



Equality and Diversity in Employment

April 2021

Fife Council is committed to providing equality of opportunity in employment and providing employment policies, procedures and practices which treat employees fairly and with dignity and respect.

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Hyperlinks

We have used hyperlinks to help those reading this document electronically navigate between different sections. A hyperlink is indicated by text which is underlined.

Alternative format or language

We have produced this document in English using Arial font size 12. We have used an accessibility checker to help ensure this document is accessible for people who are using assistive reading technology. If you would like a copy of this document in an alternative format, such as in larger print, or translated into another language, please contact us.

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1. Introduction

On the 31st March 2020 we had a workforce headcount of 17,716 employees. We provide around 900 services to approximately 370,000 people in Fife. This means we have the largest, and one of the most varied workforces in Fife.

This document sets out the following information:

- The equalities profile/diversity of our workforce
- Our HR practices
- Our pay practices

We provide an update on how we have met the workforce-related commitments of the Council's equality outcomes for 2017-21. We then introduce our new workforce actions for 2021-25. You can find more information about the Council's Equality Outcomes in the document "Equality, Diversity and Human Rights Equality Outcomes 2021-25" on fife.gov.uk.

1.1 The Equality Act and the Equality Duties

The Equality Act 2010 protects individuals against discrimination based on 9 protected characteristics:

- Age
- Disability
- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation

Under the Equality Act (Specific Duties) Regulations 2012 we must gather, use and publish employee information and pay gap information every two years. We must also publish an equal pay statement every four years.

The Council must also:

- publish equality outcomes,
- report progress on mainstreaming the equality duty, and
- consider award criteria and contract conditions in relation to public procurement.

You can find further information about how the Council meets all of these duties in the Council's "Equality, Diversity and Human Rights Equality Outcomes 2021-25 and annual review reports. These are available on fife.gov.uk.

1.2 Meeting our Equality Duties

Publishing Data

In this report we provide the information we need to publish to meet the specific duties. This information includes:

- Employee information across all the protected characteristics.
- Information about recruitment, training, dismissals, discipline and grievance.
- Information about our gender, race and disability pay gaps (this includes occupational segregation).

The specific equality duties mean that we must provide information both as a Local Authority and as an Education Authority. Throughout this report, where appropriate, we provide two separate sets of information:

- Our whole workforce (as a Local Authority)
- Our employees who work as Teachers or one of the many other roles within our Education Services (as an Education Authority).

2. Advancing Equality of Opportunity within Our Workforce

Previous Workforce Actions

The Council's Equality and Diversity Scheme 2017-21 set out equality outcomes and within these outcomes we embedded specific workforce related actions. Most of these actions contributed to the Council's outcome to: "work in partnership to lead improvements in equality, diversity and human rights". We said we would:

- Migrate to the new 'Disability Confident' scheme and build on the best practices from the 'Positive About Disabled People' model.
- Improve managers' awareness and understanding of mental wellbeing to help us support employees with mental health issues.
- Put in place the recommendations from the Investors in Young People (IiYP) to help us attract, retain and develop young people.

We also said we would promote reporting of hate incidents experienced or witnessed by staff. This was part of the Council's outcome that: "People feel safe and supported and are able to live free from incidents motivated by hate".

Below is an update on our actions.

Migration to the new 'Disability Confident' scheme

The Council achieved 'Disability Confident' status following a full assessment in December 2017. The self-assessment process was repeated in 2019, extending our scheme membership until December 2022. This scheme builds on the best practices from the 'Positive About Disabled People' model.

Improvement of managers' awareness and understanding of mental wellbeing

In 2019 we introduced a wellbeing programme which included mental health awareness training for managers, a Supporting Mental Wellbeing at Work Policy and refreshed Return to Work documentation specifically tailored for those employees returning to work following an absence related to their mental health.

Mentally Healthy Workplace training was developed by NHS Healthy Working Lives specifically for managers and supervisors. Employees have been trained to deliver the training course to all managers and supervisors.

Other actions include a network of trained individuals across the Council to act as Mental Health First Aiders who provide support and signposting to those experiencing mental health crises.

Following the recommendations from the Investors in Young People (IiYP).

We achieved Investors in Young People Gold accreditation in 2018.

Support and empowerment of young employees and the wider young population of Fife is high on our agenda and will continue to be a priority. Recommendations from IYP included a Young Person's Network – which is now being run by young employees themselves, with support. We also have a newsletter targeted to young employees as well as guidance for managers to improve support for young employees.

Young employees benefit from the Mentoring Programme for Young Employees which pairs them up with experienced colleagues from another part of the organisation who provide coaching support.

Promote reporting of hate incidents experienced or witnessed by staff.

In 2018 the Council implemented a new policy and procedure to record and respond to hate incidents reported by members of the public. Within this we signpost staff to the appropriate process should they experience or witness another member of staff experiencing a hate incident. We collect details of any incidents relating to violence, aggression or threat toward employees and regularly monitor this information. These reports allow the individuals to record whether it was related to any of the protected characteristics within the Equality Act.

Covid-19

We know that some groups have felt the impact of Covid more greatly. During 2020/21, much of Fife Council's work on equality and inclusion as an employer was in response to the Covid-19 pandemic. More than ever, we recognised the importance of understanding our workforce better. Some of the measures we took to mitigate impact included:

BAME Employees - we recognised that employees from BAME communities may have additional anxieties about the risks from Covid-19 to themselves and their families. We offered to undertake an individualised risk assessment for any BAME employee on request and support and advice is available from our occupational health provider.

Domestic Abuse - we worked with Fife's Violence Against Women Partnership to publish guidance about the specific challenges and risks for employees experiencing domestic abuse whilst spending more time at home because of the Covid-19 restrictions.

Caring responsibilities - we recognised that many of our employees working from home during the pandemic also had additional caring responsibilities. We provided support through additional flexibility and where appropriate paid leave.

Wellbeing – during the pandemic there were strong messages around employee health and wellbeing. Online resources were available to support employee wellbeing, specific webinars were held and reminders given of our Mental Health First Aiders and Employee Counselling Service available for all.

Shielding – we supported all shielding employees to stay at home, providing paid leave if necessary.

Training - existing training was adapted to be delivered virtually, and new training was developed to support employee wellbeing.

Young Employees - we provided additional guidance to managers of our youngest employees on how best to support this group. The uncertainty of the changed social and work landscape resulting from the impact of Covid 19 has personal impact on all employees but arguably the uncertainty was even greater for young people at the beginning of their careers. We also identified specific issues around supporting trainees who were working remotely.

EQIAs – we ensured that all temporary policies, procedures and practices put in place due to the pandemic were appropriately equality impact assessed.

Setting our New Workforce Actions

The Council's Equality, Diversity and Human Rights Equality Outcomes 2021-2025 (available on fife.gov.uk) sets out all of the Council's equality outcomes for 2021-25.

We have proposed an outcome specifically for employment:

The Council understands its workforce better and it reflects the diversity of the local population

To meet this outcome we will do the following:

- Work to improve the information we hold about employee's equality information.
- Engage with local communities about our workplace practices in partnership with Fife Centre for Equalities.
- Engage with young people in our workforce to identify and act on ways to attract and support other young people (aged 16 - 24) into training and employment opportunities with the Council.
- Demonstrate our commitment to equality of opportunity for trans people throughout recruitment and employment, including supporting trans employees through a transitioning process.
- Further our support to recruit and retain disabled employees.
- Review employee training relating to equality, diversity and inclusion.
- Develop new workstyles to provide support for more flexible and inclusive working across the Council.

We will report on our progress annually, in future iterations of this report.

Employee Engagement

Employee views on our new actions

We engaged with employees through a survey asking them for their views on our proposed actions. There was a high level of support for all of our actions with at least 80% of respondents supportive of each action. We also received qualitative responses which have been valuable in refining our actions and will be further considered as we work towards these.

Our new approach to Employee Engagement

Employee engagement is intrinsically linked to fostering a trusting team culture which is key to delivering our employment equality outcome.

