



**Whole Council**

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Disability																
Yes	285	367	137	30	21	<10	112	173	1283	No Equality Information available	0	No Equality Information available	0	<10	<10	22
Yes - Hearing Impairment	12	13	<10	0	<10	0	<10	<10	49		0		0	<10	0	<10
Yes - Learning Disability or Cognitive Impairment	23	19	14	<10	<10	<10	12	11	138		0		0	0	<10	<10
Yes - Longstanding Illness or Health Condition	101	92	32	<10	<10	<10	33	68	506		0		0	0	<10	<10
Yes - Mental Health Condition	28	44	18	<10	<10	0	<10	21	128		0		0	0	0	<10
Yes - Multiple Disabilities	0	114	43	<10	10	<10	0	0	0		0		0	0	0	0
Yes - Other	29	0	0	0	0	0	14	15	127		0		0	0	<10	<10
Yes - Physical Impairment	34	36	<10	<10	0	0	14	20	162		0		0	0	<10	0
Yes - Sensory Impairment	15	0	0	0	0	0	<10	10	25		0		0	0	0	0
Yes - Visual Impairment	<10	13	<10	<10	0	0	<10	<10	47		0		0	0	0	0
Yes - Unspecified	28	16	<10	<10	<10	0	13	15	85		0		0	0	<10	<10
Yes - Prefer not to Answer	<10	20	<10	<10	0	0	<10	<10	16		0		0	0	0	<10
No	6160	6824	2787	815	517	114	2016	4144	26385		142		11	26	37	398
Prefer Not to Answer	23	131	47	<10	<10	<10	<10	18	81		0		0	<10	0	98
No Entry	804	31	31	26	0	0	294	510	5378	<10	<10	<10	<10	0		

**Education**

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Disability																
Yes	106	104	59	16	<10	<10	43	63	461	No Equality Information available	0	No Equality Information available	0	0	<10	<10
Yes - Hearing Impairment	<10	11	<10	0	<10	0	<10	0	<10		0		0	0	0	0
Yes - Learning Disability or Cognitive Impairment	<10	11	<10	<10	<10	<10	<10	<10	24		0		0	0	0	0
Yes - Longstanding Illness or Health Condition	43	28	16	<10	<10	0	15	28	233		0		0	0	0	<10
Yes - Mental Health Condition	10	14	<10	<10	<10	0	<10	<10	59		0		0	0	0	<10
Yes - Multiple Disabilities	0	24	14	<10	0	0	0	0	0		0		0	0	0	0
Yes - Other	10	0	0	0	0	0	<10	<10	19		0		0	0	<10	<10
Yes - Physical Impairment	14	<10	<10	<10	0	0	<10	<10	72		0		0	0	0	0
Yes - Sensory Impairment	<10	0	0	0	0	0	<10	<10	14		0		0	0	0	0
Yes - Visual Impairment	<10	<10	0	0	0	0	0	<10	<10		0		0	0	0	0
Yes - Unspecified	<10	<10	<10	<10	0	0	<10	<10	25		0		0	0	0	0
Yes - Prefer not to Answer	<10	<10	0	0	0	0	<10	<10	<10		0		0	0	0	<10
No	2809	1707	987	428	162	52	1052	1757	11626		114		<10	<10	<10	163
Prefer Not to Answer	<10	20	11	<10	<10	<10	<10	<10	35		0		0	0	0	49
No Entry	368	15	15	14	0	0	149	219	1904	<10	0	<10	0	0		

### Whole Council

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Gender																
Female	5006	3805	1685	584	301	84	2131	2875	23870	No Equality Information Available	146	No Equality Information Available	<10	19	26	338
Male	2266	3448	1269	265	245	35	296	1970	9257	No Equality Information Available	0	No Equality Information Available	<10	17	18	180
No Entry	0	31	31	26	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Prefer Not to Answer	0	69	17	<10	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0

