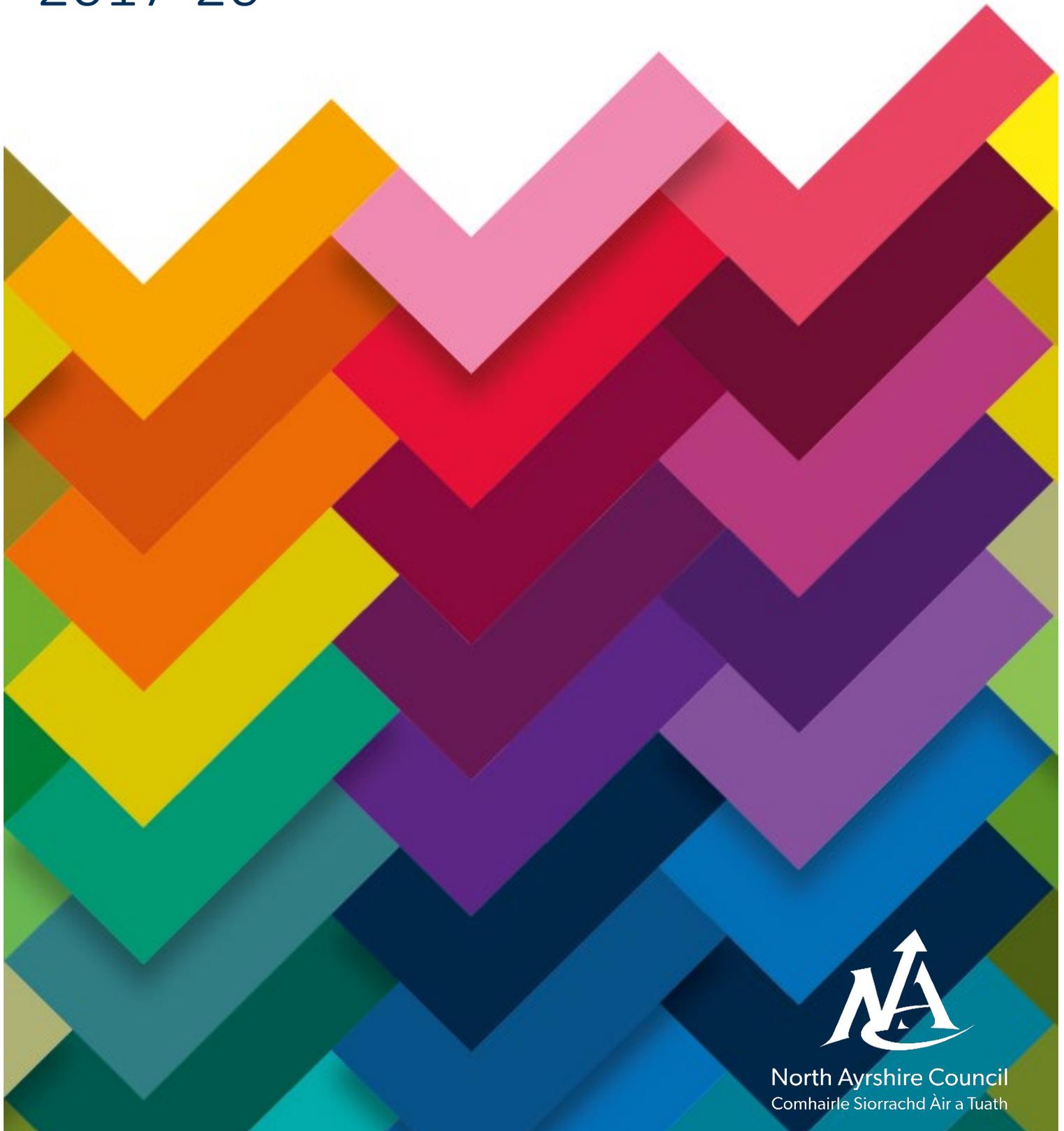


Equalities Mainstreaming and Outcomes Report

Appendix 1- Employee Statistics
2017-20



North Ayrshire Council
Comhairle Siorrachd Air a Tuath

North Ayrshire Council - Distribution Across Grade - Age

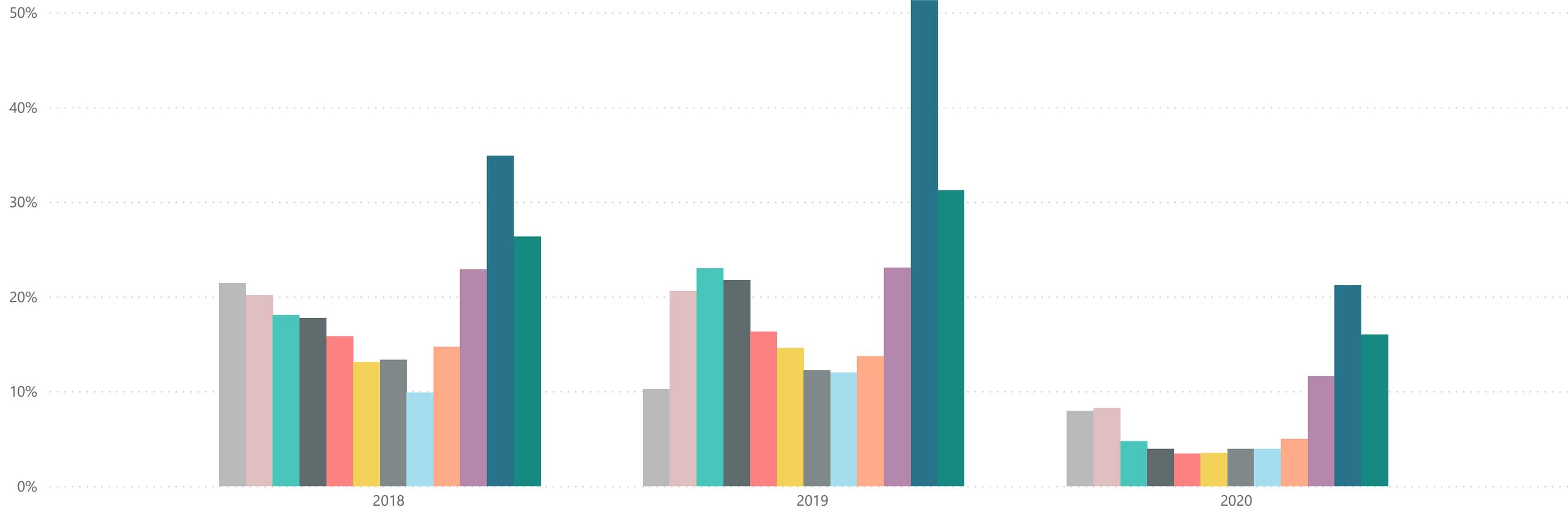
Year ▲	< 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Unknown	Total
2018														
Total	99	334	570	659	752	818	990	1187	1195	770	212	38		7624
Grades 1 - 3	4	34	50	59	55	60	87	143	164	123	40	25		844
Grades 4 - 7	9	152	244	245	262	343	429	578	591	401	115	8		3377
Grades 8 - 10		4	67	99	116	135	166	210	169	91	27	3		1087
Grades 11-17			4	9	38	43	74	73	61	36	7			345
Chief Officer					1	2	2	5	7	1				18
Teacher		57	189	204	199	149	135	117	135	81	21	1		1288
Promoted Teacher			6	36	68	77	73	52	57	32				401
Other	86	87	10	7	13	9	24	9	11	5	2	1		264
2019														
Total	113	354	633	679	778	836	996	1178	1123	663	156	32	6	7547
Grades 1 - 3	0	5	10	17	15	18	35	48	64	60	12	16	0	300
Grades 4 - 7	34	189	272	264	285	353	439	577	573	360	90	8	0	3444
Grades 8 - 10	0	8	89	110	121	143	171	209	167	71	19	3	0	1111
Grades 11-17			8	13	47	45	82	75	52	29	6		0	357
Chief Officer	0	0	0	0	2	3	2	5	5	1	0	0	0	18
Teacher	0	81	204	190	188	151	139	112	121	61	13	0	0	1260
Promoted Teacher	0	0	9	40	69	73	69	49	48	22	0	0	0	379
Other	79	71	41	45	51	50	59	103	93	59	16	5	6	678
2020														
Total	118	396	657	707	813	860	998	1187	1070	568	99	25	13	7511
Grades 1 - 3	0	3	8	13	12	15	30	43	56	44	7	12	0	243
Grades 4 - 7	51	220	280	283	302	371	449	602	544	324	55	6	0	3487
Grades 8 - 10	0	13	92	110	121	141	167	198	160	60	11	3	0	1076
Grades 11-17	0	0	10	16	52	47	77	77	50	21	4	0	0	354
Chief Officer	0	0		0	2	2	2	6	5	1	0	0	0	18
Teacher	0	104	208	196	193	153	140	112	113	40	12	1	0	1272
Promoted Teacher	0	1	11	40	76	76	65	47	41	14	0	0	0	371
Other	67	55	48	49	55	55	68	102	101	64	10	3	13	690

North Ayrshire Council - Employee Turnover - Age

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

● < 20 ● 20-24 ● 25-29 ● 30-34 ● 35-39 ● 40-44 ● 45-49 ● 50-54 ● 55-59 ● 60-64 ● 65-69 ● 70+



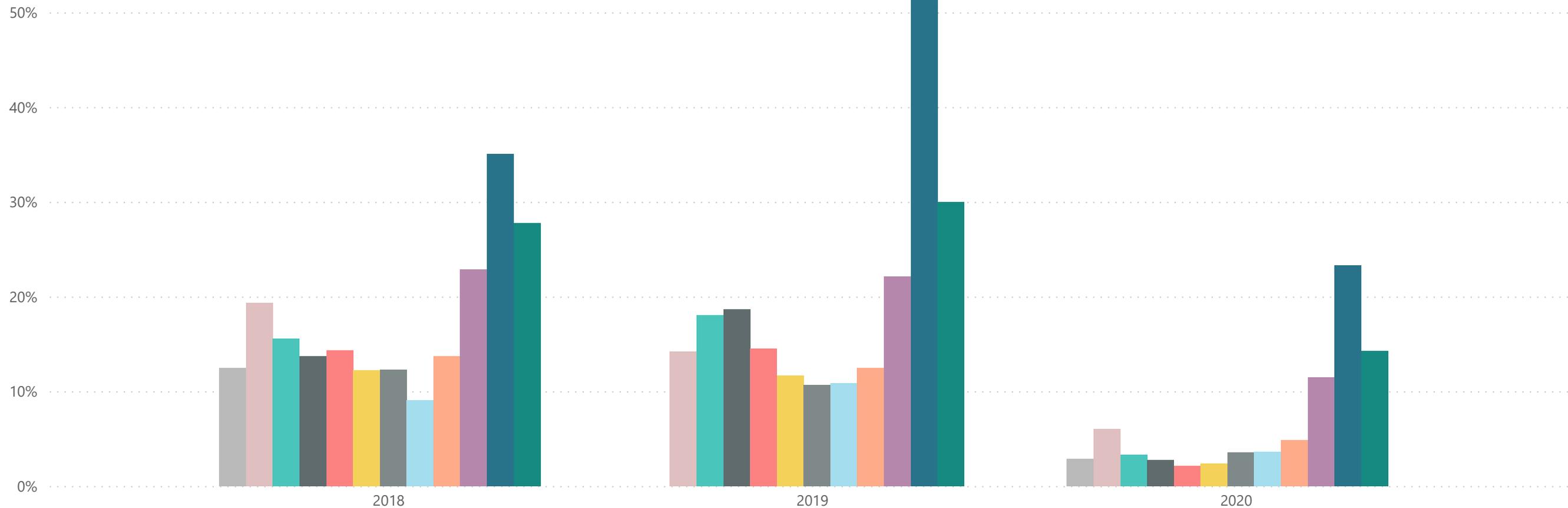
Year	< 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
2018	21.43%	20.15%	18.07%	17.75%	15.82%	13.08%	13.33%	9.86%	14.73%	22.86%	34.91%	26.32%
2019	10.26%	20.56%	23.02%	21.75%	16.32%	14.59%	12.25%	11.98%	13.71%	23.08%	51.28%	31.25%
2020	7.94%	8.25%	4.73%	3.96%	3.45%	3.49%	3.91%	3.96%	4.95%	11.62%	21.21%	16.00%

North Ayrshire Council - Employee Turnover - Age

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Permanent Employee Turnover

● < 20 ● 20-24 ● 25-29 ● 30-34 ● 35-39 ● 40-44 ● 45-49 ● 50-54 ● 55-59 ● 60-64 ● 65-69 ● 70+



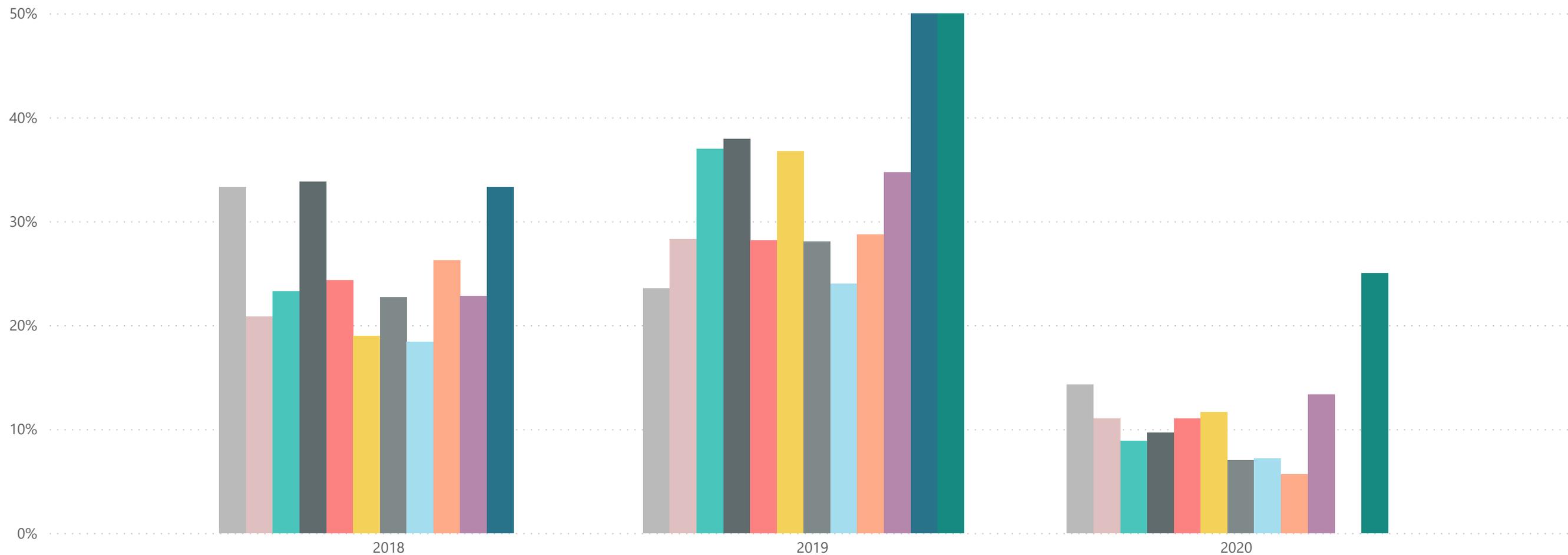
Year	< 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
2018	12.50%	19.35%	15.58%	13.69%	14.35%	12.26%	12.32%	9.04%	13.69%	22.86%	35.05%	27.78%
2019		14.20%	18.06%	18.66%	14.52%	11.65%	10.69%	10.86%	12.45%	22.15%	51.39%	30.00%
2020	2.86%	6.02%	3.29%	2.74%	2.16%	2.38%	3.56%	3.62%	4.89%	11.47%	23.33%	14.29%

North Ayrshire Council - Employee Turnover - Age

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Temporary Employee Turnover

● < 20 ● 20-24 ● 25-29 ● 30-34 ● 35-39 ● 40-44 ● 45-49 ● 50-54 ● 55-59 ● 60-64 ● 65-69 ● 70+



Year	< 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
2018	33.33%	20.86%	23.24%	33.83%	24.32%	19.00%	22.68%	18.45%	26.26%	22.81%	33.33%	
2019	23.53%	28.28%	36.97%	37.96%	28.16%	36.73%	28.09%	24.00%	28.74%	34.69%	50.00%	50.00%
2020	14.29%	11.05%	8.88%	9.68%	11.02%	11.65%	7.00%	7.21%	5.68%	13.33%		25.00%

North Ayrshire Council - Employee Turnover - Age

(Excluding Modern Apprentices and Skillseekers)

Year	< 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Unknown	Total
2018														
Permanent Headcount	8	124	385	526	641	718	893	1084	1096	713	194	36		6418
Permanent Leavers	1	24	60	72	92	88	110	98	150	163	68	10		936
Temporary Headcount	6	139	185	133	111	100	97	103	99	57	18	2		1050
Temporary Leavers	2	29	43	45	27	19	22	19	26	13	6	0		251
Total Headcount	14	263	570	659	752	818	990	1187	1195	770	212	38		7468
Total Leavers	3	53	103	117	119	107	132	117	176	176	74	10		1187
2019														
Permanent Headcount	22	176	465	568	675	738	907	1077	1036	614	144	30	0	6452
Permanent Leavers	0	25	84	106	98	86	97	117	129	136	74	9	0	961
Temporary Headcount	17	145	165	108	103	98	89	100	87	49	12	2	0	975
Temporary Leavers	4	41	61	41	29	36	25	24	25	17	6	1	0	310
Total Headcount	39	321	630	676	778	836	996	1177	1123	663	156	32	0	7427
Total Leavers	4	66	145	147	127	122	122	141	154	153	80	10	0	1271
2020														
Permanent Headcount	35	216	487	583	694	757	898	1076	982	523	90	21	0	6362
Permanent Leavers	1	13	16	16	15	18	32	39	48	60	21	3		282
Temporary Headcount	28	172	169	124	118	103	100	111	88	45	9	4	0	1071
Temporary Leavers	4	19	15	12	13	12	7	8	5	6	0	1		102
Total Headcount	63	388	656	707	812	860	998	1187	1070	568	99	25	0	7433
Total Leavers	5	32	31	28	28	30	39	47	53	66	21	4	0	384

North Ayrshire Council - Training - Age

(Excluding Modern Apprentices and Skillseekers)

Training

Year	< 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Unknown	Total
2018														
Permanent Headcount	8	124	385	526	641	718	893	1084	1096	713	194	36		6418
Permanent Training	5	68	144	201	256	336	438	523	482	319	70	10		2852
Temporary Headcount	6	139	185	133	111	100	97	103	99	57	18	2		1050
Temporary Training	4	41	57	34	24	23	27	41	42	13	4	0		310
2019														
Permanent Headcount	22	176	465	568	675	738	907	1077	1036	614	144	30	0	6452
Permanent Training	16	110	235	270	374	431	533	587	556	285	56	7	0	3460
Temporary Headcount	17	145	165	108	103	98	89	100	87	49	12	2	0	975
Temporary Training	10	54	60	45	47	45	46	51	47	20	5	1	0	431
2020														
Permanent Headcount	35	216	487	583	694	757	898	1076	982	523	90	21	0	6362
Permanent Training	13	74	176	197	256	299	363	434	322	140	21	1	0	2296
Temporary Headcount	28	172	169	124	118	103	100	111	88	45	9	4	0	1071
Temporary Training	5	40	56	36	24	36	41	42	31	14	2	0	0	327

North Ayrshire Council - Training - Age

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

Details	2018	2019	2020
< 20	64.29%	66.67%	28.57%
20-24	41.44%	51.09%	29.38%
25-29	35.26%	46.83%	35.37%
30-34	35.66%	46.60%	32.96%
35-39	37.23%	54.11%	34.48%
40-44	43.89%	56.94%	38.95%
45-49	46.97%	58.13%	40.48%
50-54	47.51%	54.21%	40.10%
55-59	43.85%	53.70%	32.99%
60-64	43.12%	46.00%	27.11%
65-69	34.91%	39.10%	23.23%
70+	26.32%	25.00%	4.00%

Permanent Employee Training

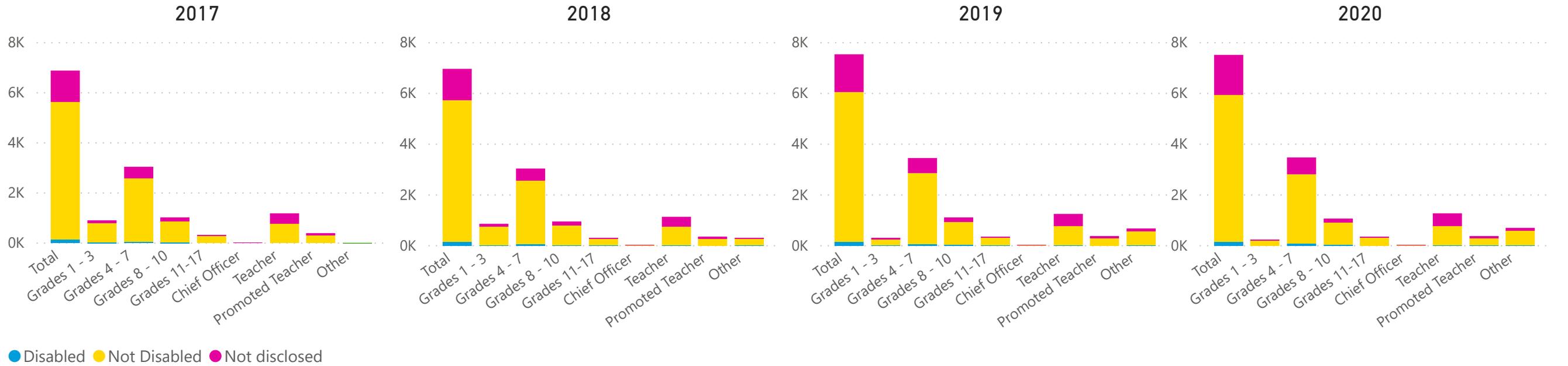
Details	2018	2019	2020
< 20	62.50%	72.73%	37.14%
20-24	54.84%	62.50%	34.26%
25-29	37.40%	50.54%	36.14%
30-34	38.21%	47.54%	33.79%
35-39	39.94%	55.41%	36.89%
40-44	46.80%	58.40%	39.50%
45-49	49.05%	58.77%	40.42%
50-54	48.25%	54.50%	40.33%
55-59	43.98%	53.67%	32.79%
60-64	44.74%	46.42%	26.77%
65-69	36.08%	38.89%	23.33%
70+	27.78%	23.33%	4.76%

Temporary Employee Training

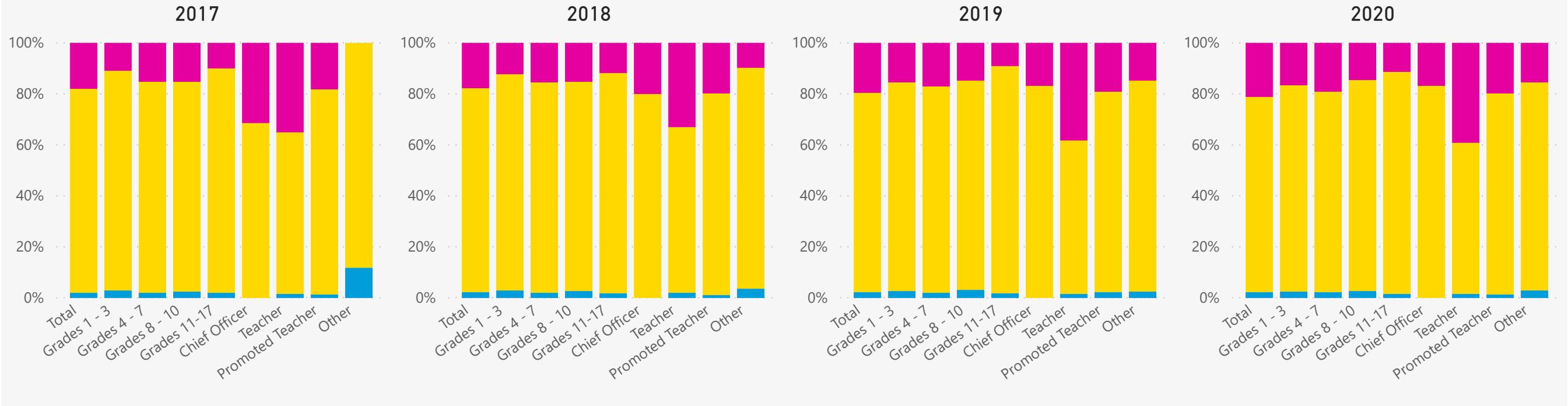
Details	2018	2019	2020
< 20	66.67%	58.82%	17.86%
20-24	29.50%	37.24%	23.26%
25-29	30.81%	36.36%	33.14%
30-34	25.56%	41.67%	29.03%
35-39	21.62%	45.63%	20.34%
40-44	23.00%	45.92%	34.95%
45-49	27.84%	51.69%	41.00%
50-54	39.81%	51.00%	37.84%
55-59	42.42%	54.02%	35.23%
60-64	22.81%	40.82%	31.11%
65-69	22.22%	41.67%	22.22%
70+		50.00%	

North Ayrshire Council - Distribution Across Grade - Disability

Actual Headcount



Percentage of Headcount

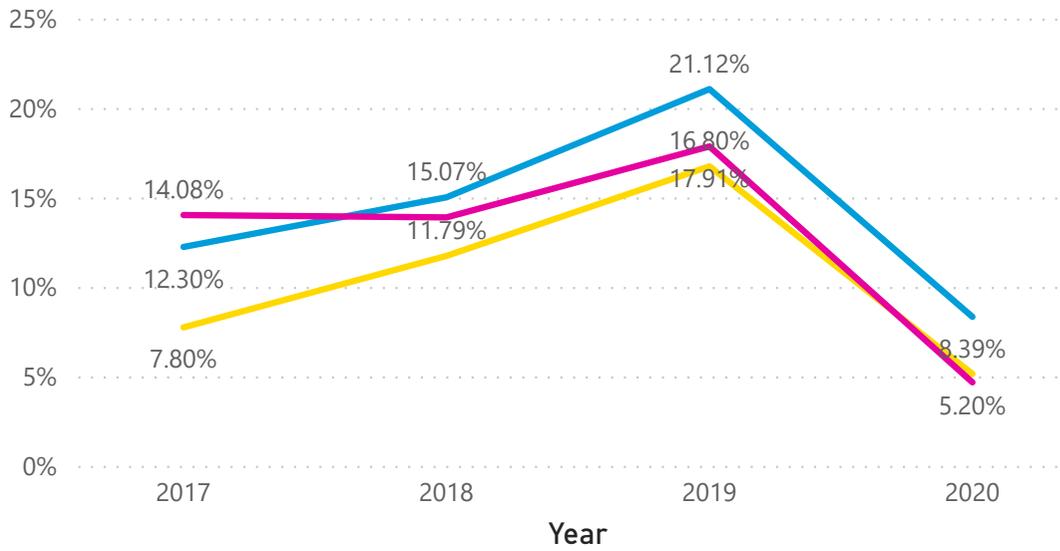


North Ayrshire Council - Employee Turnover - Disability

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

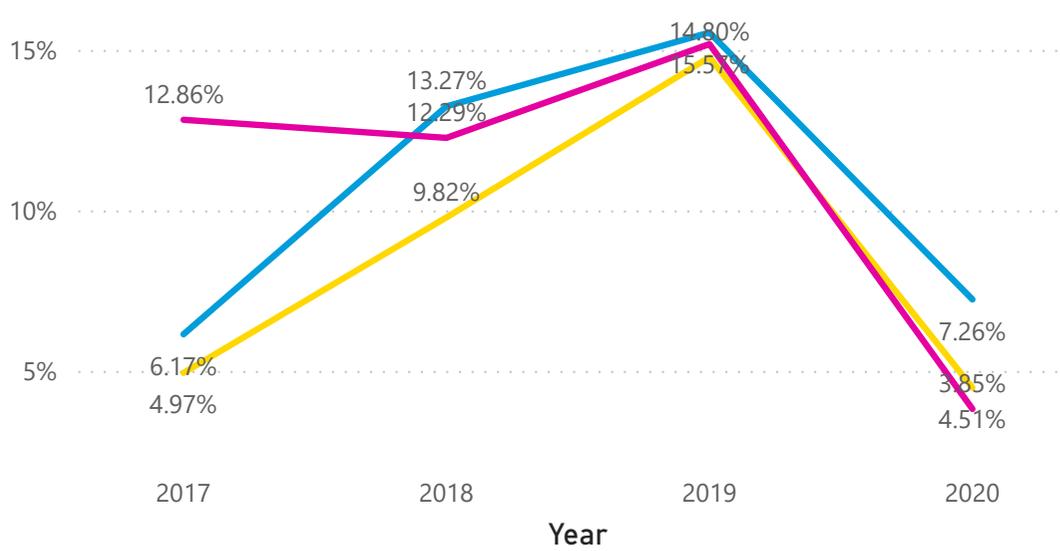
● Disabled ● Not Disabled ● Not Disclosed



Year	Disabled	Not Disabled	Not Disclosed
2017	12.30%	7.80%	14.08%
2018	15.07%	11.79%	13.95%
2019	21.12%	16.80%	17.91%
2020	8.39%	5.20%	4.73%

Permanent Employee Turnover

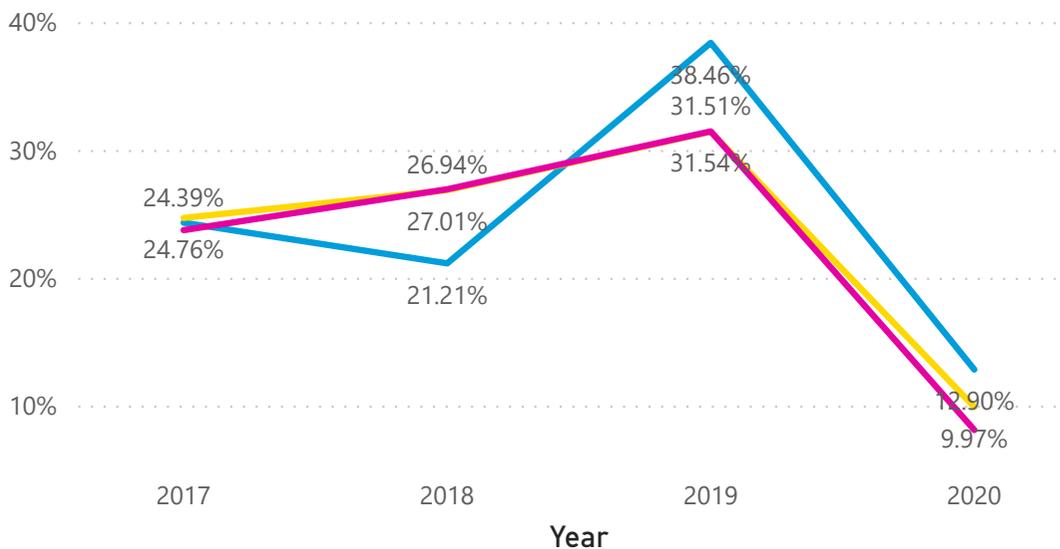
● Disabled ● Not Disabled ● Not Disclosed



Year	Disabled	Not Disabled	Not Disclosed
2017	6.17%	4.97%	12.86%
2018	13.27%	9.82%	12.29%
2019	15.57%	14.80%	15.21%
2020	7.26%	4.51%	3.85%

Temporary Employee Turnover

● Disabled ● Not Disabled ● Not Disclosed

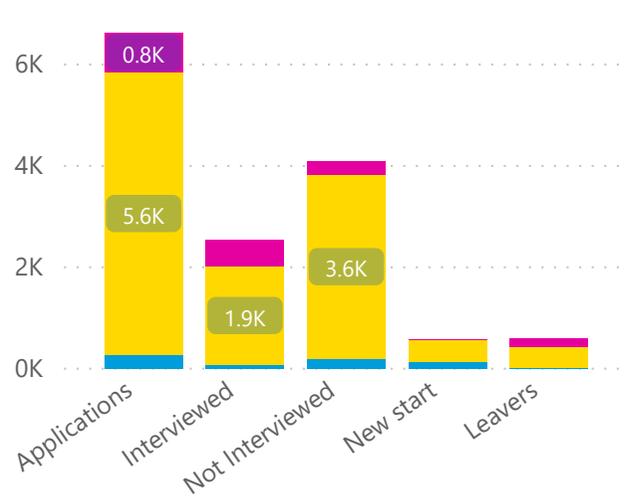


Year	Disabled	Not Disabled	Not Disclosed
2017	24.39%	24.76%	23.81%
2018	21.21%	26.94%	27.01%
2019	38.46%	31.51%	31.54%
2020	12.90%	9.97%	8.18%

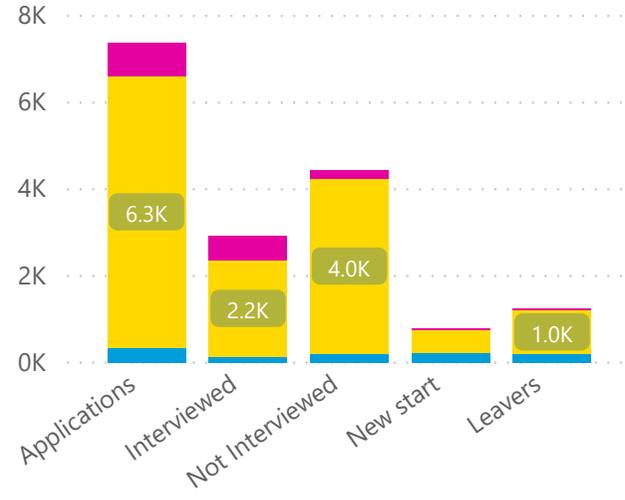
North Ayrshire Council - Recruitment - Disability

