

Dundee

Mainstreaming
Equality
Report

April 2025-2029

Dundee
City Council
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**CHANGING
FOR THE FUTURE**

DUNDEE CITY COUNCIL'S MAINSTREAMING EQUALITY REPORT - APRIL 2025

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1. INTRODUCING THE MAINSTREAMING EQUALITY REPORT - APRIL 2025

Dundee City Council (DCC) recognises that whilst Dundee is a great place to live, work, and learn and has gone through a positive transformation over the last four years, persistent inequities continue to exist, and those with protected characteristics are particularly disadvantaged. DCC and its partners are committed to tackling these issues through our equality mainstreaming agenda.

Equalities mainstreaming activity is part of our strategic and departmental delivery priorities, to provide the best service that we can for the diverse population of the city.

This report includes the following sections:

- The legal requirement for Mainstreaming Equality Reporting.
- Dundee's vision and approach to Equality Mainstreaming.
- Equality outcomes progress for 2023-2025; Reporting on progress on mainstreaming equalities; examples of the day-to-day work being carried out across DCC to help meet our Public Sector Equality Duty, together with the ongoing challenges and recommendations to overcome these. This includes the progress achieved for the last Education Service Mainstreaming Equality Report.
- Understanding Equality and Diversity in Dundee in 2025; a profile of the relevant information on protected characteristics / demographics in Dundee; identification of groups in Dundee at particular risk, focusing on those with protected characteristics.
- New Equality Outcomes for 2025-2029: specifying key areas of equalities work for the next four years, including how progress will be measured and action that will be taken to achieve this.
- Employee Equality Monitoring: including gender, disability, and ethnicity pay gaps, and occupational segregation. This provides a breakdown of the annual information available, gathered from our employees, analysis of this, and details of the progress made in using this information to enable us to better meet the General Equality Duty.

2. THE PUBLIC SECTOR EQUALITY DUTY

The Public Sector Equality Duty was created by the Equality Act 2010, and replaced separate race, disability, and gender equality duties. The Act aims to give people protection against discrimination and sets out the responsibilities placed on listed authorities. The Act aims to 'integrate considerations of the advancement of equality into the day to-day business of all bodies subject to the duty.' The Public Sector Equality Duty, also known as the General Duty, has three parts which must be complied with.

It requires public bodies to have due regard, in the exercise of our functions, to the need to:

- Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Act because of any of the protected characteristics.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

Everyone is protected by the Act. Every person has one or more of the protected characteristics, so the Act aims to protect everyone against unfair treatment.

The nine protected characteristics contained in the Act are:

Disability	Age	Pregnancy and Maternity
Race	Religion or Belief	Sex
Sexual Orientation	Gender Reassignment	Marriage / Civil Partnership

With the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, the Scottish Government introduced a set of specific equality duties to support the better performance of the general duty by public bodies.

These specific duties came into force in May 2012. These duties include requirements to:

- Publish a Mainstreaming Report and set of equality outcomes every four years.
- Report on progress made to achieve previous outcomes set out in the Mainstreaming Report every two years, with the next required no later than 30th April 2025.
- Assess and review policies and practices.
- Gather and use employee information.
- Publish gender pay gap information.
- Publish an equal pay statement.
- Consider award criteria and conditions in relation to public procurement.

3. DUNDEE'S VISION



The Council's vision for the city requires the promotion of fairness and equality to be at the core of everything that is done. To make the desired difference, there is a need to be flexible, and to engage and include people in the decision making that shapes the future of Dundee and its communities.

There is a clear role within achieving this vision for action to mainstream equalities, in order that our residents with protected characteristics can experience the same benefits as everyone else; choice, opportunity, empowerment, jobs, and an excellent quality of life.

Dundee City Council is committed to tackling discrimination; advancing equality of opportunity; and promoting good relations within our workforce and our communities. Mainstreaming equality, diversity and human rights is the process by which we will work towards achieving this as an organisation for all residents, visitors, and businesses of the City.

By considering and integrating equalities into the daily work and discharging of duties required by the Dundee City Council, we will take equalities into account in the way we go about our business when acting as:

- a. an employer
- b. a policy maker
- c. a service provider
- d. a decision maker

- e. a buyer of goods and services
- f. an education authority

Mainstreaming our Equalities Duties

The process of mainstreaming the equality duty requires Dundee City Council to give due regard to equality and diversity in all day-to-day activities which the authority is involved in. This means taking equality into account when conducting business as an employer, as a service provider and as a community partner. By integrating equality considerations into our day-to-day work, we can improve the way in which we conduct business as an employer and when planning and delivering services. Everyone working for or with Dundee City Council has a responsibility to promote equality of opportunity and build positive relationships between different groups.

As one of the largest employers in Dundee, it is recognised that Equality and Diversity is key to the work which Dundee City Council is both responsible for and involved in. As an employer and service provider Dundee City Council aims to eliminate discrimination, harassment, and victimisation; advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and foster good relations between people who share a protected characteristic and those who do not.

It is essential that Dundee City Council employees and elected members are aware of the general duty as set out in the Equality Act to ensure that it is considered appropriately in the work which is being completed.

Successful advancement of the equality agenda will involve partnership working between Dundee City Council, the Community, and other partners. This will involve:

Elected Members

Councillors are elected by the public to serve and represent the individuals within the local area. Councillors can engage with the local community to identify the needs of constituents. They can provide leadership direction and support to compliance with equality duties and provide a scrutiny role regarding the decision-making process.

Council Leadership Team

The Leadership Team, chaired by the Chief Executive, consists of all Executive Directors, who have responsibility for progressing equality within their individual portfolios.

Heads of Service

It is the Heads of Service in each strategic service area who take a lead role in progressing equalities within the service areas across their portfolios.

Equalities Lead

This is located within Chief Executive's Services with responsibility for ensuring the coordination and mainstreaming of the equalities agenda across Council services.

Corporate Equality and Diversity Steering Group

This group brings together officers with the strategic lead for quality and diversity from all Council services. The group meets quarterly and focuses on the implementation of the action plan associated with our mainstreaming equality outcomes.

City Governance Committee

The City Governance Committee, chaired by the Leader of the Council, has the democratic responsibility for Equalities. The Chair ensures, through the Chief Executive, that inclusion and diversity is central to Dundee City Council's performance and service delivery agenda.

The Community Planning Partnership

Dundee City Council is a key stakeholder in the Dundee Partnership (Community Planning Partnership) and leads on key priorities for the Dundee City Council. Community Planning is about public sector and third sector organisations working together to improve and deliver better public services for the authority area. The Dundee Partnership Management Group, Forum and Strategic Leadership Groups will keep inclusion and diversity key to how partners deliver on the City Plan (Dundee's Local Outcome Improvement Plan) and improve outcomes for all.

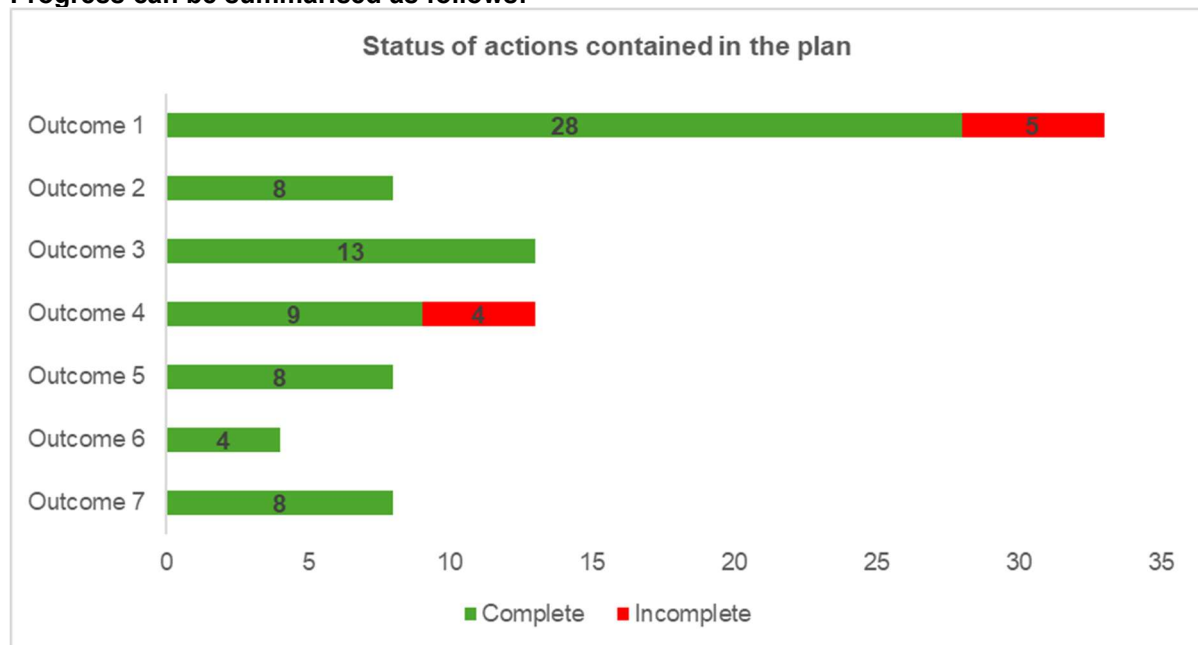
4. REPORTING PROGRESS ON KEY EQUALITY OUTCOMES AND ACTION MARCH 2025

This section of the report will provide an overview of the agreed Dundee City Council Equality Outcomes as well as the status of each action for all the outcomes within the plan. Selected key highlights and challenges will also be provided to demonstrate positive examples of achievement for the last four years as well as details of some of the key challenges faced.

Overall, Dundee City Council made good progress in mainstreaming its equality outcomes for 2021-2025 into its everyday practice. Of the 87 individual specific action 78 have been fully completed with the remaining nine action having a completion rate of between 40% and 85%.

The outstanding actions will all be incorporated and progressed within the new 2025-2029 plan.

Progress can be summarised as follows:



Outcome 1: Ensure that the equality and human rights of residents and employees from protected groups are safeguarded and promoted

The following actions for Outcome 1 have been fully completed.

Corporate Services

4.1 The Council will have fuller and more accurate equality data relating to staff and service users

- Consider implications of new Scottish Government guidance for public bodies on the collection and publication of data on sex, race, and gender.
- Review and update data monitoring systems (Resourcelink) to record changes to equalities definitions ensuring they are consistent with Scottish Census Information.
- Undertake an internal staff campaign to encourage data disclosure.

4.2 Pay gaps relating to gender, disability and race will be reduced

- Review and update the Council's Flexible Working Policy to ensure inclusivity following the pandemic.
- Develop and adopt more hybrid approaches in the workplace.
- Contribute to national benchmarking recording for gender, disability, and race.
- Adopt the Scottish Government's Toolkit for Race Equality in the Workplace.
- Develop and implement employee engagement related to gender, disability, and race.

4.3 Recruitment and retention practices will have increased diversity

- Review application and advertisements / recruitment drives to ensure we attract diversity in recruitment.
- Review recruitment for Young People and support with Employability Skills / Assessment Centre methodology.

4.4 Staff Training and Development

- Implement targeted development programmes supporting women to apply for more senior roles.
- Encourage more diverse uptake in leadership programmes by developing an information pack for managers.

4.5 Residents will be supported to engage with our officers and services in a way that meets their needs

- Seek to provide, where possible, all visiting council officers with necessary equipment (tablet / smart phones), to allow easy access to interpreting services (Language Line / BSL video interpreting).
- Increase availability of information for BSL Users.

Chief Executive's Service

4.6 Our staff and elected members will be supported to increase their knowledge and understanding of Equality and Human Rights issues and their duties as required by legislation

- Develop and deliver a new Equalities and Human Rights eLearning module and training programme and framework for elected members.
- Develop and deliver new Equalities and Human Rights based eLearning module and internal staff training programme.
- Deliver senior leadership Equalities training and development.
- Review and enhance equalities training for all staff.
- Review and revise the new Equalities and Human Rights eLearning module and training programme and Framework for Elected Members as appropriate.
- Strengthen and promote the work of the Corporate Equality and Diversity Steering Group.
- Participate in and contribute to the work of Scottish Councils' Equality Network.

4.7 Our Impact Assessment process is fit for purpose and meets our legal requirements

- Carry out a review of current IIA processes and complete a benchmarking exercise.
- Create a new IIA Pre-Screening Tool and re-develop the current toolkit and guidance based on findings.
- Develop and deliver a training programme for relevant staff on how to use the tools and provide support and guidance to officers and elected members as required.

4.8 Those with protected characteristics and lived experience are involved in the development and delivery of our community planning work

- Develop an ongoing engagement strategy and calendar of events to promote and facilitate engagement with community organisations.

- Include targeted equality articles in Dundee Partnership Bulletin.

Neighbourhood Services

4.9 Provision of support to refugee communities that meet their needs

- Continue to support the work of the Humanitarian Protection Programme.
- Community Learning and Development will support refugees and asylum seekers to gain language and other skills to enable them to build new lives in Dundee.

The following Outcome 1 actions are partially completed:

Corporate Services

4.10 Pay gaps relating to gender, disability and race will be reduced

- Refresh the People Policy framework to reflect Equality outcomes (85%).

4.11 Staff Training and Development

- Council employees will be trained to level 3 in Trauma Informed practice (60%).

Neighbourhood Services

4.12 The needs of our Gypsy / Travellers Community will be met through ensuring that our sites are well maintained, managed, and meet standards set by the Scottish Government as well as through a programme of targeted engagement with the community

- Undertake further consultation with Gypsy / Traveller communities to discuss site and other improvements (50%).
- Develop and carry out appropriate engagement activities with the Gypsy / Traveller community to ensure their needs are met through service provision (50%).
- Participate in Scottish Government and COSLA national and local Gypsy / Traveller policy and strategy, development initiatives and consultations (50%).

Key Highlights

Workforce - People Services now have an Equalities working group who are looking at amending job information packs and adverts on Myjobscotland to attract a diverse range of applicants. This is currently under review and documentation will be changed accordingly.

Dundee City Council has implemented a 'Modern Apprentice Application Feedback' process to support young people in schools to apply for mock jobs to receive feedback from Learning and Organisational Development to improve their application and increase their chances of success for shortlisting and interview. This is currently being piloted by Harris Academy and will then be rolled out to all secondary schools.

