

OFFICIAL

RECRUITMENT INTERNAL & EXTERNAL ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2021

Number of Posts Advertised:

1293
15628
3375
981

Total Combined Applications Received:
Total Combined Interviews:
Total Combined Appointments

DISABILITY

DISABILITY	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	860	5.5%	371	2.4%	489	3.1%	232	6.9%	83	2.5%	149	4.4%	44	4.5%	14	1.4%	30	3.1%
Non Disabled	13397	85.7%	3816	24.4%	9581	61.3%	2822	83.6%	722	21.4%	2100	62.2%	878	89.5%	176	17.9%	702	71.6%
Non Disclosed	1371	8.8%	0	0.0%	0	0.0%	321	9.5%	0	0.0%	0	0.0%	59	6.0%	0	0.0%	0	0.0%
Total	15628	100.0%	4187	26.8%	10070	64.4%	3375	100.0%	805	23.9%	2249	66.6%	981	100.0%	190	19.3%	732	74.7%

ETHNICITY

ETHNICITY	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	1144	7.6%	464	19.3%	770	51.6%	247	7.3%	64	15.3%	107	30.3%	7	10.7%	5	7.2%	5	5.1%
Other British	647	4.1%	246	1.6%	401	2.6%	147	4.4%	46	1.4%	101	3.0%	49	5.0%	9	0.9%	40	4.1%
Irish	158	1.0%	80	0.5%	78	0.5%	31	0.9%	12	0.4%	19	0.6%	12	1.2%	3	0.3%	9	0.9%
Gypsy / Traveller	4	0.0%	2	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	130	0.8%	27	0.2%	103	0.7%	19	0.6%	9	0.3%	10	0.3%	4	0.4%	0	0.0%	4	0.4%
Other white ethnic	509	3.3%	149	1.0%	360	2.3%	67	2.0%	24	0.7%	43	1.3%	10	1.0%	5	0.5%	5	0.5%
Total White	12522	71.8%	3524	26.8%	8914	57.6%	2177	60.6%	737	19.4%	1180	50.2%	87	88.6%	174	17.4%	633	64.5%
Any mixed or multiple ethnic groups	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	448	2.9%	170	1.1%	278	1.8%	89	2.6%	16	0.5%	73	2.2%	43	4.4%	4	0.4%	39	4.0%
Indian, Indian Scottish or Indian British	239	1.5%	80	0.5%	159	1.0%	35	1.0%	8	0.2%	27	0.8%	11	1.1%	2	0.2%	9	0.9%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	9	0.1%	7	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	6	0.0%	22	0.1%	51	0.3%	13	0.4%	4	0.1%	9	0.3%	5	0.5%	0	0.0%	5	0.5%
Sub Total Asian	844	5.4%	291	1.9%	553	3.5%	148	4.0%	28	0.8%	120	3.6%	63	6.5%	6	0.6%	57	5.8%
African, African Scottish or African British	166	1.1%	54	0.3%	112	0.7%	33	1.0%	1	0.0%	32	0.9%	14	1.4%	0	0.0%	14	1.4%
Other African background	279	1.8%	82	0.5%	197	1.3%	67	2.0%	11	0.3%	56	1.7%	11	1.1%	0	0.0%	11	1.1%
Caribbean, Caribbean Scottish or Caribbean British	5	0.0%	3	0.0%	2	0.0%	3	0.1%	1	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	108	0.7%	43	0.3%	65	0.4%	32	0.9%	8	0.2%	24	0.7%	12	1.2%	5	0.5%	7	0.7%
Other Caribbean / Black background	18	0.1%	6	0.0%	12	0.1%	5	0.1%	4	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	56	0.3%	188	1.3%	368	2.5%	110	3.0%	22	0.6%	118	3.6%	37	3.8%	3	0.3%	34	3.6%
Arab, Arab Scottish or Arab British	51	0.3%	31	0.2%	20	0.1%	4	0.1%	0	0.0%	4	0.1%	1	0.1%	0	0.0%	4	0.1%
Other ethnic background	150	1.0%	46	0.3%	104	0.7%	19	0.6%	5	0.1%	14	0.4%	5	0.5%	0	0.0%	5	0.5%
Sub Total Other Ethnic	201	1.3%	77	0.5%	124	0.8%	23	0.7%	5	0.1%	18	0.5%	6	0.6%	0	0.0%	6	0.6%
Total Ethnic	1621	10.4%	556	3.6%	1065	6.8%	311	9.2%	55	1.6%	256	7.6%	106	10.8%	11	1.1%	95	9.7%
Non Disclosed	1525	9.7%	0	0.0%	347	10.3%	0	0.0%	68	6.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	15628	100.0%	4124	26.4%	9979	63.9%	3375	100.0%	792	23.5%	2236	66.3%	981	100.0%	185	18.9%	728	74.2%