Actual Headcount

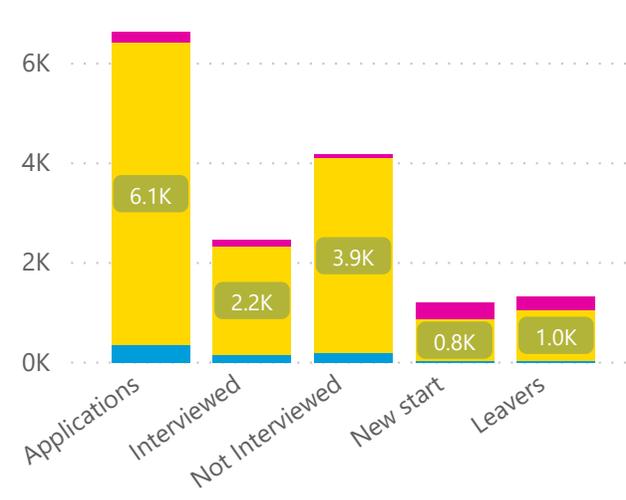
2017



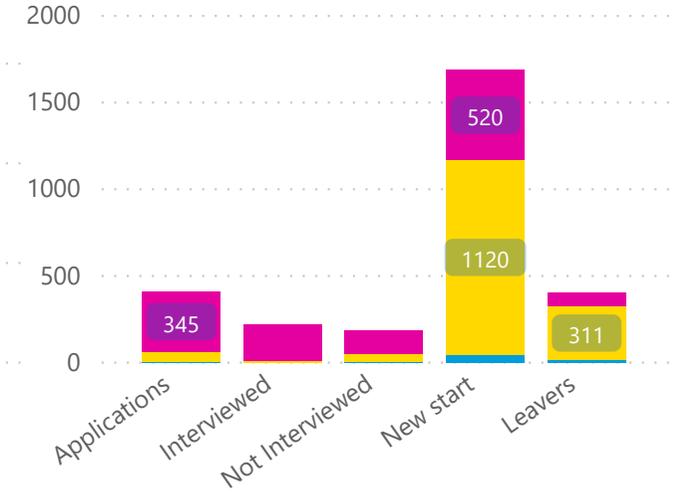
2018



2019



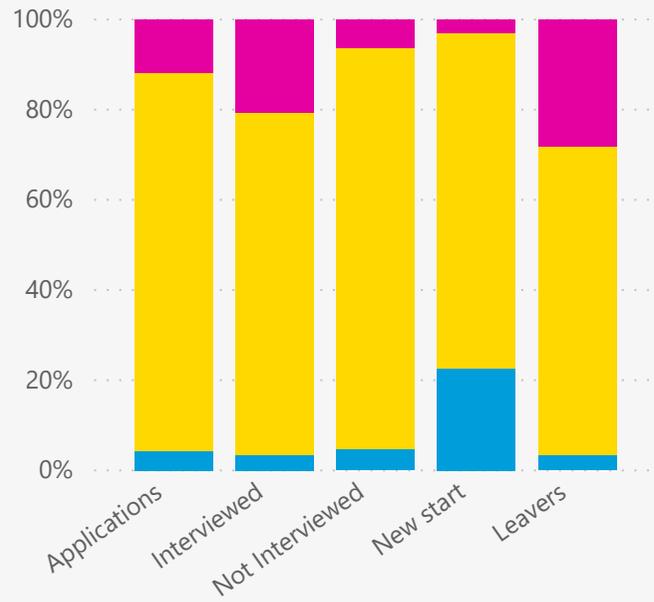
2020



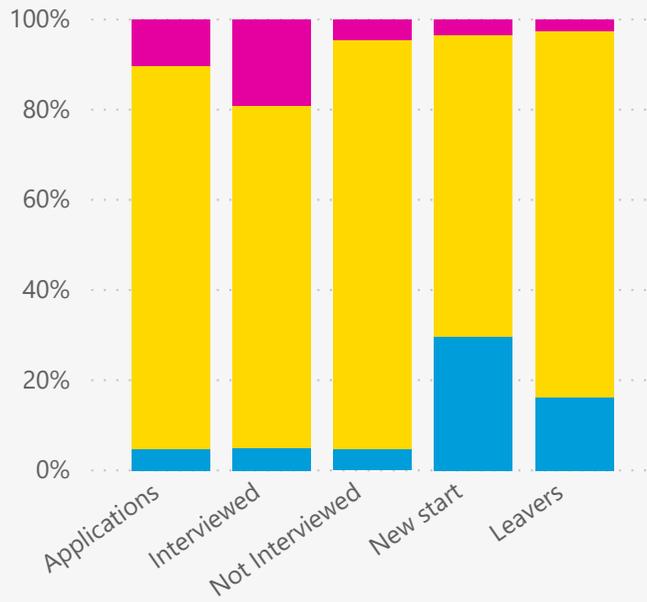
● Disabled ● Not Disabled ● Not disclosed

Percentage of Headcount

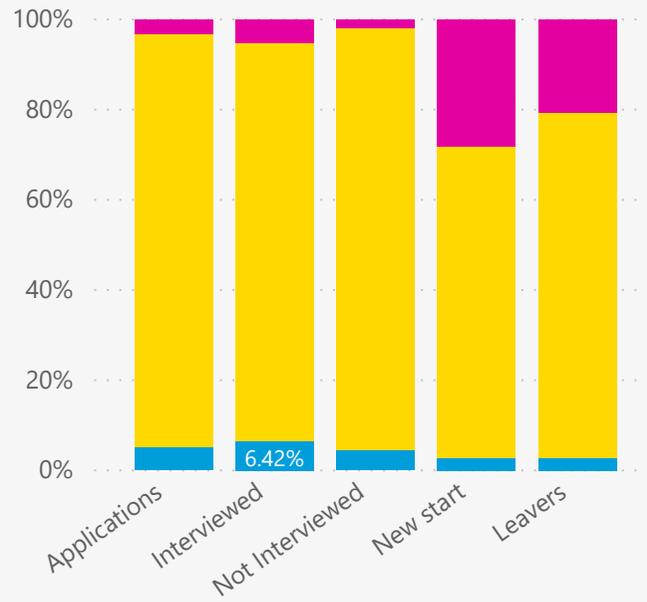
2017



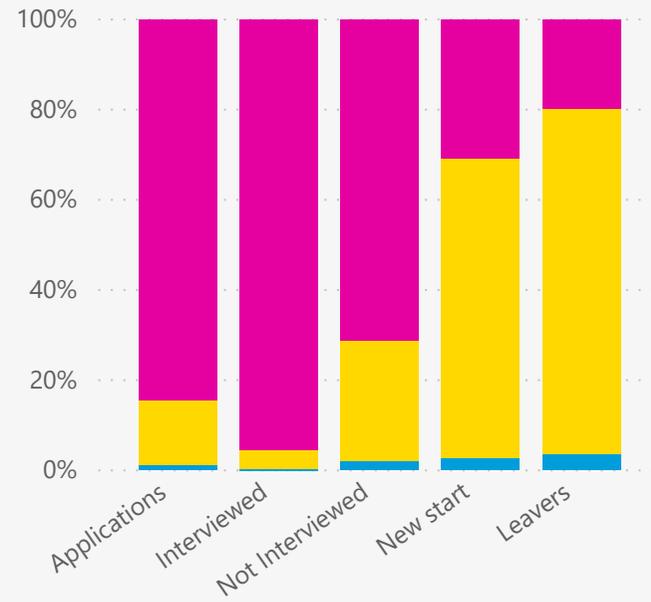
2018



2019

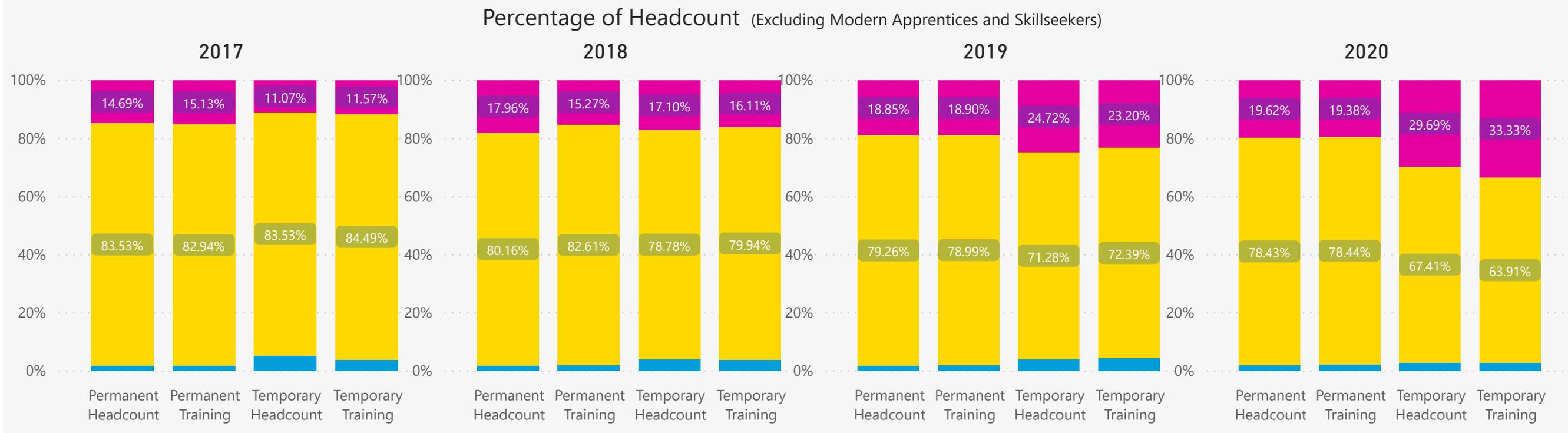
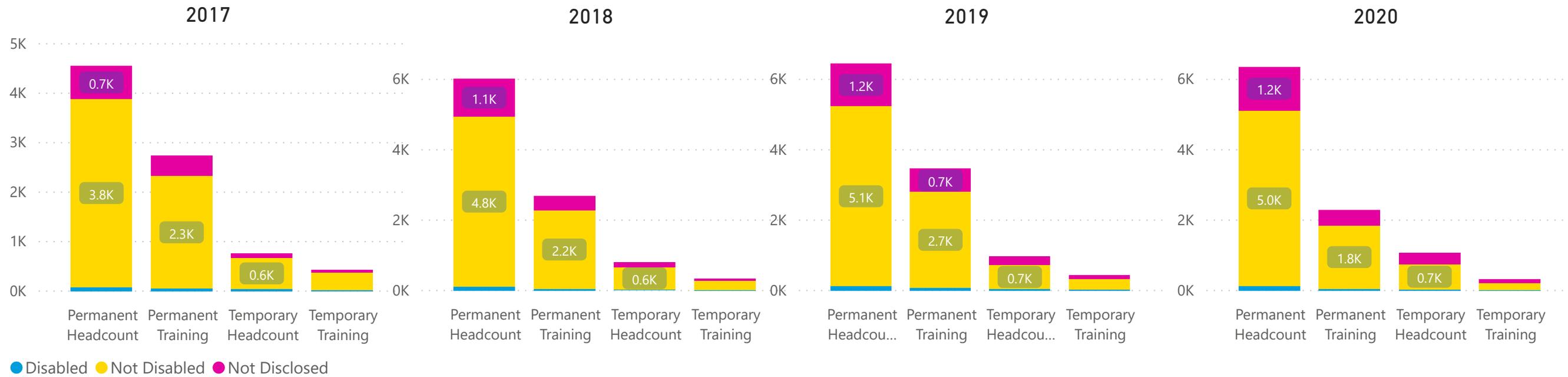


2020



North Ayrshire Council - Training - Disability

Actual Headcount (Excluding Modern Apprentices and Skillseekers)

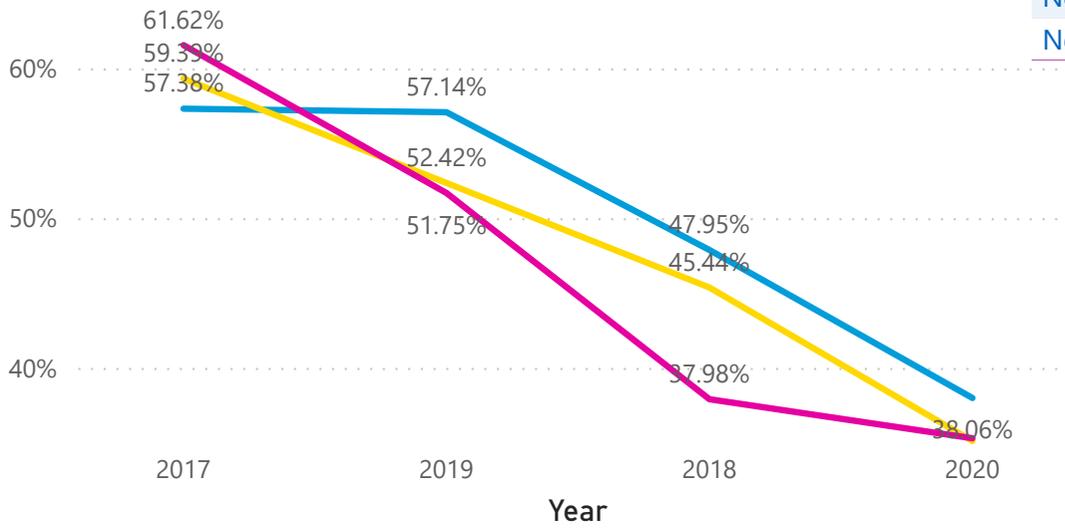


North Ayrshire Council - Training - Disability

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

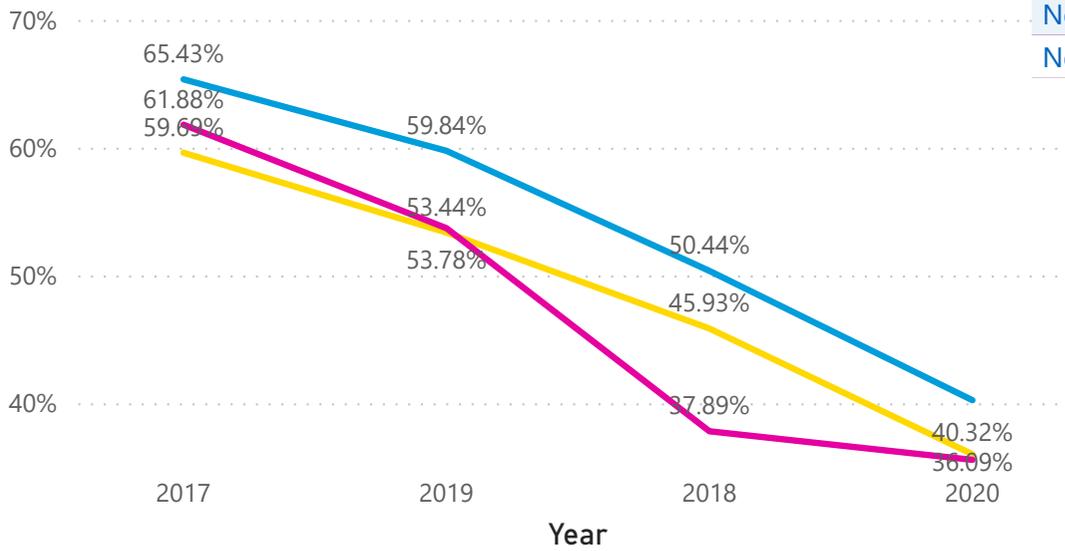
● Disabled ● Not Disabled ● Not Disclosed



Details	2017	2018	2019	2020
Disabled	57.38%	47.95%	57.14%	38.06%
Not Disabled	59.39%	45.44%	52.42%	35.19%
Not Disclosed	61.62%	37.98%	51.75%	35.38%

Permanent Employee Training

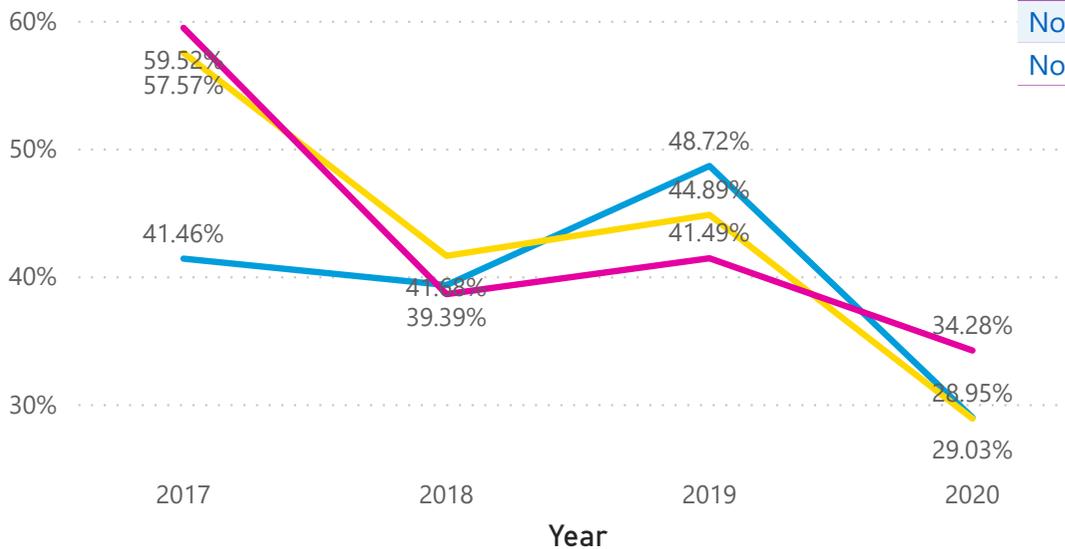
● Disabled ● Not Disabled ● Not Disclosed



Details	2017	2018	2019	2020
Disabled	65.43%	50.44%	59.84%	40.32%
Not Disabled	59.69%	45.93%	53.44%	36.09%
Not Disclosed	61.88%	37.89%	53.78%	35.66%

Temporary Employee Training

● Disabled ● Not Disabled ● Not Disclosed



Details	2017	2018	2019	2020
Disabled	41.46%	39.39%	48.72%	29.03%
Not Disabled	57.57%	41.68%	44.89%	28.95%
Not Disclosed	59.52%	38.69%	41.49%	34.28%

North Ayrshire Council - Distribution Across Grade - Disability

Headcount

Year	Disabled	Not Disabled	Not disclosed	Total
2017	147	5500	1241	6888
2018	155	5576	1222	6953
2019	165	5902	1480	7547
2020	162	5770	1579	7511

Headcount by Grade

Year	Disabled	Not Disabled	Not disclosed
2017			
Total	147	5500	1241
Grades 1 - 3	26	784	99
Grades 4 - 7	63	2518	465
Grades 8 - 10	25	834	153
Grades 11-17	6	275	31
Chief Officer	0	11	5
Teacher	20	752	418
Promoted Teacher	5	311	70
Other	2	15	0
2018			
Total	155	5576	1222
Grades 1 - 3	24	730	105
Grades 4 - 7	63	2510	465
Grades 8 - 10	25	781	143
Grades 11-17	6	275	37
Chief Officer		12	3
Teacher	22	729	370
Promoted Teacher	4	282	70
Other	11	257	29
2019			
Total	165	5902	1480
Grades 1 - 3	8	246	46
Grades 4 - 7	71	2790	583
Grades 8 - 10	35	912	164
Grades 11-17	6	319	32
Chief Officer		15	3
Teacher	20	759	481
Promoted Teacher	8	299	72
Other	17	562	99
2020			
Total	162	5770	1579
Grades 1 - 3	6	197	40
Grades 4 - 7	75	2748	664
Grades 8 - 10	30	891	155
Grades 11-17	5	309	40
Chief Officer	0	15	3
Teacher	21	753	498
Promoted Teacher	5	293	73
Other	20	564	106

North Ayrshire Council - Employee Turnover - Disability

(Excluding Modern Apprentices and Skillseekers)

Year	Disabled	Not Disabled	Not Disclosed	Total
2017				
Permanent Headcount	81	3803	669	4553
Permanent Leavers	5	189	86	280
Temporary Headcount	41	634	84	759
Temporary Leavers	10	157	20	187
Total Headcount	122	4437	753	5312
Total Leavers	15	346	106	467
2018				
Permanent Headcount	113	4829	1082	6024
Permanent Leavers	15	474	133	622
Temporary Headcount	33	631	137	801
Temporary Leavers	7	170	37	214
Total Headcount	146	5460	1219	6825
Total Leavers	22	644	170	836
2019				
Permanent Headcount	122	5114	1216	6452
Permanent Leavers	19	757	185	961
Temporary Headcount	39	695	241	975
Temporary Leavers	15	219	76	310
Total Headcount	161	5809	1457	7427
Total Leavers	34	976	261	1271
2020				
Permanent Headcount	124	4990	1248	6362
Permanent Leavers	9	225	48	282
Temporary Headcount	31	722	318	1071
Temporary Leavers	4	72	26	102
Total Headcount	155	5712	1566	7433
Total Leavers	13	297	74	384

North Ayrshire Council - Recruitment and Training - Disability

Recruitment

Year	Disabled	Not Disabled	Not disclosed	Total
2017				
Applications	280	5564	781	6625
Interviewed	86	1927	522	2535
Not Interviewed	194	3637	259	4090
New start	132	436	17	585
2018				
Applications	349	6262	758	7369
Interviewed	143	2217	559	2919
Not Interviewed	206	4045	199	4450
New start	229	518	26	773
2019				
Applications	349	6084	206	6639
Interviewed	158	2176	127	2461
Not Interviewed	191	3908	79	4178
New start	33	835	339	1207
2020				
Applications	5	59	345	409
Interviewed	1	9	212	222
Not Interviewed	4	50	133	187
New start	47	1120	520	1687

Training (Excluding Modern Apprentices and Skillseekers)

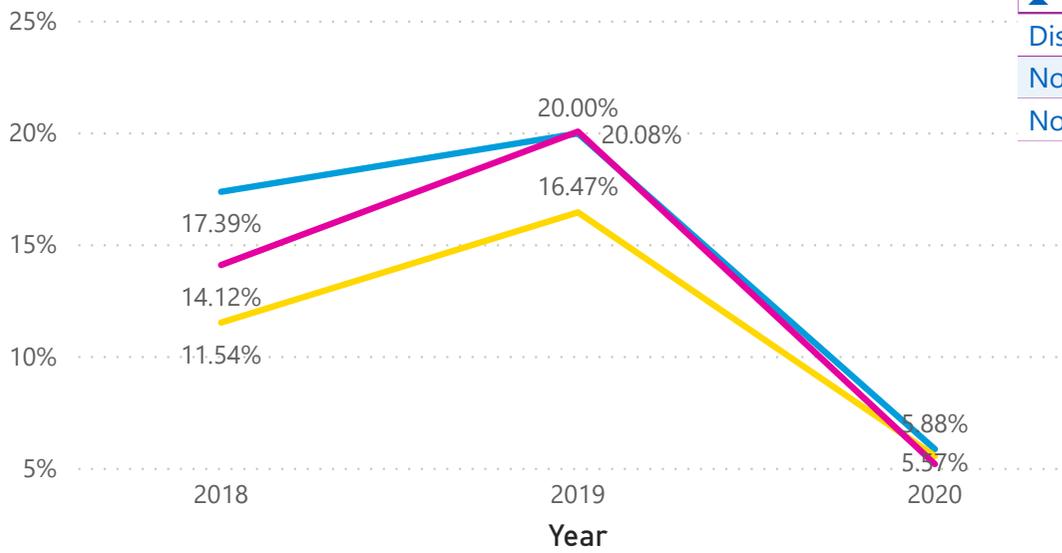
Year	Disabled	Not Disabled	Not Disclosed	Total
2017				
Permanent Headcount	81	3803	669	4553
Permanent Training	53	2270	414	2737
Temporary Headcount	41	634	84	759
Temporary Training	17	365	50	432
2018				
Permanent Headcount	113	4829	1082	6024
Permanent Training	57	2218	410	2685
Temporary Headcount	33	631	137	801
Temporary Training	13	263	53	329
2019				
Permanent Headcount	122	5114	1216	6452
Permanent Training	73	2733	654	3460
Temporary Headcount	39	695	241	975
Temporary Training	19	312	100	431
2020				
Permanent Headcount	124	4990	1248	6362
Permanent Training	50	1801	445	2296
Temporary Headcount	31	722	318	1071
Temporary Training	9	209	109	327

Education - Employee Turnover - Disability

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

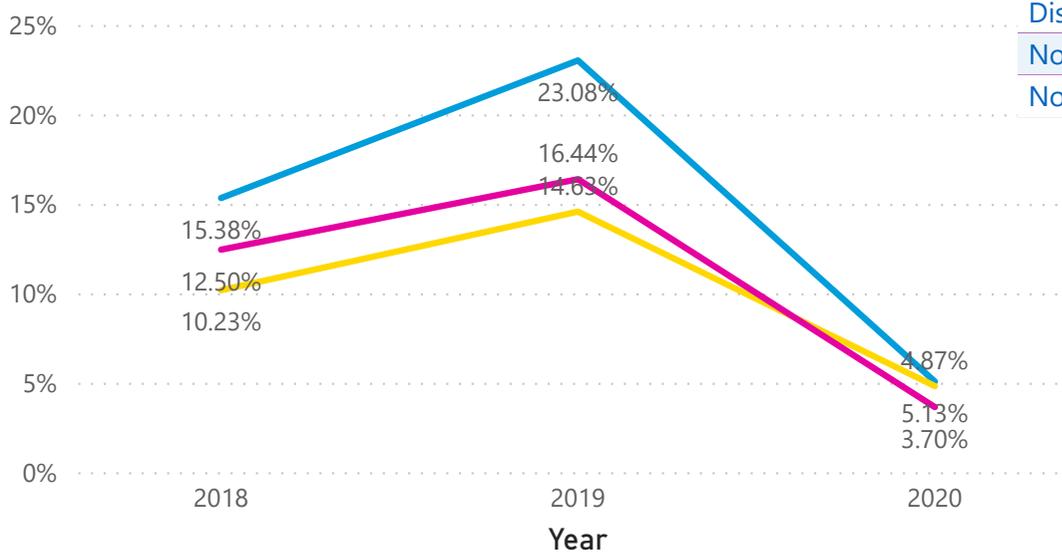
● Disabled ● Not Disabled ● Not Disclosed



Details	2018	2019	2020
Disabled	17.39%	20.00%	5.88%
Not Disabled	11.54%	16.47%	5.57%
Not Disclosed	14.12%	20.08%	5.21%

Permanent Employee Turnover

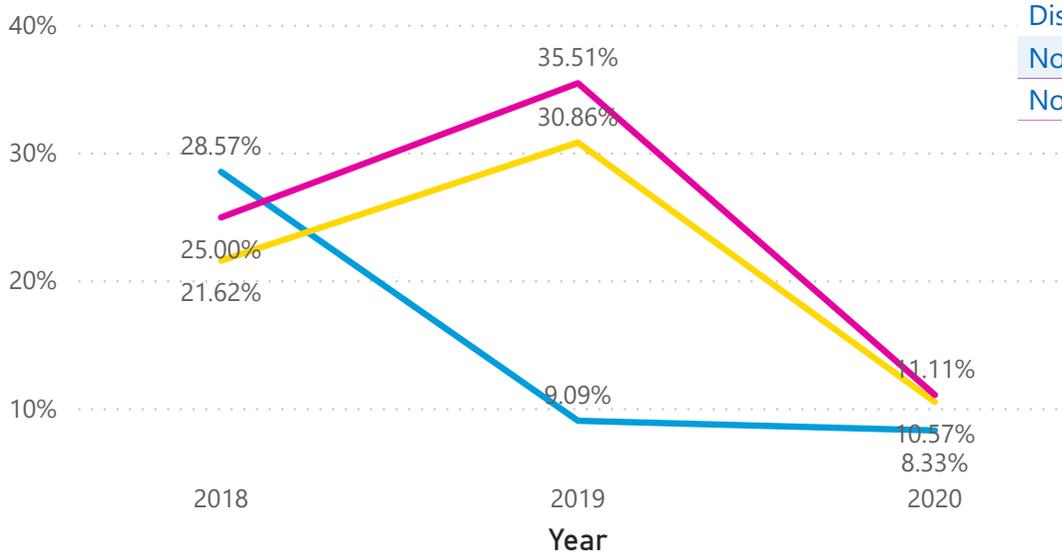
● Disabled ● Not Disabled ● Not Disclosed



Details	2018	2019	2020
Disabled	15.38%	23.08%	5.13%
Not Disabled	10.23%	14.63%	4.87%
Not Disclosed	12.50%	16.44%	3.70%

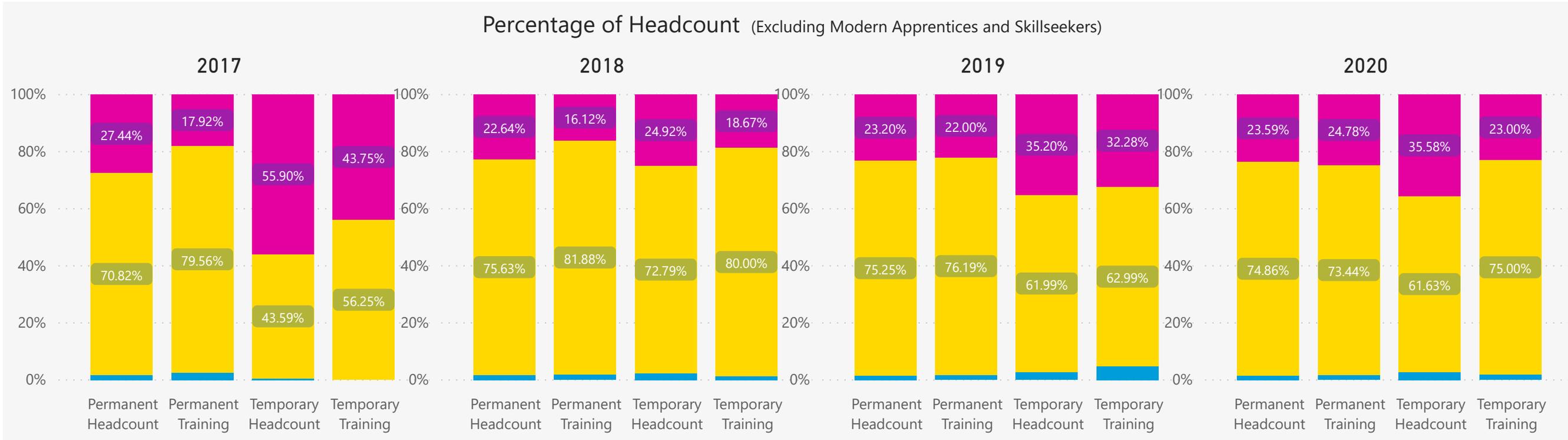
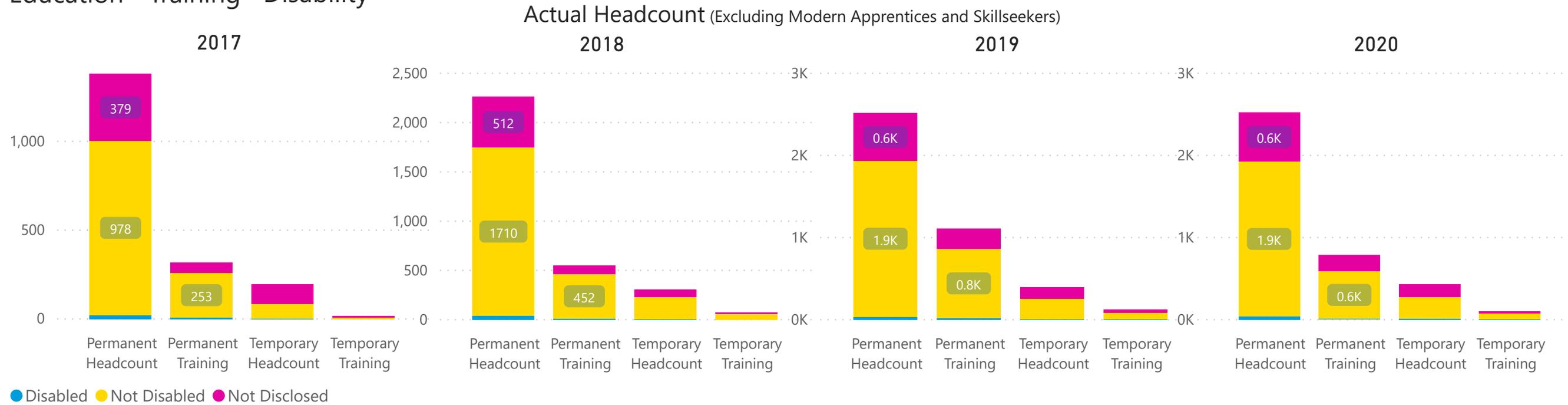
Temporary Employee Turnover

● Disabled ● Not Disabled ● Not Disclosed



Details	2018	2019	2020
Disabled	28.57%	9.09%	8.33%
Not Disabled	21.62%	30.86%	10.57%
Not Disclosed	25.00%	35.51%	11.11%

Education - Training - Disability

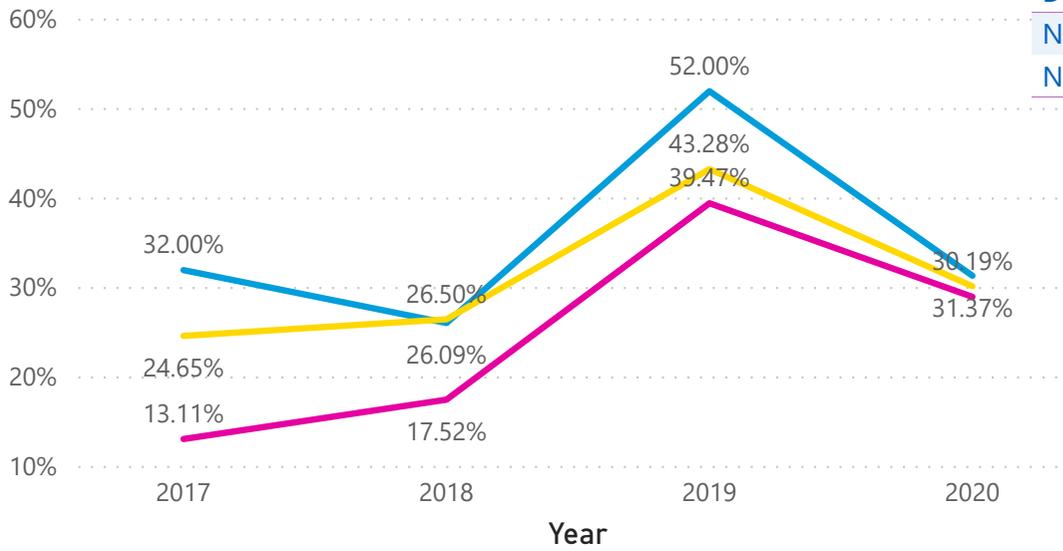


Education - Training - Disability

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

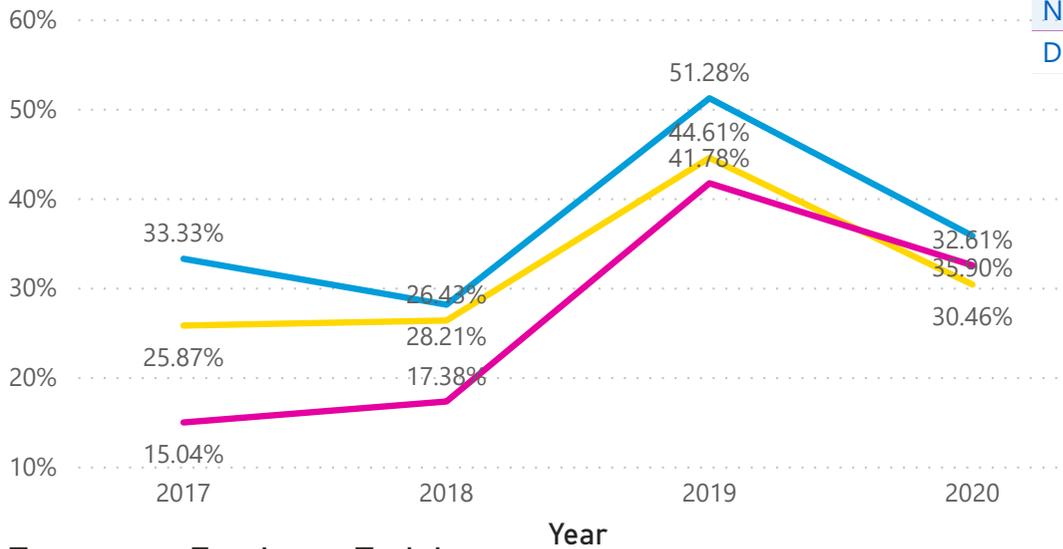
● Disabled ● Not Disabled ● Not Disclosed



