

East Dunbartonshire Council Annual Workforce Monitoring Report 2017-2019

1. Employee Information

The reporting period for this report is 1st April 2017 – 31st March 2019.

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 the latest promotion within Strategic Areas of the Council being carried out at the beginning of 2019 to improve the rate of reporting. East Dunbartonshire Council continues to use employee self-service for updating of information by those groups who had 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 **4409** employees (2017/18) and **4440** employees (2018/19) including permanent and temporary employees. For the previous period 2016/2017 there was **4290** employees.

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.

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 **6.9%** (2017/18) to **7.9%** (2018/19), with Permanent employees decreasing from **93.1%** (2017/18) to **92.1%** (2018/19).

| Employee Status | No. Employees | | |
|-----------------------------------|---------------|-------------|-------------|
| | 2016/17 | 2017/18 | 2018/19 |
| Permanent | 4044 | 4104 | 4089 |
| Temporary | 246 | 305 | 351 |
| TOTAL of Current Employees | 4290 | 4409 | 4440 |
| Leavers | 428 | 704 | 641 |

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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 **25-34** and **45-54** have shown overall **decreases** in numbers of employees. All other age groups have increased in employee numbers to that reported previously.

| Age | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------|-------------|----------------|-------------|----------------|-------------|----------------|-------------|----------------|-------------|----------------|-------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teachers | % | All EDC | % |
| 16-24 | 88 | 2.93% | 58 | 4.12% | 146 | 3.31% | 99 | 3.28% | 54 | 3.79% | 153 | 3.45% |
| 25-34 | 425 | 14.16% | 419 | 29.78% | 844 | 19.14% | 432 | 14.32% | 403 | 28.30% | 835 | 18.81% |
| 35-44 | 581 | 19.35% | 395 | 28.07% | 976 | 22.14% | 589 | 19.53% | 415 | 29.14% | 1004 | 22.61% |
| 45-54 | 1015 | 33.81% | 326 | 23.17% | 1341 | 30.42% | 957 | 31.73% | 331 | 23.24% | 1288 | 29.01% |
| 55-64 | 808 | 26.92% | 201 | 14.29% | 1009 | 22.89% | 851 | 28.22% | 208 | 14.61% | 1059 | 23.85% |
| 65+ | 85 | 2.83% | 8 | 0.57% | 93 | 2.11% | 88 | 2.92% | 13 | 0.91% | 101 | 2.27% |
| TOTAL | 3002 | 100.00% | 1407 | 100.00% | 4409 | 100.00% | 3016 | 100.00% | 1424 | 100.00% | 4440 | 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 2017/18 **1.52%** of employees reported having a disability and in 2018/19, **1.51%** staff reported having a disability. The actions taken to improve reporting will aim to encourage reporting this characteristic for future reporting. In 2017/18 **50.99%** of employee did not respond and in 2018/19 **50.92%** of employees did not respond.

| Disability | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------------|-------------|----------------|-------------|----------------|-------------|----------------|-------------|----------------|-------------|----------------|-------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teachers | % | All EDC | % |
| Yes | 46 | 1.53% | 21 | 1.49% | 67 | 1.52% | 45 | 1.49% | 22 | 1.54% | 67 | 1.51% |
| No | 1439 | 47.93% | 587 | 41.72% | 2026 | 45.95% | 1460 | 48.41% | 585 | 41.08% | 2045 | 46.06% |
| Prefer Not to Say | 59 | 1.97% | 9 | 0.64% | 68 | 1.54% | 58 | 1.92% | 9 | 0.63% | 67 | 1.51% |
| No Response | 1458 | 48.57% | 790 | 56.15% | 2248 | 50.99% | 1453 | 48.18% | 808 | 56.74% | 2261 | 50.92% |
| TOTAL | 3002 | 100.00% | 1407 | 100.00% | 4409 | 100.00% | 3016 | 100.00% | 1424 | 100.00% | 4440 | 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 slightly decreased. Again this could be attributed to the improvements in employee monitoring and also the “self-service” data entry. There are large numbers of employees selecting ‘prefer not say’ and giving no response. Work will continue to be undertaken to provide more accurate data in future reports.

| Gender Identity Different | 2017/18 | | | | | | 2018/19 | | | | | |
|---------------------------|-------------|----------------|-------------|----------------|--------------|----------------|-------------|----------------|-------------|----------------|--------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teachers | % | All EDC | % |
| Yes | 22 | 0.73% | 15 | 1.07% | 37 | 0.84% | 19 | 0.63% | 14 | 0.98% | 33 | 0.74% |
| No | 1149 | 38.27% | 493 | 35.04% | 1,642 | 37.24% | 1192 | 39.52% | 498 | 34.97% | 1,690 | 38.06% |
| Prefer Not to Say | 29 | 0.97% | - | - | 33 | 0.75% | 27 | 0.90% | - | - | 31 | 0.70% |
| No Response | 1802 | 60.03% | 895 | 63.61% | 2,697 | 61.17% | 1778 | 58.95% | 908 | 63.76% | 2,686 | 60.50% |
| TOTAL | 3002 | 100.00% | 1407 | 100.00% | 4,409 | 100.00% | 3016 | 100.00% | 1424 | 100.00% | 4,440 | 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 50% of employees have not provided a response.

| Marital Status | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------------------|-------------|----------------|-------------|----------------|--------------|----------------|-------------|----------------|-------------|----------------|--------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teachers | % | All EDC | % |
| Divorced | 102 | 3.40% | 15 | 1.07% | 117 | 2.65% | 96 | 3.18% | 15 | 1.05% | 111 | 2.50% |
| Living with partner | 178 | 5.93% | 52 | 3.70% | 230 | 5.22% | 183 | 6.07% | 52 | 3.65% | 235 | 5.29% |
| Married/Civil Partnership | 797 | 26.55% | 429 | 30.49% | 1,226 | 27.81% | 811 | 26.89% | 417 | 29.28% | 1,228 | 27.66% |
| Prefer not to say | 49 | 1.63% | 9 | 0.64% | 58 | 1.32% | 51 | 1.69% | 9 | 0.63% | 60 | 1.35% |
| Separated | 59 | 1.97% | 5 | 0.36% | 64 | 1.45% | 58 | 1.92% | 5 | 0.35% | 63 | 1.42% |
| Single | 244 | 8.13% | 110 | 7.82% | 354 | 8.03% | 262 | 8.69% | 122 | 8.57% | 384 | 8.65% |
| Widowed | 29 | 0.97% | - | - | 31 | 0.70% | 28 | 0.93% | - | - | 30 | 0.68% |
| No Response Provided | 1544 | 51.43% | 785 | 55.79% | 2,329 | 52.82% | 1527 | 50.63% | 802 | 56.32% | 2,329 | 52.45% |
| Grand Total | 3002 | 100.00% | 1407 | 100.00% | 4,409 | 100.00% | 3016 | 100.00% | 1424 | 100.00% | 4,440 | 100.00% |

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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 **35.16%** in **2017/18** to **35.11%** in **2018/19**. This may be due to an increase in headcount from **4409** to **4440** over the reporting period.

There is large numbers of missing responses which could impact the overall picture of ethnicity in East Dunbartonshire Council workforce, **52.82%** (2017/18) and **52.45%** (2018/19) 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 | 2017/18 | | | | | | 2018/19 | | | | | |
|---|---------|-------|----------|--------|---------|--------|---------|-------|----------|--------|---------|--------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teachers | % | All EDC | % |
| Arab (inc. British, English, Irish, Scottish, Welsh) | 6 | 0.20% | - | - | 7 | 0.16% | 6 | 0.20% | 0 | 0.00% | 6 | 0.14% |
| Asian - Bangladeshi (inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% | - | - | - | - | - | - | - | - |
| Asian - Chinese (inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Asian - Indian (inc. British, English, Irish, Scottish, Welsh) | 16 | 0.53% | - | - | 19 | 0.43% | 19 | 0.63% | - | - | 22 | 0.50% |
| Asian - Other (Inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh) | - | - | - | - | - | - | - | - | - | - | - | - |
| Black - African (inc. British, English, Irish, Scottish, Welsh) | 12 | 0.40% | - | - | 13 | 0.29% | 13 | 0.43% | - | - | 14 | 0.32% |
| Black - Other (inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Mixed | 9 | 0.30% | - | - | 11 | 0.25% | 9 | 0.30% | - | - | 10 | 0.23% |
| Prefer not to say | 26 | 0.87% | 7 | 0.50% | 33 | 0.75% | 24 | 0.80% | 7 | 0.49% | 31 | 0.70% |
| White - British | 295 | 9.83% | 166 | 11.80% | 461 | 10.46% | 300 | 9.95% | 173 | 12.15% | 473 | 10.65% |

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| Ethnic Origin | 2017/18 | | | | | | 2018/19 | | | | | |
|------------------------|-------------|----------------|-------------|----------------|--------------|----------------|-------------|----------------|-------------|----------------|--------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teachers | % | All EDC | % |
| White - English | 18 | 0.60% | 7 | 0.50% | 25 | 0.57% | 19 | 0.63% | 7 | 0.49% | 26 | 0.59% |
| White - Irish | 13 | 0.43% | 18 | 1.28% | 31 | 0.70% | 12 | 0.40% | 13 | 0.91% | 25 | 0.56% |
| White - Northern Irish | - | - | - | - | - | - | - | - | - | - | - | - |
| White - Other | 13 | 0.43% | 5 | 0.36% | 18 | 0.41% | 11 | 0.36% | 8 | 0.56% | 19 | 0.43% |
| White - Polish | - | - | - | - | 5 | 0.11% | - | - | - | - | - | - |
| White - Scottish | 1145 | 38.14% | 405 | 28.78% | 1,550 | 35.16% | 1157 | 38.36% | 402 | 28.23% | 1,559 | 35.11% |
| White - Welsh | - | - | - | - | - | - | - | - | - | - | - | - |
| No Response Provided | 1434 | 47.77% | 788 | 56.01% | 2,222 | 50.40% | 1430 | 47.41% | 804 | 56.46% | 2,234 | 50.32% |
| Grand Total | 3002 | 100.00% | 1407 | 100.00% | 4,409 | 100.00% | 3016 | 100.00% | 1424 | 100.00% | 4,440 | 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, The Council will continue with the measures taken to continue to improve the quality and consistency of data.

| Religion & Belief | 2017/18 | | | | | | 2018/19 | | | | | |
|-----------------------------|-------------|----------------|-------------|----------------|--------------|----------------|-------------|----------------|-------------|----------------|--------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teachers | % | All EDC | % |
| Buddhist | - | - | - | - | - | - | - | - | - | - | - | - |
| Church of Scotland | 464 | 15.46% | 171 | 12.15% | 635 | 14.40% | 452 | 14.99% | 172 | 12.08% | 624 | 14.05% |
| Hindu | 7 | 0.23% | 0 | 0.00% | 7 | 0.16% | 8 | 0.27% | 0 | 0.00% | 8 | 0.18% |
| Humanist | 7 | 0.23% | 6 | 0.43% | 13 | 0.29% | 8 | 0.27% | 5 | 0.35% | 13 | 0.29% |
| Jewish | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Muslim | - | - | - | - | 5 | 0.11% | 7 | 0.23% | - | - | 9 | 0.20% |
| None | 472 | 15.72% | 195 | 13.86% | 667 | 15.13% | 512 | 16.98% | 192 | 13.48% | 704 | 15.86% |
| Other Christian | 88 | 2.93% | 55 | 3.91% | 143 | 3.24% | 84 | 2.79% | 54 | 3.79% | 138 | 3.11% |
| Other Religion | 5 | 0.17% | - | - | 7 | 0.16% | 5 | 0.17% | - | - | 7 | 0.16% |
| Pagan | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Prefer not to say | 100 | 3.33% | 25 | 1.78% | 125 | 2.84% | 94 | 3.12% | 28 | 1.97% | 122 | 2.75% |
| Roman Catholic | 400 | 13.32% | 160 | 11.37% | 560 | 12.70% | 393 | 13.03% | 157 | 11.03% | 550 | 12.39% |
| Sikh | 10 | 0.33% | - | - | 12 | 0.27% | 11 | 0.36% | - | - | 14 | 0.32% |
| No Response Provided | 1442 | 48.03% | 789 | 56.08% | 2,231 | 50.60% | 1439 | 47.71% | 807 | 56.67% | 2,246 | 50.59% |
| Grand Total | 3002 | 100.00% | 1407 | 100.00% | 4,409 | 100.00% | 3016 | 100.00% | 1424 | 100.00% | 4,440 | 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, **37.60%** (2017/18) and **37.88%** (2018/19) however almost half of our employees have declined to respond.

| Sex (Gender) | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|-------------|----------------|-------------|----------------|--------------|----------------|-------------|----------------|-------------|----------------|--------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teachers | % | All EDC | % |
| Female | 1152 | 38.37% | 506 | 35.96% | 1,658 | 37.60% | 1179 | 39.09% | 503 | 35.32% | 1,682 | 37.88% |
| Male | 437 | 14.56% | 117 | 8.32% | 554 | 12.57% | 427 | 14.16% | 120 | 8.43% | 547 | 12.32% |
| No Response Provided | 1413 | 47.07% | 784 | 55.72% | 2,197 | 49.83% | 1410 | 46.75% | 801 | 56.25% | 2,211 | 49.80% |
| Grand Total | 3002 | 100.00% | 1407 | 100.00% | 4,409 | 100.00% | 3016 | 100.00% | 1424 | 100.00% | 4,440 | 100.00% |

2.8. Sexual Orientation

The table below shows the composition for East Dunbartonshire Council's workforce disaggregated by sexual orientation for the current and previous reporting periods. As with some other protected characteristics, there are large amounts of missing data. Although this has reduced, actions will continue to improve reporting.

| Sexual Orientation | 2017/18 | | | | | | 2018/19 | | | | | |
|-------------------------|-------------|----------------|-------------|----------------|--------------|----------------|-------------|----------------|-------------|----------------|--------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teachers | % | All EDC | % |
| Bisexual | - | 0.07% | - | 0.21% | 5 | 0.11% | - | - | - | - | - | - |
| Gay / Lesbian | 14 | 0.47% | 9 | 0.64% | 23 | 0.52% | 14 | 0.46% | 10 | 0.70% | 24 | 0.54% |
| Heterosexual / Straight | 1438 | 47.90% | 576 | 40.94% | 2,014 | 45.68% | 1459 | 48.38% | 574 | 40.31% | 2,033 | 45.79% |
| Other | 6 | 0.20% | - | 0.07% | 7 | 0.16% | 7 | 0.23% | - | 0.07% | 8 | 0.18% |
| Prefer not to say | 99 | 3.30% | 25 | 1.78% | 124 | 2.81% | 94 | 3.12% | 26 | 1.83% | 120 | 2.70% |
| No Response Provided | 1443 | 48.07% | 793 | 56.36% | 2,236 | 50.71% | 1440 | 47.75% | 811 | 56.95% | 2,251 | 50.70% |
| Grand Total | 3002 | 100.00% | 1407 | 100.00% | 4,409 | 100.00% | 3016 | 100.00% | 1424 | 100.00% | 4,440 | 100.00% |

2.9. Nationality

The majority of employees in this category remain unchanged with the majority identifying as Scottish, **31.62% in** (2017/18) and **31.33% in** (2018/19). There is still a large number of employees who have chosen not to provide a response **50.83%** (2017/18) and **50.72%** (2018/19) and work will continue to improve this area and the overall response.

| Nationality | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------------------------|---------|--------|----------|--------|---------|--------|---------|--------|---------|--------|---------|--------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Australian | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| American | 0 | 0.00% | 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) | 472 | 15.72% | 214 | 15.21% | 686 | 15.56% | 493 | 16.35% | 218 | 15.31% | 711 | 16.01% |
| British Indian Ocean Territory | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Cameroon | - | - | 0 | 0.00% | - | - | 5 | 0.17% | 0 | 0.00% | 5 | 0.11% |
| Canadian | - | - | - | - | - | - | - | - | - | - | - | - |
| Congo | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| English | 11 | 0.37% | - | - | 13 | 0.29% | 10 | 0.33% | - | - | 12 | 0.27% |
| French | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - | - | - |
| German | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Ghanan | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Greek | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Indian | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Irish | 7 | 0.23% | 11 | 0.78% | 18 | 0.41% | 6 | 0.20% | 7 | 0.49% | 13 | 0.29% |
| Italian | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Maltese | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Nigeria | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Northern Ireland | - | - | 9 | 0.64% | 10 | 0.23% | - | - | 9 | 0.63% | 10 | 0.23% |
| Polish | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Prefer not to say | 9 | 0.30% | - | - | 11 | 0.25% | 9 | 0.30% | - | - | 11 | 0.25% |

