Equality and Diversity in Employment

April 2023

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

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Hyperlinks

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

Alternative format or language

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

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1. Introduction

This document sets out the following information:

- The equalities information profile of our workforce
- Our HR practices
- Our pay practices

We provide an update on how we have been working towards the workforce-related commitments of the Council's equality outcomes for 2021-2025.

1.1 The Equality Act and the Equality Duties

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

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

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

The Council must also:

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

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

1.2 Meeting our Equality Duties

Publishing Data

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

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

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

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

2. Advancing Equality of Opportunity within Our Workforce

Our Workforce Actions

We have set a specific employment-related outcome which is "The Council understands its workforce better and it reflects the diversity of the local population".

Within this outcome we embedded specific workforce related actions:

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

Below is an update on our work towards meeting these commitments.

Work to improve the information we hold about employee's equality information.

We have moved to a new HR/payroll system since the last reporting period. The new system now links data recorded at recruitment with our core HR data. Over time this will help improve our disclosure rates as we know people are more likely to complete equality monitoring questions at the recruitment stage.

Unfortunately, however, during implementation of the new system we were unable to migrate all of our data and therefore some disclosure rates are temporarily lower than they were in previous reports. We are planning a comms campaign to encourage employees to check that their information has been recorded and if not to complete it once more.

We now ask for and record information on our employees' caring responsibilities.

Engage with local communities about our workplace practices in partnership with Fife Centre for Equalities.

We have been working with Fife Centre for Equalities (FCE) to undertake research into the public's perception of Fife Council as an employer and access to the job opportunities we offer. This piece of work was specifically targeted at minority ethnic communities within Fife as our data from the last reporting period showed we had a disproportionately low number of applications from these groups. FCE ran a survey from August to November 2022 with follow up focus groups and interviews. When the analysis of the project is finalised, we will use this information to create an action plan and will provide a further update in our next report.

Engage with young people in our workforce to identify and act on ways to attract and support other young people (aged 16 - 24) into training and employment opportunities with the Council.

"YEN", our Young Employee Network, has re-launched. Senior managers have been attending the meetings to talk through their career paths with the group. We are looking at other ways to support engagement within the network including the use of Yammer.

The Kickstart Government scheme allowed us to offer 6-month work placements to young people aged 16-24 years old who were on universal credit. The placements included wrap around employability support and gave those young people, who were more likely to have been disproportionately hit by the pandemic, the opportunity to build their skills in the workplace and to gain experience to improve their chances of finding long term employment.

Within Fife Council 51 placements were recruited to across Services such as Waste Operations, Active Schools, Customer Service, Home Care, Housing, Communities and Supported Employment Service. Following conclusion of the programme, 23 of those who had placements gained employment with the Council.

Demonstrate our commitment to equality of opportunity for trans people throughout recruitment and employment, including supporting trans employees through a transitioning process.

Guidance pages on supporting transgender employees were created on our employee intranet in April 2022. Transgender Fife, the Senior Equalities Group and the Trade Unions provided feedback on the content before it was agreed and published.

Further our support to recruit and retain disabled employees.

The Workplace Adjustment passport launched in November 2021. This provides a systematic method of discussing, recording, and reviewing reasonable adjustments.

Use of the passport is voluntary and it is up to each individual to decide if making use of the passport will help to support them at work, but we do encourage the use of it.

We renewed our disability confident employer status in December 2022.

Review employee training relating to equality, diversity and inclusion.

Our Chief Executive Team agreed in June 2022 that equalities training should be mandatory. We reviewed the available eLearning modules and have been working with the Digital Skills and Learning team to create accompanying training resources and alternative formats so that the training can be delivered to all employee groups.

Develop new workstyles to provide support for more flexible and inclusive working across the Council.

We have a varied workforce, with day-to-day activities of council employees looking very different. We have mapped every job to one of six categories with a package of tools and support relevant to the job role. There is a project group in place who are developing our workstyles and exploring what's possible and fair for everyone in terms of flexibility, choice, access to technology and wellbeing.

Following the pandemic, we have successfully rolled out our new "blended workstyle" (often referred to elsewhere as "hybrid"). A survey was issued in December 2022 to gather information from employees whose posts were identified as being eligible for blended working. This closed in January 2023 with 1120 responses (around 47% of those eligible for this workstyle). Only 4% of respondents had opted out of adopting the new workstyle and 84% felt the balance of home and office working is right.

We are continuing to work with Flexibility Works to progress thinking on flexibilities across all employee groups. The focus in 2023 will be on testing a range of good practice for increasing flexibility within our frontline roles. Corporately we are also reviewing our Flexible Working Policy.

Employee Engagement

Employee engagement is intrinsically linked to fostering a trusting team culture and is a crucial part of Fife Council's workforce strategy (Our People Matter, OPM).

Within the OPM, Employee Engagement is one of the 5 priority themes with a number of associated actions set at both corporate and Directorate level. These address recruitment, workforce flexibility, pay, union relations and how we engage directly with our employees.

During 2021 and 2022 we developed and deployed two employee engagement survey approaches. A whole of organisation "Heartbeat" survey was distributed to

provide a whole workforce picture across a range of issues that are key to employee engagement. Both corporate and service level action plans were created in response to the intelligence that this survey generated, and this work is still underway. In 2023 we plan to survey our whole workforce, which will help us to understand the impact of the changes that have been made so far and will begin to provide a valuable longitudinal data set that helps us to understand how employee engagement is changing over time.

In addition to the Heartbeat survey, we developed 5 specific "pulse" surveys, each focused on a specific element of engagement, and designed for use at more targeted team and service levels. They are focused on:

- Culture and Behaviours
- Leadership and Management
- Employee Experience
- Employee Development
- Teamwork

These pulse surveys are designed to be used at the discretion of local management teams at times that suit them, and different pulses have been used by a range of managers across the council to provide real time intelligence that can inform local plans to improve employee experience.

We will continue to support the use of pulse surveys locally and we are gathering and sharing stories about how they are used and how they have helped to create change, so that this learning can be shared across the Council.

Other equality-related projects

British Sign Language progress

Since the last reporting period we have made efforts to increase the provision of BSL translation as standard. The Council's weekly employee news round-up is now translated each week and we are working with the Council's Deaf Communication Service to translate other key HR information.

Equally Safe at Work

The Council is currently taking part in the Equally Safe at Work employer accreditation programme which is run by Close the Gap to support the Scottish Government's Equally Safe strategy preventing violence against women and girls. This is an equality action under the outcome "Women and girls live free from all forms of violence and abuse – and the attitudes that help perpetuate it". A cross-departmental working group is in place and a detailed action plan has been developed and is progressing.

Community Wealth Building

The Council has committed to actions designed to advance Community Wealth Building to achieve access for individuals to local and fair employment opportunities, fairer wages, skills development opportunities and improved wellbeing for our employees. These include:

- Redesigned recruitment approaches to help applicants overcome digital and process barriers
- Targeted recruitment from priority groups who face inequalities and who are furthest from the labour market
- Establishment of a 'life chances' approach to a proportion of core Fife Council vacancies
- Employability programmes to be designed into recruitment processes for identified posts with guaranteed job outcomes for participants

Workforce Youth Investment

Our Workforce Youth Investment Programme continues, each year providing apprenticeships, traineeships and graduate roles to people aged 16-24 residing in Fife. Support and empowerment of young employees and the wider young people of Fife will continue to be a priority. We have signed up to the Young Person's Guarantee.

3. Our Workforce Profile

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

- As at 31st March 2021 (the headcount for the whole Council was 17838 and the Education Authority was 7619); and
- As at 31st March 2022 (the headcount for the whole Council was 17989 and the Education Authority was 7805).

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

Workforce Profile by Protected Characteristic

Table 1 in the Appendix shows the breakdown of the workforce across all of the protected characteristics. The following key facts can be noted.

Age

Employees aged 55 and over make up 29.4% of our total workforce. The percentage of our workforce aged 24 and under has slightly decreased from the last reporting period (5.3% in 2020 to 4.2% 2022). However, the age group 24-29 has increased in the same time period (7.4% in 2020 to 8.1% 2022) so this could be an indication we have been successful in retaining our employees who were recruited whilst aged 16-24 and have since aged out of that bracket.

Gender

The gender split has remained relatively static with females making up 72.9% of our workforce (72.2% in 2020).

Disability

The percentage of our workforce declaring a disability remains below 2%. In the move to a new HR/payroll system we had difficulties migrating data about employees' disability status as this is recorded differently from the previous HR/payroll system. Encouraging disclosure (including the option for "prefer not to say") is a priority action for 2021-25 and we hope to show progress in our next update.

Ethnicity

Just under 1% of our workforce have told us that they are from a non-white (global majority*) background. This protected characteristic has a higher percentage of people choosing the option "prefer not to say" than all other protected characteristics (22.4%) so although we have only 5.6% "blanks"/non-disclosure of this question we are still unsure of how accurate our ethnicity demographic information is. We will make efforts to explore why our employees are choosing not to disclose their ethnicity and what we can do to allay any fears or misconceptions around providing us with this data.

Non-disclosure versus "Prefer not to say"

In our previous Equality and Diversity in Employment reports we combined non-disclosure (no data held) with the option "Prefer not to say" (employee has selected this response). From this report onwards we have chosen to separate these categories – reflecting that non-disclosure/blanks is a separate issue that we must address by encouraging employees to complete their information, whereas "Prefer not to say" is a valid choice and not non-completion. However, we will monitor where there is large use of "Prefer not to say" as this may be indicative of negative perceptions of what is done with the equality information being asked for.

*We acknowledge it is more helpful to describe different communities individually, rather than grouping them together. In the appendix we break down ethnicity into the ethnic groups listed in the Census. We know ethnicity is a topic that is evolving; definitions, terminology, and thinking are changing and developing. "Global majority" is a collective term for non-white ethnic groups, which constitute approximately 85% of the global population. We have listened to feedback that this term is more appropriate than "ethnic minority" or "BAME" and will continue to be willing to adapt our language use as discussions continue.

4. HR Practices

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

4.1 Recruitment

During the reporting period we moved systems for managing recruitment. From November 2020 all vacancies were advertised on our underlined dedicated website. The data provided for 2020/21 in this report shows applications received between November 2020 and March 2021 in the new system.

We ask all applicants to complete an equality monitoring form. Information from the equal opportunities form is not visible to the employees involved in the recruitment exercise and is used for monitoring purposes only. Separately, we ask candidates if they would like to be considered under the 'Disability Confident Scheme'. Under this scheme, we guarantee an interview for disabled candidates who meet the minimum requirements for the job.

Table 2 in the Appendix provides a breakdown of the applications received by protected characteristic. Please note that individuals are counted for each application they have made.

Key Facts 2020/21

- 5286 applications were received.
- 32% of applicants were aged 24 and under, 4% of applicants were aged 60 and over.
- 5% disclosed a disability.
- 56% were female.
- No applicants told us they identified as transgender.
- 26% were married or in a civil partnership. 46% were single.
- 77% were White Scottish. 4% were from a non-white (global majority) background.
- 63% had no religion or belief. 15% told us they belonged to a Christian denomination.
- Less than 3% told us they were lesbian, gay or bisexual.

