/20 to 2020/21. The rest of the categories remain fairly similar across the two years.

Nationality	2019/20		2020/21	
	All EDC	%	All EDC	%
British	276	14.61%	222	15.69%
English	27	1.43%	23	1.63%
Northern Irish	*	*	9	0.64%
Prefer not to answer	16	0.85%	9	0.64%
Scottish	1472	77.92%	1082	76.47%
Welsh	*	*	*	*
No response provided	90	4.76%	70	4.95%
Grand Total	1889	100.00%	1415	100.00%

5. Recruitment – Appointment

The data held within the recruitment portal, as previously mentioned, does not distinguish between ‘Local Government Worker’ and ‘Teacher’.

5.1. Age

There has been a decrease in the % of hires in the 15-24 category (8.51% difference) the other categories remain similar in both years however there is an increase in ‘No response’.

Age	2019/20		2020/21	
	All EDC	%	All EDC	%
15-24	124	20.77%	65	12.26%
25-34	184	30.82%	151	28.49%
35-44	141	23.62%	115	21.70%
45-54	92	15.41%	95	17.92%
55-64	32	5.36%	32	6.04%
>65	*	*	*	*
No Response Provided	24	4.02%	71	13.40%
Grand Total	597	100.00%	530	100.00%

5.2. Disability

There is a decrease in “No” disability in 2020/21 compare to 2019/20 (9.11%) but there has been a similar % increase in the no response provided (9.84% difference) category.

Disability	2019/20		2020/21	
	All EDC	%	All EDC	%
Yes	23	3.85%	19	3.58%
No	550	92.13%	440	83.02%
Prefer not to say	*	*	*	*
No Response Provided	19	3.18%	69	13.02%
Grand Total	597	100.00%	530	100.00%

5.3. Gender Identification

There has been an increase in no response provided from 2019/20 to 2020/21 and prefer not to say.

Gender Identification different from at birth	2019/20		2020/21	
	All EDC	%	All EDC	%
Yes	*	*	*	*
No	575	96.31%	454	85.66%
Prefer not to say	*	*	6	1.13%
No Response Provided	20	3.35%	70	13.21%
Grand Total	597	100.00%	530	100.00%

5.4. Marriage & Civil Partnership

The majority of categories have remained similar across 2019/20 and 2020/21, however there has been an increase in no response provided and also an increase in the Single Category (10.51%).

Marital Status	2019/20		2020/21	
	All EDC	%	All EDC	%
Divorced	18	3.02%	16	3.02%
Living with partner	83	13.90%	76	14.34%
Married/Civil Partnership	215	36.01%	188	35.47%
Prefer not to answer	*	*	*	*
Separated	10	1.68%	12	2.26%
Single	243	40.70%	160	30.19%
Widowed	*	*	*	*
No Response Provided	21	3.52%	70	13.21%
Grand Total	597	100.00%	530	100.00%

5.5. Ethnicity

Most categories in 2019/20 and 2020/21 remain fairly consistent with an increase in the No Response provided and a slight decrease in the White Scottish Category.

Ethnic Origin	2019/20		2020/21	
	All EDC	%	All EDC	%
African - Other	*	*	*	*
Any Mixed or Multiple	*	*	*	*
Asian - Chinese (Inc.Scottish/British)	*	*	*	*
Asian - Indian (Inc.Scottish/British)	*	*	6	1.13%
Asian - Pakistani (Inc.Scottish/British)	*	*	*	*
Black - (Inc.Scottish/British)	*	*	*	*
Other - Arab (Inc.Scottish/British)	*	*	*	*
Prefer not to answer	*	*	*	*
White - Irish	*	*	*	*
White - Other British	43	7.20%	31	5.85%
White - Other white ethnic group	7	1.17%	*	*
White - Polish	*	*	*	*
White - Scottish	507	84.92%	405	76.42%
No response provided	20	3.35%	69	13.02%
Grand Total	597	100.00%	530	100.00%

5.6. Religion

The main difference in 2019/20 compared to 2020/21 is an increase in no response and to the 'None' category.

Religion & Belief	2019/20		2020/21	
	All EDC	%	All EDC	%
Buddhist	*	*	*	*
Church of Scotland	97	16.25%	83	15.66%
Hindu	*	*	*	*
Humanist	*	*	*	*
Muslim	*	*	*	*
None	261	43.72%	190	35.85%
Other Christian	32	5.36%	31	5.85%
Other Religion or Belief	*	*	*	*
Pagan	*	*	*	*
Prefer not to answer	33	5.53%	28	5.28%
Roman Catholic	134	22.45%	108	20.38%
Sikh	*	*	*	*
No Response Provided	27	4.52%	72	13.58%
Grand Total	597	100.00%	530	100.00%

5.7. Sex

The data shows a decrease in males by 9.12% and a decrease in females by 0.74% in 2020/21 with an increase in the No Response category.

Sex (Gender)	2019/20		2020/21	
	All EDC	%	All EDC	%
Female	402	67.34%	353	66.60%
Male	175	29.31%	107	20.19%
Prefer not to answer	*	*	*	*
No Response Provided	19	3.18%	69	13.02%
Grand Total	597	100.00%	530	100.00%

5.8. Sexual Orientation

The data shows that the majority of responses are in the Heterosexual/Straight category with a slight increase in the Gay category.

Sexual Orientation	2019/20		2020/21	
	All EDC	%	All EDC	%
Bisexual	7	1.17%	*	*
Gay	*	*	6	1.13%
Heterosexual/Straight	542	90.79%	433	81.70%
Lesbian	*	*	*	*
Other	*	*	*	*
Prefer not to answer	16	2.68%	13	2.45%
No Response Provided	24	4.02%	72	13.58%
Grand Total	597	100.00%	530	100.00%

5.9. Nationality

The differences shown are due to the number of respondents reporting their nationality in 2019/20 compared to 2020/21.

Nationality	2019/20		2020/21	
	All EDC	%	All EDC	%
British	95	15.91%	78	14.72%
English	8	1.34%	7	1.32%
Northern Irish	*	*	*	*
Prefer not to answer	*	*	*	*
Scottish	458	76.72%	364	68.68%
Welsh	*	*	*	*
No Response Provided	30	5.03%	77	14.53%
Grand Total	597	100.00%	530	100.00%

6. Development

The development of employees has been presented here as internal promotions. A promoted post within the context of the report is defined as an employee appointed to a role of a higher grade within the organisation.

There remains a degree of 'No Response' as per other areas of this data set and addressing this by embedding more thorough data collection methods remains a priority for East Dunbartonshire Council.

In the data tables below for this category there continues to be an overall decrease in the number of internal promotions from 2019/20 to 2020/21.

6.1. Age

There has been a decrease in the overall number of internal promotions from 2019/20 to 2020/21. However, this can be attributed to the reduction in recruitment due to the pandemic. All age categories have remained similar across the reporting period with a slight decrease in the 15-24 category and an increase in the over 55's.

Age	2019/20		2020/21	
	All EDC	%	All EDC	%
15-24	13	10.57%	5	5.05%
25-34	33	26.83%	26	26.26%
35-44	38	30.89%	25	25.25%
45-54	31	25.20%	27	27.27%
55-64	8	6.50%	15	15.15%
65+	*	*	*	*
No Response Provided	*	*	*	*
Grand Total	123	100.00%	99	100.00%

6.2. Disability

All categories within this section remain largely similar across 2019/20 and 2020/21.

Disability	2019/20		2020/21	
	All EDC	%	All EDC	%
No	87	70.73%	72	72.73%
Yes	*	*	*	*
Prefer not to say	*	*	*	*
No Response Provided	30	24.39%	24	24.24%
Grand Total	123	100.00%	99	100.00%

6.3. Gender Identification

The majority of internal promotions are from those who have said they are the same gender as they were assigned at birth, however nearly half of internal promotions in 2020/21 have provided no response

Gender Identification different from at birth	2019/20		2020/21	
	All EDC	%	All EDC	%
Yes	*	*	*	*
No	68	80.95%	51	51.52%
Prefer not to say	*	*	*	*
No Response Provided	11	13.10%	48	48.48%
Grand Total	84	100.00%	99	100.00%

6.4. Marriage & Civil Partnership

Marital Status	2019/20		2020/21	
	All EDC	%	All EDC	%
Divorced	6	4.88%	7	7.07%
Living with partner	12	9.76%	14	14.14%
Married/Civil Partnership	51	41.46%	34	34.34%
Prefer not to answer	*	*	*	*
Separated	*	*	*	*
Single	23	18.70%	17	17.17%
Widowed	*	*	*	*
No Response Provided	26	21.14%	21	21.21%
Grand Total	123	100.00%	99	100.00%

6.5. Ethnicity

The majority of internal promotions are reported as White-Scottish. However there still remains a high percentage of no response provided.

