

East Lothian Council

Equality Outcomes &
Mainstreaming
Progress Report
2017-2019

2017 - 2019

East Lothian Council Equality Outcomes and Mainstreaming Progress Report 2017 – 2019

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Foreword by the Chief Executive, East Lothian Council

Welcome to the East Lothian Council Equality Outcomes Progress Report for the period 2017 - 2019.

Over the past two years, the Council has continued to work towards developing our approach to equality and fairness. We have set out an ambitious programme of work through the East Lothian Partnership to build an East Lothian which is built on fairness and prosperity.

It is my opinion that this principle of equality must underpin all of the work the Council. We must continue to challenge ourselves to tackle the inequality that exists in our communities, working together with our partners to improve outcomes for equality groups and wider populations experiencing inequality.

The work and recommendations of the East Lothian Poverty Commission in 2017 put a spotlight on the impact of poverty and inequality. Their work and the work already underway to reduce inequality, helps the Council to be in a good position to respond to the requirements of the Fairer Scotland Duty which came into force in April 2018. We will shortly launch a new focus on Child Poverty and also launch a new British Sign Language Plan and Gaelic Language Plan. As our communities continue to grow and diversify we will work to ensure that our services continue to meet the needs of the community and are proactive in our approach to equal opportunities.

I am proud of the work that the Council has done to raise awareness of Mental Health amongst our employees and the network of 'Listening Ears' we have developed across our organisations. Initiatives such as this are tangible examples of equality work within our organisation and the benefits reach into our local communities. I look forward to all employees embracing the new values and behaviours of 'enabling, leading and caring' which will help us to build a workplace based on equality and respect for all employees.

I look forward to continuing our work over the coming years to achieve our vision of a fairer and more equal East Lothian.

Angela Leitch

Chief Executive

East Lothian Council

East Lothian Council Equality Outcomes and Mainstreaming Progress Report 2017 – 2019

1.0 Purpose of Report

- 1.1 The purpose of this report is to demonstrate current progress against equality outcomes detailed in East Lothian Council Equality Plan 2017 – 2021. The report also outlines how the Council has taken forward work to mainstream equality across the Council both in its role as a service provider and as an employer.
- 1.2 This report uses the terms ‘East Lothian Council/Council’ as shorthand for the Council, Education Authority and Licensing Board (all three bodies).

2.0 Background

- 2.1 In October 2010 the Equality Act 2010 (the Act) came into force. This was a consolidating piece of legislation gathering together 40 years plus of previous discrimination legislation.
- 2.2 On 05 April 2011 the Public Sector Equality Duty (PSED) came into force. The PSED replaced the separate duties on public bodies relating to race, disability and gender equality.
- 2.3 The new PSED extended the scope of equality legislation to include not only race, disability and gender but also age, gender re-assignment, marriage and civil partnership, pregnancy and maternity, religion or belief, and sexual orientation.
- 2.4 These nine categories are now known as the protected characteristics.
- 2.5 In April 2018 the Scottish Government enacted the socio economic duty. The Equality Act requires us to actively consider how we can reduce the inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. This is known as the Fairer Scotland Duty. The work of the East Lothian Poverty Commission highlighted that poverty can be a compounding factor in peoples negative experiences and lead to significant inequality in health, education attainment and employment.
- 2.6 The PSED as set out in the Act is known as the ‘general equality duty’ (GED).
- 2.7 The GED requires public listed authorities in the planning and exercising of their public duties and functions to have ‘due regard’ to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct;
 - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and

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- Foster good relations between people who share a relevant protected characteristic and those who do not
- 2.8 These three areas are sometimes known as the ‘three needs’.
- 2.9 Having ‘due regard’ in relation to advancing equality of opportunity includes:
- Removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic;
 - Taking steps to meet the needs of persons with protected characteristics that are different from persons who do not share it; and
 - Encouraging participation in public life and other areas where representation is disproportionately low
- 2.10 Having ‘due regard’ in relation to the need to foster good relations includes:
- Tackling prejudice; and
 - Promoting understanding
- 2.11 As previously noted there are nine protected characteristics and there is no hierarchy to those nine. In alphabetical order they are:
- Age
 - Disability (learning difficulties, mental health, physical and sensory)
 - Gender re-assignment
 - Marriage and civil partnership (restricted to elimination of unlawful discrimination in employment)
 - Pregnancy and Maternity
 - Race
 - Religion or Belief
 - Sex
 - Sexual orientation
- 2.12 On 27 May 2012 the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force.

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- 2.13 These Regulations imposed duties on listed public bodies for the purpose of enabling the better performance by the listed authority of the duty imposed by section 149(1) of the Equality Act 2010, the PSED.
- 2.14 These duties are to:
- Report progress on mainstreaming the equality duty;
 - Publish equality outcomes and report progress;
 - Assess and review policies and practices;
 - Gather and use employee information;
 - Publish gender pay gap information;
 - Publish statements on equal pay, etc.;
 - Consider award criteria and conditions in relation to public procurement;
 - Publish in a manner that is accessible, etc.;
 - Consider other matters; and
 - Scottish Ministers to publish proposals to enable better performance
- 2.15 The 2012 Regulations dictate when reports and progress reports have to be published (outcome reports every four years, progress reports every two years starting on 30 April 2013). The Regulations also state that all new and/or revised policies must be impact assessed against the needs of the GED, and that workforce profiling, gender pay gap and equal pay statements should form part of the mainstreaming report for organisations who have more than 150 employees at prescribed times. Finally, the Regulations look for listed bodies to improve their procurement activities and to publish all materials in a manner that is accessible to all.
- 2.16 On 11 June 2015 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 came into force.
- 2.17 This set of Regulations increased the number of listed bodies who are required to adhere to the Act and includes Integration Joint Boards established by order under section 9(2) of the Public Bodies (Joint Working) (Scotland) Act 2014 (3).
- 2.18 This means that the East Lothian Integration Joint Board (ELIJB) is now subject to the duties and responsibilities of the Equality Act 2010 and its subsequent Regulations.

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The ELIJB has its own Equality Outcomes Report and is therefore out with the scope of this report.

2.19 On 18 March 2016 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016 came into force.

2.20 This new set of Regulations:

- Introduced a new requirement on some listed public authorities to publish the gender composition of their Boards, and to produce succession plans to increase the diversity (across all protected characteristics) of their Boards; and to
- Lower the threshold for listed bodies to publish information on their gender pay gap and equal pay statements, from those authorities with more than 150 employees to those with more than 20 employees

2.21 Local authorities, licencing boards, and education authorities are not considered 'relevant listed authorities' in respect of the first bullet point in 2.20 above.

3.0 Mainstreaming Equality 2017-2019

3.1 In the Council's Equality Plan 2017 – 2021 it was considered that:

- Mainstreaming equality meant making equality part of the day to day business of the Council, Education Authority & Licensing Board both as service planners, providers and employers, rather than a 'bolt-on' at the end of projects and other programmes of work;
- By mainstreaming equality, the Council, Education Authority & Licensing Board could ensure that equality of opportunity was part of the culture of the organisations, and that both employees and customers could benefit from organisations where they felt valued and their interests and issues on a level par with all others' issues and values;
- Further, by mainstreaming equality the Council, Education Authority & Licensing Board could demonstrate its commitment to the general duty by publicly demonstrating that they would not condone unlawful discrimination, victimisation and harassment; and that
- The Council, Education Authority & Licensing Board could also demonstrate that they would work to advance equality of opportunity and fostering good relations between people who share a protected characteristic and those who do not

within their own organisations and through partnership and joint working practices with neighbours and community planning partners.

