## OFFICIAL EQUALITIES MONITORING ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2023

	-	Tar	ining			ances	· · ·	1			_			
DISABLED			ining			/ances Grievance	Lea	vers	Haras	sment *		uitment		iplinary
	Applica	ation for ining	Received	Training		al, Stage 1)	Left Emp	oloyment	Raised a	Complaint		uitment	Subject to	Disciplinary
	Number	94	Number	94	Number	96	Number	94	Number	9%	Number	nolaint %	Number	94
Disabled	620	3.3%	457	3.5%	Number	75	68	3.3%	Tadifiber	70	o	0.0%	Hamber	70
Non Disabled	6603	35.3%	4443	33.6%			909	44.0%					61	41.8%
Non Disclosed	11498	61.4%	8321	62.9%	31	79.5%	1091	52.8%					84	57.5%
Total	18721	100.0%	13221	100.0%	39	100.0%	2068	100.0%	17	100.0%			146	100.0%
ETHNICITY		Tra	ining		Griev	/ances	Lea	vers	Haras	sment *	Recru	uitment	Disc	iplinary
	Applica	ation for			Raised a	Grievance						in Internal	Subject to	Disciplinary
	Trai	ining	Received	i Training	(Individua	al, Stage 1)	Left Emp	oloyment	Raised a	Complaint		uitment	A	ction
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
White Scottish	12745	68.1%	9231	69.8%	26	66.7%	1103	53.3%	14	82.4%			99	67.8%
Other British	1711	9.1%	1160	8.8%	0	0.0%	331	16.0%	0	0.0%	0	0.0%		0.001
Irish Gypsy / Traveller	90	0.5%	59	0.4%	0	0.0%	0	0.0%	0	11.8%	0	0.0%	0	0.0%
Polish	17	0.1%			0	0.0%	5	0.2%	0	0.0%	0	0.0%	0	0.0%
Show man/Show woman	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Roma Other white ethnic	146	0.8%	93	0.0%	0	0.0%	35	0.0%	0	0.0%	0	0.0%	0	0.0%
Total White	140	78.6%	10551	79.8%	26	66.7%	1481	71.6%	16	94.1%	0	0.0%	107	73.3%
Any mixed or multiple ethnic group:	s 40	0.2%	23	0.2%	0	0.0%			0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	26	0.1%	11	0.1%	0	0.0%	19	0.9%	0	0.0%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	39	0.2%	21	0.2%	0	0.0%	10	0.5%	0	0.0%	0	0.0%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British Chinese, Chinese Scottish or Chinese British					0	0.0%	~ 2	0.1%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	13	0.1%			0	0.0%	12	0.6%	0	0.0%	0	0.0%	0	0.0%
Sub Total Asian		0.5%	43	0.3%	0	0.0%	49	2.4%	0	0.0%	0	0.0%	0	0.0%
African, African Scottish or African British Other African background	101 48	0.5%	30	0.2%	0	0.0%	18	0.9%	0	0.0%	0	0.0%	0	0.0%
Other African background Caribbean, Caribbean Scottish or Caribbean British	40	0.3%	1 1	0.1%	0	0.0%	21	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	11	0.1%							ö	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Sub Total Black	165	0.9% 0.1%	52	0.4% 0.1%		0.0%	41	2.0%	0	0.0%	0	0.0%		0.0%
Arab, Arab Scottish or Arab British Other ethnic background	25 25	0.1%	19 16	0.1%	<i>o</i>	0.0%			<i>o</i>	0.0%	<u>o</u>	0.0%	0	0.7%
Sub Total Other Ethnic	50	0.3%	35	0.3%	0	0.0%			o	0.0%	0	0.0%	0	0.0%
	0	0.0%	0	0.0%										
Total Ethnic Non Disclosed	348	1.9%	153 2517	1.2%	11	28.2%	99 488	4.8%	0	0.0%	0	0.0%	38	26.0%
Tota														
	1 18721	100.0%	13221	100.0%	39	100.0%	2068	100.0%	17	100.0%			146	100.0%
1014	1 18721	100.0%	13221	100.0%	39	100.0%	2068	100.0%	17	100.0%			146	100.0%
	1 18721			100.0%										
RELIGION OR BELIEF		Tra	13221	100.0%	Griev	/ances		100.0%		100.0%		uitment	Disc	iplinary
	Applica	Tra ation for	ining	100.0%	Griev Raised a	/ances Grievance	Lea		Haras		Raised a Recr	un Internal uitment	Disc Subject to	iplinary Disciplinary
	Applica Trai	Trai ation for ining	ining Received	l Training	Griev Raised a (Individua	vances Grievance al, Stage 1)	Lea Left Emj	vers	Haras Raised a	sment *	Raised a Recri Com	an Internal uitment aplaint	Disc Subject to Ar	iplinary
RELIGION OR BELIEF	Applica Trai	Tra ation for ining %	ining Received Number	I Training %	Griev Raised a (Individua Number	Vances Grievance al, Stage 1) %	Lea	vers	Haras	sment *	Raised a Recr	in Internal uitment iplaint %	Disc Subject to	iplinary Disciplinary ction %
RELIGION OR BELIEF	Applica Trai Number 16	Trai ation for ining	Received Number 13	I Training % 0.1%	Griev Raised a (Individua	vances Grievance al, Stage 1)	Lea Left Emj Number	vers	Haras Raised a	sment *	Raised a Recr Com Number	n Internal uitment plaint 0.0%	Disc Subject to Au	iplinary Disciplinary
RELIGION OR BELIEF Buddhist Church of Scotland Hindu	Applica Trai	Trai ation for ining % 0.1%	ining Received Number	I Training %	Griev Raized a (Individua Number 0	Ances Grievance al, Stage 1) % 0.0%	Lea Left Emj Number 106	vers ployment % 5.1%	Haras Raised a	sment *	Raised a Recri Com Number 0 0 0	n Internal plaint 0.0% 0.0% 0.0%	Disc Subject to Au Number 0	Disciplinary obsciplinary ction 0.0%
RELIGION OR BELIEF Buddhist Church of Scotland Hindu Jewish	Applica Trai Number 16 1004 10	Tra ation for ining 0.1% 5.4% 0.1%	Number 13 726	1 Training % 0.1% 5.5%	Griev Raised a (Individua Number 0 0	/ances Grievance al, Stage 1) % 0.0% 0.0%	Lea Left Emj Number 106	vers bloyment 5.1% 0.0%	Haras Raised a	sment *	Raised a Recri Com Number 0 0 0 0	0.0% 0.0%	Disc Subject to Ar Number 0 0	Disciplinary ction 0.0% 0.0%
RELIGION OR BELIEF Buddhist Church of Scotland Hindu Jewish Muslim	Applica Trai Number 16 1004 10 70	Trai ation for ining 0.1% 5.4% 0.1% 0.4%	Received Number 13 726 44	0.1% 5.5%	Griev Raized a (Individual Number 0 0 0	%           0.0%           0.0%	Lea Left Em Number 106 0 30	0.0%	Haras Raised a	sment *	Raised a Recri Com Number 0 0 0	n Internal plaint 0.0% 0.0% 0.0%	Disc Subject to Au Number 0	Disciplinary obsciplinary ction 0.0%