Key Facts 2021/22

- 28332 applications were received.
- 18% of applicants were aged 24 and under, 3% of applicants were aged 60 and over.

- 9% disclosed a disability.
- 71% were female.
- Less than 1% told us they identified as transgender.
- 31% were married or in a civil partnership. 33% were single.
- 71% were White Scottish. 5% were from a non-white (global majority) background.
- 52% had no religion or belief. 16% told us they belonged to a Christian denomination.
- 3% told us they were lesbian, gay or bisexual.

As stated earlier the 2020/21 recruitment data covers the period from November 2020 to March 2021. Even with that reduced time period in mind the total number of applications are lower than typical. This could be due in part to the time taken to spread the word about our new application portal but the Covid pandemic in 2020/21 most likely had the biggest impact on these lower than usual figures.

During this period the FC Jobs page was created on Facebook which currently has over 15000 followers and this has helped to increase traffic and ultimately applications to our job opportunities.

In 2018/19 and 2019/20 less than 2% of applicants were from a non-white background. In 2021/22 this has risen to 5% of applicants.

In 2018/19 and 2019/20 5% of applicants disclosed a disability, in 2021/22 this has risen to 9% of applicants.

4.2 New Starts

In 2020/21 we had 770 new starts to the Council (453 in the Education Authority). In 2021/22 we had 1382 new starts (620 in the Education Authority).

This was a significant decrease in New Starts compared to the last reporting period (in 2018/19 we had 1585 new starts to the Council, 650 in the Education Authority, and in 2019/20 we had 2242 new starts, 1058 in the Education Authority).

This was largely due to the pandemic – recruitment activity decreased during the lockdown periods and where possible we pooled employees that would have been furloughed/unable to work and moved them to support the services that faced high demand during this time.

Table 3 in the Appendix shows the information declared to us by new employees.

4.3 Leavers

During 2020-2021, 1226 employees left the Council. In 2021-2022 this figure was 1706.

Table 7 in the Appendix gives information on the reasons for leaving.

Table 8 in the Appendix provides the breakdown of leavers by protected characteristics.

Key Facts – 2021/22

- 2% of our leavers had disclosed a disability
- 18% of leavers were aged 29 or under, 31% of leavers were aged 60 or over
- 24% of leavers were retiring
- 11% of leavers left because their fixed term contract had ended

4.4 Part-Time and Flexible Working

The percentage of our workforce who work part-time has slightly increased since the last reporting period. The percentage of our workforce who work part-time was 42% in 2018/19 and rose to 45% as of 2021/22.

Table 4 in the Appendix shows the percentage of part-time working by the protected characteristics.

Key Facts

- The breakdown of part-time and full-time employees is broadly similar across the mid-range age groups. However, younger employees are more likely to work full-time and older employees are more likely to work part-time.
- 54% of employees who have disclosed a disability work in full-time roles.
- Females are much more likely to work part-time than males (55% versus 19%)
- Employees with caring responsibilities are more likely to work part-time than employees with no caring responsibilities.

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

We offer flexible working opportunities for employees whether they work full-time or part-time, such as compressed working and reduced contracted weeks.

4.5 Learning and Development

We need to make sure that our employees have the right skills, knowledge and behaviours. Investing in learning and development is crucial to delivering effective and efficient services. We provide a range of learning and development opportunities. This includes qualifications, skills and knowledge-based learning, organisational development support, briefing sessions and online learning, delivered internally or through externally procured providers.

Table 5a in the Appendix shows the employees who completed courses in Oracle during the reporting period broken down by the protected characteristics.

Key Facts 2020/21

- 14,688 courses were completed, by 5529 employees
- 84% of participants were female
- The age range of participants was consistent with the workforce profile

Key Facts 2021/22

- 85539 courses were completed, by 13137 employees
- 79% of participants were female
- The age range of participants was consistent with the workforce profile

Oracle learning was available from November 2020 which explains the lower number of recorded completed training in 2020/21.

By the end of 2021/22 13137 employees had completed 85539 courses. 27% of employees did not complete any training via Oracle in 2021/2022. Under our new mandatory training approach, different methods of learning will be delivered depending on job role and individual requirements.

Table 5b in the Appendix lists the training status of courses during the reporting periods. On 31st March 2021, 9355 courses were "Active" and on 31st March 2022 26807 courses were "Active". If an employee has reached the end of the course but closes it down incorrectly it will show as "Active" rather than "Complete". Given the high numbers we suspect the majority of these will actually be courses that employees have finished rather than courses that have been exited at some other point during the course. We have opted not to add these to the numbers of courses completed above nor the participants to the profile of employees in Table 5a as we cannot be sure the courses were completed.

4.6 Discipline, Grievance and Improving Performance

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

Table 6 in the Appendix shows the protected characteristics of those raising a grievance and those subject to a discipline or performance case. The information represents our whole workforce.

Key Facts 2020/21

- There were 98 discipline cases, 28 grievance cases and 11 improving performance cases recorded.
- 11 of the grievance cases (39%) related to allegations of bullying, harassment or discrimination.
- Employees who submitted grievances were more likely to have disclosed a disability compared to our whole workforce profile.

Key Facts 2021/22

- There were 149 discipline cases, 36 grievance cases and 10 improving performance cases recorded.
- 15 of the grievance cases (42%) related to allegations of bullying, harassment or discrimination.
- Employees who submitted grievances were more likely to have disclosed a disability compared to our whole workforce profile.

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

5. Pay Practices

5.1 Gender Pay Gap and Occupational Segregation

Introduction

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

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

We calculate the mean hourly pay rate for female employees and the mean hourly pay rate for male employees and then used the following formula to calculate the mean pay gap:

$\underline{A-B}$ x 100   A= mean hourly rate of pay of male employees
 A   B=mean hourly rate of pay of female employees

In 2021, the mean gender pay gap in Scotland when comparing overall average hourly earnings was 10.1%.

Our Gender Pay Gap

Table 8 shows our gender pay gap across 2021 and 2022 for both the whole Council and the Education Authority.

The gender pay gap across the whole Council is 1.6% (as at 31st March 2022) and continues to be below the Scottish Local Authority average (3.7% as at 31st March 2021).

Within the Education Authority the gender pay gap continues to be wider than that for the whole Council (23.5% as at 31st March 2022).

The overall gender split of employees within the Education Authority is 86% female and 14% male. However, male employees tend to be focussed within the higher and teaching grades with the lower graded Single Status posts occupied by predominantly female employees. This is not unexpected given many of these posts are Pupil Support Assistants and Early Years Officers – occupations which have traditionally high levels of gender segregation. We continue to challenge traditional perceptions for example by using recruitment adverts showing male employees in early years settings.

Women in Senior Positions

Over the last few years we have seen an increasing number of women in the top 5% of earners. As at 31st March 2021, 59.2% of those in the top 5% of earners were female (72.7% of total workforce as at 31st March 2021 is female).

Occupational Gender Segregation

Tables 10 and 11 in the Appendix provide a breakdown of occupational segregation in terms of grades ('vertical segregation') and job families ('horizontal segregation').

Occupational segregation is the distribution of employees across and within occupations, based on demographic characteristics such as gender, disability and race - which we focus on in this report.

Key Facts

- Our lowest graded posts (FCLW-FC4) continue to be female dominated.
- Those areas traditionally occupied by women such as admin, childcare and catering continue to be female dominated.

*Defining a binary gender to each employee is a HMRC payroll requirement. In this report we provide information only on Sex but within our new HR/Payroll system we also ask our employees for their gender identity and will be able to report on this information in future reports.

5.2 Disability Pay Gap and Occupational Segregation

Introduction

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

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

$\frac{A-B}{A} \times 100$ A= mean hourly rate of pay of disabled employees
          B=mean hourly rate of pay of non-disabled employees

Our Disability Pay Gap

Table 12 shows our disability pay gap as of 31st March 2021 and 31st March 2022 for both the whole Council and the Education Authority.

These calculations show that there is a negative pay gap between employees who have told us they have a disability and those who have told us they don't for the Whole Council, -3.8% as of 31st March 2021 and -23.7% as of 31st March 2022.

However, these statistics need to be caveated as our non-disclosure of disability status is over 90% and therefore the disability pay gap calculation is not a true picture.

In our last Equality and Diversity in Employment report we listed this gap as 9.9% as of 31st March 2019 and 12.6% as of 31st March 2020, however we had more employees tell us their disability status during this time.

There is a negative disability pay gap in our Education Authority, where on average disabled staff earn more than non-disabled staff. However, non-disclosure rates are similarly high within the Education Authority.

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

Occupational Disability Segregation

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

Key Facts

- No employees in the Chief Official pay grades declared a disability.
- No employees in the FCLW pay grade (our lowest pay grade – Fife Council Living Wage) declared a disability – this pay grade represents 8.6% of employees but these employees are often front-line and this highlights the need to promote the importance of disclosing equality information in this staff group.

Please note that given the low number of employees declaring a disability we must be careful about drawing conclusions from the data.

5.3 Race Pay Gap and Occupational Segregation

Introduction

The race pay gap is the difference in average hourly pay between white employees and all other ethnic groups combined. We have used a similar approach to that we use to calculate the gender pay gap. We did not include the pay of staff who had not disclosed their race.

We firstly calculated the mean hourly pay rate for non-white employees and the mean hourly pay rate for white employees and then used the following formula to calculate the mean pay gap.

$\frac{A-B}{A} \times 100$ A= mean hourly rate of pay of non-white employees
                      B=mean hourly rate of pay of white employees

Our Race Pay Gap

Table 15 shows our race pay gaps across 2021 and 2022 for both the whole Council and the Education Authority.

For the Whole Council, the mean race pay gap was 3.3% as at 31st March 2022. This tells us that on average white employees earn more than non-white employees (the global majority).

"Race" is the protected characteristic where we see the highest use of the "Prefer not to say" option. As of 31st March 2022 22.4% of employees selected "Prefer not to say" for this category – these employees along with the 5.6% of blank entries were not included in the race pay gap calculation. We must therefore be careful about drawing conclusions from a limited data set. We will continue to encourage employees to disclose this information.

For the Education authority, the mean race pay gap was 1.03% as at 31st March 2022. (As at 31st March 2022 in the Education authority, non-disclosure of race was 7.4%, prefer not to say was 27.8%).

Occupational Race Segregation

Tables 16 and 17 in the Appendix provides a breakdown of occupational segregation in terms of grades ('vertical segregation') and job families ('horizontal segregation').

In 2021/22, 22.4% of employees had selected "Prefer not to say" for their race. Within specific grades this option is used particularly often – FCLW (27.4%) and certain trade and teaching grades.

5.4 Equal Pay Statement

We set out our Equal Pay Statement in 2021 for the period 2021-2025.

