

From: [Foi Enquiries](#)
To: [REDACTED]
Subject: FOI-17-1509 - Equalities
Date: 09 November 2017 13:56:43
Attachments: [Further Information - Right to Review & Appeal.pdf](#)
[FOI 17-1509 ACC Equalities - Museum Galleries.pdf](#)

Dear [REDACTED],

Thank you for your information request of 19 October 2017. Aberdeen City Council (ACC) has completed the necessary search for the information requested.

Equalities recruitment data for the museums and galleries service for the last 5 years, and if possible, workforce data for the same. Provided in the same format as the Employee Information report for 2015/2016 on the website.

I am researching workforce diversity in the museums and galleries sector and am looking for the following for the Museums and Galleries service:

a) Breakdown of applicants to all job vacancies in museums and galleries in the last five years by each of the protected characteristics covered by the Equalities Act (eg. gender, race etc).

Please see attached. Unfortunately, we do not hold information prior to 2016 and 2017.

ACC is unable to provide you with information on **breakdown of applicants to all job vacancies in museums and galleries in the last five years** as it is not held by ACC. In order to comply with its obligations under the terms of Section 17 of the FOISA, ACC hereby gives notice that this information is not held by it.

b) Breakdown of the current museums and galleries workforce by the same characteristics, if this is appropriate.

No change since January 2017.

This information can be provided as percentages, including a percentage for where people have opted not to disclose the information.

We hope this helps with your request.

Yours sincerely,

Grant Webster
Information Compliance Officer

INFORMATION ABOUT THE HANDLING OF YOUR REQUEST

ACC handled your request for information in accordance with the provisions of the Freedom of Information (Scotland) Act 2002. Please refer to the attached PDF for more information about your rights under FOISA.

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*03000 numbers are free to call if you have 'free minutes' included in your mobile call plan.
Calls from BT landlines will be charged at the local call rate of 10.24p per minute (the same as 01224s).

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Aberdeen City Council Employee – Museums & Galleries Information

(2016/17)

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ACC Workforce Composition Data & Analysis

Data:

Council Workforce - composition of employees in Museums & Galleries (at January 2016 and at January 2017)

Employees in Post by Gender

	2016		2017	
Gender	Numbers	%	Numbers	%
Female	18	50	18	50
Male	18	50	18	50
Total	-	100	-	100

Employees in Post by Age

	2016		2017	
AGE	Numbers	%	Numbers	%
Under 20	0	-	0	-
20-29	0	-	0	-
30-39	4	11.11	4	11.11
40-49	9	25.00	9	25.00
50-59	11	30.56	11	30.56
60+	12	33.33	12	33.33
Total	-	100	-	100

Employees in Post by Marital Status

	2016	2017
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Appendix 4.

Marital Status	Numbers	%	Numbers	%
Divorced	0	-	0	-
Separated	1	2.78	1	2.78
Living with Partner	0	-	0	-
Married/Civil Partnership	18	50.00	18	15.00
Single	9	25.00	9	25.00
Divorced/Separated	1	2.78	1	2.78
Widowed	1	2.78	1	2.78
Not Completed	2	5.56	2	5.56
Prefer Not to Answer	4	11.11	4	11.11
Total	-	100	-	100

Employees in Post by Disability

	2016		2017	
Disability	Numbers	%	Numbers	%
Yes	3	8.33	3	8.33
No	31	86.11	31	86.11
Not Completed	2	5.56	2	5.56
Prefer Not to Answer	0	-	0	-
Total	-	100	-	100

Employees in Post by Ethnicity

	2016		2017	
Ethnicity	Numbers	%	Numbers	%

Appendix 4.

African	0	-	0	-
African - Other	0	-	0	-
Other - Arab	0	-	0	-
Asian - Bangladeshi	0	-	0	-
Asian - Chinese	0	-	0	-
Asian - Indian	0	-	0	-
Asian - Other	0	-	0	-
Asian - Pakistani	0	-	0	-
Black	0	-	0	-
Caribbean	0	-	0	-
Other Caribbean or Black	0	-	0	-
Mixed or Multiple	0	-	0	-
Other	0	-	0	-
White - Polish	0	-	0	-
White - Eastern European	6	16.67	6	16.67
White - Gypsy/Traveller	0	-	0	-
White - Irish	0	-	0	-
White -Other white ethnic group	1	2.78	1	2.78
White - Other British	5	13.89	5	13.89
White - Scottish	21	58.33	21	58.33
Not Completed	1	2.78	1	2.78

Appendix 4.