To achieve a whole workforce picture and to take regular temperature checks of what is important in Services, our proposed approach consists of two elements: heartbeat and pulse surveys:

A “Heartbeat Survey” will be conducted across all Directorates in Fife Council. The first heart-beat survey will be undertaken in the course of 2021 and this will provide an engagement benchmark for our work going forward.

Pulse Surveys are short specific engagement surveys, used to provide useful information on employee satisfaction and engagement. A series of Pulse Surveys will be deployed, each covering questions on a different Focus Area. The questions in each Pulse Survey will explore the views of employees in one of five areas:

- Development
- Wellbeing
- Teamwork
- Culture and Behaviours
- Leadership and Management

Focusing on one Pulse Survey at a time in each Service allows for ‘real time’ tracking of engagement levels and emerging themes, whilst also giving Managers time to act on each set of results. Each Service can choose the Pulse Survey area that is most relevant to them at a given point in time.

All of our surveys will continue to ask employees to provide their equality information so that we can monitor whether any themes emerging are linked to protected characteristics.

3. Our Workforce Profile

The data in this section provides a snapshot of our workforce profile, at the following dates:

- As at 31st March 2019 (the headcount for the whole Council was 17,521 and the Education Authority was 7,114); and
- As at 31st March 2020 (the headcount for the whole Council was 17,716 and the Education Authority was 7,299).

Our employee numbers change year on year. We provide information in percentage terms where this helps us track changes in a more meaningful way.

Workforce Profile by Protected Characteristic

The workforce profile has remained relatively static when compared to previous years. [Table 1](#) in the Appendix shows the breakdown of the workforce across all of the protected characteristics. The following key facts can be noted.

Key Facts – Workforce Profile as of 31st March 2020

- The percentage of our workforce aged 24 and under continues to increase and this group now represent 5.3% of our workforce.
- The age profile peaks between ages 45 to 59.
- The percentage of our workforce declaring a disability remains below 2%.
- The gender split has remained static with females making up 72% of our workforce.
- 48% of employees are married or in a civil partnership.
- Less than 2% of our workforce told us they are from a Black and Minority Ethnic background.
- 66% of our employees have not disclosed their religion. 19% have no religion. 15% said they belong to a Christian denomination. Fewer than 1% told us they were Buddhist, Muslim, Jewish Hindu or Sikh.
- 69% of our workforce have not disclosed their sexual orientation. 30% told us they are heterosexual. Less than 1% said they were lesbian, gay or bisexual.
- 86% of our employees did not answer the question on gender identity. Fewer than 1% of employees told us they identify with a gender other than the one assigned to them at birth.

Disclosure rates

We acknowledge that more work is needed to improve the percentage of equality information disclosure that we receive from our employees.

We have moved to a new HR/Payroll system, which will allow us to retain equality information submitted as part of the recruitment system and bring it within our core

HR data. Previously we had to ask employees to complete equality data in various systems and at various points of the employment life cycle.

As part of our action to “Work to improve the information we hold about employee’s equality information” we will seek to increase the number of employees completing the full equality question set. We will launch an awareness-raising campaign about why this information is collected, and how we use it, to encourage disclosure.

4. HR Practices

Within this section we provide information about our HR practices. This includes information about recruitment and selection, discipline and grievance and training.

4.1 Recruitment and Selection

During the reporting periods all job candidates applied for posts through myjobscotland, the national recruitment portal. We ask all applicants to complete an equality monitoring form. Information from the equal opportunities form is anonymised and used for monitoring only.

Separately, we ask candidates if they would like to be considered under the 'Disability Confident Scheme'. Under this scheme, we guarantee an interview for disabled candidates who meet the minimum requirements for the job.

Unfortunately, the system does not allow us to easily separate out those applicants by Education Authority. The information therefore represents applications to posts across the whole Council. Please also note that individuals are counted for each application made.

Table 2 in the Appendix provides a breakdown of the applications received by protected characteristic. The key facts are below.

Key Facts 2018/19

- 37,896 applications were received.
- 21% of applicants were aged 24 and under, 3% of applicants were aged 60 and over.
- 5% disclosed a disability.
- 73% were female.
- Less than 1% told us they identified as transgender.
- 34% were married or in a civil partnership. 41% were single.
- 86% were White Scottish. Less than 2% were from a BAME background.
- 63% had no religion or belief. 27% told us they belonged to a Christian denomination.
- Less than 3% told us they were lesbian, gay or bisexual.

Key Facts 2019/20

- 33,931 applications were received.
- 20% of applicants were aged 24 and under, 4% of applicants were aged 60 and over.
- 5% disclosed a disability.
- 72% were female.
- Less than 1% told us they identified as transgender.
- 34% were married or in a civil partnership. 39% were single.
- 84% were White Scottish. Less than 2% were from a BAME background.
- 65% had no religion or belief. 26% told us they belonged to a Christian denomination.
- Less than 3% told us they were lesbian, gay or bisexual.

Over 20% of applicants were aged 24 and under. This is consistent with the percentage of new starts aged 24 and under (22%), highlighting our successful Workforce Youth Investment programme. These posts are targeted at young people and consistently attract a high volume of applicants.

Less than 2% of applicants were from a BAME background. We suspect this is proportionately low compared to the local community (data is limited since the 2011 census). We will work with Fife Centre for Equalities to explore this further.

5% of applicants disclosed a disability which is higher than our disabled employees' percentage in our core HR data (less than 2%). However, disclosure rates are consistently higher at the recruitment stage. We will continue to monitor this and work to improve disclosure rates in our core HR data.

4.2 New Starts

In 2018/19 we had 1585 new starts to the Council (650 in the Education Authority). In 2019/20 we had 2242 new starts (1058 in the Education Authority). [Table 3](#) in the Appendix shows the information declared to us by new employees.

During the reporting periods we were working with different systems and the data we collected at recruitment was separate to that recorded in our core HR systems.

We recognise that we do have gaps in the data for new employees and we have been trying to gather the missing data by issuing reminders to staff and being clear about how we will use the information they give us.

Our new HR & Payroll system integrates all HR processes. Employee information is now captured in one place meaning employees only need to keep one record up to date. We hope this will help to improve our data in future.

4.3 Part Time and Flexible Working – Whole Workforce

The percentage of our workforce who work full-time has remained consistent at 58%.

Table 4 in the Appendix shows the split of part-time/full-time working by the protected characteristics of age, disability, gender, race and marital status. The low rates of disclosure for other protected characteristics mean that we do not have sufficient data to present a meaningful picture. Key Facts are provided below.

Key Facts

- The breakdown of part-time and full-time employees is broadly similar across the mid-range age groups. However, younger employees are more likely to work full time and older employees are more likely to work part time.
- Disabled employees are more likely to work in full-time roles than part-time roles.
- Females are more likely to work part-time than males.
- Employees from BAME backgrounds are found in both full-time and part-time roles.

We know that the availability of quality part-time and flexible work can help support employees and our new action “Introduce a workstyles framework to provide support for more flexible and inclusive working across the Council” will focus on this.

4.4 Learning and Development

We need to make sure that our employees have the right skills, knowledge and behaviours. Investing in learning and development is crucial to delivering effective and efficient services.

There are a range of learning and development opportunities provided. This includes qualifications, skills and knowledge-based learning, organisational development support, briefing sessions and online learning, delivered internally or through externally procured providers.

During the reporting periods we collected equalities information relating to training separately. The disclosure rate in our training system was lower than in our previous payroll system. Our new HR & Payroll system integrates all HR processes, including training.

Table 5 in the Appendix shows the course applied for, approved and attended by: age, gender, disability and race. Key Facts from this information is below.

Key Facts – Training - 2018/19

- 39,612 learning and development opportunities were attended.
- 51% didn't answer the question on age. However, the largest disclosure rate was within the age bands 45-54 and 35-44 (15% and 12%).
- 43% did not answer the question on gender. 46% were female and 11% were male.
- 44% did not answer the question on disability. 2% disclosed a disability.
- 43% did not answer the question on race. 47% were White Scottish and 2% were from a BAME background.

Key Facts- Training - 2019/20

- 33,661 learning and development opportunities were attended.
- 51% didn't answer the question on age. However, the largest disclosure rate was within the age bands 45-54 and 35-44 (15% and 13%).
- 44% did not answer the question on gender. 44% were female and 12% were male.
- 45% did not answer the question on disability. 2% disclosed a disability.
- 44% did not answer the question on race. 46% were White Scottish and 2% were from a BAME background.