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| | | | | | | | | | | | | |
|----------------------|-------------|----------------|-------------|----------------|--------------|----------------|-------------|----------------|-------------|----------------|--------------|----------------|
| Scottish | 1028 | 34.24% | 366 | 26.01% | 1,394 | 31.62% | 1028 | 34.08% | 363 | 25.49% | 1,391 | 31.33% |
| Senegalese | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Serbian | 0 | 0.00% | 0 | 0.00% | - | 0.00% | - | - | 0 | 0.00% | - | - |
| Saudi Arabian | 0 | 0.00% | - | - | - | - | - | 0.00% | - | - | - | - |
| South African | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Spanish | - | - | - | - | - | - | - | - | - | - | - | - |
| Welsh | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Zambian | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| No Response Provided | 1442 | 48.03% | 799 | 56.79% | 2,241 | 50.83% | 1437 | 47.65% | 816 | 57.30% | 2,253 | 50.74% |
| Grand Total | 3002 | 100.00% | 1407 | 100.00% | 4,409 | 100.00% | 3016 | 100.00% | 1424 | 100.00% | 4,440 | 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 | 2017/18 | | 2018/19 | |
|----------------------|---------|---------|---------|---------|
| | All EDC | % | All EDC | % |
| 15-24 | 2915 | 19.83% | 2121 | 18.91% |
| 25-34 | 4432 | 30.15% | 3597 | 32.06% |
| 35-44 | 3321 | 22.59% | 2516 | 22.43% |
| 45-54 | 2802 | 19.06% | 1851 | 16.50% |
| 55-64 | 822 | 5.59% | 638 | 5.69% |
| >65 | 21 | 0.14% | 21 | 0.19% |
| No Response Provided | 389 | 2.65% | 475 | 4.23% |
| Grand Total | 14702 | 100.00% | 11219 | 100.00% |

3.2. Disability

The largest response was Not Disabled over the reporting period: with **3.63%** (2017/18) and **3.50%** (2018/19) reporting that they are disabled.

| Disability | 2017/18 | | 2018/19 | |
|----------------------|---------|---------|---------|---------|
| | All EDC | % | All EDC | % |
| Yes | 533 | 3.63% | 393 | 3.50% |
| No | 13751 | 93.53% | 10305 | 91.85% |
| Prefer not to say | 148 | 1.01% | 109 | 0.97% |
| No Response Provided | 270 | 1.84% | 412 | 3.67% |
| Grand Total | 14702 | 100.00% | 11219 | 100.00% |

3.3. Gender Identification

The largest response was from applicants who reported that their gender identity was the same as at birth **97.14%** (2017/18) and **95.57%** (2018/19).

| Gender Identification different from at birth | 2017/18 | | 2018/19 | |
|---|---------|---------|---------|---------|
| | All EDC | % | All EDC | % |
| Yes | 25 | 0.17% | 12 | 0.11% |
| No | 14282 | 97.14% | 10722 | 95.57% |
| Prefer not to say | 83 | 0.56% | 83 | 0.74% |
| No Response Provided | 312 | 2.12% | 402 | 3.58% |
| Grand Total | 14702 | 100.00% | 11219 | 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 **43.71%** (2016/17) and **43.21%** (2018/19).

| Marital Status | 2017/18 | | 2018/19 | |
|---------------------------|---------|---------|---------|---------|
| | All EDC | % | All EDC | % |
| Divorced | 543 | 3.69% | 370 | 3.30% |
| Living with partner | 1969 | 13.39% | 1393 | 12.42% |
| Married/Civil Partnership | 4878 | 33.18% | 3762 | 33.53% |
| Prefer not to answer | 184 | 1.25% | 167 | 1.49% |
| Separated | 322 | 2.19% | 213 | 1.90% |
| Single | 6426 | 43.71% | 4848 | 43.21% |
| Widowed | 94 | 0.64% | 65 | 0.58% |
| No Response Provided | 286 | 1.95% | 401 | 3.57% |
| Grand Total | 14702 | 100.00% | 11219 | 100.00% |

3.5. Ethnicity

The highest response was White Scottish with **81.56%** (2017/18) and **78.06%** (2018/2019). The majority of the categories remain similar over the reporting period however there is an increase in applicants choosing not to provide a response.

| Ethnic Origin | 2017/18 | | 2018/19 | |
|---|---------|---------|---------|---------|
| | All EDC | % | All EDC | % |
| African - (Inc.Scottish/British) | 36 | 0.24% | 38 | 0.34% |
| African - Other | 119 | 0.81% | 65 | 0.58% |
| Any Mixed or Multiple | 53 | 0.36% | 68 | 0.61% |
| Asian - Bangladeshi (Inc.Scottish/British) | 25 | 0.17% | 10 | 0.09% |
| Asian - Chinese (Inc.Scottish/British) | 62 | 0.42% | 47 | 0.42% |
| Asian - Indian (Inc.Scottish/British) | 216 | 1.47% | 172 | 1.53% |
| Asian - Other (Inc.Scottish/British) | 56 | 0.38% | 40 | 0.36% |
| Asian - Pakistani (Inc.Scottish/British) | 195 | 1.33% | 182 | 1.62% |
| Black - (Inc.Scottish/British) | 20 | 0.14% | 27 | 0.24% |
| Caribbean - (Inc.Scottish/British) | - | - | - | - |
| Caribbean or Black (Other) | - | - | 8 | 0.07% |
| Other - Arab (Inc.Scottish/British) | 25 | 0.17% | 25 | 0.22% |
| Prefer not to answer | 111 | 0.75% | 112 | 1.00% |
| White - Eastern European (eg Polish) | 100 | 0.68% | 46 | 0.41% |
| White - Irish | 139 | 0.95% | 100 | 0.89% |
| White - Other British | 657 | 4.47% | 667 | 5.95% |
| White - Other white ethnic group | 438 | 2.98% | 314 | 2.80% |
| White - Polish | 104 | 0.71% | 59 | 0.53% |
| White - Scottish | 11991 | 81.56% | 8758 | 78.06% |
| No Response Provided | 353 | 2.40% | 480 | 4.28% |
| Grand Total | 14702 | 100.00% | 11219 | 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 however there is a large number of applicants who chose not to disclose.

| Religion & Belief | 2017/18 | | 2018/19 | |
|--------------------------|--------------|----------------|--------------|----------------|
| | All EDC | % | All EDC | % |
| Buddhist | 44 | 0.30% | 29 | 0.26% |
| Church of Scotland | 2295 | 15.61% | 1760 | 15.69% |
| Hindu | 91 | 0.62% | 64 | 0.57% |
| Humanist | 136 | 0.93% | 110 | 0.98% |
| Jewish | 5 | 0.03% | - | - |
| Muslim | 281 | 1.91% | 247 | 2.20% |
| None | 6135 | 41.73% | 4658 | 41.52% |
| Other Christian | 983 | 6.69% | 797 | 7.10% |
| Other Religion or Belief | 59 | 0.40% | 67 | 0.60% |
| Pagan | 18 | 0.12% | - | - |
| Prefer not to answer | 932 | 6.34% | 647 | 5.77% |
| Roman Catholic | 3087 | 21.00% | 2099 | 18.71% |
| Sikh | 99 | 0.67% | 82 | 0.73% |
| No Response Provided | 537 | 3.65% | 652 | 5.81% |
| Grand Total | 14702 | 100.00% | 11219 | 100.00% |

3.7. Sex (Gender)

In line with the Council's Composition, females made up the majority of applicants over the reporting period **67.98%** (2017/18) and **67.72%** (2018/19) and a slight increase in no response provided.

| Sex (Gender) | 2017/18 | | 2018/19 | |
|----------------------|---------|---------|---------|---------|
| | All EDC | % | All EDC | % |
| Female | 9994 | 67.98% | 7597 | 67.72% |
| Male | 4403 | 29.95% | 3180 | 28.34% |
| Prefer not to answer | 45 | 0.31% | 46 | 0.41% |
| No Response Provided | 260 | 1.77% | 396 | 3.53% |
| Grand Total | 14702 | 100.00% | 11219 | 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 **91.99%** (2017/18) and **89.47%** (2018/19).

| Sexual Orientation | 2017/18 | | 2018/19 | |
|-----------------------|---------|---------|---------|---------|
| | All EDC | % | All EDC | % |
| Bisexual | 109 | 0.74% | 108 | 0.96% |
| Gay | 135 | 0.92% | 98 | 0.87% |
| Heterosexual/Straight | 13525 | 91.99% | 10038 | 89.47% |
| Lesbian | 89 | 0.61% | 80 | 0.71% |
| Other | 40 | 0.27% | 26 | 0.23% |
| Prefer not to answer | 447 | 3.04% | 385 | 3.43% |
| No Response Provided | 357 | 2.43% | 484 | 4.31% |
| Grand Total | 14702 | 100.00% | 11219 | 100.00% |

3.9. Nationality

The data shows the range of nationalities of applicants. Over the reporting period, the majority of applicants report as being Scottish, **73.45%** in 2017/18 to **70.71%** in 2018/19.

| Nationality | 2017/18 | | 2018/19 | |
|----------------------|---------|---------|---------|---------|
| | All EDC | % | All EDC | % |
| British | 2281 | 15.51% | 1849 | 16.48% |
| English | 203 | 1.38% | 204 | 1.82% |
| Northern Irish | 67 | 0.46% | 36 | 0.32% |
| Prefer not to answer | 134 | 0.91% | 117 | 1.04% |
| Scottish | 10799 | 73.45% | 7933 | 70.71% |
| Welsh | 17 | 0.12% | 17 | 0.15% |
| No Response Provided | 1201 | 8.17% | 1063 | 9.47% |
| Grand Total | 14702 | 100.00% | 11219 | 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.

| Age | 2017/18 | | 2018/19 | |
|-------------|---------|---------|---------|---------|
| | All EDC | % | All EDC | % |
| 15-24 | 581 | 19.60% | 427 | 18.74% |
| 25-34 | 812 | 27.39% | 686 | 30.11% |
| 35-44 | 705 | 23.78% | 520 | 22.83% |
| 45-54 | 578 | 19.49% | 401 | 17.60% |
| 55-64 | 213 | 7.18% | 158 | 6.94% |
| >65 | - | - | 5 | 0.22% |
| No Response | 74 | 2.50% | 81 | 3.56% |
| Grand Total | 2965 | 100.00% | 2278 | 100.00% |

4.2. Disability

The largest response from interviewees was Not Disabled over the reporting period. 4.69% (2017/18) and 5.22% (2018/19) reporting that they are disabled.

| Disability | 2017/18 | | 2018/19 | |
|-------------------|---------|---------|---------|---------|
| | All EDC | % | All EDC | % |
| No | 2736 | 92.28% | 2068 | 90.78% |
| Yes | 139 | 4.69% | 119 | 5.22% |
| Prefer not to say | 33 | 1.11% | 17 | 0.75% |
| No Response | 57 | 1.92% | 74 | 3.25% |
| Grand Total | 2965 | 100.00% | 2278 | 100.00% |

4.3. Gender Identification

The largest response was from interviewees who reported not having ever identified as transgender or a transperson **97.13%** (2017/18) and **96.14%** (2018/19).

| Gender Identity different to at birth | 2017/18 | | 2018/19 | |
|---------------------------------------|---------|---------|---------|---------|
| | All EDC | % | All EDC | % |
| No | 2880 | 97.13% | 2190 | 96.14% |
| Yes | - | - | - | - |
| Prefer not to say | 23 | 0.78% | 11 | 0.48% |
| No Response | 60 | 2.02% | 74 | 3.25% |
| Grand Total | 2965 | 100.00% | 2278 | 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 | 2017/18 | | 2018/19 | |
|---------------------------|-------------|----------------|-------------|----------------|
| | All EDC | % | All EDC | % |
| Divorced | 125 | 4.22% | 75 | 3.29% |
| Living with partner | 376 | 12.68% | 278 | 12.20% |
| Married/Civil Partnership | 1045 | 35.24% | 832 | 36.52% |
| Prefer not to answer | 34 | 1.15% | 24 | 1.05% |
| Separated | 75 | 2.53% | 53 | 2.33% |
| Single | 1223 | 41.25% | 930 | 40.83% |
| Widowed | 28 | 0.94% | 16 | 0.70% |
| No Response Provided | 59 | 1.99% | 70 | 3.07% |
| Grand Total | 2965 | 100.00% | 2278 | 100.00% |

4.5. Ethnicity

There is decrease in the number interviewed in 2018/19 compared to 2017/18 in the African, Asian-Indian and White Scottish origin categories.

| Ethnic Origin | 2017/18 | | 2018/19 | |
|---|-------------|----------------|-------------|----------------|
| | All EDC | % | All EDC | % |
| African - (Inc.Scottish/British) | 8 | 0.27% | - | - |
| African - Other | 28 | 0.94% | 8 | 0.35% |
| Any Mixed or Multiple | 17 | 0.57% | 10 | 0.44% |
| Asian - Bangladeshi (Inc.Scottish/British) | 9 | 0.30% | 0 | 0.00% |
| Asian - Chinese (Inc.Scottish/British) | 10 | 0.34% | - | - |
| Asian - Indian (Inc.Scottish/British) | 49 | 1.65% | 28 | 1.23% |
| Asian - Other (Inc.Scottish/British) | 9 | 0.30% | 7 | 0.31% |
| Asian - Pakistani (Inc.Scottish/British) | 47 | 1.59% | 31 | 1.36% |
| Black - (Inc.Scottish/British) | - | - | 5 | 0.22% |
| Caribbean or Black (Other) | - | - | - | - |
| Other - Arab (Inc.Scottish/British) | 6 | 0.20% | - | - |
| Prefer not to answer | 31 | 1.05% | 19 | 0.83% |
| White - Eastern European (e.g. Polish) | 9 | 0.30% | 7 | 0.31% |
| White - Irish | 35 | 1.18% | 20 | 0.88% |
| White - Other British | 115 | 3.88% | 140 | 6.15% |
| White - Other white ethnic group | 53 | 1.79% | 44 | 1.93% |
| White - Polish | 10 | 0.34% | 8 | 0.35% |
| White - Scottish | 2447 | 82.53% | 1862 | 81.74% |
| No Response Provided | 80 | 2.70% | 80 | 3.51% |
| Grand Total | 2965 | 100.00% | 2278 | 100.00% |

4.6. Religion

The religious categories of None, Prefer Not to Say, Church of Scotland and Roman Catholic numbers have decreased due to the reduction in volume but there is no significant change to the percentage of the population of respondents.

| Religion & Belief | 2017/18 | | 2018/19 | |
|--------------------------|-------------|----------------|-------------|----------------|
| | All EDC | % | All EDC | % |
| Buddhist | 7 | 0.24% | 7 | 0.31% |
| Church of Scotland | 476 | 16.05% | 360 | 15.80% |
| Hindu | 20 | 0.67% | 12 | 0.53% |
| Humanist | 27 | 0.91% | 18 | 0.79% |
| Jewish | - | - | 0 | 0.00% |
| Muslim | 64 | 2.16% | 34 | 1.49% |
| None | 1269 | 42.80% | 995 | 43.68% |
| Other Christian | 190 | 6.41% | 146 | 6.41% |
| Other Religion or Belief | 14 | 0.47% | 16 | 0.70% |
| Pagan | - | - | 0 | 0.00% |
| Prefer not to answer | 183 | 6.17% | 135 | 5.93% |
| Roman Catholic | 580 | 19.56% | 433 | 19.01% |
| Sikh | 24 | 0.81% | 8 | 0.35% |
| No Response Provided | 108 | 3.64% | 114 | 5.00% |
| Grand Total | 2965 | 100.00% | 2278 | 100.00% |