Ethnic Origin	2019/20		2020/21	
	All EDC	%	All EDC	%
Arab (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*
Asian - Pakistani (Inc.Scottish/British)	*	*	*	*
Prefer not to answer	*	*	*	*
White - Irish	*	*	*	*
White -British	17	13.82%	11	11.11%
Mixed	*	*	*	*
White - Polish	*	*	*	*
White - Scottish	73	59.35%	62	62.63%
No response provided	27	21.95%	24	24.24%
Grand Total	123	100.00%	99	100.00%

6.6. Religion

The data below remains similar across both reporting periods.

Religion & Belief	2019/20		2020/21	
	All EDC	%	All EDC	%
Buddhist	*	*	*	*
Church of Scotland	23	18.70%	18	18.18%
Muslim	*	*	*	*
None	44	35.77%	35	35.35%
Other Christian	*	*	*	*
Prefer not to answer	*	*	*	*
Roman Catholic	14	11.38%	18	18.18%
Sikh	*	*	*	*
No Response Provided	31	25.20%	25	25.25%
Grand Total	123	100.00%	99	100.00%

6.7. Sex

Females account for nearly 70% of all internal promotions in 2020/21. This is representative of the workforce profile.

Sex (Gender)	2019/20		2020/21	
	All EDC	%	All EDC	%
Female	90	73.17%	69	69.70%
Male	33	26.83%	30	30.30%
Grand Total	123	100.00%	99	100.00%

6.8. Sexual Orientation

The majority of responses in this category remain Heterosexual/straight accounting for roughly 68% of all internal promotions. There has been a slight reduction in no response provided from 2019/20 (27.64%) to 2020/21 (26.26%).

Sexual Orientation	2019/20		2020/21	
	All EDC	%	All EDC	%
Gay/Lesbian	*	*	*	*
Heterosexual/Straight	83	67.48%	68	68.69%
Prefer not to answer	*	*	*	*
No Response Provided	34	27.64%	26	26.26%
Grand Total	123	100.00%	99	100.00%

6.9. Nationality

Nationality	2019/20		2020/21	
	All EDC	%	All EDC	%
British	30	24.39%	25	25.25%
British Antarctic Territory	*	*	*	*
Northern Ireland	*	*	*	*
Irish	*	*	*	*
Polish	*	*	*	*
Scottish	62	50.41%	47	47.47%
English	*	*	*	*
Paraguay	*	*	*	*
No Response Provided	28	22.76%	24	24.24%
Grand Total	123	100.00%	99	100.00%

7. Development – Training

The data for all training information is based on delegates' attendance. Therefore the same employee *may* be counted more than once if they have attended more than one training course during the reporting period. All development and training is managed centrally.

There has been a significant decrease in training undertaken in 2020/21 compared to 2019/20 due to the Covid-19 Pandemic.

There will be further action to continue to implement measures to improve the quality, validity and reliability of the employee data collected for this reporting subject.

7.1. Age

The Categories have shown no significant changes between 2019/20 and 2020/21.

Age	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
15-24	87	3.84%	26	7.85%	113	4.35%	*	*	*	*	*	*
25-34	363	16.01%	70	21.15%	433	16.66%	6	18.75%	6	27.27%	12	22.22%
35-44	428	18.87%	102	30.82%	530	20.39%	6	18.75%	*	*	10	18.52%
45-54	787	34.70%	93	28.10%	880	33.86%	12	37.50%	6	27.27%	18	33.33%
55-64	578	25.49%	40	12.08%	618	23.78%	8	25.00%	*	*	12	22.22%
>65	25	1.10%	*	*	25	0.96%	*	*	*	*	*	*
Grand Total	2268	100.00%	331	100.00%	2599	100.00%	32	100.00%	22	100.00%	54	100.00%

7.2. Disability

Disability	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Yes	30	1.32%	11	3.32%	41	1.58%	*	*	*	*	*	*
No	1416	62.43%	146	44.11%	1562	60.10%	19	59.38%	13	59.09%	32	59.26%
Prefer not to say	34	1.50%	*	*	35	1.35%	*	*	*	*	*	*
No Response Provided	788	34.74%	173	52.27%	961	36.98%	13	40.63%	8	36.36%	21	38.89%
Grand Total	2268	100.00%	331	100.00%	2599	100.00%	32	100.00%	22	100.00%	54	100.00%

7.3. Gender Identification

There has been no significant changes between 2019/20 and 2020/21 in terms of those identifying as a different gender to that assigned at birth.

Gender Identity Different	2019/20						2020/21					
	LGW	%	Teacher	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Yes	21	0.93%	10	3.02%	31	1.19%	*	*	*	*	*	*
No	1034	45.59%	118	35.65%	1152	44.32%	15	46.88%	11	50.00%	26	48.15%
Prefer Not to Say	20	0.88%	*	*	20	0.77%	*	*	*	*	*	*
No Response	1193	52.60%	203	61.33%	1396	53.71%	17	53.13%	11	50.00%	28	51.85%
Grand Total	2268	100.00%	331	100.00%	2599	100.00%	32	100.00%	22	100.00%	54	100.00%

7.4. Marriage & Civil Partnership

In this category Married/Civil Partnership is the highest in both reporting periods.

Marriage & Civil Partnership	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Divorced	121	5.34%	8	2.42%	129	4.96%	*	*	*	*	*	*
Living with Partner	218	9.61%	12	3.63%	230	8.85%	*	*	*	*	*	*
Married/Civil Partnership	790	34.83%	119	35.95%	909	34.97%	12	37.50%	6	27.27%	18	33.33%
Prefer not to say	39	1.72%	*	*	41	1.58%	*	*	*	*	*	*
Separated	65	2.87%	*	*	67	2.58%	*	*	*	*	*	*
Single	280	12.35%	30	9.06%	310	11.93%	*	*	6	27.27%	11	20.37%
Widowed	14	0.62%	*	*	14	0.54%	*	*	*	*	*	*
No Response Provided	741	32.67%	158	47.73%	899	34.59%	12	37.50%	6	27.27%	18	33.33%
Grand Total	2268	100.00%	331	100.00%	2599	100.00%	32	100.00%	22	100.00%	54	100.00%

7.5. Ethnicity

Ethnic Origin	2019/20						2020/21					
	LG W	%	Teachers	%	All EDC	%	LG W	%	Teacher	%	All EDC	%
Arab (inc. British, English, Irish, Scottish, Welsh)	8	0.35%	*	*	8	0.31%	*	*	*	*	*	*
Asian - Chinese (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*	*	*	*	*	*	*	*
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	18	0.79%	*	*	18	0.69%	*	*	*	*	*	*
Asian - Other (Inc. British, English, Irish, Scottish, Welsh)ound)	*	*	*	*	*	*	*	*	*	*	*	*
Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*	*	*	*	*	*	*	*
Black - African (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*	*	*	*	*	*	*	*
Mixed	12	0.53%	*	*	12	0.46%	*	*	*	*	*	*
Prefer not to say	15	0.66%	*	*	17	0.65%	*	*	*	*	*	*
White - British	261	11.51 %	38	11.48 %	299	11.50 %	5	15.63 %	*	*	8	14.81 %
White - English	12	0.53%	*	*	13	0.50%	*	*	*	*	*	*
White - Irish	16	0.71%	*	*	16	0.62%	*	*	*	*	*	*
White - Northern Irish	*	*	*	*	*	*	*	*	*	*	*	*
White - Other	21	0.93%	*	*	24	0.92%	*	*	*	*	*	*
White - Polish	*	*	*	*	*	*	*	*	*	*	*	*
White - Scottish	116 6	51.41 %	122	36.86 %	1288	49.56 %	14	43.75 %	12	54.55 %	26	48.15 %

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No Response Provided	723	31.88 %	164	49.55 %	887	34.13 %	12	37.50 %	7	31.82 %	19	35.19 %
Grand Total	2268	100.00 %	331	100.00 %	2599	100.00 %	32	100.00 %	22	100.00 %	54	100.00 %

7.6. Religion

The response from employees is broadly the similar in both reporting periods, however there was a drop in the Church of Scotland & Roman Catholic Categories.