Refugees and Asylum Seekers - the Communities Team have continued to support refugees and asylum seekers, alongside other migrants, to help them increase their English language skills, access other learning and integration opportunities across Dundee, and build and strengthen their social connections.

Two ESOL tutors, funded by Multiply, were recruited, trained, and started tutoring on 10th June 2024. This dedicated provision, based within a 20-minute walk from the accommodation of many asylum seekers, removed multiple barriers to learning and has meant that there has not been a waiting list for ESOL in Dundee since then. Between 1st May and 24th October, 335 refugees and asylum seekers were supported. 120 of those were new registrations.

In addition to ESOL classes at six levels of proficiency (Foundation, Beginners, Elementary, Pre-Intermediate, Intermediate, and Upper-Intermediate), the learners have been offered access to a range of community-based groups like conversation cafes, reading groups, language skills groups, a parent group, a 'Talk Dundee' workshop, and an English and Cooking Club. The Council also works in close

partnership with Dundee and Angus College, Dundee International Women's Centre (DIWC) and Dundee University to coordinate community-based ESOL provision to maximise learning opportunities for learners and inform them in a targeted way of suitable classes and groups. One-off outings (e.g. to the VandA to see the new exhibition) and workshops (e.g. a Democracy Workshop, a Dental Connect workshop) were also offered.

Key Challenges

Trauma Informed Practice - Although some policies have been reviewed and updated recently, staff changes in HR have delayed the full-scale review and update of this area of work. However, this situation has now stabilised, and the review started in December 2024. Level 3 training has been developed nationally for all Social Workers to undertake, this will be rolled out nationally in 2025.

Locally, the Trauma Learning and Development Advisor has developed and will be testing a level 3 train the trainer model. All DCC staff identified as requiring level 3 will be prioritised for the training.

Meeting the needs of our Gypsy / Travellers community - There has been limited Traveller communities within DCC boundaries willing to participate in consultations over the past 24 months. The primary reason for this has been the non-occupancy of Balmuir Wood during this period and very few roadside encampments. However, all roadside or transient visitors have been engaged with by the Gypsy Traveling Liaison Officer with advice and support provided as required.

Outcome 2: Increase opportunities for protected groups to secure Fair Work

The following actions for Outcome 2 have been fully completed;

Chief Executive's Service

4.13 Increase wage levels and Scottish Living Wage Accreditation for protected groups

- Engage with local employers to promote 'Dundee as a Living Wage City' and highlight the benefits of them being an accredited Living Wage employer.
- Increase Scottish Living Wage accreditation across Dundee through promotional activities.
- Strengthen the role and remit of the Dundee Living Wage Action Group with focus on hospitality, tech, and social care industries.

City Development

4.14 Increase learning, skills, and employment opportunities for people with protected characteristics

- Work with employability service providers and employers to improve knowledge of protected groups, available support, and best practice.
- Deliver the Discover Work Employer Recruitment Incentive, creating inclusive employment opportunities for those furthest from the labour market.
- Expand specialist employability services to support those with protected characteristics.

4.15 Reduce persistent and rising levels of unemployment and underemployment for people from protected groups

- Improve local employability services funded by the Parental Employment Support Fund.
- Improve and simplify access to employability services through the emergence of No One Left Behind.

Key Highlights

Living Wage - Living Wage accreditation is now fully integrated into the Fairness and Tackling Child Poverty Action Plan for Dundee and activities organised as part of Living Wage Week in November 2024 achieved significant social and mainstream media coverage. The Dundee Living Wage Action

Group members represent a wide array of industries. Current members include: DCC Community Wealth Building (key links to construction and social care), DCC Communications, NHS Tayside Public Health Directorate, Dundee University Students' Association (hospitality), Abertay University Sustainable Food Places (food industry, hospitality), Michelin Scotland Innovation Parc (renewables / technology), Dundee and Angus Chamber of Commerce, Social Security Scotland, Scottish Enterprise, DCC's Fairness Spokesperson and Convener of City Development. The group is chaired by the Council's Community Planning Manager.

Discover Work - Discover Work was launched as a Challenge Fund in December 2023 and invited applications to deliver support in a new Employability Pathway programme for five years from 1 April 2024. The value of the fund was estimated to be £2.6m per annum and was open to eligible organisations who want to realise the strategic vision and goals set out in Discover Work Strategy 2022-2027 and support our Community Wealth Building approach to economic development.

The successful applicant was 'All in Dundee' (AiD), a consortium of seven third sector organisations led by ENABLE Works in partnership with Alexander Community Development, Barnardo's, Helm Training, One Parent Families Scotland, Street League, and Volunteering Matters. The application also demonstrates the involvement of other informal partners such as Access to Industry, Dundee International Women's Centre, Penumbra and Showcase the Street. All in Dundee will offer a wide breadth and depth of support for identified priority customer groups with protected characteristics.

All in Dundee will also continue to deliver their specialist Equality, Diversity, and Inclusion (EDI) training to employers within the city. All in Dundee have established close relationships with Dundee employers and worked closely with them to identify appropriate solutions and initiatives that will achieve their EDI goals, and work for their business and their teams at all levels. Initiatives will include delivering training programmes for employees to help them understand the importance of EDI. Programmes to date have included Disability Awareness, Neurodiversity Awareness, Unconscious Bias, and Creating a Mentally Healthy Workplace. EDI will also deliver training programmes for leadership and management level employees on subjects including Inclusive Management, the Benefits of EDI, Inclusive Recruitment and Supporting and Developing Employees. The continuity of this service to employers will support and train employers to ensure they are well placed to recruit, support and retain staff in the workplace.

Outcome 3: Implement community justice services that increase access and protection for people from protected groups

The following actions for Outcome 3 have been fully completed;

Children and Families Services

4.16 Our Children and Families Service will ensure children and young people's views and requirements are central to development and delivery of local services

- Work with partners, children and young people and parents / carers on co-designing Children and Families services which matter to local communities.

(Note: There are several additional actions within the Intermediary Outcome 3.1. These are reported on within the Education Section of this report.)

Dundee Health and Social Care Partnership

4.17 Promote the work of our Violence Against Women Partnership (VAWP) and implement learning into future service delivery and practice

- Produce communication materials to increase public understanding of the nature, causes and impact of violence against women groups.
- Deliver / signpost high-quality professional development / learning / training on gender equality and Violence against Women and Girls (VAWG); in particular, training that focuses on women facing multiple discrimination, including women living with income inequality, BME women, and LGBT women.
- Review, support and resource sustainable local specialist VAWG services in order to allow those services to continue to engage in local strategic primary prevention work in a meaningful way.

- Engage with the Gendered Services Project to ensure community justice approaches use a gendered lens that understands the connections between women's offending and their experiences of VAWG.

4.18 Regular review and monitoring of recently developed Domestic Abuse Policy

- Ongoing review and updating of Domestic Abuse policy and procedures.

Neighbourhood Services

4.19 Review and consult on Housing Allocations Policy

- Consult with key equality groups on current Housing Allocations Policy and report to Committee and agree next steps.

Key Highlights

What Matters to You - The approach has been rolled out to several wards to support communities to design and run their own activities and supports. Their increased links to leadership included an input at a council wide leadership event in May 2024.

Violence Against Women's Partnership - New materials have been produced, and relevant webpages are updated on an ongoing basis. The latest 16 Days of Activism Against Gender Based Violence programme ran from 25 November to 10 December 2024. A new training programme, materials and resources have been produced and made available via a dedicated website. This work is now mainstreamed and progressed through Public Protection work.

Outcome 4: Close the gap in educational attainment experienced by young people from protected groups

Each Education Authority is required to report on mainstreaming equality, this is included in this report at pages 14-16 and sets out fuller details of actions within both Outcomes 3 and 4 relating to children and young people.

Outcome 5: Improve access and transportation to places in Dundee

The following actions for Outcome 5 have been fully completed;

Corporate Services

4.20 Improve access, safety, and experience for all visitors to Dundee City Council buildings

- Move towards all public council buildings using the 'Welcome' app by Neatebox.
- Make all public council buildings a 'safe place,' through implementation of the National Keep Safe Programme.
- Appropriate front-line staff will participate in disability awareness training through the Keep Safe Training programme.

Chief Executive's Services

4.21 Improve the availability of accessible information of Dundee venues

- Work in Partnership with AccessAble to provide and promote detailed information to work out if a place is going to be accessible to someone based on their individual needs.
- Strengthen relationship with local organisations who can provide additional support and guidance on accessibility issues (including Dundee Access Group and Deaf Links).

4.22 Communities in the city, and in particular older people and adults with disabilities / restricted mobility, have accessible and sustainable transport solutions

- Re-focus the work of the Dundee Transport Forum and expand membership to include representation from equality groups.
- Monitor and consult with equality group members on the impact of current and future transport provision through the Dundee Transport Forum.
- Establish and participate in a new Bus Service Improvement Partnership for Dundee / Tayside.

Key Highlights

AccessAble Partnership - Dundee City Council works in partnership with the national organisation AccessAble who provide detailed access guides to over 380 key buildings across the city. As part of our partnership agreement, AccessAble contact all venues with a Detailed Access Guide (282) and Summary Access Guide (101) on the Dundee City Council pages of their website annually and update the Detailed Access Guides accordingly.

Dundee Transport Forum - Officers continue to engage with Third Sector and community representatives to expand the reach of the forum. Membership continues to be open to new individuals and groups. Forum communications ask existing members to share information with others who may benefit from it and encourage them to engage and join the forum.

Key Challenges

Council Buildings - The Council previously participated in the National Keep Safe Programme, and committed to utilise the Neatebox Welcome App in all appropriate council buildings. However, the Council is currently carrying out a review of its building use. Neatebox continues to operate in Dundee House but will not be rolled out further.

Outcome 6: Improve health outcomes by promoting access and equality of service for people with protected characteristics

The following actions for Outcome 6 have been fully completed;

Dundee Health and Social Care Partnership

4.23 We will support Dundee Health and Social Care Partnership to identify, monitor, review and implement their own Equality Outcomes

- The Dundee Integration Joint Board (IJB) has set and reports on its own equality outcomes and associated actions ([IJB Equalities Mainstreaming Report 2023](#)). These include a focus on improving health outcomes by promoting access / equality of service for people with protected characteristics.
- As a key partner in the Dundee Health and Social Care Partnership, DCC will make an active contribution to supporting the delivery of these outcomes and action. The Dundee IJB will report on progress to implement these outcomes and action at least every two years, in line with the requirements placed on them by the Equality Act 2010.

Neighbourhood Services

4.24 Our Community Learning and Development Service will work at a local, service, and strategic level to reduce the effects of inequality and disadvantage on health and wellbeing

- Develop and implement engagement strategy and series of events with community groups representing those with protected characteristics.
- Identify key priority areas with these groups and appropriate activities and implement action through community learning and development plans.

Key Highlights

Partnership Working Dundee Health and Social Care Partnership (HSCP) and Integrated Joint Board (IJB) - Regular and ongoing engagement takes place between the Council's Equalities and Fairness Officer and relevant HSCP / IJB officers via the Corporate Equalities and Diversity Steering Group and separate meetings. The Equality Outcome Update Progress Report was agreed by the Dundee IJB on 21 August 2024.

Community Empowerment Team - There is a focus on family, anti-poverty and inequalities work carried out in community centres by public services and the community. Men's Groups are a particular area of growth, and these have come from both family work through What Matters to You and through devolved Alcohol and Drug Partnership monies. The Men's Groups are supporting men to come together and share stories supporting their parenting, reducing social isolation, and supporting recovery from substance use. The youth work programme is contributing to increasing numbers of young people accessing community centres.

Youth Work Teams - Supported young people attended Dundee Pride 2024, where they marched to Slessor Gardens as a group with banners that they created. There were many shows on the main stage, activities, youth information workshops, etc. Young people enjoyed it and generated such a sense of community that they requested that this is repeated this year.

Equality Outcome 7: Reduce the additional social inequalities experienced by people in poverty and in protected groups

The following actions for Outcome 7 have been fully completed.

Neighbourhood Services

- 4.25 We will develop a targeted approach to support protected groups to tackle poverty and reduce social inequalities
- Use Scottish Index of Multiple Deprivation (SIMD) data to target and prioritise partnership work.
 - Use the findings of Engage Dundee 2021 as well as other engagement work to target our work.
 - Target work to the most disadvantaged communities including focused local fairness initiatives in Linlathen and Stobswell West.
- 4.26 Our staff and partners will be supported to increase their knowledge and understanding of poverty and other social inequalities and its unequal impact on equality groups
- Re-develop and deliver Poverty Sensitive Training to relevant staff and partner organisations, who support equalities mainstreaming work.

Corporate Services

- 4.27 We will develop a targeted approach to support protected groups to tackle poverty and reduce social inequalities
- Utilise data gathered by our Customer Services and IT service to identify priority target groups for future work relating to income maximisation.
 - Adopt more effective and supportive ways of communicating with clients / tenants about money matters and debt.

Chief Executive's Services

- 4.28 Our staff and partners will be supported to increase their knowledge and understanding of poverty and other social inequalities and its unequal impact on equality groups
- Build equality activities, impacts and action into the delivery of the Fairness Action Plan and Child Poverty reporting.

- 4.29 Provision of Equality Grant Funding to local community groups supporting those with protected characteristics
- Re-focus and target Equality and Diversity Grant funding to support local community groups that can assist us to mainstream our equalities work.

Key Highlights

Community Health - Use of data sources such as SIMD and the Engage Dundee survey continue to act as a route to identifying and tackling local health needs and issues. A report on the Engage Dundee findings was produced by the Community Health Team Manager in March 2024. The results were shared with a wide range of strategic partners, service providers, and local community led groups such as Dundee Fighting for Fairness and the Community Health Advisory Forum. This is helping to target action.

Council Advice Services - Protected groups are being supported through the work of Council Advice Services via the NHS Tayside maternity and health visitor referral protocols. In relation to disabled customers, the Council has expanded the award-winning GP surgery co-location model to fully cover the ten most deprived surgeries in Dundee. For working age customers, the service is linked into nearly 6,000 working age households who applied to Fuel Well Dundee 3 (a grant scheme to reduce energy poverty, through provision of direct payments, energy and debt advice, maximising income and employment support) and are working on a constant contact model to intervene before financial and debt issues become unmanageable.