4.7. Sex

There has been no significant change between males and females interviewed between 2017/18 and 2018/19. However, there has been a slight increase in no responses.

| Sex (Gender) | 2017/18 | | 2018/19 | |
|--------------------|-------------|----------------|-------------|----------------|
| | All EDC | % | All EDC | % |
| Female | 2129 | 71.80% | 1601 | 70.28% |
| Male | 769 | 25.94% | 602 | 26.43% |
| Prefer not to say | 12 | 0.40% | 6 | 0.26% |
| No Response | 55 | 1.85% | 69 | 3.03% |
| Grand Total | 2965 | 100.00% | 2278 | 100.00% |

4.8. Sexual Orientation

The categories have no significant changes between 2017/18 compared to 2018/19 and the percentages remain very similar.

| Sexual Orientation | 2017/18 | | 2018/19 | |
|-----------------------|-------------|----------------|-------------|----------------|
| | All EDC | % | All EDC | % |
| Bisexual | 24 | 0.81% | 23 | 1.01% |
| Gay | 22 | 0.74% | 20 | 0.88% |
| Heterosexual/Straight | 2724 | 91.87% | 2062 | 90.52% |
| Lesbian | 16 | 0.54% | 14 | 0.61% |
| Other | 7 | 0.24% | 6 | 0.26% |
| Prefer not to say | 106 | 3.58% | 69 | 3.03% |
| No response provided | 66 | 2.23% | 84 | 3.69% |
| Grand Total | 2965 | 100.00% | 2278 | 100.00% |

4.9. Nationality

There was a **1.38%** reduction in Scottish nationality interviewees in 2018/19 compared to 2017/18. The rest of the categories there is no significant change.

| Nationality | 2017/18 | | 2018/19 | |
|----------------------|-------------|----------------|-------------|----------------|
| | All EDC | % | All EDC | % |
| British | 440 | 14.84% | 339 | 14.88% |
| English | 28 | 0.94% | 41 | 1.80% |
| Northern Ireland | 17 | 0.57% | 8 | 0.35% |
| Prefer not to say | 25 | 0.84% | 29 | 1.27% |
| Scottish | 2255 | 76.05% | 1701 | 74.67% |
| Welsh | 5 | 0.17% | - | - |
| No response provided | 195 | 6.58% | 157 | 6.89% |
| Grand Total | 2965 | 100.00% | 2278 | 100.00% |

5. Recruitment – Appointment

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

In order to provide data segmentation for this section, the data source was from the management information system (iTrent) for 'New Start' employees.

5.1. Age

In the overall picture of appointees the age groups remain similar with only a slight increase in age group 25-34 from 2017/18 to 2018/19 and a slight decrease in age group 55-64. In the LGW group there was a significant decrease in the over 65 age group of **8.95%**. In the teachers group the significant differences of appointees in the age categories of 25--34 an increase of **4.48%** and a decrease in the 45-54, 55-64 and greater than 65 age groups.

| Age | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | LGW | % | Teacher | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| 15-24 | 180 | 24.79% | 33 | 12.94% | 213 | 21.71% | 217 | 23.16% | 38 | 16.59% | 255 | 21.87% |
| 25-34 | 173 | 23.83% | 91 | 35.69% | 263 | 26.81% | 235 | 25.08% | 92 | 40.17% | 327 | 28.04% |
| 35-44 | 127 | 17.49% | 56 | 21.96% | 184 | 18.76% | 174 | 18.57% | 54 | 23.58% | 228 | 19.55% |
| 45-54 | 131 | 18.04% | 36 | 14.12% | 167 | 17.02% | 169 | 18.04% | 23 | 10.04% | 192 | 16.47% |
| 55-64 | 49 | 6.75% | 24 | 9.41% | 73 | 7.44% | 59 | 6.30% | 12 | 5.24% | 71 | 6.09% |
| >65 | 66 | 9.09% | 15 | 5.88% | - | - | - | - | - | - | - | - |
| No Response Provided | 0 | 0.00% | 0 | 0.00% | 77 | 7.85% | 82 | 8.75% | 9 | 3.93% | 91 | 7.80% |
| Grand Total | 726 | 100.00% | 255 | 100.00% | 981 | 100.00% | 937 | 100.00% | 229 | 100.00% | 1166 | 100.00% |

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5.2. Disability

There is an increase in the “Yes” disability in 2018/19 compare to 2017/18 due to more respondents reporting on this category.

| Disability | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|-------------|----------------|
| | LGW | % | Teacher | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| No | 630 | 86.78% | 234 | 91.76% | 864 | 88.07% | 792 | 84.53% | 215 | 93.89% | 1007 | 86.36% |
| Yes | 24 | 3.31% | 5 | 1.96% | 29 | 2.96% | 55 | 5.87% | 6 | 2.62% | 61 | 5.23% |
| Prefer not to say | 8 | 1.10% | - | - | 11 | 1.12% | 11 | 1.17% | 0 | 0.00% | 11 | 0.94% |
| No Response Provided | 64 | 8.82% | 13 | 5.10% | 77 | 7.85% | 79 | 8.43% | 8 | 3.49% | 87 | 7.46% |
| Grand Total | 726 | 100.00% | 255 | 100.00% | 981 | 100.00% | 937 | 100.00% | 229 | 100.00% | 1166 | 100.00% |

5.3. Gender Identification

There has been no significant change in the Gender Identity 2017/18 compared to 2018/19.

| Gender Identity | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|-------------|----------------|
| | LGW | % | Teacher | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| No | 660 | 90.91% | 239 | 93.73% | 899 | 91.64% | 852 | 90.93% | 220 | 96.07% | 1072 | 91.94% |
| Yes | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Prefer not to say | - | - | - | - | 6 | 0.61% | - | - | - | - | - | - |
| No Response Provided | 62 | 8.54% | 12 | 4.71% | 74 | 7.54% | 77 | 8.22% | 8 | 3.49% | 85 | 7.29% |
| Grand Total | 726 | 100.00% | 255 | 100.00% | 981 | 100.00% | 937 | 100.00% | 229 | 100.00% | 1166 | 100.00% |

5.4. Marriage & Civil Partnership

There is an decrease in the Divorces, Living with Partner and Married/Civil Partnership categories and an increase in the Single category in 2017/18 compared to 2018/19 category.

| Marital Status | 2017/18 | | | | | | 2018/19 | | | | | |
|---------------------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|-------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teachers | % | All EDC | % |
| Divorced | 26 | 3.58% | 9 | 3.53% | 35 | 3.57% | 22 | 2.35% | 6 | 2.62% | 28 | 2.40% |
| Living with partner | 89 | 12.26% | 30 | 11.76% | 119 | 12.13% | 88 | 9.39% | 27 | 11.79% | 115 | 9.86% |
| Married/Civil Partnership | 225 | 30.99% | 108 | 42.35% | 334 | 34.05% | 305 | 32.55% | 82 | 35.81% | 387 | 33.19% |
| Separated | 15 | 2.07% | - | - | 17 | 1.73% | 21 | 2.24% | 6 | 2.62% | 27 | 2.32% |
| Single | 295 | 40.63% | 88 | 34.51% | 382 | 38.94% | 410 | 43.76% | 97 | 42.36% | 507 | 43.48% |
| Widowed | 7 | 0.96% | - | - | 9 | 0.92% | 6 | 0.64% | - | - | 7 | 0.60% |
| No Response Provided | 63 | 8.68% | 12 | 4.71% | 75 | 7.65% | 74 | 7.90% | 8 | 3.49% | 82 | 7.03% |
| Prefer not to say | 6 | 0.83% | - | - | 10 | 1.02% | 11 | 1.17% | - | - | 13 | 1.11% |
| Grand Total | 726 | 100.00% | 255 | 100.00% | 981 | 100.00% | 937 | 100.00% | 229 | 100.00% | 1166 | 100.00% |

Appendix 4

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5.5. Ethnicity

The main differences increase in 2017/18 in White Scottish and White British categories compared to 2018/19 is due to the increase in the number of respondents.

| Ethnic Origin | 2017/18 | | | | | | 2018/19 | | | | | |
|--|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|-------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teachers | % | All EDC | % |
| African - (Inc.Scottish/British) | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| African - Other | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Any Mixed or Multiple | - | - | - | - | 7 | 0.71% | 6 | 0.64% | - | - | 7 | 0.60% |
| Asian - Bangladeshi (Inc.Scottish/British) | 0 | 0.00% | - | - | - | - | - | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Asian - Chinese (Inc.Scottish/British) | - | - | - | - | - | - | - | - | 0 | 0.00% | - | - |
| Asian - Indian (Inc.Scottish/British) | 7 | 0.96% | - | - | 9 | 0.92% | - | - | - | - | - | - |
| Asian - Other (Inc.Scottish/British) | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Asian - Pakistani (Inc.Scottish/British) | - | - | - | - | 7 | 0.71% | 7 | 0.75% | - | - | 8 | 0.69% |
| Black - (Inc. Scottish/British) | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Other - Arab (Inc.Scottish/British) | - | - | - | - | - | - | 0 | 0.00% | - | - | - | - |
| Prefer not to answer | - | - | - | - | 8 | 0.82% | 7 | 0.75% | - | - | 10 | 0.86% |
| White - Eastern European (e.g. Polish) | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| White - Irish | 6 | 0.83% | 13 | 5.10% | 19 | 1.94% | - | - | - | - | 8 | 0.69% |
| White - Other British | 13 | 1.79% | 18 | 7.06% | 31 | 3.16% | 43 | 4.59% | 18 | 7.86% | 61 | 5.23% |
| White - Other white ethnic group | 7 | 0.96% | 9 | 3.53% | 16 | 1.63% | 11 | 1.17% | 10 | 4.37% | 21 | 1.80% |
| White - Polish | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| White - Scottish | 605 | 83.33% | 186 | 72.94% | 791 | 80.63% | 764 | 81.54% | 181 | 79.04% | 945 | 81.05% |
| No Response Provided | 66 | 9.09% | 14 | 5.49% | 80 | 8.15% | 78 | 8.32% | 9 | 3.93% | 87 | 7.46% |
| Grand Total | 726 | 100.00% | 255 | 100.00% | 981 | 100.00% | 937 | 100.00% | 229 | 100.00% | 1166 | 100.00% |

Appendix 4

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5.6. Religion

The main difference increase in 2017/18 compared to 2018/19 is due to the slight increase in the number of respondents reporting their religion.

| Religion & Belief | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|
| | LG W | % | Teachers | % | All EDC | % | LG W | % | Teachers | % | All EDC | % |
| Buddhist | - | - | 0 | 0.00% | - | - | - | - | - | - | - | - |
| Church of Scotland | 130 | 17.91% | 44 | 17.25% | 174 | 17.74% | 153 | 16.33% | 40 | 17.47% | 193 | 16.55% |
| Hindu | - | - | - | - | 5 | 0.51% | - | - | 0 | 0.00% | - | - |
| Humanist | 0 | 0.00% | - | - | - | - | - | - | - | - | 5 | 0.43% |
| Jewish | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Muslim | 6 | 0.83% | 6 | 2.35% | 12 | 1.22% | 9 | 0.96% | - | - | 11 | 0.94% |
| None | 302 | 41.60% | 93 | 36.47% | 395 | 40.27% | 412 | 43.97% | 70 | 30.57% | 482 | 41.34% |
| Other Christian | 36 | 4.96% | 19 | 7.45% | 55 | 5.61% | 48 | 5.12% | 13 | 5.68% | 61 | 5.23% |
| Other Religion or Belief | - | 0.28% | 0 | 0.00% | - | - | - | - | - | - | - | - |
| Pagan | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Prefer not to answer | 41 | 5.65% | 9 | 3.53% | 50 | 5.10% | 46 | 4.91% | 17 | 7.42% | 63 | 5.40% |
| Roman Catholic | 129 | 17.77% | 60 | 23.53% | 189 | 19.27% | 170 | 18.14% | 70 | 30.57% | 240 | 20.58% |
| Sikh | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| No Response Provided | 71 | 9.78% | 21 | 8.24% | 92 | 9.38% | 90 | 9.61% | 12 | 5.24% | 102 | 8.75% |
| Grand Total | 726 | 100.00% | 255 | 100.00% | 981 | 100.00% | 937 | 100.00% | 229 | 100.00% | 116 | 100.00% |

Appendix 4

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5.7. Sex

The data has shown an increase in Males of **6.53%** and a decrease in Females of **5.00%** in 2017/18 compared to 2018/19.

| Sex (Gender) | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|---------|---------|----------|---------|---------|---------|---------|---------|----------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teachers | % | All EDC | % |
| Female | 479 | 65.98% | 185 | 72.55% | 664 | 67.69% | 555 | 59.23% | 176 | 76.86% | 731 | 62.69% |
| Male | 184 | 25.34% | 57 | 22.35% | 241 | 24.57% | 307 | 32.76% | 44 | 19.21% | 351 | 30.10% |
| Prefer not to say | - | - | - | - | - | - | - | - | - | - | - | - |
| No Response Provided | 62 | 8.54% | 12 | 4.71% | 74 | 7.54% | 74 | 7.90% | 8 | 3.49% | 82 | 7.03% |
| Grand Total | 726 | 100.00% | 255 | 100.00% | 981 | 100.00% | 937 | 100.00% | 229 | 100.00% | 1166 | 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 percentage in the Bisexual category. There is also a slight decrease in the Gay and Lesbian categories.

| Sexual Orientation | 2017/18 | | | | | | 2018/19 | | | | | |
|-----------------------|---------|---------|----------|---------|---------|---------|---------|---------|----------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teachers | % | All EDC | % |
| Bisexual | - | - | 0 | 0.00% | - | - | 10 | 1.07% | 0 | 0.00% | 10 | 0.86% |
| Gay | - | - | 5 | 1.96% | 8 | 0.82% | - | - | - | - | 6 | 0.51% |
| Heterosexual/Straight | 629 | 86.64% | 224 | 87.84% | 853 | 86.95% | 822 | 87.73% | 204 | 89.08% | 1026 | 87.99% |
| Lesbian | 5 | 0.69% | - | - | 6 | 0.61% | - | - | - | - | - | - |
| Other | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Prefer not to say | 19 | 2.62% | 10 | 3.92% | 29 | 2.96% | 21 | 2.24% | 10 | 4.37% | 31 | 2.66% |
| No Response | 63 | 8.68% | 15 | 5.88% | 78 | 7.95% | 79 | 8.43% | 10 | 4.37% | 89 | 7.63% |
| Grand Total | 726 | 100.00% | 255 | 100.00% | 981 | 100.00% | 937 | 100.00% | 229 | 100.00% | 1166 | 100.00% |

5.9. Nationality

The differences shown are due to the number of respondents reporting their nationality in 2018/19 compared to 2017/18 with the biggest increase in the Scottish category of **1.5%**.

| Nationality | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|---------|---------|----------|---------|---------|---------|---------|---------|----------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teachers | % | All EDC | % |
| British | 87 | 11.98% | 57 | 22.35% | 144 | 14.68% | 126 | 13.45% | 45 | 19.65% | 171 | 14.67% |
| English | - | - | - | - | 6 | 0.61% | 8 | 0.85% | - | - | 10 | 0.86% |
| Northern Irish | - | - | 9 | 3.53% | 10 | 1.02% | 0 | 0.00% | 5 | 2.18% | 5 | 0.43% |
| Scottish | 552 | 76.03% | 151 | 59.22% | 703 | 71.66% | 698 | 74.49% | 155 | 67.69% | 853 | 73.16% |
| Welsh | - | - | - | - | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Prefer not to say | - | - | - | - | 8 | 0.82% | 5 | 0.53% | - | - | 8 | 0.69% |
| No response provided | 79 | 10.88% | 29 | 11.37% | 108 | 11.01% | 100 | 10.67% | 19 | 8.30% | 119 | 10.21% |
| Grand Total | 726 | 100.00% | 255 | 100.00% | 981 | 100.00% | 937 | 100.00% | 229 | 100.00% | 1166 | 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.

As with other sections in this suite of employee data there are many areas where 'No Response' is common. Addressing this and embedding more thorough data collection methods remains a priority for East Dunbartonshire Council. See section 'Moving Forward with Employee Monitoring' below.