We also provide a range of e-learning and development opportunities. However, equality monitoring information was not captured for those undertaking e-learning opportunities during the reporting periods in this report. This will be captured moving forward.

4.5 Discipline and Grievance

Information presented below represents those cases escalated for HR support. Typically, these are the higher level, more complex cases. The information does not include many of the lower-level cases which are addressed locally without a HR representative present (support via the HR helpline is always available).

Table 6 in the Appendix shows the protected characteristics of those raising a grievance and those subject to a discipline, performance or competency case. The information represents our whole workforce and key facts are presented below.

Key Facts – Discipline & Grievance – 2018/19

- There were 210 discipline, grievance, performance and competency cases recorded.
- 37 of these cases (18%) related to allegations of bullying, harassment or discrimination.
- 2.4% were aged 24 and under.

- The majority were in the age brackets 50-54 and 54-59 (these age groups represented 31%).
- 2.9% told us they had a disability.
- 49% were female, 32% were male and 20% were not recorded.
- 14% told us that they had no religion or belief and 6% were Church of Scotland. (Religion or belief was not recorded for 72%).

Key Facts – Discipline & Grievance – 2019/20

- There were 169 discipline, grievance, performance and competency cases recorded.
- 27 of these cases (16%) related to allegations of bullying, harassment or discrimination.
- 2.9% were aged 24 and under.
- The majority were in the age brackets 50-54 and 55-59 (these age groups represented 29%).
- 4.1% told us they had a disability.
- 47% were female, 33% were male and 21% were not recorded.
- 18% told us that they had no religion or belief and 7% were Church of Scotland. (Religion or belief was not recorded for 66%).

The percentage of cases relating to bullying, harassment and/or discrimination may seem high. However, these cases are often complex and therefore are more likely to require HR support.

4.6 Leavers

During 2018-2019, 1505 employees left the Council. In 2019-2020 this figure was 2125.

Table 7 in the Appendix gives information on the reasons for leaving. We also analyse data about the protected characteristics of employees leaving.

Table 8 in the Appendix provides the breakdown of leavers by protected characteristics. Key facts are provided below.

Key Facts – Leavers 2018/19 and 2019/20

- The reason for leaving was withheld for 40% of leavers in 2018- 2019 and 35% of leavers in 2019-2020.
- Under 2% of leavers were dismissed in 2018-2019 and 2019-2020.
- 2.1% of our leavers had disclosed a disability.
- Less than 2% of leavers were from a BAME background.
- 80% of leavers had not answered the question about religion or belief.
- 82% of leavers had not answered the question about sexual orientation. Less than 1% told us that they were lesbian, gay or bisexual.
- 90% of leavers had not answered the question about gender identity.
- 20% of leavers were aged 29 or under.

5. Pay Practices

5.1 Gender Pay Gap and Occupational Segregation

Introduction

The gender pay gap is the difference in average hourly pay between men and women.

Close the Gap promote the gender pay gap as a key indicator of the inequalities between men and women at work. Although pay discrimination can also be a cause, having a pay gap in itself does not mean that an organisation is not compliant with the principles of equal pay.

We use the methodology recommended by Close the Gap. We calculate the mean hourly pay rate for female employees and the mean hourly pay rate for male employees and then used the following formula to calculate the mean pay gap:

$$\frac{A-B}{A} \times 100$$

A = mean hourly rate of pay of male employees
B = mean hourly rate of pay of female employees

Our Gender Pay Gap

Table 8 shows our gender pay gap across 2019 and 2020 for both the whole Council and the Education Authority.

The gender pay gap ([Table 9](#)) across the whole Council has fallen to –0.66% (as at 31st March 2020) and continues to be below the Scottish Local Authority average (3.4% as at 31st March 2020).

In 2013 the Council implemented the Scottish Local Government Living Wage raising the earnings of those on the lowest grades which have significantly more women than men. Since then, the Scottish Local Government Living Wage rate increased at a greater pace than that of other grades (from 2018 the rate has continued to increase but in line with other grades). This further contributed to the closing of the pay gap.

In 2016 the Council were awarded the Scottish Living Wage Accreditation and in 2018 achieved finalist status within the Living Wage Scotland Awards (Anchor Institution Award). This recognises the Council's commitment to the Scottish Living Wage, shows how we recognise the contribution of all of our employees and how we actively encourage our supplier and contractors to pay the Scottish Living Wage through our procurement practices.

Within the Education Authority the gender pay gap continues to be wider than that for the whole Council (although it has fallen from 26.01% as at 31st March 2019 to 25.38% as at 31st March 2020.)

The overall gender split of employees within the Education Authority is 86% female and 14% male. However, male employees tend to be focussed within the higher and

teaching grades with the lower graded Single Status posts occupied by predominantly female employees. This is not unexpected given many of these posts are Pupil Support Assistants and Early Years Officers – occupations which have traditionally high levels of gender segregation. We continue to challenge traditional perceptions for example by using recruitment adverts showing male employees in early years settings.

Women in Senior Positions

Over the last few years we have seen an increasing number of women in the top 5% of earners. As at 31st March 2019 57% of those in the top 5% of earners were female and as at the 31st March 2020 this figure had increased to 57.6%, (72.1% of total workforce as at 31st March 2020 is female).

Occupational Segregation

Tables 10 and 11 in the Appendix provides a breakdown of occupational segregation in terms of grades ('vertical segregation') and job families ('horizontal segregation'). Key facts are highlighted below.

Key Facts – Occupational Segregation – Gender

- Encouragingly the percentage of females in our chief official grades has increased from 43% in 2019 to 52% in 2020.
- Our lowest graded posts (FC1-FC4) continue to be female dominated.
- Those areas traditionally occupied by women such as administrative and care are made up of more than 89% female employees.

5.2 Disability Pay Gap and Occupational Segregation

Introduction

The disability pay gap is the difference in average hourly pay between people who are disabled and those who are not. We have used a similar approach to that we used to calculate the gender pay gap. However, we did not include the pay of staff who had not disclosed whether they had a disability or not.

By adding all individual employees' hourly rate of pay and dividing by the total number of employees, we calculated the mean hourly pay rate for disabled employees and the mean hourly pay rate for non-disabled employees and then used the following formula to calculate the **mean pay gap**:

$$\frac{A-B}{A} \times 100$$

A= mean hourly rate of pay of disabled employees

B=mean hourly rate of pay of non-disabled employees

Our Disability Pay Gap

Table 12 shows our disability pay gap across 2019 and 2020 for both the whole Council and the Education Authority.

These calculations show that there is a pay gap between employees who have told us they have a disability and those who have told us they don't for the Whole Council. This gap has increased from 9.89% in 2019 to 12.63% in 2020.

There is a negative disability pay gap in our Education Authority, where on average disabled staff earn more than non-disabled staff.

However, it is important to remember that from anecdotal evidence, it is likely that the number of our employees with a disability is higher than the number who have disclosed a disability. We must therefore be careful about drawing conclusions from a limited data set. We will continue to encourage employees to disclose this information.

Occupational Segregation

Tables 13 and 14 in the Appendix provides a breakdown of occupational segregation in terms of grades ('vertical segregation') and job families ('horizontal segregation'). Key facts are highlighted below.

Key Facts – Occupational Segregation – Disability

- The number of staff who have declared a disability for the Whole Council is fairly evenly spread across the pay grades, apart from Modern Apprentice, FC12 and Chief Official grades where no staff have declared a disability.
- The percentage of our employees in the Whole Council is highest, at 3.41%, in the Admin & Clerical job family.
- Please note however that given the relatively low number of employees declaring a disability we must be careful about drawing conclusions from the data.

5.3 Race Pay Gap and Occupational Segregation

Introduction

The race pay gap is the difference in average hourly pay between people who fall into a minority racial group and those that do not. Here we present the overall pay gap, that is the average hourly pay of white employees compared to the average pay of employees from a BAME background.