Details	2017	2018	2019	2020
Disabled	32.00%	26.09%	52.00%	31.37%
Not Disabled	24.65%	26.50%	43.28%	30.19%
Not Disclosed	13.11%	17.52%	39.47%	29.01%

Permanent Employee Training

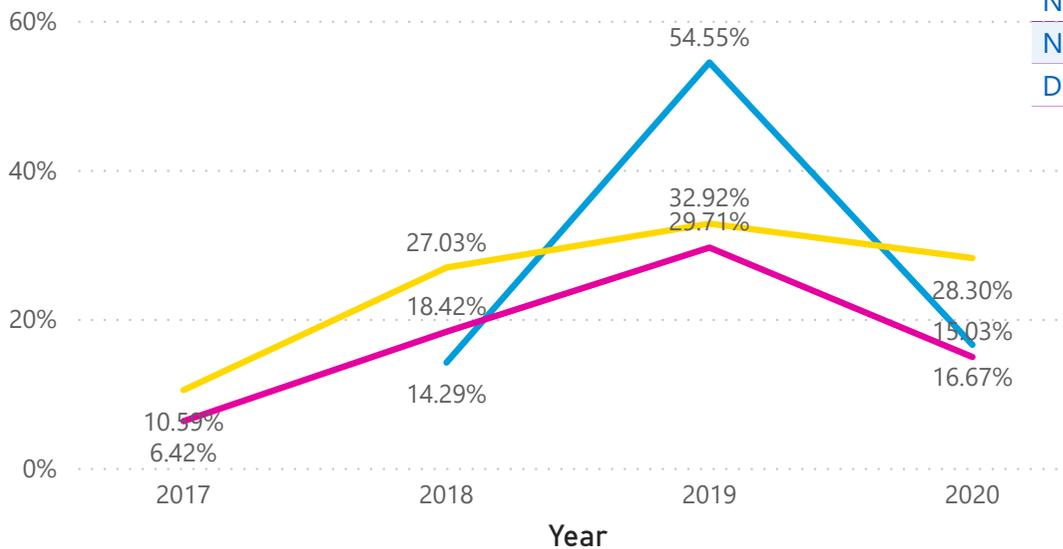
● Disabled ● Not Disabled ● Not Disclosed



Details	2017	2018	2019	2020
Not Disclosed	15.04%	17.38%	41.78%	32.61%
Not Disabled	25.87%	26.43%	44.61%	30.46%
Disabled	33.33%	28.21%	51.28%	35.90%

Temporary Employee Training

● Disabled ● Not Disabled ● Not Disclosed



Details	2017	2018	2019	2020
Not Disclosed	6.42%	18.42%	29.71%	15.03%
Not Disabled	10.59%	27.03%	32.92%	28.30%
Disabled		14.29%	54.55%	16.67%

Education - Employee Turnover - Disability

(Excluding Modern Apprentices and Skillseekers)

Year	Disabled	Not Disabled	Not Disclosed	Total
2017				
Permanent Headcount	24	978	379	1381
Temporary Headcount	1	85	109	195
Total Headcount	25	1063	488	1576
2018				
Permanent Headcount	39	1710	512	2261
Permanent Leavers	6	175	64	245
Temporary Headcount	7	222	76	305
Temporary Leavers	2	48	19	69
Total Headcount	46	1932	588	2566
Total Leavers	8	223	83	314
2019				
Permanent Headcount	39	1894	584	2517
Permanent Leavers	9	277	96	382
Temporary Headcount	11	243	138	392
Temporary Leavers	1	75	49	125
Total Headcount	50	2137	722	2909
Total Leavers	10	352	145	507
2020				
Permanent Headcount	39	1888	595	2522
Permanent Leavers	2	92	22	116
Temporary Headcount	12	265	153	430
Temporary Leavers	1	28	17	46
Total Headcount	51	2153	748	2952
Total Leavers	3	120	39	162

Education - Training - Disability

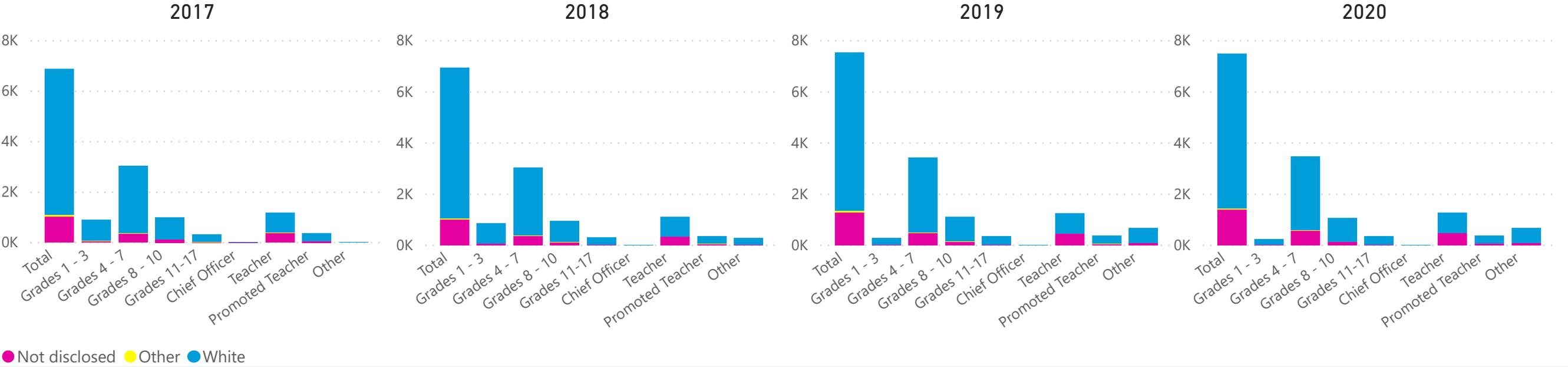
(Excluding Modern Apprentices and Skillseekers)

Training

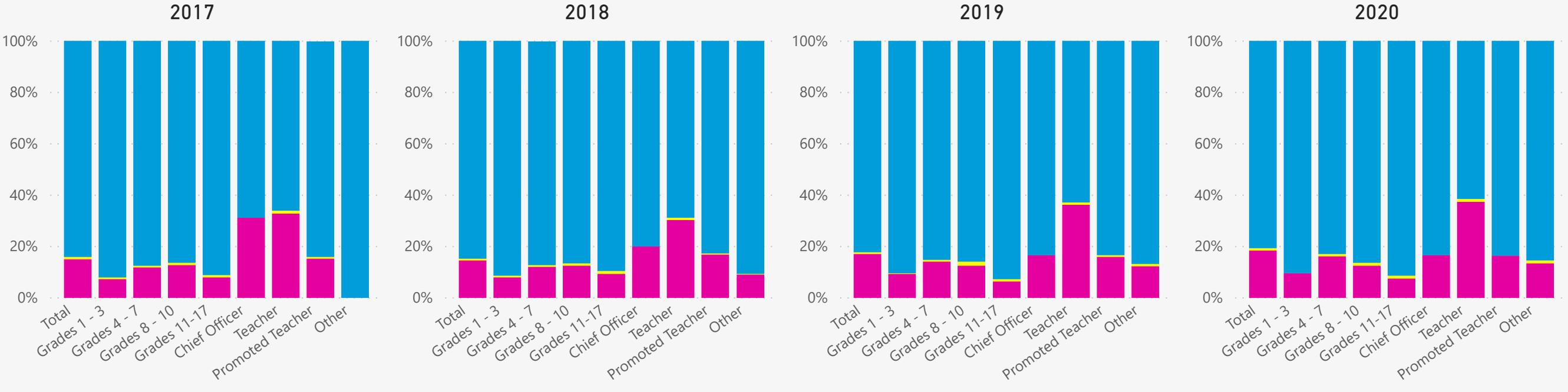
Year	Disabled	Not Disabled	Not Disclosed	Total
2017				
Permanent Headcount	24	978	379	1381
Permanent Training	8	253	57	318
Temporary Headcount	1	85	109	195
Temporary Training	0	9	7	16
2018				
Permanent Headcount	39	1710	512	2261
Permanent Training	11	452	89	552
Temporary Headcount	7	222	76	305
Temporary Training	1	60	14	75
2019				
Permanent Headcount	39	1894	584	2517
Permanent Training	20	845	244	1109
Temporary Headcount	11	243	138	392
Temporary Training	6	80	41	127
2020				
Permanent Headcount	39	1888	595	2522
Permanent Training	14	575	194	783
Temporary Headcount	12	265	153	430
Temporary Training	2	75	23	100

North Ayrshire Council - Distribution Across Grade - Ethnicity

Actual Headcount



Percentage of Headcount

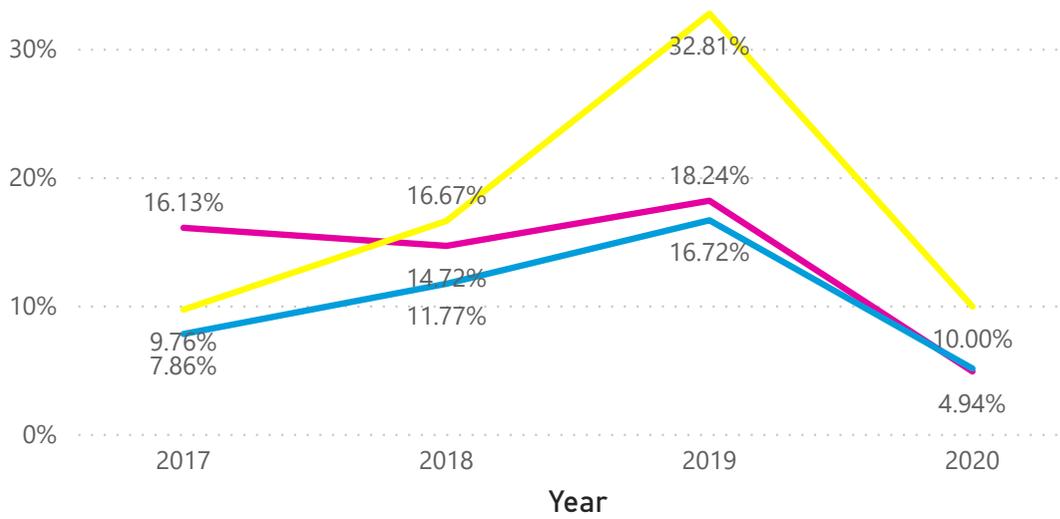


North Ayrshire Council - Employee Turnover - Ethnicity

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

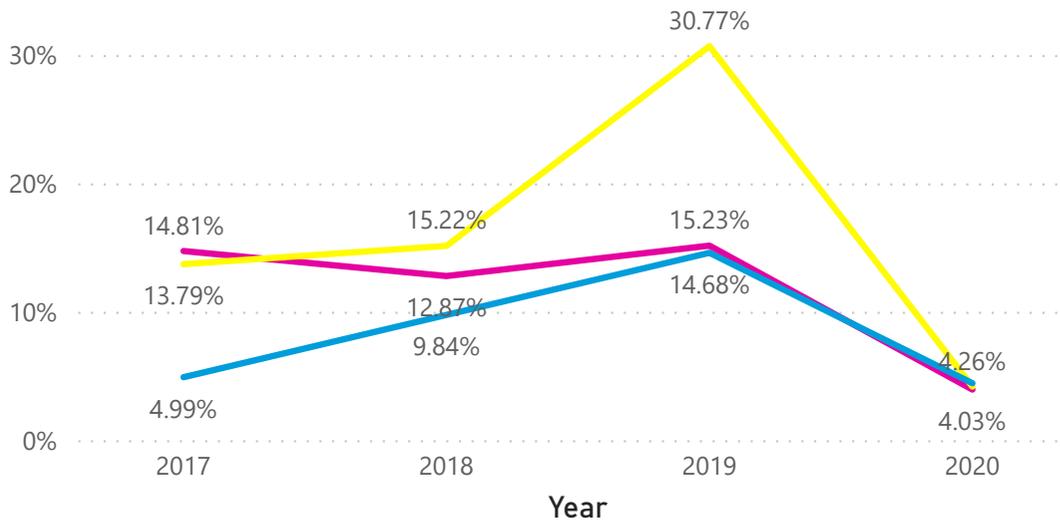
● Not Disclosed ● Other Ethnicity ● White



Year	Not Disclosed	Other Ethnicity	White
2017	16.13%	9.76%	7.86%
2018	14.72%	16.67%	11.77%
2019	18.24%	32.81%	16.72%
2020	4.94%	10.00%	5.17%

Permanent Employee Turnover

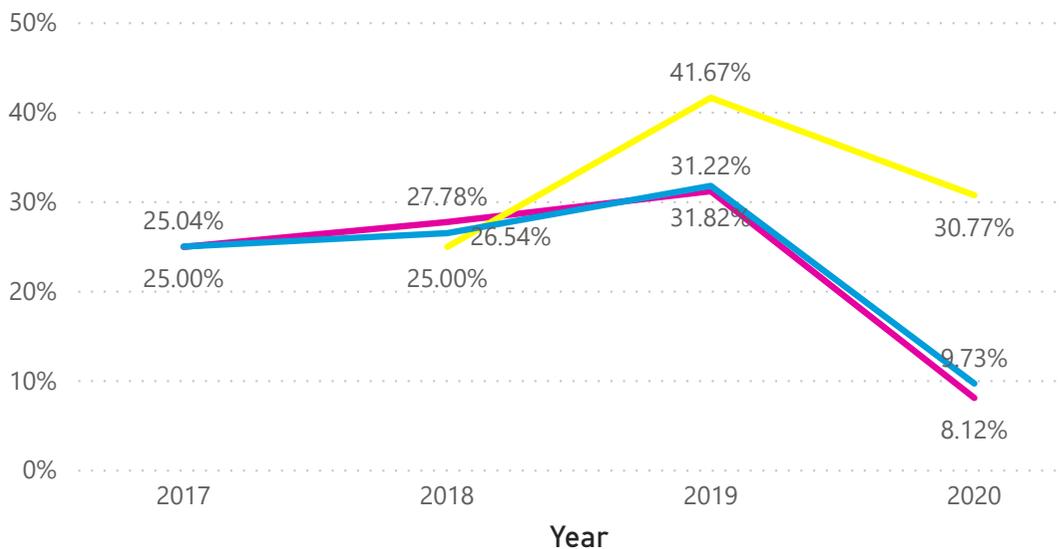
● Not Disclosed ● Other Ethnicity ● White



Year	Not Disclosed	Other Ethnicity	White
2017	14.81%	13.79%	4.99%
2018	12.87%	15.22%	9.84%
2019	15.23%	30.77%	14.68%
2020	4.03%	4.26%	4.52%

Temporary Employee Turnover

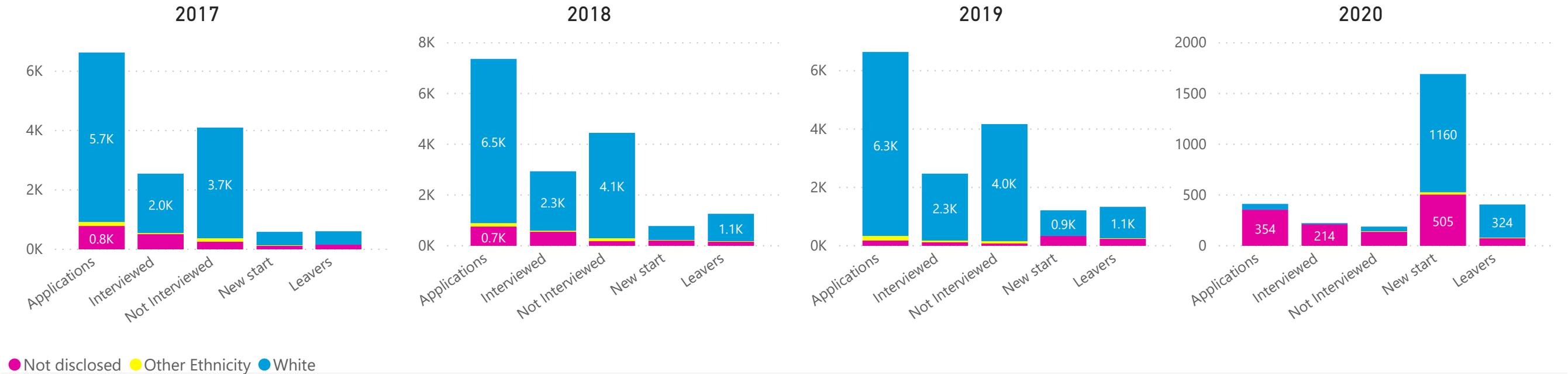
● Not Disclosed ● Other Ethnicity ● White



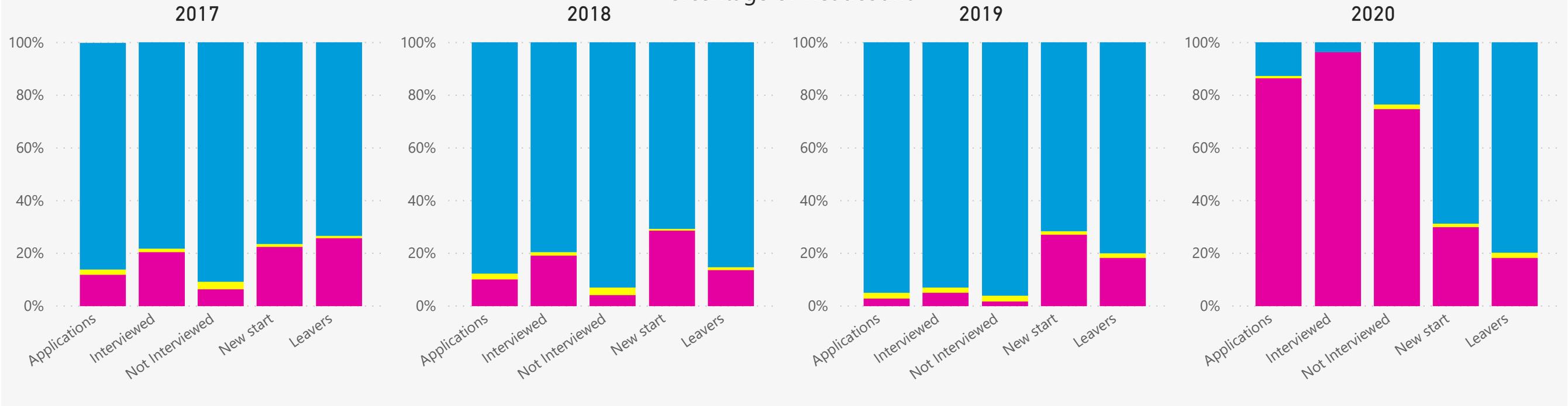
Year	Not Disclosed	Other Ethnicity	White
2017	25.00%		25.04%
2018	27.78%	25.00%	26.54%
2019	31.22%	41.67%	31.82%
2020	8.12%	30.77%	9.73%

North Ayrshire Council - Recruitment - Ethnicity

Actual Headcount

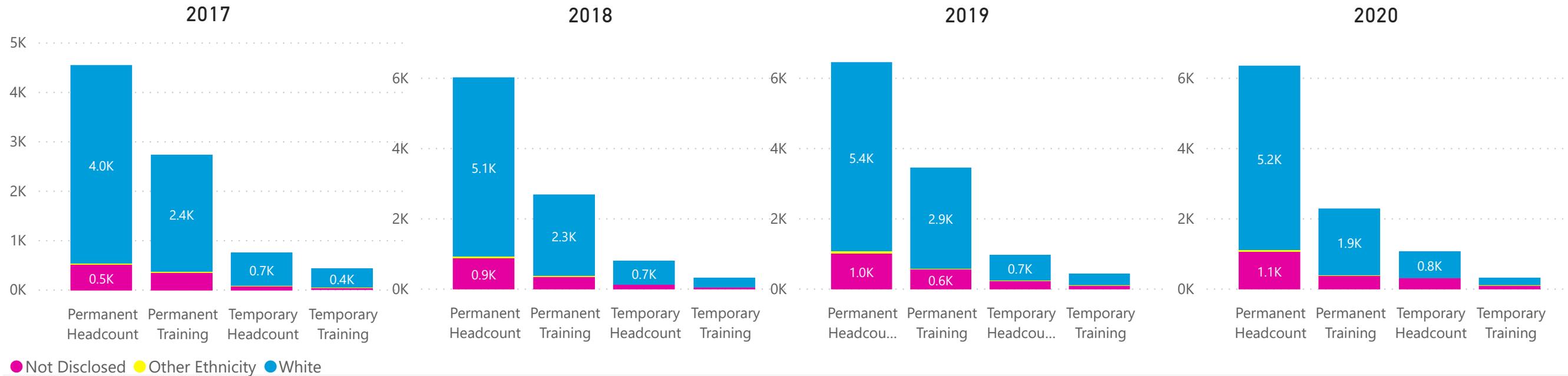


Percentage of Headcount

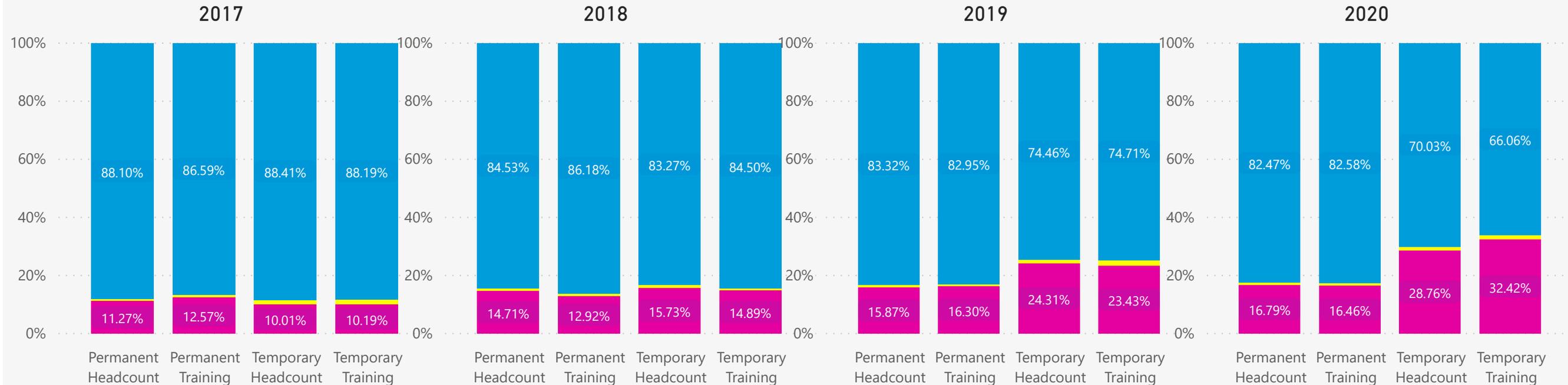


North Ayrshire Council - Training - Ethnicity

Actual Headcount (Excluding Modern Apprentices and Skillseekers)



Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

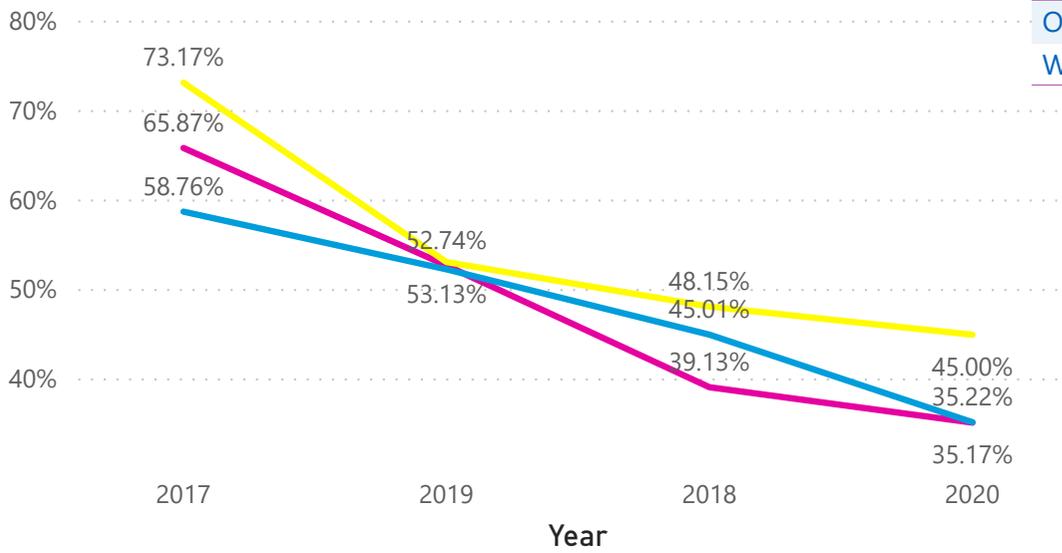


North Ayrshire Council - Training - Ethnicity

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

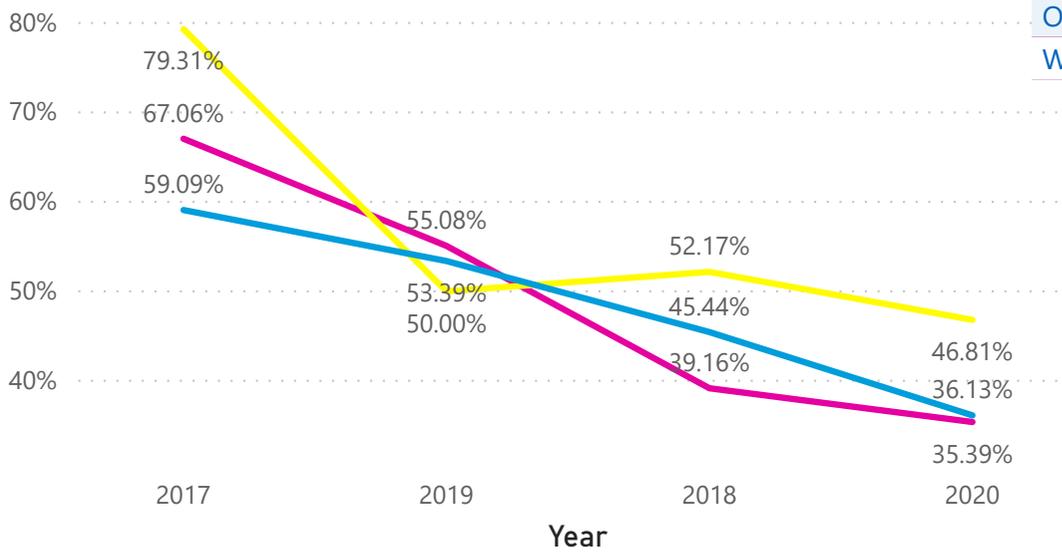
● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
Not Disclosed	65.87%	39.13%	52.74%	35.17%
Other Ethnicity	73.17%	48.15%	53.13%	45.00%
White	58.76%	45.01%	52.31%	35.22%

Permanent Employee Training

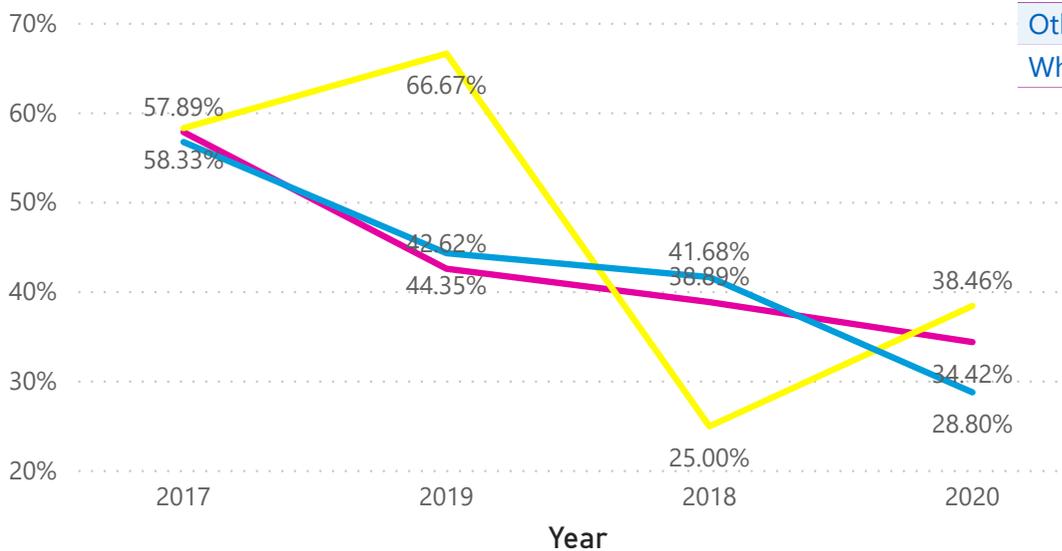
● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
Not Disclosed	67.06%	39.16%	55.08%	35.39%
Other Ethnicity	79.31%	52.17%	50.00%	46.81%
White	59.09%	45.44%	53.39%	36.13%

Temporary Employee Training

● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
Not Disclosed	57.89%	38.89%	42.62%	34.42%
Other Ethnicity	58.33%	25.00%	66.67%	38.46%
White	56.78%	41.68%	44.35%	28.80%

North Ayrshire Council - Distribution Across Grade - Ethnicity

Headcount

Year	Not disclosed	Other	White	Total
2017	1041	55	5792	6888
2018	1015	54	5884	6953
2019	1283	66	6198	7547
2020	1389	62	6060	7511

Headcount by Grade

Year	Not disclosed	Other	White
2017			
Total	1041	55	5792
Grades 1 - 3	67	6	836
Grades 4 - 7	363	22	2661
Grades 8 - 10	129	10	873
Grades 11-17	25	3	284
Chief Officer	5	0	11
Teacher	393	11	786
Promoted Teacher	59	3	324
Other	0	0	17
2018			
Total	1015	54	5884
Grades 1 - 3	69	6	784
Grades 4 - 7	367	24	2647
Grades 8 - 10	119	9	821
Grades 11-17	30	3	285
Chief Officer	3		12
Teacher	340	9	772
Promoted Teacher	60	2	294
Other	27	1	269
2019			
Total	1283	66	6198
Grades 1 - 3	28	1	271
Grades 4 - 7	485	28	2931
Grades 8 - 10	141	16	954
Grades 11-17	23	3	331
Chief Officer	3	0	15
Teacher	458	10	792
Promoted Teacher	61	2	316
Other	84	6	588
2020			
Total	1389	62	6060
Grades 1 - 3	23	0	220
Grades 4 - 7	568	28	2891
Grades 8 - 10	136	10	930
Grades 11-17	27	4	323
Chief Officer	3	0	15
Teacher	478	12	782
Promoted Teacher	61	0	310
Other	93	8	589

North Ayrshire Council - Employee Turnover - Ethnicity

(Excluding Modern Apprentices and Skillseekers)

Year	Not Disclosed	Other Ethnicity	White	Total
2017				
Permanent Headcount	513	29	4011	4553
Permanent Leavers	76	4	200	280
Temporary Headcount	76	12	671	759
Temporary Leavers	19	0	168	187
Total Headcount	589	41	4682	5312
Total Leavers	95	4	368	467
2018				
Permanent Headcount	886	46	5092	6024
Permanent Leavers	114	7	501	622
Temporary Headcount	126	8	667	801
Temporary Leavers	35	2	177	214
Total Headcount	1012	54	5759	6825
Total Leavers	149	9	678	836
2019				
Permanent Headcount	1024	52	5376	6452
Permanent Leavers	156	16	789	961
Temporary Headcount	237	12	726	975
Temporary Leavers	74	5	231	310
Total Headcount	1261	64	6102	7427
Total Leavers	230	21	1020	1271
2020				
Permanent Headcount	1068	47	5247	6362
Permanent Leavers	43	2	237	282
Temporary Headcount	308	13	750	1071
Temporary Leavers	25	4	73	102
Total Headcount	1376	60	5997	7433
Total Leavers	68	6	310	384

North Ayrshire Council - Recruitment and Training - Ethnicity

Recruitment

Year	Not disclosed	Other Ethnicity	White	Total
2017				
Applications	783	141	5701	6625
Interviewed	520	32	1983	2535
Not Interviewed	263	109	3718	4090
New start	131	7	447	585
2018				
Applications	748	157	6464	7369
Interviewed	557	38	2324	2919
Not Interviewed	191	119	4140	4450
New start	221	6	546	773
2019				
Applications	193	141	6298	6632
Interviewed	122	48	2289	2459
Not Interviewed	71	93	4009	4173
New start	328	15	864	1207
2020				
Applications	354	3	52	409
Interviewed	214	0	8	222
Not Interviewed	140	3	44	187
New start	505	22	1160	1687

Training (Excluding Modern Apprentices and Skillseekers)

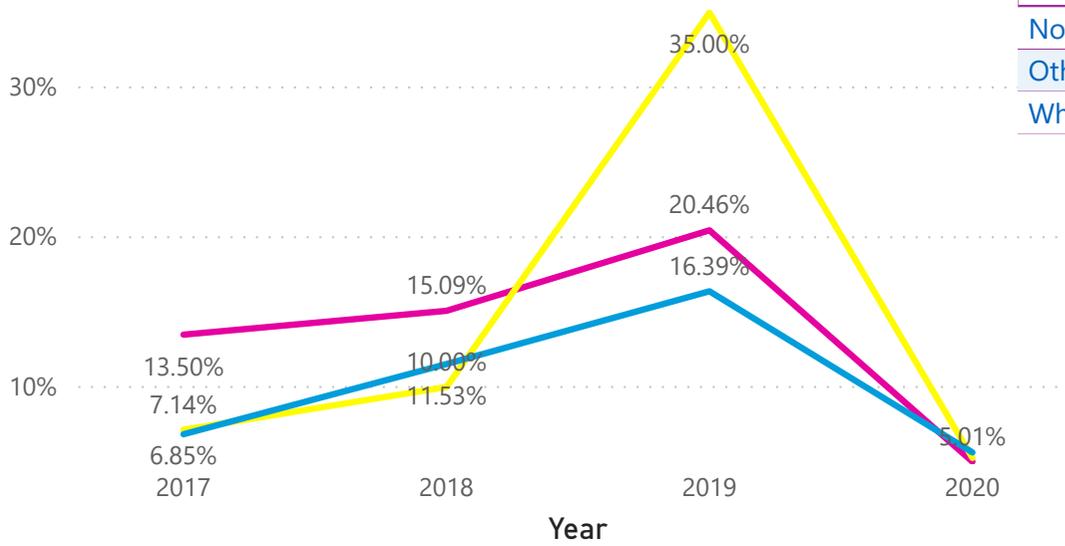
Year	Not Disclosed	Other Ethnicity	White	Total
2017				
Permanent Headcount	513	29	4011	4553
Permanent Training	344	23	2370	2737
Temporary Headcount	76	12	671	759
Temporary Training	44	7	381	432
2018				
Permanent Headcount	886	46	5092	6024
Permanent Training	347	24	2314	2685
Temporary Headcount	126	8	667	801
Temporary Training	49	2	278	329
2019				
Permanent Headcount	1024	52	5376	6452
Permanent Training	564	26	2870	3460
Temporary Headcount	237	12	726	975
Temporary Training	101	8	322	431
2020				
Permanent Headcount	1068	47	5247	6362
Permanent Training	378	22	1896	2296
Temporary Headcount	308	13	750	1071
Temporary Training	106	5	216	327