Prefer Not to Answer	2	5.56	2	5.56
Total	-	100	-	100

Employees in Post by Nationality

	2016		2017	
Nationality	Numbers	%	Numbers	%
British	8	22.22	8	22.22
English	3	8.33	3	8.33
Northern Irish	0	-	0	-
Other	1	2.78	1	2.78
Scottish	18	50.00	18	50.00
Welsh	0	-	0	-
Not Completed	5	13.89	5	13.89
Prefer Not to Answer	1	2.78	1	2.78
Total	-	100	-	100

Employees in Post by Religion

	2016		2017	
Religion	Numbers	%	Numbers	%
Buddhist	1	2.78	1	2.78
Other Christian	8	22.22	8	22.22

Appendix 4.

Church of Scotland	11	30.56	11	30.56
Roman Catholic	0	-	0	-
Hindu	0	-	0	-
Humanist	0	-	0	-
Jewish	0	-	0	-
Muslim	0	-	0	-
None	10	27.78	10	27.78
Other Religion or Belief	0	-	0	-
Pagan	0	-	0	-
Sikh	0	-	0	-
Not Completed	4	11.11	4	11.11
Prefer Not to Answer	2	5.56	2	5.56
Total	-	100	-	100

Employees in Post by Sexual Orientation

Sexual Orientation	2016		2017	
	Numbers	%	Numbers	%
Bisexual	0	-	0	-
Gay	0	-	0	-
Heterosexual/Straight	28	77.78	28	77.78
Lesbian	1	2.78	1	2.78

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Other	0	-	0	-
Not Completed	4	11.11	4	11.11
Prefer Not to Answer	3	8.33	3	8.33
Total	-	100	-	100

Employees in Post by Gender Identity

	2016		2017	
Gender Identity*	Numbers	%	Numbers	%
Yes	0	-	0	-
No	30	83.33	30	83.33
Not Completed	5	13.89	5	13.89
Prefer Not to Answer	1	2.78	1	2.78
Total	-	100	-	100

* identifying as a transgender person or trans person

Recruitment Data & Analysis

Data:

Recruitment information for Museums & Galleries for period 2016 (01/01/16-31/12/16) and 2017 (01/01/17-30/09/17)

Gender	2016				2017			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	379	53.23	4	0.56	129	51.81	2	0.80
Male	316	44.38	8	1.12	114	45.78	0	-
Prefer Not to Answer	17	1.26	0	-	6	2.41	0	-
Total	-	100	-	100	-	100	-	100

Age	2016				2017			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	15	2.11	0	-	22	8.84	0	-
20-29	337	47.33	5	0.70	119	47.79	0	-
30-39	141	19.80	4	0.56	37	14.86	1	0.40
40-49	96	13.48	2	0.28	25	10.04	1	0.40
50-59	75	10.53	1	0.14	33	13.25	0	-
60+	42	6.74	0	-	5	2.01	0	-

Appendix 4.

Not Completed	6	0.84	0	-	8	3.21	0	-
Total	-	100	-	100	-	100	-	100

Marital Status	2016				2017			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	35	4.92	0	-	6	2.41	0	-
Separated	17	2.39	0	-	5	2.01	0	-
Living with Partner	117	16.43	5	0.70	28	11.24	0	-
Married/Civil Partnership	147	20.65	3	0.42	44	17.67	1	0.40
Single	365	51.26	4	0.56	154	61.85	1	0.40
Widowed	2	0.28	0	-	0	-	0	-
Not Completed	9	1.26	0	-	5	2.01	0	-
Prefer Not to Answer	20	2.81	0	-	7	2.81	0	-
Total	-	100	-					100

Disability	2016				2017			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	50	7.02	1	0.14	21	8.43	0	-

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No	640	89.89	11	1.54	223	89.56	2	0.80
Not Completed	7	0.98	0	-	4	1.61	0	-
Prefer Not to Answer	15	2.11	0	-	1	0.40	0	-
Total	-	100	-	100	-	100	-	100