The Council, Education Authority & Licensing Board remain committed to these considerations, and during the period 2017 – 2019 have worked hard to embed each of the needs of the General Equality Duty for each protected characteristic throughout all of its work.

4.0 Progress made 2017 – 2019 to mainstream equality throughout all three bodies (Council, Education Authority & Licensing Board)

4.1 Ensuring genuine commitment to equality through all levels of the Council structures and planning procedures

The service planning structure of the Council includes the East Lothian Partnership, Council Plan and supporting plans including business plans.

In East Lothian, partners work together through East Lothian Partnership (ELP), which is the overarching partnership for this local authority area. ELP brings together public services, the third sector, the business community, and community organisations that are based, or working in East Lothian - at present 22 organisations and networks.

East Lothian Partnership's Statement of Intent for East Lothian, which sets out what partners aim to achieve in the long term, states:

“We will work in partnership to achieve an even more prosperous, safe and sustainable East Lothian, with a dynamic and thriving economy that enables our people and communities to flourish.”

A full copy of the East Lothian Partnership's Local Outcome Improvement Plan can be found [here](#).

The Council Plan continues to have a prominent commitment to Equal Opportunities and to the requirements of the Equality Act 2010. A copy of the Council Plan can be found [here](#).

4.2 Understanding the impact of our work – the new Integrated Impact Assessment (IIA)

Since 2016, the Council has implemented an Integrated Impact Assessment Tool to ensure that we consider equality and the impact of our decisions on those with protected characteristics. The Council considers that our decision making process needs to consider a bigger picture and therefore the IIA also considers socio-

economic inequality, health inequalities, environmental and sustainability matters thereby giving service providers the bigger picture that allows them to identify priorities now and in the future.

In early 2019 we began a further refresh of the IIA process, considering the need to include further focus on human rights and a greater emphasis on ensuring we consider the impact of our policies on care experienced young people.

Completed impact assessments are published on the Council website as required by the Act and can be found [here](#).

4.3 Equalities Monitoring

The Council continues to use equalities monitoring to gather and analyse information about service users. The Council's Guide 'A Guide to Monitoring Equalities in Council Services'. Over the coming year we plan to update the guide and continue to develop our approach to equality monitoring and data collection to ensure we meet the requirements of GDPR and also ensure that any information collected reflects the most up to date approach to monitoring and gives us the information we need to develop responsive services

4.4 Self Evaluation

'How Good is our Council' (HGIOC) is used across East Lothian Council to assist services and the Council as a whole to evaluate how well it is doing in a robust and systematic way. HGIOC is implemented on a phased approach offering the opportunity to focus on specific areas of work and time for improvement between evaluations.

HGIOC is being revised and relaunched as 'How Good Is Our Service' and the next self-evaluation process which will include equalities consideration is in 2019/20.

Examples of the self-evaluation questions for all Service Managers include:

- How well are minority groups and individuals consulted by the service?
- How effectively does the service understand the diversity and inequality within its communities?
- How well is the commitment to improving outcomes reflected in policies, objectives and actions?
- How effectively can the service demonstrate improved outcomes for diverse communities?



The Council was received the **European Foundation for Quality Management 'Recognised for Excellence' 4-STAR Award (out of 5) in June 2018.**

Recognised for Excellence (R4E) is an international recognition scheme for organisations that demonstrate high levels of performance against the nine criteria of the [EFQM Excellence Model](#).

One of the criterion is *'Leaders reinforce a culture of excellence with the organisation's people'*.

Feedback from the Assessors states;

- *'ELC shows a strong commitment to promoting and supporting equal opportunities. Clear learning has taken place in understanding how the Equalities Act 2010 will impact on the Council. An Equality in Employment Monitoring Report 2015/6 gave insight into ELC's profile against the nine protected characteristics and a 2017-2022 Equalities Plan has been developed to track progress against defined equality outcomes.'*

A further *'People are rewarded, recognised and cared for'* criterion recognises that:

- *'In response to the 2010 Equalities Act, ELC recognised the need to develop an approach to managing and measuring equalities outcomes. Clear learning has taken place in understanding how this Act would impact on other activities and services across the Council, both internally and externally. For example, the introduction of impact assessments now inform equality requirements and needs and the findings of the Equality in Employment Monitoring Report 2015/6 gives insight into ELC's profile against the nine protected characteristics.'*
- *'A 2017-2022 Equalities Plan has been developed from the Equalities Outcome Progress Report 2015-2017 to identify and track progress against defined equality outcomes'*.

4.5 **Gathering information about the experiences of equality groups**

The Council continues to recognise that gathering information/ evidence about the needs and experiences of those with protected characteristics is an important way for the Council to deliver services that meet the needs of the community. The Council does this in different ways including community engagement, participation and desk based research. Since the publication of the Equality Plan in 2013 a number of key developments have strengthen the knowledge we have about our communities:

- Continued development and growth of six Area Partnerships which provide opportunities for local people to engage with local issues and improvements for their local communities. The Local Area Plan developed by each area are focused on reducing inequality and offering opportunities for participation and good community relations.
- Development of the Community Planning Forum events giving local communities the opportunity to hear more about and get involved in broader community planning work.
- Continued support for East Lothian Community Councils
- Development of the East Lothian Citizen's Panel as a mechanism to gather the views of local people on key issues.
- Continued use of 'People's Voice' – East Lothian partnerships framework for engaging people and communities
- Development of the 'The Champions' Board' whose remit is to provide a platform for looked after children to engage with their corporate parent and make their needs known.
- Successful working relationships with regional and national equality groups to provide information / evidence about particular groups that have no local representation
- Use of National Resources including 'Equality Evidence Finder' developed by the Scottish Government/ Improvement Service.

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4.6 Fostering Good Relations and celebrating our communities



Pride Saltire

East Lothian Council supported the newly established East Lothian Pride to host their first launch event at Cockenzie House. In May 2019, a large scale Pride event will take place, supporting and engaging local LGBT+ communities alongside their neighbours and friends.

LGBT Young People in School

Ross High School, Dunbar Grammar and Knox Academy all have established and very active LGBT Pupil groups who are working to raise awareness and understanding of LGBT equality throughout their schools and into their communities. Pupils are keen to work towards achieving the LGBT Charter in recognition of their commitment to LGBT Equality.

For example, pupils at Knox Academy held a cake sale to raise awareness of International Day of Homophobia, and delivered a talk to all teachers about the importance of LGBT+ equality.

In Dunbar Grammar, pupils held a 'Happy Fest' featuring music and dance from pupils. They also showed the film Pride during lunch times.

In Musselburgh Grammar School pupil/staff Equalities group arranged the following activities:

- LGBT display in the library
- LGBT History Month display outside the assembly hall
- LGBT History month assemblies to all pupils highlighting our journey towards the LGBT Youth charter.
- LGBT PSE lesson to all pupils highlighting our campaign to stamp out homophobic, biphobic and transphobic language in school



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Fa'side Women & International Women's Day

Fa'side Women's Group continue to grow and develop. In 2019 they organised event in conjunction with Ross High School and the Children's Parliament focusing on human rights and gender equality.



Family Lead Information Point Information Snapfax

Children's Services continue to work proactively with families with disabled children to ensure that peer support is available to them. In 2019 they relaunched their successful FLIP Snapfax with support from the Equality Budget. This allows families to have easy access to all the information about local services that they need.



Euan's Guide



East Lothian Council is working to develop a new partnership with Euan's Guide. Local parents want a way to be able to review and recommend places and services that they find to be accessible, fun and of benefit to families and individuals with disabilities. The new partnership with Euan's Guide will allow families to review local places and services for the benefit of other local residents and visitors to East Lothian. The Council will also be working with local attractions to raise their awareness of the importance of accessibility and inclusion.