RELIGION OR BELIEF

RELIGION OR BELIEF	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	0	0.0%	18	0.1%	19	0.1%	1	0.2%	6	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Church of Scotland	1600	10.2%	444	2.6%	1166	7.5%	405	11.0%	97	2.9%	308	8.1%	147	11.0%	27	1.9%	100	10.2%
Hindu	112	0.7%	43	0.3%	69	0.4%	11	0.3%	6	0.1%	6	0.2%	3	0.3%	2	0.2%	1	0.1%
Jewish	19	0.1%	9	0.1%	10	0.1%	5	0.1%	2	0.1%	3	0.1%	2	0.2%	0	0.0%	2	0.2%
Muslim	615	3.9%	256	1.6%	359	2.3%	107	3.2%	20	0.6%	87	2.6%	50	5.1%	4	0.4%	46	4.7%
Other Christian	901	5.8%	255	1.6%	646	4.1%	205	6.2%	39	1.2%	170	5.0%	60	6.1%	14	1.4%	46	4.7%
Roman Catholic	3272	21.0%	786	5.0%	2486	15.9%	690	20.4%	161	4.8%	529	15.7%	198	20.2%	34	3.5%	164	16.7%
Baptist	0	0.0%	12	0.1%	13	0.1%	2	0.1%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Another Religion	270	1.7%	105	0.7%	165	1.1%	63	1.9%	19	0.5%	44	1.3%	20	2.0%	4	0.4%	16	1.6%
None	6289	40.2%	1876	12.0%	4413	28.2%	1300	38.5%	385	11.4%	915	27.0%	375	38.3%	91	9.3%	284	29.0%
Non Disclosed	2438	15.7%	0	0.0%	0	0.0%	559	16.6%	0	0.0%	0	0.0%	142	14.4%	0	0.0%	0	0.0%
Total	15628	100.0%	3993	25.6%	9722	62.2%	3375	100.0%	731	21.7%	2085	61.7%	981	100.0%	176	18.0%	663	67.6%

SEXUAL ORIENTATION

SEXUAL ORIENTATION	Applications						Interviews						Appointments					
	Applications	Interviews	Appointments	Number	%	Number	%	Number	%	Number	%	Number	%	M	%	F	%	
Bi-Sexual	356	2.3%	74	0.5%	282	1.8%	51	1.5%	9	0.3%	12	1.2%	9	0.9%	1	0.1%	8	0.8%
Heterosexual	12714	81.4%	3544	22.7%	9170	58.7%	2751	81.5%	691	20.5%	2060	61.0%	832	84.8%	163	16.6%	669	68.3%
Lesbian / Gay	583	3.7%	363	2.3%	220	1.4%	120	3.6%	66	2.0%	54	1.6%	33	3.4%	18	1.8%	15	1.5%
Other	6	0.4%	12	0.1%	50	0.3%	21	0.6%	4	0.1%	17	0.5%	12	1.2%	0	0.0%	12	1.2%
Non Disclosed	1913	12.5%	0	0.0%	432	12.8%	0	0.0%	1	0.0%	0	0.0%	95	9.7%	0	0.0%	0	0.0%
Total	15628	100.0%	3993	25.6%	9722	62.2%	3375	100.0%	770	22.9%	2173	64.3%	981	100.0%	182	18.5%		

OFFICIAL

RECRUITMENT INTERNAL & EXTERNAL TEACHERS ONLY AS AT 31 MARCH 2021

Number of Posts Advertised:

258
3994
1404
841

Total Combined Applications Received:

Total Combined Interviews:

Total Combined Appointments:

DISABILITY

	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	142	5.6%	60	0.0%	82	2.6%	58	3.6%	30	0.0%	48	3.6%	30	3.6%	26	0.0%	28	3.5%
Non Disabled	3142	94.3%	935	24.8%	2757	69.0%	1105	93.0%	312	22.2%	993	70.8%	776	92.3%	180	21.4%	596	70.3%
Non Disclosed	100	2.5%	0	0.0%	0	0.0%	44	3.1%	0	0.0%	0	0.0%	35	4.1%	0	0.0%	0	0.0%
Total	3994	100.0%	1025	25.7%	2869	71.8%	1404	100.0%	321	22.8%	1039	74.1%	841	100.0%	182	21.6%	624	74.2%