RELIGION OR BELIEF Buddhist Church of Scotland Hindu Jewish Muslim Other Christian	Applica Trai 16 1004 10 70 719	Tra ation for ining 0.1% 5.4% 0.1%	Number 13 726	1 Training % 0.1% 5.5%	Griev Raised a (Individua Number 0 0	/ances Grievance al, Stage 1) % 0.0% 0.0%	Lea Left Emj Number 106	vers bloyment 5.1% 0.0%	Haras Raised a	sment *	Raised a Recri Com Number 0 0 0 0	0.0% 0.0%	Disc Subject to Ar Number 0 0	Disciplinary ction % 0.0% 0.0% 0.0% 0.0%
RELIGION OR BELIEF Buddhiat Church of Scotland Hindu Jawish Muslim Other Christian Roman Catholic Sikh	Applica Trai 16 1004 10 70 719 1443 28	Tra ation for 0.1% 0.1% 0.1% 0.4% 3.8% 7.7% 0.1%	Ining Received Number 13 726 44 480 977 14	7.4% 0.1% 5.5% 0.3% 7.4%	Griev Raised a (Individu: Number 0 0 0 0 0 0 0 0 0	Ances Grievance al, Stage 1) % 0.0% 0.0% 0.0% 0.0% 0.0%	Lea Left Em Number 106 0 30 112	Vers bloyment 5.1% 0.0% 1.5% 5.4%	Haras Raised a	sment *	Raised a Recri Corr 0 0 0 0 0 0 0 0 0 0	Internal           uitment           ylaint           %           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%	Disc Subject to Aumber 0 0 0	Disciplinary ction 0.0% 0.0%
RELIGION OR BELIEF Buddhiat Church of Scotland Hindu Jewish Maslim Maslim Maslim Boman Catholic Sikh Pagan	Applics Trai 16 1004 10 70 719 1443 28 0	Trai ation for ining % 0.1% 0.1% 0.4% 3.8% 7.7% 0.1% 0.0%	Ining Received 13 726 44 480 977 14 0	% 0.1% 5.5% 0.3% 3.6% 7.4% 0.1% 0.0%	Griev Raised a (Individu: Number 0 0 0 0 0 0 0 0 0 0 0 0 0	Cances Grievance al, Stage 1) % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Lea Left Emj Number 106 0 30 112 268	Vers bloyment 5.1% 0.0% 1.5% 5.4% 13.0%	Haras Raised a	sment *	Raised : Recr Con Number 0 0 0 0 0 0 0 0 0 0 0	n Internal uitment plaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Disc Subject to A Number 0 0 0 0 13	iplinary Disciplinary ction 9% 0.0% 0.0% 0.0% 0.0% 8.9%
RELIGION OR BELIEF Buddhiat Ghurch of Scotland Hindu Jawish Muslim Other Christian Roman Catholic Sikh Pagan Another Religion	Applics Trai 16 1004 70 719 1443 28 0 187	Tra ation for Ining 0.1% 0.1% 0.4% 3.8% 0.1% 0.1% 0.1% 0.0%	Number 13 726 44 480 9777 14 0 130	9% 0.1% 5.5% 0.3% 3.6% 7.4% 0.1% 0.0%	Griev Raised a (Individu: Number 0 0 0 0 0 0 0 0 0	Ances Grievance al, Stage 1) % 0.0% 0.0% 0.0% 0.0% 0.0%	Lea Left Emj Number 106 0 30 112 268 29	Vers bloyment 5.1% 0.0% 1.5% 5.4% 13.0% 1.4%	Haras Raised a	sment *	Raised z Recr Com 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	On Internal           uitment           plaint           %           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%	Disc Subject to A Number 0 0 0 0 0 13 0	iplinary Disciplinary 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
RELIGION OR BELIEF Buddhiat Church of Scotland Hindu Jewish Maslim Maslim Maslim Boman Catholic Sikh Pagan	Applica Trai 16 1004 70 719 1443 28 0 187 2852 12380	Trai	Ining Received Number 13 726 44 480 977 14 0 130 130 130 9023	9% 0.1% 5.5% 0.3% 3.6% 7.4% 0.1% 0.0% 1.0% 1.0% 68.2%	Griev Raised a (Individua Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 33	Grievance al, Stage 1) % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 84.6%	Lea Left Emj Number 106 0 30 112 268	Vers bloyment % 5.1% 0.0% 1.5% 5.4% 13.0% 1.4% 21.3% 51.5%	Haras Raised a	sment *	Raised : Recr Con Number 0 0 0 0 0 0 0 0 0 0 0	n Internal uitment plaint % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Disc Subject to C A Number 0 0 0 0 13 0 0 27 87	iplinary Disciplinary clion 96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 1.0% 5.0% 5.0%
RELIGION OR BELIEF Buddhist Church of Scotland Hindu Jewish Muslim Other Christian Roman Catholic Sikh Another Religion None	Applics Trai Number 16 1004 10 70 719 1443 28 0 1443 28 0 187 2862	Training % 0.1% 0.1% 0.4% 0.4% 0.4% 0.4% 0.1% 0.1% 0.0% 15.3%	Ining Received Number 13 726 44 440 977 14 0 0 1309	1 Training % 0.1% 5.5% 0.3% 7.4% 0.1% 0.1% 0.0% 1.0%	Griev Raised a (Individua Number 0 0 0 0 0 0 0 0 0 0 0	Cances Grievance al, Stage 1) 9% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Lea Left Em Number 106 0 30 30 112 268 29 440	Vers bloyment % 5.1% 0.0% 1.5% 5.4% 13.0% 1.4% 21.3%	Haras Raised a	sment *	Raised z Recr Com 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	On Internal           uitment           plaint           %           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%	Disc Subject to At Number 0 0 0 0 13 0 13 0	iplinary Disciplinary ction % 0.0% 0.0% 0.0% 0.0% 0.0% 18.5%
RELIGION OR BELIEF Buddhist Church of Scotland Hindu Muslim Muslim Other Christian Roman Catholic Sikh Pagaan Pagaan Religion Nons Not Disclosed	Applica Trai 16 1004 70 719 1443 28 0 187 2852 12380	Trai	Ining Received Number 13 726 44 480 977 14 0 130 130 130 9023	9% 0.1% 5.5% 0.3% 3.6% 7.4% 0.1% 0.0% 1.0% 1.0% 68.2%	Griev Raised a (Individua Number 0 0 0 0 0 0 0 0 0 0 0 0 0 33	Grievance al, Stage 1) % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 84.6%	Lea Left Emp 106 0 30 112 268 29 440 1065	Vers bloyment % 5.1% 0.0% 1.5% 5.4% 13.0% 1.4% 21.3% 51.5%	Haras Raised a	sment *	Raised z Recr Com 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	On Internal           uitment           plaint           %           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%	Disc Subject to C A Number 0 0 0 0 13 0 0 27 87	iplinary Disciplinary clion 96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 1.0% 5.0% 5.0%