Religion & Belief	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Buddhist	*	*	*	*	*	*	*	*	*	*	*	*
Church of Scotland	348	15.34%	47	14.20%	395	15.20%	7	21.88%	*	*	12	22.22%
Hindu	11	0.49%	*	*	11	0.42%	*	*	*	*	*	*
Humanist	6	0.26%	*	*	8	0.31%	*	*	*	*	*	*
Jewish	*	*	*	*	*	*	*	*	*	*	*	*
Muslim	8	0.35%	*	*	8	0.31%	*	*	*	*	*	*
None	566	24.96%	38	11.48%	604	23.24%	8	25.00%	*	*	11	20.37%
Other Christian	76	3.35%	14	4.23%	90	3.46%	*	*	*	*	*	*
Other Religion	*	*	*	*	*	*	*	*	*	*	*	*
Pagan	*	*	*	*	*	*	*	*	*	*	*	*
Prefer not to say	70	3.09%	*	*	73	2.81%	*	*	*	*	*	*
Roman Catholic	406	17.90%	52	15.71%	458	17.62%	*	*	*	*	6	11.11%
Sikh	12	0.53%	*	*	12	0.46%	*	*	*	*	*	*
No Response Provided	757	33.38%	175	52.87%	932	35.86%	11	34.38%	9	40.91%	20	37.04%
Grand Total	2268	100.00%	331	100.00%	2599	100.00%	32	100.00%	22	100.00%	54	100.00%

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7.7. Sex

The data shows a further increase for females but a decrease for males from 2019/20 to 2020/21 undertaking training. The percentages is reflective of the gender split being predominately female for the Council

Sex (Gender)	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Female	1628	71.78%	272	82.18%	1900	73.11%	24	75.00%	20	90.91%	44	81.48%
Male	640	28.22%	59	17.82%	699	26.89%	8	25.00%	*	*	10	18.52%
Grand Total	2268	100.00%	331	100.00%	2599	100.00%	32	100.00%	22	100.00%	54	100.00%

7.8. Sexual Orientation

The highest characteristic in both reporting periods is heterosexual/straight with over 50% reporting this however there remains a high response in the no response category.

Sexual Orientation	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Bisexual	12	0.53%	*	*	12	0.46%	*	*	*	*	*	*
Gay / Lesbian	32	1.41%	*	*	36	1.39%	*	*	*	*	*	*
Heterosexual / Straight	1400	61.73%	140	42.30%	1540	59.25%	17	53.13%	13	59.09%	30	55.56%
Other	*	*	*	*	*	*	*	*	*	*	*	*
Prefer not to say	66	2.91%	*	*	69	2.65%	*	*	*	*	*	*
No Response Provided	755	33.29%	183	55.29%	938	36.09%	12	37.50%	9	40.91%	21	38.89%
Grand Total	2268	100.00%	331	100.00%	2599	100.00%	32	100.00%	22	100.00%	54	100.00%

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7.9. Nationality

The data is broadly similar % figures across reporting periods where the highest responses are in the British, Scottish and No Response categories.

Nationality	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
American	*	*	*	*	*	*	*	*	*	*	*	*
Australian	*	*	*	*	*	*	*	*	*	*	*	*
British (not Channel Islands or IOM)	457	20.15%	63	19.03%	520	20.01%	10	31.25%	*	*	13	24.07%
British Antarctic Territory	*	*	*	*	*	*	*	*	*	*	*	*
Danish	*	*	*	*	*	*	*	*	*	*	*	*
English	*	*	*	*	*	*	*	*	*	*	*	*
German	*	*	*	*	*	*	*	*	*	*	*	*
Indian	*	*	*	*	*	*	*	*	*	*	*	*
Irish	11	0.49%	0	0.00%	11	0.42%	0	0.00%	0	0.00%	0	0.00%
Italian	9	0.40%	0	0.00%	9	0.35%	0	0.00%	0	0.00%	0	0.00%
Northern Ireland	*	*	*	*	*	*	*	*	*	*	*	*
Polish	*	*	*	*	*	*	*	*	*	*	*	*
Prefer not to say	6	0.26%	*	*	6	0.23%	*	*	*	*	*	*
Scottish	1008	44.44%	107	32.33%	1115	42.90%	10	31.25%	13	59.09%	23	42.59%
Senegalese	*	*	*	*	*	*	*	*	*	*	*	*
Seychelles	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	745	32.85%	159	48.04%	904	34.78%	11	34.38%	6	27.27%	17	31.48%
Grand Total	2268	100.00%	331	100.00%	2599	100.00%	32	100.00%	22	100.00%	54	100.00%

8. Disciplinary

The following data shows numbers of employees across the last two years who have been subject to the Council's Disciplinary Procedure. Disciplinary procedures have been carried out predominantly with Local Government Workers.

There has also been a **42%** reduction in the number of Disciplinary carried out in 2019/20 compared to 2020/21 which may be due to the COVID-19 Pandemic.

As with other sections in this suite of employee data there are many areas where 'No Response' is prevalent. Addressing this and embedding more rigorous data collection methods remains a priority for East Dunbartonshire Council in improving in the recording of Disciplinary.

8.1. Age

There has been an increase in the disciplinary carried out in the 55-64 age category from 2019/20 to 2020/21. There has been a reduction in all categories for the number of disciplinary carried out in the teacher's category.

Age	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
15-24	*	*	*	*	*	*	*	*	*	*	*	*
25-34	19	22.35%	*	*	21	22.58%	7	17.95%	*	*	7	17.95%
35-44	13	15.29%	*	*	13	13.98%	9	23.08%	*	*	9	23.08%
45-54	28	32.94%	*	*	30	32.26%	7	17.95%	*	*	7	17.95%
55-64	23	27.06%	*	*	27	29.03%	14	35.90%	*	*	14	35.90%
>65	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	85	100.00%	8	100.00%	93	100.00%	39	100.00%	*	*	39	100.00%

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8.2. Disability

There has been a reduction in the not disabled category from 43.75% in 2019/20 to 38.46% in 2020/21.

Disability	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Yes	*	*	*	*	*	*	*	*	*	*	*	*
No	7	43.75%	*	*	7	43.75%	15	38.46%	*	*	15	38.46%
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	7	43.75%	*	*	7	43.75%	24	61.54%	*	*	24	61.54%
Grand Total	16	100.00%	*	*	16	100.00%	39	100.00%	*	*	39	100.00%

8.3. Gender Identity Differs

The majority of this category no response has been provided.

Gender Identity Different	2019/20						2020/21					
	LGW	%	Teacher	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Yes	*	*	*	*	*	*	*	*	*	*	*	*
No	24	28.24%	*	*	27	29.03%	11	28.21%	*	*	11	28.21%
Prefer Not to Say	*	*	*	*	*	*	*	*	*	*	*	*
No Response	59	69.41%	*	*	64	68.82%	28	71.79%	*	*	28	71.79%
Grand Total	85	100.00%	8	100.00%	93	100.00%	39	100.00%	*	*	39	100.00%

8.4. Marriage & Civil Partnership

There has been an increase in percentage of employees Married/Civil Partnerships being subjected to disciplinary proceedings.

Marriage & Civil Partnership	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Divorced	*	*	*	*	*	*	*	*	*	*	*	*
Living with Partner	8	9.41%	*	*	8	8.60%	*	*	*	*	*	*
Married/Civil Partnership	16	18.82%	*	*	18	19.35%	8	20.51%	*	*	8	20.51%
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
Separated	*	*	*	*	*	*	*	*	*	*	*	*
Single	7	8.24%	*	*	7	7.53%	*	*	*	*	*	*
Widowed	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	48	56.47%	*	*	53	56.99%	25	64.10%	*	*	25	64.10%
Grand Total	85	100.00%	8	100.00%	93	100.00%	39	100.00%	*	*	39	100.00%

8.5. Ethnicity

Ethnic Origin	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
White - British	10	11.76%	*	*	11	11.83%	*	*	*	*	*	*
White - Scottish	29	34.12%	*	*	31	33.33%	9	23.08%	*	*	9	23.08%
No Response Provided	46	54.12%	*	*	51	54.84%	25	64.10%	*	*	25	64.10%
Grand Total	85	100.00%	8	100.00%	93	100.00%	39	100.00%	*	*	39	100.00%

8.6. Religion & Belief

Religion & Belief	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Church of Scotland	16	18.82%	*	*	16	17.20%	*	*	*	*	*	*
None	10	11.76%	*	*	12	12.90%	*	*	*	*	*	*
Pagan	*	*	*	*	*	*	*	*	*	*	*	*
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
Roman Catholic	*	*	*	*	6	6.45%	*	*	*	*	*	*
No Response Provided	48	56.47%	*	*	53	56.99%	24	61.54%	*	*	24	61.54%
Grand Total	85	100.00%	8	100.00%	93	100.00%	39	100.00%	*	*	39	100.00%

8.7. Sex

There has been an increase in the % split for females from **38.71%** in 2019/20 to **58.97%** in 2020/21 but the number has declined. The number of males has declined significantly from 2019/20 to 2020/21.

Sex (Gender)	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Female	31	36.47%	*	*	36	38.71%	23	58.97%	*	*	23	58.97%
Male	54	63.53%	*	*	57	61.29%	16	41.03%	*	*	16	41.03%
Grand Total	85	100.00%	8	100.00%	93	100.00%	39	100.00%	*	*	39	100.00%

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8.8. Sexual Orientation

Sexual Orientation	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Gay / Lesbian	*	*	*	*	*	*	*	*	*	*	*	*
Heterosexual / Straight	34	40.00%	*	*	37	39.78%	15	38.46%	*	*	15	38.46%
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	47	55.29%	*	*	52	55.91%	24	61.54%	*	*	24	61.54%
Grand Total	85	100.00%	8	100.00%	93	100.00%	39	100.00%	*	*	39	100.00%

8.9. Nationality

Nationality	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
British (Not channel Islands or IOM)	9	10.59%	*	*	10	10.75%	*	*	*	*	*	*
White - Other	*	*	*	*	*	*	*	*	*	*	*	*
Scottish	30	35.29%	*	*	32	34.41%	9	23.08%	*	*	9	23.08%
No Response Provided	46	54.12%	*	*	51	54.84%	25	64.10%	*	*	25	64.10%
Grand Total	85	100.00%	8	100.00%	93	100.00%	39	100.00%	*	*	39	100.00%

9. Grievances

The following data shows numbers of employees across the last two years who have applied to the Council's Grievance Procedure. The Grievance procedures have been used predominantly with Local Government Workers and the mode age bracket for those employees being **45-54** in 2019/20 and **55-64** in 2020/21.