In the data tables below for this category there has been an overall decrease in the number of internal promotions from 2017/18 to 2018/19 and an increase in the number choosing not to provide the data. This explains the % reduction in the majority of categories in the tables below.

6.1. Age

There has been a decrease in the number of internal promotions most notably in the 15-24 category from **14.97%** (2017/18) to **9.15%** (2018/19) and an increase in the number of no responses.

| Age | 2017/18 | | 2018/19 | |
|-----------------------------|------------|----------------|------------|----------------|
| | All EDC | % | All EDC | % |
| 15-24 | 28 | 14.97% | 13 | 9.15% |
| 25-34 | 65 | 34.76% | 47 | 33.10% |
| 35-44 | 33 | 17.65% | 26 | 18.31% |
| 45-54 | 39 | 20.86% | 22 | 15.49% |
| 55-64 | 12 | 6.42% | 7 | 4.93% |
| 65+ | 0 | 0.00% | - | - |
| No Response Provided | 10 | 5.35% | 26 | 18.31% |
| Grand Total | 187 | 100.00% | 142 | 100.00% |

6.2. Disability

There has been a reduction in the No Disability category from **90.37%** (2017/18) to **80.99%** however this could be in relation to the overall decrease in internal promotions. As with some other protected characteristics, there are a number of employees who chose not to provide a response.

| Disability | 2017/18 | | 2018/19 | |
|----------------------|------------|----------------|------------|----------------|
| | All EDC | % | All EDC | % |
| No | 169 | 90.37% | 115 | 80.99% |
| Yes | 6 | 3.21% | - | - |
| Prefer not to say | - | - | 0 | 0.00% |
| No Response Provided | 11 | 5.88% | 26 | 18.31% |
| Grand Total | 187 | 100.00% | 142 | 100.00% |

6.3. Gender Identification

| Gender Identification | 2017/18 | | 2018/19 | |
|-----------------------|------------|----------------|------------|----------------|
| | All EDC | % | All EDC | % |
| No | 177 | 94.65% | 116 | 81.69% |
| Yes | 0 | 0.00% | 0 | 0.00% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% |
| No Response Provided | 10 | 5.35% | 26 | 18.31% |
| Grand Total | 187 | 100.00% | 142 | 100.00% |

6.4. Marriage & Civil Partnership

| Marital Status | 2017/18 | | 2018/19 | |
|---------------------------|------------|----------------|------------|----------------|
| | All EDC | % | All EDC | % |
| Divorced | 7 | 3.74% | 0 | 0.00% |
| Living with Partner | 23 | 12.30% | 12 | 8.45% |
| Married/Civil Partnership | 71 | 37.97% | 44 | 30.99% |
| No Response Provided | 10 | 5.35% | 26 | 18.31% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% |
| Separated | 6 | 3.21% | 10 | 7.04% |
| Single | 70 | 37.43% | 50 | 35.21% |
| Widowed | 0 | 0.00% | 0 | 0.00% |
| Grand Total | 187 | 100.00% | 142 | 100.00% |

6.5. Ethnicity

There has been a significant decrease in the number White – Scottish category from **85.03%** (2017/18) to **66.90%** (2018/19) which is likely due to the overall numbers of internal promotions reducing.

| Ethnic Origin | 2017/18 | | 2018/19 | |
|--|------------|----------------|------------|----------------|
| | All EDC | % | All EDC | % |
| African - Other | 0 | 0.00% | - | - |
| Any Mixed or Multiple | 0 | 0.00% | - | - |
| Asian - Chinese (Inc. Scottish/British) | 0 | 0.00% | - | - |
| Asian - Indian (Inc. Scottish/British) | 0 | 0.00% | - | - |
| Asian - Other (Inc.Scottish/British) | - | - | - | - |
| Asian - Pakistani (Inc.Scottish/British) | - | - | 0 | 0.00% |
| Black - (Inc. Scottish/British) | 0 | 0.00% | - | - |
| Prefer not to answer | - | - | - | - |
| White - Irish | - | - | - | - |
| White - Other British | - | - | 6 | 4.23% |
| White - Other white ethnic group | 5 | 2.67% | - | - |
| White - Polish | 0 | 0.00% | - | - |
| White - Scottish | 159 | 85.03% | 95 | 66.90% |
| No Response Provided | 10 | 5.35% | 26 | 18.31% |
| Grand Total | 187 | 100.00% | 142 | 100.00% |

6.6. Religion

The data below shows a decrease in the number in the No Religion and Belief category and an increase in No response provided.

| Religion & Belief | 2017/18 | | 2018/19 | |
|----------------------|------------|----------------|------------|----------------|
| | All EDC | % | All EDC | % |
| Church of Scotland | 31 | 16.58% | 22 | 15.49% |
| Humanist | 0 | 0.00% | - | - |
| Muslim | - | - | - | - |
| None | 87 | 46.52% | 58 | 40.85% |
| Other Christian | 10 | 5.35% | 6 | 4.23% |
| Prefer not to answer | 9 | 4.81% | 5 | 3.52% |
| Roman Catholic | 33 | 17.65% | 20 | 14.08% |
| No Response Provided | 13 | 6.95% | 29 | 20.42% |
| Grand Total | 187 | 100.00% | 142 | 100.00% |

6.7. Sex

Males in this category remain broadly the same however there has been a decrease in the number of Females in this category from **67.38%** (2017/18) to **54.23%** (2018/19). There has been an increase in the No Response Provided category from **5.35%** (2017/18) to **18.31%** (2018/19)

| Sex (Gender) | 2017/18 | | 2018/19 | |
|----------------------|------------|----------------|------------|----------------|
| | All EDC | % | All EDC | % |
| Female | 126 | 67.38% | 77 | 54.23% |
| Male | 51 | 27.27% | 39 | 27.46% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% |
| No Response Provided | 10 | 5.35% | 26 | 18.31% |
| Grand Total | 187 | 100.00% | 142 | 100.00% |

6.8. Sexual Orientation

The majority of categories remain broadly the same however the Heterosexual category has decreased from 90.91% (2017/18) to 76.06% (2018/19). This category has also seen an increase in the No Response Category from 5.88% to 19.01%

| Sexual Orientation | 2017/18 | | 2018/19 | |
|----------------------|------------|----------------|------------|----------------|
| | All EDC | % | All EDC | % |
| Bisexual | - | - | 0 | 0.00% |
| Gay | - | - | - | - |
| Heterosexual | 170 | 90.91% | 108 | 76.06% |
| Prefer not to say | - | - | - | - |
| No Response Provided | 11 | 5.88% | 27 | 19.01% |
| Grand Total | 187 | 100.00% | 142 | 100.00% |

6.9. Nationality

| Nationality | 2017/18 | | 2018/19 | |
|----------------------|------------|----------------|------------|----------------|
| | All EDC | % | All EDC | % |
| British | 23 | 12.30% | 17 | 11.97% |
| English | - | - | 0 | 0.00% |
| Northern Irish | 0 | 0.00% | - | - |
| Wales | 0 | 0.00% | 0 | 0.00% |
| Scottish | 145 | 77.54% | 92 | 64.79% |
| Prefer not to say | 0 | 0.00% | - | - |
| No Response Provided | 18 | 9.63% | 30 | 21.13% |
| Grand Total | 187 | 100.00% | 142 | 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 now managed centrally.

There has been a **18.48%** decrease in training undertaken from 2017/18 to 2018/19 and an increase in the number choosing not to respond therefore the data below shows a decrease in most of the categories reported.

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 2017/18 and 2018/19.

| Age | 2017/18 | | | | | | 2018/19 | | | | | |
|-------------|---------|---------|----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| 15-24 | 80 | 2.89% | 34 | 17.53% | 114 | 3.85% | 135 | 5.87% | 0 | 0.00% | 135 | 5.59% |
| 25-34 | 485 | 17.53% | 70 | 36.08% | 555 | 18.74% | 483 | 21.00% | 9 | 7.89% | 492 | 20.38% |
| 35-44 | 635 | 22.95% | 43 | 22.16% | 678 | 22.90% | 531 | 23.09% | 45 | 39.47% | 576 | 23.86% |
| 45-54 | 910 | 32.89% | 37 | 19.07% | 947 | 31.98% | 713 | 31.00% | 44 | 38.60% | 757 | 31.36% |
| 55-64 | 625 | 22.59% | 10 | 5.15% | 635 | 21.45% | 420 | 18.26% | 16 | 14.04% | 436 | 18.06% |
| >65 | 32 | 1.16% | 0 | 0.00% | 32 | 1.08% | 18 | 0.78% | 0 | 0.00% | 18 | 0.75% |
| Grand Total | 2767 | 100.00% | 194 | 100.00% | 2961 | 100.00% | 2300 | 100.00% | 114 | 100.00% | 2414 | 100.00% |

7.2. Disability

| Disability | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|-------------|----------------|------------|----------------|-------------|----------------|-------------|----------------|------------|----------------|-------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Yes | 50 | 1.81% | 0 | 0.00% | 50 | 1.69% | 42 | 1.83% | - | - | 44 | 1.82% |
| No | 1486 | 53.70% | 64 | 32.99% | 1550 | 52.35% | 1304 | 56.70% | 53 | 46.49% | 1357 | 56.21% |
| Prefer not to say | 55 | 1.99% | - | - | 56 | 1.89% | 41 | 1.78% | 0 | 0.00% | 41 | 1.70% |
| No Response Provided | 1176 | 42.50% | 129 | 66.49% | 1305 | 44.07% | 913 | 39.70% | 59 | 51.75% | 972 | 40.27% |
| Grand Total | 2767 | 100.00% | 194 | 100.00% | 2961 | 100.00% | 2300 | 100.00% | 114 | 100.00% | 2414 | 100.00% |

7.3. Gender Identification

There has been a significant decrease in the number of Females attending Training from **40.36%** in 2017/18 to **24.23%** in 2018/19. There has been an increase in No Response from **42.89%** to **62.97%**.

| Gender Identity | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------------------------|-------------|----------------|------------|----------------|-------------|----------------|-------------|----------------|------------|----------------|-------------|----------------|
| | LGW | % | Teacher | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Female | 1144 | 41.34% | 51 | 26.29% | 1195 | 40.36% | 541 | 23.52% | 44 | 38.60% | 585 | 24.23% |
| Male | 451 | 16.30% | 14 | 7.22% | 465 | 15.70% | 285 | 12.39% | 11 | 9.65% | 296 | 12.26% |
| Prefer not to say | 29 | 1.05% | 0 | 0.00% | 29 | 0.98% | 11 | 0.48% | 0 | 0.00% | 11 | 0.46% |
| No Response Provided | 1141 | 41.24% | 129 | 66.49% | 1270 | 42.89% | 1461 | 63.52% | 59 | 51.75% | 1520 | 62.97% |
| Other (for example androgyne person) | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Grand Total | 2767 | 100.00% | 194 | 100.00% | 2961 | 100.00% | 2300 | 100.00% | 114 | 100.00% | 2414 | 100.00% |

7.4. Marriage & Civil Partnership

In this category Married/Civil Partnership is the highest in both reporting periods with the exception of those who chose not to respond.

| Marriage & Civil Partnership | 2017/18 | | | | | | 2018/19 | | | | | |
|------------------------------|-------------|----------------|------------|----------------|-------------|----------------|-------------|----------------|------------|----------------|-------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Divorced | 108 | 3.90% | 0 | 0.00% | 108 | 3.65% | 85 | 3.70% | 0 | 0.00% | 85 | 3.52% |
| Living with Partner | 140 | 5.06% | 5 | 2.58% | 145 | 4.90% | 196 | 8.52% | 6 | 5.26% | 202 | 8.37% |
| Married/Civil Partnership | 794 | 28.70% | 40 | 20.62% | 834 | 28.17% | 720 | 31.30% | 45 | 39.47% | 765 | 31.69% |
| Prefer not to say | 44 | 1.59% | - | - | 47 | 1.59% | 35 | 1.52% | - | - | 36 | 1.49% |
| Separated | 67 | 2.42% | 0 | 0.00% | 67 | 2.26% | 39 | 1.70% | 0 | 0.00% | 39 | 1.62% |
| Single | 287 | 10.37% | 17 | 8.76% | 304 | 10.27% | 316 | 13.74% | - | - | 319 | 13.21% |
| Widowed | 15 | 0.54% | 0 | 0.00% | 15 | 0.51% | 13 | 0.57% | 0 | 0.00% | 13 | 0.54% |
| No Response Provided | 1312 | 47.42% | 129 | 66.49% | 1441 | 48.67% | 896 | 38.96% | 59 | 51.75% | 955 | 39.56% |
| Grand Total | 2767 | 100.00% | 194 | 100.00% | 2961 | 100.00% | 2300 | 100.00% | 114 | 100.00% | 2414 | 100.00% |

7.5. Ethnicity

| Ethnic Origin | 2017/18 | | | | | | 2018/19 | | | | | |
|---|-------------|----------------|------------|----------------|-------------|----------------|-------------|----------------|------------|----------------|-------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Arab (inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% | - | - | 11 | 0.48% | 0 | 0.00% | 11 | 0.46% |
| Asian - Bangladeshi (inc. British, English, Irish, Scottish, Welsh) | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Asian - Indian (inc. British, English, Irish, Scottish, Welsh) | 8 | 0.29% | 0 | 0.00% | 8 | 0.27% | 18 | 0.78% | 0 | 0.00% | 18 | 0.75% |
| Asian - Other (inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Black - African (inc. British, English, Irish, Scottish, Welsh) | 9 | 0.33% | 0 | 0.00% | 9 | 0.30% | 10 | 0.43% | 0 | 0.00% | 10 | 0.41% |
| Black - Other (inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Mixed | 20 | 0.72% | 0 | 0.00% | 20 | 0.68% | 27 | 1.17% | 0 | 0.00% | 27 | 1.12% |
| Prefer not to say | 27 | 0.98% | 0 | 0.00% | 27 | 0.91% | 21 | 0.91% | 0 | 0.00% | 21 | 0.87% |
| White - British | 299 | 10.81% | 17 | 8.76% | 316 | 10.67% | 246 | 10.70% | 9 | 7.89% | 255 | 10.57% |
| White - English | 25 | 0.90% | - | - | 27 | 0.91% | 22 | 0.96% | - | - | 23 | 0.95% |
| White - Irish | 22 | 0.80% | 5 | 2.58% | 27 | 0.91% | 12 | 0.52% | 0 | 0.00% | 12 | 0.50% |
| White - Northern Irish | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| White - Other | 18 | 0.65% | 0 | 0.00% | 18 | 0.61% | 16 | 0.70% | 0 | 0.00% | 16 | 0.66% |
| White - Polish | - | - | 0 | 0.00% | - | - | - | - | - | - | - | - |
| White - Scottish | 1194 | 43.15% | 41 | 21.13% | 1235 | 41.71% | 1050 | 45.65% | 44 | 38.60% | 1094 | 45.32% |
| No Response Provided | 1133 | 40.95% | 129 | 66.49% | 1262 | 42.62% | 861 | 37.43% | 59 | 51.75% | 920 | 38.11% |
| Grand Total | 2767 | 100.00% | 194 | 100.00% | 2961 | 100.00% | 2300 | 100.00% | 114 | 100.00% | 2413 | 100.00% |

7.6. Religion

The response from employees is broadly the similar with the exception of a significant increase in Teachers within the Church of Scotland category from **3.61%** in 2017/18 to **16.67%** in 2018/19.

