## **Dundee City Council**

**Annual Employee Equality Monitoring Information - 2015** 

				W	hole Cou	ncil - Disa	bility						
Disability	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Yes	114	525	21	29	Less than 5	43	71	184	Less than 5	Less than 5	7	Less than 5	10
Yes - Hearing Impairment	7					Less than 5	6	6				Less than 5	
Yes - Learning Disability or Cognitive Impairment	Less that 5	136	7	10	Less than 5	Less than 5	Less than 5	6			Less than 5		
Yes - Longstanding Illness or Health Condition	8	144	5	9		Less than 5	Less than 5	20					
Yes - Mental Health Condition	Less than 5	86	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5					Less than 5
Yes - Multiple Disabilities													
Yes - Other	15	17		Less than 5		7	8	35	Less than 5	Less than 5			Less than 5
Yes - Physical Impairment	12	72	Less than 5	Less than 5		5	7	56			Less than 5	Less than 5	
Yes - Sensory Impairment	Less than 5	44	Less than 5			Less than 5	Less than 5	7					Less than 5
Yes - Visual Impairment	6					Less than 5	Less than 5	13					
Yes - Unspecified	21					10	11	31		Less than 5	Less than 5	Less than 5	Less than 5
Yes - Prefer not to Answer	34	26	Less than 5			10	24	7		Less than 5	Less than 5		5
No	7336	11557	861	803	109	2436	4900	19342	115	23	168	39	535
Prefer Not to Answer		81	Less than 5	5									
No Entry		488	111	Less than 5							Less than 5		Less than 5

					Education	n - Disabil	lity						
Disability	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Yes	27	130	12	12	Less than 5	14	13	34			Less than 5		Less than 5
Yes - Hearing Impairment	Less than 5						Less than 5						
Yes - Learning Disability or Cognitive Impairment	Less than 5	26	Less than 5	5	Less than 5	Less than 5	Less than 5	6			Less than 5		
Yes - Longstanding Illness or Health Condition	Less than 5	51	Less than 5	Less than 5		Less than 5	Less than 5	Less than 5					
Yes - Mental Health Condition		19	Less than 5	Less than 5									
Yes - Multiple Disabilities													
Yes - Other	6	Less than 5		Less than 5		Less than 5	Less than 5	8					Less than 5
Yes - Physical Impairment	Less than 5	10				Less than 5	Less than 5	15					
Yes - Sensory Impairment	Less than 5	13	Less than 5			Less than 5		Less than 5					
Yes - Visual Impairment	Less than 5					Less than 5	Less than 5						
Yes - Unspecified	Less than 5						Less than 5						
Yes - Prefer not to Answer	7	7		Less than 5			Less than 5						Less than 5
No	2758	3764	466	379	45	933	1825	6696	59	5	40	6	228
Prefer Not to Answer		21	Less than 5	Less than 5									
No Entry		110	34								Less than 5		

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Age Bandings	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Up to 20	83	692	36	26	Less than 5	20	63	363	Less than 5		Less than 5		Less than 5
21 - 30	992	4750	333	175	19	264	728	3409	27	Less than 5	22	Less than 5	129
31 - 40	1526	2706	234	245	31	525	1001	4104	83	Less than 5	22	Less than 5	109
41 - 50	2058	2231	175	246	36	704	1354	5457	5	9	49	12	88
51 - 60	2274	1498	89	130	21	716	1558	5418		12	68	15	97
61 - 70	509	189	12	Less than 5	Less than 5	243	266	763		Less than 5	13	8	118
71 - 80	8	Less than 5				7	Less than 5	12			Less than 5		Less than 5
81 and above													
No Entry		584	116	13	Less than 5								