Equal Pay Statement 2021-25

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

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

We will:

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

6. Conclusion

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

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

We have committed to:

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

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

Appendix – Data Tables

We understand that tables are not easily accessible for those who use screen-readers. We have kept the formatting as simple as possible but anyone who requires this information in a different way is kindly asked to e-mail HR.policy@fife.gov.uk

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15	Race Pay Gap
16	a) Race Occupational Segregation by Grade - Whole Council b) Race Occupational Segregation by Grade – Education Authority
17	a) Race Occupational Segregation by Job Family b) Race Occupational Segregation by Job Family – Education Authority

1. Workforce Profile

	Whole Council **2021**	Whole Council **2022**	Education Authority **2021**	Education Authority **2022**
Age Range				
Under 18	0%	0.07%	0%	0.03%
18-24	2.69%	4.08%	2.57%	4.29%
25-29	7.44%	8.10%	10.42%	10.95%
30-34	8.1%	8.64%	10.24%	11.03%
35-39	10.07%	10.53%	12.99%	13.59%
40-44	12.03%	12.44%	14.23%	14.3%
45-49	11.92%	11.92%	12.84%	12.65%
50-54	14.92%	14.85%	13.52%	13.09%
55-59	15.69%	14.99%	12.47%	11.49%
60-64	11.76%	10.57%	7.9%	6.48%
65-69	4.44%	3.11%	2.28%	1.68%
70-74	0.66%	0.50%	0.41%	0.32%
75-79	0.22%	0.17%	0.11%	0.08%
80+	0.06%	0.03%	0.03%	0.01%
Gender (Sex)				
Female	72.72%	72.94%	86.07%	86.34%
Male	27.28%	27.06%	13.93%	13.66%
Ethnicity				
White Scottish	62.57%	63.17%	56.02%	55.66%
White Other	7.69%	7.80%	8.52%	8.46%
Mixed or multiple ethnic group	0.20%	0.21%	0.18%	0.20%
Asian	0.27%	0.54%	0.20%	0.31%
African	0.13%	0.15%	0.08%	0.05%
Caribbean or Black	0.04%	0.09%	0.01%	0.04%
Other ethnic group	0.09%	0.09%	0.09%	0.10%
Prefer not to say	25.09%	22.35%	31.24%	27.78%
No information submitted	3.85%	5.62%	3.66%	7.41%
Disability				
Disabled	1.32%	1.79%	1.02%	1.41%
Non-disabled	0.30%	6.72%	0.26%	5.48%
Prefer not to say	0.05%	0.18%	0.01%	0.12%
No information submitted	98.32%	91.3%	98.70%	92.9%
Trans History				
Yes	0.01%	0.01%	0.01%	0%
No	4.40%	6.93%	4.23%	6.15%
Prefer not to say	0.07%	0.12%	0.04%	0.05%
No information submitted	95.53%	92.90%	95.72%	93.80%

Relationship status				
Married or in a Civil Partnership	46.24%	45.56%	46.92%	45.75%
Widowed	0.80%	0.77%	0.63%	0.60%
Single	18.58%	19.67%	15.53%	16.49%
Living with Partner	7.40%	8.15%	5.53%	6.16%
Divorced or Separated	4.31%	4.23%	3.71%	3.46%
Prefer not to say	0.72%	0.74%	0.54%	0.58%
No information submitted	21.95%	20.87%	27.14%	26.96%
Religion and Belief				
None	3.54%	7.99%	3.06%	6.62%
Church of Scotland	1.17%	1.88%	1.13%	1.61%
Roman Catholic	0.64%	0.99%	0.70%	0.97%
Other - Christian	0.32%	0.58%	0.41%	0.60%
Other - Buddhist/ Pagan/ Muslim/ Hindu/Jewish/Sikh	0.31%	0.48%	0.29%	0.42%
Other – Not stated	0.45%	0.62%	0.31%	0.50%
Prefer not to say	0.16%	0.27%	0.08%	0.22%
No information submitted	93.41%	87.18%	94.04%	89.05%
Sexual Orientation				
Bisexual	0.04%	0.18%	0.01%	0.06%
Gay/Lesbian	0.15%	0.36%	0.21%	0.37%
Heterosexual/Straight	2.57%	9.96%	2.36%	8.38%
Other	0.01%	0.04%	0.01%	0.01%
Unsure	0.01%	0.01%	0%	0%
Prefer not to say	0.08%	0.30%	0.11%	0.29%
No information submitted	97.14%	89.15%	97.3%	90.88%
Caring Responsibilities				
Carer of a child or children under 18	1.50%	2.28%	1.61%	2.31%
Carer of a disabled child or children over the age of 18	0.12%	0.21%	0.14%	0.20%
Carer of a disabled child or children under 18	0.08%	0.15%	0.08%	0.17%
Primary carer of an older person	0.26%	0.41%	0.17%	0.22%
Secondary carer	0.14%	0.22%	0.09%	0.14%
None	2.04%	3.24%	2.01%	2.78%
Prefer not to say	0.11%	0.19%	0.05%	0.09%
No information submitted	95.73%	93.30%	96.84%	94.09%
Number of employees starting a period of maternity leave	288 (1.69%)	278 (1.55%)	190 (2.49%)	178 (2.28%)

2. Recruitment – Applications

	Whole Council **2021**	Whole Council **2022**	Education Authority **2021**	Education Authority **2022**
Age Range				
Under 18	0.60%	1.57%	0.12%	0.20%
18-24	31.68%	16.78%	11.46%	16.47%
25-29	15.23%	16.04%	21.30%	19.50%
30-34	11.32%	14.09%	16.50%	16.06%
35-39	10.18%	12.91%	15.66%	15.44%
40-44	8.86%	11.62%	12.66%	12.43%
45-49	6.48%	8.90%	9.24%	9.75%
50-54	6.93%	9.75%	7.02%	6.04%
55-59	4.77%	5.19%	3.90%	2.79%
60-64	2.92%	2.59%	2.04%	1.03%
65-69	0.53%	0.47%	0%	0.24%
70-74	0.08%	0.05%	0%	0.02%
75-79	0.02%	0.01%	0%	0%
80+	0.02%	0.02%	0%	0.01%
Gender (Sex)				
Female	55.56%	70.91%	87.62%	87.44%
Male	44.44%	29.09%	12.38%	12.56%
No information submitted	0.70%	0.62%	0.54%	0.63%
Ethnicity				
White Scottish	76.73%	70.68%	70.73%	65.42%
White Other	11.20%	10.84%	15.78%	11.91%
Mixed or multiple ethnic group	0.32%	0.25%	0.06%	0.35%
Asian	2.02%	2.32%	1.08%	1.72%
African	0.75%	0.95%	0.24%	0.28%
Caribbean or Black	1.07%	1.14%	0.06%	0.56%
Other ethnic group	0.13%	0.33%	0.30%	0.39%
Prefer not to say	5.14%	8.68%	8.22%	12.45%
No information submitted	2.64%	4.81%	3.42%	6.92%
Disability				
Disabled	4.92%	8.94%	4.50%	6.78%
Non-disabled	65.65%	64.88%	55.07%	61.49%
Prefer not to say	0.72%	1.64%	0.72%	1.55%
No information submitted	28.42%	24.54%	39.64%	30.16%
Trans History				
Yes	0%	0.01%	0%	0%
No	2.02%	6.85%	3.60%	5.44%
Prefer not to say	0%	0.004%	0%	0%
No information submitted	97.98%	93.13%	96.40%	94.56%

Relationship status				
Married or in a Civil Partnership	26.12%	30.87%	34.91%	31.85%
Widowed	0.26%	0.41%	0.24%	0.21%
Single	45.58%	32.80%	26.99%	29.68%
Living with Partner	15.94%	18.32%	20.58%	16.35%
Divorced or Separated	2.86%	3.60%	3.90%	2.62%
Prefer not to say	1.39%	1.62%	1.44%	1.53%
No information submitted	7.46%	12.36%	11.83%	17.67%
Religion and Belief				
None	63.46%	51.77%	53.87%	48.64%
Church of Scotland	7.74%	6.90%	9.12%	6.52%
Roman Catholic	4.33%	6.53%	5.28%	5.19%
Other - Christian	3.20%	3.00%	4.50%	3.43%
Other - Buddhist/ Pagan/ Muslim/ Hindu/Jewish/Sikh	2.43%	2.92%	2.58%	2.69%
Other – Not stated	2.96%	3.53%	3.18%	3.79%
Prefer not to say	1.30%	1.55%	1.02%	1.44%
No information submitted	14.58%	23.80%	20.45%	28.30%
Sexual Orientation				
Bisexual	0.77%	1.31%	0.66%	1.25%
Gay/Lesbian	1.66%	1.87%	1.74%	1.69%
Heterosexual/Straight	65.93%	67.36%	56.27%	64.66%
Other	0.43%	0.42%	1.08%	0.34%
Unsure	0.02%	0.09%	0%	0.07%
Prefer not to say	2.17%	1.96%	1.32%	1.95%
No information submitted	28.72%	26.99%	38.86%	30.03%
Caring Responsibilities				
Carer of a child or children under 18	0.87%	2.11%	1.56%	2.59%
Carer of a disabled child or children over the age of 18	0.04%	0.07%	0%	0.08%
Carer of a disabled child or children under 18	0.04%	0.10%	0.06%	0.05%
Primary carer of an older person	0%	0.07%	0%	0.02%
Secondary carer	0%	0.06%	0%	0.07%
None	0.85%	4.22%	1.56%	2.61%
Prefer not to say	0%	0.04%	0%	0.02%
No information submitted	98.20%	93.33%	96.82%	94.56%

3. New Starts

	Whole Council **2021**	Whole Council **2022**	Education Authority **2021**	Education Authority **2022**
Age Range				
Under 18	0%	0.8%	0%	0.32%
18-24	12.73%	19.1%	13.69%	21.61%
25-29	23.38%	17.29%	27.81%	20%
30-34	12.21%	14.62%	13.47%	18.39%
35-39	14.55%	13.1%	15.89%	15.32%
40-44	13.25%	11.14%	13.02%	9.84%
45-49	9.61%	7.09%	9.93%	6.45%
50-54	5.06%	7.74%	3.09%	5%
55-59	4.16%	5.28%	1.99%	2.26%
60-64	4.68%	3.33%	0.88%	0.65%
65-69	0.26%	0.43%	0.22%	0.16%
70-74	0%	0.07%	0%	0%
75-79	0.13%	0%	0%	0%
80+	0%	0%	0%	0%
Gender (Sex)				
Female	78.18%	73.37%	86.31%	86.29%
Male	21.82%	26.63%	13.69%	13.71%
Ethnicity				
White Scottish	14.42%	64.40%	13.25%	50.81%
White Other	8.05%	9.62%	4.41%	8.38%
Mixed or multiple ethnic group	0.13%	0.07%	0.22%	0.16%
Asian	0%	2.25%	0%	1.28%
African	0%	0.43%	0%	0.16%
Caribbean or Black	0%	0.50%	0%	0.16%
Other ethnic group	0%	0%	0%	0%
Prefer not to say	29.22%	0.22%	45.03%	0.16%
No information submitted	48.18%	22.51%	37.09%	38.89%
Disability				
Disabled	0.91%	4.27%	0.88%	3.55%
Non-disabled	2.21%	69.39%	2.87%	55.00%
Prefer not to say	0%	1.52%	0%	0.97%
No information submitted	96.88%	24.82%	96.25%	40.48%
Trans History				
Yes	0%	0%	0%	0%
No	7.53%	4.49%	8.61%	3.23%
Prefer not to say	0.13%	0%	0%	0%
No information submitted	92.34%	95.51%	91.39%	96.77%