5. EDUCATION SERVICE - MAINSTREAMING EQUALITIES REPORTING

The Education Equality Outcomes identified for 2021-25 all arose from the improvement planning processes associated with the Dundee City Plan (Children and Families Service). In particular, the delivery groups with responsibility for Our Promise; Additional Support Needs; and Health and Wellbeing include priorities, actions and measures which aim to have a positive impact on protected characteristic groups. More detailed outcomes and actions which relate to nurseries and schools are contained within the [Supporting Learners Policy Framework](#).

Overall, the Children and Families Service has made good progress towards its Equality Outcomes which are all embedded within strategic priorities in the Service Plan. Examples of ongoing work throughout nursery and school communities are included in the progress towards outcomes as appropriate.

5.1 Our Children and Families Service will ensure children and young people's views and requirements are central to development and delivery of local services

The following actions have been fully completed

- Implement phase 1 of Trauma Informed practice framework
- Trauma-Informed workforce
- Implement counselling in schools and Community Mental Health and Wellbeing support services
- Implement Our Promise for Care Experienced Children, Young People and Care Leavers 2021-23
- Co-ordinate health and social care provision within the new Community Custody Unit and work with partners across the system on Covid-19 recovery
- Support GIRFEC (Get it Right for Every Child) Delivery Group to Launch, Implement, and Review GIRFEC across the city and closely involve service areas / teams in strategic planning of Children and Families Services
- Work with partners, children and young people and parents / carers on co-designing Children and Families services which matter to local communities

Key Highlights

Trauma Informed Practice and Counselling Services - All nursery and school staff have now completed Trauma training levels 1 and 2. Level 3 training is reported separately by Learning and Organisational Development. The Education team supports this through the Trauma Strategy Group.

Counselling in schools is now fully integrated across all secondary schools and clusters in Dundee. There is a clear procurement and ongoing review process. There is an established data recording system and regular reports are submitted to Scottish Government and are available for CandFS reporting.

Our Promise - A full report on the implementation of Our Promise was approved by elected members in October 2023. The next iteration of the plan for the period 2023-26 is now being progressed and some key highlights include:

- Overall number of children and young people in care continues to reduce.
- The balance of care is shifting positively towards family-based care, especially Kinship Care.
- Overall costs are reducing markedly, with further reductions anticipated.

5.2 Children and young people will not experience discrimination harassment, or victimisation in our education establishments

The following actions have been fully completed

- Implement policy and practice which supports the development of friendships and support structures for young people including Nurture Approaches Framework for all nurseries and schools; Emotional Health and Wellbeing Strategy; AIM for Schools provision for young people experiencing anxiety
- Raise awareness of the value of the diversity of difference and specific needs of pupils in our education establishments who have a protected characteristic
- Prevent and challenge discrimination through a planned progressive Personal Social Education / Health and Wellbeing Programme and Inter-Disciplinary Learning

5.3 Children and young people will experience equality of opportunity when accessing education

- Remove barriers for children and young people who may be vulnerable and require reasonable adjustments to enable their full access to education, e.g. use of ICT and specialist equipment; inclusive pedagogy; more diverse senior phase pathways.
- Provide an accessible environment in all schools to meet diverse learning and communication needs.
- Implement Transitions Strategy with Arc Scotland.

5.4 Children and young people will experience a sense of inclusion, belonging and participation

- Enable families to access support through the Family Support Framework including support services for community mental health and wellbeing.
- Focus Community Learning and Development youth work activities on the needs of the most vulnerable within communities.
- Strengthen Community Learning and Development partners' collaborative approach to addressing agreed shared priorities, particularly around COVID recovery (Mental Health and Wellbeing; Learning Loss; Transition Work and Young Carers).

Key Highlights

Accessibility and Inclusion Service - The Accessibility and Inclusion Service work alongside staff and children in schools to promote the value of diversity including those with English as an Additional Language, Gypsy / Traveller children and young people, and those with Additional Support Needs including disability. There has been considerable work undertaken with schools in relation to transgender training which is reflected in the low incidence of bullying.

Removing Barriers, Reasonable Adjustments, and Inclusion - The Assisted Technology Steering Group has created a pathway for assessment of children's needs to identify appropriate resources

which are reasonable adjustments. All secondary schools have an annual verification process to ensure that reasonable adjustments are in place for SQA assessments. A Senior Phase Pathways group has oversight of progression for young people with more complex needs including third sector and DandA College alongside Adult Health and Social Care services.

The service has launched a new Dundee Standard for Inclusive Practice along with an audit tool and toolkit to support schools and nurseries to evaluate their practice and identify next steps. Feedback from pupils is used to triangulate staff views and the Standard is being used as part of school improvement frameworks. The resources are housed on a new website, along with case studies to support implementation.

Equalities Briefing - All Children and Families staff receive an annual briefing on equalities which includes awareness-raising of protected characteristics. Alongside this, the link to the Council's Equalities Events calendar has been shared with staff.

COMPASS - A new transition planning framework and App (called COMPASS) for schools, and other destinations including college, university and employment has been developed and implemented in collaboration with ARC Scotland.

Additional Support Needs (ASN) - Two after school groups have been established within community schools to reduce isolation and include children with ASN in activities they have chosen at Baldragon and St Paul's Academies.

Community Learning and Development (CLD) - CLD are opening their groups to children with additional needs, and this is working well in the Finmill Centre, mixing age groups in relation to children's needs.

The following Outcome 4 actions are Partially Completed, and will be progressed as part of the Equality Outcomes and Actions for 2025-2029

- Increase the inclusion for disabled children in local community groups (40%).
- Ensure there is a reduction in the number / rate of bullying incidents which are perceived to be motivated by a protected characteristic (50%).
- Deliver the aims of the National Improvement Framework across all nurseries and schools through Every Dundee Learner Matters, with regard to closing the Equity gap for children and young people who experience inequalities, including those who are care-experienced and those with complex needs (linked to the Attainment Plan) (75%).
- Implement Our Promise and Corporate Parenting Strategy outcomes (70%).

Key Challenges

Feedback from school staff indicates that although the different approaches to supporting children's emotional wellbeing have had a positive impact, a more cohesive framework is required to ensure successful implementation and evaluation. Moving forward, this will be the focus of the 'Relationship and Behaviour for Learning' strand of our Inclusion Strategy.

Equality Duty Regarding Education Staff


As an Education Authority, we have a duty to apply the General Duty in regard of staff employed by Dundee City Council to work within the Children and Families Service. As such, education staff benefit from the support of corporate policy and procedures for recruitment, retention, absence management, and reasonable adjustments. Employment information, for Education staff, relating to protected characteristics, equal pay, recruitment, development and retention can be viewed in Sections 8 to 10 of this report.

6. UNDERSTANDING EQUALITY AND DIVERSITY IN DUNDEE IN 2025

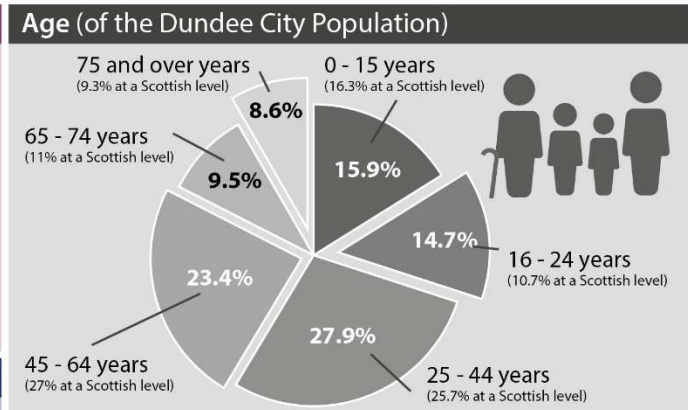
The tables below provide key Equality information about Dundee, taken from the Dundee Census and other data sources.

Population

150,390
Population of Dundee City.




Source: National Records of Scotland, 2023 Mid-Year Population Estimates.



Disabilities

21.6%
of people in Dundee stated that they have a long-term illness, disease or condition in the 2022 Scottish Census.



At a Scottish level 21.4% stated that they have a long-term illness, disease or condition in the 2022 Scottish Census.

Source: Scottish Census 2022.

Age Breakdown	Males	Females
0 - 15 years	52%	48%
16 - 24 years	49%	51%
25 - 44 years	50%	50%
45 - 64 years	48%	52%
65 - 74 years	48%	52%
75+ years	42%	58%
Dundee City Total Population	49%	51%

Source: National Records of Scotland, 2023 Mid-Year Population Estimates.

Sexual Orientation

Of all people aged 16 and over, the 2022 Scottish Census reported:



Sexual Orientation	Dundee City	Scotland
Heterosexual/Straight	85.6%	87.8%
Gay or Lesbian	2.5%	1.8%
Bisexual	3.1%	1.8%
Other Sexual Orientation	0.9%	0.5%
Not answered	7.8%	8.2%

Source: Scottish Census 2022

Marital Status and Civil Partnership Status


Of all people aged 16 and over, the 2022 Scottish Census reported:

Marital Status	Dundee City	Scotland
Never married and never registered in a civil partnership	46.7%	38.1%
Married or in a registered civil partnership	35.6%	44.0%
Separated, but still legally married or still legally in a civil partnership	2.5%	2.5%
Divorced or civil partnership dissolved	8.6%	8.4%
Widowed or surviving civil partnership partner	6.7%	7.0%

Source: Scottish Census 2022.

Trans History or Status

0.9%
of the population aged 16 and over in the 2022 Scottish Census stated that they were trans or had a trans history.




At a Scottish level 0.4% of the population aged 16 and over in the 2022 Scottish Census stated that they were trans or had a trans history.

Source: Scottish Census 2022.

Main Language

Of all people aged 3 and over:



Main Language	Dundee City	Scotland
English	92.7%	94.5%
Scots	0.3%	0.3%
Gaelic	0.0%	0.1%
Sign Language	0.1%	0.1%
Other Language	7.0%	5.2%

Source: Scottish Census 2022.

Ethnicity



Ethnicity	Dundee City	Scotland
White: White Scottish	77.2%	77.7%
White: Other White British	6.1%	9.4%
White: White Irish	0.9%	1.0%
White: Gypsy/Traveller	0.1%	0.1%
White: White Polish	2.1%	1.7%
White: Other White	3.4%	3.0%
Mixed or Multiple ethnic group	1.3%	1.1%
Asian, Asian Scottish or Asian British: Pakistani, Pakistani Scottish or Pakistani British	2.3%	1.3%
Asian, Asian Scottish or Asian British: Indian, Indian Scottish or Indian British	1.4%	1.0%
Asian, Asian Scottish or Asian British: Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.5%	0.1%
Asian, Asian Scottish or Asian British: Chinese, Chinese Scottish or Chinese British	0.9%	0.9%
Asian, Asian Scottish or Asian British: Other Asian	0.9%	0.6%
African: African, African Scottish or African British	0.1%	0.1%
African: Other African	1.3%	1.0%
Caribbean or Black: Caribbean, Caribbean Scottish or Caribbean British	0.0%	0.0%
Caribbean or Black: Black, Black Scottish or Black British	0.0%	0.0%
Caribbean or Black: Other Caribbean or Black	0.1%	0.1%
Other ethnic groups: Arab, Arab Scottish or Arab British	0.8%	0.4%
Other Ethnic Group	0.5%	0.5%

Source: Scottish Census 2022.

Can you use British Sign Language (BSL)

Of all people aged 3 and over:



Category (years)	Category	Scotland
Yes	2.6%	2.2%
No	97.4%	97.8%

Source: Scottish Census 2022.

Religion



Religion	Dundee City	Scotland
Church of Scotland	14.6%	20.4%
Roman Catholic	13.8%	13.3%
Other Christian	4.9%	5.1%
Buddhist	0.5%	0.3%
Hindu	0.7%	0.6%
Jewish	0.1%	0.1%
Muslim	4.2%	2.2%
Sikh	0.1%	0.2%
Pagan	0.4%	0.4%
Other religion	0.2%	0.2%
No religion	54.6%	51.1%
Religion not stated	6.0%	6.2%

Source: Census 2022.

Life Expectancy



Life Expectancy at Birth (years)	Males	Females
Dundee City	74.6	79.2
Scotland	76.8	80.8

Source: National Records of Scotland – Life Expectancy in Scotland 2021-2023 provisional figures .

7. NEW EQUALITY OUTCOMES FOR 2025-2029

Dundee City Council welcomes this opportunity to present our new Equality Outcomes for 2025 to 2029. The past four years have highlighted the challenges faced by people with protected characteristics and the necessity of a new set of Mainstreaming Equalities Outcomes for Dundee 2025-2029.

As a result of the complex relationship between equalities and other strategic goals, the new rights-based approach promoted by the Equality and Human Rights Commission (EHRC), new and evolving national legislation and guidance and the seismic impact of the cost-of-living crisis, the council (incorporating our role as the education authority) has decided to set new equality outcomes for the next four years. We believe this will enable us to meet our legal duties, embed our equality and diversity work within the overall vision for Dundee whilst simultaneously improving outcomes, reducing inequality, and increasing diversity.

All partially achieved outcomes from the 2021-2025 plan have been incorporated into the outcomes and actions set in this plan.

The new outcomes and actions reflect the strategic priorities of Dundee City Council while considering the Scottish Government's approach, EHRC guidance, and feedback from key equality groups representing those with protected characteristics from across the city. In addition to supporting the development of these equality outcomes and actions, the Council is keen to ensure that the voices of those with protected characteristics inform the delivery of the agreed outcomes and actions to in turn inform relevant policy development and service delivery.

Specific feedback on our equality outcomes was provided by: Dundee International Women's Centre, Dundee's Faith Forum, Dundee Pride, Deaf Links, Dundee Violence Against Women Partnership, the Scottish Assembly, and Dundee Access Group.

In relation to our role as an education authority, consultation and involvement is an on-going process which promotes dialogue and stimulates change through network groups with parent and partner groups. Focus groups, parental/pupil/staff surveys, school reviews, staff professional development and review process are all examples of methodology used on an on-going basis as a means of consulting and involving others. Consultation with communities formed part of the wider consultation for establishing the new Education Equality Outcome 5.