| Religion & Belief | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|-------------|----------------|------------|----------------|-------------|----------------|-------------|----------------|------------|----------------|-------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Buddhist | - | - | 0 | 0.00% | - | - | 5 | 0.22% | 0 | 0.00% | 5 | 0.21% |
| Church of Scotland | 383 | 13.84% | 7 | 3.61% | 390 | 13.17% | 321 | 13.96% | 19 | 16.67% | 340 | 14.08% |
| Hindu | - | - | 0 | 0.00% | - | - | 6 | 0.26% | 0 | 0.00% | 6 | 0.25% |
| Humanist | 5 | 0.18% | 0 | 0.00% | 5 | 0.17% | - | - | 0 | 0.00% | - | - |
| Muslim | 15 | 0.54% | 0 | 0.00% | 15 | 0.51% | 11 | 0.48% | 0 | 0.00% | 11 | 0.46% |
| None | 574 | 20.74% | 16 | 8.25% | 590 | 19.93% | 549 | 23.87% | 18 | 15.79% | 567 | 23.49% |
| Other Christian | 90 | 3.25% | 9 | 4.64% | 99 | 3.34% | 56 | 2.43% | 4 | 3.51% | 60 | 2.49% |
| Other Religion | 5 | 0.18% | 0 | 0.00% | 5 | 0.17% | - | - | 0 | 0.00% | - | - |
| Pagan | 4 | 0.14% | 0 | 0.00% | 4 | 0.14% | - | - | 0 | 0.00% | - | - |
| Prefer not to say | 111 | 4.01% | 0 | 0.00% | 111 | 3.75% | 65 | 2.83% | - | - | 66 | 2.73% |
| Roman Catholic | 411 | 14.85% | 31 | 15.98% | 442 | 14.93% | 373 | 16.22% | 13 | 11.40% | 386 | 15.99% |
| Sikh | 10 | 0.36% | 0 | 0.00% | 10 | 0.34% | 14 | 0.61% | 0 | 0.00% | 14 | 0.58% |
| No Response Provided | 1155 | 41.74% | 131 | 67.53% | 1286 | 43.43% | 895 | 38.91% | 59 | 51.75% | 954 | 39.52% |
| Grand Total | 2767 | 100.00% | 194 | 100.00% | 2961 | 100.00% | 2300 | 100.00% | 114 | 100.00% | 2414 | 100.00% |

Appendix 4

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7.7. Sex

The majority of responses are from Females across both reporting periods however there is an equal split across Males and No Responses Provided.

| Sex (Gender) | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|---------|---------|----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Female | 1206 | 43.59% | 54 | 27.84% | 1260 | 42.55% | 1299 | 56.48% | 45 | 39.47% | 1344 | 55.68% |
| Male | 471 | 17.02% | 14 | 7.22% | 485 | 16.38% | 533 | 23.17% | 13 | 11.40% | 546 | 22.62% |
| No Response Provided | 1090 | 39.39% | 126 | 64.95% | 1216 | 41.07% | 468 | 20.35% | 56 | 49.12% | 524 | 21.71% |
| Grand Total | 2767 | 100.00% | 194 | 100.00% | 2961 | 100.00% | 2300 | 100.00% | 114 | 100.00% | 2414 | 100.00% |

7.8. Sexual Orientation

The data below is similar to other data collection with protected characteristics in that there is a high number of No Responses Provided.

| Sexual Orientation | 2017/18 | | | | | | 2018/19 | | | | | |
|-------------------------|---------|---------|----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Bisexual | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Gay / Lesbian | 19 | 0.69% | - | - | 22 | 0.74% | 21 | 0.91% | - | - | 23 | 0.95% |
| Heterosexual / Straight | 1491 | 53.89% | 57 | 29.38% | 1548 | 52.28% | 1322 | 57.48% | 50 | 43.86% | 1372 | 56.84% |
| Other | 5 | 0.18% | 0 | 0.00% | 5 | 0.17% | - | - | - | - | 7 | 0.29% |
| Prefer not to say | 115 | 4.16% | - | - | 117 | 3.95% | 62 | 2.70% | 0 | 0.00% | 62 | 2.57% |
| No Response Provided | 1135 | 41.02% | 132 | 68.04% | 1267 | 42.79% | 887 | 38.57% | 59 | 51.75% | 946 | 39.19% |
| Grand Total | 2767 | 100.00% | 194 | 100.00% | 2961 | 100.00% | 2300 | 100.00% | 114 | 100.00% | 2414 | 100.00% |

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7.9. Nationality

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

| Nationality | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------------------------|-------------|----------------|----------|--------------|-------------|----------------|-------------|----------------|------------|----------------|-------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Australian | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| British (not Channel Islands or IOM) | 541 | 19.55% | 0 | 0.00% | 541 | 19.55% | 471 | 20.48% | 10 | 8.77% | 481 | 19.93% |
| Canadian | 6 | 0.22% | 0 | 0.00% | 6 | 0.22% | - | - | 0 | 0.00% | - | - |
| Congo | 6 | 0.22% | 0 | 0.00% | 6 | 0.22% | 5 | 0.22% | 0 | 0.00% | 5 | 0.21% |
| English | - | - | 0 | 0.00% | - | - | 11 | 0.48% | - | - | 12 | 0.50% |
| German | - | - | 0 | 0.00% | - | - | 5 | 0.22% | 0 | 0.00% | 5 | 0.21% |
| Ghanan | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Indian | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Irish | 5 | 0.18% | 0 | 0.00% | 5 | 0.18% | 8 | 0.35% | 0 | 0.00% | 8 | 0.33% |
| Italian | 5 | 0.18% | 0 | 0.00% | 5 | 0.18% | - | - | 0 | 0.00% | - | - |
| Lithuanian | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Northern Ireland | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Polish | - | - | 0 | 0.00% | - | - | 5 | 0.22% | 0 | 0.00% | 5 | 0.21% |
| Prefer not to say | 7 | 0.25% | 0 | 0.00% | 7 | 0.25% | - | - | 0 | 0.00% | - | - |
| Scottish | 1038 | 37.51% | 0 | 0.00% | 1038 | 37.51% | 900 | 39.13% | 44 | 38.60% | 944 | 39.11% |
| South African | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Serbian | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Spanish | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| No Response Provided | 1142 | 41.27% | 0 | 0.00% | 1142 | 41.27% | 880 | 38.26% | 59 | 51.75% | 939 | 38.90% |
| Grand Total | 2767 | 100.00% | 0 | 0.00% | 2767 | 100.00% | 2300 | 100.00% | 114 | 100.00% | 2414 | 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 and the mode age bracket for those employees being 45 -54 **28.79%** in 2016/17, **31.08%** in 2018/19.

There has also been a **67.57%** increase in the number of Disciplinary carried out in 2018/19 compared to 2017/18 which is due to improvements in recording of Disciplinary data.

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

The data below remains similar with the percentages however there is an overall increase in the number of disciplinary undertaken. The majority of Disciplinary were in the 45-54 age category.

| Age | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------|-----------|----------------|----------|----------|-----------|----------------|-----------|----------------|----------|----------------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| 15-24 | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| 25-34 | 6 | 26.09% | 0 | 0.00% | 6 | 25.00% | 16 | 24.24% | 0 | 0.00% | 16 | 21.62% |
| 35-44 | - | - | - | - | - | - | 12 | 18.18% | - | - | 14 | 18.92% |
| 45-54 | 6 | 26.09% | 0 | 0.00% | 6 | 25.00% | 19 | 28.79% | - | - | 23 | 31.08% |
| 55-64 | 6 | 26.09% | 0 | 0.00% | 6 | 25.00% | 16 | 24.24% | - | - | 18 | 24.32% |
| >65 | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Grand Total | 23 | 100.00% | - | - | 24 | 100.00% | 66 | 100.00% | 8 | 100.00% | 74 | 100.00% |

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8.2. Disability

The largest response for this category is Not Disabled which has increased from **41.67%** in 2017/18 to **54.05%** in 2018/19. There has been a decrease in the No Response Provided.

| Disability | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|---------|---------|----------|-------|---------|---------|---------|---------|---------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Yes | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| No | 10 | 43.48% | 0 | 0.00% | 10 | 41.67% | 36 | 54.55% | - | - | 40 | 54.05% |
| Prefer not to say | - | - | 0 | 0.00% | - | - | - | - | - | - | - | - |
| No Response Provided | 12 | 52.17% | - | - | 13 | 54.17% | 26 | 39.39% | - | - | 29 | 39.19% |
| Grand Total | 23 | 100.00% | - | - | 24 | 100.00% | 66 | 100.00% | 8 | 100.00% | 74 | 100.00% |

8.3. Gender Identity Differs

In this category **67.57%** have chosen to provide no response.

| Gender Identification different to at birth | 2017/18 | | | | | | 2018/19 | | | | | |
|---|---------|---------|----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Yes | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| No | - | - | 0 | 0.00% | - | - | 19 | 28.79% | - | - | 23 | 31.08% |
| No Response Provided | 20 | 86.96% | - | 100.00% | 21 | 87.50% | 46 | 69.70% | - | - | 50 | 67.57% |
| Grand Total | 23 | 100.00% | - | - | 24 | 100.00% | 66 | 100.00% | 8 | 100.00% | 74 | 100.00% |

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8.4. Marriage & Civil Partnership

There has been an increase in percentage of employees Married/Civil Partnerships being subjected to disciplinary proceedings and employees living with a partner.

| Married/Civil Partnership | 2017/18 | | | | | | 2018/19 | | | | | |
|---------------------------|-----------|----------------|----------|----------|-----------|----------------|-----------|----------------|----------|----------------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Divorced | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Living with partner | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 6 | 9.09% | 0 | 0.00% | 6 | 8.11% |
| Married/Civil Partnership | - | - | 0 | 0.00% | - | - | 9 | 13.64% | - | - | 12 | 16.22% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% |
| Seperated | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Single | 6 | 26.09% | 0 | 0.00% | 6 | 25.00% | 19 | 28.79% | - | - | 20 | 27.03% |
| Widowed | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| No Response Provided | 12 | 52.17% | - | - | 13 | 54.17% | 26 | 39.39% | - | - | 30 | 40.54% |
| Grand Total | 23 | 100.00% | - | - | 24 | 100.00% | 66 | 100.00% | 8 | 100.00% | 74 | 100.00% |

8.5. Ethnicity

| Ethnic Origin | 2017/18 | | | | | | 2018/19 | | | | | |
|---|-----------|----------------|----------|----------|-----------|----------------|-----------|----------------|----------|----------------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Arab (inc. British, English, Irish, Scottish, Welsh) | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Black - African (inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| White - British | - | - | 0 | 0.00% | - | - | 6 | 9.09% | 0 | 0.00% | 6 | 8.11% |
| White - English | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| White - Scottish | 7 | 30.43% | 0 | 0.00% | 7 | 29.17% | 32 | 48.48% | 5 | 62.50% | 37 | 50.00% |
| No Response Provided | 13 | 56.52% | - | - | 14 | 58.33% | 23 | 34.85% | - | - | 26 | 35.14% |
| Grand Total | 23 | 100.00% | - | - | 24 | 100.00% | 66 | 100.00% | 8 | 100.00% | 74 | 100.00% |

8.6. Religion & Belief

| Religion/Belief | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|-----------|----------------|----------------|----------------|-----------|----------------|-----------|----------------|----------|----------------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Church of Scotland | - | - | 0 | 0.00% | - | - | 12 | 18.18% | - | - | 14 | 18.92% |
| None | - | - | 0 | 0.00% | - | - | 14 | 21.21% | 0 | 0.00% | 14 | 18.92% |
| Other Christianity | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Roman Catholic | - | - | 0 | 0.00% | - | - | 7 | 10.61% | - | - | 10 | 13.51% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| No Response Provided | 12 | 52.17% | - | - | 13 | 54.17% | 26 | 39.39% | - | - | 29 | 39.19% |
| Grand Total | 23 | 100.00% | 100.00% | 100.00% | 24 | 100.00% | 66 | 100.00% | 8 | 100.00% | 74 | 100.00% |

8.7. Sex

There has been an increase in the number of female from **29.17%** in 2017/18 to **55.41%** in 2018/19 however there has been an overall increase in the number of disciplinaries undertaken in 2018/2019 which now shows more of an even split in Male and Female.

| Sex (Gender) | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------|-----------|----------------|----------|----------|-----------|----------------|-----------|----------------|----------|----------------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Female | 7 | 30.43% | 0 | 0.00% | 7 | 29.17% | 34 | 51.52% | 7 | 87.50% | 41 | 55.41% |
| Male | 16 | 69.57% | - | - | 17 | 70.83% | 32 | 48.48% | - | - | 33 | 44.59% |
| Grand Total | 23 | 100.00% | - | - | 24 | 100.00% | 66 | 100.00% | 8 | 100.00% | 74 | 100.00% |

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8.8. Sexual Orientation

| Sexual Orientation | 2017/18 | | | | | | 2018/19 | | | | | |
|-----------------------|-----------|----------------|----------|----------|-----------|----------------|-----------|----------------|----------|----------------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Heterosexual/Straight | 11 | 47.83% | 0 | 0.00% | 11 | 45.83% | 34 | 51.52% | 5 | 62.50% | 39 | 52.70% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| No Response Provided | 12 | 52.17% | - | - | 13 | 54.17% | 28 | 42.42% | - | - | 31 | 41.89% |
| Grand Total | 23 | 100.00% | - | - | 24 | 100.00% | 66 | 100.00% | 8 | 100.00% | 74 | 100.00% |

8.9. Nationality

| Nationality | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------------------------|-----------|----------------|----------|----------|-----------|----------------|-----------|----------------|----------|----------------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Cameroon | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Congo | 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% | - | - |
| Nigeria | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Serbian | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| British (not Channel Islands or IOM) | 6 | 26.09% | 0 | 0.00% | 6 | 25.00% | 11 | 16.67% | - | - | 12 | 16.22% |
| Scottish | - | - | 0 | 0.00% | - | - | 27 | 40.91% | - | - | 31 | 41.89% |
| No Response Provided | 14 | 60.87% | - | - | 15 | 62.50% | 23 | 34.85% | - | - | 26 | 35.14% |
| Grand Total | 23 | 100.00% | - | - | 24 | 100.00% | 66 | 100.00% | 8 | 100.00% | 74 | 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 2017/18 and **35-44** in 2018/19.

Due to the small number of Grievances undertaken, any variation within the categories will have a significant impact on the percentages.

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

9.1. Age

There has been an increase in the 35-44 category from **18.18%** in 2017/18 to **40.00%** in 2018/2019. There has been a decrease in all other age groups.

| Age | 2017/18 | | | | | |
|----------------------|-----------|----------------|----------|--------------|-----------|---|
| | LGW | % | Teachers | % | All EDC | % |
| 15-24 | - | - | 0 | 0.00% | - | |
| 25-34 | - | - | 0 | 0.00% | - | |
| 35-44 | - | - | 0 | 0.00% | - | |
| 45-54 | - | - | 0 | 0.00% | - | |
| 55-64 | - | - | 0 | 0.00% | - | |
| >65 | 0 | 0.00% | 0 | 0.00% | 0 | |
| No Response Provided | - | - | 0 | 0.00% | - | |
| Grand Total | 11 | 100.00% | 0 | 0.00% | 11 | |

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9.2. Disability

There has been a decrease in all categories with the exception of the No Disability category which increased by **20%** in 2018/19

| Disability | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|-----------|----------------|----------|--------------|-----------|----------------|----------|----------------|----------|----------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Yes | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| No | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| No Response Provided | 9 | 81.82% | 0 | 0.00% | 9 | 81.82% | 5 | 55.56% | - | - | 6 | 60.00% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% |
| Grand Total | 11 | 100.00% | 0 | 0.00% | 11 | 100.00% | 9 | 100.00% | - | - | 10 | 100.00% |

9.3. Gender Identification

| Gender identity different to at birth | 2017/18 | | | | | | 2018/19 | | | | | |
|---------------------------------------|-----------|----------------|----------|--------------|-----------|----------------|----------|----------------|----------|----------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| No | 0 | 0.00% | 0 | 0.00% | 0 | 0 | - | - | 0 | 0.00% | - | - |
| No Response Provided | 11 | 100.00% | 0 | 0.00% | 11 | 100.00% | 6 | 66.67% | - | - | 7 | 70.00% |
| Grand Total | 11 | 100.00% | 0 | 0.00% | 11 | 100.00% | 9 | 100.00% | - | - | 10 | 100.00% |

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9.4. Marriage & Civil Partnership

| Married/Civil Partnership | 2017/18 | | | | | | 2018/19 | | | | | |
|---------------------------|-----------|----------------|----------|--------------|-----------|----------------|----------|----------------|----------|----------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Married/Civil Partnership | - | - | 0 | 0.00% | - | - | - | - | - | - | - | - |
| Living with Partner | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| No Response Provided | 10 | 90.91% | 0 | 0.00% | 10 | 90.91% | 5 | 55.56% | 0 | 0.00% | 5 | 50.00% |
| Grand Total | 11 | 100.00% | 0 | 0.00% | 11 | 100.00% | 9 | 100.00% | - | - | 10 | 100.00% |