Holocaust Memorial Day

East Lothian Primary Schools took part in the Joe's Boxes project to learn more about the Jewish way of life and the Holocaust. They came together to attend a special event at Queen Margaret University, taking time to consider the impact of the Holocaust on the lives of future generations.

4.7 East Lothian Council as an Employer

East Lothian is committed to being an employer which provides a positive workplace for all its employees. The Equality in Employment monitoring report highlights the activity which supports equality in the workplace and provides all relevant statistical information about our employees. The report is presented as Appendix 2 to this report.

Raising Awareness of Mental Health in the Workplace

In 2018/2019 Health Working Lives took forward a focus on mental health in the workplace. The aims of this programme of activities are to:

- Improve employee access and awareness of mental health and wellbeing support that is available to them via the EAP and within the local community
- Normalise conversations about mental health at work by providing training to employees, managers, HR and union shop stewards on mental health
- Encourage early help seeking by providing a network of Listening Ears. These are volunteer employees trained in mental health first aid
- Reduce stigma by running a series of communications and awareness campaigns with a branding of Mind's? Aye!

To date the programme has delivered:

- A trained network of 30 Listening Ears who are able to support employees who are in emotional distress or struggling with work or out of work issues. This is continuing to grow
- A web portal with information and links for employees and managers about mental health and accessing appropriate support
- A series of workshops on personal resilience, mental health awareness, mental health first aid and the NHS Mentally Healthy workplace course delivered to employees across the Council



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- Provided information to over 1000 employees in Education about mental wellbeing support available to them

- A mental wellbeing procedure so managers know what to do in the case of employees having suicidal thoughts

- A series of communications and events related to UK charity awareness campaigns including See Me's Time to Talk Day and The Power of Ok



4.8 Building Organisational Capacity

Equality and Diversity Training continues to be an important method of mainstreaming equality and diversity. The Council has an Equality Training Plan 2015 - 2018 and its aims continue to be to:

- Ensure that East Lothian Council is able to meet its general and specific duties under equalities and human rights legislation.
- Provide employees with opportunities for learning and awareness of their role and responsibilities under equality and human rights legislation.
- Develop a skilled, motivated and culturally capable workforce that can bring about changes that will improve services and tackle inequalities.

Examples of Equality and Diversity Training have included:

- Development of a series of bespoke training sessions for individual service areas e.g. Equality Awareness sessions for all employees in Waste Management Services
- Development of online E-learning modules allowing employees to learn at their own pace including an Introduction to Islam. To date 1346 employees have completed the Introduction to Equal Opportunities E-Learning Module. 171 have completed the Integrated Impact Assessment E Learning Module.
- Inclusion of equality information as part of the Council's Induction for new employees

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Over the last two years all staff have been encouraged to undergo refresher equality and diversity training, and those involved in developing service planning and delivery more detailed training in the need for and use of the new Integrated Impact Assessment tool.

In 2019, the Council will launch a revised '**East Lothian Way**' which sets out our new values 'Enabling, Leading and Caring' and a set of behaviours which reflect this. The Equality Training Plan will be revised to ensure that all elements are complimentary.

We will also consider the learning and development requirements arising from the British Sign Language Plan and the Gaelic Language Plan.

Our plans also link with the Council's Child Poverty Action Plan 2019/2020 which includes a clear focus on raising awareness of the impact of child poverty. Elements will include the 'Cost of the School Day' training and an online child poverty module.



4.8 Procurement

In 2017 East Lothian Council launched a revised Corporate Procurement Strategy covering the period 2017-2022 which sets out the following vision for procurement *“to achieve the highest possible standards in procurement practice ensuring that the Council always achieves Best Value in procurement and commissioning related activities”*.

Consideration of the award of contracts includes equality considerations as part of the assessment process. In 2019 we are developing a new approach to community benefits which aims to focus contributions into key projects/ initiatives which seek to reduce inequality.

5. East Lothian Licensing Board

East Lothian Licensing Board have made progress against their priorities and in 2018 they developed a new Statement of Licensing Policy which cover 2018-2023.

5.1 Developing the Licensing Application process to ensure fair access, including the development of electronic applications – all applications now need to include a disabled access and facilities statement and a statement of supplementary information. Electronic applications are still under development. There are ongoing systems issues regarding penetration testing.

5.2 Licensing Board works in partnership with a range of stakeholders to ensure the most effective decisions are made to meet the aims of the Board, Police Scotland and the LSO (Licensing Standards Officer) continue to be standard consultees for all alcohol licence applications. NHS Lothian receive papers for all Licensing Board meetings and are regular attendees/contributors at Board meetings. The annual statutory joint Licensing Board and Local Licensing Forum meeting takes place every September. Community Councils receive the link to all papers for Licensing Board meetings. Licensing Board meetings are held in public. Alcohol Focus Scotland have presented to the Board to help inform the content of the Alcohol Policy 2018-2023.

5.3 The Licensing Board works with license holders and other Council services to support positive behaviour on and around license premises. The LSO regularly visits licensed premises, provides advice to current and prospective licensees and acts as a liaison between licensees and neighbours.

6 Progress on Equality Outcomes set in the East Lothian Equality Plan 2017- 2021

- 6.1 In the Council's Equality Plan 2017 – 2021 it was noted that: *'An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose so that everyone can flourish. An equal society recognises people's different needs, situations and goals and removes the barriers that limit what people can do and be.'* UK Equalities Review 2007. During the period 2017-2019 East Lothian Council has been working to achieve this fairness of opportunity and existence through the Equality Plan.
- 6.2 The Council has been doing this through the 2017 agreed equality outcomes and submits for noting its progress over the last two year period. The tables in Appendix 1 outline the progress made towards achieving our targets where this information is available.

7.0 Next Steps and priorities for 2019-2021

- 7.1 A priority for 2019- 2021 is to consider the implications of the Fairer Scotland Duty and how the Council, Education Authority and Licensing Board can ensure that we meet the requirements of this new aspect of the Equality Act. This will require us to update the Council's Equality Plan to incorporate the requirements of the Fairer Scotland Duty and to refocus our efforts on achieving our aims.
- 7.2 We will update the Equality Learning Plan to ensure that all training offered reflects the socio economic duty. We will also work to ensure we focus on key policy areas and new legal requirements including the BSL Plan, the Gaelic Language Plan and also reflects the new East Lothian Council staff values.
- 7.3 We will also implement the revised Integrated Impact Assessment Toolkit and Guidance to ensure that we can take forward a strong focus on human rights and improve policy making through the use of the tool.
- 7.4 The Council will be building our capacity and learning in the area of human rights and children's rights to ensure we understand our obligations and can take a human rights based approach to our work where appropriate.
- 7.5 Build on existing relationships with individuals and organisations and foster new relationships to ensure that our engagement with equality communities give us the insight we need into the issues affecting these communities across the county. We need

to ensure that we can work with minority communities to celebrate all cultures and promote good relations between groups.

7.6 Meet with managers and other stakeholders within the Council who can assist the Equality & Diversity Officer in mainstreaming progress and plans for the future;

7.7 Continue to develop our approach to equality monitoring and data collection to ensure we meet the requirements of GDPR and also ensure that any information collected reflects the most up to date approach to monitoring and gives us the information we need to develop responsive services.