Dundee City Council will ensure consideration is given to this and all future feedback as we continue to meaningfully engage with these and other key equality groups and individuals with protected characteristics, to ensure that we achieve our outcomes as set out in this plan.

EQUALITY OUTCOMES and ACTION FOR 2025-2029

Equality Outcome 1 - Data and Equalities Information

By 2029, the Council will have improved the collection and use of the equality data and information of those with protected characteristics to help shape local policy development and service delivery.

Action: Chief Executive's Service

- Continue to review, develop, benchmark, and improve the Council's Integrated Impact Assessment toolkit and guidance.
- Use the latest data and information to shape policy development and service delivery.
- Monitor, review, and engage with the work of the Equality and Human Rights Commission, Scottish Government, Scottish Human Rights Commission, and other relevant bodies to introduce and implement new actions as required.

Action: City Development

- Collate, monitor, and review equalities and other data to identify improvements in targeting of priority customers and neighbourhoods in delivery of Discover Work's Employability Partnership and Strategy.

Action: Corporate Services – People Services

- Increase our equality data quality by encouraging employees to update their equality information which will support us to report accurately on our workforce and plan accordingly to ensure the removal of any potential barriers.
- Provide real-time equalities data to services for future workforce planning to increase diversity.

Action: Neighbourhood Services

- Monitor annual data relating to Community Learning and Development provision, disaggregate by gender and other protected characteristics and plan action to close any gaps

Equality Outcome 2 – Inclusive Communication

By 2029, the Council will have increased positive engagement with protected groups through inclusive communication.

Action: Corporate Services – People Services

- Increase positive engagement and access to services through surveys and working groups focused on protected characteristics.
- Develop a SharePoint site for equality-related information and communication for the workforce.

Action: Corporate Services - Customer Services and IT

- Conduct a service-wide audit of accessibility across IT, Customer Services and Council Advice Services, (including digital platforms, physical infrastructure, and communication materials), to identify and address barriers and achieve better accessibility.
- Implement inclusive, multi-language, and accessible communication strategies, such as translated materials, audio-visual aids, and plain language formats, ensuring equitable access to critical service information.
- Introduce a centralised feedback mechanism where users from protected groups can continuously share insights on their access and communication experiences to enable iterative improvements in service delivery.
- Redesign the Dundee City Council Customer Charter with input and advice from protected groups across communities.

Action: Neighbourhood Services - CLD

- Support refugees and asylum seekers to gain language and other skills to enable them to build new lives in Dundee through Community Learning and Development provision.

Action: Health and Social Care Partnership

- Develop a programme of work to improve public information about services, supports and self-care resources to meet the needs of people from protected groups.

Equality Outcome 3 - Lived Experience

By 2029, the Council will have increased the involvement of people with protected characteristics and lived experience of inequality contributing to policy development and shaping service delivery.

Action: Chief Executive's Service

- Identify further ways of involving people and stakeholders with protected characteristics in the work of the council, including provision of appropriate supports.
- Redevelop and promote the Council's Equalities Calendar of Events in collaboration with equality networks and stakeholders.

Action: City Development

- Work with the Fairness Leadership Panel on the implementation of agreed principles for Discover Work's employability support, including scope for further learning from future customer feedback.

Action: Corporate Services - Customer Services and IT

- Host annual inclusion forums with protected groups to evaluate the Council's progress on equality outcomes, gather real-time lived experiences, and build stronger relationships between the Council and diverse communities.

Action: Neighbourhood Services - Housing

- Embed the voices of protected groups with lived experience into the development and delivery of the housing service.

Action: Neighbourhood Services - CLD

- Use the findings from ongoing engagement with Dundee's communities to target and improve Community Development and Learning work with those with protected characteristics.

Action: Children and Families Service

- Consult on the development and implementation of the United Nations Convention on the Rights of the Child (UNCRC) Plan.
- Scale the What Matters to You initiative to all localities.

Action: Health and Social Care Partnership

- Engage with workforce members who are from black and minority ethnic communities to develop and implement a programme of work that will prevent and respond to race discrimination within HandSC Partnership workplaces and services.
- Engage with transgender and non-binary people to develop and implement a programme of work to improve responses to transgender and non-binary people from HandSC Partnership services and supports.
- Engage with disabled people and their unpaid carers to progress the development of a physical disability and sensory impairment delivery plan for Dundee.

Equality Outcome 4 – Council Workforce

By 2029, the Council workforce will be more diverse with an inclusive culture where employees from all protected groups feel valued and supported.

Action: Chief Executive's Service

- Develop and promote the work of the Corporate Equality and Diversity Steering Group.
- Develop and deliver an equality and diversity information and training programme to officers and elected members as required.

Action: Corporate Services - People Services

- Develop a programme to sit alongside a Corporate Leadership and Management Development Scheme to support and encourage those from protected groups into higher graded or leadership roles to reduce the relevant gender pay gaps and tackle occupational segregation.
- Encourage those with protected characteristics to apply for roles in the council and address barriers to being successful in recruitment via a range of active engagements with those groups.
- Encourage those with protected characteristics into leadership roles and address barriers to promotion, through the implementation of targeted development programmes supporting underrepresented groups to apply for senior roles.

- Work in partnership with services on the design, delivery, and promotion of equality awareness, including the creation of learning opportunities that enable ongoing development of our workforce in line with our agreed equality outcomes and equality duties.

Equality Outcome 5 - Education

By 2029, the Council will narrow the gap in educational attainment experienced by children and young people from protected groups.

Action: Children and Families Service

- Improve the presence, participation, progress and support of children and young people through the development, implementation, and evaluation of the Education Service's Inclusion Strategy.
- Implement a new tracking and monitoring system which better allows the service to identify gaps, plan interventions, and monitor the progress of protected groups.
- Strengthen the voice of children and young people in individual, school, and city-wide planning.

8. EQUALITY IN EMPLOYMENT - EMPLOYEE MONITORING

Equality, diversity, and fairness continues to underpin everything the council does. Our People Strategy acknowledges that it is through having an engaged, skilled, motivated, and diverse workforce that we will realise our ambitions to provide excellent services and achieve positive outcomes for the city.

The employment information detailed in the report provides a picture of our workforce and, together with local and census data, we will use this information to help us inform and influence our priorities and outcomes over the coming two years and meet our legal obligations under the Equality Act 2010 to:

- eliminate unlawful discrimination, harassment, victimisation, and any conduct prohibited by the Act.
- advance equality of opportunity between different groups.
- foster good relations between different groups.

Pages 23-52 covers our equal pay statement, gender pay gap, disability pay gap, ethnicity pay gap, occupational segregation information, and employment equality monitoring data.

We will aim to show the actual experiences and life chances of our local people and all our employees - we want them to see real, measurable, and positive experiences for all of our communities.

The outcomes below outline our ambitions for the Council as an employer for the next two years, which will be developed and measured on an ongoing basis.

- Increase our equality data quality by encouraging employees to update their equality information, which will support us report accurately on our workforce and plan accordingly to ensure the removal of any potential barriers.
- Provide real-time equalities data to services for future workforce planning to increase diversity.
- Increase positive engagement and access to services through surveys and working groups focussed on protected characteristics.
- Develop a SharePoint site for equality-related information and communication for the workforce.
- Develop a programme to sit alongside a Corporate Leadership and Management Development Scheme to support and encourage those from protected groups into higher graded or leadership roles to reduce the relevant gender pay gaps and tackle occupational segregation.
- Encourage those with protected characteristics to apply for roles in the council and address barriers to being successful in recruitment via a range of active engagements with those groups.
- Encourage those with protected characteristics into leadership roles and address barriers to promotion, through the implementation of targeted development programs supporting underrepresented groups to apply for senior roles.
- Work in partnership with services on the design, delivery, and promotion of equality awareness, including the creation of learning opportunities that enable ongoing development of our workforce in line with our agreed equality outcomes and equality duties.

9. EQUAL PAY STATEMENT

Dundee City Council is committed to ensuring employees are not discriminated against regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

Dundee City Council is committed to ensuring that men and women should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

Equal Pay Objectives

Dundee City Council is committed to ensuring equal pay structures for all its employees and will:

- Regularly review pay and rewards systems to eliminate any unfair, unjust, or unlawful practices that impact on pay.
- Undertake equal pay audits to monitor the impact of its pay structure and report the findings to the Council Leadership Team.
- Take appropriate action in response to audits, as required.
- Provide training and guidance for those involved in determining pay.
- Respond to grievances on equal pay in accordance with the Council's Grievance Policy.
- Work in partnership with its recognised trade unions to ensure that the Council provides equal pay.
- Review progress every four years.

Gender Pay Gap Information

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 required Dundee City Council to publish gender pay gap information by 30 April 2013 and every two years thereafter.

The provision of the information for 2025 derives from workforce data gathered from the Council's HR Pay System Resourcelink for 1 April 2023 to 31 March 2024.

The Council has 3 separate grading structures

- Local Government - Grades 1 to 19 underpinned by job evaluation using the SJC Job Evaluation Scheme for local government employees. Modern Apprentices are based on a percentage of Grade 1-3.
- Teachers – Job sized in accordance with SNCT.
- Craft – SJNC Craft Conditions, Craft Apprentices are based on a percentage of these.

Fair Work First

Dundee City Council is committed to aligning our practices with the Fair Work First criteria, ensuring fair and equitable wages for our apprentices.

Gender Pay Gap

The gender pay gap is not the same as equal pay; it is the difference in the average hourly wage of all men and women across the workforce whereas, equal pay is the equal payment of men and women for undertaking work of equal value across the organisation.

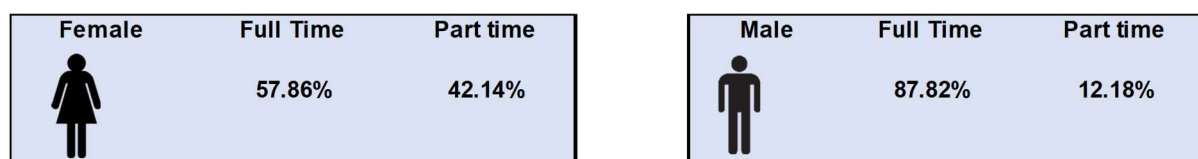
Calculation of the gender pay gap

The gender pay gap is always expressed as a percentage. It is calculated by working out the difference between the average pay of all male employees and average pay of all female employees. The calculations are based on the snapshot date of the 31 March 2024 and cover all relevant employees.

The headcount of our relevant employees is 6,565 with a gender split of 69% females and 31% males.



Of the 4537 females, 57.86% were full time, 42.14% were part-time. Of the 2028 males, 87.82% were full time and 12.18% were part-time.



Our gender split is broadly similar to most other local authorities in having around two thirds of the workforce as female and a larger proportion of females with part-time posts compared to males.

Mean gender pay gap

The mean of a group of values is the sum of all values added together and divided by the number of values in the set. The mean hourly rate is the average hourly rate across the entire organisation. The mean gender pay gap is a measure of the difference between women's mean hourly rate and men's mean hourly rate. The gender pay gap is arrived at by calculating the average hourly rate, excluding overtime, for two groups and expressing the difference as a percentage.

The mean average gender pay gap for Dundee City Council is 1.47%. Therefore, for every £1 that a female employee earns, a male employee would earn 98.53 pence.

Mean Male Hourly Rate	Mean Female Hourly Rate	Mean average difference in favour of females
£20.47	£20.77	1.47%

Median gender pay gap

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly rate of the person in the middle; the median gender pay gap is the difference between the women's median paid hourly rate (the middle-paid woman) and men's median hourly rate (the middle-paid man) and expressing the difference as a percentage.

The median average gender pay gap is 8.79% in favour of males. Considering the detail in this way would suggest that for every £1 that a male employee earns, a female employee will earn 91.21 pence.

Median Male Hourly Rate	Median Female Hourly Rate	Median average difference in favour of Males
£18.21	£16.61	8.79%

A high proportion of females occupy lower graded posts as detailed in the 'Summary of gender by grade' table later in this report which results in an increase in the median average gender pay gap. The Council has a leadership and development programme to encourage and support career pathways and progression to address occupational segregation throughout the Council.

Mean Bonus analysis

Bonus is paid to craft employees, some is productivity, and some is consolidated, these employees are mainly within the Construction arm of Neighbourhood Services. The mean average gender pay for bonus is 18.75% in favour of males. Therefore, for every £1 that a male employee earns, a female employee would earn 81.25 pence. The female employees receiving bonus are receiving standard salaries for the role they occupy and there is no differential in the salaries of these roles between male and female employees.

Mean Male Annual Bonus	Mean Female Annual Bonus	Mean average difference in favour of males
£15,319.53	£12,446.39	18.75%

Median Bonus Analysis

The median average gender pay gap for bonus is 5.78% in favour of males. Considering the detail in this way would suggest that for every £1 that a male employee earns in bonus, a female employee will earn 94.22 pence.

Median Male Annual Bonus	Median Female Annual Bonus	Median average difference in favour of males
£12,637.94	£11,907.92	5.78%

Proportions of Employees in receipt of Bonus

There are 290 males (including 8 craft apprentices) in receipt of a bonus, and this equates to 14.30% of all males employed, whereas there are less than 10 females in receipt of a bonus payment, and this equates to 0.06% of females employed.

Quartiles

A quartile is one of three points that divide data into four equal parts. The quartiles have been split as closely as possible to contain the same number of employees in each quartile. Where employees with the same hourly rate fall between two quartiles, they have been evenly distributed as male and female to alleviate any bias.

Quartile	Female	Male	No. of Employees	Min Hourly Rate £	Max Hourly Rate £
Lower Quartile 1	1133 (69.00%)	509 (31.00%)	1642	£5.95	£14.65
Lower Middle Quartile 2	1202 (73.25%)	439 (26.75%)	1641	£14.65	£17.53
Upper Middle Quartile 3	970 (59.11%)	671 (40.89%)	1641	£17.53	£26.27
Upper Quartile 4	1232 (75.08%)	409 (24.92%)	1641	£26.27	£88.14

The expectation would be that the gender breakdown in each quartile would reflect the overall breakdown of 69% female and 31% male. The quartile analysis shows that quartile 3 is furthest from the overall breakdown. Quartile 3 is made up of a high proportion of traditionally male roles such as construction, Engineers, Clerk of Works, Architects, Mechanics etc. which may account for some of the difference in terms of the overall 69% female, 31% male split.