Education - Employee Turnover - Ethnicity

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

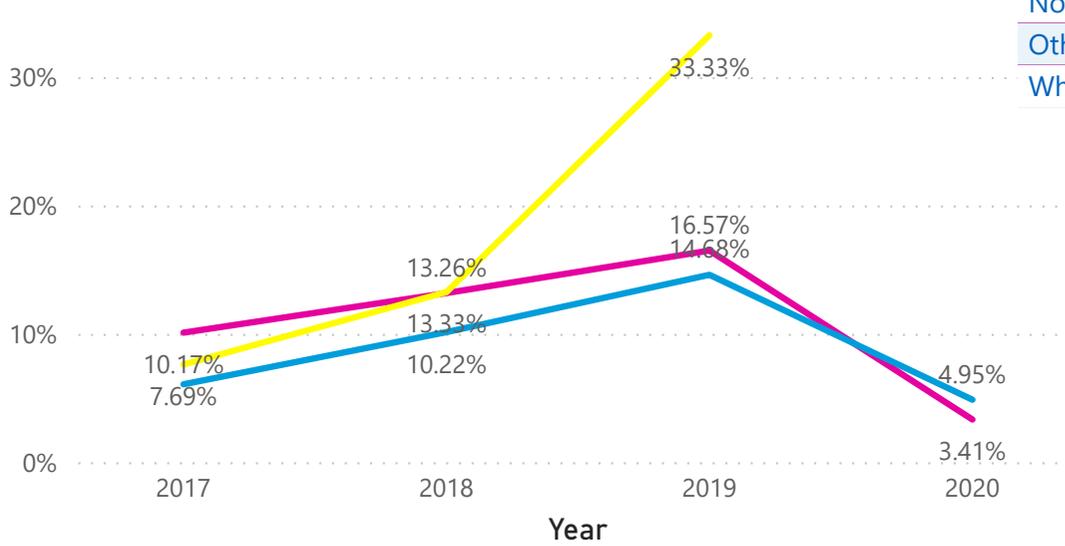
● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
Not Disclosed	13.50%	15.09%	20.46%	5.01%
Other Ethnicity	7.14%	10.00%	35.00%	5.26%
White	6.85%	11.53%	16.39%	5.63%

Permanent Employee Turnover

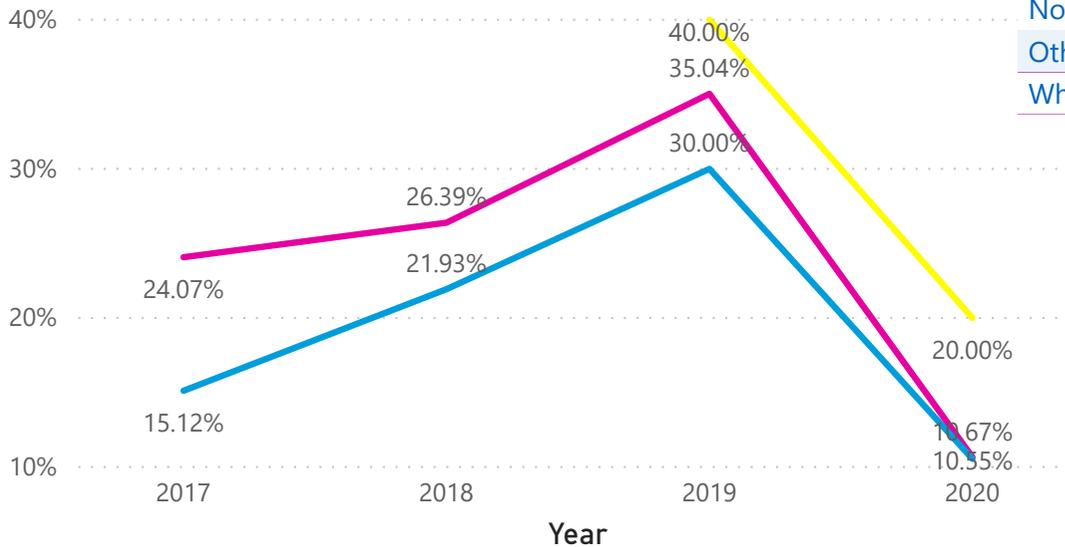
● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
Not Disclosed	10.17%	13.26%	16.57%	3.41%
Other Ethnicity	7.69%	13.33%	33.33%	
White	6.15%	10.22%	14.68%	4.95%

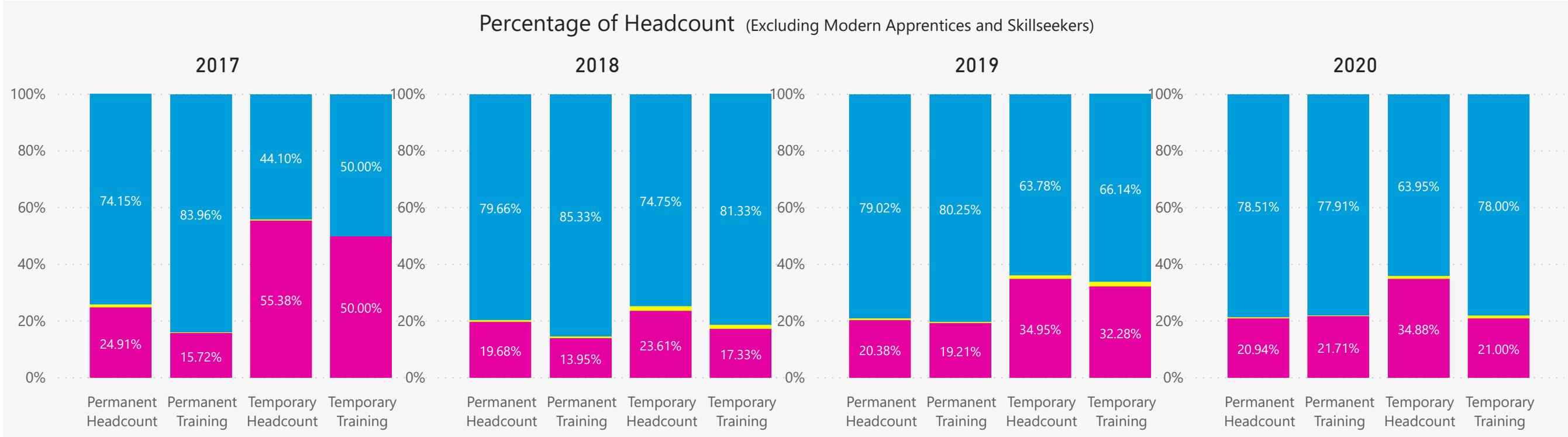
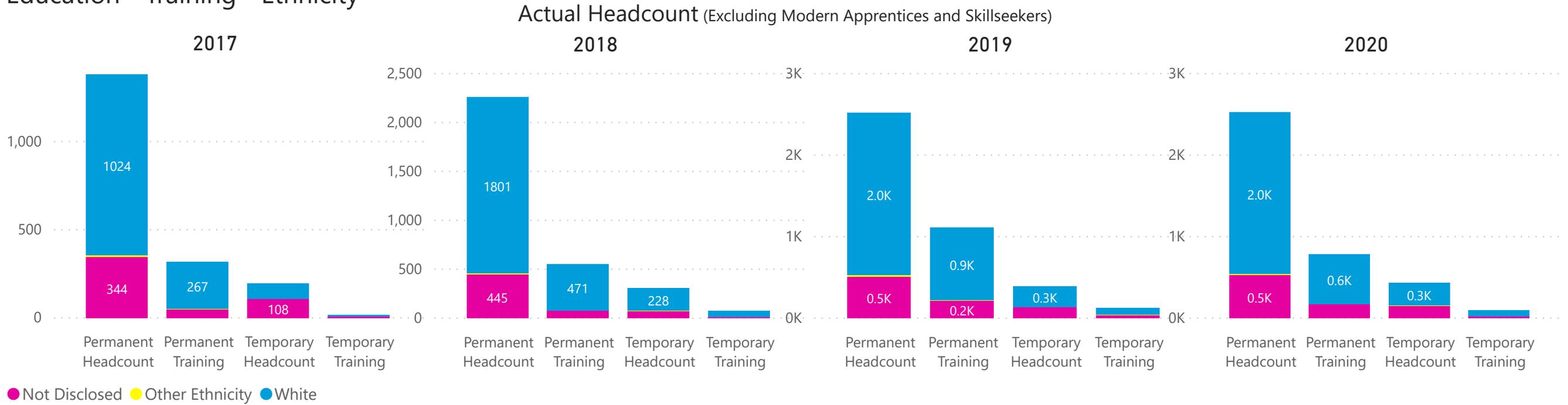
Temporary Employee Turnover

● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
Not Disclosed	24.07%	26.39%	35.04%	10.67%
Other Ethnicity			40.00%	20.00%
White	15.12%	21.93%	30.00%	10.55%

Education - Training - Ethnicity

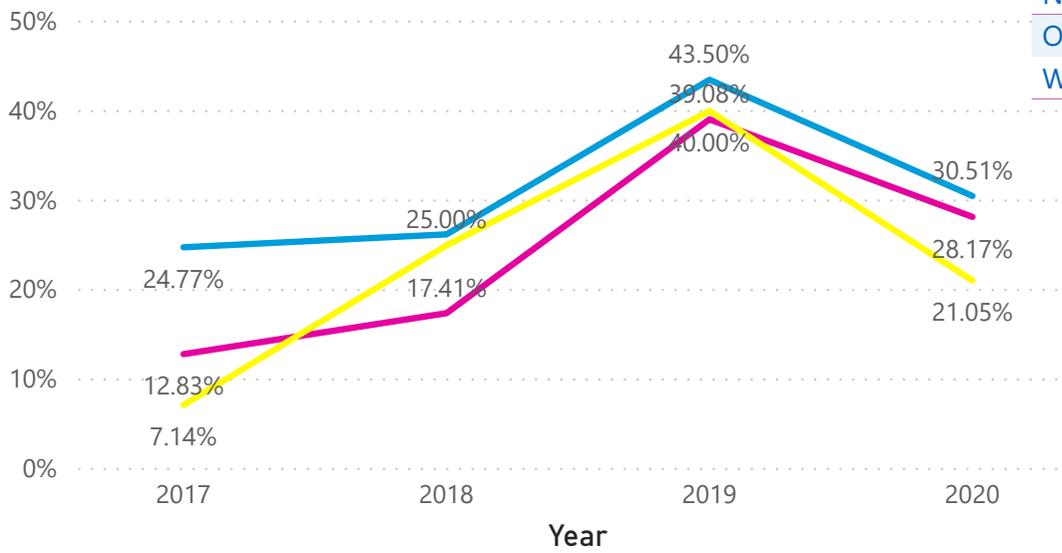


Education - Training - Ethnicity

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

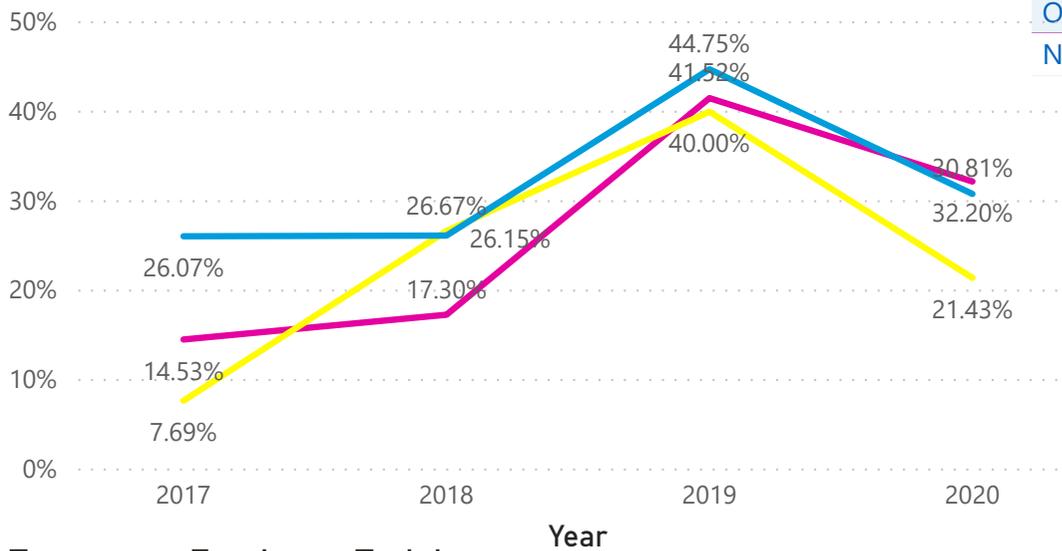
● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
Not Disclosed	12.83%	17.41%	39.08%	28.17%
Other Ethnicity	7.14%	25.00%	40.00%	21.05%
White	24.77%	26.22%	43.50%	30.51%

Permanent Employee Training

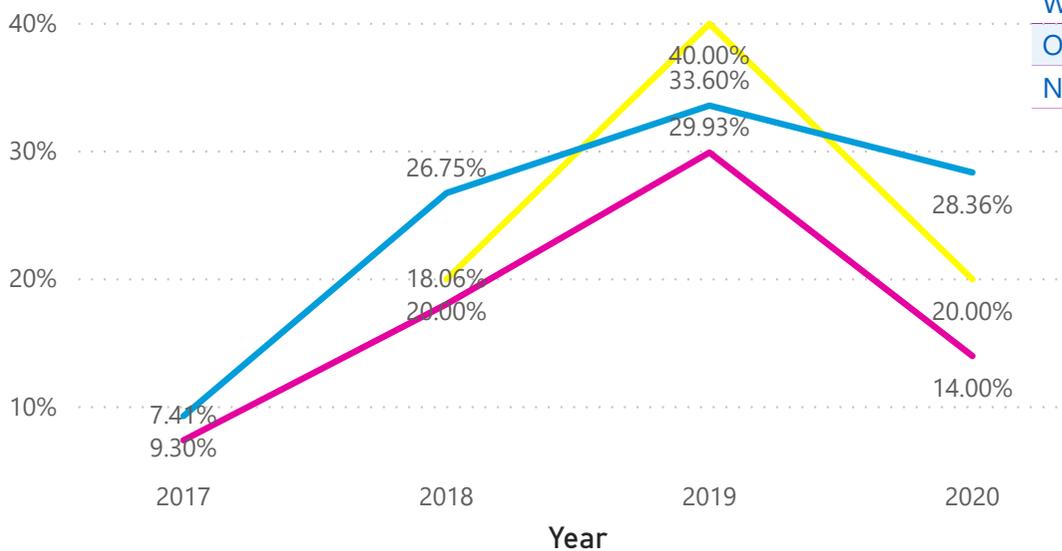
● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
White	26.07%	26.15%	44.75%	30.81%
Other Ethnicity	7.69%	26.67%	40.00%	21.43%
Not Disclosed	14.53%	17.30%	41.52%	32.20%

Temporary Employee Training

● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
White	9.30%	26.75%	33.60%	28.36%
Other Ethnicity	7.41%	20.00%	40.00%	20.00%
Not Disclosed	9.30%	18.06%	29.93%	14.00%

Education - Employee Turnover - Ethnicity

(Excluding Modern Apprentices and Skillseekers)

Year	Not Disclosed	Other Ethnicity	White	Total
2017				
Permanent Headcount	344	13	1024	1381
Permanent Leavers	35	1	63	99
Temporary Headcount	108	1	86	195
Temporary Leavers	26	0	13	39
Total Headcount	452	14	1110	1576
Total Leavers	61	1	76	138
2018				
Permanent Headcount	445	15	1801	2261
Permanent Leavers	59	2	184	245
Temporary Headcount	72	5	228	305
Temporary Leavers	19	0	50	69
Total Headcount	517	20	2029	2566
Total Leavers	78	2	234	314
2019				
Permanent Headcount	513	15	1989	2517
Permanent Leavers	85	5	292	382
Temporary Headcount	137	5	250	392
Temporary Leavers	48	2	75	125
Total Headcount	650	20	2239	2909
Total Leavers	133	7	367	507
2020				
Permanent Headcount	528	14	1980	2522
Permanent Leavers	18	0	98	116
Temporary Headcount	150	5	275	430
Temporary Leavers	16	1	29	46
Total Headcount	678	19	2255	2952
Total Leavers	34	1	127	162

Education - Training - Ethnicity

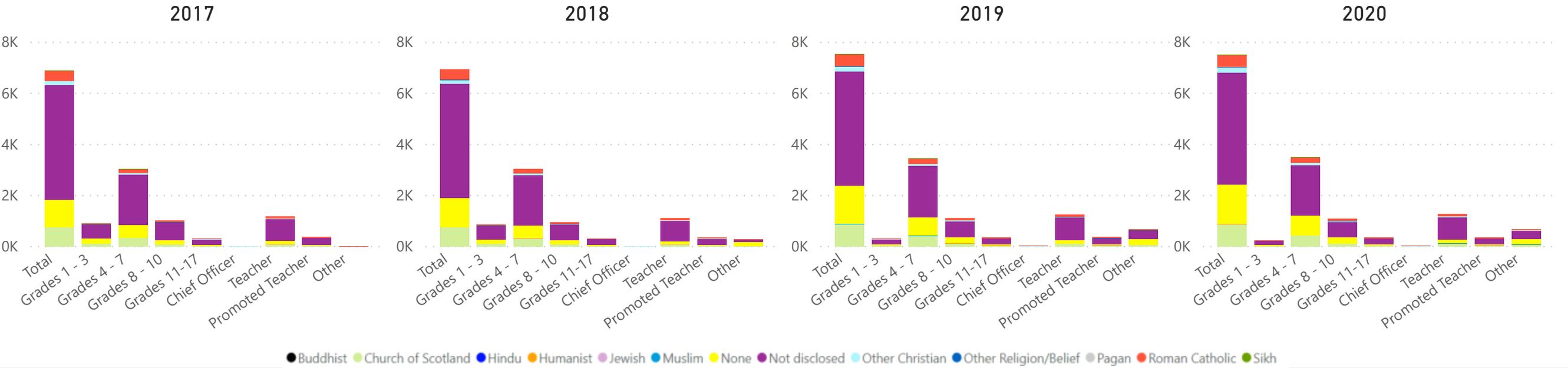
(Excluding Modern Apprentices and Skillseekers)

Training

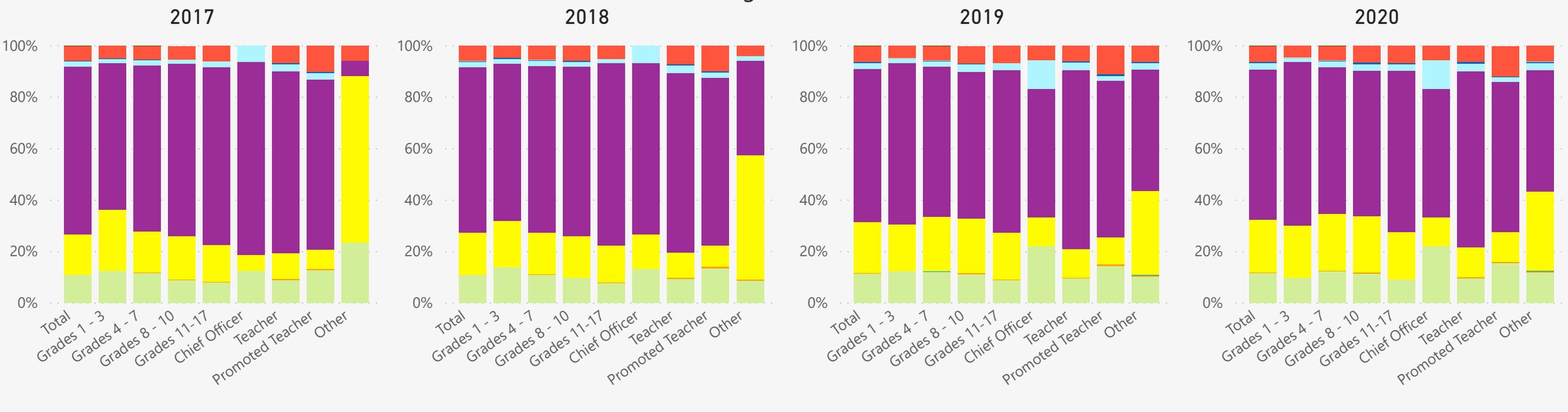
Year	Not Disclosed	Other Ethnicity	White	Total
2017				
Permanent Headcount	344	13	1024	1381
Permanent Training	50	1	267	318
Temporary Headcount	108	1	86	195
Temporary Training	8	0	8	16
2018				
Permanent Headcount	445	15	1801	2261
Permanent Training	77	4	471	552
Temporary Headcount	72	5	228	305
Temporary Training	13	1	61	75
2019				
Permanent Headcount	513	15	1989	2517
Permanent Training	213	6	890	1109
Temporary Headcount	137	5	250	392
Temporary Training	41	2	84	127
2020				
Permanent Headcount	528	14	1980	2522
Permanent Training	170	3	610	783
Temporary Headcount	150	5	275	430
Temporary Training	21	1	78	100

North Ayrshire Council - Distribution Across Grade - Religious Belief

Actual Headcount



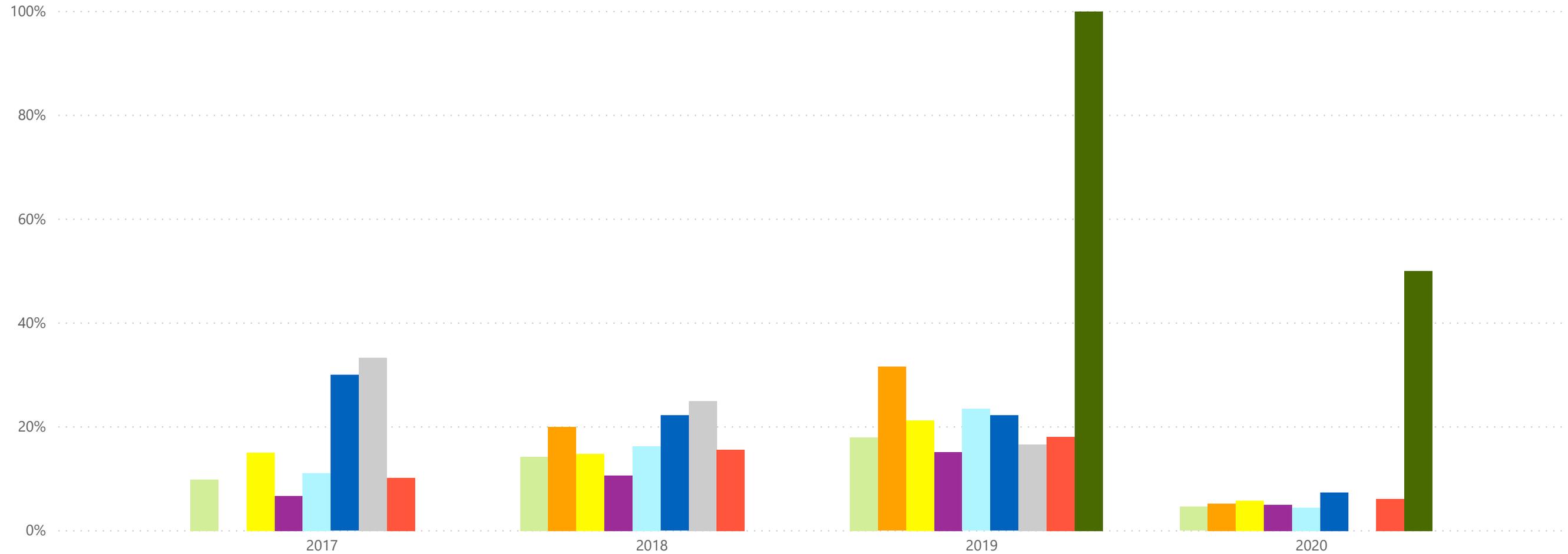
Percentage of Headcount



North Ayrshire Council - Employee Turnover - Religious Belief (Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

Church of Scotland Humanist None Not Disclosed Other Christian Other Religion/Belief Pagan Roman Catholic Sikh

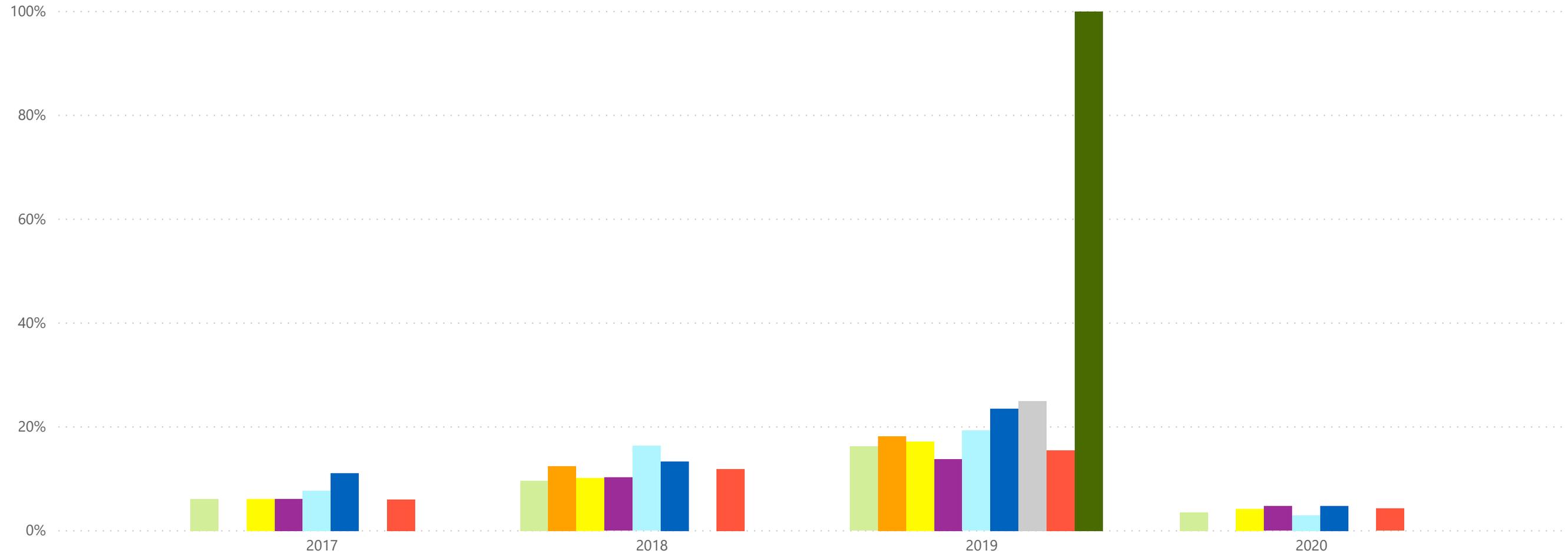


Year	Church of Scotland	Humanist	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh
2017	9.86%		15.04%	6.66%	11.11%	30.00%	33.33%	10.18%	
2018	14.29%	20.00%	14.85%	10.67%	16.33%	22.22%	25.00%	15.62%	
2019	17.96%	31.58%	21.28%	15.17%	23.46%	22.22%	16.67%	18.08%	100.00%
2020	4.61%	5.26%	5.77%	4.98%	4.44%	7.41%		6.10%	50.00%

North Ayrshire Council - Employee Turnover - Religious Belief (Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Permanent Employee Turnover

Church of Scotland Humanist None Not Disclosed Other Christian Other Religion/Belief Pagan Roman Catholic Sikh

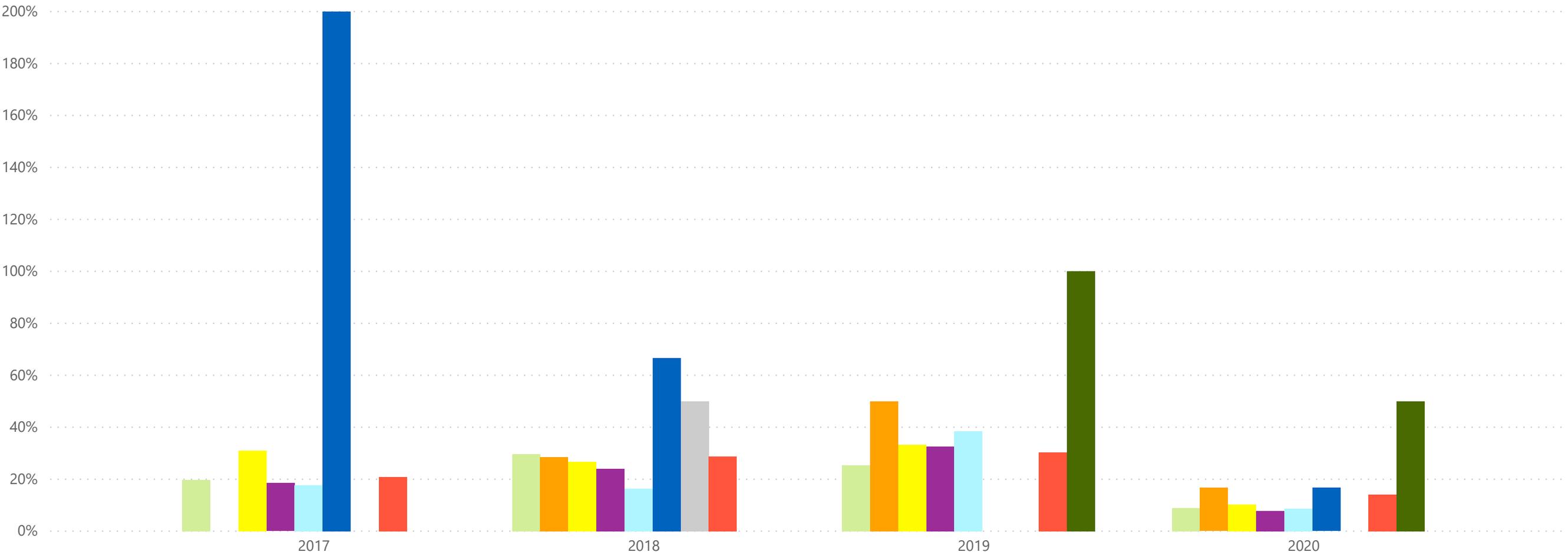


Year	Church of Scotland	Humanist	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh
2017	6.10%		6.18%	6.13%	7.69%	11.11%		6.06%	
2018	9.65%	12.50%	10.24%	10.25%	16.35%	13.33%		11.94%	
2019	16.23%	18.18%	17.19%	13.82%	19.29%	23.53%	25.00%	15.53%	100.00%
2020	3.57%		4.22%	4.73%	2.99%	4.76%		4.28%	

North Ayrshire Council - Employee Turnover - Religious Belief (Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Temporary Employee Turnover

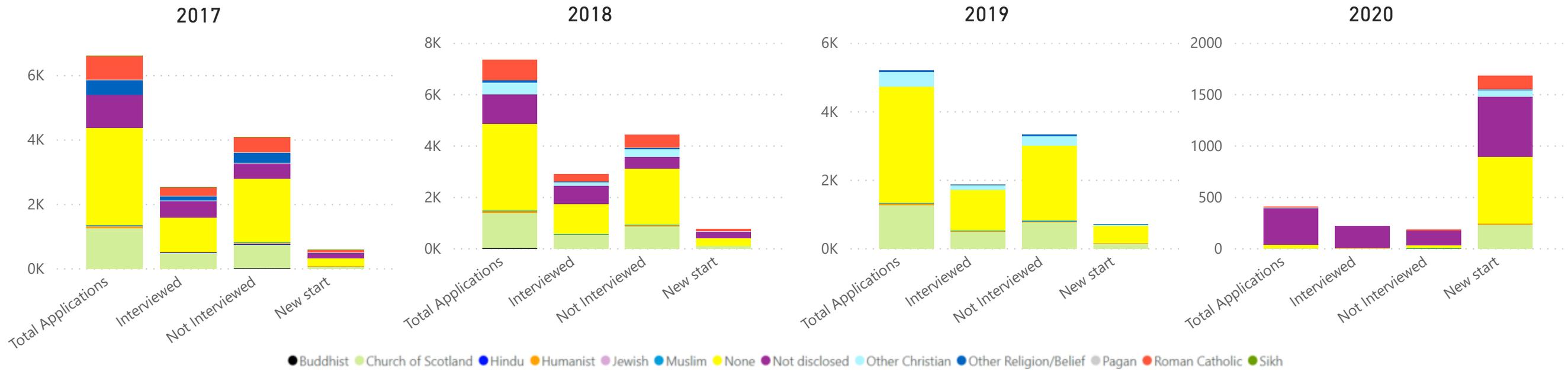
Church of Scotland Humanist None Not Disclosed Other Christian Other Religion/Belief Pagan Roman Catholic Sikh



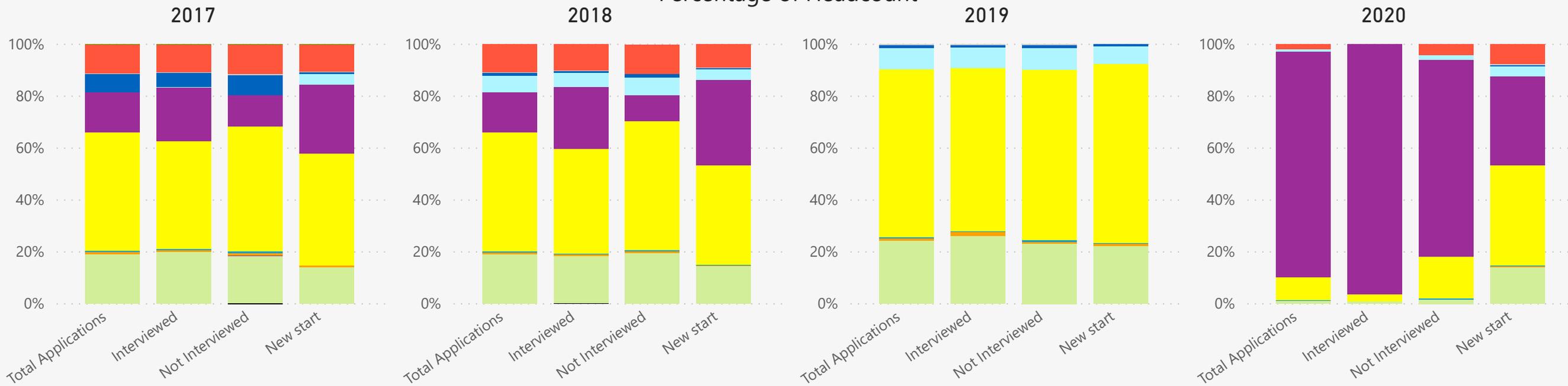
Year	Church of Scotland	Humanist	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh
2017	19.75%		31.02%	18.49%	17.65%	200.00%		20.78%	
2018	29.65%	28.57%	26.74%	24.03%	16.28%	66.67%	50.00%	28.74%	
2019	25.31%	50.00%	33.33%	32.51%	38.46%			30.38%	100.00%
2020	8.93%	16.67%	10.32%	7.69%	8.70%	16.67%		14.12%	50.00%