7.8 Ensure that the Equal Pay Statement and the Gender Pay Gap information covers all the requirements of the Act

8.0 Contact Details

8.1 Should you wish to get in touch regarding this report, the equality mainstreaming progress report or the Equality Plan 2017 – 2021 please do so by post to:

Equality Officer
Policy & Performance Team
East Lothian Council
John Muir House
Brewery Park
HADDINGTON
EH41 3HA
Email to: equalities@eastlothian.gov.uk

Telephone: 01620 827134

9.0 Alternative Formats

9.1 This document is available in different formats and in different languages. If you would like a copy in another language or format, please email equalities@eastlothian.gov.uk or phone 01620 827134

Appendix 1

Long term SOA Outcome	East Lothian Council is a positive workplace for all employees					
Short term outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2015 - 2017	Progress Made 2017 - 2019
1. East Lothian Council is a workplace free of harassment and discrimination	Implement the Equality in Employment Action Plan	2013 – 2016 Revised 2017	Number of cases of harassment reported to HR annually	All	None on the grounds of EPC 2015/17	None of the grounds of EC 2017-2019
			% of employee who feel that the Council is a great place to work	All		77.6% Feb 2017 76.7% October 2018
			% of employees who agree with the statement 'I have	All	Question not asked during this period.	Question not asked during this period.

			been bullied in the past 12 months'			
			% of employees who agree with the statement 'I am treated fairly at work'		88.1% (2015) 86.26% (2016) 86.78% (2017)	86.778% (2017) 84% (2018)
			% of employees who agree with the statement 'I feel able to disclose personal information such as religious belief, sexuality or any disability	All	90.6% (2015)	Question not asked during this period.
			Rank in the Stonewall	All	2012:170/ 363 2011: 219/ 378	No longer member of Stonewall

			Workplace Equality Index		2010: 174 2009: 184 /317 2015/17 Stonewall membership under review	Diversity Champions Programme
2. East Lothian Council is a workplace free of harassment and discrimination			Number of employees with caring responsibilities sustaining employment	All	This indicator proving difficult to measure	In 2017/18 there were no grievances on equality and diversity issues.
3. East Lothian Council will continue to monitor and review pay grades to ensure any pay differentials	Implement the Equal Pay Statement Development of Flexible working options	Ongoing Ongoing	ELC Gender Pay Gap Number of employees working	Sex (Gender)	Check hr report	

are fair and appropriate in terms of work undertaken			flexibly (male/female)			
			% of applications for flexible working successfully granted			
4. East Lothian will continue to promote a range of flexible employment practices that affords our employees a better work life balance and choices whilst meeting business needs	Develop / review workplace suite of inclusive policies to encourage a more diverse workforce. These include the Flexible Working Policy, Recruitment and Selection Policy, Managing Attendance Policy.	August 2019 for policy, but ongoing for actions	Number of employees working flexibly (male/female)	All	N/A	Measurement process to be developed.

<p>5. East Lothian strives to ensure through positive action our workforce reflects the local community demographics</p>	<p>Positive action campaigns e.g. youth employment, ethnic employment</p> <p>Develop a hiring strategy to reflect the community demographic linking with Recruitment and Selection work stream in Workforce Development Plan</p> <p>Review where we advertise vacancies ensuring we reflect and attract applicants according to our demographic by</p>	<p>2019</p>	<p>Employment demographic more closely aligns with county demographic</p> <p>Evidence increase in employment of groups with protected characteristics</p>	<p>All</p>	<p>N/A</p>	<p>Ongoing Amenity Services positive action campaign March 2019.</p> <p>Waste services approached to consider positive action- no progress to date.</p> <p>Education approached to consider diversity of 1140 hours workforce.</p>
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	<p>considering targeted advertising</p> <p>Review recruitment practices e.g. make the job more compelling to job hunters by emphasising details that will attract a more diverse candidate pool, be culturally sensitive when describing what makes ELC a good place to work – promote environmental and support factors in the workplace too</p>					
6. East Lothian will strive to develop and promote employment	Understand gender split for STEM with data from	2019		All	N/A	ELC attended Jobs roadshow at

opportunities for young people of East Lothian both within the Council and across the local business community	<p>East Lothian Works to identify target group</p> <p>Continue to develop and promote underrepresented groups into education and employment through East Lothian Works e.g. promoting STEM subjects to girls/women, linking with local schools, Queen Margaret University and Edinburgh College</p>					<p>Corn Exchange 6th March.</p> <p>Stem Promotion event at 'Kidzania' type event for P5's at QMU 29th /30th May. Waste Service have agreed to attend.</p> <p>Ongoing internship, paid work experience and MA programmes being offered.</p>
7. East Lothian will have a range of opportunities	Widen diversity in the senior management	2019			N/A	

for employees to develop successful career paths	talent pool to ensure succession planning Analysis of existing data to understand demographic of management cohort to establish targets reflecting the demographic.					
Long term SOA Outcome	All of East Lothian's young people are successful learners, confident individuals, effective contributors and responsible citizens					
Short term outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2015 - 2017	Progress Made 2017 - 2019
8. Close the gap in literacy rates	East Lothian Literacy Action Plan	2013 - 2014	% of young people whose	Sex	Indicator retired in 2016/17	N/A

between boys and girls in primary schools			performance in reading and maths is in line with expectations given their developed ability (PIPs P3, P5, P7)	Looked After Children (LAC)		
			% of young people in positive post school destinations (initial)	Sex Looked After Children (LAC)	14/15 91.8% 15/16 93.5% <u>All Looked After</u> 15/16 66.7% 16/17 83.3%	<u>All Looked After</u> 17/18 90.9%
			Overall Average Tariff S4 Scores (Scottish Government Statistics)	Sex Looked After Children (LAC)	12/13 830 13/14 878 14/15 874 15/16 934	Indicator no longer exists

Close the gap in educational outcomes for those children and young people impacted by socio economic disadvantage	<p><i>Note: It is important to note that the number of pupils in SIMD Quintile 1 in East Lothian is typically very small (less than 5% of the cohort). This SIMD group population is significantly smaller than any other SIMD Quintile group population. Due to the size of this population, the percentage achieving is susceptible to more fluctuation over time. In line with the principles of Curriculum for Excellence, East Lothian's secondary schools plan flexible S4-S6 senior phase pathways, which include studying for qualifications over S4/S5. This measure does not reflect the different curriculum and presentation models operating in our schools. In particular Preston Lodge High School.</i></p>	2014/ongoing	% of pupils from deprived areas gaining 5+ awards at level 5 or higher	All	14/15 = 30%	17/18 = 31%
			% of school leavers from deprived areas entering positive destinations		15/16 = 42%	
			% of school leavers from deprived areas entering positive destinations		16/17 = 35%	
			In terms of closing the gap for those East Lothian school leavers living in SIMD Quintile 1 (20% most deprived areas) and entering positive destinations compared with		14/15 = 73.5%	17/18 = 93.1%
					15/16 = 88.1%	
					16/17 = 85.2%	
					14/15 = 24.3%	17/18 = 4.5%
					15/16 = 10.2%	
					16/17 = 11.9%	

			those living in SIMD Quintile 5 (20% least deprived areas), the percentage point gap is reducing			
Improve the health and wellbeing of children and young people with protected characteristics			Indicator under development	All	N/A	<p>% of looked after children who feel settled where they live 49%</p> <p>% of eligible 3 and 4 year olds accessing 600 hours of early learning and childcare 99%</p>

Long term SOA Outcome	In East Lothian we live healthier, more active and independent lives					
Short term outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2015 - 2017	Progress Made 2017 - 2019
See East Lothian Health and Social Care Partnership Equality Outcomes	Out with the scope of this report. Refer to East Lothian Health & Social Care Partnership Plans					
Long term SOA Outcome	Everyone in East Lothian has access to quality sustainable housing					
Short term outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2015 - 2017	Progress Made 2017 - 2019