Whole Council - Age

-						Education	- Age						
Age Bandings	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Up to 20	12	113	8	7		7	5	9					
21 - 30	444	1653	207	83	9	78	366	1312	11		6		51
31 - 40	718	998	140	134	18	239	479	1842	45	Less than 5	Less than 5		48
41 - 50	755	678	85	122	12	273	482	1765	Less than 5		16	Less than 5	34
51 - 60	709	371	30	37	5	266	443	1624		Less than 5	11	Less than 5	35
61 - 70	145	60	5	Less than 5	Less than 5	82	63	178		Less than 5	5	Less than 5	60
71 - 80	Less than 5	Less than 5				Less than 5					Less than 5		Less than 5
81 and above													
No Entry		151	38	6	Less than 5								

Education - Age

			Wł	nole Coun	cil - Ethni	city							
Ethnic Origin	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
African - (Inc.Scottish/British)	Less than 5	23		Less than 5		Less than 5	Less than 5	25			Less than 5		
African - Other	6	49	Less than 5										
Asian - Bangladeshi(Inc.Scottish/British)	Less than 5	37				Less than 5	Less than 5	5			Less than 5		
Asian - Chinese (Inc.Scottish/British)	Less than 5	22	Less than 5	Less than 5		Less than 5	Less than 5	11					
Asian - Indian (Inc.Scottish/British)	16	79	Less than 5	17		Less than 5	12	33					Less than 5
Asian - Other (Inc.Scottish/British)	14	49	Less than 5			8	6	38					Less than 5
Asian - Pakistani (Inc.Scottish/British)	11	59	Less than 5	9		Less than 5	7	26			Less than 5		Less than 5
Caribbean or Black - Black (Inc.Scottish/British)		12					Less than 5	Less than 5					
Caribbean or Black - Caribbean (Inc.Scottish/British)		Less than 5											
Caribbean or Black - Other		Less than 5											
Gypsy/Traveller	Less than 5	Less than 5		Less than 5			Less than 5						Less than 5
Mixed or Multiple Ethnic Group	15	76	8	Less than 5		7	8	40	Less than 5				
No Entry	51	527	115	5		14	37	93					Less than 5
Arab - Other (Inc.Scottish/British)	Less than 5	18	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5	7					
Arab - Arab (Inc.Scottish/British)	Less than 5						Less than 5						
Other Ethnic Background	Less than 5						Less than 5	7					
Prefer Not to Answer	1033	94	7	9		316	717	2151	24	Less than 5	23	5	83
White - Eastern European	12	257	17	8		5	7	39			Less than 5	Less than 5	Less than 5
White - Irish	36	111	11	18	Less than 5	5	31	153			Less than 5	Less than 5	Less than 5
White - Other British	413	823	50	48	10	122	291	1179	8	Less than 5	5		50
White - Other White Ethnic Group	91	212	13	11	Less than 5	27	64	247	Less than 5				9
White - Scottish	5737	10193	765	709	97	1960	3777	15471	82	22	143	36	392

				Education	- Ethnicity	y							
Ethnic Origin	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
African - (Inc.Scottish/British)	Less than 5	6					Less than 5	5			Less than 5		
African - Other		Less than 5											
Asian - Bangladeshi(Inc.Scottish/British)	Less than 5	10				Less than 5	Less than 5	5			Less than 5		
Asian - Chinese (Inc.Scottish/British)		6	Less than 5										
Asian - Indian (Inc.Scottish/British)	6	25	Less than 5	Less than 5		Less than 5	Less than 5	24					
Asian - Other (Inc.Scottish/British)	9	19	Less than 5			6	Less than 5	8					Less than 5
Asian - Pakistani	6	20	Less than 5	8		Less than 5	Less than 5	24					
Caribbean or Black - Black (Inc.Scottish/British)		Less than 5											
Caribbean or Black - Caribbean (Inc.Scottish/British)													
Caribbean or Black - Other													
Gypsy/Traveller	Less than 5	Less than 5					Less than 5						Less than 5
Mixed or Multiple Ethnic Group	7	28	5	Less than 5		Less than 5	6	28					
No Entry	11	122	38	Less than 5		5	6	9					
Arab - Other (Inc.Scottish/British)	Less than 5	5	Less than 5			Less than 5	Less than 5	7					
Arab - Arab (Inc.Scottish/British)	Less than 5			Less than 5	Less than 5		Less than 5						
Other Ethnic Background													
Prefer Not to Answer	639	35	6	Less than 5		170	469	1356	15		13	Less than 5	60
White - Eastern European	Less than 5	108	10	Less than 5		Less than 5	Less than 5	11					
White - Irish	20	43	Less than 5	7		Less than 5	18	75			Less than 5		Less than 5
White - Other British	150	239	24	20	Less than 5	46	104	405	Less than 5	Less than 5	Less than 5		21
White - Other White Ethnic Group	48	96	9	5		16	32	107					Less than 5
White - Scottish	1876	3258	411	344	42	692	1184	4666	40	Less than 5	26	Less than 5	140