Relationship status				
Married or in a Civil Partnership	9.22%	29.74%	7.73%	24.35%
Widowed	0%	0.65%	0%	0.48%
Single	9.22%	28.73%	7.51%	23.71%
Living with Partner	3.25%	15.99%	2.43%	13.39%
Divorced or Separated	0.52%	2.60%	0.44%	0.97%
Prefer not to say	0%	0.58%	0%	0.32%
No information submitted	77.79%	21.71%	81.89%	36.78%
Religion and Belief				
None	10.26%	52.17%	8.17%	41.13%
Church of Scotland	1.82%	8.90%	2.43%	6.29%
Roman Catholic	0.65%	4.27%	0.88%	4.03%
Other - Christian	0.52%	3.18%	0.44%	2.74%
Other - Buddhist/ Pagan/ Muslim/ Hindu/Jewish/Sikh	0.78%	2.24%	0.88%	1.77%
Other – Not stated	1.04%	2.38%	0.44%	2.74%
Prefer not to say	0.39%	1.30%	0.44%	1.29%
No information submitted	84.54%	25.56%	86.32%	40.01%
Sexual Orientation				
Bisexual	0%	1.09%	0%	0.48%
Gay/Lesbian	0.65%	2.03%	1.10%	1.45%
Heterosexual/Straight	5.32%	68.67%	6.18%	55.48%
Other	0.13%	0.22%	0.22%	0%
Unsure	0%	0%	0%	0%
Prefer not to say	0%	1.81%	0%	1.29%
No information submitted	93.90%	26.18%	92.50%	41.30%
Caring Responsibilities				
Carer of a child or children under 18	2.47%	1.09%	2.65%	1.13%
Carer of a disabled child or children over the age of 18	0%	0.07%	0%	0.16%
Carer of a disabled child or children under 18	0.26%	0.29%	0.44%	0%
Primary carer of an older person	0.26%	0.07%	0.22%	0%
Secondary carer	0.39%	0.07%	0%	0%
None	4.03%	2.24%	5.52%	1.77%
Prefer not to say	0.13%	0.14%	0%	0%
No information submitted	92.46%	96.03%	91.17%	96.94%
Number of employees starting a period of maternity leave	<5 (0.13%)	<5 (0.29%)	<5 (0.22%)	<5 (0.32%)

4. Part-time working (% of workforce headcount who work part-time)

	Whole Council **2021**	Whole Council **2022**	Education Authority **2021**	Education Authority **2022**
Age Range				
Under 18	0%	75.00%	0%	100.00%
18-24	39.67%	38.15%	40.31%	41.19%
25-29	28.49%	29.92%	23.05%	27.13%
30-34	40.42%	42.06%	36.03%	41.23%
35-39	45.77%	47.04%	44.75%	48.16%
40-44	45.95%	45.22%	43.82%	45.52%
45-49	42.36%	40.44%	42.13%	41.24%
50-54	40.47%	40.64%	42.62%	43.54%
55-59	46.80%	47.51%	45.37%	47.05%
60-64	57.91%	60.02%	59.14%	62.85%
65-69	69.82%	69.95%	71.84%	67.18%
70-74	83.05%	88.89%	77.42%	88.00%
75-79	100.00%	100.00%	100.00%	100.00%
80+	100.00%	100.00%	100.00%	100.00%
Gender (Sex)				
Female	55.78%	55.31%	46.78%	48.35%
Male	19.09%	18.69%	17.91%	18.48%
Ethnicity				
White Scottish	44.40%	44.44%	44.14%	46.45%
White Other	45.08%	46.04%	44.68%	47.42%
Mixed or multiple ethnic group	44.44%	45.95%	35.71%	37.50%
Asian	47.69%	51.55%	26.67%	41.67%
African	50.00%	48.15%	16.67%	50.00%
Caribbean or Black	20.00%	50.00%	0%	33.33%
Other ethnic group	53.33%	40.00%	57.14%	37.50%
Prefer not to say	47.98%	48.93%	38.74%	42.20%
No information submitted	54.81%	40.55%	53.05%	32.35%
Disability				
Disabled	41.53%	45.82%	35.90%	49.09%
Non-disabled	46.30%	52.52%	55.00%	63.08%
Prefer not to say	33.33%	48.48%	100.00%	66.67%
No information submitted	45.83%	44.86%	42.79%	43.06%
Trans History				
Yes	0%	0%	0%	0%
No	36.61%	36.84%	36.34%	43.13%
Prefer not to say	38.46%	31.82%	33.33%	25.00%
No information submitted	46.20%	46.06%	43.05%	44.35%

Relationship status				
Married or in a Civil Partnership	48.71%	48.91%	47.52%	49.43%
Widowed	65.73%	65.94%	72.92%	68.09%
Single	38.46%	39.26%	32.54%	37.53%
Living with Partner	40.83%	40.70%	42.28%	45.74%
Divorced or Separated	45.12%	43.76%	47.00%	46.67%
Prefer not to say	42.97%	38.06%	36.59%	42.22%
No information submitted	46.90%	45.19%	39.31%	38.50%
Religion and Belief				
None	36.39%	46.24%	40.77%	55.71%
Church of Scotland	35.89%	38.17%	37.21%	43.65%
Roman Catholic	36.52%	45.51%	30.19%	50.00%
Other - Christian	45.61%	44.76%	51.61%	51.06%
Other - Buddhist/ Pagan/ Muslim/ Hindu/Jewish/Sikh	43.64%	56.32%	36.36%	48.48%
Other – Not stated	31.25%	41.07%	17.39%	47.62%
Prefer not to say	35.71%	44.90%	50.00%	64.71%
No information submitted	46.40%	45.45%	43.04%	43.24%
Sexual Orientation				
Bisexual	25.00%	33.33%	100.00%	80.00%
Gay/Lesbian	44.44%	42.19%	43.75%	44.83%
Heterosexual/Straight	37.04%	46.57%	37.22%	56.27%
Other	50.00%	87.50%	100%	200%
Unsure	100.00%	100.00%	0%	0%
Prefer not to say	35.71%	50.00%	25.00%	39.19%
No information submitted	46.01%	45.26%	42.90%	43.13%
Caring Responsibilities				
Carer of a child or children under 18	43.66%	45.01%	45.63%	51.67%
Carer of a disabled child or children over the age of 18	63.64%	51.35%	90.91%	87.50%
Carer of a disabled child or children under 18	40.00%	51.85%	50.00%	61.54%
Primary carer of an older person	36.17%	36.99%	61.54%	64.71%
Secondary carer	20.00%	30.00%	14.29%	45.45%
None	31.04%	29.50%	24.84%	28.11%
Prefer not to say	20.00%	35.29%	0%	42.86%
No information submitted	46.19%	46.03%	43.03%	44.39%
Number of employees starting a period of maternity leave	48.26%	49.64%	39.47%	45.51%

5. a) Training Participants

This table shows the characteristics of those employees who completed at least one training course registered on Oracle Learning.

	Whole Council **2021**	Whole Council **2022**	Education Authority **2021**	Education Authority **2022**
Age Range				
Under 18	0%	0.05%	0%	0.03%
18-24	2.62%	3.63%	3.45%	4.28%
25-29	7.29%	8.1%	9.98%	11.09%
30-34	8.08%	8.76%	9.65%	10.84%
35-39	9.98%	10.98%	12.56%	13.51%
40-44	12.46%	13.55%	14.24%	14.77%
45-49	12.95%	12.54%	13.88%	13.01%
50-54	16.06%	15.47%	14.98%	13.57%
55-59	16.3%	14.68%	12.52%	11.49%
60-64	10.54%	9.55%	6.94%	5.96%
65-69	3.4%	2.41%	1.6%	1.32%
70-74	0.27%	0.23%	0.21%	0.09%
75-79	0.04%	0.06%	0%	0.03%
80+	0%	0%	0%	0%
Gender (Sex)				
Female	84.37%	79.03%	92.45%	87.59%
Male	15.63%	20.97%	7.55%	12.41%
Ethnicity				
White Scottish	63.05%	64.03%	55.62%	56.19%
White Other	8.23%	8.37%	8.29%	8.70%
Mixed or multiple ethnic group	0.25%	0.25%	0.21%	0.20%
Asian	0.34%	0.54%	0.16%	0.31%
African	0.09%	0.16%	0.04%	0.05%
Caribbean or Black	0%	0.09%	0%	0.04%
Other ethnic group	0.11%	0.09%	0.04%	0.11%
Prefer not to say	22.73%	21.04%	30.46%	27.15%
No information submitted	5.20%	5.43%	5.18%	7.25%
Disability				
Disabled	1.95%	2.05%	1.48%	1.46%
Non-disabled	0.43%	6.28%	0.21%	5.05%
Prefer not to say	0.11%	0.17%	0.04%	0.11%
No information submitted	97.51%	91.50%	98.27%	93.38%
Trans History				
Yes	0%	0.01%	0%	0%

No	6.26%	8.19%	5.54%	6.64%
Prefer not to say	0.11%	0.13%	0.04%	0.06%
No information submitted	93.63%	91.67%	94.42%	93.30%
Relationship status				
Married or in a Civil Partnership	46.99%	47.47%	46.43%	46.52%
Widowed	0.78%	0.78%	0.74%	0.64%
Single	16.93%	18.61%	13.63%	16.43%
Living with Partner	7.29%	8.14%	5.46%	6.21%
Divorced or Separated	4.94%	4.63%	4.02%	3.58%
Prefer not to say	0.99%	0.83%	0.66%	0.61%
No information submitted	22.08%	19.54%	29.06%	26.01%
Religion and Belief				
None	4.65%	7.96%	4.06%	6.43%
Church of Scotland	1.28%	1.85%	1.19%	1.52%
Roman Catholic	0.94%	1.1%	0.86%	0.99%
Other - Christian	0.51%	0.65%	0.57%	0.60%
Other - Buddhist/ Pagan/ Muslim/ Hindu/Jewish/Sikh	0.38%	0.56%	0.33%	0.46%
Other – Not stated	0%	0%	0%	0%
Prefer not to say	0.22%	0.27%	0.16%	0.22%
No information submitted	92.02%	87.61%	92.83%	89.78%
Sexual Orientation				
Bisexual	0.07%	0.22%	0.04%	0.08%
Gay/Lesbian	0.25%	0.4%	0.29%	0.38%
Heterosexual/Straight	3.60%	10.07%	3.00%	8.05%
Other	0%	0.05%	0%	0.02%
Unsure	0.02%	0.02%	0%	0%
Prefer not to say	0.13%	0.32%	0.12%	0.3%
No information submitted	95.93%	88.92%	96.55%	91.17%
Caring Responsibilities				
Carer of a child or children under 18	2.15%	2.72%	2.34%	2.42%
Carer of a disabled child or children over the age of 18	0.09%	0.25%	0.12%	0.25%
Carer of a disabled child or children under 18	0.14%	0.17%	0.21%	0.16%
Primary carer of an older person	0.38%	0.54%	0.25%	0.27%
Secondary carer	0.20%	0.27%	0.08%	0.17%
None	2.80%	3.78%	2.50%	2.98%
Prefer not to say	0.13%	0.20%	0.04%	0.11%
No information submitted	94.11%	92.07%	94.46%	93.64%

b) Training Status

This table shows the training status of the courses applied for during the reporting period.