Due to the small number of Grievances undertaken, any variation within the categories will have a significant impact on the percentages. The reduction in Grievances may be due to the Covid-19 Pandemic and/or early resolution of issues.

Improvement in recording of equality data of Grievances continues to be a priority.

9.1. Age

There has been a decrease in all categories in the 2020/21 compared to 2019/20. However as all categories in 2020/21 are under 5 this data has not been published and is not comparable.

Age	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
15-24	*	*	*	*	*	*	*	*	*	*	*	*
25-34	*	*	*	*	*	*	*	*	*	*	*	*
35-44	*	*	*	*	*	*	*	*	*	*	*	*
45-54	7	43.75%	*	*	7	43.75%	*	*	*	*	*	*
55-64	*	*	*	*	*	*	*	*	*	*	*	*
>65	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	16	100.00%	*	*	16	100.00%	*	*	*	*	*	*

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9.2. Disability

Disability	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Yes	*	*	*	*	*	*	*	*	*	*	*	*
No	7	43.75%	*	*	7	43.75%	*	*	*	*	*	*
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	7	43.75%	*	*	7	43.75%	*	*	*	*	*	*
Grand Total	16	100.00%	*	*	16	100.00%	*	*	*	*	*	*

9.3. Gender Identification

Gender Identity Different	2019/20						2020/21					
	LGW	%	Teacher	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Yes	*	*	*	*	*	*	*	*	*	*	*	*
No	6	37.50%	*	*	6	37.50%	*	*	*	*	*	*
Prefer Not to Say	*	*	*	*	*	*	*	*	*	*	*	*
No Response	9	56.25%	*	*	9	56.25%	*	*	*	*	*	*
Grand Total	16	100.00%	*	*	16	100.00%	*	*	*	*	*	*

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9.4. Marriage & Civil Partnership

Marriage & Civil Partnership	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Divorced	*	*	*	*	*	*	*	*	*	*	*	*
Living with Partner	*	*	*	*	*	*	*	*	*	*	*	*
Married/Civil Partnership	*	*	*	*	*	*	*	*	*	*	*	*
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
Separated	*	*	*	*	*	*	*	*	*	*	*	*
Single	*	*	*	*	*	*	*	*	*	*	*	*
Widowed	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	6	37.50%	*	*	6	37.50%	*	*	*	*	*	*
Grand Total	16	100.00%	*	*	16	100.00%	*	*	*	*	*	*

9.5. Ethnicity

Ethnic Origin	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
Black - African (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*	*	*	*	*	*	*	*
White - British	*	*	*	*	*	*	*	*	*	*	*	*
White - Other	*	*	*	*	*	*	*	*	*	*	*	*
White - Scottish	9	56.25%	*	*	9	56.25%	*	*	*	*	*	*
No Response Provided	6	37.50%	*	*	6	37.50%	*	*	*	*	*	*
Grand Total	16	100.00%	*	*	16	100.00%	*	*	*	*	*	*

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9.6. Religion

Religion & Belief	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Church of Scotland	*	*	*	*	*	*	*	*	*	*	*	*
None	*	*	*	*	*	*	*	*	*	*	*	*
Other Christian	*	*	*	*	*	*	*	*	*	*	*	*
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
Roman Catholic	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	16	100.00%	*	*	16	100.00%	*	*	*	*	*	*

9.7. Sex

Sex (Gender)	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Female	*	*	*	*	*	*	*	*	*	*	*	*
Male	11	68.75%	*	*	11	68.75%	*	*	*	*	*	*
Grand Total	16	100.00%	*	*	16	100.00%	*	*	*	*	*	*

9.8. Sexual Orientation

Sexual Orientation	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Bisexual	*	*	*	*	*	*	*	*	*	*	*	*
Gay / Lesbian	*	*	*	*	*	*	*	*	*	*	*	*
Heterosexual / Straight	9	56.25%	*	*	9	56.25%	*	*	*	*	*	*
Other		0.00%	*	*	*	*	*	*	*	*	*	*
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	6	37.50%	*	*	6	37.50%	*	*	*	*	*	*
Grand Total	16	100.00%	*	*	16	100.00%	*	*	*	*	*	*

9.9. Nationality

Nationality	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
British (Not channel Islands or IOM)	*	*	*	*	*	*	*	*	*	*	*	*
White - Other	*	*	*	*	*	*	*	*	*	*	*	*
Scottish	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	6	37.50%	*	*	6	37.50%	*	*	*	*	*	*
Grand Total	16	100.00%	*	*	16	100.00%	*	*	*	*	*	*

10. Request/Acceptance of Flexible Working

The following data shows numbers of employees across the last two years who have applied to the Council's Flexible Working procedure.

The following data shows an overall increase in number of flexible working requests from 2019/20 to 2020/21 by **40%**.

10.1. Age

There has been an increase in the 25-34 age category in 2020/21. All other categories remain similar.

Age	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
15-24	*	*	*	*	*	*	*	*	*	*	*	*
25-34	*	*	*	*	*	*	19	20.65%	*	*	19	20.21%
35-44	11	29.73%	*	*	11	29.73%	25	27.17%	*	*	25	26.60%
45-54	7	18.92%	*	*	7	18.92%	23	25.00%	*	*	24	25.53%
55-64	11	29.73%	*	*	11	29.73%	23	25.00%	*	*	24	25.53%
>65	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	37	100.00%	*	*	37	100.00%	92	100.00%	*	*	94	100.00%

10.2. Disability

Disability	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Yes	*	*	*	*	*	*	*	*	*	*	*	*
No	16	43.24%	*	*	16	43.24%	55	59.78%	*	*	56	59.57%
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	20	54.05%	*	*	20	54.05%	33	35.87%	*	*	34	36.17%
Grand Total	37	100.00%	*	*	37	100.00%	92	100.00%	*	*	94	100.00%

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10.3. Gender Identification

Gender Identity Different	2019/20						2020/21					
	LGW	%	Teacher	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Yes	*	*	*	*	*	*	*	*	*	*	*	*
No	12	32.43%	*	*	12	32.43%	47	127.03%	*	*	48	129.73%
Prefer Not to Say	*	*	*	*	*	*	*	*	*	*	*	*
No Response	25	67.57%	*	*	25	67.57%	43	116.22%	*	*	44	118.92%
Grand Total	37	100.00%	*	*	37	100.00%	92	248.65%	*	*	94	254.05%

10.4. Marriage & Civil Partnership

Married/Civil Partnership remains the most highly populated category within Flexible Working Requests.

Marriage & Civil Partnership	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Divorced	*	*	*	*	*	*	*	*	*	*	*	*
Living with Partner	*	*	*	*	*	*	*	*	*	*	*	*
Married/Civil Partnership	10	27.03%	*	*	10	27.03%	38	41.30%	0	0.00%	38	40.43%
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
Separated	*	*	*	*	*	*	*	*	*	*	*	*
Single	*	*	*	*	*	*	11	11.96%	0	0.00%	11	11.70%
Widowed	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	20	54.05%	*	*	20	54.05%	31	33.70%	*	*	32	34.04%
Grand Total	37	100.00%	*	*	37	100.00%	92	100.00%	*	*	94	100.00%

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10.5. Ethnicity

Ethnic Origin	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
Mixed	*	*	*	*	*	*	*	*	*	*	*	*
White - English	*	*	*	*	*	*	*	*	*	*	*	*
White - British	*	*	*	*	*	*	6	6.52%	*	*	6	6.38%
White - Scottish	14	37.84%	*	*	14	37.84%	49	53.26%	*	*	50	53.19%
No Response Provided	20	54.05%	*	*	20	54.05%	32	34.78%	*	*	33	35.11%
Grand Total	37	100.00%	*	*	37	100.00%	92	100.00%	*	*	94	100.00%

10.6. Religion

Religion & Belief	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Church of Scotland	8	21.62%	*	*	8	21.62%	15	16.30%	*	*	16	17.02%
None	*	*	*	*	*	*	21	22.83%	*	*	21	22.34%
Other Christian	*	*	*	*	*	*	*	*	*	*	*	*
Other Religion	*	*	*	*	*	*	*	*	*	*	*	*
Pagan	*	*	*	*	*	*	*	*	*	*	*	*
Prefer not to say	*	*	*	*	*	*	6	6.52%	*	*	6	6.38%
Roman Catholic	*	*	*	*	*	*	13	14.13%	*	*	13	13.83%
Sikh	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	19	51.35%	*	*	19	51.35%	33	35.87%	*	*	34	36.17%
Grand Total	37	100.00%	*	*	37	100.00%	92	100.00%	*	*	94	100.00%

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10.7. Sex

The majority of flexible working requests continue to be made by Females with **93.62%** of applications from this category in 2020/21.