Disability Pay Gap Information

The mean average disability pay gap is 7.18% in favour of non-disabled. Considering the detail in this way would suggest that for every £1 that a non-disabled employee earns, a disabled employee will earn 92.82 pence.

Mean Disabled Hourly Rate	Mean Non-Disabled Hourly Rate	Mean average difference in favour of non-disabled
£19.65	£21.17	7.18%

The median average disability pay gap is 10.91% in favour of non-disabled. Considering the detail in this way would suggest that for every £1 that a non-disabled employee earns, a disabled employee will earn 89.09 pence.

Median Disabled Hourly Rate	Median Non-Disabled Hourly Rate	Median average difference in favour of non-disabled
£16.50	£18.52	10.91%

Minority Ethnic Group Pay Gap Information

The mean average minority ethnic pay gap is 4.86% in favour of minority ethnic groups. Considering the detail in this way would suggest that for every £1 that a minority ethnic group employee earns, an employee not in a minority ethnic group will earn 95.14 pence.

Mean Minority Ethnic Group Hourly Rate	Mean Not a Minority Ethnic Group Hourly Rate	Mean average difference in favour of minority ethnic group
£21.80	£20.74	4.86%

The median average minority ethnic pay gap is 13.08% in favour of employees in minority ethnic groups. Considering the detail in this way would suggest that for every £1 that an employee in a minority group earns, a non-minority group employee will earn 86.92 pence.

Median Minority Ethnic Group Hourly Rate	Median Not a Minority Ethnic Group Hourly Rate	Median average difference in favour of minority ethnic group
£20.41	£17.74	13.08%

Occupational Segregation

The causes and drivers of the gender pay gap are complex and interrelated and include occupational segregation of men and women into different job sectors and industries, more opportunities for flexible working, and increasing the representation of women in senior roles.

The following tables detail:

- A summary of post titles held by 10 or more male employees
- A summary of post titles held by 10 or more female employees
- A summary of males and females by grade
- A summary of disabled and non-disabled employees by grade
- A summary of employees who are members of minority ethnic groups or not by grade.

SUMMARY OF GENDER BY POSTS (Extract of posts containing 10 or more males)

Post Title	Females	Males
ACCOUNTS / BENEFITS ASSISTANT	22	14
APPRENTICE JOINER	<10	10
AREA OFFICER	<10	10
ASSISTANT ENGINEER	<10	18
BUSINESS SUPPORT ASSISTANT	55	10
COMMUNITY LEARNING and DEVELOPMENT WORKER	49	10
COMMUNITY SAFETY WARDEN	<10	10
CRAFTSMAN'S LABOURER	<10	22
CUSTOMER SERVICES ADVISER	19	13
DEPUTE HEAD TEACHER	50	15
DRIVER	<10	19
DRIVER (MEALS)	<10	11
DRIVER (NON-HGV)	<10	35
ELECTRICIAN	<10	22
ELECTRICIAN (APPROVED)	<10	18
ENGINEER	<10	10
ENVIRONMENTAL OPERATIVE	<10	16
GARDENER	<10	45
GARDENER (CHARGEHAND)	<10	14
GAS SERVICE FITTER	<10	10
GROUNDS MAINTENANCE OPERATIVE	<10	32
HEAD TEACHER	35	13
JOINER	<10	61
LEARNING and CARE ASSISTANT	268	13
LGV DRIVER	<10	37
MECHANIC	<10	12
MUSIC INSTRUCTOR	<10	17
PAINTER	<10	45
PARKING ATTENDANT	<10	13
PLASTERER	<10	12
PLUMBER (ADVANCED)	<10	18
PRINCIPAL TEACHER	74	38
PRINCIPAL TEACHER (GUIDANCE)	27	14
PROBATIONER TEACHER PLACEMENT	34	13
PROJECT SUPERVISOR (COMMUNITY PAYBACK)	<10	10
PUPIL SUPPORT ASSISTANT	32	11
REFUSE COLLECTOR	<10	46
REFUSE COLLECTOR (CHARGEHAND)	<10	33
SAFETY and ALARM CNTR CONTROLLER / RESPONDER	<10	22
SENIOR MANAGER	<10	10
SERVICE MANAGER	<10	10
SLATER	<10	11
SOCIAL CARE OFFICER	126	30
SOCIAL CARE WORKER	284	58
SOCIAL WORKER	189	21
STREET SWEEPER	<10	24
TEACHER	911	217
TECHNICAL SERVICES OFFICER	<10	11

SUMMARY OF GENDER BY POSTS (Extract of posts containing 10 or more females)

Post Title	Females	Males
ACCOUNTS / BENEFITS ASSISTANT	22	14
ADMINISTRATIVE ASSISTANT	26	<10
ADMINISTRATIVE OFFICER	43	<10
ASN TRAVEL ASSISTANT	22	<10
ASSISTANT YOUTH WORKER	17	<10
BUSINESS MANAGER	10	<10
BUSINESS SUPPORT ADMINISTRATOR	13	<10
BUSINESS SUPPORT ASSISTANT	55	10
BUSINESS SUPPORT OFFICER	12	<10
CLERICAL ASSISTANT	16	<10
COMMUNITY LEARNING and DEVELOPMENT WORKER	49	10
CONTROL ROOM ADVISER	17	<10
CORPORATE RECOVERY OFFICER	22	<10
CUSTOMER SERVICES ADVISER	19	13
DEPUTE HEAD TEACHER	50	15
DOMESTIC ASSISTANT	31	<10
EARLY YEARS CENTRE MANAGER	12	<10
EARLY YEARS EDUCATOR	330	<10
EARLY YEARS PRACTITIONER	28	<10
EARLY YEARS SUPPORT ASSISTANT	113	<10
EDUCATION RESOURCE WORKER (SandFD)	25	<10
EDUCATIONAL PSYCHOLOGIST	11	<10
EMPLOYEE SERVICES ADMINISTRATOR	10	<10
FAMILY SUPPORT WORKER	28	<10
HEAD TEACHER	35	13
HOME CARE WORKER	12	<10
LEARNING and CARE ASSISTANT	268	13
LEARNING and CARE ASSISTANT (AUTISM)	16	<10
LEARNING and ORGANISATIONAL DVLPMT ADVISER	10	<10
OCCUPATIONAL THERAPIST	15	<10
PENSIONS ASSISTANT	11	<10
PRIMARY EARLY YEARS SUPPORT ASSISTANT	143	<10
PRINCIPAL TEACHER	74	38
PRINCIPAL TEACHER (GUIDANCE)	27	14
PROBATIONER TEACHER PLACEMENT	34	13
PUPIL SUPPORT ASSISTANT	32	11
PUPIL SUPPORT WORKER	19	<10
SECONDARY SCHOOL SUPPORT ASSISTANT	47	<10
SENIOR BUSINESS SUPPORT ASSISTANT	22	<10
SENIOR CLERICAL ASSISTANT	18	<10
SENIOR EARLY YEARS PRACTITIONER	44	<10
SENIOR LEARNING and CARE PRACTITIONER	21	<10
SENIOR SOCIAL CARE OFFICER	22	<10
SENIOR SOCIAL CARE WORKER	19	<10
SHELTERED HOUSING WARDEN	33	<10
SOCIAL CARE OFFICER	126	30
SOCIAL CARE ORGANISER	19	<10
SOCIAL CARE WORKER	284	58
SOCIAL WORKER	189	21
SUPPORT WORKER	68	<10
TEACHER	911	217
TEACHER ADDITIONAL SUPPORT NEEDS	11	<10
TEACHER NURSERY	26	<10
TEACHER OF ENHANCED PROVISION	15	<10
TEAM MANAGER	49	<10

SUMMARY OF NON-DISABLED AND DISABLED EMPLOYEES BY GRADE

Grade	Non-Disabled	Disabled
LGE 01	31	<10
LGE 02	31	<10
LGE 03	282	28
LGE 04	330	14
LGE 05	306	16
LGE 06	632	24
LGE 07	1046	62
LGE 08	308	21
LGE 09	181	12
LGE 10	370	21
LGE 11	137	10
LGE 12	104	<10
LGE 13	52	<10
Craft	241	<10
Craft Apprentice	17	<10
Depute / Head Teacher	111	<10
Education Officer	<10	<10
Education Psychologist	11	<10
Education Support	<10	<10
Modern Apprentice	10	<10
Music Instructor	20	<10
Principal Teacher	181	<10
Probationer Teacher	27	<10
Senior Management	68	<10
Teacher	1059	43

SUMMARY OF MINORITY ETHNIC GROUPS BY GRADE

Grade	Minority Group	Not a Minority Group	Prefer Not to Answer
LGE 01	<10	32	<10
LGE 02	<10	30	<10
LGE 03	10	278	78
LGE 04	47	297	83
LGE 05	13	308	52
LGE 06	44	606	154
LGE 07	61	983	151
LGE 08	13	306	27
LGE 09	10	178	17
LGE 10	30	365	42
LGE 11	10	135	11
LGE 12	<10	103	<10
LGE 13	<10	49	<10
Craft	<10	218	66
Craft Apprentice	<10	18	21
Depute / Head Teacher	<10	96	12
Education Officer	<10	<10	<10
Education Psychologist	<10	<10	<10
Education Support	<10	<10	<10
Modern Apprentice	<10	11	<10
Music Instructor	<10	14	11
Principal Teacher	10	144	35
Probationer Teacher	<10	31	14
Senior Management	<10	64	<10
Teacher	116	856	223

Working to Close the Gap

Dundee City Council is committed to introducing measures to reduce our gender pay gap and any inequalities in specific areas. The Council has fair and transparent pay and grading systems which ensures every role is graded dependant on the duties and responsibilities of the job and the grade is applied to the job regardless of if the occupants are male or female.

The median gender pay gap is higher in favour of males due to occupational segregation with the majority of females occupying the lower graded posts in the Council. The Council will continue to have quality conversations with all employees including females to identify training or development which will support them to progress their careers into higher graded posts should they wish to do so.

The Council will develop a programme to sit alongside a Corporate Leadership and Management Development Scheme to support and encourage those from protected groups into higher graded or leadership roles to reduce the relevant gender pay gaps and tackle occupational segregation. Employees with protected characteristics will be encouraged and supported into leadership roles and the Council will address barriers to promotion, through the implementation of targeted development programs supporting underrepresented groups to apply for senior roles.

The Council will also continue to offer flexible working opportunities for all employees at all levels to accommodate diverse needs and responsibilities and continue to have quality developmental conversations with employees to encourage employees to develop into higher graded posts.

10. EMPLOYEE EQUALITY MONITORING

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires all listed public authorities to take steps to gather information on the composition of the authority's workforce and information on recruitment, development and retention of employees relating to the relevant protected characteristics.

The Public Sector Equality Duty covers the following characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

The purpose of the legislation is to ensure that public authorities:-

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

Information

The information detailed in this report has been compiled from a number of different and independent information systems. These systems are Resourcelink (HR / Payroll System), Talentlink (National Recruitment Portal), MyLearn (Council's corporate training database), Tessello (Council's e-learning management system) and the Council absence management system. A case management system has been created to record all employee disciplinary and grievances allowing the Council to report on the equality information held in Resourcelink (HR / Payroll System) in relation to these processes.

The Equality Act requires local authorities to report on the composition of their Education Authority separately from the rest of the authority's employees. To that end the employees of the Education Service have been reported separately within section 5 of this report. In accordance with the Equality and Human Rights Commission guidance, no record of less than ten has been reported.

MyView - Self Service

The Council has a self-service module in Resourcelink called 'MyView.' This module allows employees who have access to computer facilities to update their own records relating to their personal and equality information.

Due to the range of jobs undertaken across the Council, a significant number of employees do not have access to computer facilities, however attention has been given to the roll out the 'MyView' module to employees allowing access from their own personal devices at home, to maintain and update their personal information resulting in over 95% of employees now having access to 'MyView'.

Non-Disclosure of Employee Equality Information

The table below details non-disclosure rates for employees who either did not answer the question or chose not to provide their details for race and religion or belief:

Year	Race		Religion	
	Education	Council	Education	Council
2016	22.14%	13.72%	31.25%	26.97%
2017	20.99%	13.20%	29.25%	25.64%
2018	18.56%	12.17%	27.66%	24.67%
2019	17.10%	11.49%	27.74%	24.46%
2020	16.14%	11.22%	29.14%	25.20%
2021	16.76%	12.23%	31.38%	27.22%
2022	17.89%	14.33%	31.17%	27.99%
2023	18.70%	15.99%	31.10%	28.56%
2024	19.87%	17.48%	31.71%	29.25%

The Council has full disclosure rates for employees with regards to age and gender. The table above details the non-disclosure rates for race and religion or belief. The non-disclosure levels continued to improve between 2016 and 2020, however the non-disclosure has increased again over the last 4 years. A high level of non-disclosure is amongst new starts to the council. There were 470 new starts and approximately 45% of those did not disclose their race and 49% did not disclose their religion or belief. Existing employees continued to have a higher level of disclosure with 15% of existing staff not disclosing their race and 28% of existing staff not disclosing their religion or belief.

The table below shows the non-disclosure rates for if the employee has a disability, and which disability type they have:

Year	Disability		Disability Type	
	Education	Council	Education	Council
2016	0.03%	0.12%	21.88%	35.77%
2017	0.18%	0.15%	25.81%	30.97%
2018	0.11%	0.15%	27.03%	25.14%
2019	0.18%	0.31%	15.38%	18.00%
2020	0.78%	0.73%	11.94%	16.27%
2021	5.26%	4.27%	9.30%	14.76%
2022	9.11%	8.23%	8.65%	12.98%
2023	11.37%	11.37%	10.38%	12.98%
2024	13.24%	13.66%	12.00%	12.50%

In previous years the Council had a high disclosure rate in terms of an employee disclosing if they had a disability or not. The level of non-disclosure has increased over the last 4 years. The non-disclosure rate for the type of disability in previous years was higher with employees choosing not to tell us what their disability related to. As you can see from the table above the non-disclosure rate for disability type has continued to improve over that last 9 years in relation to the Council as a whole. Education shows that disability type non-disclosure has increase over the last 2 years.

