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## **Introduction - Employee Information**

One of the duties under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 is to gather and use employee information.

The duty requires the organisation to gather annual information on the composition of its employees as well as annual information on recruitment, development, and retention of employees with respect to the number and relevant protected characteristics of employees. The information must be used to better perform the general equality duty.

The Mainstreaming Report must include an annual breakdown of the information gathered and must also include details of the progress that the organisation has made in gathering and using the information to enable it to better perform the general equality duty.

The employee information in this 2021 Mainstreaming Report comprises the following by protected characteristic: -

- Composition of employees (as of January 2020 (for year 2019) and as of January 2021 (for year 2020)).
- Recruitment information, namely applicants and successful applicants for calendar years 2019 and 2020.
- Development information, namely employees who undertook corporate training in calendar years 2019 and 2020 and employees involved in discipline and grievance cases in calendar years 2019 and 2020.
- Retention information, namely employees who left the organisation in calendar years 2019 and 2020.

In accordance with the requirements stated in the guidance, the above has been produced for the organisation as a whole and in relation to the Education Authority (which comprises teachers and other employees in the Education Service).

There are 12 tables of figures in this report each with an analysis sheet.

The data was gathered from three sources, the Council's HR/Payroll database (Core HR), which produced the majority of the information, the recruitment system (Talentlink), which produced the specific recruitment information and the casework register. Relevant queries were run from the systems to produce reports, with the information then put into the tables.

It should be noted that where there were minimal numbers of employees in a category, the actual figure has been removed from the table and replaced with the words 'Under 5'. This is to help ensure that no individual employees can be identified so that confidentiality in relation to sensitive personal data can be maintained.

Regarding how the information has been used (or will be used going forward), the following has been (or is to be) undertaken: -

People and Organisational Development have been, and will be, involved in pursuing initiatives in relation to employment equality, diversity, and inclusion, covering the various protected characteristic groups, with an action plan having been compiled which is to be approved by Committee. These initiatives are linked to meeting the Council's employment equality outcomes.

The employee information contained in this report is to be used in relation to the planning of current and future equality related initiatives. It will continue to be compared to the relevant Scottish Census information to confirm what the differences are between the two sets of figures, so that there is an understanding of how the profile of the workforce compares to the profile of the working age population in Aberdeen City. This will help to provide information as to where resources should be targeted to address any under-representation in a protected characteristic group and to justify measures to address this.

Examples of initiatives undertaken over the last two years have been:

- The Council was successful in attaining the Investors in Young People good practice award at Gold accreditation level. This was achieved primarily in relation to the work undertaken to develop the young workforce, including continuing to develop the range of apprenticeship schemes in the Council across a variety of job roles and areas.
- Introduced a Mental Health First Aid service in the Council, which included the training of employees in administering mental health first aid.
- Extended the Council's Guaranteed Interview Scheme to include the following applicants applying for apprenticeships: care experienced young people; 16-24 years old's from the City; new young Scots (refugee status); and those who completed Foundation Apprenticeship placements in the Council who are applying for an apprenticeship in a similar discipline.
- Participated in a 1-year pilot employer accreditation programme called 'Equally Safe at Work, which is concerned with gender equality and addressing violence against women. This involved undertaking various activities including policy review, data gathering, awareness raising and training, under an agreed action plan.
- Implemented a gender-based violence policy and accompanying guidance (as part of the Equally Safe at Work programme). The policy includes provision for up to 3 days paid special leave per annum for time off requirements directly linked to an employee's experience of gender-based violence.
- Introduced a new approach to internal recruitment and temporary movement of staff, which is based on overall 'fit' to a role as opposed to just technical skills, qualification, and experience, which should assist with addressing occupational segregation.
- Established a young employee network with representation from staff aged 16-24 from across the organisation. The purpose of the network is to gather views on employment experience and to involve young people in key initiatives across the Council.
- Added sections to the Council's Maternity Guidance on rest breaks for pregnant and breastfeeding employees and on the arrangements and facilities in relation to employees breastfeeding or expressing milk on return to work. This includes provision for granting reasonable paid time off to breastfeed a baby or to express milk.
- Added a provision for Parental Bereavement Leave to the Council's Special leave policies and compiled associated guidance (to meet legislative requirements). The Council decided to offer both weeks Parental Bereavement Leave at normal contractual pay, which is above the statutory minimum.

- Developed an internship programme designed to provide opportunities for Care Experienced Young People to gain experience of working in the Council.

The initiatives all relate to the recruitment and/or retention of people in protected characteristic groups and link to the Council's existing employment equality outcome.

The recruitment figures are to be examined to identify whether there are any significant differences between applicants and successful applicants in relation to protected characteristic groups (also comparing these to the workforce profile data) and if so to consider how these could be further explored to identify whether there are any issues in relation to the application of the Council's recruitment and selection procedure. Likewise, the leavers information will be examined to identify whether there is a disproportionate amount of employees leaving the organisation from under-represented protected characteristic groups compared to the workforce profile data and if so what the reason(s) for this might be and how it/they could be addressed. The training, discipline and grievance information will also be closely looked over to identify any disproportionate figures and possible issues that may require further management guidance to be produced and issued or other appropriate measures.

The Council's new HR/Payroll database Core HR allows employees to enter their equality and diversity information on a 'self-service' basis. This should help to keep employee equality and diversity information more up to date. It is intended to promote this facility and to ask employees to check over and amend (where necessary) their equality and diversity information. They will also be reassured that their data will be held confidentially and used only for equality and diversity related purposes.

The employee information will be published on the Council's website.

**Council Workforce - composition of employees at**

**January 2020 (for calendar year 2019) & January 2021 (for calendar year 2020)**

**Employees in Post by Sex/Gender**

Sex/Gender	2019		2020	
	Numbers	%	Numbers	%
Female	5650	70.04%	5698	70.14%
Male	2416	29.96%	2424	29.84%
Not Completed	0	0	2	0.02%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

**Employees in Post by Age**

Age	2019		2020	
	Numbers	%	Numbers	%
Under 20	73	0.91%	32	0.39%
20-29	1080	13.40%	1055	13.00%
30-39	1879	23.30%	1929	23.74%
40-49	1931	23.93%	1894	23.31%
50-59	2214	27.44%	2249	27.68%
60+	889	11.02%	965	11.88%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

### Employees in Post by Marital Status

Marital Status	2019		2020	
	Numbers	%	Numbers	%
Divorced	336	4.17%	327	4.03%
Separated	148	1.83%	151	1.86%
Living with Partner	849	10.53%	861	10.60%
Married/Civil Partnership	3414	42.33%	3290	40.50%
Single	1439	17.84%	1459	17.96%
Widowed	96	1.19%	94	1.16%
Not Completed	1505	18.66%	1678	20.65%
Prefer Not to Answer	279	3.46%	264	3.25%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

### Employees in Post by Disability

Disability	2019		2020	
	Numbers	%	Numbers	%
Yes	280	3.47%	286	3.52%
No	4692	58.17%	4636	57.07%
Not Completed	2816	34.91%	2933	36.10%
Prefer Not to Answer	278	3.45%	269	3.31%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