We have used a similar approach to that we use to calculate the gender pay gap. We did not include the pay of staff who had not disclosed their race.

We firstly calculated the mean hourly pay rate for employees from a BAME background and the mean hourly pay rate for white employees and then used the following formula to calculate the mean pay gap.

$$\frac{A-B}{A} \times 100$$

A= mean hourly rate of pay of white minority employees
B=mean hourly rate of pay of white employees

The overall race pay gap is used to demonstrate any inequality for employees from a BAME background, however this can disguise any inequality for white minority ethnic staff. As recommended by the Coalition for Racial Equality and Rights (CRER)¹, we also calculate the “white minority ethnic pay gap” and the “non-white minority ethnic pay gap”. This ensures that potential differences in the inequalities between white minority ethnic groups and non-white minority ethnic groups are considered.

Our Race Pay Gaps

Table 15 shows our race pay gaps across 2019 and 2020 for both the whole Council and the Education Authority.

The “white minority ethnic pay gap” demonstrates any inequality for white minority ethnic staff. It is the difference in average hourly pay between white Scottish and white other British employees when compared to white ethnic minority employees.

As at 2020 our white minority ethnic mean pay gap was –12.50%. This tells us that on average white minority ethnic employees earn more than white Scottish and white other British employees.

The mean “non-white minority ethnic pay gap” is the difference in average hourly pay between white employees and employees from a BAME background. The mean “non-white minority ethnic pay gap” was -3.92%. This tells us that on average employees from a BAME background earn more than white employees.

Occupational Segregation

Tables 16 and 17 in the Appendix provides a breakdown of occupational segregation in terms of grades (‘vertical segregation’) and job families (‘horizontal segregation’). Key facts are highlighted below.

Given that less than 1% of our workforce overall are from a BAME background the information within the occupational segregation data does not seem disproportionate. However, we do know that 27% of our workforce did not tell us their race and therefore we must be careful not to draw conclusions based on a limited set of data. We will continue to encourage disclosure of this information.

¹ Equal Pay Duties – Race and Disability, Coalition for Racial Equality and Rights (2016)

5.4 Equal Pay Statement

The Council has set out their Equal Pay Statement for 2021-25:

Equal Pay Statement 2021-25:

Fife Council is committed to providing equality of opportunity in employment. We aim to ensure a fair, open and transparent approach to the determination of pay and conditions of employment which does not discriminate unlawfully and is free from bias across all of the protected characteristics including sex, race and disability.

We believe that all employees should receive equal pay for the same or broadly similar work, for work rated as equivalent, or for work of equal value.

We will:

- Use a robust framework of job evaluation which allows an objective and reliable measure of the size and relative worth of each job. The framework is underpinned by equal opportunities practice ensuring that there is no bias related to any of the protected characteristics.
- Ensure that all those involved in decisions about pay and benefits are appropriately trained.
- Allow employees to appeal against job evaluation outcomes.
- Monitor pay statistics regularly.
- Consider the impact of pay practices on the roles, levels and distribution across the Council on the basis of sex, disability and race. We will do this by monitoring areas of occupational segregation of these characteristics.
- Assess and review the findings of monitoring activities and take action where necessary.
- Continue to work in partnership with the recognised Trade Unions on equal pay and equalities in employment.
- Inform employees of how our pay practices work and how their own pay is determined.
- Respond appropriately to all enquiries concerning fairness in pay. We believe that the actions set out above will help ensure we avoid unfair discrimination and reward, in a fair and transparent way, the skills, experience and potential of all employees.

6. Conclusion

The Council's Equality, Diversity and Human Rights Equality Outcomes 2021-25 (available on fife.gov.uk) sets out new equality outcomes for 2021-25. We have a new outcome specifically for employment to 'join up' the Council's commitment to equality and diversity as an employer and as a service provider:

The Council understands its workforce better and it reflects the diversity of the local population

We are committing to:

- Work to improve the information we hold about employee's equality information.
- Engage with local communities about our workplace practices in partnership with Fife Centre for Equalities.
- Engage with young people in our workforce to identify and act on ways to attract and support other young people (aged 16 - 24) into training and employment opportunities with the Council.
- Demonstrate our commitment to equality of opportunity for trans people throughout recruitment and employment, including supporting trans employees through any transitioning process.
- Further our support to recruit and retain disabled employees.
- Review employee training relating to equality, diversity and inclusion.
- Develop new workstyles to provide support for more flexible and inclusive working across the Council.

In terms of our reporting on workforce profile data, HR practices and pay practices, we recognise that we do have some gaps in the data and we have been trying to gather missing data by issuing reminders to staff and being clear about how we will use the information they give us. We will work to improve.

We know that Covid-19 has had a variety of impacts across groups. We will continue to monitor and review the impacts of the Covid-19 pandemic on our workforce.

Appendix – Data Tables

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Table 1: Workforce Profile				
	Whole Council		Education Authority	
	2019	2020	2019	2020
Age				
Under 18	0.12%	0.11%	0.00%	0.01%
18-24	4.82%	5.21%	5.51%	5.52%
25-29	7.23%	7.41%	10.09%	10.45%
30-34	8.63%	8.56%	10.75%	10.91%
35-39	11.13%	11.02%	14.37%	14.29%
40-44	11.47%	11.69%	12.76%	12.93%
45-49	14.12%	13.58%	14.07%	14.04%
50-54	16.82%	16.14%	13.83%	13.41%
55-59	14.58%	14.79%	11.61%	11.39%
60-64	8.98%	8.89%	5.76%	5.60%
65-69	1.55%	1.96%	0.91%	1.08%
70-74	0.42%	0.49%	0.22%	0.25%
75-79	0.09%	0.10%	0.10%	0.08%
>80	0.03%	0.05%	0.00%	0.03%
Ethnicity*				
White Scottish	66.93%	64.44%	61.95%	58.24%
White Other	7.70%	7.50%	9.17%	8.67%
Mixed or multiple ethnic group	0.18%	0.18%	0.18%	0.16%
Asian	0.39%	0.40%	0.23%	0.22%
African	0.11%	0.10%	0.07%	0.06%
Caribbean or Black	0.04%	0.04%	0.03%	0.01%
Other ethnic group	0.11%	0.12%	0.11%	0.12%
Not disclosed	24.57%	27.23%	28.27%	32.49%
Disability				
Disabled	1.77%	1.79%	0.90%	0.97%
Non-disabled	75.75%	71.75%	72.74%	67.72%
Not disclosed	22.47%	26.45%	26.36%	31.31%
Gender (Sex)				
Female	72.35%	72.15%	86.15%	85.86%
Male	27.65%	27.85%	13.85%	14.14%
Gender Identity – Have you ever identified as transgender?				
No	9.55%	13.51%	8.21%	10.07%
Yes	0.06%	0.08%	0.01%	0.01%
Not disclosed	90.39%	86.41%	91.78%	89.92%
Marriage and Civil Partnership				

Table 1: Workforce Profile				
	Whole Council		Education Authority	
	2019	2020	2019	2020
Married or in a Civil Partnership	50.18%	48.48%	52.94%	50.17%
Single	20.58%	19.01%	17.70%	16.18%
Living with Partner	7.85%	7.61%	6.13%	5.63%
Divorced or Separated	4.68%	4.71%	4.10%	4.01%
Not disclosed	15.92%	19.36%	18.51%	23.35%
Widowed	0.79%	0.84%	0.62%	0.66%
Religion or Belief				
None	17.05%	18.98%	11.96%	12.74%
Church of Scotland	8.65%	9.14%	7.46%	7.36%
Roman Catholic	3.16%	3.36%	3.09%	3.04%
Other Christian	1.85%	2.02%	2.22%	2.25%
Other Buddhist/ Pagan/ Muslim/ Hindu/ Jewish/ Sikh	0.89%	0.94%	0.61%	0.62%
Not disclosed	68.42%	65.58%	74.64%	73.98%
Sexual Orientation				
Bisexual	0.14%	0.16%	0.15%	0.19%
Gay/ Lesbian	0.46%	0.51%	0.35%	0.38%
Heterosexual/ straight	28.34%	30.48%	21.70%	22.35%
Not disclosed	71.00%	68.79%	77.74%	76.99%
Other	0.06%	0.07%	0.06%	0.08%

*In line with Census categories: "White Other" includes: Other British, Irish, Polish, Gypsy/Traveller, Other. "Asian" includes: Pakistani, Indian, Bangladeshi, Chinese, Other. "Other ethnic group" includes: Arab, Other (e.g. Jewish)

Pregnancy and maternity are also a protected characteristic. We record the number of our employees taking maternity leave and this data tells us that:

- During 2018-2019, 466 of our employees for the **Whole Council** started a period of maternity leave.
- During 2019-2020, 491 of our employees for the **Whole Council** started a period of maternity leave.
- During 2018-2019, 199 employees in our **Education Authority** started a period of maternity leave.
- During 2019-2020, 202 employees in our **Education Authority** started a period of maternity leave.

