

## Equality Monitoring

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires all listed public authorities to take steps to gather information on the composition of the authorities workforce and

The public sector equality duty covers the following characteristics: age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.

The purpose of the legislation is to ensure that public authorities:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
3. Foster good relations between people who share a protected characteristic and those who do not.

The tables below are published to ensure Dundee City Council meet their duty under this Act.

### Whole Council

Age Bandings	Employees in Post	Job Applicants	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
Up to 20	117	755	64	36	<10	24	93	472	No Equality Information Available	0	No Equality Information Available	0	<10	<10	10
21 - 30	1034	1870	296	88	26	238	796	3357	No Equality Information Available	25	No Equality Information Available	<10	<10	<10	117
31 - 40	1594	1338	242	153	45	566	1028	4349	No Equality Information Available	88	No Equality Information Available	<10	12	<10	108
41 - 50	1685	1053	146	191	30	562	1123	4784	No Equality Information Available	<10	No Equality Information Available	<10	10	11	64
51 - 60	2190	654	95	84	18	761	1429	5561	No Equality Information Available	0	No Equality Information Available	<10	12	39	109
61 - 70	696	99	<10	<10	<10	350	346	1357	No Equality Information Available	0	No Equality Information Available	<10	<10	10	109
71 - 80	24	<10	0	0	0	19	<10	25	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
81 and above	0	0	0	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
No Entry	0	133	71	<10	<10	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0

### Education

Age Bandings	Employees in Post	Job Applicants	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
Up to 20	41	215	32	19	<10	<10	35	156	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
21 - 30	567	961	204	46	14	92	475	1693	No Equality Information Available	19	No Equality Information Available	0	<10	0	63
31 - 40	796	695	150	71	20	288	508	2125	No Equality Information Available	53	No Equality Information Available	<10	<10	0	48
41 - 50	617	382	61	81	11	199	418	1638	No Equality Information Available	<10	No Equality Information Available	0	<10	<10	23
51 - 60	614	179	38	26	<10	241	373	1536	No Equality Information Available	0	No Equality Information Available	0	<10	13	34
61 - 70	142	18	<10	0	0	92	50	279	No Equality Information Available	0	No Equality Information Available	0	0	<10	29
71 - 80	<10	0	0	0	0	<10	<10	13	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
81 and above	0	0	0	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
No Entry	0	66	45	<10	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0

Whole Council

	Employees in Post	Job Applicants	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	250	317	23	28	<10	99	151	511	No Equality Information available	<10	No Equality Information available	<10	0	<10	17		
Yes - Hearing Impairment	<10	26	<10	<10	0	<10	<10	<10		0		0	0	0	0	0	0
Yes - Learning Disability or Cognitive Impairment	21	121	<10	12	<10	13	<10	49		0		0	0	<10	<10	<10	<10
Yes - Longstanding Illness or Health Condition	83	65	<10	<10	0	31	52	164		0		0	<10	<10	<10	<10	<10
Yes - Mental Health Condition	20	46	<10	0	0	<10	16	55		0		0	<10	<10	<10	<10	<10
Yes - Multiple Disabilities	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Yes - Other	25	0	0	0	0	12	13	52		0		0	0	0	<10	<10	<10
Yes - Physical Impairment	25	14	0	<10	0	<10	17	42		0		0	<10	<10	<10	<10	<10
Yes - Sensory Impairment	22	0	0	0	0	12	10	46		0		0	0	0	0	0	0
Yes - Visual Impairment	<10	<10	0	<10	0	<10	<10	18		0		0	0	0	0	0	0
Yes - Unspecified	34	34	<10	<10	0	13	21	62		<10		0	0	0	0	0	0
Yes - Prefer not to Answer	11	<10	0	0	0	<10	<10	19		0		0	0	0	0	<10	<10
No	7067	5421	828	524	125	2415	4652	19362		116		15	40	62	502	502	502
Prefer Not to Answer	0	56	<10	<10	<10	0	0	0		0		0	0	0	0	0	0
No Entry	23	109	67	0	0	<10	17	32	0	0	0	0	0	<10	<10		