Ethnicity	2016				2017			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Number s	%	Number s	%	Number s	%	Number s	%
African	3	0.42	0	-	0	-	0	-
African - Other	1	0.14	0	-	4	0.40	0	-
Other - Arab	-	-	0	-	0	-	0	-
Asian - Bangladeshi	1	0.14	0	-	0	-	0	-
Asian - Chinese	2	0.28	0	-	1	0.40	0	-
Asian - Indian	8	1.12	0	-	1	0.40	0	-
Asian - Other	4	0.56	0	-	1	0.40	0	-

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Asian - Pakistani	4	0.56	0	-	0	-	0	-
Black	1	0.14	0	-	1	0.40	0	-
Caribbean	2	0.28	0	-	1	0.40	0	-
Other Caribbean or Black	-	-	0	-	0	-	0	-
Mixed or Multiple	3	0.42	0	-	1	0.40	0	-
Other	-	-	0	-	0	-	0	-
White - Polish	23	3.23	0	-	4	3.61	0	-
White - Eastern European	15	2.11	0	-	0	-	0	-
White - Gypsy/Travelle r	-	-	0	-	0	-	0	-

White - Irish	11	1.54	0	-		40.0	0	-
White -Other white ethnic group	84	11.80	1	0.14	4	1.61	1	-
White - Other British	116	16.29	3	0.42	1	4.42	0	-

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White - Scottish	397	55.76	7	0.98	121	47.39	1	0.40
Not Completed	-	-	0	-	6	2.41	0	-
Prefer Not to Answer	19	2.53	1	0.14	6	2.41	0	-
Total	-	100	-	100	-	100	-	100

Nationality	2016				2017			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
British	180	25.28	4	0.56	38	15.26	0	-
English	18	2.53	1	0.14	13	5.22	0	-
Northern Irish	6	0.84	0	-	0	-	0	-
Other	0	-	0	-	0	-	0	-
Scottish	330	46.35	6	0.84	121	48.59	1	0.40
Welsh	2	0.28	0	-	1	0.40	0	-

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Not Completed	156	21.91	1	0.14	70	28.11	1	0.40
Prefer Not to Answer	20	2.81	0	-	6	2.41	0	-

Total	-	100	-	100	-	100	-	100
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	2016				2017			
Religion	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Number s	%	Number s	%	Number s	%	Number s	%
Buddhist	1	0.14	0	-	4	1.61	0	-
Other Christian	60	8.43	0	-	27	10.84	0	-
Church of Scotland	80	11.24	1	8.33	25	10.04	1	0.40
Roman Catholic	62	8.71	3	25.00	23	9.24	0	-
Hindu	4	0.56	0	-	0	-	0	-
Humanist	18	2.53	0	-	2	0.80	0	-
Jewish	1	0.14	0	-	1	0.40	1	0.40

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Muslim	10	1.40	0	-	3	1.20	0	-
None	390	54.78	7	58.33	130	52.21	0	-
Other Religion or Belief	11	1.54	0	-	4	1.61	0	-
Pagan	2	0.28	0	-	1	0.40	0	-
Sikh	-	-	0	-	0	-	0	-
Not Complete d	17	2.39	0	-	7	2.81	0	-
Prefer Not to Answer	56	7.87	1	8.33	22	8.84	0	-

Total	-	100	-	100	-	100	-	100
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Sexual Orientation	2016				2017			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Number s	%	Number s	%	Number s	%	Number s	%
Bisexual	22	3.09	0	-	10	4.02	0	-

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Gay	16	2.25	0	-	6	2.41	0	-
Heterosexual/Straight	592	83.15	10	1.40	201	80.72	1	0.40
Lesbian	3	0.42	0	-	2	0.80	0	-
Other	8	1.12	0	-	4	1.61	0	-
Not Completed	8	1.12	0	-	6	2.41	0	-
Prefer Not to Answer	63	8.85	2	0.28	20	8.03	1	0.40
Total	-	100	-	100	-	100	-	100

	2016				2017			
Gender Identity *	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	0	-	0	-	3	1.20	0	-
No	696	97.75	12	1.69	241	96.79	2	0.80
Not Completed	8	1.12	0	-	4	1.61	0	-

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Prefer Not to Answer	8	1.12	0	-	1	0.40	0	-
Total	-	100	-	100	-	100	-	100

* identifying as a transgender person or trans person