## Employees in Post by Ethnicity

Ethnicity	2019		2020	
	Numbers	%	Numbers	%
African	34	0.42%	35	0.43%
African - Other	13	0.16%	13	0.16%
Other - Arab	14	0.17%	14	0.17%
Asian -Bangladeshi	7	0.09%	7	0.09%
Asian - Chinese	15	0.19%	14	0.17%
Asian - Indian	41	0.51%	43	0.53%
Asian - Other	18	0.22%	18	0.22%
Asian - Pakistani	9	0.11%	10	0.12%
Black	10	0.12%	10	0.12%
Caribbean	Under 5	0.02%	Under 5	0.02%
Other Caribbean or Black	7	0.09%	8	0.10%
Mixed or Multiple	40	0.50%	36	0.44%
Other	28	0.35%	29	0.36%
White - Polish	95	1.18%	96	1.18%
White - Eastern European	58	0.72%	57	0.70%
White - Gypsy/Traveller	Under 5	0.01%	Under 5	0.01%
White - Irish	80	0.99%	77	0.95%
White -Other white ethnic group	420	5.21%	398	4.90%
White - Other British	1733	21.49%	1762	21.69%
White - Scottish	3393	42.07%	3329	40.98%
Not Completed	1174	14.56%	1360	16.74%
Prefer Not to Answer	874	10.84%	805	9.91%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

### Employees in Post by Nationality

Nationality	2019		2020	
	Numbers	%	Numbers	%
British	694	8.60%	707	8.70%
English	185	2.29%	180	2.22%
Northern Irish	44	0.55%	45	0.55%
Other	224	2.78%	238	2.93%
Scottish	4255	52.75%	4204	51.75%
Welsh	19	0.24%	20	0.25%
Not Completed	2544	31.54%	2630	32.37%
Prefer Not to Answer	101	1.25%	100	1.23%
<b>Total</b>	-	<b>100%</b>	-	<b>100.00%</b>

## Employees in Post by Religion

Religion	2019		2020	
	Numbers	%	Numbers	%
Buddhist	18	0.22%	19	0.23%
Other Christian	687	8.52%	695	8.55%
Church of Scotland	1074	13.32%	1029	12.67%
Roman Catholic	370	4.59%	367	4.52%
Hindu	17	0.21%	17	0.21%
Humanist	53	0.66%	52	0.64%
Jewish	5	0.06%	5	0.06%
Muslim	47	0.58%	48	0.59%
None	2840	35.21%	2862	35.23%
Other Religion or Belief	78	0.97%	72	0.89%
Pagan	25	0.31%	24	0.30%
Sikh	Under 5	0.05%	Under 5	0.05%
Not Completed	1459	18.09%	1634	20.11%
Prefer Not to Answer	1389	17.22%	1296	15.95%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

## Employees in Post by Sexual Orientation

Sexual Orientation	2019		2020	
	Numbers	%	Numbers	%
Bisexual	43	0.53%	49	0.60%
Gay	73	0.91%	72	0.89%
Heterosexual/Straight	4859	60.24%	4845	59.64%
Lesbian	32	0.40%	35	0.43%
Other	17	0.21%	18	0.22%
Not Completed	1543	19.13%	1708	21.02%
Prefer Not to Answer	1499	18.58%	1397	17.20%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

**Gender Identity** - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

.Recruitment information for the Council as a whole for periods

2019 (01/01/19 - 31/12/19) and 2020 (01/01/2020 - 31/12/2020)

	2019				2020			
Sex/Gender	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	9766	74.23	765	73.91	10565	66.96	567	75.00
Male	3234	24.58	247	23.87	4989	31.62	167	22.09
Prefer Not to Answer	156	1.19	23	2.22	223	1.41	22	2.91
Total	-	100	-	100	-	100	-	100

	2019				2020			
Age	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	175	1.33	13	1.26	217	1.38	13	1.72
20-29	3796	28.85	273	26.38	4635	29.38	149	19.71
30-39	4044	30.74	328	31.69	4923	31.20	233	30.82
40-49	2893	21.99	225	21.74	3038	19.26	190	25.13
50-59	1672	12.71	151	14.59	2021	12.81	134	17.72
60+	367	2.79	24	2.32	582	3.69	11	1.46
Not Completed	209	1.59	21	2.03	361	2.29	26	3.44
Total	-	100	-	100	-	100	-	100

	2019				2020			
Marital Status	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	564	4.29	37	3.57	678	4.30	39	5.16
Separated	387	2.94	21	2.03	349	2.21	14	1.85
Living with Partner	1777	13.51	171	16.52	2356	14.93	111	14.68
Married/Civil Partnership	4995	37.97	387	37.40	5460	34.61	311	41.14
Single	4959	37.69	372	35.94	6383	40.46	243	32.14
Widowed	102	0.78	9	0.87	108	0.68	7	0.93
Not Completed	93	0.71	15	1.45	211	1.34	23	3.04
Prefer Not to Answer	279	2.12	23	2.22	232	1.47	8	1.06
Total	-	100	-	100	-	100	-	100

	2019				2020			
Disability	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	711	5.40	35	3.38	793	5.03	27	3.57
No	12154	92.38	973	94.01	14642	92.81	697	92.20
Not Completed	105	0.80	16	1.55	164	1.04	23	3.04
Prefer Not to Answer	186	1.41	11	1.06	178	1.13	9	1.19
Total	-	100	-	100	-	100	-	100

	2019				2020			
Ethnicity	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	139	1.06	Under 5	0.39	178	1.13	Under 5	0.40
African - Other	252	1.92	Under 5	0.39	325	2.06	Under 5	0.53
Other - Arab	51	0.39	Under 5	0.10	47	0.30	Under 5	0.13
Asian -Bangladeshi	46	0.35	Under 5	0.39	57	0.36	0	0.00
Asian - Chinese	55	0.42	Under 5	0.39	76	0.48	Under 5	0.40
Asian - Indian	356	2.71	11	1.06	435	2.76	9	1.19
Asian - Other	79	0.60	Under 5	0.19	146	0.93	5	0.66
Asian - Pakistani	101	0.77	Under 5	0.10	105	0.67	Under 5	0.26
Black	87	0.66	Under 5	0.39	95	0.60	Under 5	0.26
Caribbean	20	0.15	Under 5	0.10	35	0.22	Under 5	0.13
Other Caribbean or Black	14	0.11	0	0.00	26	0.16	0	0.00
Mixed or Multiple	89	0.68	12	1.16	173	1.10	8	1.06
White - Polish	626	4.76	31	3.00	512	3.25	23	3.04
White - Eastern European	326	2.48	10	0.97	388	2.46	9	1.19
White - Gypsy/Traveller	Under 5	0.02	0	0.00	6	0.04	0	0.00

White - Irish	120	0.91	25	2.42	140	0.89	10	1.32
White -Other white ethnic group	958	7.28	35	3.38	1038	6.58	24	3.17
White - Other British	1076	8.18	105	10.14	1280	8.11	60	7.94
White - Scottish	8282	62.95	743	71.79	10043	63.66	548	72.49
Not Completed	254	1.93	22	2.13	462	2.93	36	4.76
Prefer Not to Answer	223	1.70	16	1.55	210	1.33	8	1.06
Total	-	100	-	100	-	100	-	100

	2019				2020			
National Identity	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
British	2632	20.00	214	20.68	3123	19.79	151	19.97
English	350	2.66	24	2.32	353	2.24	15	1.98
Northern Irish	62	0.47	8	0.77	69	0.44	6	0.79
Scottish	7085	53.85	638	61.64	8869	56.21	469	62.04
Welsh	32	0.24	Under 5	0.29	43	0.27	Under 5	0.26
Not Completed	2688	20.42	126	12.17	2961	18.77	101	13.36
Prefer Not to Answer	308	2.34	22	2.13	359	2.28	12	1.59
Total	-	100	-	100	-	100	-	100