ETHNICITY

	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	3072	76.9%	800	20.0%	2272	56.9%	1121	79.8%	252	18.7%	859	61.2%	692	78.1%	148	17.6%	509	62.5%
Other British	23	0.6%	6	0.0%	17	4.1%	14	0.0%	19	0.0%	10	0.0%	41	4.9%	8	1.0%	33	3.9%
Irish	146	3.7%	45	1.1%	101	2.5%	71	5.1%	20	1.4%	51	3.6%	56	6.7%	14	1.7%	42	5.0%
Gypsy / Traveller	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	10	0.3%	6	0.2%	4	0.1%	4	0.3%	1	0.1%	3	0.2%	1	0.1%	0	0.0%	1	0.1%
Other white ethnic	190	4.8%	36	0.9%	154	3.9%	38	0.4%	5	0.3%	33	2.4%	3	0.4%	14	1.7%	36	4.4%
Total White	3992	100.0%	972	25.0%	2676	62.9%	1008	99.9%	307	2.7%	1001	74.4%	772	91.2%	173	20.0%	509	71.5%
Any mixed or multiple ethnic groups	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	58	1.5%	13	0.3%	45	1.1%	10	0.7%	1	0.1%	9	0.6%	9	1.1%	1	0.1%	8	1.0%
Indian, Indian Scottish or Indian British	39	1.0%	7	0.2%	32	0.8%	14	1.0%	2	0.1%	12	0.9%	10	1.2%	2	0.2%	8	1.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	19	0.5%	1	0.0%	18	0.4%	4	0.3%	0	0.0%	4	0.3%	1	0.1%	0	0.0%	1	0.1%
Other Asian background	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian	117	2.9%	21	0.5%	96	2.4%	28	2.0%	3	0.2%	25	1.8%	20	2.4%	3	0.4%	17	2.0%
African, African Scottish or African British	5	0.1%	4	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other African background	15	0.4%	8	0.2%	7	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	3	0.1%	3	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	24	0.6%	16	0.4%	8	0.2%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Arab, Arab Scottish or Arab British	5	0.1%	0	0.0%	5	0.1%	2	0.1%	0	0.0%	2	0.1%	1	0.1%	0	0.0%	1	0.1%
Other ethnic background	49	1.2%	18	0.5%	30	0.8%	8	0.6%	3	0.2%	5	0.4%	6	0.7%	1	0.1%	5	0.6%
Sub Total Other Ethnic	53	1.3%	18	0.5%	35	0.9%	10	0.7%	3	0.2%	7	0.5%	7	0.8%	1	0.1%	6	0.7%
Total Ethnic	194	4.9%	55	1.4%	139	3.5%	39	2.8%	7	0.5%	32	2.3%	27	3.2%	4	0.5%	23	2.7%
Non Disclosed	148	3.7%	0	0.0%	57	4.0%	0	0.0%	0	0.0%	0	0.0%	42	5.0%	0	0.0%	0	0.0%
Total	3994	100.0%	1002	25.1%	2844	71.2%	1404	100.0%	314	22.4%	1033	73.6%	841	100.0%	177	21.0%	622	74.0%

RELIGION OR BELIEF

	Applications						Interviews						Appointments					
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	8	0.2%	3	0.1%	5	0.1%	3	0.2%	1	0.1%	2	0.1%	2	0.2%	1	0.1%	1	0.1%
Church of Scotland	560	14.0%	115	2.9%	445	11.1%	158	11.2%	29	2.1%	129	9.2%	71	8.4%	9	1.1%	62	7.4%
Hindu	11	0.3%	0	0.0%	1	0.0%	4	0.3%	0	0.0%	4	0.3%	4	0.5%	3	0.4%	3	0.4%
Jewish	68	1.7%	19	0.5%	49	1.2%	13	0.9%	0	0.0%	13	0.9%	10	1.2%	0	0.0%	10	1.2%
Muslim	306	7.7%	85	2.1%	221	5.5%	74	5.3%	21	1.6%	53	3.8%	33	3.9%	12	1.4%	21	2.5%
Other Christian	1275	31.9%	293	7.3%	982	24.7%	598	42.5%	119	8.4%	479	34.0%	388	46.1%	71	8.5%	317	37.6%
Roman Catholic	20	0.5%	0	0.0%	19	0.4%	5	0.4%	0	0.0%	6	0.4%	3	0.4%	0	0.0%	3	0.4%
Other Religion	26	0.7%	20	0.5%	16	0.4%	4	0.3%	4	0.3%	11	0.8%	1	0.1%	1	0.1%	1	0.1%
None	1269	31.8%	394	9.9%	875	21.9%	387	27.6%	123	8.6%	264	16.8%	240	26.6%	76	9.0%	164	19.5%
Non Disclosed	413	10.3%	0	0.0%	147	10.5%	0	0.0%	0	0.0%	0	0.0%	84	10.0%	0	0.0%	0	0.0%
Total	3994	100.0%	940	23.6%	2740	68.7%	1404	100.0%	291	20.7%	995	70.9%	841	100.0%	167	19.9%	607	72.1%

GENDER

	Applications						Interviews						Appointments					
	Number	%	Number	%	Number	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Male	1025	25.7%	321	22.8%	182	21.6%	121	1.4%	4	0.3%	16	1.1%	14	1.7%	4	0.6%	10	1.2%
Female	2970	74.3%	1018	77.2%	422	78.4%	853	88.6%	250	17.8%	960	68.4%	732	87.0%	142	16.9%	590	70.1%
Non Disclosed	93	2.6%	43	3.1%	33	3.9%	68	0.7%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Total	3994	100.0%	1404	100.0%	841	100.0%												

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