Table 2: Recruitment Data				
	2018/19		2019/20	
	Job Applicants	Hired Candidates	Job Applicants	Hired Candidates
Age				
Under 18	1.35%	1.32%	1.32%	1.04%
18-24	19.15%	13.57%	18.31%	12.79%
25-29	14.65%	14.99%	15.42%	12.18%
30-34	13.41%	12.21%	12.14%	11.48%
35-39	12.73%	12.84%	12.79%	12.68%
40-44	11.16%	11.15%	10.84%	11.17%
45-49	9.31%	10.42%	10.09%	11.31%
50-54	7.78%	9.43%	7.36%	9.16%
55-59	5.95%	5.92%	6.48%	6.81%
60-64	2.63%	2.42%	2.83%	3.15%
65-69	0.20%	0.69%	0.62%	0.70%
70-74	0.05%	0.13%	0.03%	0.03%
75-79	0.01%	0.07%	0.01%	0.00%
Not Disclosed	1.63%	4.83%	1.75%	7.48%
Disability				
Disabled	4.53%	3.14%	5.33%	3.19%
Non-disabled	93.32%	91.69%	92.59%	89.19%
Not disclosed	2.15%	5.17%	2.08%	7.62%
Gender (Sex)				
Male	25.39%	21.67%	26.38%	21.24%
Female	73.32%	73.96%	72.32%	71.74%
Not disclosed	1.29%	4.37%	1.30%	7.01%

Table 2: Recruitment Data				
	2018/19		2019/20	
	Job Applicants	Hired Candidates	Job Applicants	Hired Candidates
Gender Reassignment				
No	98.11%	95.37%	98.11%	92.68%
Yes	0.07%	0.0%	0.12%	0.03%
Not disclosed	1.83%	4.63%	1.76%	7.29%
Marriage or Civil Partnership				
Married or in a Civil Partnership	33.88%	38.15%	33.78%	38.96%
Single	40.83%	33.52%	39.27%	31.01%
Living with Partner	15.45%	15.42%	15.97%	14.60%
Divorced or Separated	6.86%	6.85%	7.78%	6.84%
Widowed	0.87%	0.89%	0.72%	1.01%
Not disclosed	2.10%	5.16%	1.48%	7.58%
Race (Ethnicity)				
White Scottish	85.62%	82.66%	84.43%	79.70%
White Other	10.58%	10.98%	11.43%	11.57%
Mixed or multiple ethnic group	0.31%	0.20%	0.28%	0.23%
Asian	0.81%	0.67%	0.86%	0.64%
African	0.50%	0.24%	0.49%	0.13%
Caribbean or Black	0.16%	0.10%	0.19%	0.06%
Other ethnic group	0.02%	0.0%	0.0%	0.0%
Not disclosed	2.01%	5.17%	2.28%	7.65%

Table 2: Recruitment Data

	2018/19		2019/20	
	Job Applicants	Hired Candidates	Job Applicants	Hired Candidates
Religion or Belief				
None	63.33%	58.70%	64.69%	57.92%
Church of Scotland	13.85%	15.02%	13.34%	15.13%
Roman Catholic	7.53%	7.58%	6.54%	7.52%
Other Christian	5.78%	5.63%	5.94%	5.81%
Other Buddhist/ Pagan/ Muslim/ Hindu/ Jewish/ Sikh	2.40%	2.05%	2.40%	1.78%
Not disclosed	7.11%	11.02%	7.08%	11.85%
Sexual Orientation				
Bisexual	1.00%	0.69%	1.04%	0.91%
Gay/ Lesbian	1.22%	1.72%	1.67%	1.14%
Heterosexual/ straight	93.16%	89.74%	92.11%	87.21%
Other	0.19%	0.20%	0.32%	0.23%
Not disclosed	4.43%	7.65%	4.85%	10.51%

Table 3: New Starts				
	Whole Council		Education Authority	
	2018/19	2019/20	2018/19	2019/20
Age				
Under 18	1.32%	1.56%	0%	0.38%
18-24	20.19%	20.92%	22.15%	20.42%
25-29	18.42%	15.08%	24.15%	17.11%
30-34	11.80%	12.40%	13.23%	13.71%
35-39	13.19%	10.44%	16.62%	10.30%
40-44	9.65%	8.83%	10.77%	8.32%
45-49	8.83%	8.47%	7.23%	8.70%
50-54	8.14%	6.74%	3.54%	4.91%
55-59	5.43%	7.85%	1.85%	6.52%
60-64	2.65%	5.22%	0.46%	5.58%
65-69	0.19%	2.10%	0%	3.40%
70-74	0.13%	0.31%	0%	0.57%
75-79	0.06%	0.09%	0%	0.09%
Ethnicity				
White Scottish	16.03%	10.12%	17.23%	7.09%
White Other	3.29%	2.27%	4.00%	1.41%
Mixed or multiple ethnic group	0%	0%	0%	0%
Asian	0.12%	0.08%	0.15%	0.09%
African	0.12%	0%	0.30%	0%
Caribbean or Black	0%	0.05%	0%	0%
Other ethnic group	0.12%	0%	0%	0%
Not disclosed	80.31%	87.47%	78.31%	91.40%
Disability				
Disabled	0.57%	0.80%	0.46%	0.57%
Non-disabled	13.63%	9.23%	14.92%	6.62%
Not disclosed	85.80%	89.96%	84.62%	92.82%
Gender (Sex)				
Female	68.58%	69.89%	85.85%	81.85%
Male	31.42%	30.11%	14.15%	18.15%
Gender Identity – Have you ever identified as transgender?				
No	3.85%	0.09%	2.15%	0.19%
Yes	0%	0%	0%	0%
Not disclosed	96.15%	99.91%	97.85%	99.81%
Marriage and Civil Partnership				
Married or in a Civil Partnership	8.64%	7.49%	10.62%	5.39%

Table 3: New Starts				
	Whole Council		Education Authority	
	2018/19	2019/20	2018/19	2019/20
Single	6.94%	4.15%	6.31%	2.84%
Living with Partner	3.97%	2.90%	4.77%	1.70%
Divorced or Separated	1.20%	0.58%	1.08%	0.28%
Not disclosed	79.12%	84.79%	77.23%	89.70%
Widowed	0.13%	0.09%	0%	0.09%
Religion or Belief				
None	11.29%	7.67%	12.00%	4.82%
Church of Scotland	3.53%	1.65%	3.69%	1.13%
Roman Catholic	1.45%	1.07%	2.15%	0.85%
Other Christian	1.14%	1.03%	1.08%	0.76%
Other Buddhist/ Pagan/ Muslim/ Hindu/ Jewish/ Sikh	1.26%	0.40%	1.07%	0.57%
Not disclosed	81.95%	88.18%	80%	91.87%
Sexual Orientation				
Bisexual	0.25%	0.22%	0.46%	0.28%
Gay/ Lesbian	0.44%	0.40%	0.46%	0%
Heterosexual/ straight	15.21%	9.63%	16.92%	6.05%
Other	0%	0.04%	0%	0.09%
Not disclosed / Not Known	84.10%	89.69%	82.15%	93.57%