North Ayrshire Council - Recruitment - Religious Belief

Actual Headcount

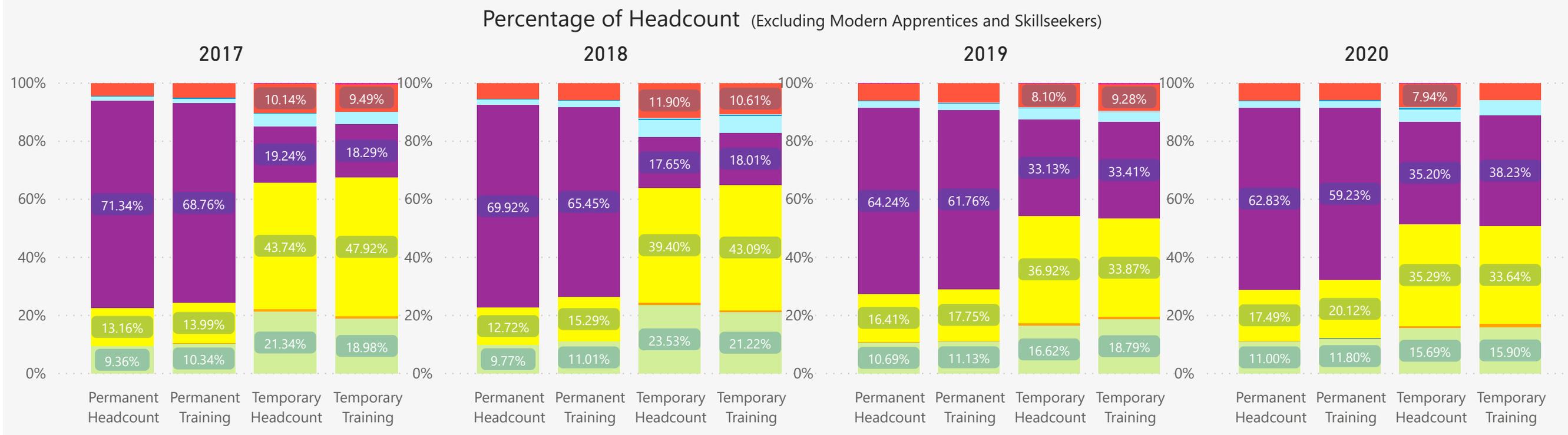
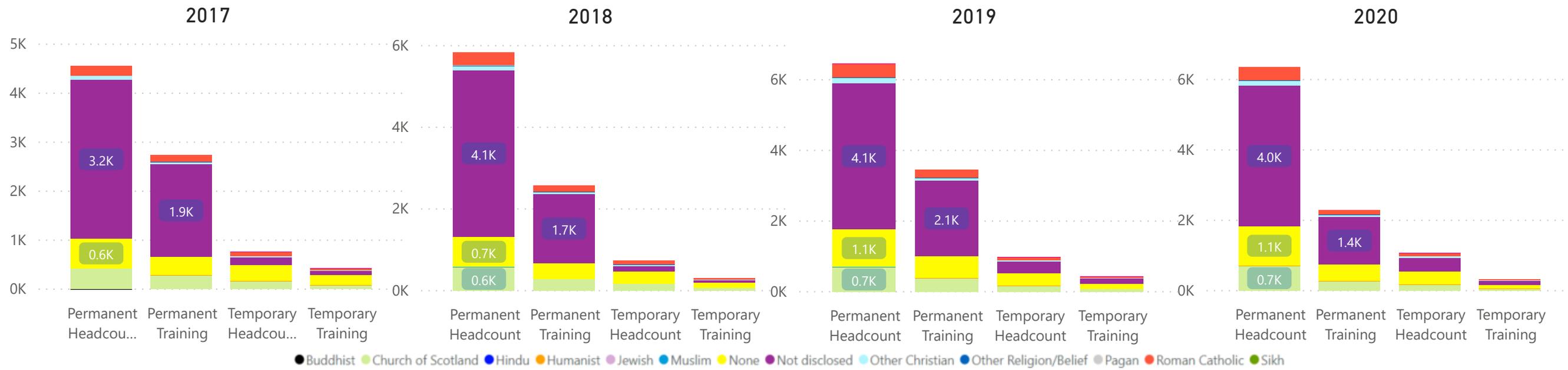


Percentage of Headcount



North Ayrshire Council - Training - Religious Belief

Actual Headcount (Excluding Modern Apprentices and Skillseekers)



North Ayrshire Council - Distribution Across Grade - Religious Belief

Year	Buddhist	Church of Scotland	Humanist	Muslim	None	Not disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh	Total
2017												
Total	2	745	15	1	1078	4490	143	15	3	395	1	6888
Grades 1 - 3	0	113	2	0	216	517	15	2	0	44	0	909
Grades 4 - 7	1	354	5	0	486	1972	60	6	3	158	1	3046
Grades 8 - 10	1	90	1	0	172	677	16	2	0	53	0	1012
Grades 11-17	0	25	1	0	45	215	7	0	0	19	0	312
Chief Officer	0	2	0	0	1	12	1	0	0	0	0	16
Teacher	0	107	5	1	118	840	35	3	0	81	0	1190
Promoted Teacher	0	50	1	0	29	256	9	2	0	39	0	386
Other	0	4	0	0	11	1	0	0	0	1	0	17
2018												
Total	2	753	15	1	1132	4476	149	18	4	403	0	6953
Grades 1 - 3		119	1		155	524	17	2		41	0	859
Grades 4 - 7	1	334	6		494	1966	63	8	4	162	0	3038
Grades 8 - 10	1	92	1		153	626	17	3		56	0	949
Grades 11-17		25	1		45	226	5			16	0	318
Chief Officer		2			2	10	1				0	15
Teacher		107	3	1	109	783	34	3		81	0	1121
Promoted Teacher		48	2		30	232	7	2		35	0	356
Other		26	1		144	109	5			12	0	297
2019												
Total	2	859	20	3	1492	4495	183	19	6	466	2	7547
Grades 1 - 3		37			55	188	5		1	14		300
Grades 4 - 7	2	415	6	1	734	2009	74	5	5	191	2	3444
Grades 8 - 10		126	3		237	634	31	4	0	76		1111
Grades 11-17		32	1		65	226	9			24		357
Chief Officer		4			2	9	2			1		18
Teacher	0	120	5	1	138	878	38	4	0	76		1260
Promoted Teacher		55	2	0	40	231	7	2	0	42		379
Other		70	3	1	221	320	17	4		42		678
2020												
Total	4	875	20	4	1531	4392	184	27	7	465	2	7511
Grades 1 - 3	0	24	0		49	155	3		1	11		243
Grades 4 - 7	2	430	6	1	774	1989	77	9	4	193	2	3487
Grades 8 - 10	1	123	5		235	608	27	6		71		1076
Grades 11-17	0	32	0		66	222	9	1		24		354
Chief Officer	0	4	0		2	9	2			1		18
Teacher	1	121	6	1	148	868	40	7		80		1272
Promoted Teacher	0	58	1		44	216	7	1		44		371
Other	0	83	2	2	213	325	19	3	2	41		690

North Ayrshire Council - Employee Turnover - Religious Belief

(Excluding Modern Apprentices and Skillseekers)

Year	Buddhist	Church of Scotland	Humanist	Muslim	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh	Total
2017												
Permanent Headcount	2	426	3	0	599	3248	65	9	3	198	0	4553
Permanent Leavers	0	26	0	0	37	199	5	1	0	12	0	280
Temporary Headcount	0	162	6	0	332	146	34	1	0	77	1	759
Temporary Leavers	0	32		0	103	27	6	2	1	16	0	187
Total Headcount	2	588	9	0	931	3394	99	10	3	275	1	5312
Total Leavers	0	58	0	0	140	226	11	3	1	28	0	467
2018												
Permanent Headcount	2	570	8	1	742	4078	104	15	2	310		5832
Permanent Leavers		55	1		76	418	17	2		37		606
Temporary Headcount		172	7		288	129	43	3	2	87		731
Temporary Leavers		51	2		77	31	7	2	1	25		196
Total Headcount	2	742	15	1	1030	4207	147	18	4	397		6563
Total Leavers	0	106	3	0	153	449	24	4	1	62		802
2019												
Permanent Headcount	2	690	11	3	1059	4145	140	17	4	380	1	6452
Permanent Leavers		112	2	0	182	573	27	4	1	59	1	961
Temporary Headcount	0	162	8	0	360	323	39	1	2	79	1	975
Temporary Leavers		41	4	0	120	105	15	0	0	24	1	310
Total Headcount	2	852	19	3	1419	4468	179	18	6	459	2	7427
Total Leavers	0	153	6	0	302	678	42	4	1	83	2	1271
2020												
Permanent Headcount	4	700	13	3	1113	3997	134	21	3	374	0	6362
Permanent Leavers	0	25	0	0	47	189	4	1	0	16	0	282
Temporary Headcount	0	168	6	0	378	377	46	6	3	85	2	1071
Temporary Leavers	0	15	1	0	39	29	4	1	0	12	1	102
Total Headcount	4	868	19	3	1491	4374	180	27	6	459	2	7433
Total Leavers	0	40	1	0	86	218	8	2	0	28	1	384

North Ayrshire Council - Recruitment - Religious Belief

Recruitment

Year	Buddhist	Church of Scotland	Hindu	Humanist	Jewish	Muslim	None	Not disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh	Total
2017														
Total Applications	12	1249	10	56	4	30	3028	1012	8	459	14	737	6	6625
Interviewed	2	505	2	20	0	7	1056	522	2	143	3	270	3	2535
Not Interviewed	10	744	8	36	4	23	1972	490	6	316	11	467	3	4090
New start	0	82	0	5	0	0	252	155	25	3	1	61	1	585
2018														
Total Applications	11	1400		53		31	3378	1146	470	71	10	799	0	7369
Interviewed	6	535		17		9	1174	701	159	19	5	294	0	2919
Not Interviewed	5	865		36		22	2204	445	311	52	5	505	0	4450
New start		112		3		1	296	254	32	3	1	70	0	772
2019														
Total Applications	0	1270		57		25	3381	0	429	59	14	0	0	5235
Interviewed	0	495		28		7	1185	0	150	19	5	0	0	1889
Not Interviewed	0	775		29		18	2196	0	279	40	9	0	0	3346
New start	1	160		7		2	497		49	6	0	0	0	722
2020														
Total Applications	0	5		0		1	36	356	3	0	0	8	0	409
Interviewed	0	2		0		0	6	214	0	0	0	0	0	222
Not Interviewed	0	3		0		1	30	142	3	0	0	8	0	187
New start	2	237		6		3	650	581	63	10	4	129	0	1685

North Ayrshire Council - Training - Religious Belief

(Excluding Modern Apprentices and Skillseekers)

Training

Year	Buddhist	Church of Scotland	Humanist	Muslim	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh	Total
2017												
Permanent Headcount	2	426	3	0	599	3248	65	9	3	198	0	4553
Permanent Training	0	283	2	0	383	1882	43	7	1	136	0	2737
Temporary Headcount	0	162	6	0	332	146	34	1	0	77	1	759
Temporary Training	0	82	3	0	207	79	19	0	0	41	1	432
2018												
Permanent Headcount	2	570	8	1	742	4078	104	15	2	310		5832
Permanent Training	1	283	1	0	393	1682	54	9	0	147		2570
Temporary Headcount		172	7		288	129	43	3	2	87		731
Temporary Training	0	66	2	0	134	56	18	1	1	33		311
2019												
Permanent Headcount	2	690	11	3	1059	4145	140	17	4	380	1	6452
Permanent Training	1	385	4	1	614	2137	77	10	1	230	0	3460
Temporary Headcount	0	162	8	0	360	323	39	1	2	79	1	975
Temporary Training	0	81	3	0	146	144	14	0	2	40	1	431
2020												
Permanent Headcount	4	700	13	3	1113	3997	134	21	3	374	0	6362
Permanent Training	2	271	5	2	462	1360	54	7	0	133	0	2296
Temporary Headcount	0	168	6	0	378	377	46	6	3	85	2	1071
Temporary Training	0	52	4	0	110	125	17	0	0	19	0	327

North Ayrshire Council - Training - Religious Belief

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

Details	2017	2018	2019	2020
Buddhist		50.00%	50.00%	50.00%
Church of Scotland	62.07%	47.04%	54.69%	37.21%
Humanist	55.56%	20.00%	36.84%	47.37%
Muslim			33.33%	66.67%
None	63.37%	51.17%	53.56%	38.36%
Not Disclosed	57.78%	41.31%	51.05%	33.95%
Not Disclosed (raw)			51.09%	34.28%
Other Christian	62.63%	48.98%	50.84%	39.44%
Other Religion/Belief	70.00%	55.56%	55.56%	25.93%
Pagan	33.33%	25.00%	50.00%	
Prefer not to Answer		50.76%	50.57%	30.20%
Roman Catholic	64.36%	45.34%	58.82%	33.12%
Sikh	100.00%		50.00%	

Permanent Employee Training

Details	2017	2018	2019	2020
Buddhist		50.00%	50.00%	50.00%
Church of Scotland	66.43%	49.65%	55.80%	38.71%
Humanist	66.67%	12.50%	36.36%	38.46%
Muslim			33.33%	66.67%
None	63.94%	52.96%	57.98%	41.51%
Not Disclosed	57.94%	41.25%	51.56%	34.03%
Not Disclosed (raw)			51.60%	34.30%
Other Christian	66.15%	51.92%	55.00%	40.30%
Other Religion/Belief	77.78%	60.00%	58.82%	33.33%
Pagan	33.33%		25.00%	
Prefer not to Answer		59.90%	50.93%	30.42%
Roman Catholic	68.69%	47.42%	60.53%	35.56%

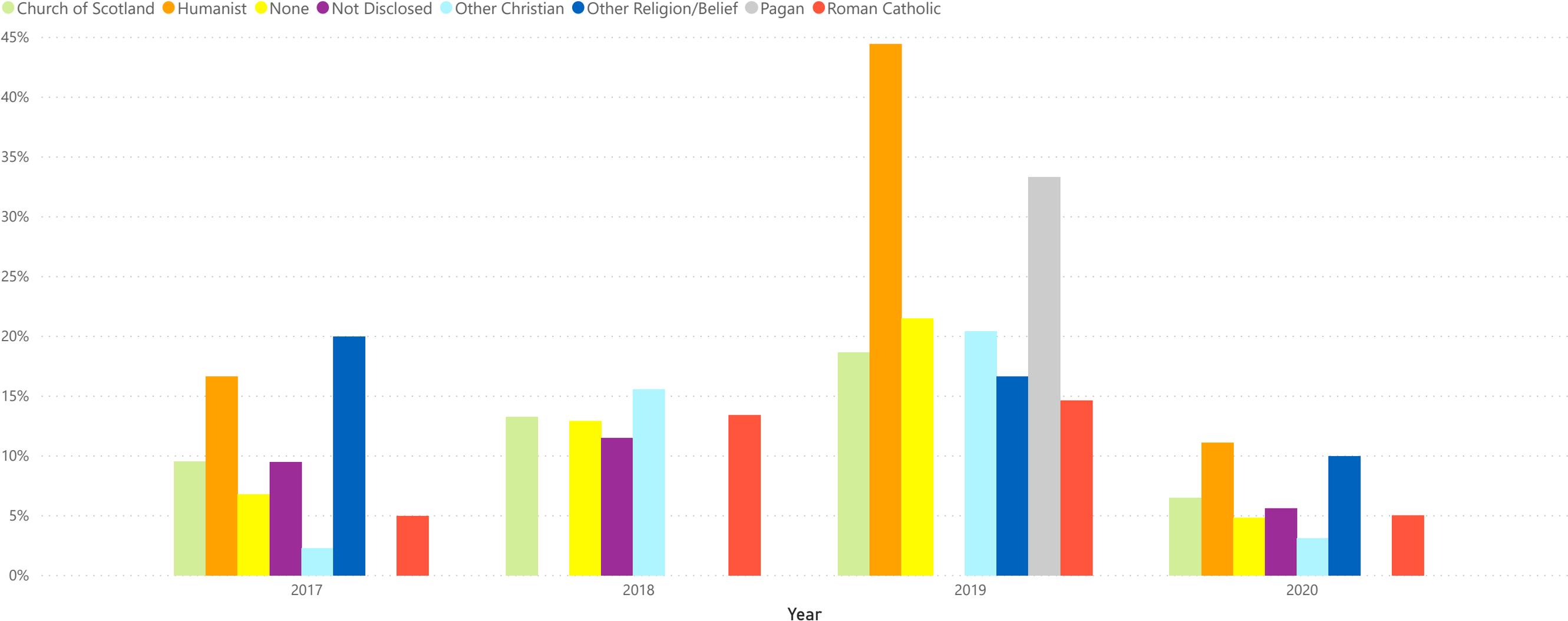
Temporary Employee Training

Details	2017	2018	2019	2020
Church of Scotland	50.62%	38.37%	50.00%	30.95%
Humanist	50.00%	28.57%	37.50%	66.67%
None	62.35%	46.53%	40.56%	29.10%
Not Disclosed	54.11%	43.41%	44.58%	33.16%
Not Disclosed (raw)			43.03%	33.97%
Other Christian	55.88%	41.86%	35.90%	36.96%
Other Religion/Belief		33.33%		
Pagan		50.00%	100.00%	
Prefer not to Answer		25.71%	49.37%	29.23%
Roman Catholic	53.25%	37.93%	50.63%	22.35%
Sikh	100.00%		100.00%	

Education - Employee Turnover - Religious Belief

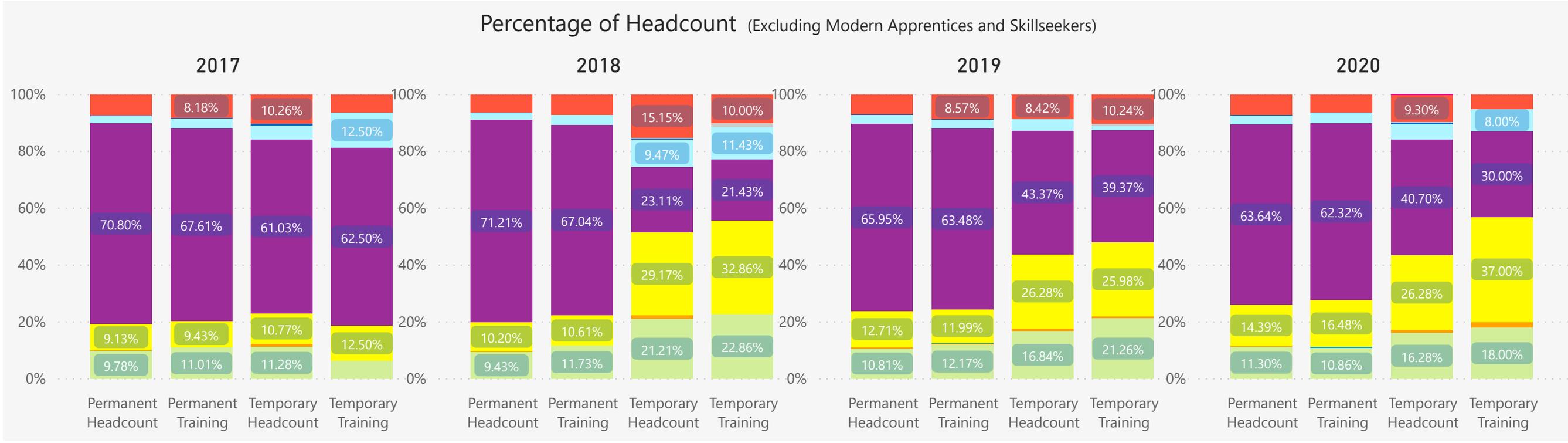
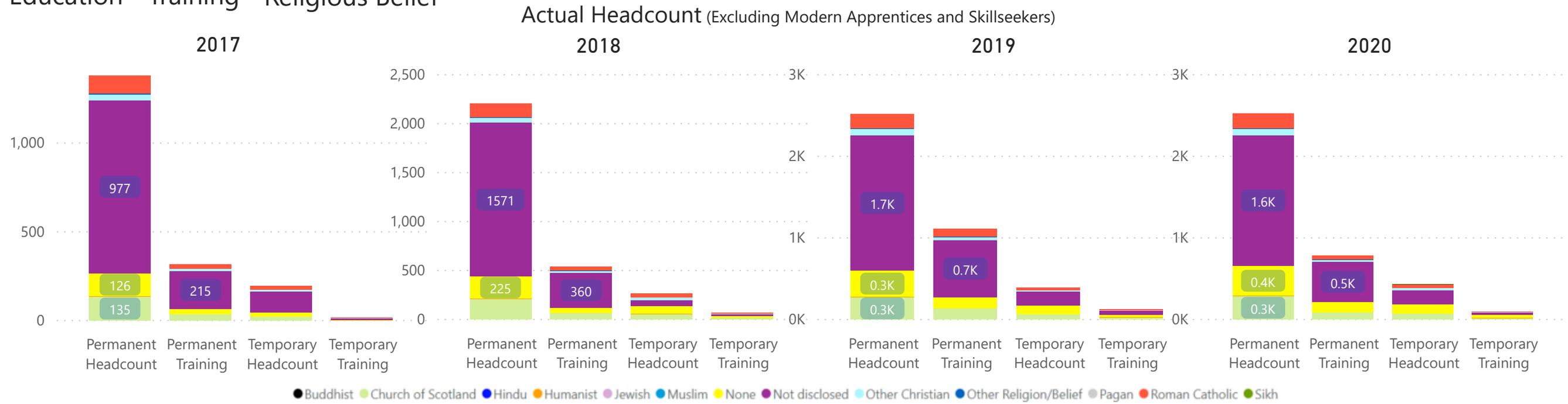
(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover



Year	Church of Scotland	Humanist	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic
2017	9.55%	16.67%	6.80%	9.49%	2.27%	20.00%		5.00%
2018	13.26%		12.91%	11.52%	15.58%			13.41%
2019	18.64%	44.44%	21.51%		20.43%	16.67%	33.33%	14.63%
2020	6.48%	11.11%	4.83%	5.62%	3.09%	10.00%		5.02%

Education - Training - Religious Belief



Education - Employee Turnover - Religious Belief

(Excluding Modern Apprentices and Skillseekers)

Year	Buddhist	Church of Scotland	Humanist	Muslim	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh	Total	
2017													
Permanent Headcount	0	135	4		126	977	34		4	0	100	0	1380
Permanent Leavers	0	9	0		8	77	0		1	0	4	0	99
Temporary Headcount	0	22	2		21	119	10		1	0	20	0	195
Temporary Leavers	0	6	1		2	27	1		0	0	2	0	39
Total Headcount	0	157	6		147	1096	44		5	0	120	0	1575
Total Leavers	0	15	1		10	104	1		1	0	6	0	138
2018													
Permanent Headcount	1	208	4	1	225	1571	52		4	1	139		2206
Permanent Leavers		22			21	177	9				12		241
Temporary Headcount		56	3		77	61	25		1	1	40		264
Temporary Leavers		13	2		18	11	3			1	12		60
Total Headcount		264	7		302	1632	77		5	2	179		2468
Total Leavers		35			39	188	12				24		298
2019													
Permanent Headcount	0	272	6	2	320	1660	77		6	2	172	0	2517
Permanent Leavers	0	41	2	0	65		13		1	1	23	0	146
Temporary Headcount	0	66	3	0	103	170	16		0	1	33	0	392
Temporary Leavers	0	22	2	0	26		6		0	0	7	0	63
Total Headcount	0	338	9	2	423	1830	93		6	3	205	0	2909
Total Leavers	0	63	4	0	91		19		1	1	30	0	209
2020													
Permanent Headcount	1	285	5	2	363	1605	74		7	1	179	0	2522
Permanent Leavers	0	13	0	0	12	83	2		0	0	6	0	116
Temporary Headcount	0	70	4	0	113	175	23		3	1	40	1	430
Temporary Leavers	0	10	1	0	11	17	1		1	0	5		46
Total Headcount	1	355	9	2	476	1780	97		10	2	219	1	2952
Total Leavers	0	23	1	0	23	100	3		1	0	11		162

Education - Employee Turnover - Religious Belief

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

Details	2017	2018	2019	2020
Roman Catholic	5.00%	13.41%	14.63%	5.02%
Pagan			33.33%	
Other Religion/Belief	20.00%		16.67%	10.00%
Other Christian	2.27%	15.58%	20.43%	3.09%
Not Disclosed	9.49%	11.52%		5.62%
None	6.80%	12.91%	21.51%	4.83%
Humanist	16.67%		44.44%	11.11%
Church of Scotland	9.55%	13.26%	18.64%	6.48%

Permanent Employee Turnover

Details	2017	2018	2019	2020
Church of Scotland	6.67%	10.58%	15.07%	4.56%
Humanist			33.33%	
None	6.35%	9.33%	20.31%	3.31%
Not Disclosed	7.88%	11.27%		5.17%
Other Christian		17.31%	16.88%	2.70%
Other Religion/Belief	25.00%		16.67%	
Pagan			50.00%	
Roman Catholic	4.00%	8.63%	13.37%	3.35%

Temporary Employee Turnover

Details	2017	2018	2019	2020
Church of Scotland	27.27%	23.21%	33.33%	14.29%
Humanist	50.00%	66.67%	66.67%	25.00%
None	9.52%	23.38%	25.24%	9.73%
Not Disclosed	22.69%	18.03%		9.71%
Other Christian	10.00%	12.00%	37.50%	4.35%
Other Religion/Belief				33.33%
Pagan		100.00%		
Roman Catholic	10.00%	30.00%	21.21%	12.50%

Education - Training - Religious Belief

(Excluding Modern Apprentices and Skillseekers)

Training

Year	Buddhist	Church of Scotland	Humanist	Muslim	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh	Total	
2017													
Permanent Headcount	0	135	4		126	977	34		4	0	100	0	1380
Permanent Training	0	35	0		30	215	11		1	0	26	0	318
Temporary Headcount	0	22	2		21	119	10		1	0	20	0	195
Temporary Training	0	1	0		2	10	2		0	0	1	0	16
2018													
Permanent Headcount	1	208	4	1	225	1571	52		4	1	139		2206
Permanent Training	0	63	0	0	57	360	18		1		38		537
Temporary Headcount		56	3		77	61	25		1	1	40		264
Temporary Training	0	16	0	0	23	15	8			1	7		70
2019													
Permanent Headcount	0	272	6	2	320	1660	77		6	2	172	0	2517
Permanent Training	0	135	3	1	133	704	36		2	0	95	0	1109
Temporary Headcount	0	66	3	0	103	170	16		0	1	33	0	392
Temporary Training	0	27	1	0	33	50	2		0	1	13	0	127
2020													
Permanent Headcount	1	285	5	2	363	1605	74		7	1	179	0	2522
Permanent Training	0	85	1	2	129	488	27		2	0	49	0	783
Temporary Headcount	0	70	4	0	113	175	23		3	1	40	1	430
Temporary Training	0	18	2	0	37	30	8		0	0	5	0	100

Education - Training - Religious Belief

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

Details	2017	2018	2019	2020
Roman Catholic	22.50%	25.14%	52.68%	24.66%
Pagan			33.33%	
Other Religion/Belief	20.00%		33.33%	20.00%
Other Christian	29.55%	33.77%	40.86%	36.08%
Not Disclosed	20.53%	22.98%	41.20%	29.10%
None	21.77%	26.49%	39.24%	34.87%
Muslim			50.00%	100.00%
Humanist			44.44%	33.33%
Church of Scotland	22.93%	29.92%	47.93%	29.01%

Permanent Employee Training

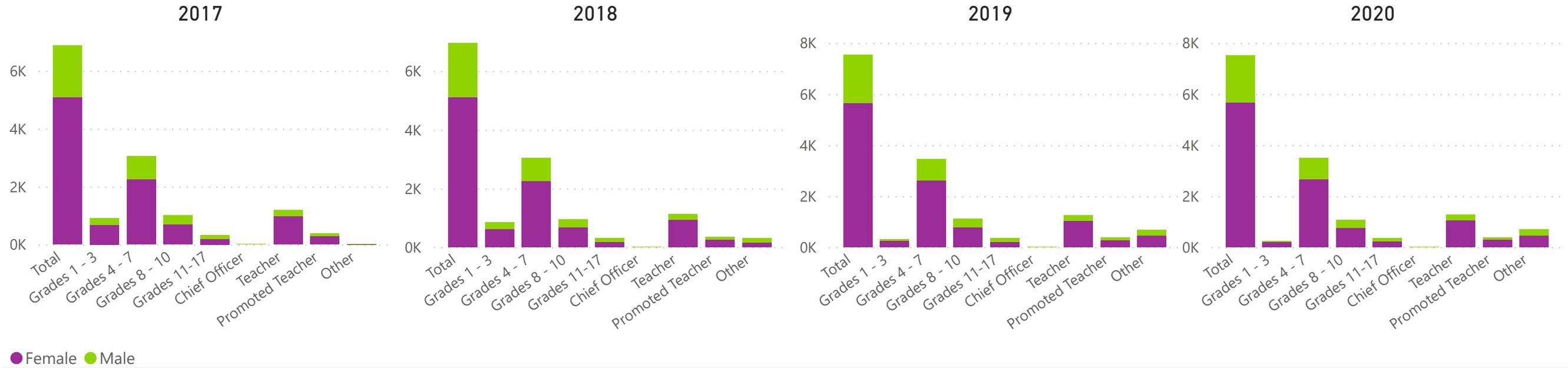
Details	2017	2018	2019	2020
Church of Scotland	25.93%	30.29%	49.63%	29.82%
Humanist			50.00%	20.00%
Muslim			50.00%	100.00%
None	23.81%	25.33%	41.56%	35.54%
Not Disclosed	22.01%	22.92%	42.41%	30.40%
Other Christian	32.35%	34.62%	46.75%	36.49%
Other Religion/Belief	25.00%	25.00%	33.33%	28.57%
Roman Catholic	26.00%	27.34%	55.23%	27.37%

Temporary Employee Training

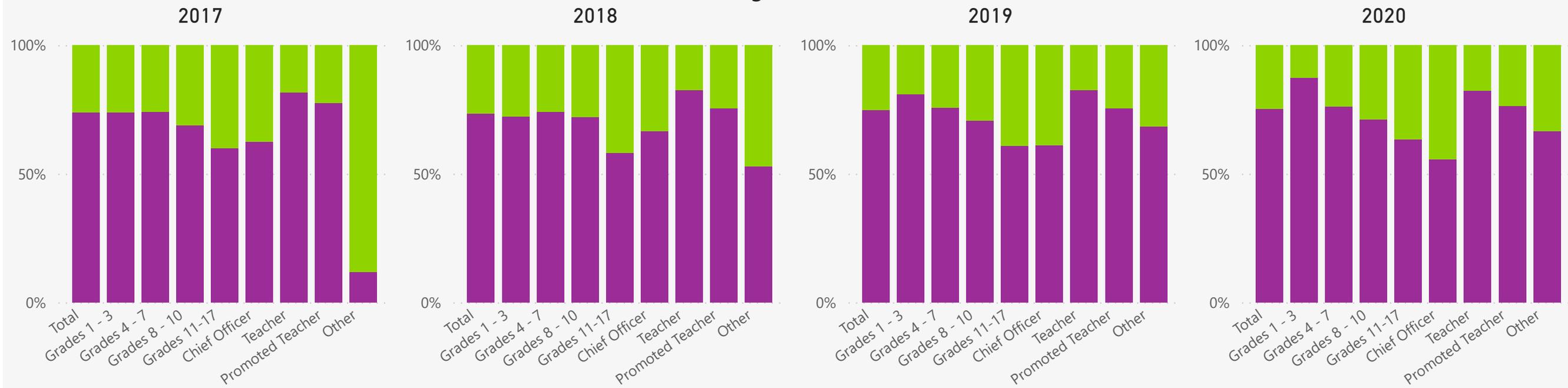
Details	2017	2018	2019	2020
Church of Scotland	4.55%	28.57%	40.91%	25.71%
Humanist			33.33%	50.00%
None	9.52%	29.87%	32.04%	32.74%
Not Disclosed	8.40%	24.59%	29.41%	17.14%
Other Christian	20.00%	32.00%	12.50%	34.78%
Pagan		100.00%	100.00%	
Roman Catholic	5.00%	17.50%	39.39%	12.50%

North Ayrshire Council - Distribution Across Grade - Sex

Actual Headcount



Percentage of Headcount

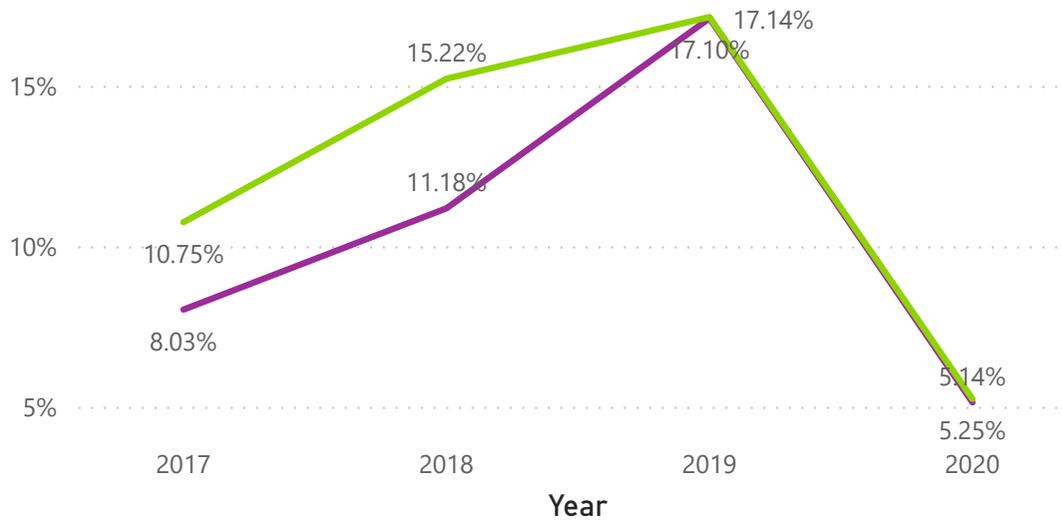


North Ayrshire Council - Employee Turnover - Sex

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

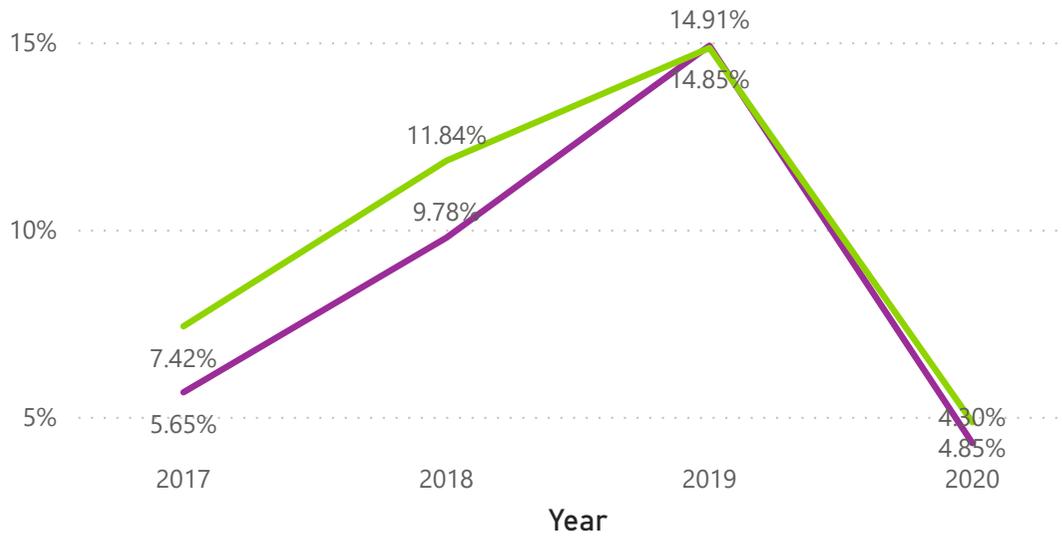
Female Male



Year	Female	Male
2017	8.03%	10.75%
2018	11.18%	15.22%
2019	17.10%	17.14%
2020	5.14%	5.25%