### Education

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Gender																
Female	2774	1431	794	359	129	44	1166	1608	12444	No Equality Information Available	118	No Equality Information Available	<10	<10	<10	180
Male	515	397	261	89	41	11	79	436	1582	No Equality Information Available	0	No Equality Information Available	0	<10	0	41
No Entry	0	15	15	14	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Prefer Not to Answer	0	<10	<10	0	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0

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Ethnic Origin																
African - (Inc.Scottish/British)	10	<10	<10	0	0	0	<10	<10	59	No Equality Information Available	0	0	0	0	0	<10
African - Other	0	613	186	11	16	0	0	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	0
Arab - Other (Inc.Scottish/British)	<10	0	0	0	0	0	<10	<10	<10	0	0	0	0	0	0	0
Asian - Bangladeshi (Inc.Scottish/British)	<10	21	11	0	<10	0	<10	<10	27	0	<10	0	0	0	0	0
Asian - Chinese (Inc.Scottish/British)	<10	52	22	<10	<10	<10	<10	<10	21	0	0	0	0	0	0	0
Asian - Indian (Inc.Scottish/British)	16	247	71	<10	<10	0	<10	<10	60	0	<10	0	0	0	0	<10
Asian - Other (Inc.Scottish/British)	16	26	<10	<10	<10	<10	<10	<10	115	0	<10	0	<10	0	0	<10
Asian - Pakistani (Inc.Scottish/British)	19	223	66	13	21	0	<10	12	96	0	0	0	0	0	0	<10
Caribbean or Black - Black (Inc.Scottish/British)	<10	0	0	0	0	0	<10	<10	0	0	0	0	0	0	0	<10
Caribbean or Black - Caribbean (Inc.Scottish/British)	0	<10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Caribbean or Black - Other	0	24	<10	0	0	0	0	0	0	0	0	0	0	0	0	0
Gypsy/Traveller	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mixed or Multiple Ethnic Group	18	63	28	<10	<10	0	<10	16	55	0	0	0	0	0	0	0
No Entry	664	264	97	35	11	<10	231	433	4271	0	<10	<10	<10	0	0	80
Other Ethnic Background	12	49	13	<10	12	<10	<10	<10	44	0	0	0	0	0	0	<10
Prefer Not to Answer	499	179	59	<10	<10	<10	192	307	1664	19	<10	<10	<10	<10	23	23
White - Eastern European	36	152	58	15	26	0	<10	29	230	<10	0	0	0	0	0	<10
White - Irish	39	45	21	11	<10	<10	10	29	112	0	0	0	0	0	0	<10
White - Other British	298	314	129	41	18	<10	94	204	1433	<10	<10	0	<10	0	0	24
White - Other White Ethnic Group	251	185	72	16	13	<10	79	172	983	<10	0	<10	<10	0	0	19
White - Scottish	5379	4891	2155	706	409	101	1776	3603	23955	111	<10	25	37	360	360	360