Sex (Gender)	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Female	28	75.68%	*	*	28	75.68%	86	93.48%	*	*	88	93.62%
Male	9	24.32%	*	*	9	24.32%	6	6.52%	*	*	6	6.38%
Grand Total	37	100.00%	*	*	37	100.00%	92	100.00%	*	*	94	100.00%

10.8. Sexual Orientation

Sexual Orientation	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Bisexual	*	*	*	*	0	0.00%	*	*	*	*	*	*
Gay / Lesbian	*	*	*	*	*	*	*	*	*	*	*	*
Heterosexual / Straight	18	48.65%	*	*	18	48.65%	56	60.87%	1	50.00%	57	60.64%
Other	*	*	*	*	*	*	*	*	*	*	*	*
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	19	51.35%	*	*	19	51.35%	32	34.78%	*	*	33	35.11%
Grand Total	37	100.00%	*	*	37	100.00%	92	100.00%	*	*	94	100.00%

10.9. Nationality

Nationality	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
Canadian	*	*	*	*	*	*	*	*	*	*	*	*
Sengalese	*	*	*	*	*	*	*	*	*	*	*	*
English	*	*	*	*	*	*	*	*	*	*	*	*
British (Not channel Islands or IOM)	*	*	*	*	*	*	14	15.22%	*	*	14	15.22%
White - Other	*	*	*	*	*	*	*	*	*	*	*	*
Scottish	13	35.14%	*	*	13	35.14%	40	43.48%	*	*	40	43.48%
No Response Provided	19	51.35%	*	*	19	51.35%	35	38.04%	*	*	35	38.04%
Grand Total	37	100.00%	*	*	37	100.00%	92	100.00%	*	*	92	100.00%

11. Parental Leave

The requests for 2020/21 have decreased to levels where the applications are below 5 and therefore the data is not reportable.

11.1. Age

In 2019/20 requests were predominantly in the 45-54 age category. 2020/21 data shows an even split across the 25-54 age range.

Age	2019/20		2020/21	
	All EDC	%	All EDC	%
15-24	*	*	*	*
25-34	5	29.41%	*	*
35-44	5	29.41%	*	*
45-54	7	41.18%	*	*
55-64	*	*	*	*
>65	*	*	*	*
No Response Provided	*	*	*	*
Grand Total	17	100.00%	*	*

11.2. Disability

The majority of applications are in the Not Disabled category for both 2019/20 and 2020/21.

Disability	2019/20		2020/21	
	All EDC	%	All EDC	%
Yes	0	0.00%	*	*
No	13	76.47%	*	*
Prefer not to say	*	*	*	*
No Response Provided	*	*	*	*
Grand Total	17	100.00%	*	*

11.3. Gender Identity

Gender Identification different from at birth	2019/20		2020/21	
	All EDC	%	All EDC	%
Yes	*	*	*	*
No	*	*	*	*
Prefer not to say	*	*	*	*
No Response Provided	15	88.24%	*	*
Grand Total	17	100.00%	*	*

11.4. Married/Civil Partnership

The majority of employees in 2019/20 were married/civil partnership.

Marital Status	2019/20		2020/21	
	All EDC	%	All EDC	%
Divorced	*	*	*	*
Living with partner	*	*	*	*
Married/Civil Partnership	12	70.59%	*	*
Prefer not to answer	*	*	*	*
Separated	*	*	*	*
Single	*	*	*	*
Widowed	*	*	*	*
No Response Provided	5	29.41%	*	*
Grand Total	17	100.00%	*	*

11.5. Ethnicity

Ethnic Origin	2019/20		2020/21	
	All EDC	%	All EDC	%
White - British	6	35.29%	*	*
White - Scottish	*	*	*	*
No response provided	8	47.06%	*	*
Grand Total	17	100.00%	*	*

11.6. Religion/Belief

Religion & Belief	2019/20		2020/21	
	All EDC	%	All EDC	%
Church of Scotland	9	52.94%	*	*
None	*	*	*	*
Other Christian	*	*	*	*
Prefer not to answer	0	0.00%	*	*
Roman Catholic	*	*	*	*
No Response Provided	*	*	*	*
Grand Total	17	100.00%	*	*

11.7. Sex (Gender)

In both 2019/20 and 2020/21 the majority of employees taking parental leave are female.

Sex (Gender)	2019/20		2020/21	
	All EDC	%	All EDC	%
Female	17	100.00%	*	*
Male	0	0.00%	*	*
Prefer not to answer	0	0.00%	*	*
No Response Provided	0	0.00%	*	*
Grand Total	17	100.00%	*	*

11.8. Sexual Orientation

Sexual Orientation	2019/20		2020/21	
	All EDC	%	All EDC	%
Heterosexual/Straight	13	76.47%	*	*
No Response Provided	*	*	*	*
Grand Total	17	100.00%	*	*

11.9. Nationality

Nationality	2019/20		2020/21	
	All EDC	%	All EDC	%
British	8	47.06%	*	*
Scottish	5	29.41%	*	*
No Response Provided	*	*	*	*
Grand Total	17	100.00%	*	*

12. Retention – return to work following Long Term Sick

The following data shows numbers of employees across the last two years who have returned to work following Long Term Sickness as supported by the Council’s Attendance Management Policy.

The Attendance Management Policy includes all employees of the Council and measures will be in place to address sickness at the earliest point possible to ensure appropriate interventions are in place.

Note: For the purposes of the policy base, the definition of Long Term Sickness is all absences over 21 calendar days.

As with other sections in this suite of employee data there are many areas where ‘No Response’ is common.

12.1. Age

The number of employees returning from Long Term Sick are broadly similar over the reporting period with the majority being in across the 45 – 64 age range.

Age	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
15-24	*	*	*	*	*	*	6	1.62%	*	*	6	1.45%
25-34	64	12.80%	18	18.75%	82	13.76%	36	9.73%	6	13.33%	42	10.12%
35-44	72	14.40%	25	26.04%	97	16.28%	45	12.16%	11	24.44%	56	13.49%
45-54	142	28.40%	26	27.08%	168	28.19%	85	22.97%	9	20.00%	94	22.65%
55-64	177	35.40%	22	22.92%	199	33.39%	135	36.49%	10	22.22%	145	34.94%
>65	24	4.80%	*	*	25	4.19%	25	6.76%	*	*	25	6.02%
No response Provided	18	3.60%	*	*	22	3.69%	38	10.27%	9	2.00%	47	11.33%
Grand Total	500	100.00%	96	100.00%	596	100.00%	370	100.00%	45	100.00%	415	100.00%

12.2. Disability

From the data available the majority of returns from Long Term Sick were Not Disabled.

Disability	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Yes	13	2.60%	*	*	16	2.68%	8	2.16%	*	*	12	2.89%
No	231	46.20%	47	48.96%	278	46.64%	179	48.38%	20	44.44%	199	47.95%
Prefer not to say	14	2.80%	*	*	14	2.35%	6	1.62%	*	*	9	2.17%
No Response Provided	242	48.40%	46	47.92%	288	48.32%	177	47.84%	18	40.00%	195	46.99%
Grand Total	500	100.00%	96	100.00%	596	100.00%	370	100.00%	45	100.00%	415	100.00%

12.3. Gender Identification

Gender Identity Different from Birth	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Yes	*	*	*	*	*	*	*	*	*	*	*	*
No	183	36.60%	37	38.54%	220	36.91%	132	35.68%	22	48.89%	154	37.11%
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	313	62.60%	56	58.33%	369	61.91%	237	64.05%	21	46.67%	258	62.17%
Grand Total	500	100.00%	96	100.00%	596	100.00%	370	100.00%	45	100.00%	415	100.00%

12.4. Marriage & Civil Partnership

The highest category of returners from sick leave from the data set available is those in Marries/Civil Partnerships

Marital Status	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Divorced	25	5.00%	*	*	29	4.87%	24	6.49%	*	*	25	6.02%
Living with Partner	38	7.60%	*	*	41	6.88%	27	7.30%	*	*	28	6.75%
Married/Civil Partnership	122	24.40%	33	34.38%	155	26.01%	100	27.03%	19	42.22%	119	28.67%
Prefer not to say	8	1.60%	*	*	9	1.51%	7	1.89%	*	*	7	1.69%
Seperated	17	3.40%	*	*	18	3.02%	7	1.89%	*	*	7	1.69%
Single	49	9.80%	13	13.54%	62	10.40%	30	8.11%	7	15.56%	37	8.92%
Widowed	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	237	47.40%	41	42.71%	278	46.64%	172	46.49%	17	37.78%	189	45.54%
Grand Total	500	100.00%	96	100.00%	596	100.00%	370	100.00%	45	100.00%	415	100.00%