Permanent Employee Turnover

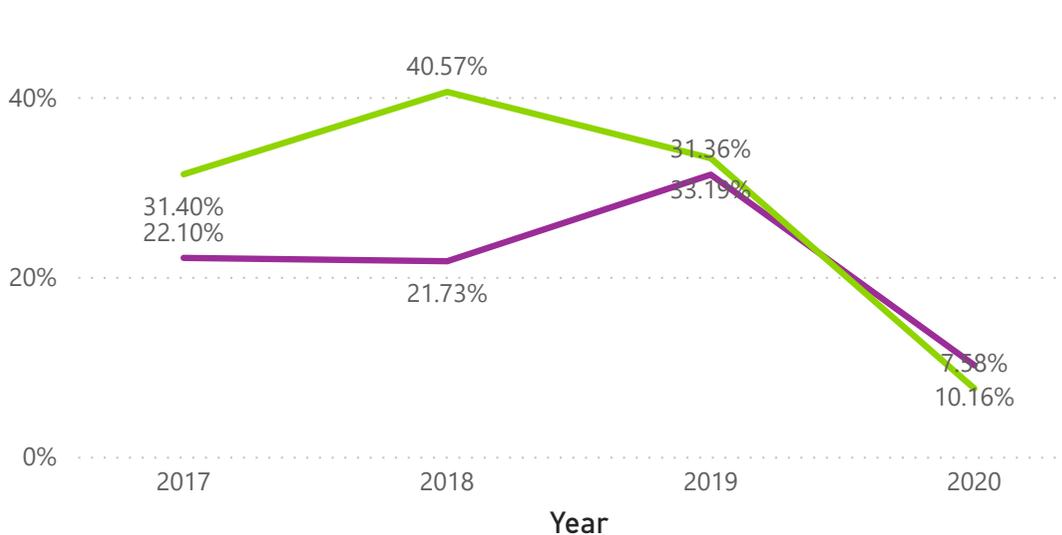
Female Male



Year	Female	Male
2017	5.65%	7.42%
2018	9.78%	11.84%
2019	14.91%	14.85%
2020	4.30%	4.85%

Temporary Employee Turnover

Female Male

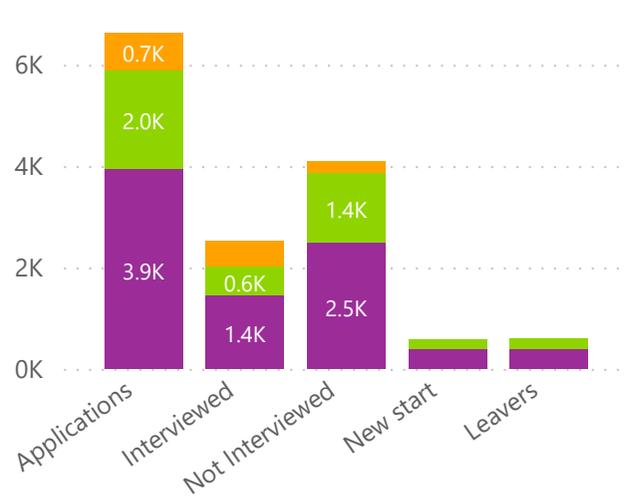


Year	Female	Male
2017	22.10%	31.40%
2018	21.73%	40.57%
2019	33.19%	31.36%
2020	10.16%	7.58%

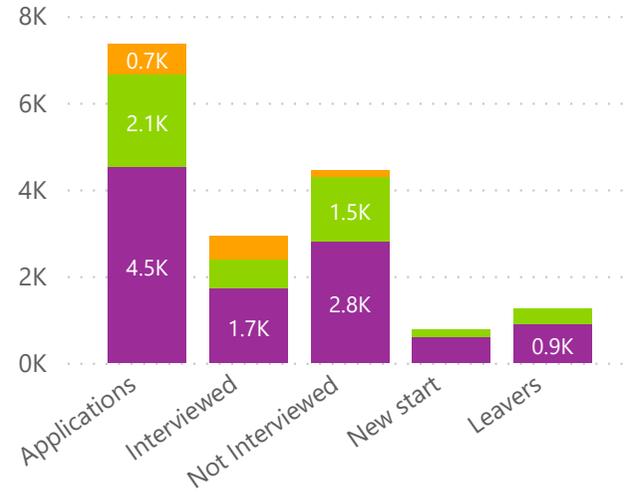
North Ayrshire Council - Recruitment - Sex

Actual Headcount

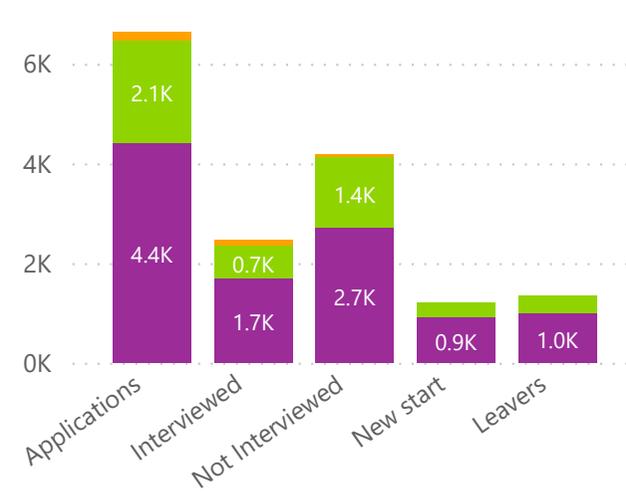
2017



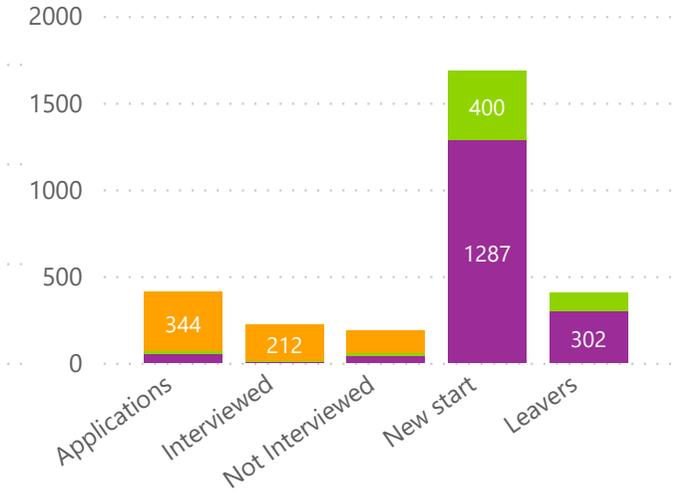
2018



2019



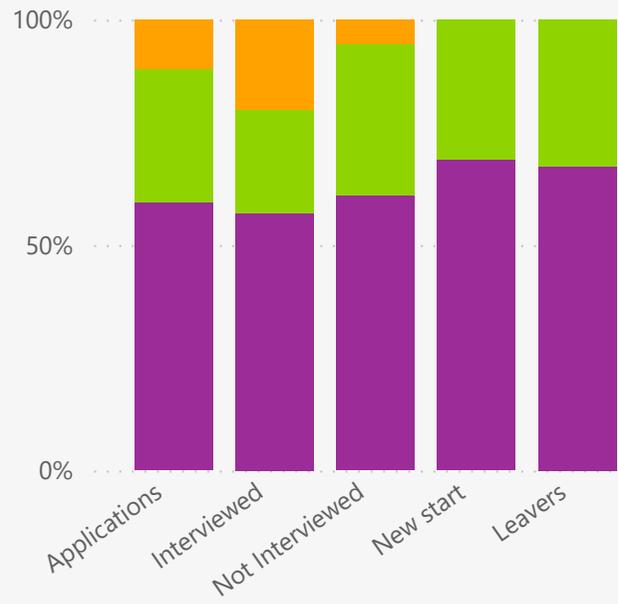
2020



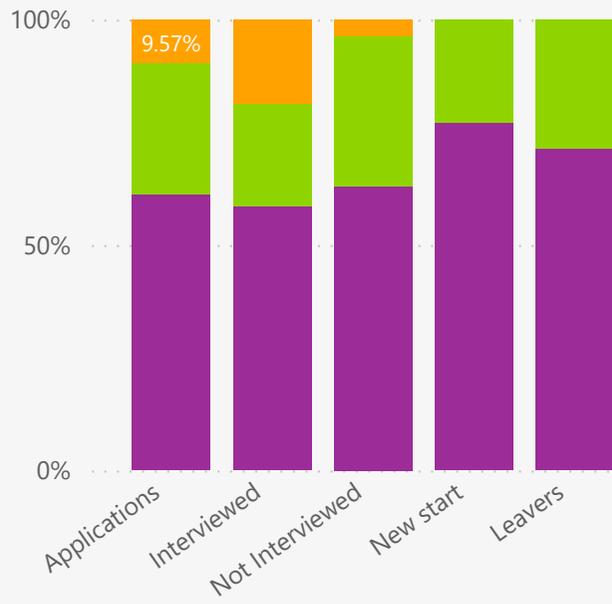
● Female ● Male ● Not disclosed

Percentage of Headcount

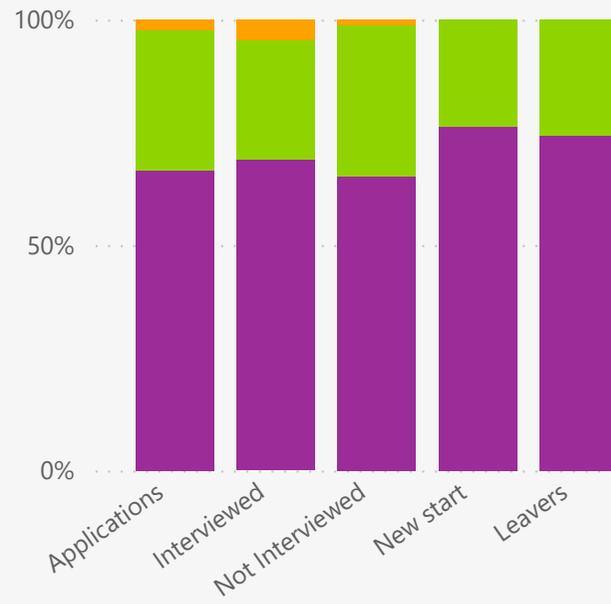
2017



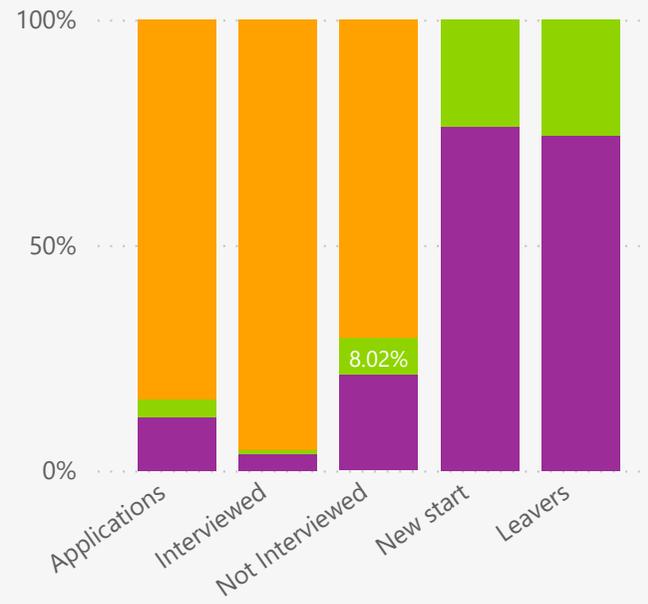
2018



2019

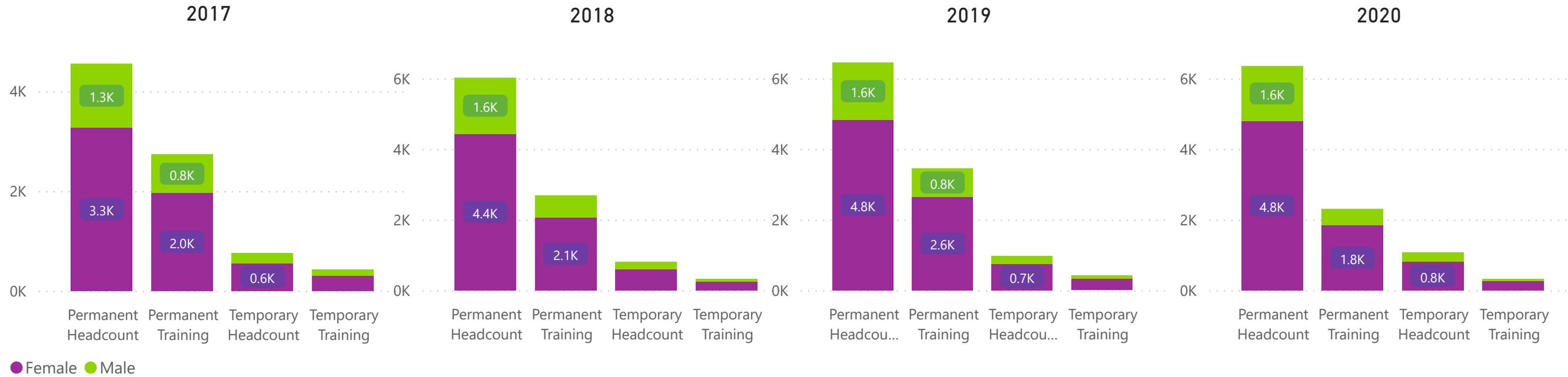


2020

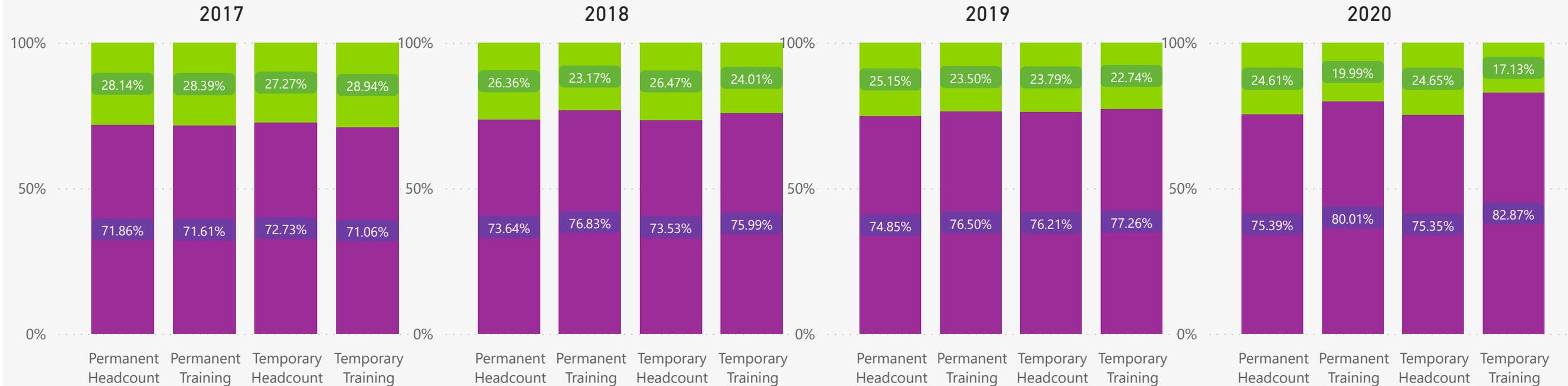


North Ayrshire Council - Training - Sex

Actual Headcount (Excluding Modern Apprentices and Skillseekers)



Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

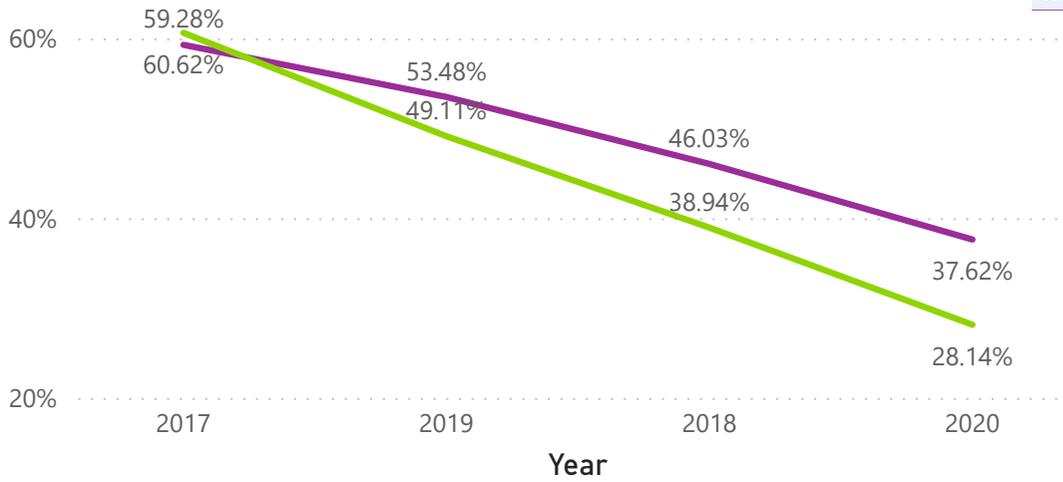


North Ayrshire Council - Training - Sex

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

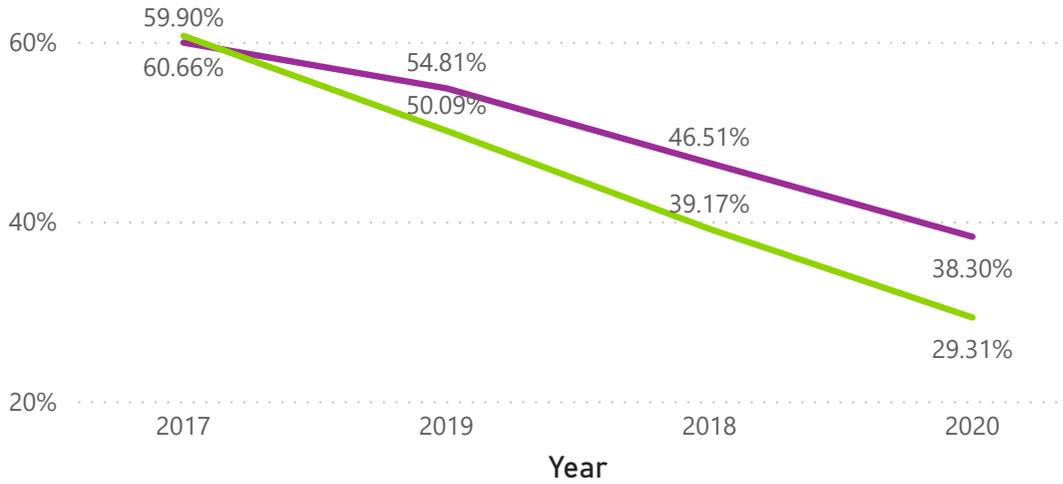
● Female ● Male



Details	2017	2018	2019	2020
Female	59.28%	46.03%	53.48%	37.62%
Male	60.62%	38.94%	49.11%	28.14%

Permanent Employee Training

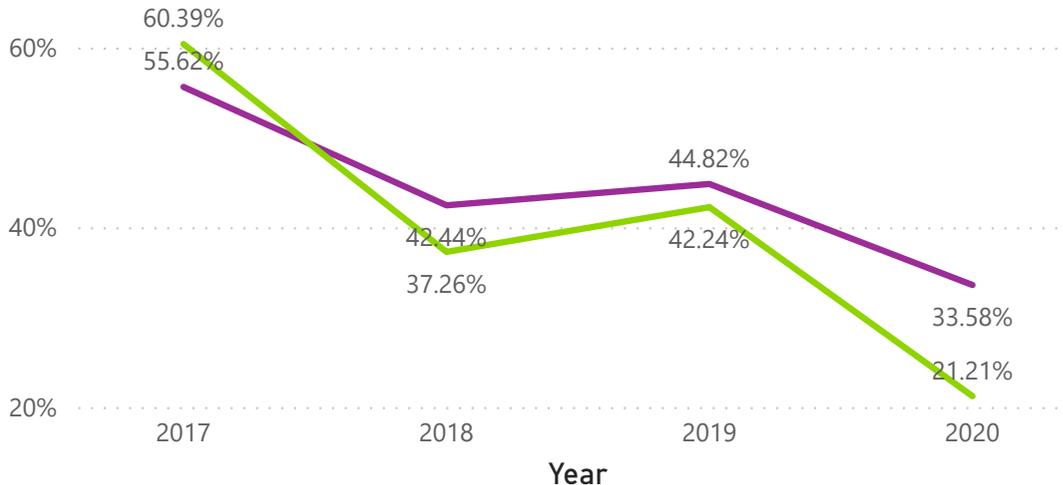
● Female ● Male



Details	2017	2018	2019	2020
Female	59.90%	46.51%	54.81%	38.30%
Male	60.66%	39.17%	50.09%	29.31%

Temporary Employee Training

● Female ● Male



Details	2017	2018	2019	2020
Female	55.62%	42.44%	44.82%	33.58%
Male	60.39%	37.26%	42.24%	21.21%

North Ayrshire Council - Distribution Across Grade - Sex

Headcount

Year	Female	Male	Total
2017	5094	1794	6888
2018	5100	1853	6953
2019	5652	1895	7547
2020	5658	1853	7511

Headcount by Grade

Year	Female	Male
2017		
Total	5094	1794
Grades 1 - 3	671	238
Grades 4 - 7	2256	790
Grades 8 - 10	698	314
Grades 11-17	187	125
Chief Officer	10	6
Teacher	971	219
Promoted Teacher	299	87
Other	2	15
2018		
Total	5100	1853
Grades 1 - 3	621	238
Grades 4 - 7	2250	788
Grades 8 - 10	683	266
Grades 11-17	185	133
Chief Officer	10	5
Teacher	925	196
Promoted Teacher	269	87
Other	157	140
2019		
Total	5652	1895
Grades 1 - 3	243	57
Grades 4 - 7	2605	839
Grades 8 - 10	785	326
Grades 11-17	217	140
Chief Officer	11	7
Teacher	1041	219
Promoted Teacher	286	93
Other	464	214
2020		
Total	5658	1853
Grades 1 - 3	212	31
Grades 4 - 7	2659	828
Grades 8 - 10	765	311
Grades 11-17	224	130
Chief Officer	10	8
Teacher	1046	226
Promoted Teacher	283	88
Other	459	231

North Ayrshire Council - Employee Turnover - Sex

(Excluding Modern Apprentices and Skillseekers)

Year	Female	Male	Total
2017			
Permanent Headcount	3272	1281	4553
Permanent Leavers	185	95	280
Temporary Headcount	552	207	759
Temporary Leavers	122	65	187
Total Headcount	3824	1488	5312
Total Leavers	307	160	467
2018			
Permanent Headcount	4436	1588	6024
Permanent Leavers	434	188	622
Temporary Headcount	589	212	801
Temporary Leavers	128	86	214
Total Headcount	5025	1800	6825
Total Leavers	562	274	836
2019			
Permanent Headcount	4829	1623	6452
Permanent Leavers	720	241	961
Temporary Headcount	743	232	975
Temporary Leavers	233	77	310
Total Headcount	5572	1855	7427
Total Leavers	953	318	1271
2020			
Permanent Headcount	4796	1566	6362
Permanent Leavers	206	76	282
Temporary Headcount	807	264	1071
Temporary Leavers	82	20	102
Total Headcount	5603	1830	7433
Total Leavers	288	96	384

North Ayrshire Council - Recruitment and Training - Sex

Recruitment

Year	Female	Male	Not disclosed	Total
2017				
Applications	3947	1950	728	6625
Interviewed	1449	577	509	2535
Not Interviewed	2498	1373	219	4090
New start	404	181	0	585
2018				
Applications	4516	2148	705	7369
Interviewed	1712	661	546	2919
Not Interviewed	2804	1487	159	4450
New start	597	176	0	773
2019				
Applications	4420	2058	161	6639
Interviewed	1699	650	112	2461
Not Interviewed	2721	1408	49	4178
New start	920	287	0	1207
2020				
Applications	48	17	344	409
Interviewed	8	2	212	222
Not Interviewed	40	15	132	187
New start	1287	400	0	1687

Training (Excluding Modern Apprentices and Skillseekers)

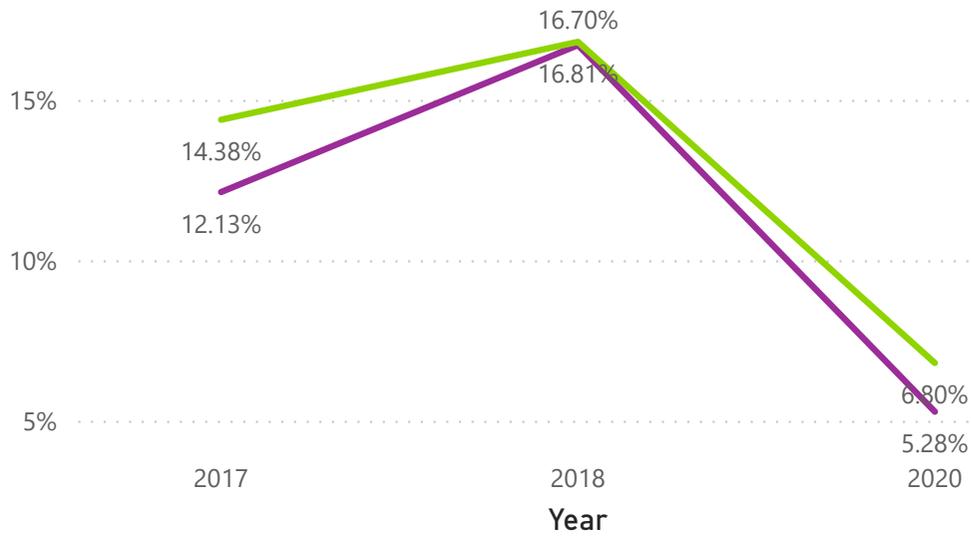
Year	Female	Male	Total
2017			
Permanent Headcount	3272	1281	4553
Permanent Training	1960	777	2737
Temporary Headcount	552	207	759
Temporary Training	307	125	432
2018			
Permanent Headcount	4436	1588	6024
Permanent Training	2063	622	2685
Temporary Headcount	589	212	801
Temporary Training	250	79	329
2019			
Permanent Headcount	4829	1623	6452
Permanent Training	2647	813	3460
Temporary Headcount	743	232	975
Temporary Training	333	98	431
2020			
Permanent Headcount	4796	1566	6362
Permanent Training	1837	459	2296
Temporary Headcount	807	264	1071
Temporary Training	271	56	327

Education - Employee Turnover - Sex

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

● Female ● Male



Figures for Education Employee Turnover for the Protected Characteristic Sex are not available for 2019.

Details	2017	2018	2020
Female	12.13%	16.70%	5.28%
Male	14.38%	16.81%	6.80%

Permanent Employee Turnover

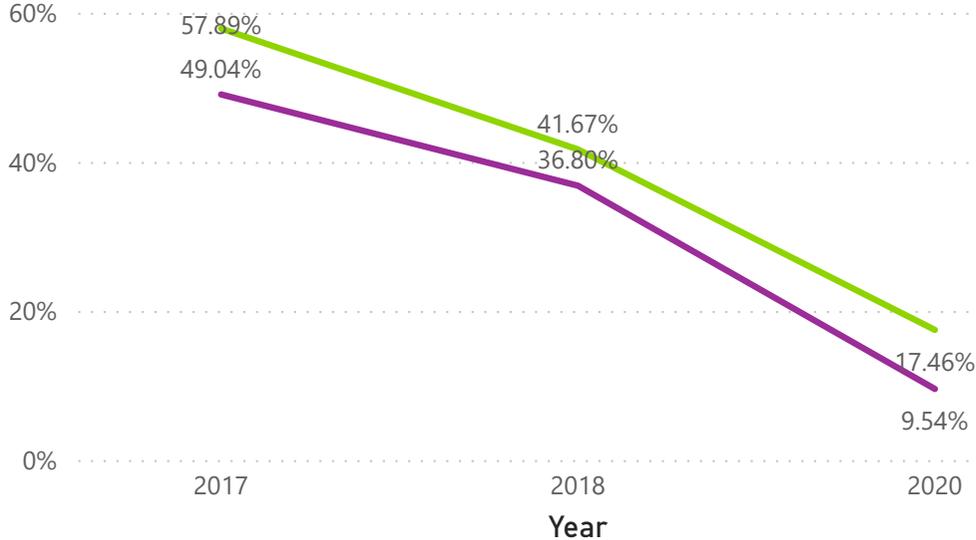
● Female ● Male



Details	2017	2018	2020
Female	6.92%	13.92%	4.57%
Male	8.21%	14.02%	4.79%

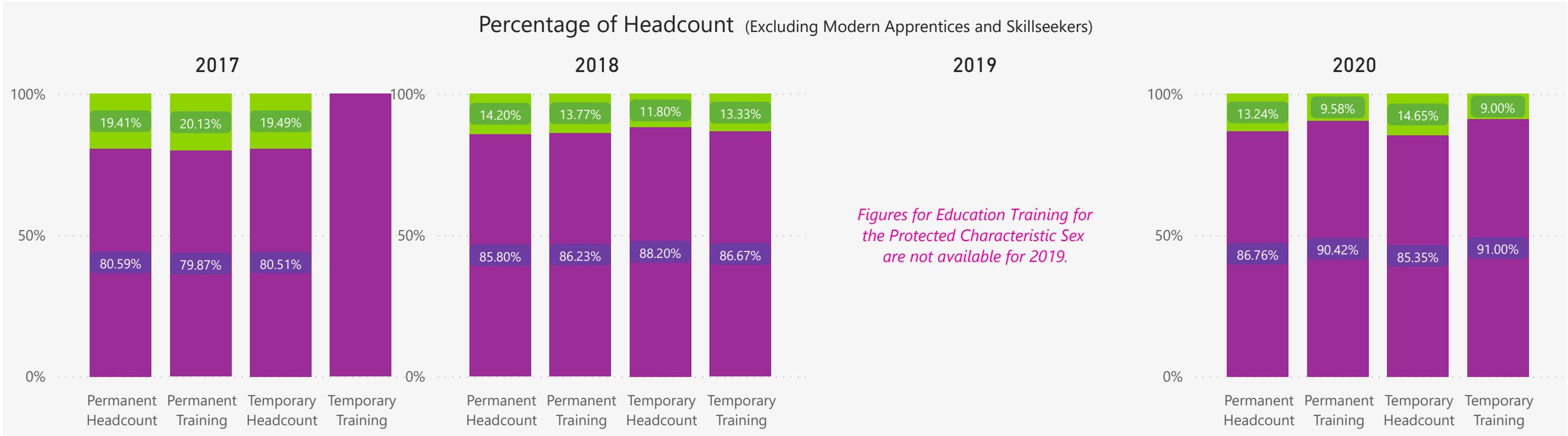
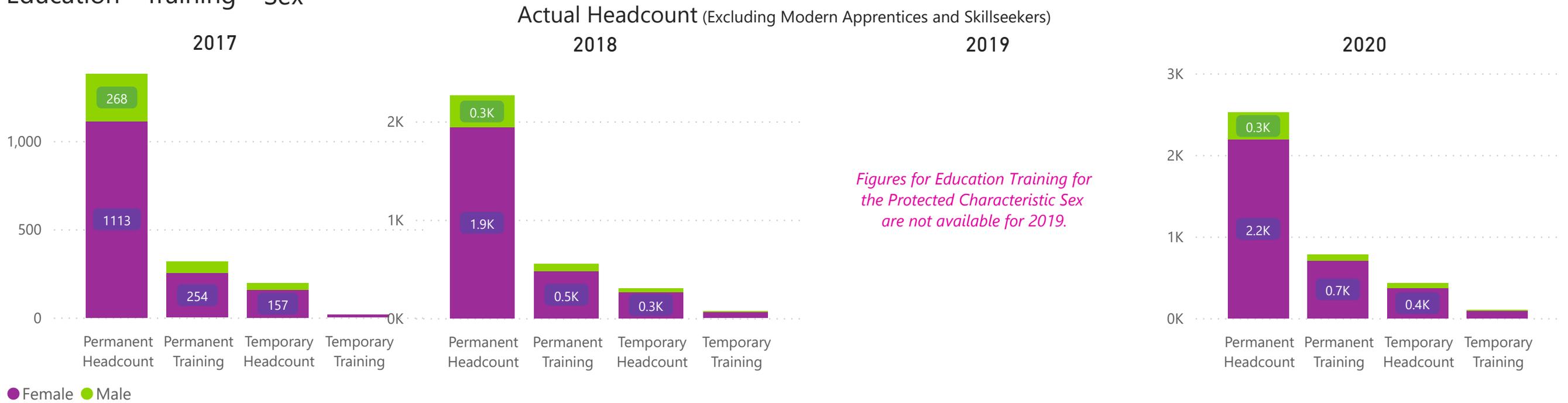
Temporary Employee Turnover

● Female ● Male



Details	2017	2018	2020
Female	49.04%	36.80%	9.54%
Male	57.89%	41.67%	17.46%

Education - Training - Sex

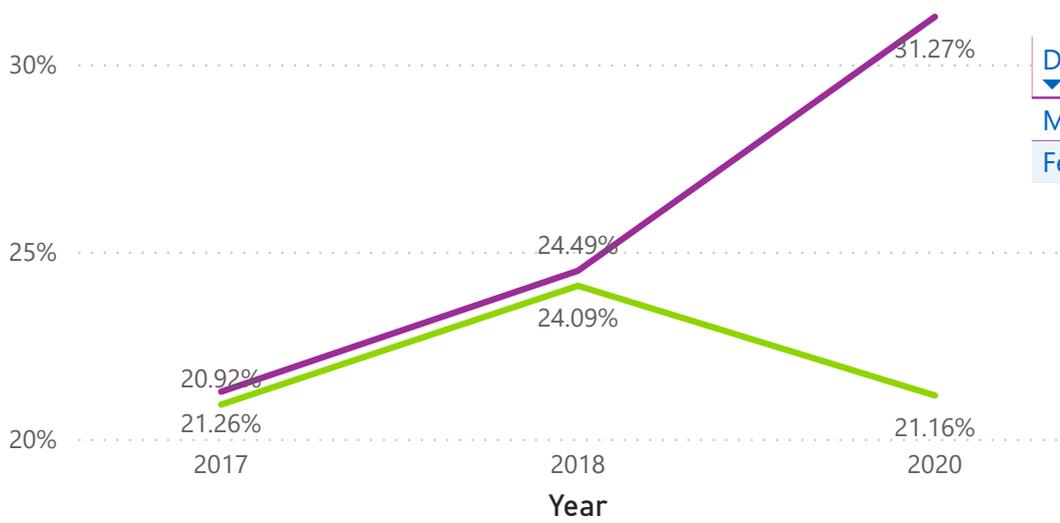


Education - Training - Sex

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

● Female ● Male

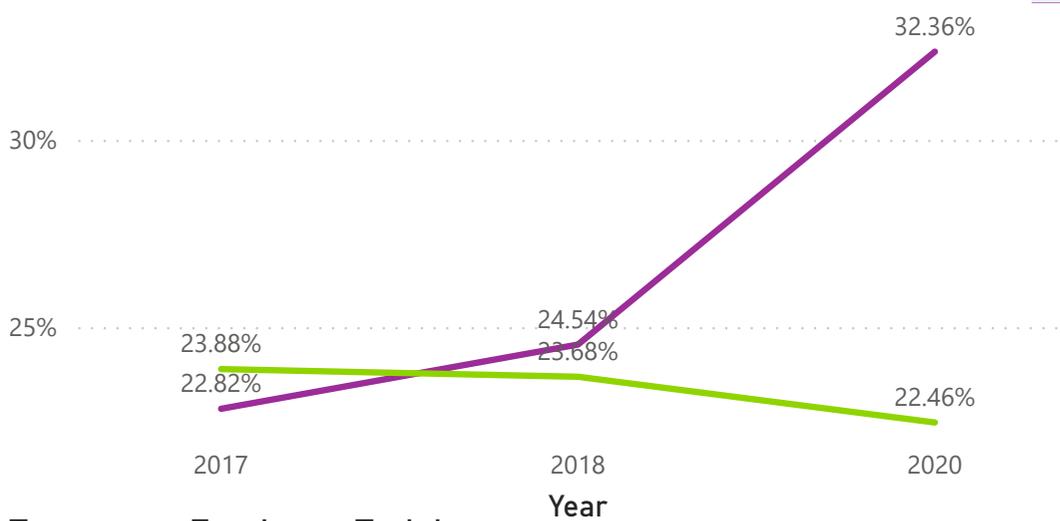


Figures for Education Training for the Protected Characteristic Sex are not available for 2019.