Training status	Whole Council **2021**	Whole Council **2022**	Education Authority **2021**	Education Authority **2022**
Completed	14688	85539	5914	35018
Deleted	314	2153	97	896
Withdrawn	1369	5945	602	2587
Pending Required Evaluation	756	1323	338	684
Pending Prerequisite	0	14	0	1
Pending Fulfillment	0	101	0	50
Pending Active	71	164	24	129
Waitlisted	56	49	8	40
Active	9355	26807	3659	12796
Requested	93	231	40	98
Request Rejected	13	128	9	70

6. Disciplinary, Grievance and Improving Performance cases

	Disciplinary 2021	Disciplinary 2022	Grievance 2021	Grievance 2022	Improving Performance 2021	Improving Performance 2022
Age Range						
Under 18	0%	0%	0%	0%	0%	0%
18-24	1.02%	0%	3.57%	2.78%	0%	0%
25-29	2.04%	4.70%	3.57%	2.78%	0%	10%
30-34	4.08%	8.05%	10.71%	2.78%	9.09%	10%
35-39	3.06%	6.71%	3.57%	8.33%	0%	10%
40-44	10.20%	9.40%	0%	8.33%	0%	20%
45-49	12.24%	18.12%	10.71%	16.67%	0%	10%
50-54	17:35%	17.45%	28.57%	25%	0%	20%
55-59	23.47%	14.09%	10.71%	5.56%	36.36%	0%
60-64	19.39%	14.77%	14.29%	16.67%	36.36%	10%
65-69	6.12%	5.37%	14.29%	11.11%	18.18%	10%
70-74	0%	1.34%	0%	0%	0%	0%
75-79	0%	0%	0%	0%	0%	0%
80+	0%	0%	0%	0%	0%	0%
No information submitted	1.02%	0%	0%	0%	0%	0%
Gender (Sex)						
Female	44.90%	51.01%	71.43%	69.44%	81.82%	40%
Male	54.08%	48.99%	28.57%	30.56%	18.18%	60%
No information submitted	1.02%	0%	0%	0%	0%	0%

Ethnicity						
White Scottish	57.14%	65.10%	64.29%	63.89%	45.45%	40%
White Other	6.12%	4.69%	3.57%	8.34%	18.18%	10%
Mixed or multiple ethnic group	0%	0%	0%	0%	0%	0%
Asian	1.02%	0%	3.57%	0%	0%	10%
African	1.02%	0.67%	0%	0%	0%	10%
Caribbean or Black	0%	0.67%	0%	0%	0%	0%
Other ethnic group	0%	0%	0%	0%	0%	0%
Prefer not to say	29.59%	26.17%	28.57%	22.22%	36.36%	30%
No information submitted	5.10%	2.68%	0%	5.56%	0%	0%
Disability						
Disabled	0%	3.36%	7.14%	8.33%	0%	0%
Non-disabled	0%	3.36%	0%	0%	0%	10%
Prefer not to say	1.02%	0%	0%	0%	0%	10%
No information submitted	98.98%	93.29%	92.86%	91.67%	100%	80%
Trans History						
Yes	0%	0%	0%	0%	0%	0%
No	4.08%	7.38%	10.71%	13.89%	9.09%	10%
Prefer not to say	0%	0%	0%	0%	0%	0%
No information submitted	95.92%	92.62%	89.29%	86.11%	90.91%	90%

Relationship status						
Married or in a Civil Partnership	35.71%	36.24%	35.71%	55.56%	45.45%	50%
Widowed	0%	1.34%	0%	0%	0%	0%
Single	11.22%	20.81%	21.43%	16.67%	9.09%	10%
Living with Partner	13.27%	13.42%	17.86%	5.56%	9.09%	0%
Divorced or Separated	6.12%	5.36%	10.71%	8.33%	18.18%	10%
Prefer not to say	0%	1.34%	0%	0%	0%	10%
No information submitted	33.67%	21.48%	14.29%	13.89%	18.18%	20%
Religion and Belief						
None	1.02%	3.36%	10.71%	2.78%	0%	10%
Church of Scotland	0%	2.01%	3.57%	5.56%	0%	0%
Roman Catholic	1.02%	0%	0%	0%	0%	0%
Other - Christian	0%	0%	0%	0%	9.09%	10%
Other - Buddhist/ Pagan/ Muslim/ Hindu/Jewish/Sikh	0%	0%	0%	0%	0%	0%
Other – Not stated	0%	2.01%	0%	0%	0%	0%
Prefer not to say	0%	0%	0%	0%	0%	10%
No information submitted	97.96%	92.62%	85.71%	91.67%	90.91%	70%
Sexual Orientation						
Bisexual	0%	0%	0%	0%	0%	0%
Gay/Lesbian	0%	0.67%	0%	2.78%	0%	0%
Heterosexual/Straight	0%	5.37%	3.57%	5.56%	0%	20%
Other	0%	0%	0%	0%	0%	0%
Unsure	0%	0%	0%	0%	0%	0%

Prefer not to say	0%	1.34%	0%	0%	0%	10%
No information submitted	100%	92.62%	96.43%	91.67%	100%	70%
Caring Responsibilities						
Carer of a child or children under 18	0%	1.34%	3.57%	5.56%	0%	0%
Carer of a disabled child or children over the age of 18	1.02%	0%	0%	0%	0%	0%
Carer of a disabled child or children under 18	0%	0%	0%	2.78%	0%	0%
Primary carer of an older person	0%	2.01%	10.71%	2.78%	0%	0%
Secondary carer	0%	0.67%	0%	0%	0%	0%
None	2.04%	3.36%	3.57%	2.78%	9.09%	10%
Prefer not to say	0%	0%	0%	0%	0%	0%
No information submitted	96.94%	92.62%	82.14%	86.11%	90.91%	90%

7. Reasons for leaving

	Whole Council **2021**	Whole Council **2022**	Education Authority **2021**	Education Authority **2022**
Resigned	40.29%	54.57%	33.90%	52.75%
Retired	25.86%	23.80%	32.84%	26.46%
Other Employment	6.85%	0.29%	16.95%	0.86%
Personal Reasons	0.08%	0.06%	0.21%	0
Reason Withheld	0.82%	0.18%	1.06%	0.17%
Career Break	0.41%	0.23%	0.21%	0.17%
Death in Service	1.55%	1.58%	0.85%	0.86%
End of Temporary Contract/Fixed Term Contract	11.83%	10.67%	12.50%	16.67%
Redundancy (Voluntary)	4.16%	0.18%	0.21%	0%
Redundancy (Compulsory)	0.08%	0%	0%	0%
TUPE Transfer	0.65%	0%	0%	0%
Dismissal - Capability (Ill-Health)	5.63%	5.10%	1.48%	0.34%
Dismissal - Capability (Permanent Ill-Health)	0.65%	2.34%	0.42%	0.69%
Dismissal (Performance)	0.16%	0.12%	0%	0%
Dismissal (Conduct)	0.41%	0.59%	0%	0.34%
Some Other Substantial Reason	0.08%	0.24%	0.21%	0.52%

8. Leavers

	Whole Council **2021**	Whole Council **2022**	Education Authority **2021**	Education Authority **2022**
Age Range				
Under 18	0%	0%	0%	0%
18-24	4.4%	7.03%	3.56%	5.5%
25-29	9.22%	10.55%	14.05%	14.6%
30-34	8.32%	8.73%	9.22%	10.82%
35-39	7.42%	8.38%	9.64%	11.34%
40-44	7.42%	7.85%	7.76%	7.9%
45-49	6.93%	7.56%	6.71%	8.42%
50-54	8.32%	7.68%	6.29%	6.53%
55-59	12.07%	11.61%	10.48%	11.68%
60-64	14.36%	14.77%	17.19%	15.64%
65-69	17.7%	13.66%	12.79%	6.36%
70-74	2.61%	1.58%	1.26%	0.86%
75-79	0.9%	0.41%	0.84%	0.34%
80+	0.33%	0.18%	0.21%	0%
Gender (Sex)				
Female	67.94%	67.88%	83.23%	83.33%
Male	32.06%	32.12%	16.77%	16.67%
Ethnicity				
White Scottish	52.12%	55.86%	45.28%	49.83%
White Other	8.56%	8.45%	9.44%	9.44%
Mixed or multiple ethnic group	0.08%	0.18%	0.21%	0.17%
Asian	0.32%	0.41%	0%	0.17%
African	0.08%	0.29%	0%	0.34%
Caribbean or Black	0%	0.18%	0%	0%
Other ethnic group	0%	0.18%	0%	0%
Prefer not to say	31.89%	24.50%	41.51%	31.27%
No information submitted	6.95%	9.95%	3.56%	8.78%
Disability				
Disabled	0.49%	2.4%	0.42%	2.06%
Non-disabled	0.90%	10.02%	0.21%	7.73%
Prefer not to say	0%	0.41%	0%	0.34%
No information submitted	98.61%	87.17%	99.37%	89.87%
Trans History				
Yes	0%	0%	0%	0%
No	0.49%	4.69%	0.08%	4.47%
Prefer not to say	0%	0.06%	0%	0%
No information submitted	99.51%	95.25%	99.92%	95.53%

Relationship status				
Married or in a Civil Partnership	44.29%	40.68%	45.91%	41.07%
Widowed	1.31%	1.41%	0.84%	1.37%
Single	15.42%	17.70%	11.32%	14.26%
Living with Partner	3.10%	7.27%	1.68%	5.50%
Divorced or Separated	2.77%	3.63%	1.89%	3.44%
Prefer not to say	0.90%	0.59%	0.42%	0.34%
No information submitted	32.21%	28.72%	37.94%	34.02%
Religion and Belief				
None	2.45%	10.08%	1.05%	7.56%
Church of Scotland	0.65%	2.40%	0.42%	1.89%
Roman Catholic	0.16%	1.00%	0%	1.03%
Other - Christian	0.24%	0.47%	0.42%	1.37%
Other - Buddhist/ Pagan/ Muslim/ Hindu/Jewish/Sikh	0.16%	0.59%	0%	0.34%
Other – Not stated	0%	0%	0%	0%
Prefer not to say	0%	0.53%	0%	0.34%
No information submitted	96.34%	84.93%	98.11%	87.47%
Sexual Orientation				
Bisexual	0%	0.06%	0%	0%
Gay/Lesbian	0%	0.18%	0%	0.34%
Heterosexual/Straight	1.63%	12.37%	0.63%	9.62%
Other	0%	0.06%	0%	0.17%
Unsure	0%	0%	0%	0%
Prefer not to say	0.08%	0.35%	0%	0.34%
No information submitted	98.29%	86.98%	99.37%	89.53%
Caring Responsibilities				
Carer of a child or children under 18	0.24%	1.17%	0%	0.69%
Carer of a disabled child or children over the age of 18	0%	0.12%	0%	0%
Carer of a disabled child or children under 18	0%	0.12%	0%	0%
Primary carer of an older person	0%	0.47%	0%	0.52%
Secondary carer	0%	0.29%	0%	0.69%
None	0.16%	1.93%	0%	2.06%
Prefer not to say	0%	0.29%	0%	0.17%
No information submitted	99.60%	95.61%	100%	95.87%
Number of employees starting a period of maternity leave	0.08%	0.18%	0.21%	0.52%