RELIGION OR BELIEF Buddhiat Church of Scotland Hindu Jawish Muslim Other Christian Roman Catholic Sikh Pagan Roman Catholic Sikh Pagan Not Disclosed Total	Applica Trai 16 1004 70 719 1443 28 0 187 2852 12380	Tra ation for ining % 0.1% 5.4% 0.1% 0.4% 3.8% 0.1% 0.0% 15.3% 66.1%	Ining Received Number 13 726 44 480 977 14 0 0 1309 1309 13023 13221	9% 0.1% 5.5% 0.3% 3.6% 7.4% 0.1% 0.0% 1.0% 1.0% 68.2%	Griev Raised a (individu) 0 0 0 0 0 0 0 0 0 0 0 0 33 39	ances           Grievance           1, Stage 1)           9%           0.0%	Let Em Let Em Number 106 0 30 1112 266 20 40 1066 2068	Vers oloyment 96 5.1% 0.0% 1.6% 5.4% 1.4% 5.1.5% 100.0%	Haras Raised a Number	ament * Complaint % % % % % % % % % % % % % % % % % % %	Raised a Recri Com Number 0 0 0 0 0 0 0 0 0 0 0 0	On Internal           witment           96           0.0%	Disc Subject ac Number 0 0 0 13 0 277 87 146	Iplinary           Disciplinary           96           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           100.0%
RELIGION OR BELIEF Buddhist Church of Scotland Hindu Hindu Muslion Other Christian Roman Catholic Sikh Pagaan Pagaan Anone Not Disclosed	Applics Trail Number 16 1004 10 709 709 1443 288 0 187 2862 12380 18721	Tra	Ining Received Number 13 726 44 480 977 14 0 130 130 130 9023	9% 0.1% 5.5% 0.3% 3.6% 7.4% 0.1% 0.0% 1.0% 1.0% 68.2%	Griev Raizod a (Individu) Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Openation         Openation           Grisvance         al, Stage 1)           %         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%	Let Em Let Em Number 106 0 30 1112 266 20 40 1066 2068	Vers bloyment % 5.1% 0.0% 1.5% 5.4% 13.0% 1.4% 21.3% 51.5%	Haras Raised a Number	sment *	Raised a Recr Com 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	On Internal           uitment           plaint           %           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%	Disc Subject ta A Number 0 0 0 13 0 13 0 27 87 146	Desciplinary Desciplinary etten 9 0.0% 0.0% 0.0% 0.0% 0.0% 18.5% 19.5% 100.0% 100.0% 100.0%
RELIGION OR BELIEF Buddhist Church of Scotland Hindu Jawish Muslim Other Christian Roman Catholic Sikh Pagan Roman Catholic Sikh Pagan Anone Religion Anone Religion Not Disclosed Total	Applics Trail Number 16 1004 719 1443 280 1877 1872 18721	Tra ation for 0.1% 0.1% 0.1% 0.1% 0.1% 0.4% 0.4% 0.1% 0.0% 15.3% 66.1% 100.0%	Ining         Received           Number         13           12         726           726         726           977         44           480         977           14         0           130         130           130         13023           13221         Ining	9% 0.1% 5.5% 0.3% 3.6% 7.4% 0.1% 0.0% 1.0% 1.0% 68.2%	Griev Raised a (Individu. Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 33 39 39 Griev Raised a	Ances Grievance al, Stage 1) 96 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0	Lea	Vers oloyment 96 5.1% 0.0% 1.6% 5.4% 1.4% 5.1.5% 100.0%	Haras	ament * Complaint % % % % % % % % % % % % % % % % % % %	Raised z Recr Com 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal uitment plaint % 0.0%	Disc Subject to Subject to Number 0 0 0 0 13 0 13 0 27 87 146 Disc Subject to	Iplinary           Disciplinary           0           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           10.0%           100.0%           1010000000000000000000000000000000000
RELIGION OR BELIEF Buddhist Church of Scotland Hindu Jawish Muslim Other Christian Roman Catholic Sikh Pagan Roman Catholic Sikh Pagan Anone Religion Anone Religion Not Disclosed Total	Applica Trai Number 16 1004 70 719 28 0 719 1443 28 0 7 12380 12380 18721	Tra	Ining Received Number 13 726 44 480 977 14 0 977 14 0 9023 9023 13221	Training           9%           0.1%           0.8%           0.3%           0.3%           0.3%           0.1%           0.0%           1.0%           1.3.7%           06.2%           100.0%	Griev Raised a (Individui Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Ances           Grisvance           al, Stage 1)           %           0.0%	Lea Left Emp Number 106 0 30 30 105 208 209 440 2068 2068 2068 Leat Emp	Vers bloyment 96 5.1% 0.0% 1.6% 5.4% 13.0% 1.4% 1.4% 1.4% 1.4% 1.4% Vers	Haras Raised a Number Haras Raised a	sment * Complaint % % % % % % % % % % % % % % % % % % %	Raised a Reer O O O O O O O O O O O O O O O O O O	n Internal uitment yplaint % 0.0	Disc Subject to Subject to Aumber 0 0 0 0 13 0 0 27 87 146 Subject to Subject to	Iplinary           Disciplinary           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           10.0%           100.0%           101.0%
RELIGION OR BELIEF Buddhist Church of Scotland Hindu Jawish Muslim Other Christian Roman Catholic Sikh Pagan Roman Catholic Sikh Pagan Anone Religion Anone Religion Not Disclosed Total	Applics Trail Number 16 1004 719 1443 280 1877 1872 18721	Training           %           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.0%           16.3%           100.0%           Training	Ining         Received           Number         13           12         726           726         726           977         44           480         977           14         0           130         130           130         13023           13221         Ining	1 Training 76 0.1% 5.5% 0.3% 3.6% 7.4% 0.1% 10% 69.2% 100.0% 100.0%	Griev Raised a (Individu. Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 33 39 39 Griev Raised a	Ances Grievance al, Stage 1) 5% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Lea	Vers aloyment % 5.1% 5.1% 0.0% 1.5% 1.5% 1.3% 1.4% 1.4% 1.6% 1.0% Vers bloyment	Haras	sment * Complaint % % % % % % % % % % % % % % % % % % %	Raised z Recr Com 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal ultreent 96 0.0%	Disc Subject to Subject to Number 0 0 0 0 13 0 13 0 27 87 146 Disc Subject to	Iplinary           Disciplinary           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           10.0%           100.0%           101.0%