There is a high non-disclosure rate for Sexual Orientation with 57.11% of employees not disclosing their sexual orientation. A high percentage of the non-disclosure is with existing employees who were employed prior to this information being originally requested. The council continues to encourage existing employees to disclose their equality information, and this has improved from 58.35% last year. The non-disclosure for Marital Status is 15.17%.

Dundee City Council updated the equality definitions in the Council's HR / Pay System Resourcelink in line with the 2022 Census and following the update, there were two communication campaigns to communicate the requirement and merits of disclosing equality information. It was hoped that along with the success of rolling out of 'MyView' self-service which allowed employees to update their equality

information directly into the HR / Pay System, that this approach would help facilitate greater disclosure of information. Unfortunately, non-disclosure rates for race and religion have continued to increase over the last 4 years while disability has decreased. Dundee City Council will put out further communication campaigns to promote the merits of employees updating their equality information to address the high non-disclosure of equality information to reduce inequality faced by people with protected characteristics in the workplace.

Maternity and Pregnancy

123 females returned from maternity leave during 2024, with seven leaving employment at the end of their maternity leave or soon after their return. There were 51 females who reduced their hours on return from maternity leave or shortly thereafter. 29 females moved from full time to part time on return from maternity, while 22 females were already part time and reduced their hours on return from maternity. There were 31 females working full time prior to going off on maternity leave and continued to work full time after their return and there were 34 working part time before going off on maternity leave and continued to work the same part time hours after return. Currently there is no method of recording employees who failed with their flexible working request as this is done at Service level by managers. The Council is redesigning the flexible working request process which will allow requests to be monitored, and data provided on approved and rejected applications.

The average length for maternity leave across the 123 females was ten months with the highest being 12 months and the lowest being five months. Less than ten females who were pregnant or off on maternity leave were subject to disciplinary proceedings while no females lodged a grievance.

Recruitment

In 2024, the Council advertised on 383 occasions employing 683 people on a permanent, temporary, or casual / supply basis. From the information detailed in the breakdowns, 4.85% of applicants stated that they have a disability, 4.73% of shortlisted candidates advised they have a disability and 4.54% of successful candidates advised they have a disability. The Council guarantee an interview to candidates who disclose they have a disability and who meet the essential criteria and therefore this protected characteristic is disclosed to the shortlisting panel to support candidates with disabilities. All other characteristics are not disclosed to the shortlisting panel and candidates are shortlisted on whether they have demonstrated they meet the essential criteria. 31.01% of applicants came from a minority ethnic group, 24.75% of shortlisted candidates advised they were from a minority ethnic group, with 8.64% of successful candidates advising that they were from a minority ethnic group. This shows a reduction from the number of applicants from a minority ethnic group to the number of shortlisted candidates from a minority ethnic group, which may suggest some candidates are not able to demonstrate the essential criteria in their application or at interview. 10.29% of applicants identified themselves with a non-Christian religion or belief, 8.73% of shortlisted candidates identified themselves with a non-Christian religion or belief and 2.34% of successful candidates identifying themselves with a non-Christian religion or belief.

The Council reviewed its recruitment and selection toolkit in line with the Scottish Government Recruitment Toolkit to ensure the Council's recruitment policy provided equality of opportunity across all equality strands. There was a requirement to identify the barriers faced by those in specific minority equality groups such as disability and race. This review highlighted the Council had a clear strategic direction to have an engaged, skilled, motivated, and diverse workforce and clear equality outcomes as set out in this report. The Council provides recruitment and selection and equality training for all managers which covers unconscious bias and how to support candidates during the recruitment process. The Council has a wealth of data available on equality information for candidates and will continue to use this data for applications, shortlisting, and successful candidates to identify trends and barriers to recruitment into the Council to break down those barriers and encourage those from diverse backgrounds to apply to work for Dundee City Council.

Sexual Orientation

Information for sexual orientation was added to the HR / Pay system a few years ago and therefore this information was missing for all existing staff at that time. New starts had the opportunity to provide this information on starting employment. However, with the high level of non-disclosure amongst existing employees of 58% and a high non-disclosure with new starts of 54% the information does not provide an accurate representation of sexual orientation for the Council's workforce. Since the roll out of 'MyView' existing employees can also update their personal information including sexual orientation.

1.79% employees identify themselves as bisexual, gay, lesbian, or other sexual orientation. Efforts will continue to be made to communicate the requirement and merits of disclosing equality information to reduce the non-disclosure rates.

The National Recruitment Portal allows the Council to report on the sexual orientation of all job applicants, shortlisted and successful applicants.

5.20% of applicants identified themselves as bisexual, gay, lesbian, or other sexual orientation. 5.17% of shortlisted candidates identified themselves as bisexual, gay, lesbian, or other sexual orientation and 5.86% of successful candidates identifying themselves as bisexual, gay, lesbian, or other sexual orientation. Sexual orientation for recruitment has a high level of disclosure with 5.28% of job applicants failing to disclose their sexual orientation.

Gender Reassignment

In 2021 the Council added the equality definition transgender in line with the 2022 Census. As this equality definition has only recently been added to the HR / Pay System the non-disclosure rate is high with only 22.51% of employees disclosing this information following two communication campaigns asking employees to update their personal details. Of the 22.51% of employees, less than ten identified themselves as being transgender. Efforts will continue to be made to communicate the requirement and merits of disclosing equality information to reduce the non-disclosure rates.

34 job applications were received from candidates who identified themselves as being transgender and less than ten were successful candidates.

Marital Status

38.59% of employees are in a marriage or civil partnership. Marital status has a high level of disclosure for employees with 15.17% non-disclosure. The census shows that 35.58% of Dundee's population is married or in a civil partnership as shown in the table below:

Age	Census Information Dundee			Dundee City Council		
	All people aged 16 and over	Marriage and Civil Partnership	Percentage	Employees	Marriage and Civil Partnership	Percentage
16 to 24	22838	210	0.17%	358	<10	0.01%
25 to 34	21631	4441	3.54%	1398	230	3.21%
35 to 49	25783	12082	9.65%	2441	1064	14.87%
50 to 64	28209	14529	11.60%	2698	1338	18.70%
65 and over	26766	13295	10.62%	258	127	1.77%
All people aged 16 and over	125225	44561	35.58%	7153	-	38.59%

The National "Recruitment Portal allows the Council to report on the marital status of all job applicants, shortlisted applicants, and successful applicants.

37.30% of applicants identified themselves as being married or in a civil partnership. This is lower than the Council workforce. The census information in the table above shows that the highest percentage of the Dundee population who are married or in a civil partnership are in the age range 50 to 64 which is the same age range where the highest percentage of the Council workforce is married or in a civil partnership. In contrast to the highest number of applicants being with the lower age ranges 25 to 34 and 35 to 49 as shown in the table below:

Age	Dundee City Council Workforce			Dundee City Council Applicants		
	Employees	Marriage and Civil Partnership	Percentage	Applicants	Marriage and Civil Partnership	Percentage
16 to 24	358	<10	0.01%	1804	39	0.48%
25 to 34	1398	230	3.21%	2652	863	10.59%
35 to 49	2448	1064	14.87%	2513	1563	19.72%

50 to 64	2441	1338	18.70%	928	520	6.38%
65 and over	258	127	1.77%	15	<10	0.11%
Age Not Disclosed	-	-	-	239	152	1.86%
All people aged 16 and over	7153	-	38.59%	8151	-	37.30%

37.94% of shortlisted candidates identified themselves as being married or in a civil partnership and 32.36% of successful candidates identified themselves as being married or in a civil partnership. Marital status has a high level of disclosure with 5.91% of job applicants failing to disclose their marital status.

Disability Related Absence

The Council developed an absence management system which enables the recording and monitoring of absence which are related to an employee's disability. In 2024, 139 instances of absences were recorded as being related to an employee's disability and accounted for 4,000 lost working days or 4.26% of the total days lost to absence that year.

The average length of an absence related to a disability was 29 days. However, it should be noted that 37 absences were over 30 days in duration accounting for 3,429 days lost, averaging 93 days per absence. The remaining 102 absences which were less than or equal to 30 days accounted for 571 days lost, averaging 5.60 days per absence.

The average length of an absence in the Council is approximately 16 days per FTE. When the absences lasting over 30 days are excluded from the calculation, employees with disabilities have a lower average absence days lost.

The absence management system ensures that all absences are dealt with in accordance with Council procedure and that support where necessary is provided at an early or appropriate stage.

Health and Wellbeing

A focus on employee wellbeing continues to be a key priority for the Council. In addition to rebranding our front facing information to employees, a new post of Employee Wellness Advisor was created and recruited to, with our Advisor being in post since September 2024. The key focus of this role being on supporting wellbeing across all areas of the council, but in particular those areas where there are high levels of sickness absence.

Throughout the latter 6 months of 2024 a large-scale project focusing on the experiences of employees, managers, and Trades Union colleagues was undertaken. This project explored the reasons for sickness absence, where our policies and processes could be improved, and identified awareness of wellbeing supports and resources. This support was offered to nearly 1500 employees from 3 council areas with the highest level of sickness absence. This gave their managers and Trades Union representatives who support absence an opportunity to submit individual responses and / or attend a series of focus groups to share their views. The final report indicated a number of specific action which are currently being progressed. Some of these action include reviewing and revising the absence management policy and systems, promoting the resources delivered through the Council's Health and Wellbeing Support Services, having Support Wellbeing Ambassadors in all workplaces and further develop the promoting health and attendance training to increase awareness of the Occupational Health Services.

2024 also saw the introduction of our new Employee Assistance Programme, which is a free to access resource, available 24 / 7, 365 days a year. This resource offers mental, physical, financial, or personal health support and expert advice through a trained counsellor or support expert. This is a resource for all employees and is promoted widely as part of the range of wellbeing offers. The Council also continues to work closely with Able Futures, the Department of Work and Pensions Access to Mental Health Support Service. This service is targeted at individuals in paid employment who are experiencing issues such as anxiety, depression, or stress, or are struggling to deal with problems such as debt, disrupted sleep or relationship breakdowns that may be affecting their mental health. Able Futures offers

support from a mental health professional who will support employees to make a plan to help optimise mental health and facilitate a timely return to work if an individual is absent from work.

Our Workforce Lived Experience group continues to offer advice and guidance in offering a trauma informed view of new or amended policies and procedures implemented across the organisation.

In 2024 we undertook Wellbeing Roadshows to coincide with our annual flu vaccination programme. The Council also held Roadshows within Construction and Social Care. This introduced our Employee Health and Wellbeing supports to many individuals across the workforce who are deemed to be traditionally “hard to reach” due to the nature of their job role. On average we reached around 450 employees across the three locations.

In December 2024, the Chief Executive hosted a corporate leadership conference, aimed at all senior leaders across the council and key partners such as Leisure and Culture Dundee and Dundee Health and Social Care Partnership. The theme of this event was “Leadership for Wellbeing,” and participants had the opportunity to hear about council wellbeing initiatives, explore leadership to support wellbeing, and listen to input from our Occupational Health providers to continue to support health and wellbeing in their service area.

Quality Conversations

Dundee City Council implemented a revised process in 2023 called ‘Quality Conversations’ to support the development of employees across the Council to keep employees feeling valued, motivated, and engaged. There are three types of quality conversations, annual, regular 1:1 and team checks-ins. The annual conversation replaced the Employee Personal Development Review (EPDR) as there was no official recording of the EPDR process. Quality Conversations are recorded and monitored by the Corporate Leadership team to ensure employees are having regular continual developmental conversation. The council has recorded 32,749 occasions of training and development which occurred in 2024 and therefore Dundee City Council’s workforce has benefited from quality conversations.

The Council is now continuing to develop the quality conversation process and is in the initial stages of carrying out a further review to ensure that this continues to be effective for supporting the development of all our employees, regardless of their job role. We have already begun engagement work with our employees through Focus Groups to learn more about the ways in which Quality Conversations are helping them to develop, reflecting on areas including wellbeing and learning, whilst also identifying any areas which can be strengthened moving forward.

Training and Development

In 2024, Dundee City Council employees attended 32,749 individual training or development opportunities underlining the Council’s commitment to developing its workforce and providing the best possible services to the people of Dundee.

Equality and Diversity training is available to all employees, irrespective of the duties they undertake, in a bid to ensure that equality and diversity principles are instilled in all Council services. The Council is moving to mandatory Equality and Diversity training to ensure all employees attend and have a good understanding of Equality and Diversity. 712 employees attended training or development sessions specifically dealing with equalities, human rights, and fairness in 2024. Equality and Diversity workshops are now in place and ongoing for senior leaders to ensure equalities is embedded from the top down and throughout the organisation.

Throughout 2024, employees from across the Council, have been working closely with our Corporate Equality Steering Group to develop the 'Introduction to Equality and Human Rights' e-learning resource which is currently being refined and will be launched in 2025.

The Council is also in the initial stages of developing an Equality SharePoint site for all employees. The site will be a central point for employees to access any relevant equality information and highlight any equality related learning opportunities. This too is currently under development with plans to launch in 2025.

Learning opportunities within our Protecting People Learning Framework have been embedded and is accessible not only to our employees, but also the wider workforce including the third sector. Learning opportunities currently include e-learning and self-directed learning resources such as videos or reading materials.

Leadership and development opportunities will be promoted to our workforce

Dundee City Council's 'Our People Strategy 2022-2027' continues to embed the ambition to promote leadership and development opportunities to our workforce, creating excellent career pathways and progression. Employees continue to apply for access to recognised professional and academic qualifications through our Professional Development financial support.

Additionally, the Council offers access to other external and internal leadership support such as leadership programmes, leadership tools and resources, coaching, mentoring and team development support.

As well as the senior leadership conferences and events, the relaunched Leading Team Dundee programme creates informal leadership and development opportunities for leaders at all levels within the organisation. The introduction of a suite of workshops and materials badged under the heading of 'Understanding Human Behaviour' was implemented in 2024. These resources support managers, leaders, and others to contribute to a culture of psychological safety across the organisation. There will be a continued focus on leadership development moving forward, with plans to enhance provision of formal and informal leadership offers that support a developmental approach to workforce planning.

The Council's e-learning platform offers a wide choice of leadership and development options for self-directed learning, to either build on and develop existing leadership, or to provide a foundation for learning for new and emerging leaders who want to strengthen their understanding of their leadership role.

The new Managers Induction Resource supports managers not just in their management function, but also to develop as leaders and grow their skills in leading teams.