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12.5. Ethnicity

Ethnic Origin	2019/20						2020/21					
	LGW	%	Teacher s	%	All EDC	%	LG W	%	Teacher s	%	All EDC	%
Arab (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*	*	*	*	*	*	*	*
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	9	1.80%	*	*	9	1.51%	8	2.16%		0.00%	8	2.02%
Asian - Other (Inc. British, English, Irish, Scottish, Welsh)ound)	*	*	*	*	*	*	*	*	*	*	*	*
Black - African (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*	*	*	*	*	*	*	*
Black - Other (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*	*	*	*	*	*	*	*
Mixed	*	*	*	*	*	*	*	*	*	*	*	*
Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
White - British	60	12.00%	17	17.71%	77	12.92%	32	8.65%	4	15.38%	36	9.09%
White - English	*	*	*	*	*	*	*	*	*	*	*	*
White - Irish	*	*	*	*	*	*	*	*	*	*	*	*
White - Other	*	*	*	*	*	*	*	*	*	*	*	*
White - Polish	*	*	*	*	*	*	*	*	*	*	*	*
White - Scottish	178	35.60%	34	35.42%	212	35.57%	141	38.11%	20	76.92%	161	40.66%
No Response Provided	233	46.60%	42	43.75%	275	46.14%	173	46.76%	19	73.08%	192	48.48%
Grand Total	500	100.00 %	96	100.00 %	596	100.00 %	370	100.00 %	26	100.00 %	396	100.00 %

12.6. Religion

Religion & Belief	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Church of Scotland	93	18.60%	9	9.38%	102	17.11%	53	14.32%	*	*	57	13.73%
Hindu	*	*	*	*	*	*	*	*	*	*	*	*
Humanist	*	*	*	*	*	*	*	*	*	*	*	*
Muslim	*	*	*	*	*	*	*	*	*	*	*	*
None	68	13.60%	24	25.00%	92	15.44%	47	12.70%	8	17.78%	55	13.25%
Other Christian	14	2.80%	*	*	17	2.85%	10	2.70%	*	*	10	2.41%
Other Religion	*	*	*	*	*	*	*	*	*	*	*	*
Prefer not to say	12	2.40%	*	*	14	2.35%	13	3.51%	*	*	15	3.61%
Roman Catholic	63	12.60%	12	12.50%	75	12.58%	59	15.95%	11	24.44%	70	16.87%
Sikh	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	237	47.40%	45	46.88%	282	47.32%	177	47.84%	20	44.44%	197	47.47%
Grand Total	500	100.00%	96	100.00%	596	100.00%	370	100.00%	45	100.00%	415	100.00%

12.7. Sex

The highest percentage of returns from Long Term Sick are from Female employees, this is reflective of the gender split across the full workforce.

Sex (Gender)	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Female	385	77.00%	79	82.29%	464	77.85%	268	72.43%	30	66.67%	298	71.81%
Male	97	19.40%	13	13.54%	110	18.46%	64	17.30%	6	13.33%	70	16.87%
No Response Provided	18	3.60%	*	*	22	3.69%	38	10.27%	9	20.00%	47	11.33%
Grand Total	500	100.00%	96	100.00%	596	100.00%	370	100.00%	45	100.00%	415	100.00%

12.8. Sexual Orientation

Sexual Orientation	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Bisexual	*	*	*	*	*	*	*	*	*	*	*	*
Gay / Lesbian	*	*	*	*	*	*	*	*	*	*	*	*
Heterosexual / Straight	238	47.60%	45	46.88%	283	47.48%	178	48.11%	21	46.67%	199	47.95%
Other	*	*	*	*	*	*	*	*	*	*	*	*
Prefer not to say	15	3.00%	*	*	17	2.85%	9	2.43%	*	*	12	2.89%
No Response Provided	244	48.80%	46	47.92%	290	48.66%	181	48.92%	20	44.44%	201	48.43%
Grand Total	500	100.00%	96	100.00%	596	100.00%	370	100.00%	45	100.00%	415	100.00%

12.9. Nationality

Nationality	2017/18						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
American	*	*	*	*	*	*	*	*	*	*	*	*
British (not Channel Islands or IOM)	77	15.40%	25	26.04%	102	17.11%	67	18.11%	14	31.11%	81	19.52%
Congo	*	*	*	*	*	*	*	*	*	*	*	*
English	*	*	*	*	6	1.01%	*	*	*	*	*	*
French	*	*	*	*	*	*	*	*	*	*	*	*
Indian	*	*	*	*	*	*	*	*	*	*	*	*
Irish	*	*	*	*	*	*	*	*	*	*	*	*
Italian	*	*	*	*	*	*	*	*	*	*	*	*
Nigeria	*	*	*	*	*	*	*	*	*	*	*	*
Polish	*	*	*	*	*	*	*	*	*	*	*	*

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Prefer not to say	*	*	*	*	*	*	*	*	*	*	*	*
Scottish	170	34.00%	28	29.17%	*	*	111	30.00%	13	28.89%	124	29.88%
Slovakian	*	*	*	*	*	*	*	*	*	*	*	*
No Response Provided	236	47.20%	41	42.71%	277	46.48%	178	48.11%	17	37.78%	195	46.99%
Grand Total	500	100.00%	96	100.00%	596	100.00%	370	100.00%	45	100.00%	415	100.00%

13. Retention

This section refers to the numbers of employees who have left the organisation within the reporting periods. The Council continues to identify opportunities to improve the levels of recording and will continue to promote this through recruitment, internal promotions and training opportunities and Policy Development.

For the current reporting period, 2019/20 – 2020/21 the leavers and categories are as detailed in the tables below.

13.1. Age

The most significant change across the reporting periods is in the 55-64 age category with 35.47% in 2019/20 to 28.62% in 2020/21 and the over 65 category has increased from 5.13% in 2019/20 to 9.21% in 2020/21 the other age categories remain broadly unchanged.

Age	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
15-24	10	5.78%	*	*	11	4.70%	13	6.47%	6	5.83%	19	6.25%
25-34	35	20.23%	14	22.95%	49	20.94%	36	17.91%	35	33.98%	71	23.36%
35-44	32	18.50%	11	18.03%	43	18.38%	40	19.90%	20	19.42%	60	19.74%
45-54	28	16.18%	8	13.11%	36	15.38%	31	15.42%	8	7.77%	39	12.83%
55-64	56	32.37%	27	44.26%	83	35.47%	61	30.35%	26	25.24%	87	28.62%
>65	12	6.94%	0	0.00%	12	5.13%	20	9.95%	8	7.77%	28	9.21%
Grand Total	173	100.00%	61	100.00%	234	100.00%	201	100.00%	103	100.00%	304	100.00%

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13.2. Disability

The majority of Leavers did not provide a response to this category in 2020/21. Not Disabled accounts for the majority of responses provided with **89.74%** in 2019/20 and **43.42%** in 2020/21.

Disability	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Yes	8	4.62%	*	*	10	4.27%	*	*	*	*	*	*
No	154	89.02%	56	91.80%	210	89.74%	95	47.26%	37	35.92%	132	43.42%
Prefer not to say	6	3.47%	0	0.00%	6	2.56%	*	*	0	0.00%	*	*
No Response Provided	5	2.89%	*	*	8	3.42%	103	51.24%	64	62.14%	167	54.93%
Grand Total	173	100.00%	61	100.00%	234	100.00%	201	100.00%	103	100.00%	304	100.00%

13.3. Gender Identity

Gender Identity Different from Birth	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teacher	%	All EDC	%
Yes	7	4.05%	*	*	9	3.85%	*	*	*	*	*	*
No	135	78.03%	48	78.69%	183	78.21%	65	32.34%	36	34.95%	101	33.22%
Prefer not to say	*	*	0	0.00%	*	*	*	*	0	0.00%	*	*
No Response Provided	28	16.18%	11	18.03%	39	16.67%	134	66.67%	66	64.08%	200	65.79%
Grand Total	173	100.00%	61	100.00%	234	100.00%	201	100.00%	103	100.00%	304	100.00%

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13.4. Marriage & Civil Partnership

Marital Status	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Divorced	5	2.89%	*	*	8	3.42%	*	*	*	*	6	1.97%
Living with Partner	14	8.09%	6	9.84%	20	8.55%	12	5.97%	8	7.77%	20	6.58%
Married/Civil Partnership	74	42.77%	37	60.66%	111	47.44%	60	29.85%	26	25.24%	86	28.29%
Prefer not to say	6	3.47%	*	*	7	2.99%	*	*	0	0.00%	*	*
Seperated	6	3.47%		0.00%	6	2.56%	*	*	*	*	*	*
Single	48	27.75%	14	22.95%	62	26.50%	23	11.44%	10	9.71%	33	10.86%
Widowed	6	3.47%	0	0.00%	6	2.56%	*	*	*	*	*	*
No Response Provided	14	8.09%	0	0.00%	14	5.98%	97	48.26%	54	52.43%	151	49.67%
Grand Total	173	100.00%	61	100.00%	234	100.00%	201	100.00%	103	100.00%	304	100.00%