**Education**

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Ethnic Origin																
African - (Inc.Scottish/British)	<10	<10	<10	0	0	0	0	<10	28	No Equality Information Available	0	0	0	0	0	0
African - Other	0	73	35	<10	<10	0	0	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	0
Arab - Other (Inc.Scottish/British)	<10	0	0	0	0	0	<10	0	<10	0	0	0	0	0	0	0
Asian - Bangladeshi (Inc.Scottish/British)	<10	<10	<10	0	<10	0	<10	<10	12	0	<10	0	0	0	0	0
Asian - Chinese (Inc.Scottish/British)	<10	14	<10	<10	0	0	<10	<10	21	0	0	0	0	0	0	0
Asian - Indian (Inc.Scottish/British)	10	52	21	<10	<10	0	<10	<10	44	0	<10	0	0	0	0	<10
Asian - Other (Inc.Scottish/British)	10	<10	<10	0	<10	0	<10	<10	56	0	<10	0	<10	0	0	<10
Asian - Pakistani	14	42	24	12	<10	0	<10	<10	78	0	0	0	0	0	0	<10
Caribbean or Black - Black (Inc.Scottish/British)	<10	0	0	0	0	0	0	<10	0	0	0	0	0	0	0	<10
Caribbean or Black - Caribbean (Inc.Scottish/British)	0	<10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Caribbean or Black - Other	0	<10	<10	0	0	0	0	0	0	0	0	0	0	0	0	0
Gypsy/Traveller	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mixed or Multiple Ethnic Group	13	29	18	<10	<10	0	<10	11	28	0	0	0	0	0	0	0
No Entry	297	53	29	16	<10	<10	110	187	1474	0	<10	0	<10	0	0	38
Other Ethnic Background	<10	15	<10	<10	<10	0	<10	<10	0	0	0	0	0	0	0	0
Prefer Not to Answer	318	35	14	<10	<10	<10	124	194	921	17	<10	0	<10	0	0	13
White - Eastern European	20	38	20	<10	<10	0	<10	14	123	<10	0	0	0	0	0	<10
White - Irish	26	18	11	<10	<10	<10	<10	18	82	0	0	0	0	0	0	0
White - Other British	123	96	57	31	<10	<10	40	83	507	<10	0	0	0	0	0	<10
White - Other White Ethnic Group	178	61	33	12	<10	<10	60	118	658	<10	0	<10	0	0	0	14
White - Scottish	2264	1303	792	355	133	47	874	1390	9992	86	<10	<10	<10	<10	144	144

**Whole Council**

Religion or Belief	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Buddhist	<10	83	25	<10	<10	<10	<10	<10	53	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Church of Scotland	1087	617	287	83	52	14	397	690	4721	No Equality Information Available	<10	No Equality Information Available	<10	<10	<10	79
Hindu	12	177	39	<10	<10	0	<10	<10	42	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
Humanist	0	0	0	0	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Jewish	<10	<10	0	0	0	0	<10	<10	<10	No Equality Information Available	0	No Equality Information Available	0	0	<10	0
Muslim	48	433	128	20	42	<10	21	27	209	No Equality Information Available	<10	No Equality Information Available	0	0	0	<10
No Religion or Belief	2581	4190	1777	563	307	72	831	1750	12806	No Equality Information Available	68	No Equality Information Available	<10	11	18	174
No Entry	0	0	0	0	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Other Christian	310	559	193	31	18	<10	118	192	1330	No Equality Information Available	<10	No Equality Information Available	<10	<10	<10	19
Other Religion or Belief	72	11	<10	<10	0	0	17	55	385	No Equality Information Available	<10	No Equality Information Available	<10	0	0	<10
Pagan	0	20	<10	0	<10	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Prefer Not to Answer	822	310	102	25	14	0	276	546	2679	No Equality Information Available	29	No Equality Information Available	<10	<10	<10	42
Roman Catholic	1074	768	344	117	95	30	354	720	4512	No Equality Information Available	18	No Equality Information Available	0	<10	<10	61
Sikh	<10	14	<10	<10	0	0	<10	<10	<10	No Equality Information Available	<10	No Equality Information Available	0	0	0	0
Unspecified	1255	167	91	31	11	0	401	854	6378	No Equality Information Available	12	No Equality Information Available	<10	<10	<10	127

**Education**

Religion or Belief	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Buddhist	<10	12	<10	0	<10	0	<10	0	21	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Church of Scotland	460	162	96	40	16	<10	197	263	1944	No Equality Information Available	<10	No Equality Information Available	<10	<10	<10	24
Hindu	<10	43	10	<10	<10	0	<10	<10	26	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
Humanist	0	0	0	0	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Jewish	<10	0	0	0	0	0	<10	0	<10	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Muslim	30	82	40	16	<10	0	16	14	134	No Equality Information Available	<10	No Equality Information Available	0	0	0	<10
No Religion or Belief	1060	1067	636	288	92	29	410	650	5005	No Equality Information Available	52	No Equality Information Available	<10	<10	<10	79
No Entry	0	0	0	0	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Other Christian	167	118	60	12	<10	0	70	97	707	No Equality Information Available	<10	No Equality Information Available	0	<10	<10	12
Other Religion or Belief	18	<10	<10	<10	0	0	<10	11	87	No Equality Information Available	<10	No Equality Information Available	0	0	0	<10
Pagan	0	<10	<10	0	<10	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Prefer Not to Answer	476	63	33	15	<10	0	167	309	1438	No Equality Information Available	26	No Equality Information Available	<10	0	0	16
Roman Catholic	521	224	144	69	46	21	177	344	2228	No Equality Information Available	16	No Equality Information Available	0	0	<10	23
Sikh	<10	<10	<10	<10	0	0	<10	0	<10	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Unspecified	547	70	44	19	<10	0	193	354	2431	No Equality Information Available	10	No Equality Information Available	0	<10	0	59