9. Gender pay gap

	Whole Council **2021**	Whole Council **2022**	Education Authority **2021**	Education Authority **2022**
Women's avg hourly earnings	£16.15	£16.37	£18.76	£19.03
Men's avg hourly earnings	£16.52	£16.63	£24.24	£24.89
Gender Pay Gap	2.24%	1.56%	22.61%	23.54%

10. Gender segregation by grade

a) Whole Council

	Whole Council **2021**	Whole Council **2021**	Whole Council **2022**	Whole Council **2022**
Grade	Female	Male	Female	Male
FC SJC MA 3	60%	40%	100%	0%
FC SJC MA 4	66.67%	33.33%	57.14%	42.86%
FC SJC MA 5	33.33%	66.67%	50%	50%
FC SJC MA 6	81.97%	18.03%	83.33%	16.67%
FC SJC FCLW	86.97%	13.03%	87.92%	12.08%
FC SJC 3	69.15%	30.85%	66.64%	33.36%
FC SJC 4	81%	19%	80.96%	19.04%
FC SJC 5	61.13%	38.87%	60.3%	39.7%
FC SJC 6	84.13%	15.87%	84.68%	15.32%
FC SJC 7	62.16%	37.84%	63.69%	36.31%
FC SJC 8	72.43%	27.57%	72.63%	27.37%
FC SJC 9	59.07%	40.93%	59.43%	40.57%
FC SJC 10	64.9%	35.1%	66.67%	33.33%
FC SJC 11	49.06%	50.94%	51.02%	48.98%
FC SJC 12	38.46%	61.54%	44.44%	55.56%
FC CO 29	60%	40%	66.67%	33.33%
FC CO 32	16.67%	83.33%	28.57%	71.43%
FC CO 37	100%	0%	N/A	N/A
FC CO 40	66.67%	33.33%	66.67%	33.33%
FC CO 47	0%	100%	0%	100%
FC CO 54	50%	50%	50%	50%
FC CO CEX	0%	100%	0%	100%
FC SNCT 2016 CONSERVED	100%	0%	100%	0%
FC SNCT 2019 CONSERVED	60.38%	39.62%	58.06%	41.94%
FC SNCT 2020 CONSERVED	0%	100%	77.78%	22.22%
FC SNCT EM	85.71%	14.29%	87.5%	12.5%
FC SNCT EO	0%	100%	0%	100%
FC SNCT ESO	0%	100%	50%	50%

FC SNCT JAN 2022 CONSERVED	N/A	N/A	100%	0%
FC SNCT MUSICINST	52.05%	47.95%	52.94%	47.06%
FC SNCT PSY	94.44%	5.56%	95.65%	4.35%
FC SNCT PSY TRAINEE	100%	0%	100%	0%
FC SNCT PSYMAN	66.67%	33.33%	66.67%	33.33%
FC SNCT QIM	N/A	N/A	100%	0%
FC SNCT QIO	66.67%	33.33%	45.45%	54.55%
FC SNCT TEACH	82.97%	17.03%	83.52%	16.48%
FC SNCT TEACHART	67.42%	32.58%	65.43%	34.57%
FC SNCT TEACHPRMH	79.01%	20.99%	77.14%	22.86%
FC SNCT TEACHPRMP	68%	32%	68.46%	31.54%
FC TRADE TD2	0%	100%	0%	100%
FC TRADE TD3	0%	100%	0%	100%
FC TRADE TD4	2.72%	97.28%	2.38%	97.62%
FC TRADE TD4AP	2.33%	97.67%	4.44%	95.56%
FC TRADE TD4F	0%	100%	0%	100%
FC TRADE TD5	5.71%	94.29%	3.33%	96.67%
FC TRADE TD5AP	0%	100%	0%	100%
FC TRADE TD6	1.18%	98.82%	1.88%	98.13%
FC TRADE TD6AP	0%	100%	0%	100%
FC TRADE TD6F	0%	100%	0%	100%
FC TRADE TD7	0%	100%	N/A	N/A
FC CRAFT CC1	0%	100%	0%	100%
FC CRAFT FLEETAP	0%	100%	0%	100%
FC CRAFT FS1	2.86%	97.14%	2.7%	97.3%
FC CRAFT PC2	0%	100%	0%	100%
FC CRAFT PSA	N/A	N/A	0%	100%
FC CRAFT PCD	0%	100%	N/A	N/A
MISC COSLA	0%	100%	0%	100%
MISC NMW NLW	8.33%	91.67%	0%	100%
MISC STAT	N/A	N/A	100%	0%

b) Education Authority

Grade	Education Authority **2021** Female	Education Authority **2021** Male	Education Authority **2022** Female	Education Authority **2022** Male
FC SJC MA 3	0%	100%	N/A	N/A
FC SJC MA 4	100%	0%	100%	0%
FC SJC MA 6	83.33%	16.67%	81.25%	18.75%
FC SJC FCLW	99.14%	0.86%	99.07%	0.93%
FC SJC 3	99.3%	0.7%	98.77%	1.23%
FC SJC 4	94.89%	5.11%	95.57%	4.43%
FC SJC 5	94.44%	5.56%	93.21%	6.79%
FC SJC 6	94.59%	5.41%	94.53%	5.47%
FC SJC 7	85.78%	14.22%	85.96%	14.04%
FC SJC 8	94.12%	5.88%	98.04%	1.96%
FC SJC 9	71.79%	28.21%	70.59%	29.41%
FC SJC 10	50%	50%	80%	20%
FC SJC 11	0%	100%	N/A	N/A
FC SJC 12	100%	0%	50%	50%
FC CO 40	100%	0%	100%	0%
FC CO 54	100%	0%	100%	0%
FC SNCT 2016 CONSERVED	100%	0%	100%	0%
FC SNCT 2019 CONSERVED	60.38%	39.62%	58.06%	41.94%
FC SNCT 2020 CONSERVED	0%	100%	77.78%	22.22%
FC SNCT EM	85.71%	14.29%	87.5%	12.5%
FC SNCT EO	0%	100%	0%	100%
FC SNCT ESO	0%	100%	50%	50%
FC SNCT JAN 2022 CONSERVED	N/A	N/A	100%	0%
FC SNCT MUSICINST	52.05%	47.95%	52.94%	47.06%
FC SNCT PSY	94.44%	5.56%	95.65%	4.35%
FC SNCT PSY TRAINEE	100%	0%	100%	0%
FC SNCT PSYMAN	66.67%	33.33%	66.67%	33.33%
FC SNCT QIM	N/A	N/A	100%	0%
FC SNCT QIO	66.67%	33.33%	45.45%	54.55%
FC SNCT TEACH	82.97%	17.03%	83.52%	16.48%
FC SNCT TEACHART	67.42%	32.58%	65.43%	34.57%
FC SNCT TEACHPRMH	79.01%	20.99%	77.14%	22.86%
FC SNCT TEACHPRMP	68%	32%	68.46%	31.54%
MISC STAT	N/A	N/A	100%	0%

11. Gender segregation by job family

a) Whole Council

Job Family	Whole Council **2021** Female	Whole Council **2021** Male	Whole Council **2022** Female	Whole Council **2022** Male
Admin/Clerical/Business Support	87.28%	12.72%	83.06%	16.94%
Apprentice/Trainee	33.96%	66.04%	26.63%	73.37%
Audit/Risk Management	52.38%	47.62%	61.54%	38.46%
Business Management and Improvement	81.82%	18.18%	91.67%	8.33%
Childcare/Early Years	97.27%	2.73%	96.98%	3.02%
Cleaning/Caretaking/Janitorial	69.11%	30.89%	69.41%	30.59%
Community and Youth Work	57.14%	42.86%	40%	60%
Customer Service/Contact Centre	78.03%	21.97%	77.97%	22.03%
Education Admin and Clerical	99.46%	0.54%	99.09%	0.91%
Education Specialist Support	89.65%	10.35%	90.1%	9.9%
Employment Support	67.24%	32.76%	65.45%	34.55%
Executive/Senior Manager	47.33%	52.67%	51.88%	48.12%
Finance Services	84.15%	15.85%	82.47%	17.53%
Health and Safety	40.74%	59.26%	39.29%	60.71%
Hospitality/Catering	93.99%	6.01%	93.58%	6.42%
Housing	69.96%	30.04%	69.78%	30.22%
Human Resources/Learning/OD	84.21%	15.79%	86.44%	13.56%
IT/Digital	36.16%	63.84%	36.87%	63.13%
Instructor/Tutor	64.35%	35.65%	64.15%	35.85%
Legal/Democratic Services	63.16%	36.84%	66.67%	33.33%
Marine Services	0%	100%	50%	50%
Media/Marketing/Design	78.26%	21.74%	78.26%	21.74%
Planning, Property and Assessors	16.27%	83.73%	17.41%	82.59%
Principal/Deputy/Head Teacher	71.76%	28.24%	71.64%	28.36%
Procurement	71.43%	28.57%	66.67%	33.33%
Project Management	73.68%	26.32%	56.25%	43.75%
Protective Services	42.17%	57.83%	43.37%	56.63%
Pupil Support	82.68%	17.32%	84.04%	15.96%
Regeneration/Economic Development/Tourism	50%	50%	51.28%	48.72%
Social Services/Social Work/Social Care	83.58%	16.42%	83.79%	16.21%
Sports Development	42.11%	57.89%	36.36%	63.64%
Streets/Parks	3.47%	96.53%	3.13%	96.88%
Teaching - Nursery	100%	0%	100%	0%
Teaching - Primary	91.79%	8.21%	91.75%	8.25%
Teaching - Secondary	70.26%	29.74%	72.49%	27.51%
Theatres/Museums/Galleries/Libraries	88.24%	11.76%	86.67%	13.33%
Trades & Fleet Services	2.42%	97.58%	2.16%	97.84%
Transportation/Roads/Waste	15.16%	84.84%	14.87%	85.13%

b) Education Authority

	Education Authority **2021**	Education Authority **2021**	Education Authority **2022**	Education Authority **2022**
Job Family	Female	Male	Female	Male
Admin/Clerical/Business Support	100%	0%	96.67%	3.33%
Apprentice/Trainee	82.81%	17.19%	82.86%	17.14%
Childcare/Early Years	97.34%	2.66%	96.97%	3.03%
Cleaning/Caretaking/Janitorial	100%	0%	100%	0%
Education Admin and Clerical	99.46%	0.54%	99.07%	0.93%
Education Specialist Support	89.78%	10.22%	90.27%	9.73%
Executive/Senior Manager	68.75%	31.25%	83.33%	16.67%
Housing	0%	100%	N/A	N/A
Human Resources/Learning/OD	66.67%	33.33%	80%	20%
Instructor/Tutor	51.61%	48.39%	52.54%	47.46%
Planning, Property and Assessors	100%	0%	N/A	N/A
Principal/Deputy/Head Teacher	71.76%	28.24%	71.64%	28.36%
Procurement	100%	0%	100%	0%
Project Management	100%	0%	100%	0%
Pupil Support	82.68%	17.32%	83.96%	16.04%
Social Services/Social Work/Social Care	98.26%	1.74%	97.22%	2.78%
Teaching - Nursery	100%	0%	100%	0%
Teaching - Primary	91.79%	8.21%	91.75%	8.25%
Teaching - Secondary	70.26%	29.74%	72.49%	27.51%
Theatres/Museums/Galleries/Libraries	88.24%	11.76%	86.67%	13.33%

12. Disability pay gap

This pay gap is based on a maximum of 8.51% of our total workforce (Whole Council 2022) as we cannot include "Prefer not to say" responses and blanks in these figures.