Encouraging and supporting career pathways and progression will aim to address occupational segregation throughout the Council.

Modern Apprentice / Young Workforce

Dundee City Council is committed to developing its workforce and providing job opportunities for the young people of Dundee. 62 young people were undertaking apprenticeships within the Council in 2024, ranging from traditional trades apprenticeships to Social Care, Business Administration and Information Technology, graduate apprenticeships, work experience graduates etc.

The apprenticeships range in duration from one year to four years and the qualifications range from SVQ to degree level. On the successful completion of the apprenticeship, many of the young people will be placed in the post permanently, subject to a competency-based interview.

39.28% of Council employees are over the age of 51 and 11.28% are over the age of 61. To maintain service delivery, it is essential that the Council has a strategy in place to plan for the ageing workforce. Dundee City Council has an ambitious programme of strategic change to ensure we continuously develop and improve services which are sustainable for the future, while taking into consideration the demographic profiles of our workforce to ensure we factor this into service plans. The council has an interactive workforce data tool to assist management in services to examine their current workforce and succession planning. Talent management workshops and e-resources have also been developed to support managers in developing their young workforce. Services have developed their own workforce plan within their service plans and an overarching workforce plan will underpin 'Our People' Strategy to plan for the workforce for the future.

Through its Community Wealth Building approach, Dundee City Council and its anchor partners will seek to support the delivery of the Dundee Partnership's strategic priorities of reducing poverty and inequalities, tackling climate change, and delivering inclusive economic growth. Dundee City Council will continue to support the development of young people and those experiencing disadvantages, including those with protected characteristics e.g. disabilities, through work placements, pre-recruitment training and employment support and apprentice programmes.

Census Information

When comparing Dundee City Council employee information against 2022's census information, it becomes apparent that the Council's workforce is under-represented across many of the equality characteristics.

The minority ethnic groups total 5.98% of all Council employees, whereas these groups comprise of 16.67% of Dundee's population. White British account for 83.33% of Dundee's population and accounts for 76.54% of the Council's workforce. Non-disclosure rates total 17.48% and only when the non-disclosure rates for this characteristic are addressed will accurate comparisons be possible. Since 2016 the percentage of employees from minority ethnic groups increased from 2.91% in 2016 to 3.82% in 2018 to 5.85% in 2020 to 6.20% in 2022 but fell slightly to 5.98% in 2024.

There appears to be big difference in the disability percentage stated in the census compared to what has been recorded by Council employees with 25.70% of Dundee's population stating that they have a disability compared to 4.14% of the Council's workforce. See table below:

Age	Census Information for Dundee			Dundee City Council		
	All People	One or more condition	Percentage	Employees	One or more condition	Percentage
0 to 15	23470	2281	1.53%	0	0	0.00%
16 to 24	22838	3628	2.44%	358	<10	0.11%
25 to 34	21631	3628	2.44%	1398	44	0.61%
35 to 49	25783	5374	3.61%	2448	87	1.22%
50 to 64	28209	9169	6.17%	2441	144	2.01%
65 to 74	14234	6204	4.17%	248	13	0.18%
75 to 84	8894	5031	3.38%	10	0	0.00%
85 and over	3634	2897	1.95%	0	0	0.00%
Total	148697	38211	25.70%	7153	296	4.14%

In terms of gender, the Council's workforce is made up of 68.89% female and 31.11% male, this is different from the census information which states that 51.42% are female and 48.58% are male.

The biggest single group within religion or belief in the census was no religion or belief which accounts for 51.12% of Dundee's population, this compares to 35.64% of Council employees. Employees who identified themselves as non-Christian in their belief accounted for 2.01% of all employees and the census accounted for 6.28% of Dundee's population. Employees who identified themselves as Christian totalled 33.10% against the census for Dundee which stated 33.17%.

29.25% of Council employees failed to provide their religion or belief and similarly to race accurate comparison can only be made once non-disclosure rates are minimised.

Further Data For 2024

The following tables set out data for job applicants and existing employees for 2024. The tables have No Entry / Unspecified categories where Applicants / Employees chose not to answer this question. The Equality and Human Rights Commissions guidance states that sub-sets of less than ten should not be published. The guidance also ensures compliance with the Data Protection Act with sub-sets of less than ten are reported as "<10" below.

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY DISABILITY FOR 2024

Disability	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training and Development	Annual Quality Conversations	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Yes	296	395	140	31	11	1	122	174	1349	Facility for reporting against equalities data being developed	2	2	1	16	22
Yes - Hearing Impairment	14	8	1	0	1	0	9	5	79		0	0	0	0	1
Yes - Learning Disability or Cognitive Impairment	23	26	17	4	0	0	11	12	120		1	0	0	1	0
Yes - Longstanding Illness or Health Condition	103	75	31	10	<10	<10	36	67	488		0	<10	<10	<10	<10
Yes - Mental Health Condition	30	45	11	<10	0	0	10	20	91		0	0	0	<10	<10
Yes - Multiple Disabilities	0	121	40	<10	<10	0	0	0	0		0	0	0	0	0
Yes - Other	30	0	0	0	0	0	13	17	211		0	<10	0	<10	<10
Yes - Physical Impairment	39	56	24	<10	0	0	17	22	97		0	0	0	<10	<10
Yes - Sensory Impairment	14	0	0	0	0	0	<10	<10	60		<10	0	0	0	<10
Yes - Visual Impairment	<10	19	<10	0	<10	0	<10	<10	15		0	0	0	0	0
Yes - Unspecified	32	15	<10	<10	<10	0	15	17	165		0	0	0	<10	<10
Yes - Prefer not to Answer	<10	30	<10	<10	<10	0	<10	<10	23		0	0	0	0	<10
No	5880	7567	2753	633	529	108	1946	3934	25659		108	12	59	70	428
Prefer Not to Answer	33	175	54	<10	<10	0	11	22	240		0	<10	0	<10	<10
No Entry	944	14	10	10	0	0	367	577	5511	13	0	15	0	117	

EDUCATION DEPARTMENT - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY DISABILITY FOR 2024

Disability	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training and Development	Annual Quality Conversations	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals	
Yes	100	80	37	11	<10	0	42	58	339	Facility for reporting against equalities data being developed	<10	<10	<10	<10	<10	
Yes - Hearing Impairment	<10	0	0	0	0	0	<10	0	<10		0	0	0	0	0	0
Yes - Learning Disability or Cognitive Impairment	<10	<10	<10	<10	0	0	<10	<10	23		0	0	0	0	0	0
Yes - Longstanding Illness or Health Condition	36	13	<10	<10	<10	0	13	23	131		0	0	<10	<10	<10	<10
Yes - Mental Health Condition	12	<10	<10	<10	0	0	<10	<10	22		0	0	0	<10	0	0
Yes - Multiple Disabilities	0	28	15	<10	<10	0	0	0	0		0	0	0	0	0	0
Yes - Other	<10	0	0	0	0	0	<10	<10	57		0	<10	0	<10	<10	<10
Yes - Physical Impairment	15	13	<10	<10	0	0	10	<10	44		0	0	0	<10	<10	<10
Yes - Sensory Impairment	<10	0	0	0	0	0	<10	<10	19		<10	0	0	0	0	0
Yes - Visual Impairment	<10	<10	<10	0	0	0	0	<10	<10		0	0	0	0	0	0
Yes - Unspecified	11	<10	<10	0	0	0	<10	<10	38		0	0	0	<10	0	0
Yes - Prefer not to Answer	<10	<10	0	0	<10	0	<10	0	<10		0	0	0	0	0	0
No	2625	1500	741	283	150	37	1016	1609	9417		75	<10	<10	17	187	187
Prefer Not to Answer	<10	28	12	<10	<10	0	<10	<10	59		0	0	0	<10	0	0
No Entry	407	<10	<10	<10	0	0	193	214	1915	13	0	<10	0	63	63	

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY RACE FOR 2024

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training and Development	Annual Quality Conversations	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals	
Ethnic Origin																
African - (Inc. Scottish / British)	12	<10	0	0	<10	0	<10	<10	172	Facility for reporting against equalities data being developed	0	0	0	0	0	
African - Other	0	1171	321	16	29	<10	0	0	0		0	0	0	0	0	0
Arab - Arab (Inc. Scottish / British)	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0
Arab - Other (Inc. Scottish / British)	<10	0	0	0	0	0	<10	<10	<10		0	0	0	0	0	0
Asian - Bangladeshi (Inc. Scottish / British)	<10	36	10	0	<10	0	<10	<10	31		0	0	<10	<10	0	0
Asian - Chinese (Inc. Scottish / British)	<10	35	11	<10	<10	0	<10	<10	40		0	0	0	0	0	<10
Asian - Indian (Inc. Scottish / British)	17	362	102	<10	14	<10	<10	<10	116		0	0	0	0	0	0
Asian - Other (Inc. Scottish / British)	17	186	55	<10	<10	0	<10	10	110		0	0	0	0	0	<10
Asian - Pakistani (Inc. Scottish / British)	19	179	60	<10	<10	0	10	<10	153		<10	0	0	0	0	<10
Caribbean or Black - Black (Inc. Scottish / British)	<10	0	0	0	0	0	<10	0	0		0	0	0	0	0	0
Caribbean or Black - Caribbean (Inc. Scottish / British)	0	<10	<10	0	0	0	0	0	0		0	0	0	0	0	0
Caribbean or Black - Other	0	34	<10	0	<10	0	0	0	0		0	0	0	0	0	0
Gypsy / Traveller	0	<10	<10	0	0	0	0	0	0		0	0	0	0	0	0
Mixed or Multiple Ethnic Group	20	72	28	<10	<10	0	<10	15	70		<10	0	0	0	0	<10
No Entry	785	113	41	21	<10	<10	297	488	4415		<10	<10	15	0	0	99
Other Ethnic Background	20	40	<10	0	<10	0	10	10	178		<10	0	0	0	0	<10
Prefer Not to Answer	465	184	50	<10	<10	0	186	279	1614		<10	<10	<10	<10	<10	41
White - Eastern European	39	179	62	14	16	<10	<10	32	242		0	0	0	0	0	<10
White - Irish	40	53	26	<10	<10	<10	11	29	154		<10	0	0	0	0	<10
White - Other British	291	332	124	36	14	<10	94	197	1322		0	0	<10	<10	<10	24
White - Other White Ethnic Group	228	172	39	<10	13	<10	73	155	941	<10	0	<10	<10	<10	21	
White - Scottish	5184	4994	2010	563	420	98	1726	3458	23199	96	11	51	77	77	371	

EDUCATION - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY RACE FOR 2024

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training and Development	Annual Quality Conversations	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals	
Ethnic Origin																
African - (Inc. Scottish / British)	<10	0	0	0	0	0	0	<10	29	Facility for reporting against equalities data being developed	0	0	0	0	0	
African - Other	0	75	26	<10	<10	<10	0	0	0		0	0	0	0	0	0
Arab - Arab (Inc. Scottish / British)	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0
Arab - Other (Inc. Scottish / British)	<10	0	0	0	0	0	<10	0	<10		0	0	0	0	0	0
Asian - Bangladeshi(Inc. Scottish / British)	<10	11	<10	0	<10	0	<10	<10	26		0	0	<10	<10	0	0
Asian - Chinese (Inc. Scottish / British)	<10	<10	<10	0	0	0	<10	<10	12		0	0	0	0	0	<10
Asian - Indian (Inc. Scottish / British)	10	52	23	<10	<10	<10	<10	<10	55		0	0	0	0	0	0
Asian - Other (Inc. Scottish / British)	<10	27	12	<10	0	0	<10	<10	30		0	0	0	0	0	0
Asian - Pakistani	13	38	24	<10	<10	0	<10	<10	98		<10	0	0	0	0	<10
Caribbean or Black - Black (Inc. Scottish / British)	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0
Caribbean or Black - Caribbean (Inc. Scottish / British)	0	<10	<10	0	0	0	0	0	0		0	0	0	0	0	0
Caribbean or Black - Other	0	<10	0	0	0	0	0	0	0		0	0	0	0	0	0
Gypsy / Traveller	0	<10	<10	0	0	0	0	0	0		0	0	0	0	0	0
Mixed or Multiple Ethnic Group	13	10	<10	<10	0	0	<10	10	37		<10	0	0	0	0	<10
No Entry	329	13	10	<10	0	0	147	182	1604		<10	0	<10	0	0	50
Other Ethnic Background	<10	<10	<10	0	<10	0	<10	<10	32		0	0	0	0	0	0
Prefer Not to Answer	295	23	12	<10	<10	0	121	174	889		<10	0	<10	<10	0	22
White - Eastern European	19	35	15	<10	<10	<10	<10	14	70		0	0	0	0	0	<10
White - Irish	24	17	10	<10	0	0	<10	16	71		0	0	0	0	0	<10
White - Other British	119	82	39	19	<10	0	42	77	380		0	0	0	<10	0	11
White - Other White Ethnic Group	158	42	11	<10	<10	<10	58	100	530	<10	0	0	<10	0	15	
White - Scottish	2137	1168	595	248	126	31	844	1293	7865	65	<10	<10	19	0	150	

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY RELIGION OR BELIEF FOR 2024

Religion or Belief	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training and Development	Annual Quality Conversations	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Buddhist	<10	111	35	<10	<10	0	<10	<10	49	Facility for reporting against equalities data being developed	0	0	0	0	0
Church of Scotland	1017	674	281	68	66	13	368	649	4570		12	<10	<10	18	96
Hindu	11	188	55	<10	<10	0	<10	<10	73		0	0	0	0	0
Humanist	0	0	0	0	0	0	0	0	0		0	0	0	0	0
Jewish	<10	10	<10	0	0	0	<10	<10	<10		0	0	0	0	0
Muslim	45	486	151	12	19	0	23	22	384		<10	0	<10	<10	<10
No Religion or Belief	2549	4397	1685	467	311	73	833	1716	12506		53	<10	18	28	183
No Entry	0	128	55	12	<10	0	0	0	0		0	0	0	0	0
Other Christian	308	928	288	25	33	<10	119	189	1359		<10	<10	<10	<10	26
Other Religion or Belief	75	<10	<10	0	0	0	23	52	413		0	<10	0	<10	<10
Pagan	0	24	10	<10	<10	0	0	0	0		0	0	0	0	0
Prefer Not to Answer	765	358	93	14	18	<10	265	500	2565		17	<10	10	12	54
Roman Catholic	1043	827	297	81	83	20	352	691	4280		19	<10	14	16	61
Sikh	<10	14	<10	0	<10	0	0	<10	<10		0	0	0	0	0
Unspecified	1327	0	0	0	0	0	454	873	6553		14	<10	21	10	139