	2019				2020			
Religion	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	41	0.31	0	0.00	46	0.29	Under 5	0.13
Other Christian	1462	11.11	80	7.73	1753	11.11	53	7.01
Church of Scotland	1497	11.38	140	13.53	1852	11.74	114	15.08
Roman Catholic	1533	11.65	96	9.28	1470	9.32	64	8.47
Hindu	174	1.32	Under 5	0.39	245	1.55	Under 5	0.53
Humanist	148	1.12	17	1.64	185	1.17	9	1.19
Jewish	8	0.06	0	0.00	16	0.10	Under 5	0.13
Muslim	315	2.39	10	0.97	320	2.03	5	0.66
None	6552	49.80	551	53.24	8165	51.75	409	54.10
Other Religion or Belief	90	0.68	6	0.58	153	0.97	Under 5	0.53
Pagan	24	0.18	Under 5	0.10	38	0.24	Under 5	0.26
Sikh	10	0.08	Under 5	0.10	20	0.13	0	0.00
Not Completed	425	3.23	41	3.96	592	3.75	36	4.76
Prefer Not to Answer	877	6.67	88	8.50	922	5.84	54	7.14

Other	0	0.00	0	0.00	0	0.00	0	0.00
Total	-	100	-	100	-	100	-	100

	2019				2020			
Sexual Orientation	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	313	2.38	11	1.06	307	1.95	5	0.66
Gay	138	1.05	9	0.87	256	1.62	9	1.19
Heterosexual/ Straight	11651	88.55	923	89.18	13921	88.24	671	88.76
Lesbian	82	0.62	5	0.48	124	0.79	Under 5	0.40
Other	48	0.36	Under 5	0.39	78	0.49	5	0.66
Not Completed	267	2.03	27	2.61	342	2.17	27	3.57
Prefer Not to Answer	657	4.99	56	5.41	749	4.75	36	4.76
Total	-	100	-	100	-	100	-	100

	2019				2020			
Gender Identity*	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	41	0.31	Under 5	0.39	50	0.32	Under 5	0.13
No	12846	97.64	1003	96.91	15357	97.34	725	95.90
Not Completed	90	0.68	16	1.55	195	1.24	23	3.04
Prefer Not to Answer	179	1.36	12	1.16	175	1.11	7	0.93
Total	-	100	-	100	-	100	-	100

\* identifying as a transgender person or trans person

Note: It should be noted that the recruitment information above for 2020 includes more applicants than expected. This was due to a housekeeping exercise carried out in February 2020 where some posts were closed off which had been open in the previous year and due to a move of systems which meant that some recruitment was paused in late 2019 and recommenced in 2020..

**Training information for the Council as a whole for**  
**the period 2019 (01/01/19-31/12/19) and 2020 (01/01/20-31/12/20)**

	2019		2020	
<b>Sex/Gender</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Female	8427	76.81	17974	87.61
Male	2544	23.19	2529	12.33
Not completed	-	-	13	0.06
Total	-	100.00%	-	100.00%

	2019		2020	
<b>Age</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Under 20	16	0.15	37	0.18
20-29	1670	15.22	2298	11.20
30-39	2653	24.18	4629	22.56
40-49	2902	26.45	4882	23.80
50-59	2899	26.42	6892	33.59
60+	831	7.57	1778	8.67
Total	-	100.00%	-	100.00%

	2019		2020	
<b>Marital Status</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Divorced/Separated	825	7.52	1483	7.23
Living with Partner	1332	12.14	2435	11.87
Married/Civil Partnership	4835	44.07	9264	45.16
Single	2201	20.06	3345	16.30

Widowed	155	1.41	299	1.46
Not Completed	1275	11.62	3144	15.32
Prefer Not to Answer	348	3.17	546	2.66
Total	-	100.00%	-	100.00%

	2019		2020	
Disability	No	(%)	No	(%)
Yes	565	5.15	751	3.66
No	6732	61.36	10700	52.15
Not Completed	3164	28.84	8322	40.56
Prefer Not to Answer	510	4.65	743	3.62
Total	-	100.00%	-	100.00%

	2019		2020	
Ethnicity	No	(%)	No	(%)
Arab - Other	11	0.10	61	0.30
African	90	0.82	132	0.64
African- Other	28	0.26	6	0.03
Asian- Bangladeshi	Under 5	0.02	24	0.12
Asian- Chinese	40	0.36	28	0.14
Asian- Indian	135	1.23	95	0.46
Asian- Other	41	0.37	64	0.31
Asian- Pakistani	7	0.06	43	0.21
Black	29	0.26	19	0.09
Caribbean	Under 5	0.01	0	0.00
Other Caribbean or Black	6	0.05	28	0.14
Mixed or Multiple	32	0.29	90	0.44
Other	92	0.84	91	0.44
White – Polish	203	1.85	390	1.90
White- Eastern European	94	0.86	51	0.25

White- Gypsy/Traveller	0	0.00	14	0.07
White- Irish	92	0.84	84	0.41
White- Other white ethnic group	426	3.88	726	3.54
White- Other British	2636	24.03	5193	25.31
White- Scottish	4635	42.25	8156	39.75
Not Completed	1623	14.79	4193	20.44
Prefer Not to Answer	748	6.82	1028	5.01
Total	-	100.00%	-	100.00%

	2019		2020	
National Identity	No	(%)	No	(%)
British	895	8.16	2373	11.57
English	319	2.91	322	1.57
Northern Irish	37	0.34	47	0.23
Scottish	5819	53.04	10741	52.35
Welsh	13	0.12	32	0.16
Prefer Not to Answer	3888	35.44	7001	34.12
Total	-	100.00%	-	100.00%

	2019		2020	
Religion	No	(%)	No	(%)
Buddhist	15	0.14	35	0.17
Christian Other	1021	9.31	1910	9.31
Church of Scotland	1497	13.65	2640	12.87
Roman Catholic	582	5.30	654	3.19
Hindu	56	0.51	40	0.19
Humanist	50	0.46	74	0.36
Jewish	6	0.05	Under 5	0.01
Muslim	20	0.18	153	0.75

None	3865	35.23	7623	37.16
Other	230	2.10	288	1.40
Pagan	44	0.40	39	0.19
Sikh	6	0.05	13	0.06
Not Completed	2074	18.90	4897	23.87
Prefer Not to Answer	1505	13.72	2147	10.47
Total	-	100.00%	-	100.00%

Sexual Orientation	2019		2020	
	No	(%)	No	(%)
Bisexual	137	1.25	120	0.58
Gay	106	0.97	112	0.55
Heterosexual/Straight	6837	62.32	12111	59.03
Lesbian	81	0.74	79	0.39
Other	24	0.22	52	0.25
Not Completed	2251	20.52	5384	26.24
Prefer Not to Answer	1535	13.99	2658	12.96
Total	-	100.00%	-	100.00%