13.5. Ethnicity

Ethnic Origin	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	*	*	0	0.00%	*	*	*	*	0	0.00%	*	*
Asian - Other (Inc. British, English, Irish, Scottish, Welsh)ound)	*	*	0	0.00%	*	*	*	*	0	0.00%	*	*
Black - African (inc. British, English, Irish, Scottish, Welsh)	*	*	0	0.00%	*	*	*	*	*	*	*	*
Mixed	*	*	0	0.00%	*	*	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	*	*	*	*	*	*	*	*	0	0.00%	*	*
White - British	27	15.61%	*	*	43	18.38%	14	6.97%	13	12.62%	27	8.88%

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White - English	*	*	*	*	*	*	*	*	0	0.00%	*	*
White - Irish	*	*	*	*	8	3.42%	0	0.00%	*	*	*	*
White - Other	*	*	*	*	*	*	*	*	*	*	7	2.30%
White - Scottish	123	71.10%	39	63.93%	162	69.23%	79	39.30%	26	25.24%	105	34.54%
White - Welsh	0	0.00%	0	0.00%	0	0.00%	*	*	0	0.00%	*	*
No Response Provided	*	*	0	0.00%	*	*	96	47.76%	55	53.40%	151	49.67%
Grand Total	173	100.00%	61	100.00%	234	100.00%	201	100.00%	103	100.00%	304	100.00%

13.6. Religion & Belief

Religion & Belief	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Church of Scotland	43	24.86%	16	26.23%	59	25.21%	31	15.42%	15	14.56%	46	15.13%
Hindu	0	0.00%	0	0.00%	0	0.00%	2	1.00%	0	0.00%	0	0.00%
Humanist	*	*	0	0.00%	*	*	*	*	*	*	*	*
None	67	38.73%	16	26.23%	83	35.47%	32	15.92%	8	7.77%	40	13.16%
Other Christian	9	5.20%	5	8.20%	14	5.98%	*	*	8	7.77%	11	3.62%
Other Religion	0	0.00%	0	0.00%	0	0.00%	*	*	0	0.00%	*	*
Pagan	0	0.00%	0	0.00%	0	0.00%	*	*	0	0.00%	*	*
Prefer not to say	7	4.05%	*	*	9	3.85%	*	*	*	*	6	1.97%
Roman Catholic	42	24.28%	19	31.15%	61	26.07%	26	12.94%	9	8.74%	35	11.51%
No Response Provided	*	*	*	*	7	2.99%	99	49.25%	60	58.25%	159	52.30%
Grand Total	173	100.00%	61	100.00%	234	100.00%	201	100.00%	103	100.00%	304	100.00%

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13.7. Sex

Across both reporting periods Leavers are predominantly Female which is reflective of our workforce gender split.

Sex (Gender)	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Female	117	67.63%	52	85.25%	169	72.22%	124	61.69%	74	71.84%	198	65.13%
Male	56	32.37%	9	14.75%	65	27.78%	77	38.31%	29	28.16%	106	34.87%
Grand Total	173	100.00%	61	100.00%	234	100.00%	201	100.00%	103	100.00%	304	100.00%

13.8. Sexual Orientation

Sexual Orientation	2019/20						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Bisexual	*	*	0	0.00%	*	*	*	*	0	0.00%	*	*
Gay / Lesbian	*	*	0	0.00%	*	*	0	0.00%	*	*	*	*
Heterosexual / Straight	151	87.28%	56	91.80%	207	88.46%	96	47.76%	41	39.81%	137	45.07%
Other	*	*	0	0.00%	*	*	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	11	6.36%	*	*	14	5.98%	*	*	*	*	*	*
No Response Provided	7	4.05%	*	*	9	3.85%	100	49.75%	60	58.25%	160	52.63%
Grand Total	173	100.00%	61	100.00%	234	100.00%	201	100.00%	103	100.00%	304	100.00%

13.9. Nationality

Nationality	2017/18						2020/21					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
American	0	0.00%	0	0.00%	0	0.00%	*	*	*	*	*	*
Belgian	*	*	0	0.00%	*	*	0	0.00%	0	0.00%	0	0.00%
British (not Channel Islands or IOM)	47	27.17%	26	42.62%	73	31.20%	30	14.93%	18	17.48%	48	15.79%
Cameroon	*	*	0	0.00%	*	*	0	0.00%	0	0.00%	0	0.00%
Dutch	0	0.00%	0	0.00%	0	0.00%	0	0.00%	*	*	*	*
English	0	0.00%	0	0.00%	0	0.00%	0	0.00%	*	*	*	*
French	0	0.00%	0	0.00%	0	0.00%	0	0.00%	*	*	*	*
Ghanan	*	*	0	0.00%	*	*	0	0.00%	0	0.00%	0	0.00%
Indian	0	0.00%	0	0.00%	0	0.00%	*	*	0	0.00%	*	*
Latvian	0	0.00%	0	0.00%	0	0.00%	*	*	0	0.00%	*	*
Irish	*	*	*	*	*	*	0	0.00%	*	*	*	*
Northern Ireland	0	0.00%	*	*	*	*	0	0.00%	*	*	*	*
Polish	*	*	0	0.00%	*	*	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	3	1.73%	0	0.00%	3	1.28%	1	0.50%	0	0.00%	1	0.33%
Scottish	111	64.16%	30	49.18%	141	60.26%	68	33.83%	21	20.39%	89	29.28%
Zambian	0	0.00%	0	0.00%	0	0.00%	*	*	0	0.00%	*	*
No Response Provided	6	3.47%	1	1.64%	7	2.99%	98	48.76%	55	53.40%	153	50.33%
Grand Total	173	100.00%	61	100.00%	234	100.00%	201	100.00%	103	100.00%	304	100.00%

14. Retention – Leavers Types

Further segmentation of the data for the Types of Leavers (reason for leaving), would result in a high proportion of the categories returning less than five employees for at least one of the reasons. The information for this section is therefore not reported. All leavers are reported in section 13 above.

Leaving Reason	2019/20		2020/21	
	All EDC	%	All EDC	%
Death in Service	*	*	12	3.96%
Dismissal	*	*	10	3.30%
Dismissal Ill Health / Capability	6	2.56%	5	1.65%
End of Probationary Contract	5	2.14%	23	7.59%
End of Temporary Contract	10	4.27%	28	9.24%
Not Known / Other	*	*	*	*
Resignation	119	50.85%	132	43.56%
Resignation – Teaching Elsewhere	*	*	*	*
Resignation – Teaching in Scotland	17	7.26%	10	3.30%
Retirement	64	27.35%	68	22.44%
Retirement - Teachers ARP	0	0.00%	*	*
Retirement - Early	*	*	0	0.00%
Retirement - Ill Health	*	*	10	3.30%
TUPE	0	0.00%	*	*
Grand Total	234	100.00%	303	100.00%

15. Moving Forward with Employee Monitoring

15.1. Employee Monitoring

- Although there has been improvement in employee monitoring within certain categories it is recognised that there is a further requirement to emphasise the importance of collating employee data and education around the purpose and use of the information to the employee base to reduce the ‘no response provided’;
- Improved reporting would ensure a clearer base line of information to inform and stronger links between equality monitoring and actions implemented to support equality in the workplace;
- Previous exercises to collect data gave rise to increased reporting in some categories from 2017-2019 to 2019-21 however further targeted action to promote equality reporting is required and planned for 2021 – 2023. This will include encouraging Managers and employees whom have access to employee self-service to promote and complete of the on-line Equality Monitoring form;
- Further campaign/s will include information around the use and reason for collation of such information and consideration given to how we can target our non-pc users in the workplace.

15.2 Workforce Strategy

- The Council’s Workforce Strategy data is reviewed quarterly and provides a data set on the structure of the Council and its workforce to ensure the Council can identify and respond to any current and future workforce challenges such as Brexit and skill shortages against an aging workforce;
- The information set currently covers some of the protected characteristics however further a solid base line of information for analysis of other protected characteristics from the Equality Monitoring exercise/s would further enhance the knowledge around the profiling of the workforce and inform strategies and related policy development.

15.3 Integrated Management System & Digitalisation

- The self-service aspect of the on-line Management System allows employees to provide and update their sensitive information and employees will be further encourage to use this facility;
- Sensitive information is monitored at the point of recruitment and further work was carried out to establish if this information can be loaded directly into the Management System where the employee provides their agreement to do so capturing the information for all new starts going forward. This is still on-going and the right to use this data is not agreed. Targeted efforts will therefore be directed at encouraging employees to complete and update their equality information.