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Buddhiat         Church of Scotland         Hindu         Jawiah         Main         Main Christian         Roman Cabolic         Sikh         Pagan         Another Religion         None         None         SEXUAL ORIENTATION	Applica Trai Number 16 1004 107 770 770 770 1443 286 0 1872 12500 18721 Number Frai 86 6332 112	Trai ation for ining 0.1% 0.1% 0.1% 0.1% 0.1% 0.1% 0.0% 15.3% 100.0% Trai ation for ining 26 0.5% 33.8% 0.6%	Ining Received Number 13 726 44 480 977 14 0 130 977 14 0 132 977 14 0023 9023 13221 Ining Received Number 60 410 10 10 10 10 10 10 10 10 10	1 Training           %           0.13%           5.55%           0.33%           0.13%           0.13%           0.13%           0.13%           0.03%           1.03%           100.0%           1 Training           %           0.5%           31.8%           0.4%	Griev Raized a (Individua Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Ances           Grievance al, Stage 1)           96           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           100.0%           ances           Grievance           1.8 tage 1)           9%           0.0%           0.0%	Lea Left Em Number 106 0 0 0 112 208 208 208 206 206 206 206 206 206 206 206 206 206	Vers           alayment           %           0.0%           0.4%           1.2%           0.4%           1.4%           1.4%           1.4%           1.4%           1.4%           1.4%           1.0%           100.0%           vers           alayment           %           0.8%	Haras Raised a Number Haras Raised a	sment * Complaint % % % % % % % % % % % % % % % % % % %	Raised a Recr Com 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal uitment plaint 6. 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Disc Subject to Subject to Subject to 0 0 0 0 13 0 146 Subject to Subject to	Iplinary           D Disciplinary           0.0%
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Buddhist         Church of Scotland         Church of Scotland         Hindu         Jewish         Main         Main Christian         Roman Catholic         Sikh         Pagan         Another Religion         None         Noither Religion         Total         SEXUAL ORIENTATION         Bi-Sexual         Heterosexual         Lesbian / Gay	Applica Trai Number 16 1004 70 70 70 143 143 10 10 70 70 70 70 70 70 70 70 70 70 70 70 70	Training           26           0.1%           0.1%           0.4%           0.4%           0.4%           0.1%           0.1%           0.4%           0.1%           0.0%           100.0%           100.0%           100.0%           0.5%           0.5%           0.2%           0.2%           0.2%	Ining Received Number 13 726 440 440 14 14 14 14 14 130 1300 1300 13	9% 0.1% 5.5% 3.6% 7,1% 0.3% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0	Griev Raised a (Individu. Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Ances Grievance al, Stage 1) 9% 0.0%	Let Em Let Em 106 0 30 1112 200 20 440 1066 2069 20 440 1066 2069 20 440 1066 2069 20 20 20 440 1066 20 20 20 20 20 20 20 20 20 20 20 20 20	Vers 5.1% 5.1% 5.1% 5.1% 5.1% 5.4% 1.6% 1.4% 1.4% 5.1.5% 1.0% 0.0% Vers Oloyment % 0.0% 1.3% 5.1% 5.1% 0.0	Haras Raised a Number Haras Raised a	sment * Complaint % % % % % % % % % % % % % % % % % % %	Raised a Recr Com 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal uitment plaint 6. 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Disc Subject to Subject to 0 0 0 0 13 0 13 0 13 0 13 0 13 0 13 0	Iplinary           Disciplinary           01x           9           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           100.0%           Disciplinary           0           9%           39.0%           0.0%           0.0%
Buddhist         Church of Scotland         Hindu         Jewish         Muslim         Other Christian         Rikhow         None         Nonter Religion         None         Notes         SEXUAL ORIENTATION         Bi-Sexual         Hearsan         Hearsan         Lession / Gay         Other         Not Disclosed	Applica Trai Number 16 1004 10 70 719 1443 28 0 77 122862 122862 18721 18721	Train           ation for           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.0%           100.0%           Training           %           0.5%           0.5%           0.5%           0.5%           0.5%           0.5%           0.5%           0.2%	Ining         Received           Received         Number           13         726           44         480           977         14           10         120           13221         13221           Ining         Received           Number         600           4800         33	1 Training % 0.1% 5.5% 0.3% 3.0% 7.4% 0.1% 0.0% 13.7% 68.2% 100.0% 10.0% 0.6% 0.6% 0.0%	Griev Raissd a (Individu: Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Ances           Grisvance al, Stage 1)           %           0.0%	Lea Left Em Number 106 0 0 209 440 208 209 440 1056 2088 Left Em Number 1056 2088	Vers           oloyment           %           5.1%           0.0%           1.5%           1.3%           1.3%           1.4%           1.1%           1.