**Gender Identity** - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

**Leavers Information for the Council as a whole for period 2019**

**(01/01/19 – 31/12/19) & for period 2020 (01/01/20 - 31/12/20)**

	2019		2020	
<b>Sex/Gender</b>	<b>Numbers</b>	<b>%</b>	<b>Numbers</b>	<b>%</b>
Female	565	66.24%	350	73.07%
Male	288	33.76%	129	26.93%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

	2019		2020	
<b>AGE</b>	<b>Numbers</b>	<b>%</b>	<b>Numbers</b>	<b>%</b>
Under 20	15	1.76%	0	0.00%
20-29	159	18.64%	100	20.88%
30-39	199	23.33%	94	19.62%
40-49	131	15.36%	79	16.49%
50-59	184	21.57%	68	14.20%
60+	165	19.34%	138	28.81%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

Marital Status	2019		2020	
	Numbers	%	Numbers	%
Divorced	27	3.17%	20	4.18%
Separated	12	1.41%	Under 5	0.84%
Living with Partner	58	6.80%	32	6.68%
Married/Civil Partnership	309	36.23%	188	39.25%
Single	155	18.17%	74	15.45%
Widowed	14	1.64%	Under 5	0.63%
Not Completed	248	29.07%	145	30.27%
Prefer Not to Answer	30	3.52%	13	2.71%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

Disability	2019		2020	
	Numbers	%	Numbers	%
Yes	27	3.17%	13	2.71%
No	436	51.11%	262	54.70%
Not Completed	380	44.55%	185	38.62%
Prefer Not to Answer	10	1.17%	19	3.97%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

Ethnicity	2019		2020	
	Numbers	%	Numbers	%
African	Under 5	0.23%	Under 5	0.42%
African - Other	Under 5	0.12%	0	0.00%
Other - Arab	0	0.00%	0	0.00%
Asian -Bangladeshi	0	0.00%	0	0.00%
Asian - Chinese	Under 5	0.12%	Under 5	0.21%
Asian - Indian	Under 5	0.47%	Under 5	0.21%
Asian - Other	Under 5	0.35%	0	0.00%
Asian - Pakistani	0	0.00%	0	0.00%
Black	Under 5	0.35%	0	0.00%
Caribbean	Under 5	0.12%	0	0.00%
Other Caribbean or Black	Under 5	0.35%	0	0.00%
Mixed or Multiple	Under 5	0.35%	Under 5	0.84%
Other	0	0.00%	Under 5	0.21%
White - Polish	Under 5	0.47%	Under 5	0.63%
White - Eastern European	Under 5	0.35%	Under 5	0.63%
White - Gypsy/Traveller	0	0.00%	Under 5	0.21%
White - Irish	9	1.06%	5	1.04%
White -Other white ethnic group	59	6.92%	35	7.31%
White - Other British	88	10.32%	86	17.95%
White - Scottish	262	30.72%	182	38.00%
Not Completed	274	32.13%	101	21.09%
Prefer Not to Answer	130	15.24%	54	11.27%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

	2019		2020	
Nationality	Numbers	%	Numbers	%
British	69	8.09%	34	7.10%
English	20	2.34%	10	2.09%
Northern Irish	Under 5	0.47%	Under 5	0.84%
Other	24	2.81%	7	1.46%
Scottish	269	31.54%	219	45.72%
Welsh	Under 5	0.12%	Under 5	0.21%
Not Completed	458	53.69%	200	41.75%
Prefer Not to Answer	8	0.94%	4	0.84%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

	2019		2020	
Religion	Numbers	%	Numbers	%
Buddhist	Under 5	0.12%	0	0.00%
Other Christian	0	0.00%	42	8.77%
Church of Scotland	75	8.79%	57	11.90%
Roman Catholic	46	5.39%	15	3.13%
Hindu	0	0.00%	Under 5	0.21%
Humanist	Under 5	0.47%	Under 5	0.84%
Jewish	Under 5	0.12%	0	0.00%
Muslim	Under 5	0.35%	Under 5	0.21%
None	193	22.63%	134	27.97%
Other Religion or Belief	Under 5	0.35%	8	1.67%
Pagan	Under 5	0.23%	Under 5	0.42%
Sikh	Under 5	0.23%	0	0.00%
Not Completed	344	40.33%	125	26.10%
Prefer Not to Answer	179	20.98%	90	18.79%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

Sexual Orientation	2019		2020	
	Numbers	%	Numbers	%
Bisexual	Under 5	0.35%	Under 5	0.21%
Gay	7	0.82%	5	1.04%
Heterosexual/Straight	371	43.49%	248	51.77%
Lesbian	Under 5	0.35%	Under 5	0.21%
Other	0	0.00%	Under 5	0.42%
Not Completed	291	34.12%	120	25.05%
Prefer Not to Answer	178	20.87%	102	21.29%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

Gender Identity - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures in relation to leavers are currently not available. These will be included later.

**Disciplinary information for the Council as a whole for period**

**2019 (01/01/19 – 31/12/19) and 2020 (01/01/20-31/12/20)**

<b>Sex/Gender</b>	<b>2019</b>		<b>2020</b>	
	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Female	28	37.33	14	35.00
Male	47	62.67	26	65.00
Total	-	<b>100.0%</b>	-	<b>100.00%</b>

<b>Age</b>	<b>2019</b>		<b>2020</b>	
	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Under 20	0	0	0	0
20-29	6	8.00	Under 5	10.00
30-39	20	26.67	15	37.50
40-49	13	17.33	10	25.00
50-59	27	36.00	6	15.00
60+	9	12.00	5	12.50
Total	-	<b>100.0%</b>	-	<b>100.00%</b>

<b>Marital Status</b>	<b>2019</b>		<b>2020</b>	
	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Divorced	Under 5	2.67	0	0
Separated	Under 5	5.33	0	0
Living with Partner	6	8.00	Under 5	10.00
Married/Civil Partnership	23	30.67	12	30.00

Single	13	17.33	9	22.50
Widowed	Under 5	1.33	Under 5	5.00
Not Completed	24	32.00	11	27.50
Prefer Not to Answer	2	2.67	2	5.00
Total	-	<b>100.0%</b>	-	<b>100.00%</b>

Disability	2019		2020	
	No	(%)	No	(%)
Yes	5	6.67	5	12.50
No	43	57.33	23	57.50
Not Completed	21	28.00	12	30.00
Prefer Not to Answer	6	8.00	0	0
Total	-	<b>100.0%</b>	-	<b>100.00%</b>

Ethnicity	2019		2020	
	No	(%)	No	(%)
African	0	0	0	0
African- Other	Under 5	1.33	0	0
Arab- Other	Under 5	1.33	0	0
Asian- Bangladeshi	0	0	0	0
Asian- Chinese	0	0	0	0
Asian- Indian	Under 5	1.33	0	0
Asian- Other	0	0	0	0
Asian- Pakistani	0	0	Under 5	2.50
Black	Under 5	1.33	0	0
Caribbean	0	0	0	0
Other Caribbean or Black	0	0	0	0
Mixed or Multiple	0	0	0	0

Other	0	0	0	0
White – Polish	Under 5	1.33	Under 5	2.50
White- Eastern European	0	0	Under 5	2.50
White- Gypsy/Traveller	0	0	0	0
White- Irish	0	0	Under 5	2.50
White- Other white ethnic group	8	10.68	Under 5	5.00
White- Other British	10	13.34	8	20.00
White- Scottish	30	40.00	15	37.50
Not Completed	6	8.00	4	10.00
Prefer Not to Answer	16	21.33	7	17.50
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