EDUCATION DEPARTMENT - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY RELIGION OR BELIEF FOR 2024

Religion or Belief	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training and Development	Annual Quality Conversations	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Buddhist	<10	17	<10	0	0	0	<10	0	0	Facility for reporting against equalities data being developed	0	0	0	0	0
Church of Scotland	415	136	72	32	18	<10	174	241	1593		10	0	0	8	37
Hindu	<10	19	<10	0	0	0	<10	<10	33		0	0	0	0	0
Humanist	0	0	0	0	0	0	0	0	0		0	0	0	0	0
Jewish	<10	<10	0	0	0	0	<10	0	<10		0	0	0	0	0
Muslim	28	85	44	<10	<10	0	19	<10	220		<10	0	<10	<10	<10
No Religion or Belief	1018	980	488	204	82	21	403	615	3928		34	<10	0	<10	80
No Entry	0	23	16	<10	<10	0	0	0	0		0	0	0	0	0
Other Christian	155	101	44	<10	<10	<10	66	89	604		<10	0	<10	0	11
Other Religion or Belief	17	0	0	0	0	0	<10	<10	31		0	0	0	0	0
Pagan	0	<10	<10	<10	0	0	0	0	0		0	0	0	0	0
Prefer Not to Answer	447	48	21	<10	<10	<10	168	279	1284		13	<10	<10	<10	32
Roman Catholic	503	196	91	39	36	10	178	325	1704		15	0	<10	<10	24
Sikh	<10	0	0	0	0	0	0	<10	<10		0	0	0	0	0
Unspecified	549	0	0	0	0	0	230	319	2329		12	0	<10	<10	70

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY SEXUAL ORIENTATION FOR 2024

Sexual Orientation	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training and Development	Annual Quality Conversations	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Bisexual	45	238	76	20	10	<10	18	27	327	Facility for reporting against equalities data being developed	<10	0	<10	0	<10
Gay	<10	0	0	0	0	0	<10	<10	15		0	0	0	0	<10
Heterosexual	2940	7297	2653	612	496	105	931	2009	15331		79	<10	24	35	220
Lesbian	10	0	0	0	0	0	<10	<10	45		<10	<10	0	<10	<10
Gay or Lesbian	56	174	71	19	17	<10	13	43	380		0	0	<10	0	<10
No Entry	0	34	17	10	<10	0	0	0	0		0	0	0	0	0
Other	<10	12	<10	<10	0	0	<10	<10	40		0	0	0	0	<10
Prefer Not to Answer	108	396	134	21	21	<10	37	71	382		<10	0	<10	<10	<10
Unknown	0	0	0	0	0	0	0	0	0		0	0	0	0	0
Unspecified	3977	0	0	0	0	0	1440	2537	16239		41	10	48	50	325

EDUCATION DEPARTMENT - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY SEXUAL ORIENTATION FOR 2024

Sexual Orientation	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training and Development	Annual Quality Conversation	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Bisexual	19	42	18	<10	<10	0	<10	11	134	Facility for reporting against equalities data being developed	<10	0	0	0	<10
Gay	<10	0	0	0	0	0	<10	<10	13		0	0	0	0	<10
Heterosexual	1322	1450	716	268	139	34	486	836	5249		57	0	<10	10	99
Lesbian	<10	0	0	0	0	0	0	<10	29		0	0	0	<10	0
Gay or Lesbian	21	37	19	<10	<10	<10	<10	18	101		0	0	0	0	<10
No Entry	0	<10	<10	<10	0	0	0	0	0		0	0	0	0	0
Other	<10	<10	<10	<10	0	0	<10	<10	16		0	0	0	0	<10
Prefer Not to Answer	59	69	33	12	<10	<10	20	39	198		<10	0	<10	<10	<10
Unknown	0	0	0	0	0	0	0	0	0		0	0	0	0	0
Unspecified	1706	0	0	0	0	0	733	973	5990		30	<10	10	13	145

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY MARITAL STATUS FOR 2024

Marital Status	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training and Development	Annual Quality Conversations	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals	
Divorced	313	336	147	29	32	<10	112	201	1752	Facility for reporting against equalities data being developed	<10	<10	<10	<10	24	
Living with Partner	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0
Married / Civil Partnership	2760	3040	1122	221	253	57	1014	1746	12403		53	<10	11	43	216	
No Entry	0	14	10	10	0	0	0	0	0		0	0	0	0	0	0
Prefer Not to Answer	0	468	155	25	22	<10	0	0	0		0	0	0	0	0	0
Separated	137	141	47	13	<10	<10	51	86	608		0	0	<10	<10	11	
Single	2822	4098	1459	381	218	43	848	1974	12110		55	<10	33	32	194	
Widowed	36	54	17	<10	11	0	20	16	138		0	0	0	0	<10	
Unspecified	1085	0	0	0	0	0	401	684	5738		12	<10	24	<10	124	

EDUCATION DEPARTMENT - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY MARITAL STATUS FOR 2024

Marital Status	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training and Development	Annual Quality Conversations	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals	
Divorced	110	53	29	12	<10	<10	50	60	478	Facility for reporting against equalities data being developed	<10	0	0	<10	<10	
Living with Partner	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0
Married / Civil Partnership	1209	569	281	81	73	17	514	695	4171		37	<10	<10	14	86	
No Entry	0	<10	<10	<10	0	0	0	0	0		0	0	0	0	0	0
Prefer Not to Answer	0	62	31	<10	<10	<10	0	0	0		0	0	0	0	0	0
Separated	59	30	14	<10	<10	<10	27	32	238		0	0	<10	<10	<10	
Single	1226	883	428	190	62	17	437	789	4512		38	0	<10	<10	91	
Widowed	14	11	<10	<10	<10	0	<10	<10	27		0	0	0	0	<10	
Unspecified	523	0	0	0	0	0	216	307	2304		12	<10	<10	<10	64	

RELIGION OF BELIEF - CENSUS INFORMATION COMPARED WITH DUNDEE CITY COUNCIL

Religion or Belief	Census Information				2024		2022		2020		2018	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
Buddhist	15501	0.28	724	0.49	<10	0.10	<10	0.06	<10	0.07	<10	0.08
Church of Scotland	1107796	20.36	21639	14.55	1017	14.22	1137	15.90	1273	17.36	1424	20.09
Hindu	29929	0.55	1108	0.75	11	0.15	11	0.15	11	0.15	12	0.17
Jewish	5847	0.11	97	0.07	<10	0.03	<10	0.04	<10	0.03	<10	0.03
Muslim	119872	2.20	6232	4.19	45	0.63	46	0.64	34	0.46	34	0.48
No Religion or Belief	2780900	51.12	81136	54.57	2549	35.64	2560	35.79	2343	31.94	2348	33.13
Other Christian	279287	5.13	7236	4.87	308	4.31	330	4.61	379	5.17	419	5.91
Other Religion or Belief	31538	0.58	1010	0.68	75	1.05	77	1.08	90	1.23	95	1.34
Prefer Not to Answer		0.00		0.00	765	10.69	916	12.81	1082	14.75	1166	16.45
Roman Catholic	723322	13.30	20449	13.75	1043	14.58	1110	15.52	1161	15.83	1219	17.20
Sikh	10988	0.20	164	0.11	<10	0.06	<10	0.06	<10	0.05	<10	0.06
Unspecified	334862	6.16	8901	5.99	1327	18.55	1137	15.90	704	9.60	656	9.26
Total	5439842		148696		7153		7335		7088		7385	

AGE - CENSUS INFORMATION COMPARED WITH DUNDEE CITY COUNCIL

Age	Census Information				2024		2022		2020		2018	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
Up to 20	1198278	22.03	35052	23.57	90	1.26	80	1.12	85	1.16	119	1.68
21 to 30	684277	12.58	24366	16.39	1069	14.94	1170	16.36	995	13.57	1045	14.74
31 to 40	701236	12.89	20169	13.56	1580	22.09	1641	22.94	1544	21.05	1546	21.81
41 to 50	669235	12.30	15894	10.69	1604	22.42	1630	22.79	1605	21.88	1752	24.72
51 to 60	802172	14.75	19009	12.78	2003	28.00	2083	29.12	2126	28.98	2276	32.11
61 to 70	666112	12.25	16269	10.94	777	10.86	708	9.90	710	9.68	626	8.83
71 to 80	478667	8.80	11444	7.70	28	0.39	23	0.32	23	0.31	21	0.30
81 and above	239876	4.41	6492	4.37	<10	0.03	0	0.00	0	0.00	0	0.00
Total	5439853		148695		7153		7335		7088		7385	

SEX - CENSUS INFORMATION COMPARED WITH DUNDEE CITY COUNCIL

Sex	Census Information				2024		2022		2020		2018	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
Female	2797344	51.423	76384	51.37	4928	68.89	5042	70.49	4901	66.82	5013	70.73
Male	2642498	48.577	72313	48.63	2225	31.11	2293	32.06	2187	29.82	2372	33.47
Total	5439842		148697		7153		7335		7088		7385	

DISABILITY - CENSUS INFORMATION COMPARED WITH DUNDEE CITY COUNCIL

Disability	Census Information				2024		2022		2020		2018	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
Yes	1310192	24.09	38211	25.70	296	4.14	285	3.98	252	3.44	183	2.48
Yes - Hearing Impairment	387415	7.12	10173	6.84	14	0.20	<10	0.11	<10	0.08	<10	0.07
Yes - Learning Disability or Cognitive Impairment	280751	5.16	9380	6.31	23	0.32	23	0.32	21	0.29	19	0.26
Yes - Longstanding Illness or Health Condition	1163472	21.39	32086	21.58	103	1.44	99	1.38	85	1.16	37	0.50
Yes - Mental Health Condition	617114	11.35	20927	14.07	30	0.42	30	0.42	19	0.26	18	0.24
Yes - Multiple Disabilities	-		-		0	0.00	0	0.00	0	0.00	0	0.00
Yes - Other	17107	0.31	507	0.34	30	0.42	33	0.46	23	0.31	22	0.30
Yes - Physical Impairment	525351	9.66	15275	10.27	39	0.55	33	0.46	28	0.38	20	0.27
Yes - Sensory Impairment	-		-		14	0.20	17	0.24	25	0.34	12	0.16
Yes - Visual Impairment	137638	2.53	4094	2.75	<10	0.08	<10	0.07	<10	0.05	<10	0.05
Yes - Unspecified	-		-		32	0.45	29	0.41	31	0.42	43	0.58
Yes - Prefer not to Answer	-		-		<10	0.07	<10	0.11	10	0.14	<10	0.04
No	4128930	77.97	110482	51.94	5880	82.20	6446	90.12	6784	92.49	7191	97.37
Prefer Not to Answer	-		-		33	0.46	604	8.44	14	0.19	0	0.00
No Entry	-		-		944	13.20	0	0.00	38	0.52	11	0.15
Total	5439122		148693		7153		7335		7088		7385	

ETHNIC BACKGROUND - CENSUS INFORMATION COMPARED WITH DUNDEE CITY COUNCIL

Ethnic Origin	Census Information				2024		2022		2020		2018	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
African - (Inc. Scottish / British)	5907	0.11	108	0.07	12	0.17	<10	0.13	<10	0.12	<10	0.11
African - Other	52729	0.97	1982	1.33	0	0.00	0	0.00	0	0.00	0	0.00
Asian - Bangladeshi(Inc. Scottish / British)	6934	0.13	696	0.47	<10	0.10	<10	0.10	<10	0.07	<10	0.03
Asian - Chinese (Inc. Scottish / British)	47075	0.87	1342	0.90	<10	0.08	<10	0.04	<10	0.04	<10	0.06
Asian - Indian (Inc. Scottish / British)	52951	0.97	2068	1.39	17	0.24	16	0.22	16	0.22	15	0.21
Asian - Other (Inc. Scottish / British)	32187	0.59	1309	0.88	17	0.24	12	0.17	10	0.14	11	0.16
Asian - Pakistani	72871	1.34	3395	2.28	19	0.27	18	0.25	16	0.22	12	0.17
Caribbean or Black - Black (Inc. Scottish / British)	546	0.01	18	0.01	<10	0.01	<10	0.03	<10	0.03	<10	0.01
Caribbean or Black - Caribbean (Inc. Scottish / British)	2214	0.04	62	0.04	0	0.00	0	0.00	0	0.00	0	0.00
Caribbean or Black - Other	4018	0.07	110	0.07	0	0.00	0	0.00	0	0.00	0	0.00
Gypsy / Traveller	3343	0.06	87	0.06	0	0.00	0	0.00	0	0.00	0	0.00
Mixed or Multiple Ethnic Group	60899	1.12	1970	1.32	20	0.28	18	0.25	16	0.22	14	0.20
No Entry		0.00		0.00	785	10.97	496	6.93	106	1.45	75	1.06
Arab - Other (Inc. Scottish / British)	22304	0.41	1244	0.84	<10	0.03	<10	0.03	<10	0.03	0	0.00
Arab - Arab (Inc. Scottish / British)		0.00		0.00	0	0.00	0	0.00	0	0.00	<10	0.03
Other Ethnic Background	27328	0.50	779	0.52	20	0.28	10	0.14	<10	0.08	<10	0.07
Prefer Not to Answer		0.00		0.00	465	6.50	555	7.76	689	9.39	824	11.63
White - Eastern European	90736	1.67	3153	2.12	39	0.55	31	0.43	22	0.30	20	0.28
White - Irish	56877	1.05	1342	0.90	40	0.56	40	0.56	43	0.59	37	0.52
White - Other British	510354	9.38	9119	6.13	291	4.07	298	4.17	313	4.27	368	5.19
White - Other White Ethnic Group	163600	3.01	5117	3.44	228	3.19	287	4.01	265	3.61	151	2.13
White - Scottish	4226965	77.70	114803	77.20	5184	72.47	5531	77.32	5565	75.87	5836	82.34
Total	5439838		148704		7153		7335		7088		7385	