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%	Haras Raised a Number Haras Raised a	sment * Complaint % % % % % % % % % % % % % % % % % % %	Raised a Recr Com 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal uitment plaint 6. 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Disc Subject (c Subject (c A Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Iplinary           p Disciplinary           01sciplinary           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           18.5%           59.6%           100.0%           101.0%           9%           339.0%           0.0%
Buddhist         Church of Scotland         Hindu         Jewiah         Hindu         Jewiah         Roman Catholic         Sikh         Pagan         Another Religion         None         Total         SEXUAL ORIENTATION         Bi-Sexual         Heterosexual         Lestion / Gay         Other         Hoterosexual         Lestoin / Gay         Other         Total	Applica Trai Number 16 1004 70 70 70 143 143 10 10 70 70 70 70 70 70 70 70 70 70 70 70 70	Training           %           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.0%           10.0%           100.0%	Ining Received Number 13 726 44 480 977 14 0 1321 13221 Ining Received Number 60 4200 607 13221	9% 0.1% 5.5% 3.6% 7,1% 0.3% 1,0% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0% 1.	Griev Raised a (Individui Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Ances           Grievance           al, Stage 1)           %           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           100.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%	Lea Left Em Number 106 0 0 208 208 208 208 Left Em Number 17 932 27 1090 2088	Vers           aloyment           %           0.0%           0.0%           1.0%           1.0%           1.4%           21.3%           100.0%           vers           aloyment           %           0.8%           45.1%           1.3%           9%           0.8%           45.1%           1.3%           1.3%	Haras Raised a Number Haras Raised a Number	sment * Complaint 96 96 96 96 96 96 96 96 96 96 96 96 96	Raised a Recr O O O O O O O O O O O O O O O C C C C	an Internal uitment           plaint           0.0%	Disc Subject (c Subject (c Subject (c Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Iplinary           Disciplinary           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           100.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%
Buddhist         Church of Scotland         Hindu         Jewish         Muslim         Other Christian         Rikhow         None         Nonter Religion         None         Notes         SEXUAL ORIENTATION         Bi-Sexual         Hearsan         Hearsan         Lession / Gay         Other         Not Disclosed	Applica Trai Number 16 1004 100 710 28 20 187 18721 Applica Trai 86 6332 12150 18721	Training           0.1%           0.1%           0.4%           0.4%           0.4%           0.1%           0.4%           0.1%           0.1%           0.1%           0.1%           0.1%           0.0%           100.0%           100.0%           0.5%           0.5%           0.5%           0.5%           0.5%           0.2%           100.0%	Ining Received Number 13 726 440 440 14 14 14 14 14 130 1300 1300 13	9% 0.1% 5.5% 3.6% 7,1% 0.3% 1,0% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0% 1.0% 1.	Griev Raised a (Individu. Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Ances Grievance al, Stage 1) 9% 0.0%	Lea Left Em Number 106 0 0 208 208 208 208 Left Em Number 17 932 27 1090 2088	Vers 5.1% 5.1% 5.1% 5.1% 5.1% 5.4% 1.6% 1.4% 1.4% 5.1.5% 1.0% 0.0% Vers Oloyment % 0.0% 1.3% 5.1% 5.1% 0.0	Haras Raised a Number Haras Raised a Number	sment * Complaint % % % % % % % % % % % % % % % % % % %	Raised a Recri Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal uitment plainin % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Disc Subject to Subject to Subject to 0 0 0 13 0 13 0 13 0 13 0 13 0 13 0 13	Iplinary           Disciplinary           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           100.0%           Disciplinary           0           0.0%           39.0%           0.0%           58.2%           100.0%
Buddhist         Church of Scotland         Hindu         Jewiah         Hindu         Jewiah         Roman Catholic         Sikh         Pagan         Another Religion         None         Total         SEXUAL ORIENTATION         Bi-Sexual         Heterosexual         Lestion / Gay         Other         Hoterosexual         Lestoin / Gay         Other         Total	Applica Trai Number 16 1004 10 70 719 1443 28 0 18721 18721 Applica 86 6332 112 12150 18721 18721	Training           %           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.0%           100.0%           Training           %           0.5%           33.8%           0.2%           0.4%           0.5%           33.8%           0.6%           0.6%           0.6%           0.7%           0.7%           0.7%           0.7%           0.7%           0.7%           0.6%           100.0%	Ining Received Number 13 726 44 480 977 14 0 130 