16. Gender Pay Gap

The *Mean* average hourly rate for males and females within this section are based on permanent and temporary employees. For the purposes of this calculation 'Leavers' have been excluded and the calculation is based on the total number of staff at the end of each reporting period. The table below shows the gender pay gaps across the current and previous reporting periods.

*The pay gap calculation for the purposes of this report is:

$$\frac{(\text{Male Hourly Rate} - \text{Female Hourly Rate}) \times 100}{\text{Male Hourly Rate}}$$

	2015/16		2016/17		2017/18		2018/2019		2019/20		2020/21	
All EDC Employees	Average Hourly Rate	Average Gender Pay Gap	Average Hourly Rate	Average Gender Pay Gap	Average Hourly Rate	Average Gender Pay Gap	Average Hourly Rate	Average Gender Pay Gap	Average Hourly Rate	Average Gender Pay Gap	Average Hourly Rate	Average Gender Pay Gap
Female	£15.51	£0.96	£14.86	£0.94	£15.77	£0.92	£15.53	£1.05	£16.36	£1.07	£16.76	£0.99
Male	£16.47		£15.80		£16.69		£16.58		£17.43		£17.75	

The mean average hourly rate for a male council employee is £17.75 in 2020/21 and £16.76 for a females, equating to a 5.61% Mean Average Pay Gap. The trend shows a decline in the average pay gap increase from £1.07 in 2019/20 to £0.99 in 2020/21.

The median hourly rate is calculated by ranking the all hourly rates earned within East Dunbartonshire Council from the lowest paid to the highest paid and taking the hourly rate for the person in middle. The median gender pay gap is the difference between women's median and the men's median and expressing this as a percentage.

The median gender pay gap for 2020/21 is lower than the mean at 0.34%.

Median Average Hourly Rate			Mean Average Gap
Male	Female	Difference	
£15.12	£15.07	£0.05	0.34%

The figures for the current reporting period 2020/21 are based on the numbers of all permanent and temporary employees. It should be noted that for the purposes of the calculation, an individual may register as more than one discrete employee based on the fact that they are a 'multi-post holder'. This is where individuals are contracted by East Dunbartonshire Council to fulfil more than one post. To ensure the calculation of the pay gap is as accurate as it can be, these individuals must be retained within the analysis as separate employees as their multiple posts may be at different pay grades. (This is the reason for the difference in individual headcount as reported in section 1)

The full Equal Pay Gap report can be found at [Equality and Human Rights | East Dunbartonshire Council](#)

The table below contains the gender composition for all pay grades in Local Government Work and Teaching as at 31st March 2021. The numerical pay grades represent the salaries of Local Government Workers; salaries increase with the pay grade in accordance with the span of spinal column points available within each grade.

The trends across East Dunbartonshire Council workforce is of a predominantly female workforce and identifies the predominance of females within Grades 3, 4, 5 & 6 which include traditionally occupied by females such as Homecare, Facilities Management, Early Years and Administrative roles. The increase in the Gender pay gap between 2018-2020 was attributed to an increase in roles in these areas, in particular Early Years during 1140 expansion. Trends across teaching roles identify a consistency around the differentials between male and female within the profession and the Increase of Teacher Headcount in 2020-21 supported the decrease in the Gender Pay Gap.. This correlates with on-going trends with the acknowledgement that improvement in the balance will be dependent on a number of factors over coming years such as promotional opportunities, vacancies within the employee groups and turnover across all categories of roles.

Note: Where the number of employees is less than 5, but greater than 0, we have redacted the exact number. This is to ensure that individuals cannot be identified from the figures. Where there has been a zero response for any part of the composition in the groupings this has not been shown.

Grades at 31st March 2021						
Row Labels	Female	%	Male	%	Grand Total	%
Grade 3	229	82%	50	18%	279	5.33%
Grade 4	893	89%	106	11%	999	19.09%
Grade 5	518	69%	237	31%	755	14.42%
Grade 6	521	67%	252	33%	773	14.77%
Grade 7	153	64%	86	36%	239	4.57%
Grade 8	166	60%	111	40%	277	5.29%
Grade 9	77	68%	36	32%	113	2.16%
Grade 10	36	64%	20	36%	56	1.07%
Grade 11	*	*	*	*	7	0.13%
Grade 12	10	50%	10	50%	20	0.38%
Grade 13	*	*	*	*	*	*
Grade 16	*	*	6	67%	9	0.17%
Grade 17	*	*	*	*	6	0.11%
5BP	*	*	*	*	*	*
5BW	*	*	*	*	*	*
5JA	0	0%	*	*	*	*
Chartered Teachers	53	82%	12	18%	65	1.24%
Depute / Principal Psychologist	*	*	0	0%	*	*
Deputy Head Teacher Job Sized	*	*	0	0%	*	*
Education Support Office	*	*	*	*	*	*
Head Teachers Jobsized	90	76%	29	24%	119	2.27%
Modern Apprentice	5	29%	12	71%	17	0.32%
Music Instructors	15	52%	14	48%	29	0.55%

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Principal Teachers	175	74%	62	26%	237	4.53%
Psychologist	*	*	0	0%	*	*
Quality Improvement Manager	0	0%	*	*	*	*
Quality Improvement Officer	5	83%	*	*	6	0.11%
Senior Psychologist	*	*	0	0%	*	*
Teachers Conserved - EDC	7	70%	*	*	10	0.19%
Trainee	*	*	0	0%	*	*
Unpromoted Primary	639	91%	65	9%	704	13.45%
Unpromoted Secondary	348	71%	142	29%	490	9.36%
Grand Total	3968	76%	1266	24%	5234	100.00%

17. Occupational Segregation

Grades as at 31st March 2021																
Grades	EPB			Finance			HSCP			PN&CA			SMT			Grand Total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Grade 3	*	*	*	0	0	0	0	0	0	228	49	277	0	0	0	279
Grade 4	570	39	609	0	0	0	13	*	15	310	65	375	0	0	0	999
Grade 5	239	30	269	*	*	8	225	29	254	49	175	224	0	0	0	755
Grade 6	386	53	439	8	6	14	82	10	92	45	183	228	0	0	0	773
Grade 7	70	13	83	*	*	5	48	25	73	32	46	78	0	0	0	239
Grade 8	43	31	74	*	*	*	98	21	119	23	57	80	0	0	0	277
Grade 9	40	14	54	8	*	11	21	*	25	8	15	23	0	0	0	113
Grade 10	10	*	13	0	0	0	16	8	24	10	9	19	0	0	0	56
Grade 11	0	0	0	*	*	*	*	*	*	0	0	0	0	0	0	7

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Grade 12	5	5	10	*	0	*	0	0	0	*	5	9	0	0	0	20
Grade 13	*	0	*	0	0	0	0	*	*	0	0	0	0	0	0	*
Grade 16	0	0	0	0	0	0	*	*	*	0	0	0	*	*	6	9
Grade 17	0	0	0	0	0	0	*	0	*	0	0	0	*	*	5	6
5BP	*	*	*	0	0	0	0	0	0	0	0	0	*	*	*	*
5BW	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5JA	0	0	0	0	0	0	0	0	0	0	0	0	0	*	*	*
Chartered Teachers	53	12	65	0	0	0	0	0	0	0	0	0	0	0	0	65
Depute / Principal Psychologist	*	0	*	0	0	0	0	0	0	0	0	0	0	0	0	*
Deputy Head Teacher Job Sized	*	0	*	0	0	0	0	0	0	0	0	0	0	0	0	*
Education Support Office	*	*	*	0	0	0	0	0	0	0	0	0	0	0	0	*
Head Teachers Jobsized	90	29	119	0	0	0	0	0	0	0	0	0	0	0	0	119
Modern Apprentice	5	12	17	0	0	0	0	0	0	0	0	0	0	0	0	17
Music Instructors	15	14	29	0	0	0	0	0	0	0	0	0	0	0	0	29
Principal Teachers	175	62	237	0	0	0	0	0	0	0	0	0	0	0	0	237
Psychologist	*	0	*	0	0	0	0	0	0	0	0	0	0	0	0	*
Quality Improvement Manager	0	*	*	0	0	0	0	0	0	0	0	0	0	0	0	*
Quality Improvement Officer	5	*	6	0	0	0	0	0	0	0	0	0	0	0	0	6
Senior Psychologist	*	0	*	0	0	0	0	0	0	0	0	0	0	0	0	*
Teachers Conserved - EDC	7	*	10	0	0	0	0	0	0	0	0	0	0	0	0	10
Trainee	*	0	*	0	0	0	0	0	0	0	0	0	0	0	0	*
Unpromoted Primary	639	65	704	0	0	0	0	0	0	0	0	0	0	0	0	704

Appendix 4

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Unpromoted Secondary	348	142	490	0	0	0	0	0	0	0	0	0	0	0	0	490
Grand Total	2718	532	3250	29	17	46	506	105	611	709	604	1313	6	8	14	5234