Details	2017	2018	2020
Male	20.92%	24.09%	21.16%
Female	21.26%	24.49%	31.27%

Permanent Employee Training

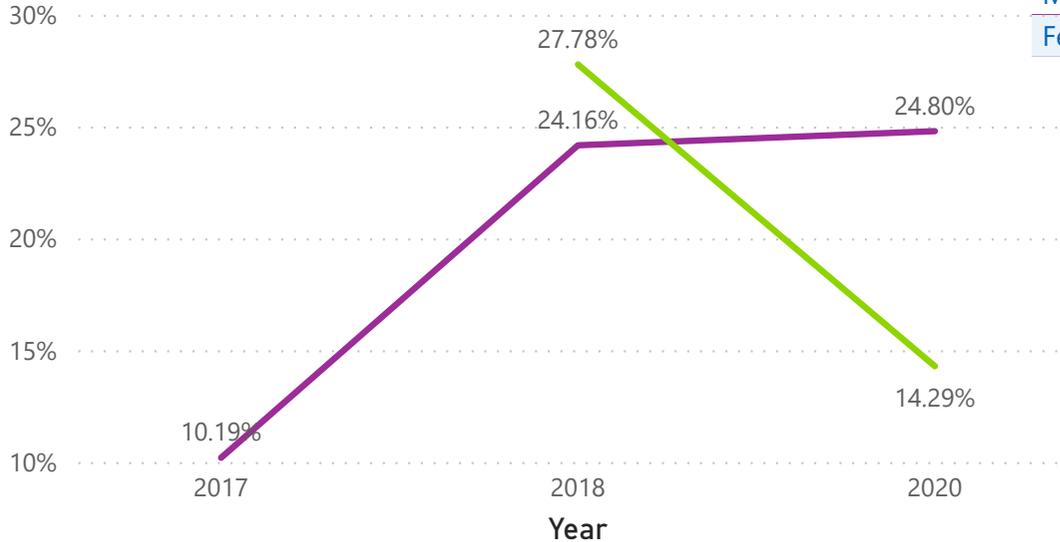
● Female ● Male



Details	2017	2018	2020
Male	23.88%	23.68%	22.46%
Female	22.82%	24.54%	32.36%

Temporary Employee Training

● Female ● Male



Details	2017	2018	2020
Male		27.78%	14.29%
Female	10.19%	24.16%	24.80%

Education - Employee Turnover - Sex

(Excluding Modern Apprentices and Skillseekers)

Year	Female	Male	Total
2017			
Permanent Headcount	1113	268	1381
Permanent Leavers	77	22	99
Temporary Headcount	157	38	195
Temporary Leavers	77	22	99
Total Headcount	1270	306	1576
Total Leavers	154	44	198
2018			
Permanent Headcount	1940	321	2261
Permanent Leavers	270	45	315
Temporary Headcount	269	36	305
Temporary Leavers	99	15	114
Total Headcount	2209	357	2566
Total Leavers	369	60	429
2020			
Permanent Headcount	2188	334	2522
Permanent Leavers	100	16	116
Temporary Headcount	367	63	430
Temporary Leavers	35	11	46
Total Headcount	2555	397	2952
Total Leavers	135	27	162

Figures for Education Employee Turnover for the Protected Characteristic Sex are not available for 2019.

Education - Training - Sex

(Excluding Modern Apprentices and Skillseekers)

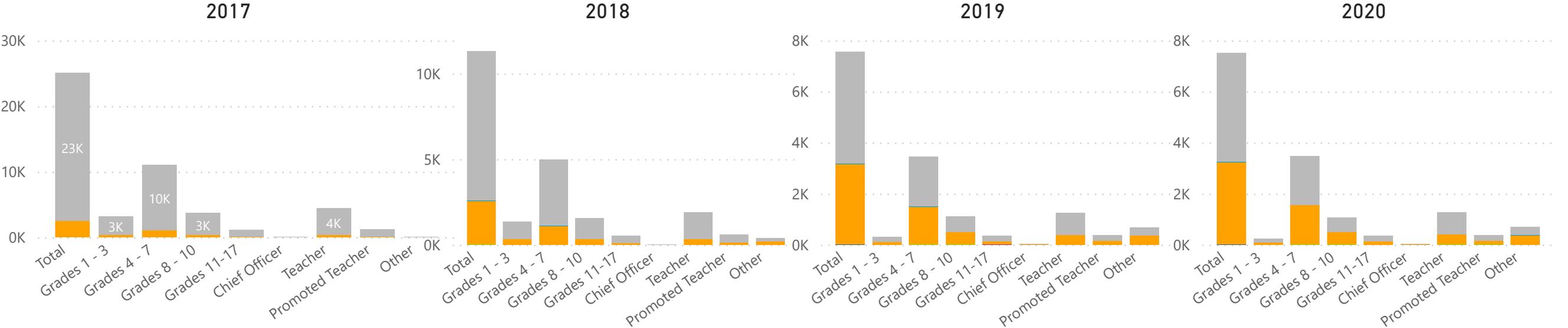
Figures for Education Training for the Protected Characteristic Sex are not available for 2019.

Training

Year	Female	Male	Total
2017			
Permanent Headcount	1113	268	1381
Permanent Training	254	64	318
Temporary Headcount	157	38	195
Temporary Training	16	0	16
2018			
Permanent Headcount	1940	321	2261
Permanent Training	476	76	552
Temporary Headcount	269	36	305
Temporary Training	65	10	75
2020			
Permanent Headcount	2188	334	2522
Permanent Training	708	75	783
Temporary Headcount	367	63	430
Temporary Training	91	9	100

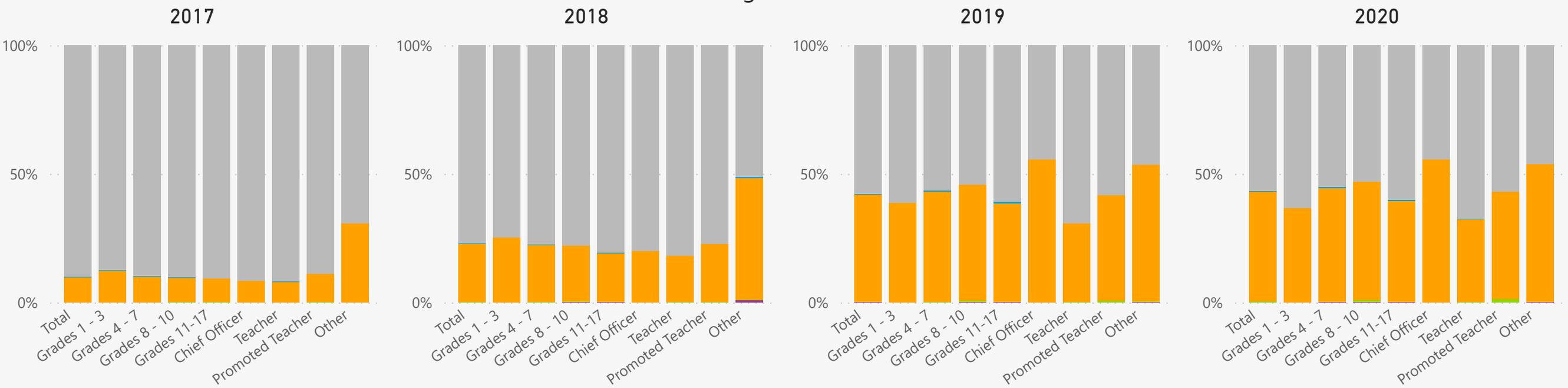
North Ayrshire Council - Distribution Across Grade - Sexual Orientation

Actual Headcount



● Bisexual
 ● Gay
 ● Heterosexual
 ● Lesbian
 ● Not disclosed

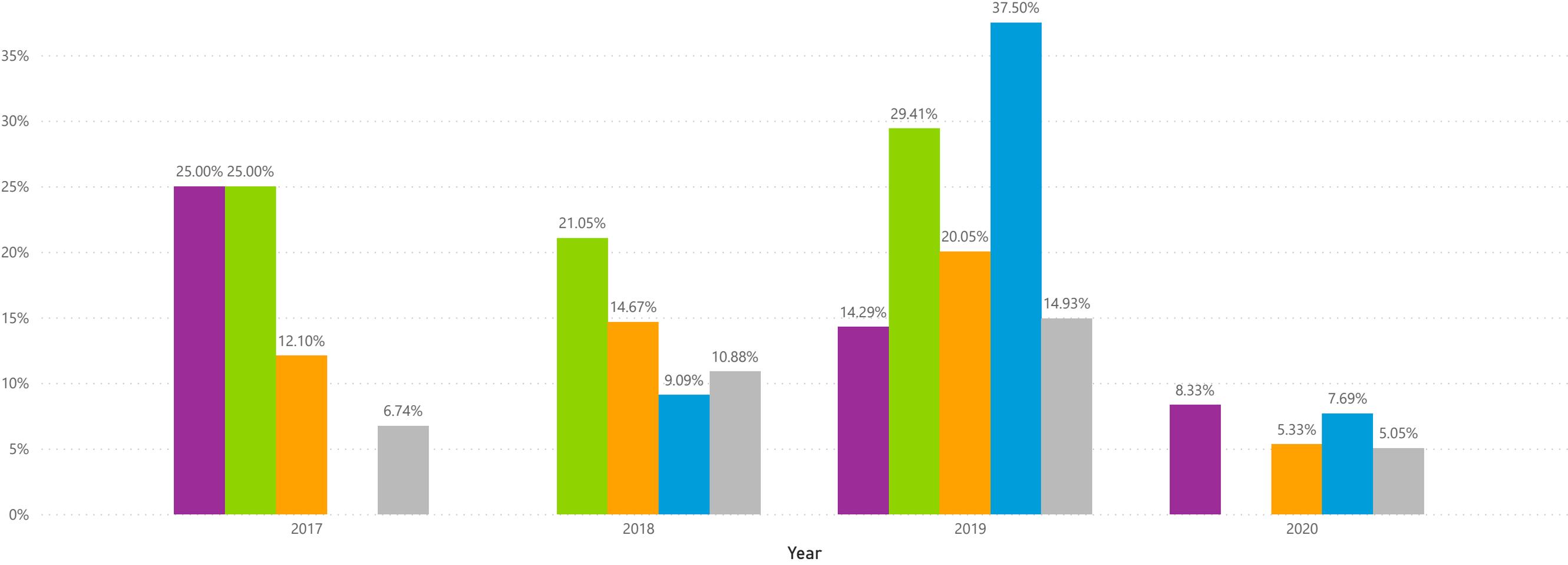
Percentage of Headcount



North Ayrshire Council - Employee Turnover - Sexual Orientation (Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

● Bisexual
 ● Gay
 ● Heterosexual
 ● Lesbian
 ● Not Disclosed

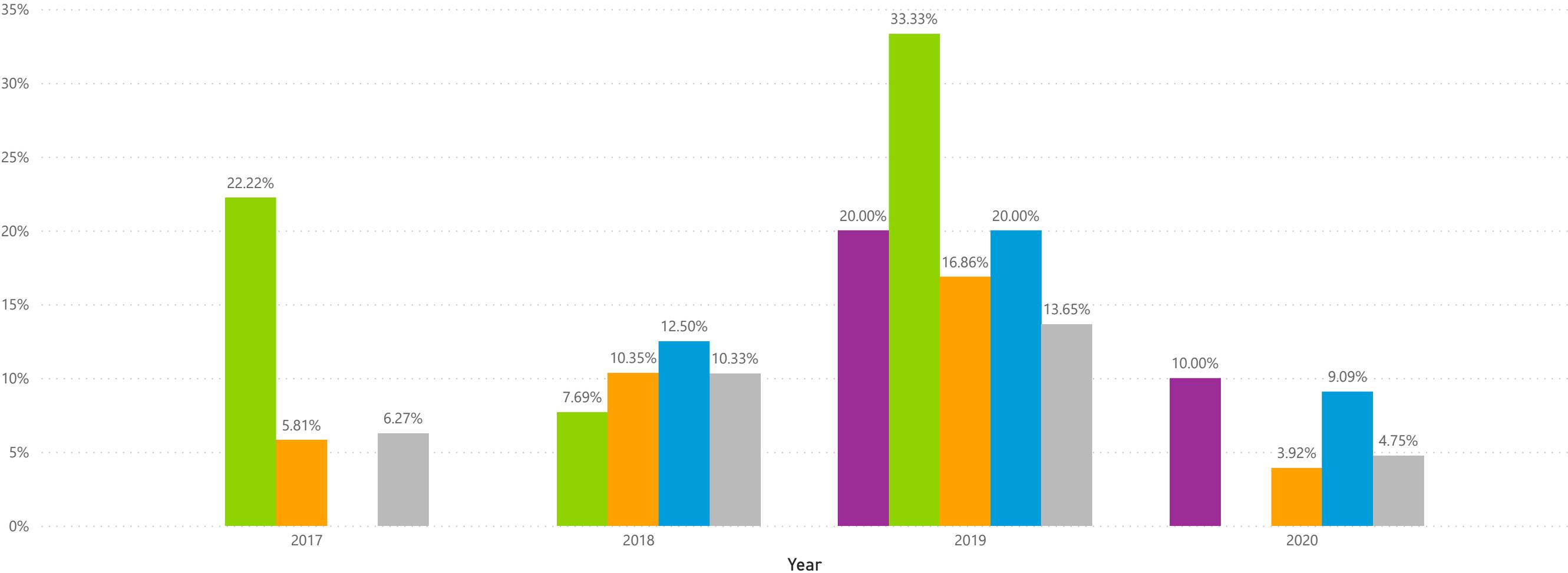


Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed
2017	25.00%	25.00%	12.10%		6.74%
2018		21.05%	14.67%	9.09%	10.88%
2019	14.29%	29.41%	20.05%	37.50%	14.93%
2020	8.33%		5.33%	7.69%	5.05%

North Ayrshire Council - Employee Turnover - Sexual Orientation (Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Permanent Employee Turnover

● Bisexual
 ● Gay
 ● Heterosexual
 ● Lesbian
 ● Not Disclosed

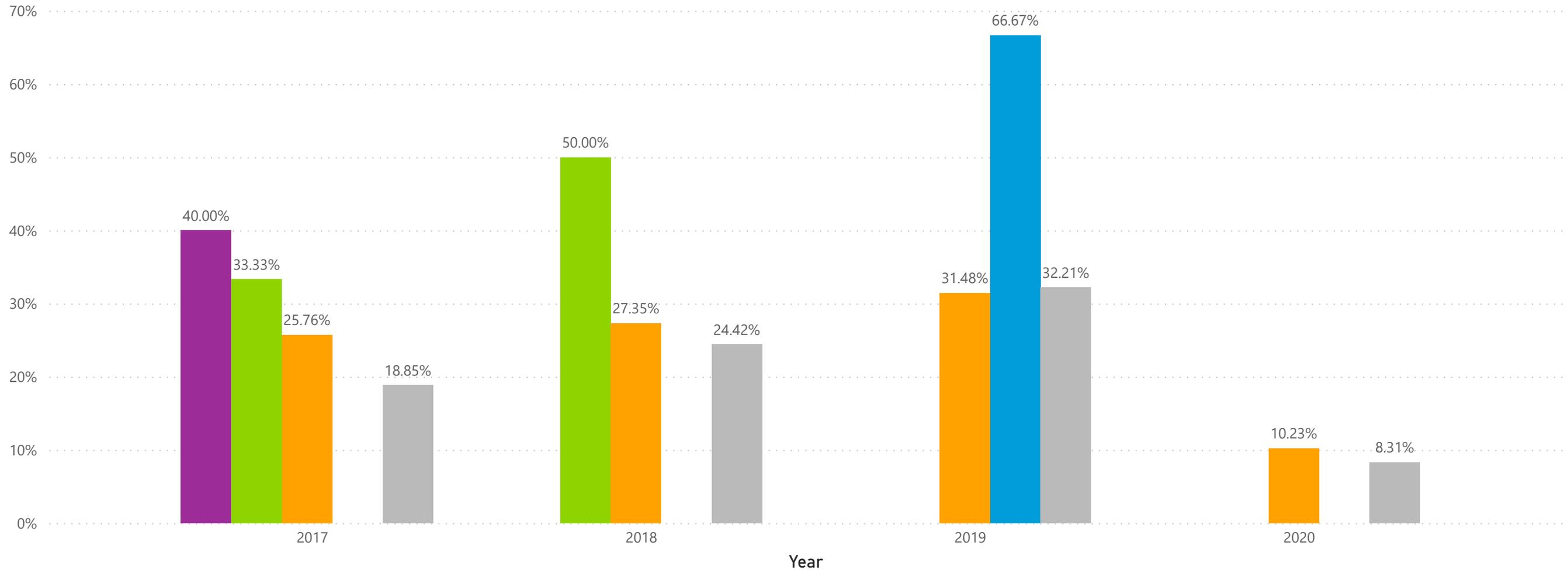


Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed
2017		22.22%	5.81%		6.27%
2018		7.69%	10.35%	12.50%	10.33%
2019	20.00%	33.33%	16.86%	20.00%	13.65%
2020	10.00%		3.92%	9.09%	4.75%

North Ayrshire Council - Employee Turnover - Sexual Orientation (Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Temporary Employee Turnover

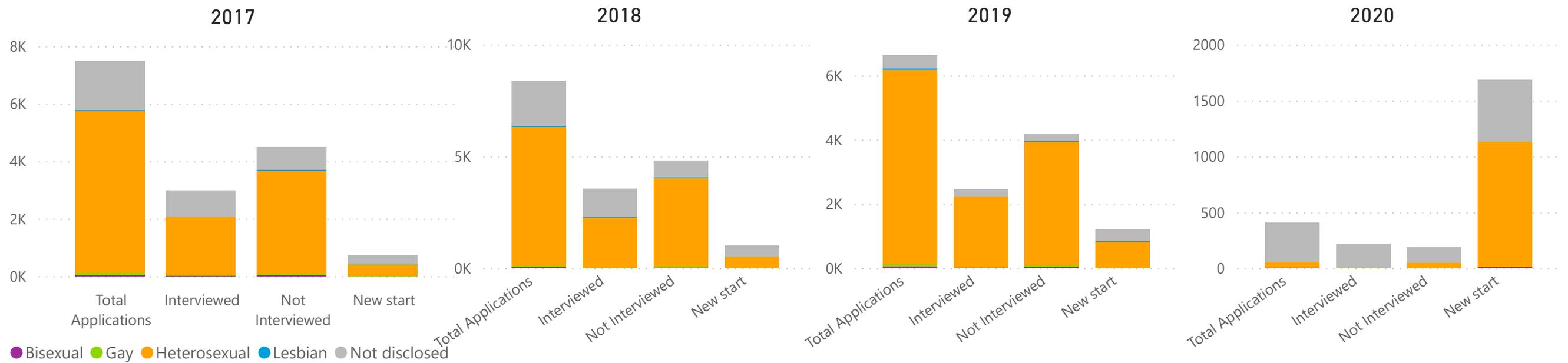
● Bisexual
 ● Gay
 ● Heterosexual
 ● Lesbian
 ● Not Disclosed



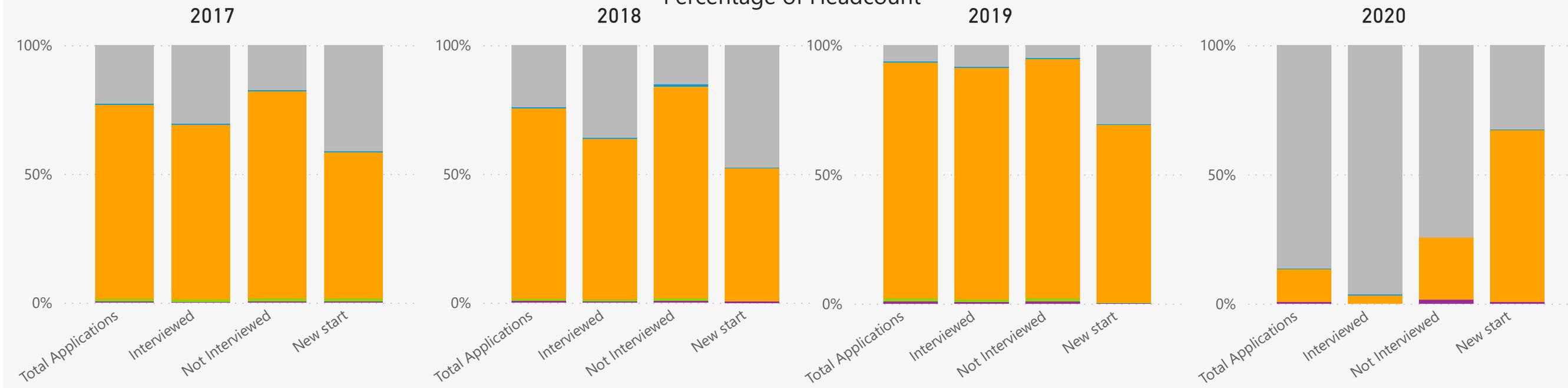
Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed
2017	40.00%	33.33%	25.76%		18.85%
2018		50.00%	27.35%		24.42%
2019			31.48%	66.67%	32.21%
2020			10.23%		8.31%

North Ayrshire Council - Recruitment - Sexual Orientation

Actual Headcount



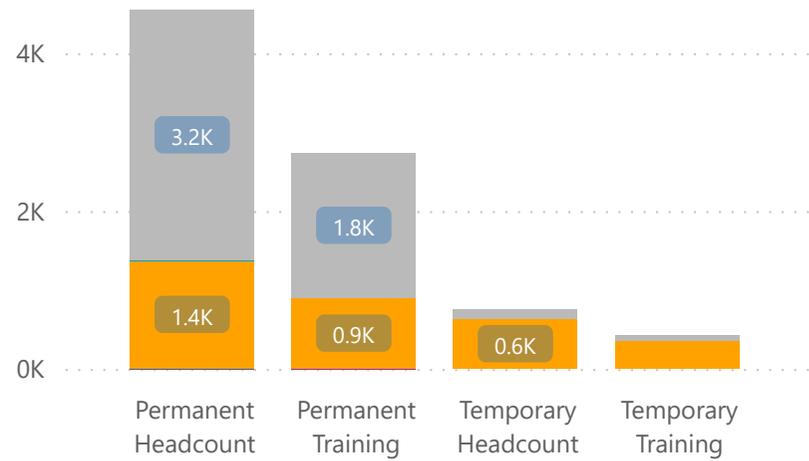
Percentage of Headcount



North Ayrshire Council - Training - Sexual Orientation

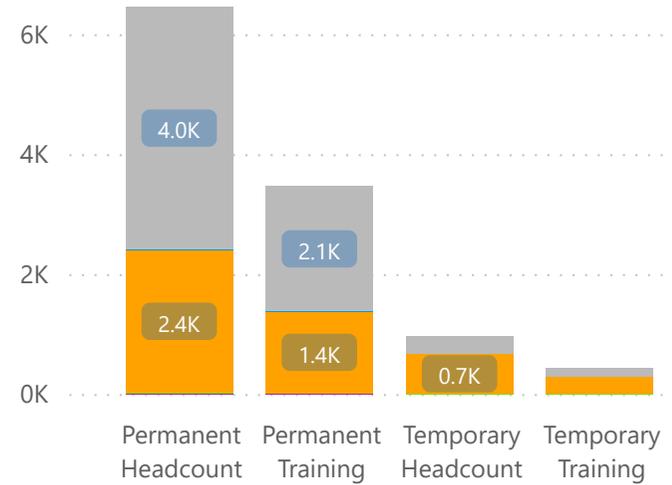
Actual Headcount (Excluding Modern Apprentices and Skillseekers)

2017

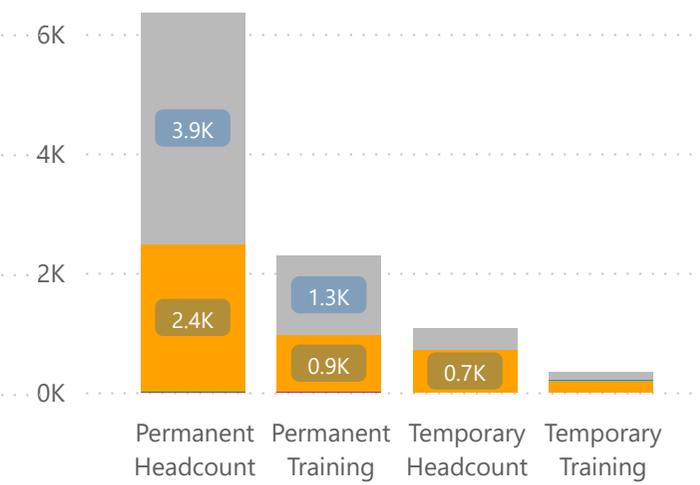


Data for 2018 is unavailable.

2019



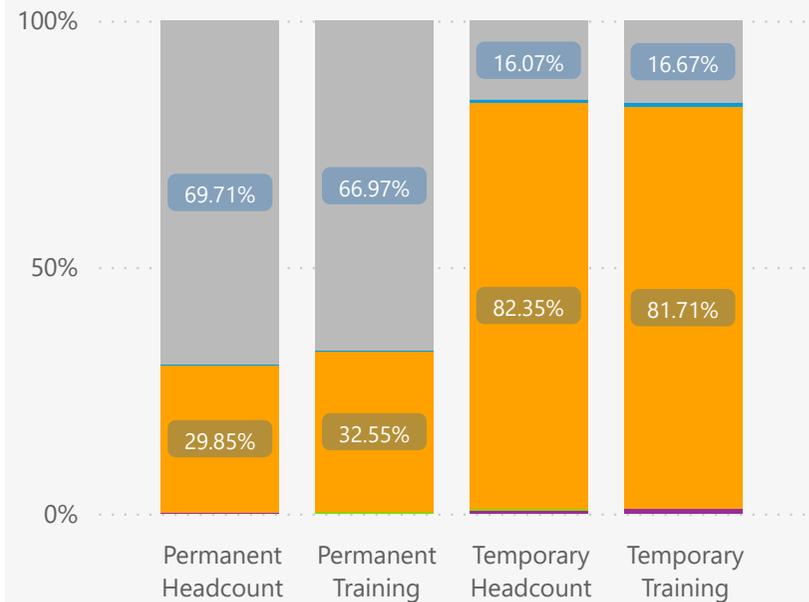
2020



● Bisexual
 ● Gay
 ● Heterosexual
 ● Lesbian
 ● Not Disclosed

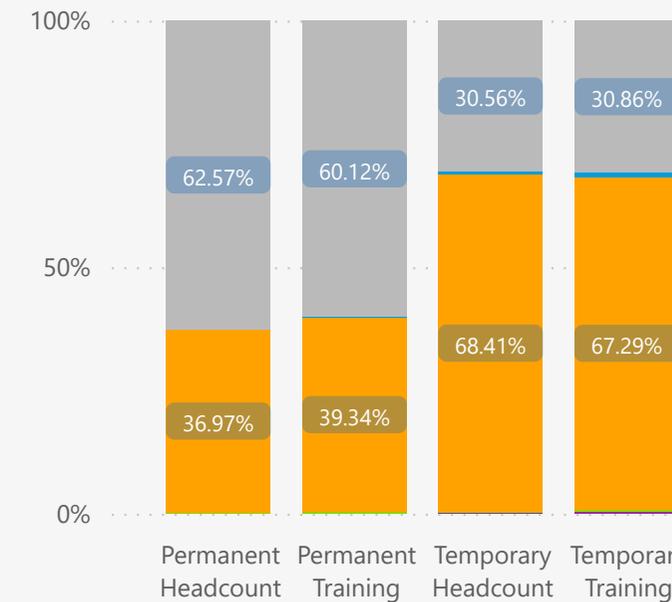
Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

2017

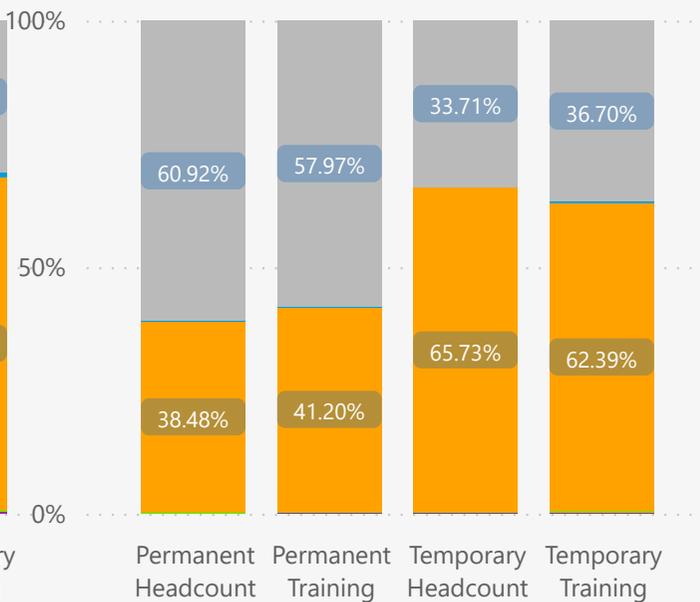


Data for 2018 is unavailable.

2019



2020



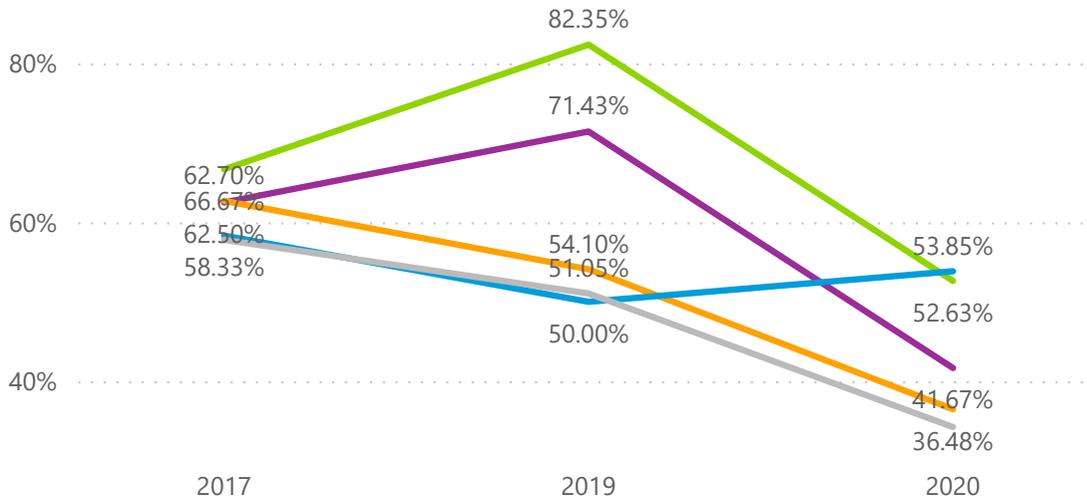
North Ayrshire Council - Training - Sexual Orientation

Data for 2018 is unavailable.