130 9077 13221 Ining Received 80 81 33 8877 13221	1 Training 9% 0.13% 5.55% 0.33% 0.33% 0.13% 0.13% 0.13% 0.03% 100.0% 100.0% 17raining 5% 0.55% 100.0% 17raining 5% 0.43% 0.23% 100.0% 100.0% 100.0% 100.0% 100.0%	Griev Raised a (Individui Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Ances           Grievance           al, Stage 1)           %           0.0%	Leat Emp Left Emp 106 0 112 208 208 209 440 1066 208 208 Leat Emp 17 17 1090 208 208	Vers           oloyment           %           5.1%           0.0%           1.6%           1.0%           1.3%           1.3%           100.0%           Vers           0.8%           46,1%           1.3%           52.7%           100.0%	Haras	sment * Complaint 96 96 96 96 96 96 96 96 96 96 96 96 96	Raised of a	an Internal           uitment           uitment           yitment           yitment           0.0%	Disc           Subject to           Subject to           Number           0	D Disciplinary ction 9 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Buddhist         Church of Scotland         Hindu         Jewish         Bodrar Christian         Roman Catholic         Sikh         Pagan         Another Religion         None         Total         SEXUAL ORIENTATION         Bi-Sexual         Heterosexual         Lession / Gay         Other         Not Disclosed	Applica Trai Number 16 1004 100 710 720 720 70 1433 1433 1433 1433 16721 18721 Number 86 60 112 141 12150 18721	Training           3600           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.0%           100.0%           Training           %           0.0%	Ining Received Number 13 726 44 44 14 14 14 130 90/2 14 130 90/2 13221 Number 60 420 86/7 86/7 86/7 80/7 13221	1 Training 9% 0.1% 5.5% 0.3% 0.3% 0.1% 0.1% 0.0% 10.0% 13.7% 68.2% 100.0% 13.7% 68.2% 100.0% 13.7% 68.2% 100.0% 13.7% 100.0% 11.0% 11.0% 100.0% 11.0% 11.0% 100.0% 11.0%	Griev Raised a (Individue 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Ances           Grievance           al, Stage 1)           9;           0.0%;           100.0%;	Leat Emp Number 106 0 30 112 208 209 440 1066 2006 209 440 1066 2006 Leat Emp 1090 209 209 209 209 209 209 209 209 209	Vers oloyment 96 5.1% 5.1% 5.4% 1.6% 1.3% 5.4% 1.4% 21.3% 51.5% 100.0% Vers oloyment 92 0.0%	Haras Raised a Number Haras Raised a Haras Raised a	sment * Complaint 96 96 96 96 96 96 96 96 96 96 96 96 96	Raised a Recri Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n Internal uitment plainin % 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Disc Subject to Subject to O O O O O O O O O O O O O O O O O O O	Iplinary           Disciplinary           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           100.0%           Disciplinary           0           0.0%           39.0%           0.0%           58.2%           100.0%
Buddhist         Church of Scolland         Hindu         Jawiel         Jawiel         Roman Catholic         Sikh         Pagan         Another Religion         None         Constraint         Boundbarr         Boundbarr         Base         State         Bragan         Another Religion         None         Descended         Total	Applica Trai Number 16 1004 10 70 719 1443 28 0 18721 18721 Applica Trai 86 6332 112 12150 18721 18721 18721 18721	Training           %           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.0%           100.0%           Training           %           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           100.0%           Training           %           0.0%           100.0%           Training           %           0.0%           Training           %           0.0%           100.0%	Ining         Received           Number         13           13         726           44         480           977         14           0         130           130         13221           Ining         Received           800         60           4200         61           933         3321           Ining         8321           Ining         Received           Received         Number           Received         Number	1 Training           %           0.1%           5.5%           3.6%           7.4%           0.1%           1.0%           1.0%           1.0%           1.0%           1.0%           0.1%           0.5%           3.1.0%           100.0%           100.0%           100.0%           100.0%           100.0%           100.0%           100.0%	Griev Raised a (Individui Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Ances           Grievance al, Stage 1)           %           0.0%	Leat Emp Number 106 0 0 200 206 206 206 206 206 206 206 2	Vers           aloyment           %           0.0%           1.8%           1.8%           1.3%           1.3%           1.3%           1.1%           1.1%           1.1%           1.1%           0.0%           1.1%           100.0%           0.8%           45.1%           100.0%           100.0%           52.7%           100.0%           100.0%           100.0%           100.0%	Haras	sment * Complaint 96 96 96 96 96 96 96 96 96 96 96 96 96	Raised a Recri On Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Internal           withment           plaining           %           0.0%	Disc Subject te Subject te 0 0 0 13 0 13 0 13 0 13 0 13 0 13 0 0 13 0 0 13 0 0 13 0 0 13 0 0 13 0 0 13 0 0 13 0 0 13 0 0 0 13 0 0 0 13 0 0 0 13 0 0 0 13 0 0 0 13 0 0 0 13 0 0 0 13 0 0 0 13 0 0 0 0	Disciplinary ction         %           0.00%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           100.0%         100.0%           100.0%         100.0%           0.0%         0.0%           0.0%         0.0%           100.0%         100.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%