Homelessness is prevented as far as possible, with appropriate support in place to promote positive health outcomes and tenancy sustainment	Local Housing Strategy	2017-23	Number of people assessed as homeless	All	1,452	TBC May 2019
	Rapid Rehousing Transition Plan	2019 – 2024	% Tenancy Sustainment of applicants who were assessed as statutory homeless		91.5% (2017-18)	
			Number of people accessing prevention service		947	
			Housing Options cases		567	
A wider range of specialist housing is provided to enable independent living where appropriate	Local Housing Strategy	2017-2023	Target % of accessible homes	Disability	10% of all new developments	10% of all new developments
	Housing Contribution Statement	2019-2021	% of approved applications specialist equipment and adaptations	Age	2015/16 – 89%	
	Health and Social Care Strategic Plan	2019-2021		Sex	2016/17 – 79%	

Long term SOA Outcome	Fewer people are the victims of crime, disorder or abuse in East Lothian					
Short term outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2015 - 2017	Progress Made 2017 - 2019
Improved levels of safety for women and children experiencing domestic abuse	Implement the East Lothian Hate Crime Action Plan	2012 -2014	<p>Number of those involved in committing antisocial behaviour</p> <p>% young people reporting 'I feel safe to go out in my local neighbourhood during the evening'</p>	<p>Sexual Orientation</p> <p>Race</p> <p>Religion and belief</p> <p>Disability</p>	<p>13/14 = 77.7%</p> <p>14/15 = 79.2%</p> <p>15/16 = 78.6%</p> <p>16/17 = 76.3%</p>	<p>Number of anti-social behaviour complaints reported to Police Scotland and the Council</p> <p>6850 2018/19</p> <p>Police have changed our reporting mechanisms making this data unreliable. A new</p>

			Incidence of hate crime			indicator will be developed from 2019.
Reduced incidence of hate crime and increase confidence in reporting hate crime	Implement the East Lothian Hate Crime Action Plan	2012 - 2014	Levels of confidence in reporting hate crime Number of incidents reporting via third party reporting	Sexual Orientation Race Religion and belief Disability		Police have changed our reporting mechanisms making this data unreliable. A new indicator will be developed from 2019.
Long term SOA Outcome	East Lothian has strong, vibrant communities where residents have a sense of belonging					
Short term outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2015 - 2017	Progress Made 2017 - 2019

East Lothian equalities communities can meet to celebrate or raise awareness of cultural heritage or specific issues affecting them	Develop the East Lothian Diversity Network	2013 – 2014	% of residents who agree their local area is a place where people from different backgrounds get on well together (source for this information to be identified)	Religion and belief	Indicator retired	N/A
	Community Learning and Development Action Plan (to be updated to reflect the Education Scotland Strategic Guidance)	2013 - 2014		Age	Network no longer functioning	N/A
	East Lothian Culture Service Business Plan		Incidents of hate crime	Race		
			Number of people attending East Lothian Diversity Network events	Sexual Orientation		
East Lothian communities are well informed and can influence decisions	Development of Local Community Planning which is inclusive of all	2014	% of residents reporting that they agree they can influence decisions	All	38% of citizens agree that the Council is good at listening to people's views	Next survey scheduled for May 2019

that matter in their local areas	members of the community		affecting their local area		before it makes decisions (Feb 2017)	
			% of P6 & S2 pupils agreeing that young people's views are listened to in their local neighbourhood		65.6% (2014/15) 64.7% (2015/16) 64.4% (2016/17) 64.5% (2017/18) 64.4% (2018/19)	
Short term outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2015 - 2017	Progress Made 2017 - 2019
Local communities are empowered to tackle poverty	Implement the Tackling Poverty Strategy	2013 - 2015	No of households in fuel poverty/extreme fuel poverty	Age Disability Sex		

	Carer and Young Carer Strategy		<p>Number of carer assessments undertaken where financial inclusion/income maximisation is included</p> <p>% of P6 and S2 with a bank account</p> <p>% of P6 and S2 who have access to the internet in their own home</p>	<p>Race</p> <p>Maternity</p>	<p>This is not currently measured</p> <p>15/16 = 60.9</p> <p>16/17 = 60.6</p> <p>15/16 = 98.1</p>	
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The causes of poverty are tackled and the impact of poverty is reduced or mitigated against	Implementation of the recommendations of the Poverty Commission and related activity including food poverty, period poverty, rights and advice based work etc.		% of children in families with limited resources % of children living in households with less than 60% of average income after housing costs		5% (2014-2017) 18.9% Jul-September 2017	
Long term SOA Outcome	East Lothian Council services meet the needs of all members of the community					
Short term outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2015 - 2017	Progress Made 2017 - 2019

Equality and socio economic disadvantage is taken into account when planning and designing services and when making decisions	Deliver the Welfare Reform Action Plan	2013 onwards	% of the population who are income deprived	Age Disability Sex		2.4% March 2017
East Lothian Council has increased knowledge and capacity about equality, diversity and poverty	Implement the Tackling Poverty Strategy	Ongoing 2013 - 2015		All	A new Understanding Poverty E Learning Module has been developed.	
East Lothian Council is meeting its responsibilities and	All and relevant policies, plans and services are impact assessed	2013 – 2016 onwards	Number of Integrated Impact Assessments Published	All	13 (2016) 17 (2017)	24 (2018)

duties under the Equality Act 2010	<p>Equalities Monitoring is undertaken where relevant, including workforce monitoring</p> <p>Engage with equality groups in service re-design and decision making when relevant and appropriate</p>				Equalities Monitoring Report 2016/17 published	Equalities Monitoring Report 2017/18 published
East Lothian Council has increased knowledge and capacity about equality and diversity	Continue to gather information about the needs and experiences of those with protected characteristics in East Lothian (6 Ward area profiles now available incorporating equalities information)	2013 – 2016 onward	Number of people who undertake the		Jan 15-Dec 16= 340	Jan 17- May 19 1006

	Revise and deliver the East Lothian Equality Training Plan		<p>E-Learning Equality Module</p> <p>% of people who undertake 'Equality in Early Years' training that agree with the statement 'the training made me think differently about inclusion'.</p>	All		
East Lothian Council Procurement Practices ensure equality is a core part of service delivery and employment	<p>Implement 'Buy Smart' (Council Procurement Strategy)</p> <p>Investigate the establishment of a 'supported business' as a social enterprise in</p>	2013 – 2016 onward	To be developed	All		A new Procurement Strategy was developed in 2018

	East Lothian (in support of Article 19)					
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Appendix 2. Workforce Profile

1. Gender Profile

Contract Type	Gender	2013/14	2014/15	2015/16	2016/17	2017/18		Variance
		%	%	%	%	Total	%	
CASUAL BASIS	Female	7.54%	6.44%	6.68%	6.80%	355	7.26%	0.46%
	Male	3.96%	2.85%	2.68%	2.49%	119	2.43%	-0.06%
FULL-TIME	Female	29.13%	29.06%	28.23%	27.82%	1334	27.29%	-0.53%
	Male	22.14%	22.45%	22.52%	22.12%	1057	21.62%	-0.50%
JOB SHARE	Female	1.30%	1.06%	1.00%	0.78%	38	0.78%	0.00%
	Male	0.02%	0.02%	0.02%	0.00%	0	0.00%	0.00%
PART-TIME	Female	32.96%	34.78%	35.26%	35.96%	1787	36.55%	0.59%
	Male	2.95%	3.34%	3.62%	4.04%	199	4.07%	0.03%
						4889		

