

Employment Monitoring Statistics 2020/2021

1 Workforce Profile as at 31 March 2021

Workforce Profile	Number	Percentage	2011 Census Population Statistics for Perth & Kinross as a %	
Male Employees	1537	26.8%	48.7%	
Female Employees	4201	73.2%	51.3%	
All Employees	5738			
Part Time Employees	2200	38.3%		
Full Time Employees	3538	61.7%		
Male Part Time	215	3.7%		
Female Part Time	1985	34.6%		
Male Full Time	1322	23%		
Female Full Time	2216	38.6%		
Included in the above numbers:				
Age Under Age 20	54	0.9%	Age 0–15	17.2%
Age 20-29	651	11.3%	Age 16-18	3.6%
Age 30-39	1166	20.3%	Age 19-24	6.2%
Age 40-49	1574	27.4%	Age 25-49	31.6%
Age 50-59	1750	30.5%	Age 50-64	21.3%
Age 60-64	443	7.7%	Age 65-79	14.6%
Age 65+	100	1.7%	Age 80 +	5.5%
Age 16 to 24	282	4.9%		
Minority Ethnic Employees ¹	268	4.7%		
Disability	94	1.6%		
Maternity Leave				
Date Range	On Maternity Leave	Maternity Leave Returner		
01.04.2012 to 31.03.2013	99	Not available		
01.04.2013 to 31.03.2014	86	93		
01.04.2014 to 31.03.2015	125	83		
01.04.2015 to 31.03.2016	104	121		
01.04.2016 to 31.03.2017	107	99		
01.04.2017 to 31.03.2018	109	105		
01.04.2018 to 31.03.2019	92	105		
01.04.2019 to 31.03.2020	82	92		
01.04.2020 to 31.03.2021	94	82		

As disclosure of equality data is voluntary by employees and job applicants the totals for the protected equality groups may not add up to the overall totals in the following tables. This also affects the reliability of the data.

2 Recruitment Applications

Applications	Number	Percentage
Total Number of Applicants	6063	-
Male	1667	34.2%
Female	4314	64.6%
Gender Not Disclosed/Other	82	2.2%
Age Under Age 20	274	4.5%
Age 20-29	1649	27.2%
Age 30-39	1507	24.9%
Age 40-49	1286	21.2%
Age 50-59	1012	16.7%
Age 60+	201	3.3%
Age Not Disclosed	134	2.2%
Age 16 - 24	1037	18.2%
Minority Ethnic ¹	599	9.9%
Disabled	488	8.0%
Religion & Belief Disclosure Rates	5567	91.8%
Sexual Orientation Disclosure Rates	5714	94.2%

1 People who describe their ethnic group as anything other than White: Scottish or White: Other British

3 Recruitment Appointments

Selections	Number	Percentage
Total	688	-
Male	168	24.4%
Female	509	74.0%
Gender Not Disclosed/Other	11	1.6%
Age Under Age 20	22	3.2%
Age 20-29	156	22.7%
Age 30-39	176	25.6%
Age 40-49	169	24.6%
Age 50-59	124	18.0%
Age 60+	24	3.5%
Age Not Disclosed	17	2.5%
Age 16 – 24	87	12.6%
Minority Ethnic ¹	49	7.1%
Disabled	34	4.9%
Religion & Belief Disclosure Rates	629	91.4%
Sexual Orientation Disclosure Rates	650	94.5%

4 Internal Promotions

Protected Equality Group	Internal Promotion Applicants	%	Internal Promotion Appointments	%
Ethnicity				
White: Scottish/Other British	530	88%	115	95%
Minority Ethnic ¹	49	8%	5	4%
Ethnicity Not Disclosed	21	2%	1	1%
Total	597	100%	121	100%
Gender				
Male	193	32%	32	26%
Female	403	68%	88	73%
Gender Not Disclosed	1	1%	1	1%
Total	597	100%	121	100%
Age				
Disabled	30	5%	5	4%
Age 16 – 24	74	12%	16	13%
Age Under Age 20	19	3%	3	2%
Age 20-29	119	20%	22	18%
Age 30-39	170	28%	31	26%
Age 40-49	150	25%	34	28%
Age 50-59	117	20%	23	19%
Age 60+	19	3%	5	4%
Age Not Disclosed	3	1%	3	2%
Total	597	100%	121	100%
Religion & Belief Disclosure				
Religion & Belief Disclosure	553	93%	109	90%
Sexual Orientation Disclosure				
Sexual Orientation Disclosure	581	97%	116	96%

1 People who describe their ethnicity as anything other than White: Scottish or White: Other British

5 Employee Relations – Discipline

Category	Number of Cases	% of workforce profile	% of Discipline cases
Male	12	0.21%	52%
Female	11	0.19%	48%
Total	23	0.40%	100%
Age Under Age 20	0	0.00%	0.0%
Age 20-29	3	0.05%	13%
Age 30-39	4	0.07%	17%
Age 40-49	6	0.10%	26%
Age 50-59	8	0.14%	35%
Age 60-64	2	0.03%	9%
Age 65+	0	0.00%	0%
Ethnic Minority ¹	0	0.00%	0.0%
Disabled	0	0.00%	0.0%

6 Employee Relations - Grievance and Dignity at Work

Category	Number of Cases	% of workforce profile	% of Grievance & Dignity at Work cases
Male	5	0.09%	50%
Female	5	0.09%	50%
Total	10	0.17%	100%
Age Under Age 20	0	0.00%	0.0%
Age 20-29	1	0.02%	10%
Age 30-39	5	0.09%	50%
Age 40-49	1	0.02%	10%
Age 50-59	1	0.02%	10%
Age 60-64	0	0.00%	0%
Age 65+	2	0.03%	20%
Ethnic Minority ¹	1	0.02%	10%
Disabled	0	0.00%	0.0%

7 Exits from the Council

Measure is number of permanent contracts ended.

Exits	Number	Percentage	Full Workforce Profile %	Permanent Workforce Profile %
Total	397		6.9%	7.6%
Male	92	23.2%	1.6%	1.8%
Female	305	76.8%	5.3%	5.9%
<i>Included in the above numbers:</i>				
Age Under Age 20	5	1.3%	0.1%	0.1%
Age 20-29	62	15.6%	1.1%	1.2%
Age 30-39	48	12.1%	0.8%	0.9%
Age 40-49	73	18.4%	1.3%	1.4%
Age 50-59	98	24.7%	1.7%	1.9%
Age 60-64	69	17.4%	1.2%	1.3%
Age 65+	42	10.6%	0.7%	0.8%
Age 16 to 24	37	9.3%	0.6%	0.7%
Minority Ethnic ¹	20	5.0%	0.3%	0.4%
Disabled	4	1.0%	0.1%	0.1%

1 People who describe their ethnicity as anything other than White: Scottish or White: Other British

Perth & Kinross Council is in the process of rolling out an on-line system which allows employees to self classify their personal equality information.