9.5. Ethnicity

| Ethnic Origin | 2017/18 | | | | | | 2018/19 | | | | | |
|---|-----------|----------------|----------|--------------|-----------|----------------|----------|----------------|----------|----------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| White - British | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| White - Other | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | - | - |
| Black - African (inc. British, English, Irish, Scottish, Welsh) | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| White - English | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | 1 | 10.00% |
| White - Scottish | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| No Response Provided | 9 | 81.82% | 0 | 0.00% | 9 | 81.82% | - | - | 0 | 0.00% | - | - |
| Grand Total | 11 | 100.00% | 0 | 0.00% | 11 | 100.00% | 9 | 100.00% | - | - | 10 | 100.00% |

9.6. Religion

| Religion/Belief | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|----------|----------------|----------|--------------|-----------|----------------|----------|----------------|----------|----------------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| None | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Roman Catholic | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Other Christian | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| No Response Provided | 9 | 81.82% | 0 | 0.00% | 9 | 81.82% | 5 | 55.56% | - | 100.00% | 6 | 60.00% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Grand Total | 0 | 100.00% | 0 | 0.00% | 11 | 100.00% | 9 | 100.00% | 0 | 100.00% | 10 | 100.00% |

9.7. Sex

| Sex (Gender) | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|-----------|----------------|----------|--------------|-----------|----------------|----------|----------------|----------|----------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Female | - | - | 0 | 0.00% | - | - | - | - | - | - | 5 | 50.00% |
| Male | 5 | 45.45% | 0 | 0.00% | 5 | 45.45% | 5 | 55.56% | 0 | 0.00% | 5 | 50.00% |
| No Response Provided | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Grand Total | 11 | 100.00% | 0 | 0.00% | 11 | 100.00% | 9 | 100.00% | - | - | 10 | 100.00% |

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9.8. Sexual Orientation

| Sexual Orientation | 2017/18 | | | | | | 2018/19 | | | | | |
|-----------------------|-----------|----------------|----------|--------------|-----------|----------------|----------|----------------|----------|----------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Heterosexual/Straight | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| No Response Provided | 9 | 81.82% | 0 | 0.00% | 9 | 81.82% | 5 | 55.56% | - | - | 6 | 60.00% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Grand Total | 11 | 100.00% | 0 | 0.00% | 11 | 100.00% | 9 | 100.00% | - | - | 10 | 100.00% |

9.9. Nationality

| Nationality | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------------------------|-----------|----------------|----------|--------------|-----------|----------------|----------|----------------|----------|--------------|----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Scottish | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| British (not Channel Islands or IOM) | 0 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | - | - | - | - | - | - |
| English | 0 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | - | - | 0 | 0.00% | - | - |
| Ghannan | 0 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | - | - | - | 0.00% | - | - |
| No Response Provided | 9 | 81.82% | 0.00% | 0.00% | 9 | 81.82% | 5 | 55.56% | 0 | 0.00% | 5 | 55.56% |
| Grand Total | 11 | 100.00% | 0 | 0.00% | 11 | 100.00% | 9 | 100.00% | 0 | 0.00% | 9 | 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 mode age bracket for those employees in 2017/18 and 2018/19 is 55-64.

The following data shows an overall increase in number of flexible working requests from 2017/18 to 2018/19 by **51.78%**.

10.1. Age

There has been an increase in the 25-34 age category from **7.41%** in 2017/18 to **17.86%** in 2018/19.

| Age | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|---------|---------|----------|-------|---------|---------|---------|---------|---------|-------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| 15-24 | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| 25-34 | - | - | 0 | 0.00% | - | - | 10 | 18.52% | 0 | 0.00% | 10 | 17.86% |
| 35-44 | 5 | 18.52% | 0 | 0.00% | 5 | 18.52% | 10 | 18.52% | - | - | 11 | 19.64% |
| 45-54 | 7 | 25.93% | 0 | 0.00% | 7 | 25.93% | 12 | 22.22% | - | - | 13 | 23.21% |
| 55-64 | 10 | 37.04% | 0 | 0.00% | 10 | 37.04% | 20 | 37.04% | 0 | 0.00% | 20 | 35.71% |
| >65 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| No Response Provided | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Grand Total | 27 | 100.00% | 0 | 0.00% | 27 | 100.00% | 54 | 100.00% | - | - | 56 | 100.00% |

10.2. Disability

| Disability | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|---------|---------|----------|-------|---------|---------|---------|---------|---------|-------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Yes | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| No | 9 | 33.33% | 0 | 0.00% | 9 | 33.33% | 29 | 53.70% | - | - | 30 | 53.57% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | - | - |
| No Response Provided | 17 | 62.96% | 0 | 0.00% | 17 | 62.96% | 25 | 46.30% | 0 | 0.00% | 25 | 44.64% |
| Grand Total | 27 | 100.00% | 0 | 0.00% | 27 | 100.00% | 54 | 100.00% | - | - | 56 | 100.00% |

10.3. Gender Identification

| Gender identification different to at birth | 2017/18 | | | | | | 2018/19 | | | | | |
|---|---------|---------|----------|-------|---------|---------|---------|---------|---------|-------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Yes | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| No | - | - | 0 | 0.00% | - | - | 17 | 31.48% | - | - | 18 | 32.14% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | - | - |
| No Response Provided | 23 | 85.19% | 0 | 0.00% | 23 | 85.19% | 37 | 68.52% | 0 | 0.00% | 37 | 66.07% |
| Grand Total | 27 | 100.00% | 0 | 0.00% | 27 | 100.00% | 54 | 100.00% | - | - | 56 | 100.00% |

10.4. Marriage & Civil Partnership

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

| Married/Civil Partnership | 2017/18 | | | | | | 2018/19 | | | | | |
|---------------------------|-----------|----------------|----------|--------------|-----------|----------------|-----------|----------------|----------|----------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Married/Civil Partnership | 7 | 25.93% | 0 | 0.00% | 7 | 25.93% | 19 | 35.19% | - | - | 20 | 35.71% |
| Divorced | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Living with Partner | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 5 | 9.26% | 0 | 0.00% | 5 | 8.93% |
| Separated | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Single | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | - | - | - | - |
| Widowed | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| No Response Provided | 18 | 66.67% | 0 | 0.00% | 18 | 66.67% | 26 | 48.15% | 0 | 0.00% | 26 | 46.43% |
| Grand Total | 27 | 100.00% | 0 | 0.00% | 27 | 100.00% | 54 | 100.00% | - | - | 56 | 100.00% |

10.5. Ethnicity

| Ethnic Origin | 2017/18 | | | | | | 2018/19 | | | | | |
|-----------------------|-----------|----------------|----------|--------------|-----------|----------------|-----------|----------------|----------|----------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| White - British | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| White - Irish | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| White - Norther Irish | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| White - English | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| White - Scottish | 9 | 33.33% | 0 | 0.00% | 9 | 33.33% | 25 | 46.30% | - | - | 26 | 46.43% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | - | - |
| No Response Provided | 16 | 59.26% | 0 | 0.00% | 16 | 59.26% | 23 | 42.59% | 0 | 0.00% | 23 | 41.07% |
| Grand Total | 27 | 100.00% | 0 | 0.00% | 27 | 100.00% | 54 | 100.00% | - | - | 56 | 100.00% |

10.6. Religion

| Religion | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|-----------|----------------|----------|--------------|-----------|----------------|-----------|----------------|----------|----------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Church of Scotland | - | - | 0 | 0.00% | - | - | 5 | 9.26% | 0 | 0.00% | 5 | 8.93% |
| None | 5 | 18.52% | 0 | 0.00% | 5 | 18.52% | 12 | 22.22% | 0 | 0.00% | 12 | 21.43% |
| Other Christianity | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Other Religion | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | - | - | 0 | 0.00% |
| Roman Catholic | - | - | 0 | 0.00% | - | - | 6 | 11.11% | - | - | 7 | 12.50% |
| No Response Provided | 16 | 59.26% | 0 | 0.00% | 16 | 59.26% | 26 | 48.15% | 0 | 0.00% | 26 | 46.43% |
| Grand Total | 27 | 100.00% | 0 | 0.00% | 27 | 100.00% | 54 | 100.00% | - | - | 56 | 100.00% |

10.7. Sex

The majority of flexible working requests continue to be made by Females with **94.64%** of applications from this category in 2018/19.

| Sex (Gender) | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------|-----------|----------------|----------|--------------|-----------|----------------|-----------|----------------|----------|----------|-----------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Female | 23 | 85.19% | 0 | 0.00% | 23 | 85.19% | 51 | 94.44% | - | - | 53 | 94.64% |
| Male | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Grand Total | 27 | 100.00% | 0 | 0.00% | 27 | 100.00% | 54 | 100.00% | - | - | 56 | 100.00% |

10.8. Sexual Orientation

| Sexual Orientation | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|---------|---------|----------|-------|---------|---------|---------|---------|---------|-------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Bisexual | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Gay/Lesbian | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Heterosexual | 10 | 37.04% | 0 | 0.00% | 10 | 37.04% | 27 | 50.00% | - | - | 28 | 50.00% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | - | - | - | - |
| No Response Provided | 16 | 59.26% | 0 | 0.00% | 16 | 59.26% | 24 | 44.44% | 0 | 0.00% | 24 | 42.86% |
| Grand Total | 27 | 100.00% | 0 | 0.00% | 27 | 100.00% | 54 | 100.00% | - | - | 56 | 100.00% |

10.9. Nationality

| Nationality | 2017/18 | | | | | | 2018/19 | | | | | |
|-------------------------------------|---------|---------|----------|-------|---------|---------|---------|---------|---------|-------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| British (no Channel Islands or IOM) | 0 | 0.00% | 0 | 0.00% | - | 0.00% | 9 | 16.67% | 0 | 0.00% | 9 | 16.07% |
| Irish | 0 | 0.00% | 0 | 0.00% | - | 0.00% | - | - | 0 | 0.00% | - | - |
| Scottish | 9 | 33.33% | 0 | 0.00% | 9 | 33.33% | 21 | 38.89% | - | - | 22 | 39.29% |
| No Response Provided | 18 | 66.67% | 0 | 0.00% | 18 | 66.67% | 23 | 42.59% | - | - | 24 | 42.86% |
| Grand Total | 27 | 100.00% | 0 | 0.00% | 27 | 100.00% | 54 | 100.00% | - | - | 56 | 100.00% |

11. Parental Leave

This is the first year Parental Leave data is being reported due to previous years Parental Leave requests being below 5. The requests for 2017/18 have increased to 25 and 26 for 2018/2019 therefor the data can be segmented.

11.1. Age

In 2017/18 requests were predominately from the 45-54 age category. 2018/19 data is showing a more even split across all age categories with the exception of the over 65.

| Age | 2017/18 | | 2018/19 | |
|--------------------|-----------|----------------|-----------|----------------|
| | All EDC | % | All EDC | % |
| 15-24 | 0 | 0.00% | - | - |
| 25-34 | - | - | 7 | 28.00% |
| 35-44 | 5 | 19.23% | 7 | 28.00% |
| 45-54 | 16 | 61.54% | 6 | 24.00% |
| 55-64 | - | - | - | - |
| >65 | 0 | 0.00% | 0 | 0.00% |
| Grand Total | 26 | 100.00% | 25 | 100.00% |

11.2. Disability

The majority of applications are in the Not Disabled category for both 2017/18 and 2018/19. As with other protected characteristics there is a high level on No Response provided.

| Disability | 2017/18 | | 2018/19 | |
|----------------------|-----------|----------------|-----------|----------------|
| | All EDC | % | All EDC | % |
| Yes | 0 | 0.00% | - | - |
| No | 16 | 61.54% | 16 | 64.00% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% |
| No Response Provided | 10 | 38.46% | 8 | 32.00% |
| Grand Total | 26 | 100.00% | 25 | 100.00% |

11.3. Gender Identity

| Gender Identity | 2017/18 | | 2018/19 | |
|----------------------|-----------|----------------|-----------|----------------|
| | All EDC | % | All EDC | % |
| Yes | 0 | 0.00% | 0 | 0.00% |
| No | 5 | 19.23% | 10 | 40.00% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% |
| No Response Provided | 21 | 80.77% | 15 | 60.00% |
| Grand Total | 26 | 100.00% | 25 | 100.00% |

11.4. Married/Civil Partnership

| Married/Civil Partnership | 2017/18 | | 2018/19 | |
|---------------------------|---------|---------|---------|---------|
| | All EDC | % | All EDC | % |
| Married/Civil Partnership | 7 | 26.92% | 12 | 48.00% |
| Single | - | - | 0 | 0.00% |
| Living with Partner | 0 | 0.00% | - | - |
| No Response Provided | 17 | 65.38% | 10 | 40.00% |
| Grand Total | 26 | 100.00% | 25 | 100.00% |

11.5. Ethnicity

| Ethnic Origin | 2017/18 | | 2018/19 | |
|--|---------|---------|---------|---------|
| | All EDC | % | All EDC | % |
| Asian - Indian (inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% |
| White - English | 0 | 0.00% | - | - |
| White - British | - | - | 6 | 24.00% |
| White - Other | - | - | 0 | 0.00% |
| White - Scottish | 10 | 38.46% | 9 | 36.00% |
| No Response Provided | 10 | 38.46% | 8 | 32.00% |
| Grand Total | 26 | 100.00% | 25 | 100.00% |

11.6. Religion/Belief

| Religion/Belief | 2017/18 | | 2018/19 | |
|----------------------|-----------|----------------|-----------|----------------|
| | All EDC | % | All EDC | % |
| Church of Scotland | - | - | - | - |
| Hindu | - | - | 0 | 0.00% |
| None | - | - | 6 | 24.00% |
| Other Christian | - | - | - | - |
| Roman Catholic | 9 | 34.62% | 6 | 24.00% |
| No Response Provided | 10 | 38.46% | 9 | 36.00% |
| Grand Total | 26 | 100.00% | 25 | 100.00% |

11.7. Sex (Gender)

The majority of Parental Leave requests continue to be made by Females however there has been an increase in applications from Males from **3.85%** in 2017/18 to **20.00%** in 2018/19.

| Sex (Gender) | 2017/18 | | 2018/19 | |
|----------------------|-----------|----------------|-----------|----------------|
| | All EDC | % | All EDC | % |
| Female | 25 | 96.15% | 20 | 80.00% |
| Male | - | - | 5 | 20.00% |
| No Response Provided | 0 | 0.00% | 0 | 0.00% |
| Grand Total | 26 | 100.00% | 25 | 100.00% |

11.8. Sexual Orientation

| Sexual Orientation | 2017/18 | | 2018/19 | |
|-----------------------|-----------|----------------|-----------|----------------|
| | All EDC | % | All EDC | % |
| Heterosexual/Straight | 15 | 57.69% | 16 | 64.00% |
| No Response Provided | 11 | 42.31% | 9 | 36.00% |
| Grand Total | 26 | 100.00% | 25 | 100.00% |

11.9. Nationality

| Nationality | 2017/18 | | 2018/19 | |
|--------------------------------------|-----------|----------------|-----------|----------------|
| | All EDC | % | All EDC | % |
| British (not Channel Islands or IOM) | - | - | 7 | 28.00% |
| English | 0 | 0.00% | - | - |
| Indian | - | - | 0 | 0.00% |
| Italian | - | - | 0 | 0.00% |
| Scottish | 11 | 42.31% | 7 | 28.00% |
| No Response Provided | 10 | 38.46% | 9 | 36.00% |
| Grand Total | 26 | 100.00% | 25 | 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 Wellbeing At Work Procedure

The Wellbeing at Work 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 the 45-54 age category.