	2019		2020	
<b>National Identity</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
British	6	8.00	Under 5	7.50
English	0	0	Under 5	2.50
Northern Irish	0	0	0	0
Other	5	6.67	Under 5	5.0
Scottish	40	53.33	22	55.00
Welsh	Under 5	1.33	0	0
Not Completed	23	30.67	12	30.00
Prefer Not to Answer	0	0	0	0
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

Religion	2019		2020	
	No	(%)	No	(%)
Buddhist	0	0	0	0
Christian Other	10	13.33	Under 5	2.50
Church of Scotland	11	14.68	5	12.50
Roman Catholic	Under 5	2.67	5	12.50
Hindu	Under 5	1.33	0	0
Humanist	Under 5	1.33	0	0
Jewish	0	0	0	0
Muslim	Under 5	1.33	0	0
None	25	33.33	16	40.00
Other	0	0	0	0
Pagan	0	0	0	0
Sikh	0	0	0	0
Not Completed	5	6.67	5	12.50
Prefer Not to Answer	19	25.33	8	20.00
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

Sexual Orientation	2019		2020	
	No	(%)	No	(%)
Bisexual	0	0	0	0
Gay	Under 5	2.67	Under 5	2.50
Heterosexual/Straight	42	56.00	26	65.00
Lesbian	Under 5	2.67	0	0
Not Completed	8	10.66	5	12.50
Prefer Not to Answer	21	28.00	8	20.00
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

**Gender Identity** - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

**Grievance information for the Council as a whole for period**

**2019 (01/01/19 – 31/12/19) and 2020 (01/01/20-31/12/20)**

	2019		2020	
<b>Sex/Gender</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Female	8	40.00	9	60.00
Male	12	60.00	6	40.00
Total	-	100.00%	-	100.00%

	2019		2020	
<b>Age</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Under 20	0	0	0	0
20-29	Under 5	5.00	Under 5	6.67
30-39	Under 5	10.00	Under 5	20.00
40-49	Under 5	20.00	Under 5	20.00
50-59	7	35.00	5	33.33
60+	6	30.00	Under 5	20.00
Total	-	100.00%	-	100.00%

	2019		2020	
<b>Marital Status</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Divorced	Under 5	10.00	0	0
Separated	Under 5	10.00	0	0
Living with Partner	Under 5	15.00	Under 5	6.67
Married/Civil Partnership	10	50.00	8	53.33
Single	0	0	Under 5	26.66
Widowed	0	0	0	0

Not Completed	2	10.00	1	6.67
Prefer Not to Answer	1	5.00	1	6.67
Total	-	<b>100.00%</b>	-	<b>100.00%</b>

Disability	2019		2020	
	No	(%)	No	(%)
Yes	5	25.00	0	0
No	8	40.00	11	73.33
Not Completed	7	35.00	4	26.67
Prefer Not to Answer	0	0	0	0
Total	-	100.00%	-	100.00%

Ethnicity	2019		2020	
	No	(%)	No	(%)
Arab - Other	0	0	0	0
African	0	0	0	0
African- Other	Under 5	5.00	0	0
Asian- Bangladeshi	0	0	0	0
Asian- Chinese	0	0	0	0
Asian- Indian	0	0	0	0
Asian- Other	0	0	0	0
Asian- Pakistani	0	0	Under 5	6.67
Black	0	0	0	0
Caribbean	0	0	0	0
Other Caribbean or Black	0	0	0	0
Mixed or Multiple	0	0	0	0
Other	Under 5	5.00	0	0
White- Eastern European	0	0	0	0
White- Gypsy/Traveller	0	0	0	0
White- Irish	0	0	0	0
White – Polish	0	0	Under 5	6.67

White- Other white ethnic group	Under 5	5.00	0	0
White- Other British	Under 5	15.00	Under 5	26.66
White- Scottish	8	40.00	7	46.66
Not Completed	5	25.00	1	6.67
Prefer Not to Answer	1	5.00	1	6.67
Total	-	<b>100.00%</b>	-	<b>100.00%</b>

National Identity	2019		2020	
	No	(%)	No	(%)
British	Under 5	10.00	Under 5	6.67
English	Under 5	5.00	0	0
Northern Irish	0	0	0	0
Other	Under 5	5.00	0	0
Scottish	7	35.00	9	60.00
Welsh	0	0	0	0
Not Completed	9	45.00	5	33.33
Prefer Not to Answer	0	0	0	0
Total	-	<b>100.00%</b>	-	<b>100.00%</b>

Religion	2019		2020	
	No	(%)	No	(%)
Buddhist	0	0	0	0
Christian Other	Under 5	10.00	Under 5	13.33
Church of Scotland	Under 5	5.00	Under 5	6.68
Roman Catholic	0	0	Under 5	13.33
Hindu	0	0	0	0

Humanist	0	0	0	0
Jewish	0	0	0	0
Muslim	0	0	0	0
None	7	35.00	6	40.00
Other	0	0	0	0
Pagan	0	0	0	0
Sikh	0	0	0	0
Not Completed	8	40.00	2	13.33
Prefer Not to Answer	2	10.00	2	13.33
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

Sexual Orientation	2019		2020	
	No	(%)	No	(%)
Bisexual	0	0	0	0
Gay	0	0	Under 5	6.67
Heterosexual/Straight	12	60.00	8	53.33
Lesbian	0	0	0	0
Not Completed	6	30.00	5	33.33
Prefer Not to Answer	2	10.00	1	6.67
Total	-	<b>100.00%</b>	-	<b>100.00%</b>

**Gender Identity** - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

## Analysis of information

### Aberdeen City Council – Composition of employees (at January 2020, for year 2019 and at January 2021, for year 2020)

#### Employees in post by Sex/Gender

In 2019, the majority of employees in the Council are female (70.0%) with the minority male (30.0%). This compares with 69.3% female and 30.7% male reported in the last Mainstreaming Report indicating similar figures. The last Census figures for the Aberdeen City population aged between 16 and 64 were 50.5% male and 49.5% female indicating a difference in the gender make-up of the local working age population compared to the Council's workforce.

In 2020, the majority of employees in the Council are female (70.1%) with the minority male (29.8%). This compares with 69.3% female and 30.7% male reported in the last Mainstreaming Report indicating similar figures. The last Census figures for the Aberdeen City population aged between 16 and 64 were 50.5% male and 49.5% female indicating a difference in the gender make-up of the local working age population compared to the Council's workforce.

#### Employees in post by Age

In 2019 the largest proportion of employees are in the 50-59 age band (27.4%) followed by the 40-49 (23.9%). The smallest proportion of employees is in the under 20 age band (0.9%) followed by the 60+ age band (11.0%). The majority of the Council's employees are aged 40 or over.

In 2020, the largest proportion of employees are in the 50-59 age band (27.7%) followed by the 30-39 (23.7%). The smallest proportion of employees is in the under 20 age band (0.4%) followed by the 20-29 age band (13.0%). The majority of the Council's employees are aged 40 or over.

#### Employees in post by Marital Status

In 2019, the largest proportion of employees who declared their marital status are in the Married/Civil Partnership category (42.3%) followed by Single (17.8%). The smallest proportion of employees is in the Widowed category (1.2%). It should be noted that 22.1% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, the largest proportion of employees who declared their marital status are in the Married/Civil Partnership category (40.5%) followed by Single (18.0%). The smallest proportion of employees is in the Widowed category (1.2%). It should be noted that 23.9% of employees either did not complete the form or indicated that they preferred not to answer the question.