Education

	Employees in Post	Job Applicants	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	52	88	14	10	<10	17	35	106	No Equality Information available	0	No Equality Information available	0	0	0	2		
Yes - Hearing Impairment	0	13	<10	<10	0	0	0	0		0		0	0	0	0	0	0
Yes - Learning Disability or Cognitive Impairment	<10	27	<10	<10	<10	<10	<10	10		0		0	0	0	0	<10	<10
Yes - Longstanding Illness or Health Condition	15	20	<10	<10	0	<10	12	21		0		0	0	0	0	0	0
Yes - Mental Health Condition	<10	<10	<10	0	0	<10	<10	12		0		0	0	0	0	0	0
Yes - Multiple Disabilities	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Yes - Other	<10	0	0	0	0	<10	<10	18		0		0	0	0	0	<10	<10
Yes - Physical Impairment	<10	<10	0	0	0	<10	<10	11		0		0	0	0	0	0	0
Yes - Sensory Impairment	<10	0	0	0	0	<10	<10	15		0		0	0	0	0	0	0
Yes - Visual Impairment	<10	<10	0	0	0	0	<10	0		0		0	0	0	0	0	0
Yes - Unspecified	<10	14	<10	<10	0	<10	<10	15		0		0	0	0	0	0	0
Yes - Prefer not to Answer	<10	<10	0	0	0	0	<10	<10		0		0	0	0	0	0	0
No	2726	2349	469	228	52	904	1822	7332		75		<10	13	16	195	195	195
Prefer Not to Answer	0	15	<10	<10	<10	0	0	0		0		0	0	0	0	0	0
No Entry	<10	64	47	0	0	<10	<10	<10	0	0	0	0	0	<10	<10		

Whole Council

	Employees in Post	Job Applicants	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
Gender															
Female	5017	3905	648	396	96	2221	2796	13133	No Equality Information Available	117	No Equality Information Available	<10	18	42	329
Male	2323	1888	208	162	31	299	2024	6772	No Equality Information Available	0	No Equality Information Available	<10	22	24	194
No Entry	0	89	64	<10	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Other	0	0	0	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Prefer Not to Answer	0	21	<10	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0

Education

	Employees in Post	Job Applicants	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
Gender															
Female	2337	2189	421	204	47	867	1470	6422	No Equality Information Available	75	No Equality Information Available	<10	10	14	160
Male	446	267	67	39	<10	56	390	1018	No Equality Information Available	0	No Equality Information Available	0	<10	<10	39
No Entry	0	57	45	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Other	0	0	0	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0

Prefer Not to Answer	0	<10	0	<10	0	0	0	0	0	$\geq$	0	$\geq$	0	0	0	0
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Whole Council

	Employees in Post	Job Applicants	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	
Ethnic Origin																
African - (Inc.Scottish/British)	10	10	<10	<10	0	<10	<10	<10	No Equality Information Available	0	No Equality Information Available	0	0	0	<10	
African - Other	0	26	<10	0	0	0	0	0		0		0	0	0	0	0
Arab - Arab (Inc.Scottish/British)	0	0	0	0	0	0	0	<10		0		0	0	0	0	0
Arab - Other (Inc.Scottish/British)	<10	12	0	0	0	<10	<10	0		0		0	0	0	0	0
Asian - Bangladeshi (Inc.Scottish/British)	<10	11	<10	<10	0	<10	<10	20		0		0	0	0	0	0
Asian - Chinese (Inc.Scottish/British)	<10	15	<10	<10	0	<10	<10	<10		0		0	0	0	0	0
Asian - Indian (Inc.Scottish/British)	16	25	<10	<10	<10	<10	<10	31		0		0	0	0	0	<10
Asian - Other (Inc.Scottish/British)	11	17	<10	0	0	<10	<10	41		0		0	0	<10	0	0
Asian - Pakistani (Inc.Scottish/British)	14	73	<10	<10	0	<10	<10	36		0		0	0	0	0	<10
Caribbean or Black - Black (Inc.Scottish/	<10	<10	0	0	0	<10	0	<10		0		0	0	0	0	0
Caribbean or Black - Caribbean (Inc.Sco	0	<10	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
Gypsy/Traveller	0	<10	0	0	0	0	0	0		0		0	0	0	0	0
Mixed or Multiple Ethnic Group	16	46	<10	<10	0	<10	11	42		<10		0	<10	0	0	<10
No Entry	58	124	68	<10	<10	18	40	157		<10		0	0	<10	<10	<10
Other Ethnic Background	<10	0	0	0	0	<10	<10	17		0		0	0	0	0	0
Prefer Not to Answer	785	37	<10	<10	0	291	494	2026		15		<10	<10	<10	<10	65
White - Eastern European	22	103	16	<10	<10	<10	13	96		0		0	0	0	0	<10
White - Irish	43	44	<10	<10	<10	<10	34	129		<10		0	0	0	0	<10
White - Other British	336	301	52	23	<10	115	221	810		<10		<10	<10	<10	<10	26
White - Other White Ethnic Group	214	118	13	<10	<10	69	145	896	<10	0	<10	<10	<10	13		
White - Scottish	5800	4931	740	489	113	1970	3830	15584	88	13	31	52	402	402		