| Age | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------|------------|----------------|-----------|----------------|------------|----------------|------------|----------------|-----------|----------------|------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| 15-24 | 6 | 1.13% | 0 | 0.00% | 6 | 0.97% | 6 | 0.98% | - | - | 7 | 0.99% |
| 25-34 | 51 | 9.60% | 11 | 12.22% | 62 | 9.98% | 79 | 12.93% | 16 | 16.67% | 95 | 13.44% |
| 35-44 | 78 | 14.69% | 21 | 23.33% | 99 | 15.94% | 100 | 16.37% | 29 | 30.21% | 129 | 18.25% |
| 45-54 | 188 | 35.40% | 32 | 35.56% | 220 | 35.43% | 205 | 33.55% | 29 | 30.21% | 234 | 33.10% |
| 55-64 | 183 | 34.46% | 25 | 27.78% | 208 | 33.49% | 193 | 31.59% | 19 | 19.79% | 212 | 29.99% |
| >65 | 25 | 4.71% | - | - | 26 | 4.19% | 28 | 4.58% | - | - | 30 | 4.24% |
| Grand Total | 531 | 100.00% | 90 | 100.00% | 621 | 100.00% | 611 | 100.00% | 96 | 100.00% | 707 | 100.00% |

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12.2. Disability

As with other protected characteristics there is a high number of no responses provided. Of the data available the majority of returns from Long Term Sick were Not Disabled.

| Disability | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|---------|---------|----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Yes | 12 | 2.26% | - | - | 15 | 2.42% | 14 | 2.29% | 6 | 6.25% | 20 | 2.83% |
| No | 174 | 32.77% | 30 | 33.33% | 204 | 32.85% | 272 | 44.52% | 35 | 36.46% | 307 | 43.42% |
| Prefer not to say | 14 | 2.64% | - | - | 17 | 2.74% | 5 | 0.82% | 0 | 0.00% | 5 | 0.71% |
| No Response Provided | 331 | 62.34% | 54 | 60.00% | 385 | 62.00% | 320 | 52.37% | 55 | 57.29% | 375 | 53.04% |
| Grand Total | 531 | 100.00% | 90 | 100.00% | 621 | 100.00% | 611 | 100.00% | 96 | 100.00% | 707 | 100.00% |

12.3. Gender Identification

| Gender Identity | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|---------|---------|----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Yes | - | - | - | - | 5 | 0.81% | - | - | - | - | - | - |
| No | 142 | 26.74% | 24 | 26.67% | 166 | 26.73% | 213 | 34.86% | 31 | 32.29% | 244 | 34.51% |
| Prefer not to say | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| No Response Provided | 384 | 72.32% | 63 | 70.00% | 447 | 71.98% | 395 | 64.65% | 64 | 66.67% | 459 | 64.92% |
| Grand Total | 531 | 100.00% | 90 | 100.00% | 621 | 100.00% | 611 | 100.00% | 96 | 100.00% | 707 | 100.00% |

12.4. Marriage & Civil Partnership

| Married/Civil Partnership | 2017/18 | | | | | | 2018/19 | | | | | |
|---------------------------|------------|----------------|-----------|----------------|------------|----------------|------------|---------------|-----------|----------------|------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Divorced | 30 | 5.65% | - | - | 31 | 4.99% | 27 | 3.82% | - | - | 30 | 4.24% |
| Living with partner | 18 | 3.39% | - | - | 20 | 3.22% | 33 | 4.67% | 5 | 5.21% | 38 | 5.37% |
| Married/Civil Partnership | 121 | 22.79% | 33 | 36.67% | 154 | 24.80% | 150 | 21.22% | 25 | 26.04% | 175 | 24.75% |
| Prefer not to say | 11 | 2.07% | 0 | 0.00% | 11 | 1.77% | 5 | 0.71% | - | - | 6 | 0.85% |
| Seperated | 12 | 2.26% | 0 | 0.00% | 12 | 1.93% | 11 | 1.56% | 0 | 0.00% | 11 | 1.56% |
| Single | 34 | 6.40% | - | - | 38 | 6.12% | 57 | 8.06% | 9 | 9.38% | 66 | 9.34% |
| Widowed | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| No Reponse Provided | 303 | 57.06% | 50 | 55.56% | 353 | 56.84% | 325 | 45.97% | 53 | 55.21% | 378 | 53.47% |
| Grand Total | 531 | 100.00% | 90 | 100.00% | 621 | 100.00% | 611 | 86.42% | 96 | 100.00% | 707 | 100.00% |

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12.5. Ethnicity

| Ethnic Origin | 2017/18 | | | | | | 2018/19 | | | | | |
|---|---------|--------|----------|--------|---------|--------|---------|--------|---------|--------|---------|--------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Arab (inc. British, English, Irish, Scottish, Welsh) | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | - | - | 2 | 0.28% |
| Asian - Bangladeshi (inc. British, English, Irish, Scottish, Welsh) | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Asian - Chinese (inc. British, English, Irish, Scottish, Welsh) | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Asian - Indian (inc. British, English, Irish, Scottish, Welsh) | 6 | 1.13% | 0 | 0.00% | 6 | 0.97% | - | - | 0 | 0.00% | - | - |
| Asian - Other (Inc. British, English, Irish, Scottish, Welsh) | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh) | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Black - African (inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Black - Caribbean (inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Mixed | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Prefer not to say | 9 | 1.69% | - | - | 11 | 1.77% | - | - | 0 | 0.00% | - | - |
| White - British | 44 | 8.29% | 12 | 13.33% | 56 | 9.02% | 68 | 9.62% | 14 | 14.58% | 82 | 11.60% |
| White - English | - | - | - | - | - | - | - | - | 0 | 0.00% | - | - |
| White - Irish | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| White - Northern Irish | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| White - Other | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| White - Polish | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| White - Scottish | 171 | 32.20% | 25 | 27.78% | 196 | 31.56% | 214 | 30.27% | 27 | 28.13% | 241 | 34.09% |
| White - Welsh | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | - | - |

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| | | | | | | | | | | | | |
|----------------------|-----|---------|----|---------|-----|---------|-----|--------|----|---------|-----|---------|
| No Response Provided | 292 | 54.99% | 50 | 55.56% | 342 | 55.07% | 315 | 44.55% | 53 | 55.21% | 368 | 52.05% |
| Grand Total | 531 | 100.00% | 90 | 100.00% | 621 | 100.00% | 611 | 86.42% | 96 | 100.00% | 707 | 100.00% |

12.6. Religion

| Religion/Belief | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|---------|---------|----------|---------|---------|---------|---------|--------|---------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Buddhist | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Church of Scotland | 69 | 12.99% | 10 | 11.11% | 79 | 12.72% | 85 | 12.02% | 15 | 15.63% | 100 | 14.14% |
| Hindu | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Humanist | - | - | - | - | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Jewish | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Muslim | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| None | 63 | 11.86% | 12 | 13.33% | 75 | 12.08% | 85 | 12.02% | 11 | 11.46% | 96 | 13.58% |
| Other Christian | 13 | 2.45% | 5 | 5.56% | 18 | 2.90% | 16 | 2.26% | - | - | 18 | 2.55% |
| Other Religion | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Pagan | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Prefer not to say | 20 | 3.77% | - | - | 22 | 3.54% | 11 | 1.56% | - | - | 12 | 1.70% |
| Roman Catholic | 60 | 11.30% | 10 | 11.11% | 70 | 11.27% | 89 | 12.59% | 14 | 14.58% | 103 | 14.57% |
| Sikh | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| No Response Provided | 297 | 55.93% | 50 | 55.56% | 347 | 55.88% | 317 | 44.84% | 53 | 55.21% | 370 | 52.33% |
| Grand Total | 531 | 100.00% | 90 | 100.00% | 621 | 100.00% | 611 | 86.42% | 96 | 100.00% | 707 | 100.00% |

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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) | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|---------|---------|----------|---------|---------|---------|---------|--------|---------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Female | 399 | 75.14% | 77 | 85.56% | 476 | 76.65% | 459 | 64.92% | 83 | 86.46% | 542 | 76.66% |
| Male | 131 | 24.67% | 13 | 14.44% | 144 | 23.19% | 152 | 21.50% | 13 | 13.54% | 165 | 23.34% |
| No Response Provided | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Grand Total | 531 | 100.00% | 90 | 100.00% | 621 | 100.00% | 611 | 86.42% | 96 | 100.00% | 707 | 100.00% |

12.8. Sexual Orientation

| Sexual Orientation | 2017/18 | | | | | | 2018/19 | | | | | |
|-------------------------|---------|---------|----------|---------|---------|---------|---------|--------|---------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Bisexual | 0 | 0.00% | - | - | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Gay / Lesbian | - | - | 0 | 0.00% | - | - | - | - | - | - | 5 | 0.71% |
| Heterosexual / Straight | 204 | 38.42% | 37 | 41.11% | 241 | 38.81% | 275 | 38.90% | 38 | 39.58% | 313 | 44.27% |
| Other | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Prefer not to say | 29 | 5.46% | - | - | 31 | 4.99% | 14 | 1.98% | - | - | 17 | 2.40% |
| No Response Provided | 297 | 55.93% | 50 | 55.56% | 347 | 55.88% | 319 | 45.12% | 53 | 55.21% | 372 | 52.62% |
| Grand Total | 531 | 100.00% | 90 | 100.00% | 621 | 100.00% | 611 | 86.42% | 96 | 100.00% | 707 | 100.00% |

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12.9. Nationality

| Nationality | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------------------------|---------|---------|----------|---------|---------|---------|---------|--------|---------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Australian | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.14% |
| American | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| British (not Channel Islands or IOM) | 65 | 12.24% | 17 | 18.89% | 82 | 13.20% | 67 | 9.48% | 14 | 14.58% | 81 | 11.46% |
| British Indian Ocean Territory | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Cameroon | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| English | - | - | - | - | - | - | - | - | 0 | 0.00% | - | - |
| German | - | - | 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% |
| Italian | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Polish | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Prefer not to say | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Scottish | 158 | 29.76% | 22 | 24.44% | 180 | 28.99% | 218 | 30.83% | 27 | 28.13% | 245 | 34.65% |
| No Response Provided | 296 | 55.74% | 50 | 55.56% | 346 | 55.72% | 317 | 44.84% | 55 | 57.29% | 372 | 52.62% |
| Grand Total | 531 | 100.00% | 90 | 100.00% | 621 | 100.00% | 611 | 86.42% | 96 | 100.00% | 707 | 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, training opportunities and proactive campaigns including the redesign of the leaver's questionnaire in 2019.

For the current reporting period, 2017/18 and 2017/19, 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 35-44 age category with 11.79% in 2017/2018 to 18.41% in 2018/19 the other age categories remain broadly unchanged.

| Age | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| 15-24 | 69 | 14.02% | 16 | 7.55% | 85 | 12.07% | 53 | 12.65% | 29 | 13.06% | 82 | 12.79% |
| 25-34 | 119 | 24.19% | 97 | 45.75% | 216 | 30.68% | 98 | 23.39% | 101 | 45.50% | 199 | 31.05% |
| 35-44 | 61 | 12.40% | 22 | 10.38% | 83 | 11.79% | 79 | 18.85% | 39 | 17.57% | 118 | 18.41% |
| 45-54 | 103 | 20.93% | 18 | 8.49% | 121 | 17.19% | 63 | 15.04% | 18 | 8.11% | 81 | 12.64% |
| 55-64 | 91 | 18.50% | 49 | 23.11% | 140 | 19.89% | 89 | 21.24% | 32 | 14.41% | 121 | 18.88% |
| >65 | 49 | 9.96% | 10 | 4.72% | 59 | 8.38% | 37 | 8.83% | 3 | 1.35% | 40 | 6.24% |
| Grand Total | 492 | 100.00% | 212 | 100.00% | 704 | 100.00% | 419 | 100.00% | 222 | 100.00% | 641 | 100.00% |

13.2. Disability

The majority of Leavers did not provide a response to this category. Not Disabled accounts for the majority of responses provided with **41.90%** in 2017/18 and **45.87%** in 2018/19.

| Disability | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|---------|---------|----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Yes | 9 | 1.83% | - | - | 10 | 1.42% | 12 | 2.86% | - | - | 13 | 2.03% |
| No | 202 | 41.06% | 93 | 43.87% | 295 | 41.90% | 218 | 52.03% | 76 | 34.23% | 294 | 45.87% |
| Prefer not to say | - | - | - | - | 5 | 0.71% | 5 | 1.19% | 0 | 0.00% | 5 | 0.78% |
| No Response Provided | 277 | 56.30% | 117 | 55.19% | 394 | 55.97% | 184 | 43.91% | 145 | 65.32% | 329 | 51.33% |
| Grand Total | 492 | 100.00% | 212 | 100.00% | 704 | 100.00% | 419 | 100.00% | 222 | 100.00% | 641 | 100.00% |

13.3. Gender Identity

| Gender Identity Different from Birth | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------------------------|---------|---------|----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Yes | - | - | 0 | 0.00% | - | - | 8 | 1.91% | - | - | 9 | 1.40% |
| No | 133 | 27.03% | 71 | 33.49% | 204 | 28.98% | 155 | 36.99% | 52 | 23.42% | 207 | 32.29% |
| Prefer not to say | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| No Response Provided | 352 | 71.54% | 141 | 66.51% | 493 | 70.03% | 253 | 60.38% | 169 | 76.13% | 422 | 65.83% |
| Grand Total | 492 | 100.00% | 212 | 100.00% | 704 | 100.00% | 419 | 100.00% | 222 | 100.00% | 641 | 100.00% |

13.4. Marriage & Civil Partnership

| Marital Status | 2017/18 | | | | | | 2018/19 | | | | | |
|---------------------------|---------|---------|----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Divorced | 16 | 3.25% | - | - | 18 | 2.56% | 15 | 3.58% | - | - | 18 | 2.81% |
| Living with Partner | 24 | 4.88% | 9 | 4.25% | 33 | 4.69% | 33 | 7.88% | 10 | 4.50% | 43 | 6.71% |
| Married/Civil Partnership | 102 | 20.73% | 49 | 23.11% | 151 | 21.45% | 87 | 20.76% | 41 | 18.47% | 128 | 19.97% |
| Prefer not to say | 5 | 1.02% | 0 | 0.00% | 5 | 0.71% | - | - | 0 | 0.00% | - | - |
| Seperated | 7 | 1.42% | 0 | 0.00% | 7 | 0.99% | 4 | 0.95% | - | - | 6 | 0.94% |
| Single | 63 | 12.80% | 44 | 20.75% | 107 | 15.20% | 77 | 18.38% | 26 | 11.71% | 103 | 16.07% |
| Widowed | - | - | - | - | - | - | 6 | 1.43% | 0 | 0.00% | 6 | 0.94% |
| No Response Provided | 274 | 55.69% | 105 | 49.53% | 379 | 53.84% | 196 | 46.78% | 140 | 63.06% | 336 | 52.42% |
| Grand Total | 492 | 100.00% | 212 | 100.00% | 704 | 100.00% | 419 | 100.00% | 222 | 100.00% | 641 | 100.00% |

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13.5. Ethnicity

| Ethnic Origin | 2017/18 | | | | | | 2018/19 | | | | | |
|---|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Asian - Bangladeshi (inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Asian - Chinese (inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% | - | - | 0 | 0.00% | - | - | - | - |
| Asian - Indian (inc. British, English, Irish, Scottish, Welsh) | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Arab (inc. British, English, Irish, Scottish, Welsh) | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | - | - |
| Asian - Other (Inc. British, English, Irish, Scottish, Welsh)ound) | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Black - African (inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| Black - Caribbean (inc. British, English, Irish, Scottish, Welsh) | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Mixed | 7 | 1.42% | 0 | 0.00% | 7 | 0.99% | - | - | - | - | 5 | 0.78% |
| Prefer not to say | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| White - British | 44 | 8.94% | 42 | 19.81% | 86 | 12.22% | 49 | 11.69% | 14 | 6.31% | 63 | 9.83% |
| White - English | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| White - Irish | - | - | - | - | 5 | 0.71% | - | - | 5 | 2.25% | 6 | 0.94% |
| White - Other | 5 | 1.02% | - | - | 8 | 1.14% | - | - | 0 | 0.00% | - | - |
| White - Polish | - | - | 0 | 0.00% | - | - | - | - | 0 | 0.00% | - | - |
| White - Scottish | 152 | 30.89% | 55 | 25.94% | 207 | 29.40% | 172 | 41.05% | 55 | 24.77% | 227 | 35.41% |
| White - Welsh | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| No Response Provided | 265 | 53.86% | 110 | 51.89% | 375 | 53.27% | 181 | 43.20% | 144 | 64.86% | 325 | 50.70% |
| Grand Total | 492 | 100.00% | 212 | 100.00% | 704 | 100.00% | 419 | 100.00% | 222 | 100.00% | 641 | 100.00% |