#### Employees in post by Disability

In 2019, a minority of employees declared that they have a disability (3.5%) whilst the majority declared that they were non-disabled (58.2%). This compares with 2.6% disabled and 69.0% non-disabled reported in the last Mainstreaming Report, indicating an increase in the percentage of disabled employees. It should be noted that 38.4% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 4.6% had a long-term health problem or disability that limited them a lot in day-to-day activities, indicating a difference compared to the percentage of disabled employees in the Council's workforce.

In 2020, a minority of employees declared that they have a disability (3.5%) whilst the majority declared that they were non-disabled (57.1%). This compares with 2.6% disabled and 69.0% non-

disabled reported in the last Mainstreaming Report, indicating an increase in disabled employees. It should be noted that 39.4% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 4.6% had a long-term health problem or disability that limited them a lot in day-to-day activities, indicating a difference compared to the percentage of disabled employees in the Council's workforce.

#### Employees in post by Ethnicity

In 2019, a minority of employees declared that they are from an ethnic minority (2.6%) (i.e. non-white). This compares with 2.4% reported in the last Mainstreaming Report, indicating a slight increase in ethnic minority employees. It should be noted that 25.4% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 8.5% were from an ethnic minority (i.e. non-white), indicating a difference compared to the percentage of ethnic minority employees (i.e. non-white) in the Council's workforce.

In 2020, a minority of employees declared that they are from an ethnic minority (2.6%) (i.e. non-white). This compares with 2.4% reported in the last Mainstreaming Report, indicating a slight increase in ethnic minority employees. It should be noted that 26.6% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 8.5% were from an ethnic minority (i.e. non-white), indicating a difference compared to the percentage of ethnic minority employees (i.e. non-white) in the Council's workforce.

#### Employees in post by Nationality

In 2019, the largest proportion of employees who declared their nationality are Scottish (52.7%) followed by British (8.6%) and then Other (2.8%). The smallest proportion are Welsh (0.2%) followed by Northern Irish (0.5%). It should be noted that 32.8% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, the largest proportion of employees who declared their nationality are Scottish (51.7%) followed by British (8.7%) and then Other (2.9%). The smallest proportion are Welsh (0.2%) followed by Northern Irish (0.5%). It should be noted that 33.6% of employees either did not complete the form or indicated that they preferred not to answer the question.

#### Employees in post by Religion

In 2019, the largest proportion of employees who declared their religion indicated this as None (35.2%) followed by Church of Scotland (13.3%) and then Christian Other (8.5%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 35.3% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, the largest proportion of employees who declared their religion indicated this as None (35.2%) followed by Church of Scotland (12.7%) and then Christian Other (8.5%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 36.1% of employees either did not complete the form or indicated that they preferred not to answer the question.

#### Employees in post by Sexual Orientation

In 2019, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 1.8%) with a majority of employees declaring as Heterosexual/Straight (60.4%). It should be noted that 37.7% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 1.9%) with a majority of employees declaring as Heterosexual/Straight (59.6%). It should be noted that 38.2% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

## **Analysis of information**

### **Aberdeen City Council – Recruitment 2019 and 2020**

#### Sex/Gender

In 2019, the majority of both applicants for employment and successful applicants were female (74.2% and 73.9% respectively), with the minority male (24.6% and 23.9% respectively).

In 2020, the majority of both applicants for employment and successful applicants were female (67.0% and 75.0% respectively), with the minority male (31.6% and 22.1% respectively). The proportions of female to male applicants for employment and the proportions of successful applicants in 2020 are both similar to the proportions of female and male employees in the workforce (the proportions in the workforce being 70.1% to 29.8% female to male).

#### Age

In 2019, the largest proportion of applicants for employment and successful applicants were under the category of 30-39 (30.7% and 31.7% respectively), followed by 20-29 (28.8% and 26.4% respectively) and then 40-49 (22.0% and 21.7% respectively).

In 2020, the largest proportion of applicants for employment were under the category of 30-39 (31.2%), followed by 20-29 (29.4%) and then 40-49 (19.3%). The largest proportion of successful applicants for employment were under the category of 30-39 (30.8%), followed by 40-49 (25.1%), and then 20-29 (19.7%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (27.7%), followed by the 30-39 band (23.7%) and then the 40-49 band (23.3%), indicating a difference compared to the age profile of applicants and successful applicants in 2020.

#### Marital Status

In 2019, of those who declared their marital status, the largest proportion of applicants and successful applicants were under the category of Married/Civil Partnership (38.0% and 37.4% respectively), followed by Single (37.7% and 35.9% respectively) and then Living with Partner (13.5% and 16.5% respectively).

In 2020, of those who declared their marital status, the largest proportion of applicants for employment were under the category of Single (40.5%), followed by Married/Civil Partnership (34.6%) and then Living with Partner (14.9%). The largest proportion of successful applicants for employment were under the category of Married/Civil Partnership (41.1%), followed by Single (32.1%), and then Living with Partner (14.7%).

#### Disability

In 2019, of those who declared whether they have a disability, a minority of applicants for employment and also successful applicants declared as disabled (5.4% and 3.4% respectively).

In 2020, of those who declared whether they had a disability, a minority of applicants for employment and also successful applicants declared as disabled (5.0% and 3.6% respectively). The 2020 proportion of disabled applicants is higher than the proportion of disabled employees in the workforce (which is 3.5%), with the proportion of successful disabled applicants being similar.

#### Ethnicity

In 2019, of those who declared their ethnicity, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (9.8% and 4.7% respectively) (i.e. non-white).

In 2020, of those who declared their ethnicity, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (10.8% and 5.0% respectively) (i.e. non-white). Both these 2020 proportions are higher than the proportions of employees who declared as being from an ethnic minority (which is 2.6%).

#### Nationality

In 2019, of those who declared their nationality, the largest proportion of applicants for employment and also successful applicants were under the category of Scottish (53.8% and 61.6% respectively), followed by British (20.0% and 20.7% respectively) and then English (2.7% and 2.3% respectively).

In 2020, of those who declared their nationality, the largest proportion of applicants for employment and successful applicants were under the category of Scottish (56.2% and 62.0% respectively), followed by British (19.8% and 20.0% respectively) and then English (2.2% and 2.0% respectively).

#### Religion

In 2019, of those who declared their religion, the largest proportion of applicants for employment were under the category of None (49.8%), followed by Roman Catholic (11.6%) and then Church of Scotland (11.4%). The largest proportion of successful applicants for employment were under the category of None (53.2%), followed by Church of Scotland (13.5%) and then Roman Catholic (9.3%).

In 2020, of those who declared their religion, the largest proportion of applicants for employment were under the category of None (51.7%), followed by Church of Scotland (11.7%) and then Christian Other (11.1%). The largest proportion of successful applicants were under the category None (54.1%), followed by Church of Scotland (15.1%) and then Roman Catholic (8.5%).

#### Sexual Orientation

In 2019, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (4.0% and 2.4% respectively, in total).

In 2020, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (4.4% and 2.2% respectively, in total). Both these 2020 proportions are higher than the proportion of employees declaring their sexual orientation under these categories (which is 1.9% in total).