2. Disability Profile

Disability	2013/14		2014/15		2015/16		2016/17		2017/18		Variance
		%		%	Total	%	Total	%	Total	%	
Yes	183	3.58%	160	3.38%	170	3.56%	184	3.79%	184	3.76%	-0.03%
No	3576	74.58%	3606	76.16%	3702	77.46%	4370	89.99%	4408	90.16%	0.17%
Prefer not to answer	103	1.95%	80	1.69%	82	1.72%	98	2.02%	97	1.98%	-0.03%
Unknown	1030	19.90%	889	18.78%	825	17.26%	204	4.20%	200	4.09%	-0.11%
									4889		

Equality Outcomes & Mainstreaming Progress Report 2017-2019

3. Ethnic Group

	2013/14		2014/15		2015/16		2016/17		2017/18		
Ethnic Origin	Total	%	Total	%	Total	%	Total	%	Total	%	Variance
White - Scottish	3148	65.93%	3155	66.63	3210	67.17%	3800	78.25%	3835	78.44%	0.19%
White - Other British	467	9.78%	473	9.99	476	9.96%	538	11.08%	548	11.21%	0.13%
White - Irish	47	0.98%	54	1.14	56	1.17%	63	1.30%	55	1.12%	-0.17%
White - Other Ethnic Group	23	0.48%	22	0.46	26	0.54%	53	1.09%	47	0.96%	-0.13%
White - East European	35	0.73%	36	0.76	47	0.98%	49	1.01%	48	0.98%	-0.03%
Other	20	0.42%	18	0.38	24	0.50%	24	0.49%	25	0.51%	0.02%
Any Mixed or Multiple		0.10%		0.21	14	0.29%	18	0.37%	21	0.43%	0.06%
Asian-Other(Scot/UK)		0.10%		0.11		0.08%		0.16%		0.16%	0.00%
Asian-Indian(Scot/UK)		0.13%		0.17		0.13%		0.12%		0.16%	0.04%
Asian-Chinese(Scot/UK)		0.06%		0.06		0.10%		0.10%		0.12%	0.02%
Asian-Pakistan(Scot/UK)		0.02%		0.04		0.06%		0.08%		0.10%	0.02%
Black(Scot/UK)		0.04%		0.04		0.06%		0.06%		0.06%	0.00%
African(Scot/UK)		0.08%		0.11		0.08%		0.06%		0.04%	-0.02%
Asian-Bangladesh Scot/UK		0.04%		0.04		0.02%		0.04%		0.04%	0.00%
Caribbean / Black(Other)		0.00%		0.02		0.02%		0.02%		0.04%	0.02%
African-Other		0.04%		0.02		0.02%		0.00%		0.02%	0.02%
Caribbean(Scot/UK)		0.02%		0.02		0.02%		0.00%		0.00%	0.00%
Prefer not to answer	69	1.45%	62	1.31	76	1.59%	83	1.71%	72	1.47%	-0.24%
Unknown	935	19.58%	875	18.48	821	17.18%	196	4.04%	201	4.11%	0.08%
									4889		

Equality Outcomes & Mainstreaming Progress Report 2017-2019

4. Religion, Faith or Belief

	2013/14	2014/15	2015/16	2016/17	2017/18		
Religion, Faith or Belief	%	%	%	%	Total	%	Variance
None	26.51%	28.07%	29.90%	36.78%	1877	38.39%	1.61%
Church of Scotland	32.10%	31.13%	30.05%	32.93%	1566	32.03%	-0.90%
Roman Catholic	8.57%	8.95%	9.02%	10.79%	513	10.49%	-0.30%
Other Christian	5.78%	6.06%	6.80%	7.56%	362	7.40%	-0.15%
Unknown	19.66%	18.59%	17.10%	4.08%	198	4.05%	-0.03%
Prefer not to answer	5.57%	5.51%	5.86%	6.61%	309	6.32%	-0.29%
Other Religion or Belief	1.30%	1.20%	0.84%	0.84%	39	0.80%	-0.05%
Buddhist	0.27%	0.21%	0.21%	0.16%	11	0.22%	0.06%
Muslim	0.13%	0.15%	0.13%	0.10%		0.12%	0.02%
Jewish	0.04%	4.22%	0.04%	0.08%		0.08%	0.00%
Hindu	0.06%	8.45%	0.06%	0.04%		0.06%	0.02%
Sikh	0%	0%	0.00%	0.02%		0.02%	0.00%
					4889		

Equality Outcomes & Mainstreaming Progress Report 2017-2019

5. Age Profile

	2013/14		2014/15		2015/16		2016/17		2017/18		
Age Group	Total	%	Total	%	Total	%	Total	%	Total	%	Variance
16-25	264	5.53%	229	4.84	249	5.21%	272	5.60%	269	5.31%	-0.29%
26-35	750	15.71%	744	15.71	761	15.92%	799	16.45%	790	15.09%	-1.37%
36-45	1165	24.40%	1136	23.99	1103	23.08%	1081	22.26%	1096	23.44%	1.17%
46-55	1595	33.40%	1593	33.64	1589	33.25%	1600	32.95%	1590	32.09%	-0.86%
56-65	912	19.10%	927	19.58	975	20.40%	1002	20.63%	1036	18.35%	-2.29%
> 65	89	1.86%	106	2.24	102	2.13%	102	2.10%	108	1.79%	-0.31%
									4889		

6. Sexual orientation

	2013/14		2014/15		2015/16		2016/17		2017/18		
Sexual Orientation	Total	%	Total	%	Total	%	Total	%	Total	%	Variance
Heterosexual/Straight	3557	74.49%	3581	75.63%	3696	77.34%	3824	78.75%	4353	89.04%	10.29%
Prefer not to answer	203	4.25%	190	4.01%	192	4.02%	188	3.87%	259	5.30%	1.43%
Unknown	953	19.96%	894	18.88%	829	17.35%	776	15.98%	202	4.13%	-11.85%
Gay	31	0.65%	37	0.78%	32	0.67%	30	0.62%	31	0.63%	0.02%
Bisexual	16	0.34%	17	0.36%	15	0.31%	20	0.41%	19	0.39%	-0.02%
Lesbian	15	0.31%	16	0.34%	15	0.31%	18	0.37%	25	0.51%	0.14%
									4889		

Equality Outcomes & Mainstreaming Progress Report 2017-2019

7. Gender Reassignment

	2013/14		2014/15		2015/16		2016/17		2017/18		
Gender Reassignment	Total	%	Total	%	Total	%	Total	%	Total	%	Variance
Yes	45	0.94%	44	0.93	41	0.86%	47	0.97%	38	0.78%	-0.19%
No	4639	97.15%	3732	78.82	3832	80.18%	3957	81.49%	4047	82.78%	1.29%
Prefer not to answer	91	1.91%	83	1.75	84	1.76%	80	1.65%	75	1.53%	-0.11%
Unknown	0	0%	876	18.5	822	17.20%	772	15.90%	729	14.91%	-0.99%
									4889		

8. Marriage & Civil Partnership

	2013/14		2014/15		2015/16		2016/17		2017/18		
Marriage & Civil Partnership	Total	%	Total	%	Total	%	Total	%	Total	%	Variance
Civil Partnership		0.15%		0.17		0.19%	11	0.23%	11	0.22%	0.00%
Married	2764	57.88%	2740	57.87	2748	57.50%	2782	57.29%	2747	56.19%	-1.10%
Not Married**	1551	32.48%	1516	32.02	1786	37.37%	1835	37.79%	1708	34.94%	-2.85%
Prefer not to answer	103	2.16%	94	1.99	86	1.80%	85	1.75%	81	1.66%	-0.09%
Unknown	350	7.33%	377	7.96	150	3.14%	143	2.94%	342	7.00%	4.05%
									4889		

9. Pregnancy / Maternity

Commenced Maternity Leave 2017/18	80
on Maternity Leave at End of 2017/18	69
Return from Maternity Leave during 2017/18	
2016/17	63
2017/18	11

To view previous year's data, please [click here](#).