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13.6. Religion & Belief

| Religion & Belief | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Church of Scotland | 52 | 10.57% | 22 | 10.38% | 74 | 10.51% | 69 | 16.47% | 12 | 5.41% | 81 | 12.64% |
| Humanist | - | - | 0 | 0.00% | - | - | 0 | 0.00% | - | - | - | - |
| Hindu | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| None | 80 | 16.26% | 39 | 18.40% | 119 | 16.90% | 90 | 21.48% | 29 | 13.06% | 119 | 18.56% |
| Other Christian | 9 | 1.83% | 6 | 2.83% | 15 | 2.13% | 19 | 4.53% | 5 | 2.25% | 24 | 3.74% |
| Other Religion | - | - | 0 | 0.00% | - | - | 0 | 0.00% | - | - | - | - |
| Prefer not to say | 14 | 2.85% | 6 | 2.83% | 20 | 2.84% | 11 | 2.63% | 0 | 0.00% | 11 | 1.72% |
| Roman Catholic | 56 | 11.38% | 18 | 8.49% | 74 | 10.51% | 53 | 12.65% | 21 | 9.46% | 74 | 11.54% |
| Sikh | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| No Response Provided | 274 | 55.69% | 121 | 57.08% | 395 | 56.11% | 176 | 42.00% | 152 | 68.47% | 328 | 51.17% |
| Grand Total | 492 | 100.00% | 212 | 100.00% | 704 | 100.00% | 419 | 100.00% | 222 | 100.00% | 641 | 100.00% |

13.7. Sex

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

| Sex (Gender) | 2017/18 | | | | | | 2018/19 | | | | | |
|----------------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Female | 313 | 63.62% | 152 | 71.70% | 465 | 66.05% | 262 | 62.53% | 171 | 77.03% | 433 | 67.55% |
| Male | 179 | 36.38% | 60 | 28.30% | 239 | 33.95% | 157 | 37.47% | 51 | 22.97% | 208 | 32.45% |
| Prefer not to say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| No Response Provided | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Grand Total | 492 | 100.00% | 212 | 100.00% | 704 | 100.00% | 419 | 100.00% | 222 | 100.00% | 641 | 100.00% |

13.8. Sexual Orientation

| Sexual Orientation | 2017/18 | | | | | | 2018/19 | | | | | |
|-------------------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Bisexual | - | - | 0 | 0.00% | - | - | 0 | 0.00% | - | - | - | - |
| Gay / Lesbian | - | - | - | - | 5 | 0.71% | 6 | 1.43% | - | - | 7 | 1.09% |
| Heterosexual / Straight | 205 | 41.67% | 88 | 41.51% | 293 | 41.62% | 220 | 52.51% | 68 | 30.63% | 288 | 44.93% |
| Prefer not to say | 11 | 2.24% | - | - | 14 | 1.99% | 15 | 3.58% | - | - | 16 | 2.50% |
| No Response Provided | 273 | 55.49% | 118 | 55.66% | 391 | 55.54% | 178 | 42.48% | 151 | 68.02% | 329 | 51.33% |
| Grand Total | 492 | 100.00% | 212 | 100.00% | 704 | 100.00% | 419 | 100.00% | 222 | 100.00% | 641 | 100.00% |

13.9. Nationality

| Nationality | 2017/18 | | | | | | 2018/19 | | | | | |
|--------------------------------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|
| | LGW | % | Teachers | % | All EDC | % | LGW | % | Teacher | % | All EDC | % |
| Australian | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| American | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| British (not Channel Islands or IOM) | 78 | 15.85% | 45 | 21.23% | 123 | 17.47% | 58 | 13.84% | 24 | 10.81% | 82 | 12.79% |
| British Indian Ocean Territory | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Chillian | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Cameroon | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Canadian | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| English | - | - | 0 | 0.00% | - | - | - | - | - | - | - | - |
| French | 0 | 0.00% | - | - | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| French Overseas Deps | 0 | 0.00% | - | - | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Prefer not to say | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Irish | - | - | - | - | - | - | - | - | - | - | 5 | 0.78% |
| German | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Italian | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Maltese | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Nigerian | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Northern Irish | - | - | 0 | 0.00% | - | - | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Russian | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| Scottish | 139 | 28.25% | 51 | 24.06% | 190 | 26.99% | 165 | 39.38% | 50 | 22.52% | 215 | 33.54% |
| Spanish | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | - | - | 0 | 0.00% | - | - |
| No Response Provided | 267 | 54.27% | 111 | 52.36% | 378 | 53.69% | 185 | 44.15% | 143 | 64.41% | 328 | 51.17% |
| Grand Total | 492 | 100.00% | 212 | 100.00% | 704 | 100.00% | 419 | 100.00% | 222 | 100.00% | 641 | 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 | 2017/18 | | 2018/19 | |
|------------------------------------|---------|--------|---------|--------|
| | All EDC | % | All EDC | % |
| Appointment | - | - | - | - |
| Compromise Agreement | - | - | - | - |
| Death in Service | 7 | 0.99% | 5 | 0.78% |
| Dismissal | 21 | 2.98% | 6 | 0.94% |
| Dismissal Ill Health / Capability | 16 | 2.27% | 22 | 3.43% |
| End of Probationary Contract | 83 | 11.79% | 100 | 15.60% |
| End of Temporary Contract | 32 | 4.55% | 36 | 5.62% |
| Not Known / Other | - | - | - | - |
| Redundancy | 11 | 1.56% | 6 | 0.94% |
| Redundancy and Compensation | 5 | 0.71% | 0 | 0.00% |
| Removed from Supply List | 81 | 11.51% | 21 | 3.28% |
| Resignation | 258 | 36.65% | 286 | 44.62% |
| Resignation – Teaching Elsewhere | 6 | 0.85% | - | - |
| Resignation – Teaching in Scotland | 43 | 6.11% | 53 | 8.27% |
| Retirement | 59 | 8.38% | 75 | 11.70% |
| Retirement - Teachers ARP | 40 | 5.68% | 8 | 1.25% |
| Retirement - Early | - | - | - | - |
| Retirement - Ill Health | 22 | 3.13% | 13 | 2.03% |
| Retirement - Redundancy | 6 | 0.85% | - | - |
| Retirement Efficiency | 0 | 0.00% | - | - |
| Transfer - System | - | - | 0 | 0.00% |

| | | | | |
|-------------|-----|---------|-----|---------|
| Grand Total | 704 | 100.00% | 641 | 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’;
- In particular improved reporting would ensure stronger links between equality monitoring and EDC’s Workforce Strategy to enable the Council to prepare for future workforce challenges and inform the development of policy;
- Exercises were carried over 17/18 and a further exercise in early 2019 with Managers and employees whom have access to employee self-service to promote and encouraged the completion of the on-line Equality Monitoring form;
- Further campaign/s to include information around the use and reason for collation of such information will be rolled out to encourage greater reporting. This will include reviewing how we can target our non-pc users in the workplace over 2019;

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 current covers some of the protected characteristics such as age, gender, disability and nationality profiling, however it is recognised that analysis of other protected characteristics from the Equality Monitoring exercise/s would further enhance the knowledge around the profiling of the workforce.

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;
- An electronic leavers questionnaire is in the process of being developed which will request information around the protected characteristics which is hoped will feed directly into the Management System to facilitate further detail around the reason/s for exiting the organisation and feeding into the Workforce Strategy;

- Sensitive information is monitored at the point of recruitment and further work will be carried out around establishing 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.

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:

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

| | 2013/14 | | 2014/15 | | 2015/16 | | 2016/17 | | 2017/18 | |
|-------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|
| 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 |
| Female | £14.48 | £1.00 | £14.64 | 0.99 | £15.51 | £0.96 | £14.86 | £0.94 | £15.77 | £0.92 |
| Male | £15.48 | | £15.63 | | £16.47 | | £15.80 | | £16.69 | |

The Mean average hourly rate for a male Council employee is £16.69 in 2017/18 and £15.80 for females in 2017/18 equating to a 5.5% Mean Average Pay Gap. This results in a further average pay gap decrease from £0.94 in 2016/17 to £0.92 in 2017/18.

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 2017/18 is lower than the mean at 2.8%.

| 2017/18 | | | |
|---------|--------|------------|------------------|
| Male | Female | Difference | Mean Average Gap |
| £13.77 | £13.38 | £0.39 | 2.8% |

The figures for the current reporting period 2017/18 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 2018. 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. Trends across teaching roles identify a consistency around the differentials between male and female within the profession. 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 as at 31st March 2018 | | | | | | |
|---------------------------------|--------|--------|-------|-------|-------------|--------|
| Row Labels | Female | % | Males | % | Grand Total | % |
| Grade 3 | 110 | 2.49% | 18 | 0.41% | 128 | 2.90% |
| Grade 4 | 779 | 17.67% | 108 | 2.45% | 887 | 20.12% |
| Grade 5 | 497 | 11.27% | 219 | 4.97% | 716 | 16.24% |
| Grade 6 | 317 | 7.19% | 218 | 4.94% | 535 | 12.13% |
| Grade 7 | 142 | 3.22% | 86 | 1.95% | 228 | 5.17% |
| Grade 8 | 171 | 3.88% | 89 | 2.02% | 260 | 5.90% |
| Grade 9 | 73 | 1.66% | 24 | 0.54% | 97 | 2.20% |
| Grade 10 | 27 | 0.61% | 17 | 0.39% | 44 | 1.00% |
| Grade 11 | 6 | 0.14% | 4 | 0.09% | 10 | 0.23% |
| Grade 12 | 7 | 0.16% | 10 | 0.23% | 17 | 0.39% |
| Grade 13 | | 0.00% | - | - | - | - |
| Grade 16 | - | - | 5 | 0.11% | 9 | 0.20% |
| Grade 17 | - | - | - | - | 6 | 0.14% |
| 5BP | - | - | - | - | - | - |
| 5BW | - | - | - | - | - | - |
| 5JA | | 0.00% | - | - | - | - |
| Chartered Teachers | 58 | 1.32% | 14 | 0.32% | 72 | 1.63% |
| Depute / Principal Psychologist | - | - | | 0.00% | - | - |
| Deputy Head Teacher Job Sized | - | - | | 0.00% | - | - |
| Education Support Office | - | - | - | - | 5 | 0.11% |
| Head Teachers Jobsized | 89 | 2.02% | 38 | 0.86% | 127 | 2.88% |
| Modern Apprentice | 8 | 0.18% | 11 | 0.25% | 19 | 0.43% |
| Music Instructors | 18 | 0.41% | 12 | 0.27% | 30 | 0.68% |
| Principal Teachers | 192 | 4.35% | 76 | 1.72% | 268 | 6.08% |
| Principal Teachers Conserved | - | - | | 0.00% | - | - |
| Psychologist | 6 | 0.14% | | 0.00% | 6 | 0.14% |
| Quality Improvement Manager | | 0.00% | - | - | - | - |
| Quality Improvement Officer | 5 | 0.11% | - | - | 6 | 0.14% |
| Senior Psychologist | - | - | | 0.00% | - | - |
| Teachers Conserved - EDC | 12 | 0.27% | - | - | 15 | 0.34% |

Appendix 4

Annual Workforce Monitoring Report 2017 - 2019

| | | | | | | |
|----------------------|-------------|---------------|-------------|---------------|-------------|----------------|
| Unpromoted Primary | 659 | 14.95% | 93 | 2.11% | 752 | 17.06% |
| Unpromoted Secondary | 104 | 2.36% | 54 | 1.22% | 158 | 3.58% |
| Grand Total | 3300 | 74.85% | 1109 | 25.15% | 4409 | 100.00% |

17. Occupational Segregation

| Grades as at 31st March 2018 | | | | | | | | | | | | | | | |
|---------------------------------|--------|------|-------|---------|------|-------|--------|------|-------|--------|------|-------|--------|------|-------------|
| Grades | EPB | | | Finance | | | HSCP | | | PN&CA | | | SMT | | Grand Total |
| | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | |
| Grade 3 | - | - | - | | | 0 | | | 0 | 109 | 14 | 123 | | | 128 |
| Grade 4 | 496 | 30 | 526 | | | 0 | 9 | - | 11 | 274 | 76 | 350 | | | 887 |
| Grade 5 | 215 | 32 | 247 | | | 0 | 231 | 21 | 252 | 51 | 166 | 217 | | | 716 |
| Grade 6 | 212 | 49 | 261 | | | 0 | 68 | 5 | 73 | 37 | 164 | 201 | | | 535 |
| Grade 7 | 74 | 15 | 89 | | | 0 | 42 | 27 | 69 | 26 | 44 | 70 | | | 228 |
| Grade 8 | 46 | 27 | 73 | | - | - | 99 | 18 | 117 | 26 | 43 | 69 | | | 260 |
| Grade 9 | 41 | 12 | 53 | | | 0 | 19 | - | 23 | 13 | 8 | 21 | | | 97 |
| Grade 10 | 7 | - | 9 | | | 0 | 14 | 9 | 23 | 6 | 6 | 12 | | | 44 |
| Grade 11 | 5 | - | 7 | | | 0 | - | - | - | | | 0 | | | 10 |
| Grade 12 | - | - | 7 | | | 0 | | - | - | - | 6 | 9 | | | 17 |
| Grade 13 | | | 0 | | | 0 | | - | - | | | 0 | | | - |
| Grade 16 | - | | - | | | 0 | | - | - | | | 0 | - | - | 9 |
| Grade 17 | | | 0 | | | 0 | | - | - | | | 0 | - | - | 6 |
| 5BP | - | - | - | | | 0 | | | 0 | | | 0 | | | - |
| 5BW | | | 0 | | | 0 | | | 0 | | | 0 | - | - | - |
| 5JA | | | 0 | | | 0 | | | 0 | | | 0 | | - | - |
| Chartered Teachers | 58 | 14 | 72 | | | 0 | | | 0 | | | 0 | | | 72 |
| Depute / Principal Psychologist | - | | - | | | 0 | | | 0 | | | 0 | | | - |
| Deputy Head Teacher Job Sized | - | - | - | | | 0 | | | 0 | | | 0 | | | - |
| Education Support Office | - | - | 5 | | | 0 | | | 0 | | | 0 | | | 5 |
| Head Teachers Jobsized | 89 | 38 | 127 | | | 0 | | | 0 | | | 0 | | | 127 |
| Modern Apprentice | 8 | 11 | 19 | | | 0 | | | 0 | | | 0 | | | 19 |
| Music Instructors | 18 | 12 | 30 | | | 0 | | | 0 | | | 0 | | | 30 |

Appendix 4

Annual Workforce Monitoring Report 2017 - 2019

| | | | | | | | | | | | | | | | |
|------------------------------|-------------|------------|-------------|----------|----------|----------|------------|-----------|------------|------------|------------|-------------|----------|----------|-------------|
| Principal Teachers | 192 | 76 | 268 | | | 0 | | | 0 | | | 0 | | | 268 |
| Principal Teachers Conserved | - | | - | | | 0 | | | 0 | | | 0 | | | - |
| Psychologist | 6 | | 6 | | | 0 | | | 0 | | | 0 | | | 6 |
| Quality Improvement Manager | | - | - | | | 0 | | | 0 | | | 0 | | | - |
| Quality Improvement Officer | 5 | - | 6 | | | 0 | | | 0 | | | 0 | | | 6 |
| Senior Psychologist | - | | - | | | 0 | | | 0 | | | 0 | | | - |
| Teachers Conserved - EDC | 12 | - | 15 | | | 0 | | | 0 | | | 0 | | | 15 |
| Unpromoted Primary | 659 | 93 | 752 | | | 0 | | | 0 | | | 0 | | | 752 |
| Unpromoted Secondary | 104 | 54 | 158 | | | 0 | | | 0 | | | 0 | | | 158 |
| Grand Total | 2265 | 481 | 2746 | 0 | - | - | 483 | 92 | 575 | 545 | 527 | 1072 | 7 | 8 | 4409 |