RELIGION OR BELIEF Buddhist Church of Scotland Chur	Applica Trai Number 16 1004 70 70 719 1443 280 1004 187 12380 18721 2862 12380 18721 2862 18721 18721 18721 18721	Training           36           0.1%           0.0%           0.0%           0.2%           0.2%           0.2%           0.2%           0.2%           0.2%           0.2%           0.2%	Ining Received Number 13 726 977 144 440 977 14 1400 9023 1300 1300 1300 1300 1300 1300 1300 1	1 Training           %           0.13%           5.65%           0.33%           3.65%           7.43%           0.13%           1.03%           1.03%           1.03%           1.03%           0.13%           0.13%           0.13%           0.13%           0.13%           0.13%           0.13%           0.23%           0.23%           0.23%           0.23%           0.23%           100.0%           1           9%           75.6%	Griev Raized a (Individui Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Ances           Grievance al, Stage 1)           %           0.0%           100.0%	Lea Left Em, Number 106 0 30 112 206 209 440 1066 2068 2068 Lea Left Em, Number 17 27 27 1000 2068	vers           aloyment           %           0.0%           1.8%           1.3%           1.3%           1.3%           1.3%           1.3%           1.3%           1.13%           100.0%	Haras Raised a Number Haras Raised a Number Haras Raised a Number	sment * Complaint 96 96 sment * Complaint 96 sment * Complaint 96 sment * Complaint 96 sment *	Raised a Recri Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Internal           withment           plaining           %           0.0%	Disc Subject (c Subject (c Subject (c 0 0 0 0 0 0 13 0 0 0 13 0 0 0 13 0 0 0 27 87 146 Subject (c Subject (c Subject (c Subject (c) 87 146 Subject (c) 87 146 Subject (c) 87 146 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Disciplinary Disciplinary etton 9 0.0% 0.0% 0.0% 0.0% 18.0% 18.0% 18.0% 100.0% 19.0% 0.0% 100.0% 100.0% 100.0% 100.0%
Buddhist         Church of Scolland         Hindu         Jawiel         Jawiel         Roman Catholic         Sikh         Pagan         Another Religion         None         Constraint         Boundbarr         Boundbarr         Base         State         Bragan         Another Religion         None         Descended         Total	Applica Trai Number 16 1004 10 70 719 1443 28 0 18721 18721 Applica Trai 86 6332 112 12150 18721 18721 18721 18721	Training           %           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.1%           0.0%           100.0%           Training           %           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           0.0%           100.0%           Training           %           0.0%           100.0%           Training           %           0.0%           Training           %           0.0%           100.0%	Ining         Received           Number         13           13         726           44         480           977         14           0         130           130         13221           Ining         Received           800         60           4200         61           933         3321           Ining         8321           Ining         Received           Received         Number           Received         Number	1 Training           %           0.1%           5.5%           3.6%           7.4%           0.1%           1.0%           1.0%           1.0%           1.0%           1.0%           0.1%           0.5%           3.1.0%           100.0%           100.0%           100.0%           100.0%           100.0%           100.0%           100.0%	Griev Raised a (Individui Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Ances           Grievance al, Stage 1)           %           0.0%	Leat Emp Number 106 0 0 200 206 206 206 206 206 206 206 2	Vers           aloyment           %           0.0%           1.8%           1.8%           1.3%           1.3%           1.3%           1.1%           1.1%           1.1%           1.1%           0.0%           1.1%           100.0%           0.8%           45.1%           100.0%           100.0%           52.7%           100.0%           100.0%           100.0%           100.0%	Haras Raised a Number Haras Raised a Haras Raised a	sment * Complaint 96 96 96 96 96 96 96 96 96 96 96 96 96	Raised a Recri Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Internal           withment           plaining           %           0.0%	Disc Subject te Subject te 0 0 0 13 0 13 0 13 0 13 0 13 0 13 0 0 13 0 0 13 0 0 13 0 0 13 0 0 13 0 0 13 0 0 13 0 0 13 0 0 0 13 0 0 0 13 0 0 0 13 0 0 0 13 0 0 0 13 0 0 0 13 0 0 0 13 0 0 0 13 0 0 0 0	Disciplinary ction         %           0.00%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           100.0%         100.0%           100.0%         100.0%           0.0%         0.0%           0.0%         0.0%           100.0%         100.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%           0.0%         0.0%

\* Note Harassment complaints - information not currently captured by Religion or Belief and Sexual Orientation.