Table 4: Part Time Working								
	Whole Council				Education Authority			
	2019		2020		2019		2020	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Overall	58.32	41.68	58.19	41.81	58.39	41.61	58.28	41.72
	%	%	%	%	%	%	%	%
Age								
Under 18	52.38	47.62	57.89	42.11	N/A	N/A	0%	100%
	%	%	%	%				
18-24	74.05	25.95	73.24	26.76	72.70	27.30	74.19	25.81
	%	%	%	%	%	%	%	%
25-29	72.30	27.70	71.90	28.10	77.30	22.70	76.80	23.20
	%	%	%	%	%	%	%	%
30-34	63.71	36.29	62.73	37.27	64.05	35.95	61.68	38.32
	%	%	%	%	%	%	%	%
35-39	58.07	41.93	57.81	42.19	57.44	42.56	56.09	43.91
	%	%	%	%	%	%	%	%
40-44	58.89	41.11	58.91	41.09	58.37	41.63	58.58	41.42
	%	%	%	%	%	%	%	%
45-49	61.76	38.24	61.29	38.71	57.84	42.16	58.34	41.66
	%	%	%	%	%	%	%	%
50-54	59.77	40.23	60.23	39.77	56.00	44.00	55.77	44.23
	%	%	%	%	%	%	%	%
55-59	52.37	47.63	53.45	46.55	49.76	50.24	52.23	47.77
	%	%	%	%	%	%	%	%
60-64	42.57	57.43	42.29	57.71	35.37	64.63	34.23	65.77
	%	%	%	%	%	%	%	%
65-69	30.15	69.85	29.89	70.11	27.69	72.31	24.05	75.95
	%	%	%	%	%	%	%	%
70-74	8.22	91.78	10.34	89.66	12.50	87.50	11.11	88.89
	%	%	%	%	%	%	%	%
75-79	6.25	93.75	11.11	88.89	14.29	85.71	16.67	83.33
	%	%	%	%	%	%	%	%
>80	0%	100%	0%	100%	N/A	N/A	0%	100%
Ethnicity								
White Scottish	59.06	40.94	58.83	41.17	56.68	43.32	56.10	43.90
	%	%	%	%	%	%	%	%
White Other	61.57	38.43	60.20	39.80	59.66	40.34	58.93	41.07
	%	%	%	%	%	%	%	%
Mixed or multiple ethnic group	68.75	31.25	65.63	34.38	92.31	7.69	83.33	16.67
	%	%	%	%	%	%	%	%
Asian	54.41	45.59	57.14	42.86	75%	25%	76.47	23.53
	%	%	%	%			%	%

Table 4: Part Time Working								
	Whole Council				Education Authority			
	2019		2020		2019		2020	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
African	55.56 %	44.44 %	61.11 %	38.89 %	60%	40%	75%	25%
Caribbean or Black	80.00 %	20.00 %	60%	40%	100%	0%	100%	0%
Other Ethnic Group	83.33 %	16.67 %	66.67 %	33.33 %	75.00 %	25.00 %	66.67 %	33.33 %
Not disclosed	55.17 %	44.83 %	56.04 %	43.96 %	61.26 %	38.74 %	61.68 %	38.32 %
Disability								
Disabled	64.63 %	35.37 %	63.52 %	36.48 %	71.88 %	28.13 %	69.01 %	30.99 %
Non-disabled	58.34 %	41.66 %	58.06 %	41.94 %	56.64 %	43.36 %	56.02 %	43.98 %
Not disclosed	57.75 %	42.25 %	58.17 %	41.83 %	62.77 %	37.23 %	62.84 %	37.16 %
Gender (Sex)								
Female	48.15 %	51.85 %	48.25 %	51.75 %	54.14 %	45.86 %	53.95 %	46.05 %
Male	84.95 %	15.05 %	83.95 %	16.05 %	84.87 %	15.13 %	84.59 %	15.41 %

Table 5: Training

	2018/19			2019/20		
	Applied	Approved	Attended	Applied	Approved	Attended
Age						
18 or under	0.30%	0.30%	0.32%	0.33%	0.31%	0.32%
19-24	4.49%	4.44%	4.55%	4.04%	4.02%	4.11%
25-34	10.35%	10.14%	9.38%	9.60%	9.38%	8.90%
35-44	13.18%	12.84%	12.30%	13.86%	13.60%	12.67%
45-54	15.41%	15.23%	14.74%	16.47%	16.33%	15.18%
55-64	7.81%	7.77%	7.65%	8.70%	8.58%	7.91%
65-74	0.29%	0.29%	0.30%	0.38%	0.38%	0.33%
75 or over	0.07%	0.08%	0.08%	0.08%	0.09%	0.07%
Not disclosed	48.10%	48.90%	50.67%	46.53%	47.32%	50.51%
Gender						
Female	48.73%	47.70%	45.64%	48.36%	47.39%	43.56%
Male	11.12%	11.18%	11.24%	12.50%	12.53%	12.44%
Not disclosed	40.14%	41.12%	43.12%	39.14%	40.07%	43.99%
Disability						
Disabled	1.64%	1.61%	1.59%	1.87%	1.83%	1.58%
Non-disabled	56.98%	56.08%	54.19%	57.59%	56.71%	53.22%
Not disclosed	41.38%	42.31%	44.22%	40.54%	41.46%	45.19%
Ethnicity						
White Scottish	49.57%	48.75%	47.11%	50.72%	49.98%	46.39%
White Other	8.82%	8.70%	8.37%	8.81%	8.67%	8.29%
Mixed or multiple ethnic group	0.21%	0.20%	0.20%	0.23%	0.22%	0.21%
Asian	0.35%	0.35%	0.34%	0.34%	0.33%	0.32%
African	0.15%	0.16%	0.14%	0.12%	0.12%	0.12%
Caribbean or Black	0.07%	0.07%	0.07%	0.15%	0.09%	0.10%
Other ethnic group	0.88%	0.85%	0.88%	0.97%	0.94%	0.90%
Not Disclosed	39.94%	40.91%	42.89%	38.71%	39.64%	43.68%

Table 6: Discipline, Grievance and Performance Cases

	2018/19	2019/20
Age		
Under 18	0%	0%
18-24	2.38%	2.96%
25-29	6.19%	4.73%
30-34	5.71%	5.33%
35-39	4.76%	2.96%
40-44	7.14%	13.02%
45-49	10.48%	10.06%
50-54	16.19%	14.79%
55-59	15.24%	14.20%
60-64	10.48%	9.47%
65-69	1.90%	1.78%
70-74	0%	0%
75-79	0%	0%
Not Known	19.52%	20.71%
Disability		
Disabled	2.86%	4.14%
Non-disabled	66.19%	52.66%
Prefer not to say/ Not disclosed	30.95%	43.20%
Gender		
Male	31.90%	32.54%
Female	48.57%	46.75%
Not Known	19.52%	20.71%
Gender Identity – Have you ever identified as transgender?		
No	6.19%	11.83%
Yes	0%	0%
Prefer not to say/ Not disclosed	93.80%	85.80%
Marital Status		
Married or in a Civil Partnership	40.00%	31.95%
Single	20.95%	24.26%
Living with Partner	9.52%	10.06%
Divorced or Separated	3.81%	1.18%
Prefer not to say/ Not disclosed	24.76%	30.77%
Widowed	0.95%	1.78%

Table 6: Discipline, Grievance and Performance Cases

	2018/19	2019/20
Ethnicity		
White Scottish	54.76%	53.25%
White Other	8.10%	4.72%
Mixed or multiple ethnic group	0%	0%
Asian	1.43%	0.59%
African	0%	0.59%
Caribbean or Black	0%	0%
Other ethnic group	0%	0%
Prefer not to say/ Not disclosed	35.71%	40.83%
Religion or Belief		
None	14.29%	17.75%
Church of Scotland	5.71%	7.10%
Roman Catholic	4.76%	4.73%
Other Christian	0.95%	1.78%
Other Buddhist/ Pagan/ Muslim/ Hindu/ Jewish/ Sikh	1.44%	2.36%
Prefer not to say/ Not disclosed	72.85%	66.28%
Sexual Orientation		
Bisexual	0%	0.59%
Gay/ Lesbian	0.95%	1.18%
Heterosexual/ straight	26.67%	26.63%
Prefer not to say/Not disclosed	52.86%	71.60%
Other	0%	0%