Gender Identity (identifying as a transgender person or trans person)

In 2019, of those who declared their gender identity as a transgender person or trans person, a very small proportion of applicants for employment (0.3%) and successful applicants (0.4%) were under this category.

In 2020, of those who declared their gender identity as a transgender person or trans person, a very small proportion of applicants for employment and successful applicants were under this category (0.3% and 0.1% respectively).

## **Analysis of information**

### **Aberdeen City Council – Training 2019 and 2020 (employees who undertook a corporate training course)**

Sex/Gender

In 2019, the majority who undertook training were female (76.8%) with the minority male (23.2%).

In 2020, the majority who undertook training were female (87.6%) with the minority male (12.3%). These proportions differ to the proportions of female and male employees in the workforce (which are 70.1% and 29.8% respectively).

Age

In 2019, the largest proportion who undertook training were under the category 40-49 (26.5%), followed by 50-59 (26.4%) and then 30-39 (24.2%).

In 2020, the largest proportion who undertook training were under the category 50-59 (33.6%), followed by 40-49 (23.8%) and then 30-39 (22.6%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (27.7%), followed by the 30-39 band (23.7%) and then the 40-49 band (23.3%), which differ to the 2020 proportions who undertook training.

Marital Status

In 2019, of those who declared their marital status, the largest proportion who underwent training were under the category of Married/Civil Partnership (44.1%), followed by Single (20.1%) and then Living with Partner (12.1%).

In 2020, of those who declared their marital status, the largest proportion who underwent training were under the category of Married/Civil Partnership (45.2%), followed by Single (16.3%) and then Living with Partner (11.9%).

Disability

In 2019, of those who declared whether they have a disability, a minority of those who undertook training were disabled (5.1%), whilst the majority were non-disabled (61.4%).

In 2020, of those who declared whether they had a disability, a minority of those who undertook training were disabled (3.7%), (whilst the majority were non-disabled (52.1%)). This 2020 figure is similar compared to the proportion of employees who declared as being disabled in the workforce (which is 3.5%).

#### Ethnicity

In 2019, of those who declared their ethnicity, a minority of those who undertook training were from an ethnic minority (3.8%) (i.e. non-white).

In 2020, of those who declared their ethnicity, a minority of those who undertook training were from an ethnic minority (2.9%) (i.e. non-white). This 2020 figure is a slightly higher figure compared to the proportion of employees who declared as being from an ethnic minority in the workforce (which is 2.6%).

#### Nationality

In 2019, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (53.0%), followed by British (8.2%) and then Other (2.9%).

In 2020, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (52.3%), followed by British (11.6%) and then English (1.6%).

#### Religion

In 2019, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (35.2%), followed by Church of Scotland (13.6%) and then Christian Other (9.3%).

In 2020, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (37.2%), followed by Church of Scotland (12.9%) and then Christian Other (9.3%).

#### Sexual Orientation

In 2019, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (3.0% in total).

In 2020, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (1.5% in total). This 2020 figure is below the proportion of those declaring their sexual orientation under these categories in the workforce (which is 1.9%).

#### Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.



## **Analysis of information**

### **Aberdeen City Council – Leavers 2019 and 2020**

#### **Sex/Gender**

In 2019, the majority of leavers were female (66.2%) with the minority male (33.7%).

In 2020, the majority of leavers were female (73.1%) with the minority male (26.9%). Compared to the composition of the workforce which is a 70.1% to 29.8% female to male split, these 2020 figures indicate similar proportions of leavers by gender.

#### **Age**

In 2019, the largest proportion of leavers was under the category 30-39 (23.3%), followed by 50-59 (21.6%) and then 60+ (19.3%).

In 2020, the largest proportion of leavers was under the category 60+ (28.8%), followed by 20-29 (20.9%) and then 30-39 (19.6%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (27.7%), followed by the 30-39 band (23.7%) and then the 40-49 band (23.3%), indicating a difference compared to the 2020 leavers age profile.

#### **Marital Status**

In 2019, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (36.2%), followed by Single (18.2%) and then Living with Partner (6.8%).

In 2020, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (39.2%), followed by Single (15.4%) and then Living with Partner (6.7%).

#### **Disability**

In 2019, of those who declared whether they have a disability, a minority of leavers (3.2%) were disabled whilst the majority were non-disabled (51.1%).

In 2020, of those who declared whether they have a disability, a minority of leavers (2.7%) were disabled whilst the majority were non-disabled (54.7%). The proportion of disabled leavers in 2020 is therefore lower compared to the proportion declaring as disabled in the workforce (which is 3.5%).

#### **Ethnicity**

In 2019, of those who declared their ethnicity, a minority of leavers (2.5%) were from an ethnic minority (i.e. non-white).

In 2020, of those who declared their ethnicity, a minority of leavers (1.7%) were from an ethnic minority (i.e. non-white). This 2020 figure is a lower proportion compared to the proportion of ethnic minority employees in the workforce (which is 2.6%).

#### **Nationality**

In 2019, of those who declared their nationality, the largest proportion of leavers were Scottish (31.5%) followed by British (8.1%) and then Other (2.8%).

In 2020, of those who declared their nationality, the largest proportion of leavers were Scottish (45.7%) followed by British (7.1%) and then English (2.1%).

#### Religion

In 2019, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (22.6%), followed by Church of Scotland (8.8%) and then Roman Catholic (5.4%).

In 2020, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (28.0%), followed by Church of Scotland (11.9%) and then Christian Other (8.8%).

#### Sexual Orientation

In 2019, of those who declared their sexual orientation, a minority of leavers were from the categories of Bi-sexual, Gay or Lesbian (total of 1.5%).

In 2020, of those who declared their sexual orientation, a minority of leavers were from the categories of Bi-sexual, Gay or Lesbian (total of 1.5%). This 2020 figure is a slightly lower proportion compared to those declaring their sexual orientation under these categories in the workforce (which is 1.9%).

#### Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures in relation to leavers are currently not available. These will be included later.

### **Analysis of information**

#### **Aberdeen City Council – Discipline cases 2019 and 2020**

##### Sex/Gender

In 2019, the majority of discipline cases involved male employees (62.7%) with the minority involving female employees (37.3%).

In 2020, the majority of discipline cases involved male employees (65.0%) with the minority involving female employees (35.0%). These 2020 figures differ to the proportions of male and female employees in the workforce (which are 29.8% and 70.1% respectively).

##### Age

In 2019, the largest proportion of discipline cases involved employees under the category 50-59 (36.0%), followed by 30-39 (26.7%) and then 40-49 (17.3%).

In 2020, the largest proportion of discipline cases involved employees under the category 30-39 (37.5%), followed by the 40-49 (25.0%) and then 50-59 (15.0%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (27.7%), followed by the 30-39 band (23.7%) and then the 40-49 band (23.3%), indicating a difference compared to the 2020 age profile of those involved in discipline cases.

## Marital Status

In 2019, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (30.7%), followed by Single (17.3%) and then Living with Partner (8.0%).

In 2020, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (30.0%), followed by Single (22.5%) and then Living with partner (10.0%).

## Disability

In 2019, of those who declared whether they have a disability, a minority of employees involved in discipline cases were disabled (6.7%) whilst the majority were non-disabled (57.3%).

In 2020, of those who declared whether they have a disability, a minority of employees involved in discipline cases were disabled (12.5%) whilst the majority were non-disabled (57.5%). The 2020 figure of disabled employees involved in discipline cases is therefore higher compared to the proportion of disabled employees in the workforce (which is 3.5%).