	Whole Council **2021**	Whole Council **2022**	Education Authority **2021**	Education Authority **2022**
Disabled avg hourly earnings	£16.02	£15.36	£19.43	£18.11
Non-disabled avg hourly earnings	£15.43	£12.42	£13.73	£13.81
Disability Pay Gap	-3.82%	-23.67%	-41.51%	-31.14%

13. Disability segregation by grade

a) Whole Council

	Whole Council **2021**	Whole Council **2021**	Whole Council **2022**	Whole Council **2022**
Grade	Disabled	Non-disabled	Disabled	Non-disabled
FC SJC MA 3	0%	0%	0%	100%
FC SJC MA 4	0%	0%	0%	50%
FC SJC MA 5	0%	0%	5.56%	55.56%
FC SJC MA 6	3.28%	1.64%	0%	0%
FC SJC FCLW	0.78%	0.13%	0%	100%
FC SJC 3	1.73%	0.35%	2.25%	10.89%
FC SJC 4	1.2%	0.18%	2.02%	3.66%
FC SJC 5	1.79%	0.23%	1.82%	6.3%
FC SJC 6	1.14%	0.61%	2.05%	3.26%
FC SJC 7	2.18%	0.39%	3.97%	5.56%
FC SJC 8	2.78%	0.66%	2.26%	1.85%
FC SJC 9	1.61%	0.4%	1.36%	12.65%
FC SJC 10	1.99%	0.66%	2.04%	2.04%
FC SJC 11	0%	0%	0%	6.67%
FC SJC 12	0%	0%	1.94%	10.11%
FC CO 29	0%	0%	0%	33.33%
FC CO 32	0%	16.67%	0%	14.29%
FC CO 37	0%	0%	0%	8.33%
FC CO 40	0%	0%	0%	0%
FC CO 47	0%	0%	0%	0%
FC CO 54	0%	0%	0%	0%
FC CO CEX	0%	0%	0%	0%
FC SNCT 2016 CONSERVED	0%	0%	3.23%	0%
FC SNCT 2019 CONSERVED	1.89%	0%	0%	0%

FC SNCT 2020 CONSERVED	0%	0%	0%	12.5%
FC SNCT EM	0%	0%	0%	0%
FC SNCT EO	0%	0%	0%	0%
FC SNCT ESO	0%	0%	0%	0%
FC SNCT MUSICINST	1.61%	0%	1.69%	11.86%
FC SNCT PSY	0%	0%	0%	21.74%
FC SNCT PSY TRAINEE	0%	0%	0%	0%
FC SNCT PSYMAN	0%	0%	0%	0%
FC SNCT QIM	N/A	N/A	N/A	N/A
FC SNCT QIO	0%	0%	0%	0%
FC SNCT TEACH	1.2%	0.21%	0%	9.09%
FC SNCT TEACHART	1.2%	0%	1.16%	1.57%
FC SNCT TEACHPRMH	0.84%	0%	1.3%	0%
FC SNCT TEACHPRMP	0.51%	0%	0.87%	1.16%
FC TRADE TD2	0%	0%	1.1%	2.83%
FC TRADE TD3	0%	0%	0%	0%
FC TRADE TD4	0.39%	0%	0%	16.95%
FC TRADE TD4AP	0%	0%	0.4%	4.76%
FC TRADE TD4F	0%	0%	0%	15.56%
FC TRADE TD5	1.43%	0%	0%	0%
FC TRADE TD5AP	0%	0%	1.67%	3.33%
FC TRADE TD6	0%	0%	0%	34.29%
FC TRADE TD6AP	0%	0%	0%	2.5%
FC TRADE TD6F	0%	0%	0%	20%
FC TRADE TD7	0%	0%	0%	0%
FC CRAFT CC1	0%	0%	12.5%	12.5%
FC CRAFT FLEETAP	0%	0%	0%	2.7%
FC CRAFT FS1	0%	0%	0%	0%
FC CRAFT PC2	0%	0%	0%	100%
FC CRAFT PCD	0%	0%	1.23%	3.7%
MISC COSLA	0%	0%	0%	0%
MISC NMW NLW	0%	0%	0%	0%
MISC STAT	N/A	N/A	0%	0%

b) Education Authority

Grade	Education Authority **2021** Disabled	Education Authority **2021** Non-disabled	Education Authority **2022** Disabled	Education Authority **2022** Non-disabled
FC SJC MA 3	0%	0%	N/A	N/A
FC SJC MA 4	0%	0%	0%	100%
FC SJC MA 6	3.33%	1.67%	6.25%	50%
FC SJC FCLW	0.93%	0%	0.99%	0%
FC SJC 3	1.32%	0.79%	1.61%	10.22%
FC SJC 4	0.49%	0.24%	1.77%	12.5%
FC SJC 5	2.33%	0%	3.18%	2.27%
FC SJC 6	0.66%	0.51%	1.28%	7.73%
FC SJC 7	1.38%	0%	1.32%	3.52%
FC SJC 8	0%	0%	0%	6%
FC SJC 9	5.13%	0%	5.88%	0%
FC SJC 10	50%	0%	20%	0%
FC SJC 11	0%	0%	N/A	N/A
FC SJC 12	0%	0%	0%	0%
FC CO 40	0%	0%	0%	0%
FC CO 54	0%	0%	0%	0%
FC SNCT 2016 CONSERVED	0%	0%	0%	0%
FC SNCT 2019 CONSERVED	1.89%	0%	3.23%	0%
FC SNCT 2020 CONSERVED	0%	0%	0%	0%
FC SNCT EM	0%	0%	0%	12.5%
FC SNCT EO	0%	0%	0%	0%
FC SNCT ESO	0%	0%	0%	0%
FC SNCT MUSICINST	1.61%	0%	1.69%	11.86%
FC SNCT PSY	0%	0%	0%	21.74%
FC SNCT PSY TRAINEE	0%	0%	0%	0%
FC SNCT PSYMAN	0%	0%	0%	0%
FC SNCT QIM	N/A	N/A	0%	0%
FC SNCT QIO	0%	0%	0%	9.09%
FC SNCT TEACH	1.2%	0.21%	1.16%	1.57%
FC SNCT TEACHART	1.2%	0%	1.3%	0%
FC SNCT TEACHPRMH	0.84%	0%	0.87%	1.16%
FC SNCT TEACHPRMP	0.51%	0%	1.1%	2.83%
MISC STAT	N/A	N/A	0%	0%

14. Disability segregation by job family

a) Whole Council

Job Family	Whole Council **2021** Disabled	Whole Council **2021** Non-disabled	Whole Council **2022** Disabled	Whole Council **2022** Non-disabled
Admin/Clerical/Business Support	1.9%	0.44%	2.6%	10.93%
Apprentice/Trainee	0.94%	0.47%	1.63%	35.33%
Audit/Risk Management	0%	0%	0%	0%
Business Management and Improvement	0%	0%	0%	0%
Childcare/Early Years	0.81%	0.52%	1.72%	7.62%
Cleaning/Caretaking/Janitorial	1.29%	0.14%	1.69%	10.89%
Community and Youth Work	0%	0%	0%	0%
Customer Service/Contact Centre	2.54%	0%	2.54%	6.5%
Education Admin and Clerical	1.43%	0.71%	1.28%	6.39%
Education Specialist Support	1%	0.17%	1.69%	9.26%
Employment Support	11.86%	0%	10.71%	1.79%
Executive/Senior Manager	0%	0.76%	0.75%	6.77%
Finance Services	1.51%	0.38%	2.39%	1.2%
Health and Safety	0%	0%	0%	0%
Hospitality/Catering	0.53%	0%	1.01%	11.84%
Housing	3.8%	0.76%	3.12%	4.05%
Human Resources/Learning/OD	6.9%	3.45%	6.67%	16.67%
IT/Digital	2.22%	0.44%	3.21%	1.38%
Instructor/Tutor	0.87%	0%	0.94%	4.72%
Legal/Democratic Services	0%	0%	4.76%	14.29%
Marine Services	0%	0%	25%	0%
Media/Marketing/Design	0%	0%	4.35%	0%
Planning, Property and Assessors	1.69%	0.34%	2.18%	3.44%
Principal/Deputy/Head Teacher	0.63%	0%	1.01%	2.22%
Procurement	0%	0%	0%	3.7%
Project Management	0%	0%	0%	0%
Protective Services	1.2%	0%	2.41%	6.02%
Pupil Support	0.79%	1.18%	1.06%	6.91%
Regeneration/Economic Development/Tourism	0%	0%	0%	5.13%
Social Services/Social Work/Social Care	1.7%	0.46%	2.52%	6.55%
Sports Development	0%	0%	4.55%	0%
Streets/Parks	1.16%	0.58%	1.34%	8.93%
Teaching - Nursery	5.88%	0%	6.25%	0%
Teaching - Primary	0.73%	0%	0.52%	0.15%

Teaching - Secondary	1.44%	0.32%	1.51%	3.02%
Theatres/Museums/Galleries/Libraries	11.76%	0%	20%	6.67%
Trades & Fleet Services	0.4%	0%	0.43%	5.34%
Transportation/Roads/Waste	0.97%	0.32%	0.32%	7.91%

b) Education Authority

	Education Authority **2021**	Education Authority **2021**	Education Authority **2022**	Education Authority **2022**
Job Family	Disabled	Non-disabled	Disabled	Non-disabled
Admin/Clerical/Business Support	0%	0%	0%	26.67%
Apprentice/Trainee	3.13%	1.56%	5.71%	54.29%
Childcare/Early Years	0.81%	0.52%	1.72%	7.62%
Cleaning/Caretaking/Janitorial	0%	0%	0%	0%
Education Admin and Clerical	1.44%	0.72%	1.3%	5.58%
Education Specialist Support	1.01%	0.17%	1.71%	9.35%
Employment Support	N/A	N/A	0%	0%
Executive/Senior Manager	0%	0%	0%	5.56%
Housing	0%	0%	N/A	N/A
Human Resources/Learning/OD	0%	0%	0%	20%
Instructor/Tutor	1.61%	0%	1.69%	11.86%
Principal/Deputy/Head Teacher	0.63%	0%	1.01%	2.22%
Pupil Support	0.79%	1.18%	1.07%	6.95%
Social Services/Social Work/Social Care	0.87%	0%	0.93%	1.85%
Teaching - Nursery	5.88%	0%	6.25%	0%
Teaching - Primary	0.73%	0%	0.52%	0.15%
Teaching - Secondary	1.44%	0.32%	1.51%	3.02%
Theatres/Museums/Galleries/Libraries	11.76%	0%	20%	6.67%

15. Race pay gap

This pay gap is based on a maximum of 72.05% of our total workforce (WC 2022) as we cannot include "Prefer not to say" responses and blanks in these figures.