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

Legend: Bisexual (Purple), Gay (Green), Heterosexual (Orange), Lesbian (Blue), Not Disclosed (Grey)

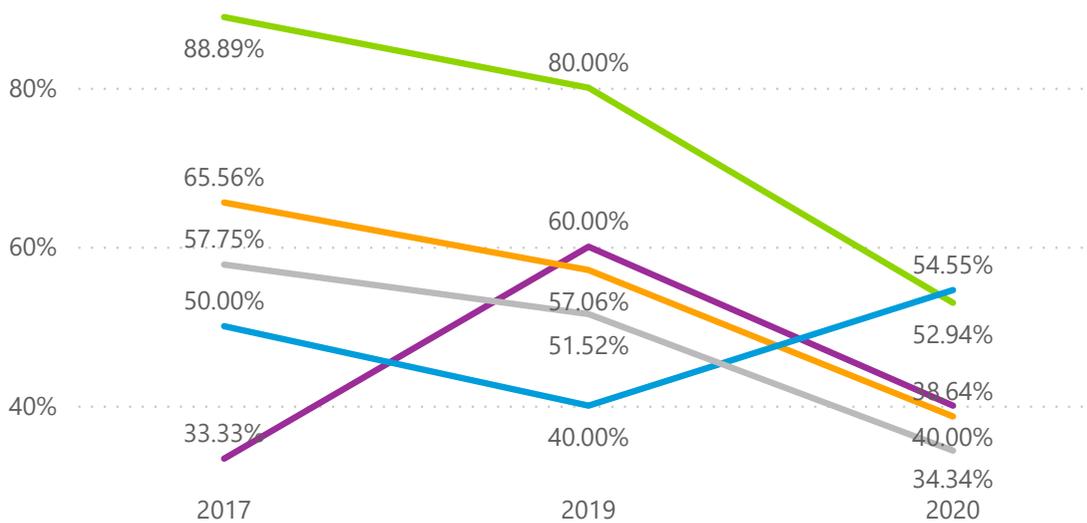


Total Employee Training

Details	2017	2019	2020
Bisexual	62.50%	71.43%	41.67%
Gay	66.67%	82.35%	52.63%
Heterosexual	62.70%	54.10%	36.48%
Lesbian	58.33%	50.00%	53.85%
Not Disclosed	57.80%	51.05%	34.25%

Permanent Employee Training

Legend: Bisexual (Purple), Gay (Green), Heterosexual (Orange), Lesbian (Blue), Not Disclosed (Grey)

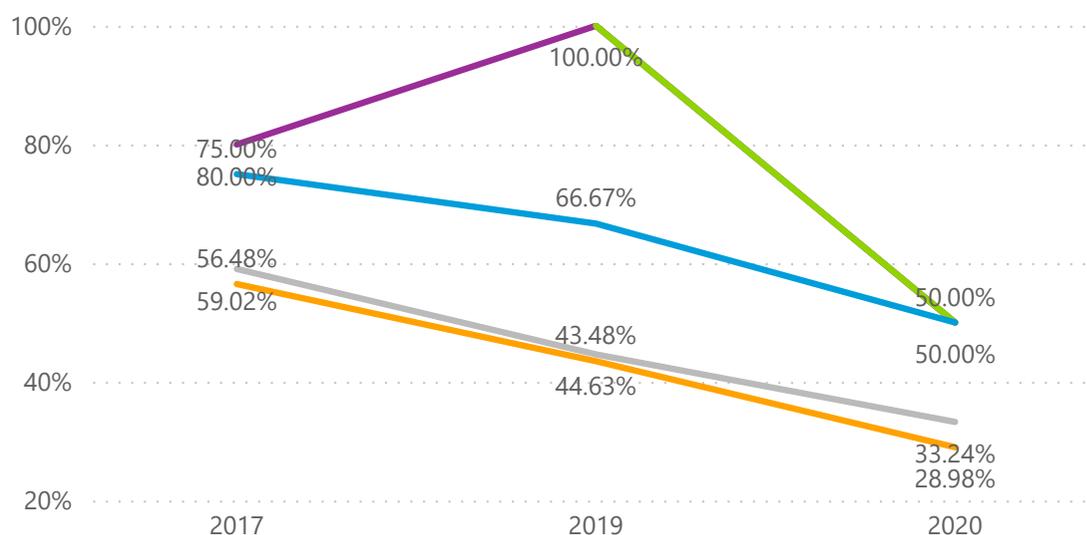


Permanent Employee Training

Details	2017	2019	2020
Bisexual	33.33%	60.00%	40.00%
Gay	88.89%	80.00%	52.94%
Heterosexual	65.56%	57.06%	38.64%
Lesbian	50.00%	40.00%	54.55%
Not Disclosed	57.75%	51.52%	34.34%

Temporary Employee Training

Legend: Bisexual (Purple), Gay (Green), Heterosexual (Orange), Lesbian (Blue), Not Disclosed (Grey)



Temporary Employee Training

Details	2017	2019	2020
Bisexual	80.00%	100.00%	50.00%
Gay		100.00%	50.00%
Heterosexual	56.48%	43.48%	28.98%
Lesbian	75.00%	66.67%	50.00%
Not Disclosed	59.02%	44.63%	33.24%

North Ayrshire Council - Distribution Across Grade - Sexual Orientation

Year	Bisexual	Gay	Heterosexual	Lesbian	Not disclosed	Total
2017						
Total	8	18	2472	13	22530	25041
Grades 1 - 3	2	0	399	1	2832	3234
Grades 4 - 7	3	6	1108	8	9934	11059
Grades 8 - 10	2	5	352	2	3326	3687
Grades 11-17	1	1	104	1	1034	1141
Chief Officer		0	5	0	54	59
Teacher		4	354	1	4042	4401
Promoted Teacher		2	134	0	1072	1208
Other		0	16	0	36	52
2018						
Total	9	19	2552	12	8722	11314
Grades 1 - 3			348		1022	1370
Grades 4 - 7	2	6	1105	7	3836	4956
Grades 8 - 10	2	6	335	2	1208	1553
Grades 11-17	1		101	1	430	533
Chief Officer			5		20	25
Teacher		4	340		1554	1898
Promoted Teacher		2	130		448	580
Other	4	1	188	2	204	399
2019						
Total	9	17	3142	16	4363	7547
Grades 1 - 3			116		184	300
Grades 4 - 7	3	6	1477	11	1947	3444
Grades 8 - 10	3	5	500	2	601	1111
Grades 11-17	1		137	2	217	357
Chief Officer			10		8	18
Teacher		2	387		871	1260
Promoted Teacher		3	155		221	379
Other	2	1	360	1	314	678
2020						
Total	12	19	3212	13	4255	7511
Grades 1 - 3			89		154	243
Grades 4 - 7	6	5	1544	9	1923	3487
Grades 8 - 10	4	6	495	1	570	1076
Grades 11-17	1		139	1	213	354
Chief Officer			10		8	18
Teacher		2	411	1	858	1272
Promoted Teacher		5	155		211	371
Other	1	1	369	1	318	690

North Ayrshire Council - Employee Turnover - Sexual Orientation

(Excluding Modern Apprentices and Skillseekers)

Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed	Total
2017						
Permanent Headcount	3	9	1359	8	3174	4553
Permanent Leavers	0	2	79	0	199	280
Temporary Headcount	5	3	625	4	122	759
Temporary Leavers	2	1	161	0	23	187
Total Headcount	8	12	1984	12	3296	5312
Total Leavers	2	3	240	0	222	467
2018						
Permanent Headcount	3	13	1816	8	4184	6024
Permanent Leavers		1	188	1	432	622
Temporary Headcount	2	6	618	3	172	801
Temporary Leavers	0	3	169	0	42	214
Total Headcount	5	19	2434	11	4356	6825
Total Leavers	0	4	357	1	474	836
2019						
Permanent Headcount	5	15	2385	10	4037	6452
Permanent Leavers	1	5	402	2	551	961
Temporary Headcount	2	2	667	6	298	975
Temporary Leavers	0	0	210	4	96	310
Total Headcount	7	17	3052	16	4335	7427
Total Leavers	1	5	612	6	647	1271
2020						
Permanent Headcount	10	17	2448	11	3876	6362
Permanent Leavers	1	0	96	1	184	282
Temporary Headcount	2	2	704	2	361	1071
Temporary Leavers	0	0	72	0	30	102
Total Headcount	12	19	3152	13	4237	7433
Total Leavers	1	0	168	1	214	384

North Ayrshire Council - Recruitment - Sexual Orientation

Recruitment

Year	Bisexual	Gay	Heterosexual	Lesbian	Not disclosed	Total
2017						
Total Applications	41	69	5632	37	1692	7471
Interviewed	11	25	2032	11	912	2991
Not Interviewed	30	44	3600	26	780	4480
New start	4	9	417	4	302	736
2018						
Total Applications	57	67	6187	52	2012	8375
Interviewed	16	27	2226	11	1278	3558
Not Interviewed	41	40	3961	41	734	4817
New start	5	1	524	3	480	1013
2019						
Total Applications	56	69	6061	35	407	6628
Interviewed	17	21	2204	14	202	2458
Not Interviewed	39	48	3857	21	205	4170
New start	4	3	828	4	368	1207
2020						
Total Applications	3	0	52	1	353	409
Interviewed	0	0	7	1	214	222
Not Interviewed	3	0	45	0	139	187
New start	9	3	1121	3	551	1687

North Ayrshire Council - Training - Sexual Orientation

(Excluding Modern Apprentices and Skillseekers)

Training

Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed	Total
2017						
Permanent Headcount	3	9	1359	8	3174	4553
Permanent Training	1	8	891	4	1833	2737
Temporary Headcount	5	3	625	4	122	759
Temporary Training	4	0	353	3	72	432
2018						
Permanent Headcount	3	13	1816	8	4184	6024
Permanent Training					0	0
Temporary Headcount	2	6	618	3	172	801
Temporary Training					0	0
2019						
Permanent Headcount	5	15	2385	10	4037	6452
Permanent Training	3	12	1361	4	2080	3460
Temporary Headcount	2	2	667	6	298	975
Temporary Training	2	2	290	4	133	431
2020						
Permanent Headcount	10	17	2448	11	3876	6362
Permanent Training	4	9	946	6	1331	2296
Temporary Headcount	2	2	704	2	361	1071
Temporary Training	1	1	204	1	120	327

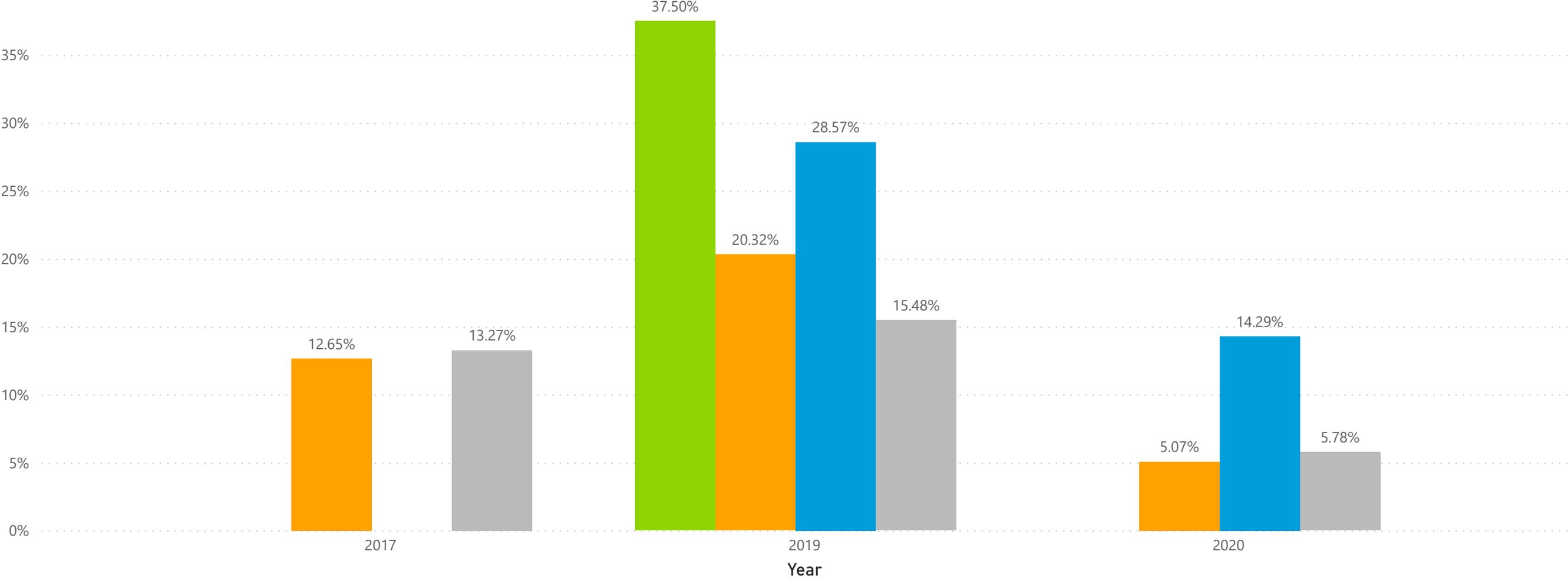
Education - Employee Turnover - Sexual Orientation

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Data for 2018 is unavailable.

Total Employee Turnover

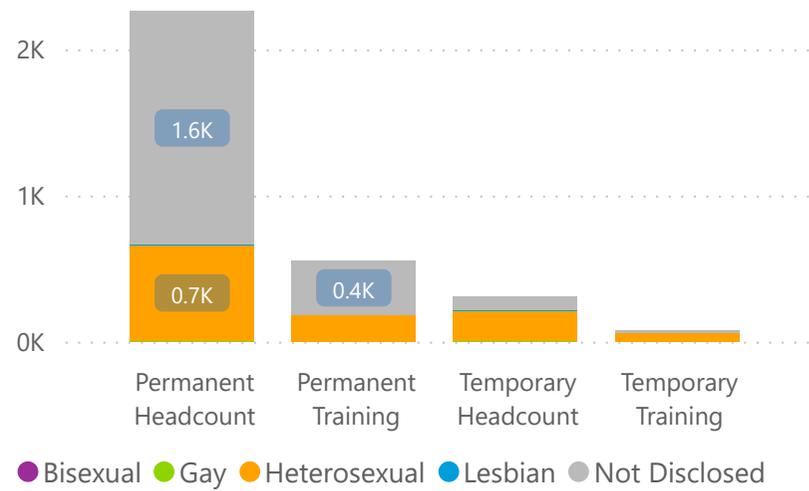
● Gay ● Heterosexual ● Lesbian ● Not Disclosed



Year	Gay	Heterosexual	Lesbian	Not Disclosed
2017		12.65%		13.27%
2019	37.50%	20.32%	28.57%	15.48%
2020		5.07%	14.29%	5.78%

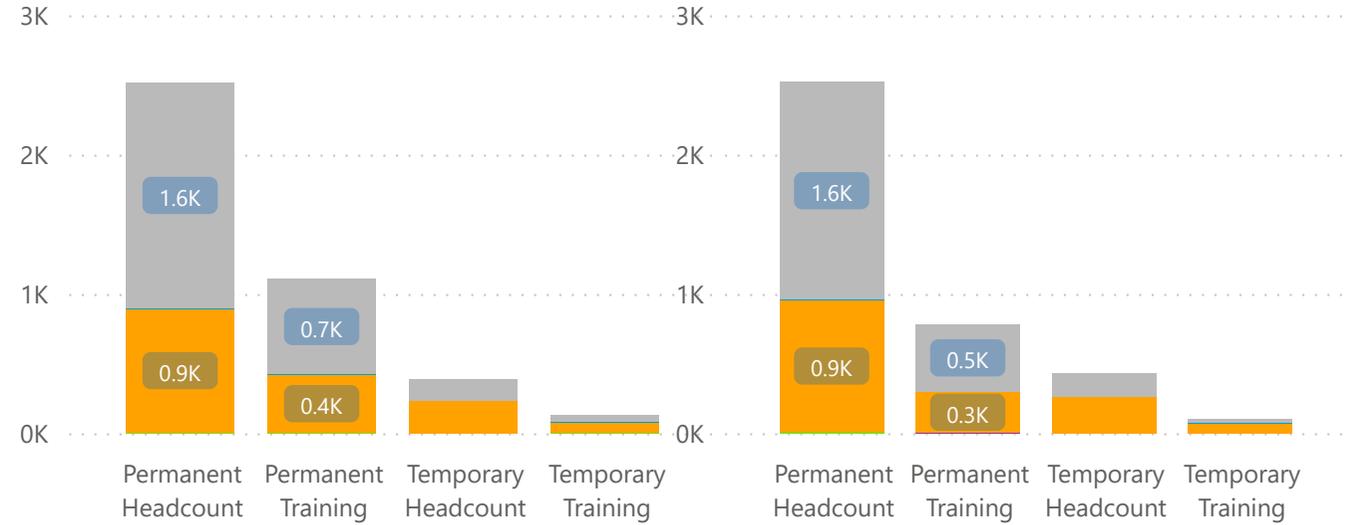
Education - Training - Sexual Orientation

2017



Actual Headcount (Excluding Modern Apprentices and Skillseekers)

2019

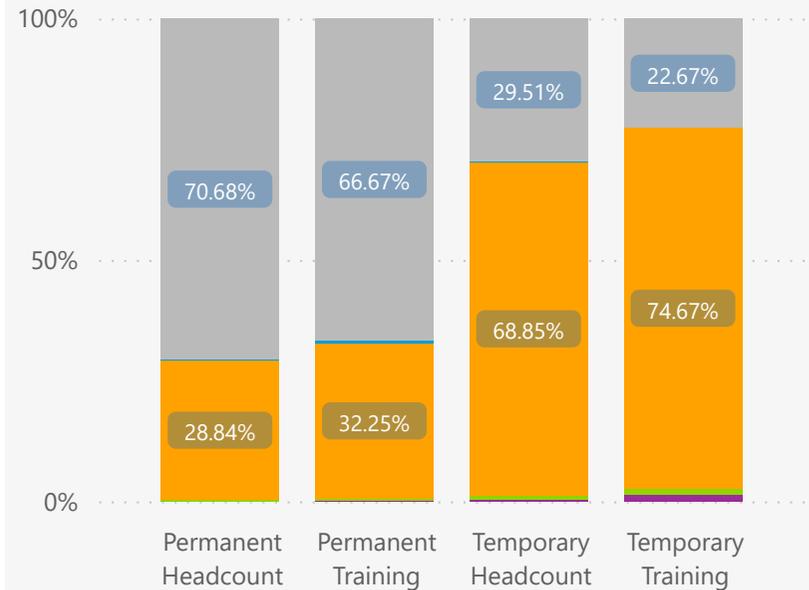


2020

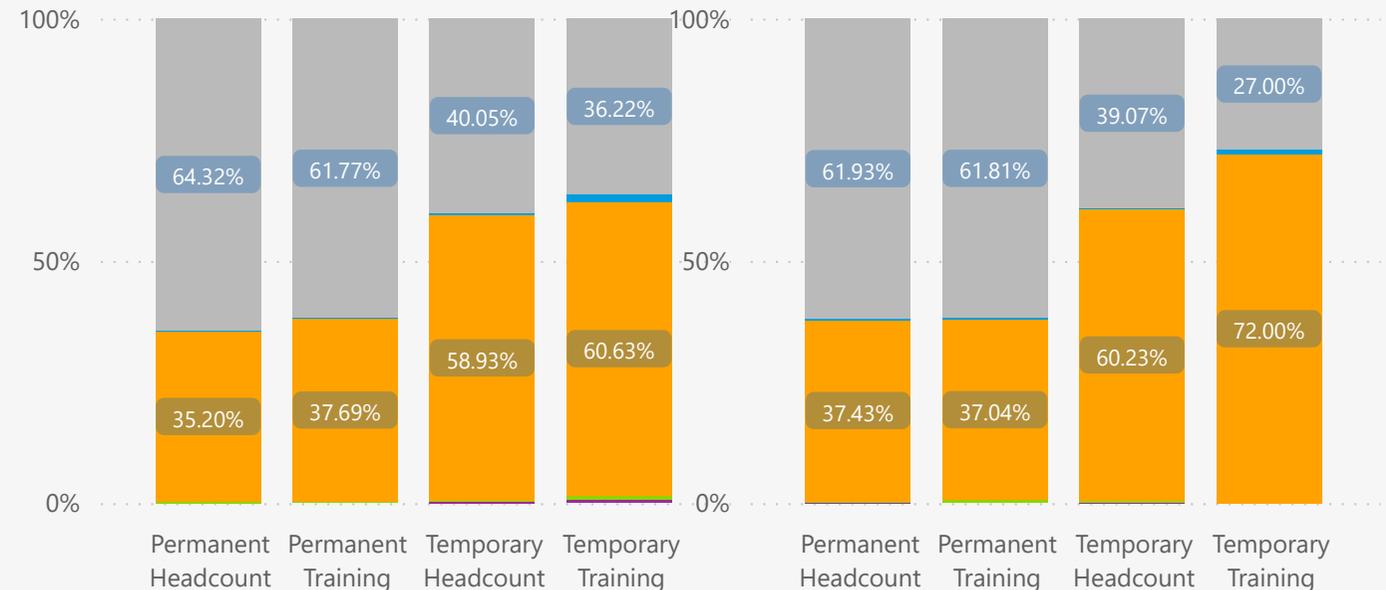
Data for 2018 is unavailable.

Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

2017



2019



2020

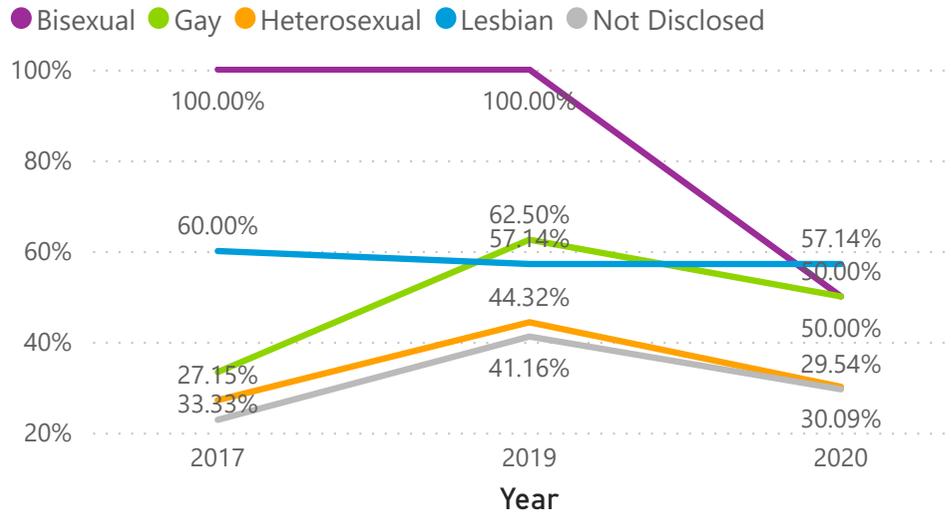
Data for 2018 is unavailable.

Education - Training - Sexual Orientation

Data for 2018 is unavailable.

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

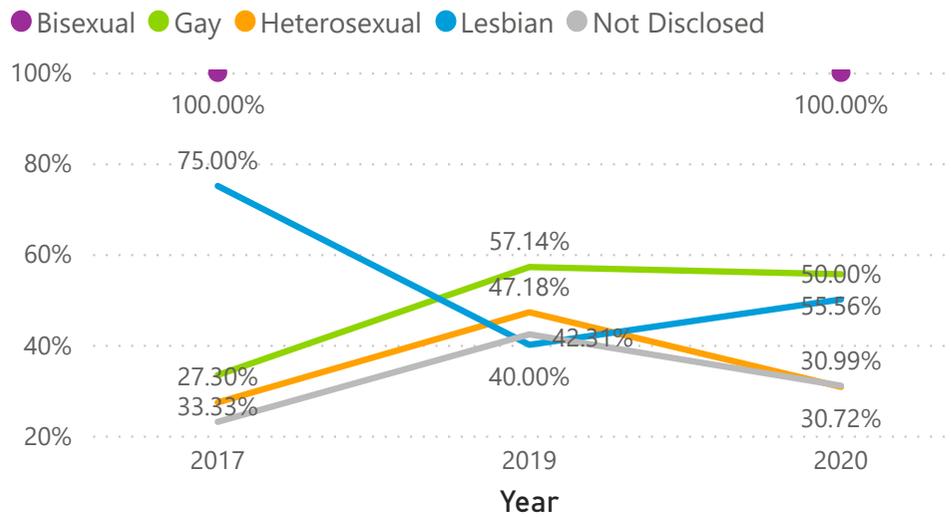
Total Employee Training



Total Employee Training

Details	2017	2019	2020
Not Disclosed	22.81%	41.16%	29.54%
Lesbian	60.00%	57.14%	57.14%
Heterosexual	27.15%	44.32%	30.09%
Gay	33.33%	62.50%	50.00%
Bisexual	100.00%	100.00%	50.00%

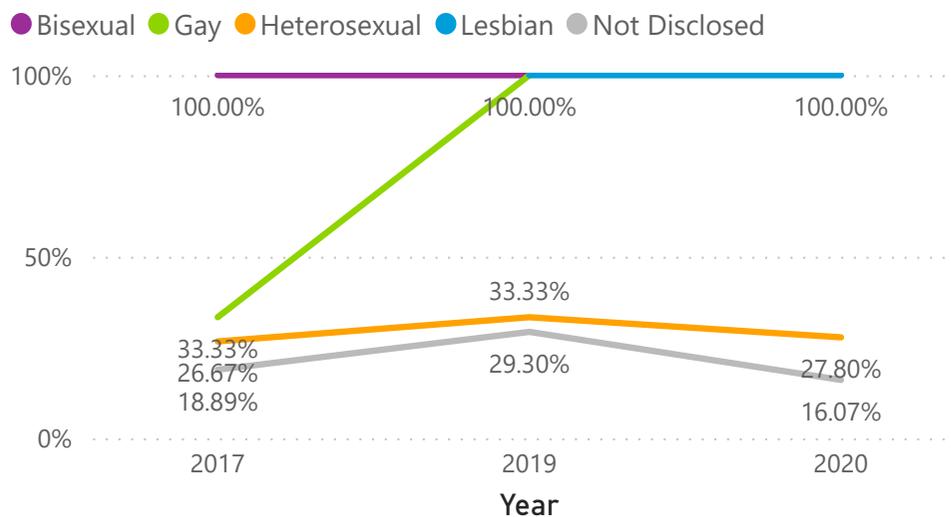
Permanent Employee Training



Permanent Employee Training

Details	2017	2019	2020
Bisexual	100.00%		100.00%
Gay	33.33%	57.14%	55.56%
Heterosexual	27.30%	47.18%	30.72%
Lesbian	75.00%	40.00%	50.00%
Not Disclosed	23.03%	42.31%	30.99%

Temporary Employee Training



Temporary Employee Training

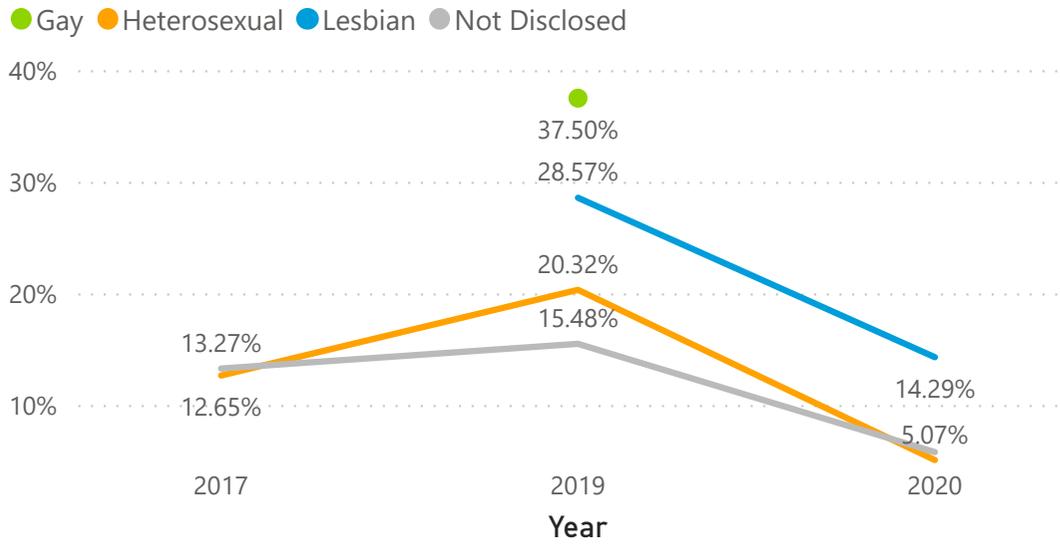
Details	2017	2019	2020
Bisexual	100.00%	100.00%	
Gay	33.33%	100.00%	
Heterosexual	26.67%	33.33%	27.80%
Lesbian		100.00%	100.00%
Not Disclosed	18.89%	29.30%	16.07%

Education - Employee Turnover - Sexual Orientation

Data for 2018 is unavailable.

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

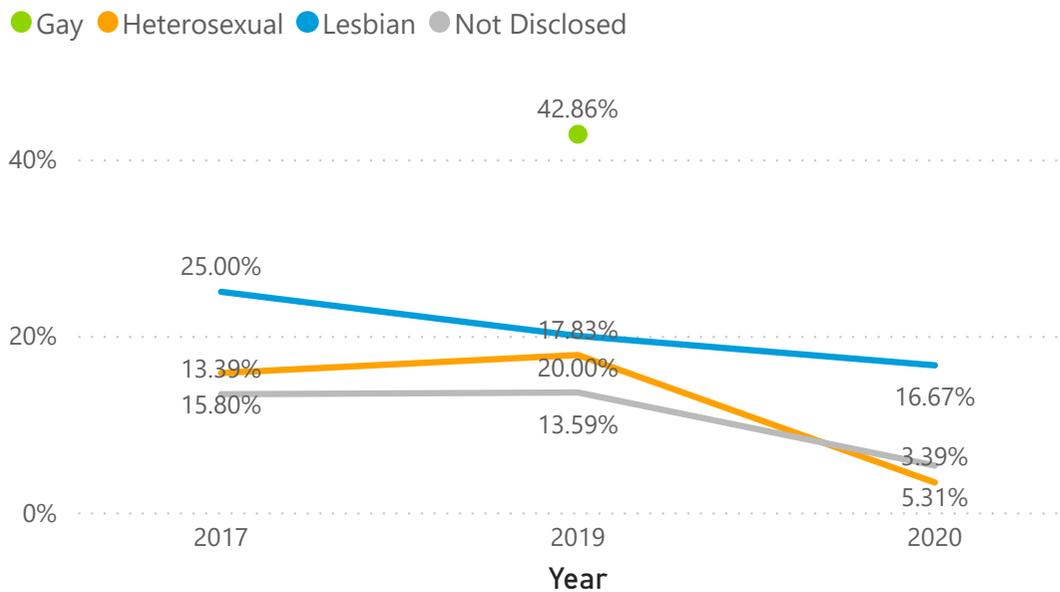
Total Employee Turnover



Total Employee Turnover

Details	2017	2019	2020
Not Disclosed	13.27%	15.48%	5.78%
Lesbian		28.57%	14.29%
Heterosexual	12.65%	20.32%	5.07%
Gay		37.50%	

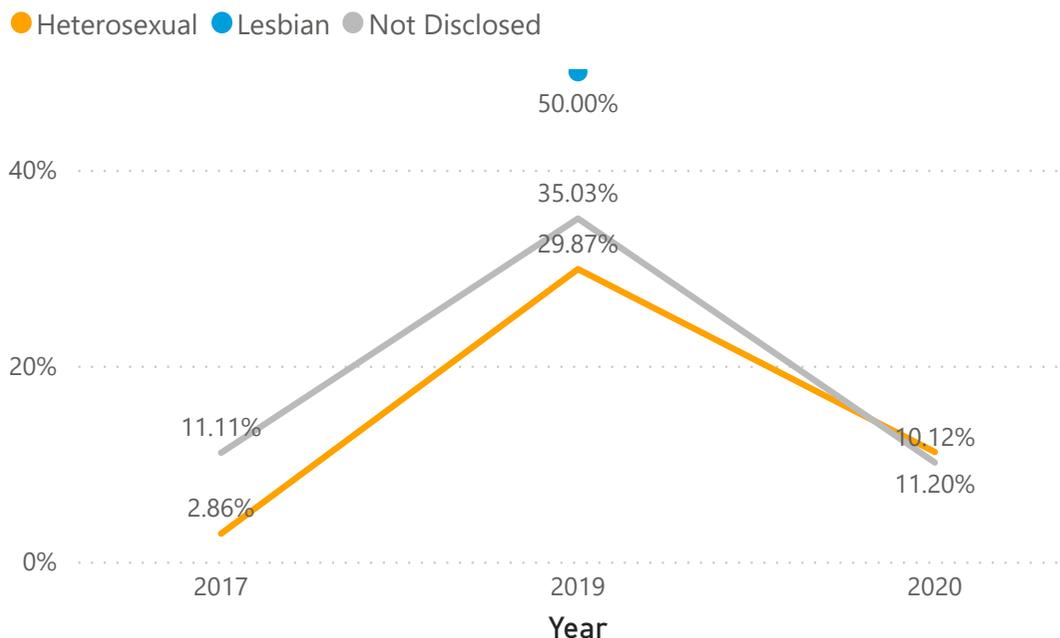
Permanent Employee Turnover



Permanent Employee Turnover

Details	2017	2019	2020
Gay		42.86%	
Heterosexual	15.80%	17.83%	3.39%
Lesbian	25.00%	20.00%	16.67%
Not Disclosed	13.39%	13.59%	5.31%

Temporary Employee Turnover



Temporary Employee Turnover

Details	2017	2019	2020
Heterosexual	2.86%	29.87%	11.20%
Lesbian		50.00%	
Not Disclosed	11.11%	35.03%	10.12%

Education - Employee Turnover - Sexual Orientation

(Excluding Modern Apprentices and Skillseekers)

Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed	Total
2017						
Permanent Headcount	1	6	652	4	1598	2261
Permanent Leavers			103	1	214	318
Temporary Headcount	1	3	210	1	90	305
Temporary Leavers			6		10	16
Total Headcount	2	9	862	5	1688	2566
Total Leavers			109		224	333
2018						
Permanent Headcount					0	0
Permanent Leavers					0	0
Temporary Headcount					0	0
Temporary Leavers					0	0
Total Headcount					0	0
Total Leavers					0	0
2019						
Permanent Headcount	0	7	886	5	1619	2517
Permanent Leavers	0	3	158	1	220	382
Temporary Headcount	1	1	231	2	157	392
Temporary Leavers	0	0	69	1	55	125
Total Headcount	1	8	1117	7	1776	2909
Total Leavers	0	3	227	2	275	507
2020						
Permanent Headcount	1	9	944	6	1562	2522
Permanent Leavers	0	0	32	1	83	116
Temporary Headcount	1	1	259	1	168	430
Temporary Leavers	0	0	29	0	17	46
Total Headcount	2	10	1203	7	1730	2952
Total Leavers	0	0	61	1	100	162

Education - Training - Sexual Orientation

(Excluding Modern Apprentices and Skillseekers)

Training

Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed	Total
2017						
Permanent Headcount	1	6	652	4	1598	2261
Permanent Training	1	2	178	3	368	552
Temporary Headcount	1	3	210	1	90	305
Temporary Training	1	1	56	0	17	75
2018						
Permanent Headcount					0	0
Permanent Training					0	0
Temporary Headcount					0	0
Temporary Training					0	0
2019						
Permanent Headcount	0	7	886	5	1619	2517
Permanent Training	0	4	418	2	685	1109
Temporary Headcount	1	1	231	2	157	392
Temporary Training	1	1	77	2	46	127
2020						
Permanent Headcount	1	9	944	6	1562	2522
Permanent Training	1	5	290	3	484	783
Temporary Headcount	1	1	259	1	168	430
Temporary Training	0	0	72	1	27	100



For further information please contact:

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