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## EQUALITIES MONITORING TEACHERS ONLY AS AT 31 MARCH 2023

DISABLED	Training			Grievances Lea			Leavers Haras			Recru		Disciplinary				
		ation for ining	Received	l Training		Grievance I, Stage 1)	Left Em	ployment	Raised a	Complaint		n Internal itment plaint		Disciplinary tion		
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
Disabled	210	2.6%	63	2.4%	0	0.0%	11	2.6%	0	0.0%			0	0.0%		
Non Disabled	7567	93.3%	2471	93.0%	0	0.0%	153	36.3%			0	0.0%				
Non Disclosed	330	4.1%	122	4.6%			258	61.1%	10	76.9%						
Total	8107	100.0%	2656	100.0%			422	100.0%	13	100.0%			11	100.0%		
ETHNICITY		Trai	ning		Griev	ances	Lea	vers	Haras	sment *		itment	Disciplinary			
		ation for ining		Training		Grievance I, Stage 1)	Left Em	ployment	Raised a	Complaint		n Internal itment plaint	Subject to Disciplin Action			
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
White Scottish	6600	81.4%	2211	83.2%			247	58.5%								
Other British	411	5.1%	122	4.6%	0	0.0%	49	11.6%			0	0.0%				
Irish	262	3.2%	94	3.5%	0	0.0%	14	3.3%	0	0.0%	0	0.0%	0	0.0%		
Gypsy / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
Polish	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
Show man/Show woman	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
Roma	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
Other white ethnic	130	1.6%	30	1.1%	0	0.0%			0	0.0%	0	0.0%	0	0.0%		
Total White	7403	91.3%	2457	92.5%			317	75.1%								
Any mixed or multiple ethnic groups	19	0.2%			0	0.0%			0	0.0%	0	0.0%	0	0.0%		
Pakistani, Pakistani Scottish or Pakistani British	179	2.2%	42	1.6%	0	0.0%			0	0.0%	0	0.0%	0	0.0%		
Indian, Indian Scottish or Indian British	85	1.0%	16	0.6%	0	0.0%			0	0.0%	0	0.0%	0	0.0%		
Bangladeshi, Bangladeshi Scottish or Bangladeshi British			0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
Chinese, Chinese Scottish or Chinese British	0	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%	0	0.0%		
Other Asian background			0	0.0%	0	0.0%			0	0.0%	0	0.0%	0	0.0%		
Sub Total Asian	270	3.3%	58	2.2%	0	0.0%	11	2.6%	0	0.0%	0	0.0%	0	0.0%		
African, African Scottish or African British	14	0.2%			0	0.0%			0	0.0%	0	0.0%	0	0.0%		
Other African background	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
Caribbean, Caribbean Scottish or Caribbean British			0	0.0%	0	0.0%			0	0.0%	0	0.0%	0	0.0%		
Black, Black Scottish or Black British					0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
Other Caribbean / Black background	14	0.2%			0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
Sub Total Black	39	0.5%	11	0.4%	0	0.0%			0	0.0%	0	0.0%	0	0.0%		
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%	0	0.0%			0	0.0%	0	0.0%	0	0.0%		
Other ethnic background	38	0.5%	11	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
Sub Total Other Ethnic	38	0.5%	11	0.4%	0	0.0%			0	0.0%	0	0.0%	0	0.0%		
Total Ethnic	366	4.5%	83	3.1%	0	0.0%	16	3.8%	0	0.0%	0	0.0%	0	0.0%		
Non Disclosed	338	4.2%	116	4.4%	0	0.0%	89	21.1%								
Total	8107	100.0%	2656	100.0%			422	100.0%	12	100.0%			11	100.0%		
					-		-		· · ·							
RELIGION OR BELIEF		Trai	ning		Griev	ances	Lea	vers	Haras	sment *		itment	Disci	olinary		
		ation for ining	Received	Training		Grievance I, Stage 1)	Left Em	ployment	Raised a	Complaint	Recru	n Internal itment plaint		Disciplinary tion		

	Applica Train		Received Training		Raised a Grievance (Individual, Stage 1)			Left Employment			Raised a Complaint			Raised an Internal Recruitment Complaint			Subject to E Acti	Disciplinary
	Number	%	Number	%		Number	%		Number	%	Numb	r %		Number	%		Number	%
Buddhist	0	0.0%	0	0.0%		0	0.0%		0	0.0%			1 [	0	0.0%		0	0.0%
Church of Scotland						0	0.0%		25	5.9%				0	0.0%		0	0.0%
Hindu	0	0.0%	0	0.0%		0	0.0%						1 [	0	0.0%		0	0.0%
Jewish	0	0.0%	0	0.0%		0	0.0%		0	0.0%				0	0.0%		0	0.0%
Muslim	0	0.0%	0	0.0%		0	0.0%							0	0.0%		0	0.0%
Other Christian	0	0.0%	0	0.0%		0	0.0%		12	2.8%			1 [	0	0.0%			
Roman Catholic						0	0.0%		48	11.4%								
Sikh	0	0.0%	0	0.0%		0	0.0%		0	0.0%				0	0.0%		0	0.0%
Pagan	0	0.0%	0	0.0%		0	0.0%		0	0.0%			1 [	0	0.0%		0	0.0%
Another Religion	0	0.0%	0	0.0%		0	0.0%							0	0.0%		0	0.0%
None									85	20.1%				0	0.0%		0	0.0%
Not Disclosed	8095	99.9%	2648	99.7%					245	58.1%			1 1	0	0.0%			
Total	8107	100.0%	2656	100.0%					422	100.0%							11	100.0%

EXUAL ORIENTATION		Grievances			Lea	Harassment *				Recruitment		Disciplinary					
		ation for ining	Received	Received Training			ievance Stage 1)	Left Em	Raised a Complaint			Recru	n Internal litment plaint	Subject to Disciplinary Action			
	Number	%	Number	%	Numt	er	%	Number	%	N	lumber	%	Number	%	Numbe	r %	6
-Sexual	0	0.0%	0	0.0%	0		0.0%						0	0.0%	0	0.0	J%
sterosexual					0		0.0%	155	36.7%								
sbian / Gay			0	0.0%				12	2.8%				0	0.0%			
her	0	0.0%	0	0.0%	0		0.0%	0	0.0%				0	0.0%	0	0.0	3%
at Disclosed	8096	99.9%	2649	99.7%				248	58.8%				0	0.0%			
stal	8107	100.0%	2656	100.0%				422	100.0%						11	100.	.0%

GENDER (SEX)	Training					Grieva	ances	Lea	vers	Hara	ssment *		Recruitment			ciplinary
	Application for Training		Received Training		I	Raised a Grievance (Individual, Stage 1)		Left Employment		Raised a	Raised an Internal Recruitment Complaint			Subject to Disciplinary Action		
	Number	%	Number	%	T I	Number	%	Number	%	Number	%	Nu	Imber	%	Numbe	r %
Male	1025	12.6%	337	12.7%				119	28.2%				0	0.0%		
Female	6849	84.5%	2231	84.0%				303	71.8%							
Not Disclosed	233	2.9%	88	3.3%		0	0.0%	0	0.0%	0	0.0%		0	0.0%	0	0.0%
Total	8107	100.0%	2656	100.0%				422	100.0%	13	100.0%				11	100.0%
					-			-		-						

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