	Whole Council **2021**	Whole Council **2022**	Education Authority **2021**	Education Authority **2022**
Non-white avg hourly earnings	£16.66	£16.60	£20.31	£20.30
White avg hourly earnings	£17.57	£16.05	£23.00	£20.51
Race Pay Gap	5.46%	3.31%	13.24%	1.03%

16. Race segregation by grade

a) Whole Council

	Whole Council **2021**	Whole Council **2021**	Whole Council **2022**	Whole Council **2022**
Grade	White	Non-white	White	Non-white
FC SJC MA 3	40%	0%	100%	0%
FC SJC MA 4	11.11%	0%	75%	0%
FC SJC MA 5	33.33%	0%	66.67%	5.56%
FC SJC MA 6	27.87%	0%	0%	100%
FC SJC FCLW	59.3%	0.85%	100%	0%
FC SJC 3	75.38%	0.14%	69.58%	1.03%
FC SJC 4	66.87%	0.65%	81.54%	0.78%
FC SJC 5	81.76%	0.55%	69.83%	0.93%
FC SJC 6	69.67%	0.86%	88.15%	1.06%
FC SJC 7	89.1%	1.09%	73.21%	2.92%
FC SJC 8	70.95%	2.39%	83.57%	1.44%
FC SJC 9	83.67%	1.41%	64.7%	1.62%
FC SJC 10	88.08%	0%	89.8%	2.04%
FC SJC 11	96.23%	0%	82.22%	0%
FC SJC 12	87.18%	0%	75.76%	0.97%
FC CO 29	80%	20%	83.33%	16.67%
FC CO 32	100%	0%	100%	0%
FC CO 37	100%	0%	91.67%	0%
FC CO 40	91.67%	0%	100%	0%
FC CO 47	100%	0%	100%	0%
FC CO 54	100%	0%	100%	0%
FC CO CEX	100%	0%	100%	0%
FC SNCT 2016 CONSERVED	0%	100%	96.77%	0%
FC SNCT 2019 CONSERVED	98.11%	0%	77.78%	0%
FC SNCT 2020 CONSERVED	50%	0%	75%	0%
FC SNCT EM	85.71%	0%	100%	0%

FC SNCT EO	100%	0%	50%	50%
FC SNCT ESO	100%	0%	100%	0%
FC SNCT MUSICINST	66.13%	0%	72.88%	0%
FC SNCT PSY	61.11%	0%	65.22%	0%
FC SNCT PSY TRAINEE	50%	0%	0%	0%
FC SNCT PSYMAN	100%	0%	100%	0%
FC SNCT QIM	N/A	N/A	N/A	N/A
FC SNCT QIO	100%	0%	0%	0%
FC SNCT TEACH	57.73%	0.75%	81.82%	0%
FC SNCT TEACHART	92.77%	1.2%	54.55%	0.72%
FC SNCT TEACHPRMH	87.15%	0.84%	92.21%	1.3%
FC SNCT TEACHPRMP	76.03%	1.03%	87.86%	1.16%
FC TRADE TD2	90%	0%	73.16%	1.1%
FC TRADE TD3	75.44%	0%	87.5%	0%
FC TRADE TD4	80.93%	0%	81.36%	0%
FC TRADE TD4AP	16.28%	2.33%	82.54%	0%
FC TRADE TD4F	100%	0%	31.11%	0%
FC TRADE TD5	72.86%	0%	100%	0%
FC TRADE TD5AP	12.82%	0%	61.67%	0%
FC TRADE TD6	87.57%	0.59%	37.14%	0%
FC TRADE TD6AP	18.18%	0%	86.25%	0.63%
FC TRADE TD6F	85.71%	0%	40%	0%
FC TRADE TD7	0%	0%	83.33%	0%
FC CRAFT CC1	100%	0%	50%	0%
FC CRAFT FLEETAP	14.29%	14.29%	64.86%	0%
FC CRAFT FS1	71.43%	0%	100%	0%
FC CRAFT PC2	100%	0%	100%	0%
FC CRAFT PCD	100%	0%	88.89%	0%
MISC COSLA	100%	0%	100%	0%
MISC NMW NLW	16.67%	0%	12.5%	0%
MISC STAT	N/A	N/A	0%	0%

b) Education Authority

Grade	Education Authority **2021** White	Education Authority **2021** Non-white	Education Authority **2022** White	Education Authority **2022** Non-white
FC SJC MA 3	100%	0%	N/A	N/A
FC SJC MA 4	33.33%	0%	100%	0%
FC SJC MA 6	26.67%	0%	62.5%	6.25%
FC SJC FCLW	77.57%	0%	77.23%	0%
FC SJC 3	75.46%	0%	75.81%	0.27%
FC SJC 4	62.98%	0.24%	66.18%	0.85%
FC SJC 5	81.86%	0.47%	82.73%	0%
FC SJC 6	58.6%	0.37%	60.07%	0.34%
FC SJC 7	83.94%	0.46%	81.5%	0.44%
FC SJC 8	66%	2%	66%	2%
FC SJC 9	84.62%	0%	85.29%	0%
FC SJC 10	50%	0%	80%	0%
FC SJC 11	100%	0%	N/A	N/A
FC SJC 12	0%	0%	50%	0%
FC CO 40	100%	0%	100%	0%
FC CO 54	100%	0%	100%	0%
FC SNCT 2016 CONSERVED	0%	100%	0%	100%
FC SNCT 2019 CONSERVED	98.11%	0%	96.77%	0%
FC SNCT 2020 CONSERVED	50%	0%	77.78%	0%
FC SNCT EM	85.71%	0%	75%	0%
FC SNCT EO	100%	0%	100%	0%
FC SNCT ESO	100%	0%	50%	50%
FC SNCT JAN 2022 CONSERVED	N/A	N/A	100%	0%
FC SNCT MUSICINST	66.13%	0%	72.88%	0%
FC SNCT PSY	61.11%	0%	65.22%	0%
FC SNCT PSY TRAINEE	50%	0%	0%	0%
FC SNCT PSYMAN	100%	0%	100%	0%
FC SNCT QIM	N/A	N/A	0%	0%
FC SNCT QIO	100%	0%	81.82%	0%
FC SNCT TEACH	57.73%	0.75%	54.55%	0.72%
FC SNCT TEACHART	92.77%	1.2%	92.21%	1.3%
FC SNCT TEACHPRMH	87.15%	0.84%	87.86%	1.16%
FC SNCT TEACHPRMP	76.03%	1.03%	73.16%	1.1%
MISC STAT	N/A	N/A	0%	0%

17. Race segregation by job family

a) Whole Council

Job Family	Whole Council **2021** White	Whole Council **2021** Non-white	Whole Council **2022** White	Whole Council **2022** Non-white
Admin/Clerical/Business Support	86.26%	0.58%	85.25%	1.09%
Apprentice/Trainee	23.11%	0.94%	46.74%	1.09%
Audit/Risk Management	85.71%	4.76%	88.46%	3.85%
Business Management and Improvement	81.82%	9.09%	83.33%	8.33%
Childcare/Early Years	57.02%	0.37%	58.63%	0.34%
Cleaning/Caretaking/Janitorial	64.16%	0.61%	69.13%	1.34%
Community and Youth Work	57.14%	0%	50%	0%
Customer Service/Contact Centre	84.51%	0.56%	84.18%	1.13%
Education Admin and Clerical	81.43%	0.18%	81.39%	0%
Education Specialist Support	66.85%	0.5%	68.96%	0.79%
Employment Support	91.38%	1.72%	89.09%	1.82%
Executive/Senior Manager	92.37%	0.76%	87.97%	1.5%
Finance Services	90.19%	1.13%	90.04%	1.2%
Health and Safety	96.3%	0%	96.43%	0%
Hospitality/Catering	62.75%	0.8%	65.99%	1.51%
Housing	85.55%	0.76%	86.29%	0.93%
Human Resources/Learning/OD	89.47%	1.75%	94.92%	1.69%
IT/Digital	88.84%	0.89%	88.94%	0.46%
Instructor/Tutor	60.43%	2.17%	63.68%	2.36%
Legal/Democratic Services	84.21%	5.26%	90.48%	4.76%
Marine Services	75%	0%	75%	0%
Media/Marketing/Design	95.65%	0%	100%	0%
Planning, Property and Assessors	76.84%	0.45%	78.24%	0.46%
Principal/Deputy/Head Teacher	80.65%	0.94%	78.61%	1.11%
Procurement	82.14%	3.57%	85.19%	7.41%
Project Management	100%	0%	87.5%	0%
Protective Services	92.77%	0%	92.77%	0%
Pupil Support	44.09%	0.39%	51.6%	0.53%
Regeneration/Economic Development/Tourism	81.58%	0%	84.62%	0%
Social Services/Social Work/Social Care	73.44%	1.43%	74.24%	1.82%
Sports Development	84.21%	0%	72.73%	0%
Streets/Parks	73.41%	0%	71.43%	0.45%
Teaching - Nursery	76.47%	0%	75%	0%
Teaching - Primary	63.01%	0.58%	57.36%	0.59%
Teaching - Secondary	56.54%	1.04%	53.3%	0.93%

Theatres/Museums/Galleries/Libraries	94.12%	0%	93.33%	0%
Trades & Fleet Services	79.33%	0.13%	79.8%	0.58%
Transportation/Roads/Waste	81.94%	0.97%	81.96%	1.27%

b) Education Authority

Job Family	Education Authority **2021** White	Education Authority **2021** Non-white	Education Authority **2022** White	Education Authority **2022** Non-white
Admin/Clerical/Business Support	52.38%	0%	63.33%	3.33%
Apprentice/Trainee	28.13%	0%	65.71%	5.71%
Childcare/Early Years	57.1%	0.37%	58.6%	0.34%
Cleaning/Caretaking/Janitorial	100%	0%	100%	0%
Education Admin and Clerical	81.65%	0.18%	81.41%	0%
Education Specialist Support	66.67%	0.5%	68.84%	0.8%
Employment Support	N/A	N/A	0%	0%
Executive/Senior Manager	87.5%	0%	83.33%	0%
Housing	100%	0%	N/A	N/A
Human Resources/Learning/OD	66.67%	0%	80%	0%
Instructor/Tutor	66.13%	0%	72.88%	0%
Planning, Property and Assessors	100%	0%	N/A	N/A
Principal/Deputy/Head Teacher	80.65%	0.94%	78.61%	1.11%
Procurement	33.33%	0%	50%	0%
Project Management	100%	0%	100%	0%
Pupil Support	44.09%	0.39%	51.87%	0.53%
Regeneration/Economic Development/Tourism	N/A	N/A	100%	0%
Social Services/Social Work/Social Care	78.26%	0%	77.78%	0%
Teaching - Nursery	76.47%	0%	75%	0%
Teaching - Primary	63.01%	0.58%	57.36%	0.59%
Teaching - Secondary	56.54%	1.04%	53.3%	0.93%
Theatres/Museums/Galleries/Libraries	94.12%	0%	93.33%	0%