Table 7: Reasons for Leaving		
Reason for Leaving	Number of Leavers in 2018-2019	Number of Leavers in 2019-2020
Career Break	0	2
Death in Service	17	28
Dismissal	18	11
End of casual/supply work	3	350
End of temporary/fixed term contract	148	165
Ill health	113	135
Other Employment	1	2
		1
		.
Personal Reasons	0	
Redundancy	74	42
Retirement	203	221
Reason has been withheld	608	738
TUPE Transfer	3	0
STSS leaver	317	430

Table 8: Profile of Leavers

	Whole Council		Education Authority	
	2018/19	2019/20	2018/19	2019/2020
Age				
Under 18	0.07%	0.05%	0%	0%
18-24	6.78%	9.22%	4.68%	7.77%
25-29	11.10%	11.06%	11.79%	12.14%
30-34	8.70%	9.74%	10.75%	9.37%
35-39	7.31%	7.53%	6.93%	8.20%
40-44	7.64%	7.11%	7.97%	7.24%
45-49	8.57%	7.06%	9.88%	7.56%
50-54	9.50%	9.13%	8.49%	7.56%
55-59	14.49%	11.81%	14.73%	11.71%
60-64	16.54%	16.09%	19.76%	16.83%
65-69	7.71%	8.61%	4.51%	8.73%
70-74	1.26%	1.88%	0.17%	2.13%
75-79	0.13%	0.52%	0.35%	0.43%
>80	0.20%	0.19%	0%	0.32%
Ethnicity				
White Scottish	55.88%	45.18%	58.41%	41.96%
White Other	5.91%	6.12%	7.80%	6.08%
Mixed or multiple ethnic origin	0.07%	0.09%	0.17%	0.11%
Asian	0.07%	0.67%	0%	0.44%
African	0.14%	0.19%	0%	0.21%
Caribbean or Black	0%	0.05%	0%	0.11%
Other ethnic group	0.07%	0.09%	0.17%	0.11%
Not disclosed	37.87%	47.63%	33.45%	51.01%
Disability				
Disabled	1.53%	2.12%	1.56%	1.38%
Non-disabled	62.13%	52.94%	66.72%	49.95%
Not disclosed	36.35%	44.95%	31.71%	48.67%
Gender (Sex)				
Female	65.05%	70.59%	82.50%	83.39%
Male	34.95%	29.41%	17.50%	16.61%
Gender Identity – Have you ever identified as transgender?				
No	14.95%	10.21%	10.05%	5.54%
Yes	0%	0%	0%	0%
Not disclosed	85.05%	89.79%	89.94%	94.47%
Marriage and Civil Partnership				

Table 8: Profile of Leavers

	Whole Council		Education Authority	
	2018/19	2019/20	2018/19	2019/2020
Married or in a Civil Partnership	42.86%	35.48%	51.13%	37.17%
Single	17.08%	16.05%	14.90%	12.78%
Living with Partner	6.05%	5.36%	5.03%	4.15%
Divorced or Separated	3.26%	3.11%	3.12%	3.19%
Not disclosed	29.77%	39.30%	25.13%	42.06%
Widowed	1.00%	0.71%	0.69%	0.64%
Religion or Belief				
None	11.36%	9.79%	8.49%	5.96%
Church of Scotland	8.44%	6.02%	8.32%	5.43%
Roman Catholic	2.66%	2.54%	3.64%	2.88%
Other Christian	1.99%	1.36%	2.43%	1.70%
Other Buddhist/ Pagan/ Muslim/ Hindu/ Jewish/ Sikh	0.60%	0.70%	0.52%	0.65%
Not disclosed	74.95%	79.58%	76.60%	83.39%
Sexual Orientation				
Bisexual	0.20%	0.14%	0.52%	0.32%
Gay/ Lesbian	0.40%	0.24%	0%	0%
Heterosexual/ straight	22.79%	17.51%	19.93%	12.78%
Not disclosed / Not Known	76.54%	82.06%	79.56%	86.90%
Other	0.07%	0.05%	0%	0%

Table 9: Gender Pay Gap (as at 31st March)				
	Whole Council		Education Authority	
	2019	2020	2019	2020
Women's avg hourly earnings	£15.76	£17.02	£19.10	£21.14
Men's avg hourly earnings:	£16.07	£16.91	£25.82	£28.33
Gender Pay Gap	1.89%	-0.66%	26.01%	25.38%

Table 10: Gender Segregation by Grade as at 31st March								
	Whole Council				Education Authority			
	2019		2020		2019		2020	
	Female	Male	Female	Male	Female	Male	Female	Male
SJC FC1	83.31%	16.69%	82.10%	17.90%	100%	0%	100%	0%
SJC FC2	89.80%	10.20%	88.90%	11.10%	98.84%	1.16%	98.80%	1.20%
SJC FC3	66.84%	33.16%	66.67%	33.33%	99.18%	0.82%	98.93%	1.07%
SJC FC4	81.41%	18.59%	79.95%	20.05%	95.44%	4.56%	95.06%	4.94%
SJC FC5	57.69%	42.31%	60.47%	39.53%	94.61%	5.39%	93.87%	6.13%
SJC FC6	83.50%	16.50%	82.80%	17.20%	94.85%	5.15%	94.71%	5.29%
SJC FC7	59.24%	40.76%	60.60%	39.40%	78.83%	21.17%	80.27%	19.73%
SJC FC8	71.88%	28.12%	71.86%	28.14%	93.62%	6.38%	95.74%	4.26%
SJC FC9	59.71%	40.29%	59.60%	40.40%	75%	25%	76.92%	23.08%
SJC FC10	61.94%	38.06%	65.10%	34.90%	25%	75%	50%	50%
SJC FC11	47.17%	52.83%	46.43%	53.57%	-	-	0%	100%
SJC FC12	37.50%	62.50%	42.11%	57.89%	100%	0%	100%	0%
Modern Apprentice	81.12%	18.88%	73.68%	26.32%	90.09%	9.91%	84.26%	15.74%
Chief Official	42.86%	57.14%	51.61%	48.39%	50%	50%	100%	0%
Teaching	79.63%	20.37%	79.35%	20.65%	79.63%	20.37%	79.34%	20.66%
Craft	2.39%	97.61%	2.10%	97.90%	-	-	-	-

Table 11: Gender Segregation by Job Family as at 31st March								
	Whole Council				Education Authority			
	2019		2020		2019		2020	
	Female	Male	Female	Male	Female	Male	Female	Male
Admin & Clerical	90.83%	9.17%	90.83%	9.17%	99.78%	0.22%	99.78%	0.22%
Care	89.79%	10.21%	89.49%	10.51%	98.18%	1.82%	97.44%	2.56%
Teaching	79.21%	20.79%	78.91%	21.09%	79.21%	20.79%	78.90%	21.10%
Para Professional	74.84%	25.16%	74.30%	25.70%	91.94%	8.06%	91.45%	8.55%
Professional	61.32%	38.68%	62.33%	37.67%	79.84%	20.16%	81.40%	18.60%
Service Manager	43.01%	56.99%	43.62%	56.38%	100%	0%	33.33%	66.67%
Team Manager	56.06%	43.94%	57.31%	42.69%	57.14%	42.86%	80%	20%
Technical	53.53%	46.47%	52.63%	47.37%	100%	0%	100%	0%

Table 12: Disability Pay Gap (as at 31st March)				
	Whole Council		Education Authority	
	2019	2020	2019	2020
Disabled employees' average hourly earnings	£14.68	£15.26	£22.80	£23.49
Non-disabled employees' hourly earnings:	£16.29	£17.47	£20.76	£23.10
Disability Pay Gap	9.89%	12.63%	-9.79%	-1.68%