Education

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Ethnic Origin															
African - (Inc.Scottish/British)	<10	<10	<10	0	0	0	<10	<10	No Equality Information Available	0	No Equality Information Available	0	0	0	0
African - Other	0	<10	0	0	0	0	0	0		0		0	0	0	0
Arab - Arab (Inc.Scottish/British)	0	0	0	0	0	0	0	0		0		0	0	0	0
Arab - Other (Inc.Scottish/British)	<10	<10	0	0	0	<10	0	0		0		0	0	0	0
Asian - Bangladeshi(Inc.Scottish/British)	<10	<10	<10	<10	0	<10	0	<10		0		0	0	0	0
Asian - Chinese (Inc.Scottish/British)	0	<10	<10	<10	0	0	0	0		0		0	0	0	0
Asian - Indian (Inc.Scottish/British)	<10	16	<10	<10	<10	<10	<10	23		0		0	0	0	0
Asian - Other (Inc.Scottish/British)	<10	<10	<10	0	0	<10	<10	29		0		0	0	0	0
Asian - Pakistani	11	36	<10	<10	0	<10	<10	36		0		0	0	0	0
Caribbean or Black - Black (Inc.Scottish/	0	0	0	0	0	0	0	0		0		0	0	0	0
Caribbean or Black - Caribbean (Inc.Sco	0	<10	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
Gypsy/Traveller	0	0	0	0	0	0	0	0		0		0	0	0	0
Mixed or Multiple Ethnic Group	10	21	<10	<10	0	<10	<10	22		0		0	0	0	<10
No Entry	24	72	48	<10	<10	<10	18	47		<10		0	0	0	<10
Other Ethnic Background	<10	0	0	0	0	<10	0	11		0		0	0	0	0
Prefer Not to Answer	452	12	<10	<10	0	147	305	1067		12		0	<10	<10	32
White - Eastern European	<10	53	<10	<10	0	<10	<10	15		0		0	0	0	<10
White - Irish	24	26	<10	<10	<10	<10	17	57		<10		0	0	0	<10
White - Other British	132	112	32	11	<10	42	90	327		<10		0	0	<10	10
White - Other White Ethnic Group	123	54	<10	<10	<10	33	90	381	0	0	<10	0	<10		
White - Scottish	1982	2078	413	206	48	669	1313	5414	54	<10	11	11	147		

Whole Council

	Employees in Post	Job Applicants	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
Religion or Belief															
Buddhist	<10	12	<10	<10	0	<10	<10	22	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Church of Scotland	1344	743	119	109	28	488	856	3496		13		<10	<10	13	95
Hindu	12	13	<10	<10	0	<10	<10	22		0		0	<10	<10	
Humanist	0	53	10	<10	<10	0	0	0		0		0	0	0	
Jewish	<10	<10	0	0	0	<10	<10	<10		0		0	0	0	
Muslim	34	92	<10	<10	0	16	18	89		0		0	0	<10	
No Religion or Belief	2440	3332	482	260	56	825	1615	6905		50		<10	18	19	184
No Entry	64	249	84	<10	<10	20	44	166		0		0	0	<10	
Other Christian	405	344	49	35	<10	145	260	976		<10		0	<10	<10	35
Other Religion or Belief	94	36	<10	<10	<10	35	59	222		<10		0	0	0	<10
Pagan	0	0	0	0	0	0	0	0		0		0	0	0	0
Prefer Not to Answer	1200	213	29	12	<10	369	831	3622		22		<10	<10	11	90
Roman Catholic	1205	812	132	118	29	442	763	3063		19		<10	<10	10	72
Sikh	<10	<10	0	0	0	<10	<10	14		0		0	0	0	
Unspecified	531	0	0	0	0	170	361	1304	<10	<10	<10	10	27		

Education

	Employees in Post	Job Applicants	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
Religion or Belief															
Buddhist	0	<10	<10	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Church of Scotland	463	287	60	45	10	178	285	1208		10		0	<10	<10	41
Hindu	<10	<10	<10	0	0	<10	<10	10		0		0	0	0	0
Humanist	0	18	<10	<10	<10	0	0	0		0		0	0	0	0
Jewish	0	0	0	0	0	0	0	0		0		0	0	0	0
Muslim	22	59	<10	<10	0	12	10	64		0		0	0	0	<10
No Religion or Belief	834	1387	262	87	16	274	560	2392		26		0	<10	<10	68
No Entry	33	113	57	<10	<10	<10	24	76		0		0	0	0	4
Other Christian	185	162	35	21	<10	61	124	448		<10		0	0	0	14
Other Religion or Belief	22	15	<10	<10	0	12	10	76		<10		0	0	0	<10
Pagan	0	0	0	0	0	0	0	0		0		0	0	0	0
Prefer Not to Answer	631	72	19	2	0	165	466	1649		15		<10	<10	<10	38
Roman Catholic	481	394	80	75	20	162	319	1283		15		0	<10	<10	27
Sikh	<10	0	0	0	0	<10	0	<10		0		0	0	0	0
Unspecified	108	0	0	0	0	47	61	233	<10	0	0	<10	<10		