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Sexual Orientation																
Bisexual	39	226	71	16	11	0	13	26	273	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
Gay	12	0	0	0	0	0	<10	10	25		0		0	0	0	<10
Heterosexual	2910	6524	2679	787	503	114	892	2018	15064		84		<10	12	10	213
Lesbian	12	0	0	0	0	0	<10	<10	71		0		0	0	0	<10
Gay or Lesbian	50	128	56	18	<10	<10	10	40	399		0		0	0	<10	<10
No Entry	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Other	<10	13	<10	0	0	0	<10	<10	52		0		0	0	0	0
Prefer Not to Answer	127	404	152	29	25	<10	42	85	427		<10		0	<10	<10	<10
Unknown	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Unspecified	4116	58	42	28	<10	0	1463	2653	16816		57		<10	21	32	283

**Education**

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Sexual Orientation																
Bisexual	20	55	35	<10	<10	0	<10	13	145	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
Gay	<10	0	0	0	0	0	<10	<10	23		0		0	0	0	0
Heterosexual	1374	1637	940	409	158	52	473	901	6528		66		0	<10	<10	104
Lesbian	<10	0	0	0	0	0	<10	<10	23		0		0	0	0	<10
Gay or Lesbian	22	42	26	10	0	0	<10	19	132		0		0	0	0	<10
No Entry	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Other	<10	<10	<10	0	0	0	0	<10	13		0		0	0	0	0
Prefer Not to Answer	65	89	50	19	10	<10	22	43	236		<10		0	<10	0	<10
Unknown	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Unspecified	1795	21	20	15	<10	0	738	1057	6926		49		<10	<10	<10	105

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Divorced	305	333	141	36	25	<10	111	194	1564	No Equality Information Available	<10	No Equality Information Available	<10	0	<10	21		
Living with Partner	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Married/Civil Partnership	2802	2535	1090	268	236	58	1030	1772	11885		61		<10	<10	19	181		
No Entry	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Prefer Not to Answer	0	458	179	40	19	<10	0	0	0		0		0	0	0	0	0	0
Separated	144	132	63	17	11	<10	48	96	501		0		<10	0	0	<10		
Single	2982	3799	1483	486	241	52	866	2116	13529		76		<10	18	20	195		
Widowed	41	65	15	<10	14	<10	23	18	176		0		0	0	<10	<10		
Unspecified	998	31	31	26	0	0	349	649	5472	<10	<10	11	<10	106				

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Divorced	114	74	34	14	<10	<10	48	66	547	No Equality Information Available	<10	No Equality Information Available	<10	0	0	<10		
Living with Partner	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Married/Civil Partnership	1245	685	382	127	75	25	523	722	4721		47		<10	<10	<10	66		
No Entry	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Prefer Not to Answer	0	90	49	19	<10	<10	0	0	0		0		0	0	0	0	0	0
Separated	61	30	17	<10	<10	<10	25	36	234		0		0	0	0	<10		
Single	1338	937	569	279	70	24	455	883	6223		62		0	<10	<10	93		
Widowed	16	15	<10	<10	<10	<10	<10	<10	65		0		0	0	0	<10		
Unspecified	515	15	15	14	0	0	185	330	2236	<10	0	<10	<10	53				