* Where less than 10 employees under any category the exact numbers are not published to protect individual identity

** Separate, Divorced, Widowed are categorised to "Not Married" as per EHRC

Appendix 2a: Leavers Profile 2017/18

Variance figures are a comparison against the previous reporting years figure

1. Gender Profiles

CONTRACT	Gender	2013/14		2014/15		2015/16		2016/17		2017/18		Variance
		Total	%	Total	%	Total	%	Total	%	Total	%	
CASUAL BASIS	Female	63	11.11%	103	17.37%	88	15.12%	61	10.25%	84	14.97%	4.72%
	Male	23	4.06%	48	8.09%	32	5.50%	21	3.53%	30	5.35%	1.82%
FULL-TIME	Female	175	30.86%	146	24.62%	152	26.12%	170	28.57%	138	24.60%	-3.97%
	Male	130	22.93%	101	17.03%	112	19.24%	139	23.36%	87	15.51%	-7.85%
PART-TIME	Female	152	26.81%	166	27.99%	163	28.01%	178	29.92%	187	33.33%	3.42%
	Male	18	3.17%	24	4.05%	32	5.50%	26	4.37%	33	5.88%	1.51%
JOB SHARE	Female	6	1.06%	5	0.84%	3	0.52%	0	0.00%	2	0.36%	0.36%
Total		567		593		582		595		561		

2. Disability Profile

Disability	2013/14		2014/15		2015/16		2016/17		2017/18		Variance
	Total	%	Total	%	Total	%	Total	%	Total	%	
Yes	34	6.00%	29	4.89	14	2.41%	25	4.20%	33	5.88%	1.68%

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Prefer not to answer	14	2.47%	14	2.36	6	1.03%	14	2.35%	8	1.43%	-0.93%
No	410	72.31%	424	71.5	468	80.41%	472	79.33%	447	79.68%	0.35%
Unknown	109	19.22%	126	21.25	94	16.15%	84	14.12%	73	13.01%	-1.11%
Grand Total	567		593		582		595		561		

3. Race

	2013/14		2014/15		2015/16		2016/17		2017/18		
Ethnic Group	Total	%	Total	%	Total	%	Total	%	Total	%	Variance
African(Scot/UK)	0	0.00%	1	0.17	1	0.17%	1	0.17%	1	0.18%	0.01%
Asian-Chinese(Scot/UK)	0	0.00%	1	0.17	0	0.00%	2	0.34%	1	0.18%	-0.16%
Asian-Bangladesh Scot/UK	1	0.18%	0	0	1	0.17%	1	0.17%	0	0.00%	-0.17%
Asian-Indian(Scot/UK)	0	0.00%	1	0.17	2	0.34%	2	0.34%	0	0.00%	-0.34%
Asian-Other(Scot/UK)	1	0.18%	0	0	2	0.34%	1	0.17%	1	0.18%	0.01%
African-Other	1	0.18%	1	0.17	0	0.00%	2	0.34%	0	0.00%	-0.34%
Caribbean / Black(Other)	0	0.00%	0	0	1	0.17%	1	0.17%	0	0.00%	-0.17%
Any Mixed or Multiple	2	0.35%	2	0.34	2	0.34%	1	0.17%	1	0.18%	0.01%
Other	6	1.06%	5	0.84	2	0.34%	2	0.34%	1	0.18%	-0.16%
White - Irish	8	1.41%	6	1.01	5	0.86%	8	1.34%	11	1.96%	0.62%
White - Other British	63	11.11%	62	10.46	62	10.65%	61	10.25%	61	10.87%	0.62%
White - Scottish	364	64.20%	373	62.9	395	67.87%	397	66.72%	387	68.98%	2.26%
White - East European	3	0.53%	5	0.84	5	0.86%	6	1.01%	10	1.78%	0.77%

White - Other Ethnic Grp	4	0.71%	7	1.18	7	1.20%	9	1.51%	8	1.43%	-0.09%
Prefer not to answer	10	1.76%	10	1.69	10	1.72%	14	2.35%	12	2.14%	-0.21%
Unknown	104	18.34%	119	20.07	87	14.95%	87	14.62%	67	11.94%	-2.68%
Grand Total	567		593		582		595		561		

4. Religion, Faith or Belief Profile

	2014/15		2015/16		2014/15		2014/15		2017/18		
Religion or Belief	Total	%	Total	%	Total	%	Total	%	Total	%	Variance
None	157	27.69%	193	33.16%	179	30.19%	203	34.12%	199	35.47%	1.35%
Church of Scotland	162	28.57%	164	28.18%	170	28.67%	163	27.39%	154	27.45%	0.06%
Unknown	104	18.34%	84	14.43%	120	20.24%	85	14.29%	70	12.48%	-1.81%
Roman Catholic	47	8.29%	60	10.31%	33	5.56%	51	8.57%	53	9.45%	0.88%
Other Christian	45	7.94%	45	7.73%	44	7.42%	47	7.90%	40	7.13%	-0.77%
Prefer not to answer	39	6.88%	26	4.47%	35	5.90%	33	5.55%	38	6.77%	1.23%
Other Religion or Belief	8	1.41%	5	0.86%	7	1.18%	5	0.84%	5	0.89%	0.05%
Hindu	0	0.00%	1	0.17%	0	0.00%	1	0.17%	0	0.00%	-0.17%
Jewish	2	0.35%	0	0.00%	0	0.00%	1	0.17%	1	0.18%	0.01%
Muslim	1	0.18%	2	0.34%	0	0.00%	2	0.34%	1	0.18%	-0.16%
Sikh		0.00%	0	0.00%	1	0.17%	0	0.00%	0	0.00%	0.00%
Buddhist	2	0.35%	2	0.34%	4	0.67%	4	0.67%	0	0.00%	-0.67%
Grand Total	567		582		593		595		561		

5. Age Profile

	2013/14		2014/15		2015/16		2016/17		2017/18		
Age Group	Total	%	Total	%	Total	%	Total	%	Total	%	Variance
16-25	50	8.82%	114	19.22	82	14.09%	72	12.10%	47	8.38%	-3.72%
26-35	111	19.58%	124	20.91	121	20.79%	117	19.66%	115	20.50%	0.84%
36-45	87	15.34%	101	17.03	110	18.90%	107	17.98%	100	17.83%	-0.16%
46-55	94	16.58%	101	17.03	99	17.01%	111	18.66%	113	20.14%	1.49%
56-65	198	34.92%	135	22.77	141	24.23%	147	24.71%	150	26.74%	2.03%
> 65	27	4.76%	18	3.04	29	4.98%	41	6.89%	36	6.42%	-0.47%
Total	567		593		582		595		561		

6. Sexual Orientation

	2013/14		2014/15		2015/16		2016/17		2016/17		
Sexual Orientation	Total	%	Total	%	Total	%	Total	%	Total	%	Variance
Bisexual	1	0.18%	0	0%	3	0.52%	3	0.50%	4	0.71%	0.21%
Gay	4	0.71%	2	0.34%	12	2.06%	5	0.84%	9	1.60%	0.76%

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Lesbian	4	0.71%	1	0.17%	3	0.52%	1	0.17%	1	0.18%	0.01%
Heterosexual/Straight	425	74.96%	436	73.52%	442	75.95%	472	79.33%	444	79.14%	-0.18%
Prefer not to answer	24	4.23%	28	4.72%	28	4.81%	85	14.29%	29	5.17%	-9.12%
Unknown	109	19.22%	126	21.25%	94	16.15%	29	4.87%	74	13.19%	8.32%
Grand Total	567		593		582		595		547		