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Gender	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Female	4921	7545	639	555	84	2154	2768	14614	116	16	94	28	340
Male	2529	4605	244	281	27	325	2203	4912		10	83	15	207
No Entry		452	109	Less than 5									
Other													
Prefer Not to Answer		49	Less than 5	Less than 5									

Whole Council - Gender

					Educ	ation - Ge	ender						
Gender	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Female	2306	3059	397	298	43	888	1417	5920	59	Less than 5	31	6	176
Male	481	849	81	92	Less than 5	59	421	810		Less than 5	12		54
No Entry		102	33										
Other													
Prefer Not to Answer		15	Less than 5	Less than 5									

Whole Council - Religion or Belief

Relgion or Belief Buddhist	۲ Employees in Post	Z Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Less than 5	o Full Time - Employees	╊ Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Church of Scotland	1539	2157	188	244	35	534	1005	3948	12	Less than 5	40	9	88
Hindu	1339	64	100	16	- 55	6	8	11	12	Less than 5	40	9	Less than 5
Jewish	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5					Less than 5
Muslim	27	118	Less than 5	9	Less than 5	12	15	63		Less than 5	Less than 5		Less than 5
None	1947	6215	418	314	39	702	1245	6503	39	10	40	11	170
Other Christian	461	782	62	41	6	156	305	1315	10	Less than 5	12	Less than 5	39
Other Religion or Belief	118	188	10	14	Less than 5	32	86	316	Less than 5		Less than 5		7
Prefer Not to Answer	1366	678	53	27	5	382	984	2913	28	Less than 5	30	6	131
Roman Catholic	1218	1727	135	163	20	428	790	3022	12	Less than 5	29	8	78
Sikh	Less than 5	11	Less than 5			Less than 5	Less than 5	8					
Unspecified	747	683	123	10	Less than 5	224	523	1379	13	Less than 5	21	5	28

Relgion or Belief	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Buddhist	Less than 5	12				Less than 5	Less than 5	12					Less than 5
Church of Scotland	598	754	110	115	16	249	349	1444	7	Less than 5	8	Less than 5	37
Hindu	Less than 5	8				Less than 5	Less than 5	6					
Jewish													
Muslim	13	37	Less than 5	9	Less than 5	8	5	20		Less than 5	Less than 5		Less than 5
None	539	1813	200	130	13	194	345	1410	16	Less than 5	5		43
Other Christian	197	291	35	21	Less than 5	63	134	544	7		Less than 5		21
Other Religion or Belief	35	48	5	Less than 5	Less than 5	15	20	90	Less than 5				Less than 5
Prefer Not to Answer	725	215	28	8	Less than 5	177	548	1675	16		13	Less than 5	69
Roman Catholic	490	679	92	101	13	165	325	1180	6	Less than 5	9	Less than 5	48
Sikh	Less than 5	5				Less than 5	Less than 5	Less than 5					
Unspecified	182	163	41	5		71	109	345	6	Less than 5	5	Less than 5	5

Education - Religion or Belief