Table 13: Disability Segregation by Grade as at 31st March												
	Whole Council						Education Authority					
	2019			2020			2019			2020		
	Disabled	Not Disabled	Not disclosed	Disabled	Not Disabled	Not disclosed	Disabled	Not Disabled	Not disclosed	Disabled	Not Disabled	Not disclosed
SJC FC1	3.74%	63.68%	32.58%	3.77%	58.82%	37.42%	0%	100%	0%	0%	100%	0%
SJC FC2	1.21%	67.25%	31.54%	1.39%	64.22%	34.40%	0%	90.70%	9.30%	0%	90.36%	9.64%
SJC FC3	3.91%	71.92%	24.17%	3.85%	68.66%	27.49%	0.27%	75.82%	23.91%	0.80%	70.93%	28.27%
SJC FC4	1.40%	72.96%	25.65%	1.70%	68.42%	29.88%	0.89%	70.69%	28.42%	1.06%	64.96%	33.98%
SJC FC5	1.95%	86.49%	11.55%	2.13%	82.06%	15.81%	0.49%	87.25%	12.25%	0.47%	81.60%	17.92%
SJC FC6	1.58%	80.26%	18.16%	1.57%	75.16%	23.27%	0.63%	72.40%	27.06%	0.59%	66.47%	32.94%
SJC FC7	1.69%	90.72%	7.59%	1.83%	89.53%	8.65%	1.46%	89.78%	8.76%	2.04%	88.44%	9.52%
SJC FC8	2.22%	73.68%	24.10%	2.05%	71.99%	25.96%	0%	68.09%	31.91%	0%	72.34%	27.66%
SJC FC9	2.66%	86.91%	10.43%	1.82%	85.86%	12.32%	5.56%	91.67%	2.78%	5.13%	84.62%	10.26%
SJC FC10	1.94%	88.39%	9.68%	2.01%	87.92%	10.07%	0%	100%	0%	0%	100%	0%
SJC FC11	1.89%	96.23%	1.89%	1.79%	96.43%	1.79%	-	-	-	0%	100%	0%
SJC FC12	0%	97.50%	2.50%	0%	94.74%	5.26%	0%	0%	100%	0%	0%	100%
Modern Apprentice	0%	23.08%	76.92%	0%	16.45%	83.55%	0%	20.72%	79.28%	0%	14.81%	85.19%
Chief Official	0%	85.71%	14.29%	0%	87.10%	12.90%	0%	75%	25%	0%	75%	25%
Teaching	1.06%	72.60%	26.34%	1.09%	67.61%	31.30%	1.06%	72.60%	26.34%	1.09%	67.60%	31.31%
Craft	1.27%	74.68%	24.05%	0.84%	70.27%	28.89%	-	-	-	-	-	-

Table 14: Disability Segregation by Job Family as at 31st March

	Whole Council						Education Authority					
	2019			2020			2019			2020		
	Disabled	Not Disabled	Not disclosed	Disabled	Not Disabled	Not disclosed	Disabled	Not Disabled	Not disclosed	Disabled	Not Disabled	Not disclosed
Admin & Clerical	3.78%	82.30%	13.92%	3.41%	79.06%	17.53%	0.67%	84.00%	15.33%	0.87%	80.79%	18.34%
Care	1.21%	73.76%	25.03%	1.34%	69.66%	29.00%	0.10%	65.77%	34.13%	0.27%	60.57%	39.16%
Teaching	1.10%	72.65%	26.25%	1.10%	67.68%	31.22%	0.15%	77.84%	21.06%	1.10%	67.69%	31.21%
Para Professional	1.90%	79.71%	18.40%	1.90%	75.05%	23.05%	0.99%	73.47%	25.54%	1.15%	67.52%	31.33%
Professional	1.96%	87.18%	10.85%	2.28%	86.07%	11.64%	1.61%	82.26%	16.13%	1.55%	82.17%	16.28%
Service Manager	1.08%	96.77%	2.15%	1.06%	95.74%	3.19%	0%	0%	1000%	0%	66.67%	33.33%
Team Manager	2.27%	90.91%	6.82%	1.15%	91.54%	7.31%	0%	85.71%	14.29%	0%	80%	20%

Table 15: Race Pay Gap (as at 31st March)				
	Whole Council		Education Authority	
	2019	2020	2019	2020
White employees' hourly earnings	£16.26	£17.39	£20.69	£23.00
BAME employees' hourly earnings:	£16.45	£18.07	£22.84	£26.66
Race Pay Gap	-1.12%	-3.92%	-10.37%	-15.92%

Table 16: Race Segregation by Grade as at 31st March												
	Whole Council						Education Authority					
	2019			2020			2019			2020		
	White	BAME	Not Disclosed	White	BAME	Not Disclosed	White	BAME	Not Disclosed	White	BAME	Not Disclosed
SJC FC1	60.22%	1.05%	38.72%	57.19%	1.06%	41.72%	75%	0%	25%	75%	0%	25%
SJC FC2	62.28%	1.07%	36.65%	61.03%	0.70%	38.28%	81.40%	0%	18.60%	81.93%	0%	18.07%
SJC FC3	75.38%	0.41%	24.23%	74.01%	0.21%	25.77%	79.35%	0.27%	20.38%	74.14%	0%	25.86%
SJC FC4	71.96%	0.55%	27.48%	69.20%	0.66%	30.11	68.90%	0.18%	30.92%	64.08%	0.27%	35.65%
SJC FC5	85.36%	0.81%	13.83%	82.46%	0.80%	16.75%	86.77%	0.98%	12.25%	81.61%	0.94%	17.45%
SJC FC6	77.25%	0.74%	22.03%	74.19%	0.79%	24.96%	68.94%	0.45%	30.61%	64.72%	0.40%	34.88%
SJC FC7	89.95%	1.17%	8.86%	89.35%	1.16%	9.47%	88.32%	0%	11.68%	87.08%	0%	12.92%
SJC FC8	73.95%	2.22%	20.22%	72.82%	2.34%	24.87%	70.21%	0%	29.79%	70.21%	0%	29.79%
SJC FC9	86.71%	1.42%	11.86%	85.44%	1.40%	13.14%	91.66%	0%	8.34%	89.74%	0%	10.25%
SJC FC10	87.10%	0%	12.90%	89.26%	0%	10.74%	100%	0%	0%	100%	0%	0%
SJC FC11	98.11%	0%	1.89%	98.21%	0%	1.79%	-	-	-	100%	0%	0%
SJC FC12	92.50%	0%	7.50%	89.47%	0%	10.52%	0%	0%	100%	0%	0%	100%
Modern Apprentice	27.28%	0.70%	72.03%	23.68%	0%	76.32%	25.23%	0.90%	73.87%	21.30%	0%	78.70%
Chief Official	82.14%	0%	17.86%	87.11%	3.23%	9.68%	50%	0%	25%	50%	0%	25%
Teaching	71.07%	0.72%	28.06%	66.70%	0.88%	32.44%	71.06%	0.88%	28.06%	66.67%	0.88%	32.45%
Craft	75.53%	0.14%	24.33%	71.38%	0.28%	28.33%	-	-	-	-	-	-

Table 17: Race Segregation by Job Family as at 31st March

	Whole Council						Education Authority					
	2019			2020			2019			2020		
	White	BAME	Not Disclosed	White	BAME	Not Disclosed	White	BAME	Not Disclosed	White	BAME	Not Disclosed
Admin & Clerical	87.94%	0.56%	11.51%	85.23%	0.48%	14.29%	87.34%	0.44%	12.22%	83.17%	0.22%	16.16%
Care	71.17%	1.06%	27.81%	68.91%	1.17%	29.90%	63.08%	0.49%	36.43%	60.11%	0.36%	39.89%
Teaching	71.06%	0.88%	28.07%	66.74%	0.86%	32.42%	70.96%	0.88%	28.16%	66.70%	0.86%	32.44%
Para Professional	79.06%	0.73%	20.20%	75.83%	0.71%	23.45%	71.24%	0.24%	28.52%	66.19%	0.30%	33.51%
Professional	87.77%	1.30%	10.97%	87.89%	1.12%	10.96%	80.64%	0%	19.36%	80.62%	0%	19.38%
Service Manager	95.71%	0%	4.30%	94.68%	0%	5.32%	0%	0%	100%	66.67%	0%	33.33%
Team Manager	90.15%	0.38%	9.47%	90.76%	0.38%	8.84%	85.71%	0%	14.29%	80%	0%	20%
Technical	67.18%	0.73%	32.08%	65.77%	0.62%	33.59%	75%	0%	25%	75%	0%	25%