7. Gender Reassignment

	2013/14		2014/15		2015/16		2016/17		2017/18		
Transgender	Total	%	Total	%	Total	%	Total	%	Total	%	Variance
Yes	7	1.23%	2	0.35	5	0.86%	1	0.17%	6	1.07%	0.90%
No	442	77.95%	458	77.23	479	82.30%	501	84.20%	478	85.20%	1.00%
Prefer not to answer	9	1.59%	11	1.85	11	1.89%	8	1.34%	9	1.60%	0.26%
Unknown	109	19.22%	122	20.57	87	14.95%	85	14.29%	68	12.12%	-2.16%
Grand Total	567		593		582		595		561		

8. Married/Civil Partnership

2013/14	2014/15	2015/16	2016/17	2017/18
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Married/Civil Partnership Category as per EHRC	Total	%	Total	%	Total	%	Total	%	Total	%	Variance
Civil Partnership	1	0.18%	2	0.34	2	0.34%	0	0.00%	2	0.36%	0.36%
Married	295	52.03%	258	43.51	283	48.63%	290	48.74%	279	49.73%	0.99%
Not Married	194	34.22%	264	44.52	236	40.55%	253	42.52%	203	36.19%	-6.34%
Prefer not to answer	13	2.29%	10	1.69	12	2.06%	10	1.68%	13	2.32%	0.64%
Unknown	64	11.29%	59	9.95	49	8.42%	42	7.06%	64	11.41%	4.35%
Grand Total	567		593		582		595		561		

9. Pregnancy/Maternity

There were no leavers at the end of maternity leave during 2017/18

For access to previous years data, please [click here](#).

Appendix 2: Recruitment Profiles 2017/18

1. Gender Profiles

Gender	Applications		Interviewed		Successful	
	Total	%	Total	%	Total	%
Not Known	129	1.72%	51	2.62%	34	5.03%
Female	5158	68.58%	1347	69.18%	465	68.79%

Male	2210	29.38%	537	27.58%	174	25.74%
Prefer not to answer	27	0.36%	12	0.62%	3	0.44%
Total	7524		1947		676	

2. Disability Profile

Disability	Applications		Interviewed		Successful	
	Total	%	Total	%	Total	%
Unknown	142	1.89%	57	2.93%	35	5.18%
No	7037	93.53%	1776	91.22%	611	90.38%
Prefer not to answer	63	0.84%	16	0.82%	5	0.74%
Yes	282	3.75%	98	5.03%	25	3.70%
Grand Total	7524		1947		676	

3. Race

Race	Applications		Interviewed		Successful	
	Total	%	Total	%	Total	%
African - (Inc.Scottish/British)	16	0.21%	5	0.26%	1	0.15%
African - Other	33	0.44%	9	0.46%	0	0.00%
Any Mixed or Multiple	53	0.70%	19	0.98%	6	0.89%
Asian - Bangladeshi (Inc.Scottish/British)	4	0.05%	0	0.00%	0	0.00%
Asian - Chinese (Inc.Scottish/British)	10	0.13%	1	0.05%	0	0.00%
Asian - Indian (Inc.Scottish/British)	43	0.57%	10	0.51%	4	0.59%
Asian - Other (Inc.Scottish/British)	8	0.11%	3	0.15%	0	0.00%
Asian - Pakistani (Inc.Scottish/British)	25	0.33%	6	0.31%	0	0.00%
Black - (Inc.Scottish/British)	11	0.15%	1	0.05%	0	0.00%
Caribbean - (Inc.Scottish/British)	9	0.12%	1	0.05%	2	0.30%
Caribbean or Black (Other)	10	0.13%	0	0.00%	2	0.30%
Other - Arab (Inc.Scottish/British)	8	0.11%	1	0.05%	0	0.00%

Prefer not to answer	70	0.93%	17	0.87%	4	0.59%
Unknown	190	2.53%	70	3.60%	41	6.07%
White - Eastern European	181	2.41%	30	1.54%	11	1.63%
White - Irish	79	1.05%	29	1.49%	6	0.89%
White - Other British	747	9.93%	230	11.81%	80	11.83%
White - Other white ethnic group	297	3.95%	58	2.98%	26	3.85%
White - Scottish	5730	76.16%	1457	74.83%	493	72.93%
Total	7524		1947		676	

4. Religion, Faith or Belief Profile

Religion, Faith or Belief	Applications		Interviewed		Successful	
	total	%	total	%	total	%
Unknown	285	3.79%	94	4.83%	46	6.80%
Buddhist	16	0.21%	6	0.31%	0	0.00%
Church of Scotland	1217	16.17%	374	19.21%	139	20.56%
Hindu	8	0.11%	1	0.05%	0	0.00%
Humanist	83	1.10%	25	1.28%	8	1.18%
Jewish	2	0.03%	0	0.00%	0	0.00%
Muslim	55	0.73%	8	0.41%	1	0.15%
None	3974	52.82%	933	47.92%	305	45.12%
Other Christian	615	8.17%	169	8.68%	57	8.43%
Other Religion or Belief	35	0.47%	10	0.51%	4	0.59%
Prefer not to answer	470	6.25%	134	6.88%	38	5.62%
Roman Catholic	758	10.07%	190	9.76%	0	0.00%
Sikh	6	0.08%	3	0.15%	78	11.54%
Total	7524		1947		676	

5. Age Profile

Age Group	Applications		Interviewed		Successful	
	Total	%	Total	%	Total	%
>65	10	0.13%	4	0.21%	2	0.30%
16-25	1312	17.44%	227	11.66%	55	8.14%
26-35	2334	31.02%	511	26.25%	173	25.59%
36-45	1597	21.23%	492	25.27%	186	27.51%
46-55	1449	19.26%	464	23.83%	152	22.49%
56-65	641	8.52%	180	9.24%	69	10.21%
Unknown	181	2.41%	69	3.54%	39	5.77%
Total	7524		1947		676	

6. Sexual Orientation Profiles

Sexual Orientation	Applications		Interviewed		Successful	
	Total	%	Total	%	Total	%
Unknown	205	2.72%	55	2.82%	15	2.22%
Bisexual	56	0.74%	19	0.98%	7	1.04%
Gay	104	1.38%	27	1.39%	8	1.18%
Heterosexual/Straight	6797	90.34%	1736	89.16%	619	91.57%
Lesbian	50	0.66%	14	0.72%	2	0.30%
Other	25	0.33%	9	0.46%	1	0.15%
Prefer not to answer	287	3.81%	87	4.47%	24	3.55%
Total	7524		1947		676	

7. Gender Reassignment Profile

Gender Reassignment	Applied		Interviewed		Successful	
	Total	%	Total	%	Total	%
No	7331	97.43%	1870	96.05%	638	94.38%
Unknown	140	1.86%	51	2.62%	31	4.59%
Prefer not to answer	42	0.56%	20	1.03%	3	0.44%
Yes	8	0.11%	3	0.15%	3	0.44%
Unknown	3	0.04%	3	0.15%	1	0.15%
Total	7524		1947		676	

8. Married/Civil Partnership

Married / Civil Partnership	Applications		Interviewed		Successful	
	Total	%	Total	%	Total	%
Married/Civil Partnership	2668	35.46%	812	41.71%	304	44.97%
Single	4634	61.58%	1050	53.93%	330	48.82%
Prefer not to answer	77	1.02%	30	1.54%	6	0.89%
Unknown	145	1.93%	55	2.82%	36	5.33%
Total	7524		1947		676	

For access to previous years data, please [click here](#).