## Ethnicity

In 2019, of those who declared their ethnicity, there were a minority of employees involved in discipline cases who were from an ethnic minority (5.3%) (i.e. non-white).

In 2020, of those who declared their ethnicity, a minority of employees involved in discipline cases were from an ethnic minority (2.5%) (i.e. non-white). This 2020 figure of ethnic minority employees involved in discipline cases is therefore slightly lower compared to the proportion of ethnic minority employees in the workforce (which is 2.6%).

## Nationality

In 2019, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (53.3%), followed by British (8.0%) and then Other (6.7%).

In 2020, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (55.0%), followed by British (7.5%) then Other (5.0%).

## Religion

In 2019, of those who declared their religion, the largest proportion of discipline cases involved employees under the category of None (33.3%), followed by Church of Scotland (14.7%) and then Christian Other (13.3%).

In 2020, of those who declared their religion, the largest proportion of discipline cases involved employees under the category of None (40.0%), followed by Church of Scotland and Roman Catholic which each had the same proportion (i.e.12.5%).

## Sexual Orientation

In 2019, of those who declared their sexual orientation, a minority of employees involved in discipline cases were Bisexual, Gay or Lesbian (5.3% in total).

In 2020, of those who declared their sexual orientation, a minority of employees involved in discipline cases were Bi-sexual, Gay or Lesbian (2.5% in total). This 2020 figure of Bi-sexual, Gay or Lesbian employees involved in discipline cases is therefore slightly higher compared to the proportion of Bi-sexual, Gay or Lesbian employees in the workforce (which is 1.9%).

Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

## **Analysis of information**

### **Aberdeen City Council – Grievance cases 2019 and 2020**

#### Sex/Gender

In 2019, the majority of grievance cases involved male employees (60.0%) with the minority involving female employees (40.0%).

In 2020, the majority of grievance cases involved female employees (60.0%) with the minority involving male employees (40.0%). These 2020 figures differ compared to the proportions of female and male employees in the workforce (which are 70.1% and 29.8% respectively).

#### Age

In 2019, the largest proportion of grievance cases involved employees under the category 50-59 (35.0%), followed by 60+ (30.0%) and then 40-49 (20.0%).

In 2020, the largest proportion of grievance cases involved employees under the category 50-59 (33.3%), followed by the 30-39, 40-49 and 60+ age bands which each had the same proportion (i.e. 20.0%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (27.7%), followed by the 30-39 band (23.7%) and then the 40-49 band (23.3%), indicating similar figures compared to the 2020 age profile of those involved in grievance cases.

#### Marital Status

In 2019, of those who declared their marital status, the largest proportion of grievance cases involved employees under the category of Married/Civil Partnership (50.0%), followed by Living with Partner (15.0%) and then the Divorced and the Separated categories (each with 10.0%).

In 2020, of those who declared their marital status, the largest proportion of grievance cases involved employees under the category of Married/Civil Partnership (53.3%), followed by Single (26.7%), followed by Living with Partner (6.7%).

#### Disability

In 2019, of those who declared whether they have a disability, a significant minority of employees involved in grievance cases were disabled (25.0%) whilst the majority were non-disabled (40.0%).

In 2020, of those who declared whether they have a disability, there were no employees involved in grievance cases who were disabled (0.0%), whilst a majority were non-disabled (73.3%). These 2020

figures of disabled employees involved in grievance cases differ to the proportions of disabled and non-disabled employees in the workforce (which are 3.5% and 57.1% respectively).

#### Ethnicity

In 2019, of those who declared their ethnicity, a minority of employees involved in grievance cases were from an ethnic minority (5.0%) (i.e. non-white).

In 2020, of those who declared their ethnicity, a minority of employees involved in grievance cases were from an ethnic minority (6.7%) (i.e. non-white). This 2020 figure of ethnic minority employees involved in grievance cases is higher compared to the proportion of ethnic minority employees in the workforce (which is 2.6%).

#### Nationality

In 2019, of those who declared their nationality, the largest proportion of grievance cases involved employees under the category of Scottish (35.0%), followed by British (10.0%) and then English and Other, which each had the same proportion (i.e. 5.0%).

In 2020, of those who declared their nationality, the largest proportion of grievance cases involved employees under the category of Scottish (60.0%) and followed by British (6.7%).

#### Religion

In 2019, of those who declared their religion, the largest proportion of grievance cases involved employees under the category of None (35.0%), followed by Christian Other (10.0%) and then Church of Scotland (5.0%).

In 2020, of those who declared their religion, the largest proportion of grievance cases involved employees under the category of None (40.0%), followed by Christian Other and Roman Catholic which each had the same proportion (i.e.13.3%).

#### Sexual Orientation

In 2019, of those who declared their sexual orientation, there were no employees involved in grievance cases who were Bisexual, Gay or Lesbian.

In 2020, of those who declared their sexual orientation, there were 6.7% of employees involved in grievance cases who were Bisexual, Gay or Lesbian. This 2020 figure of Bisexual, Gay or Lesbian employees involved in grievance cases is higher compared to the proportion of Bisexual, Gay or Lesbian employees in the workforce (which is 1.9%).

#### Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

**Education Workforce - composition of employees at**

**January 2020 (for calendar year 2019) & January 2021 (for calendar year 2020)**

**Employees in Post by Sex/Gender**

Sex/Gender	2019		2020	
	Numbers	%	Numbers	%
Female	3058	87.97%	3224	87.54%
Male	418	12.03%	457	12.41%
Not Completed	0	0.00%	2	0.05%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

**Employees in Post by Age**

AGE	2019		2020	
	Numbers	%	Numbers	%
Under 20	8	0.23%	7	0.19%
20-29	594	17.09%	606	16.45%
30-39	884	25.43%	943	25.60%
40-49	848	24.40%	892	24.22%
50-59	851	24.48%	914	24.82%
60+	291	8.37%	321	8.72%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

### Employees in Post by Marital Status

Marital Status	2019		2020	
	Numbers	%	Numbers	%
Divorced	136	3.91%	144	3.91%
Separated	64	1.84%	69	1.87%
Living with Partner	323	9.29%	344	9.34%
Married/Civil Partnership	1577	45.37%	1572	42.68%
Single	545	15.68%	595	16.16%
Widowed	30	0.86%	31	0.84%
Not Completed	682	19.62%	817	22.18%
Prefer Not to Answer	119	3.42%	111	3.01%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

### Employees in Post by Disability

Disability	2019		2020	
	Numbers	%	Numbers	%
Yes	93	2.68%	104	2.82%
No	1947	56.01%	2025	54.98%
Not Completed	1330	38.26%	1438	39.04%
Prefer Not to Answer	106	3.05%	116	3.15%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

## Employees in Post by Ethnicity

Ethnicity	2019		2020	
	Numbers	%	Numbers	%
African	9	0.26%	12	0.33%
African - Other	Under 5	0.06%	Under 5	0.08%
Other - Arab	5	0.14%	5	0.14%
Asian -Bangladeshi	Under 5	0.12%	Under 5	0.11%
Asian - Chinese	6	0.17%	5	0.14%
Asian - Indian	11	0.32%	14	0.38%
Asian - Other	Under 5	0.12%	5	0.14%
Asian - Pakistani	6	0.17%	7	0.19%
Black	Under 5	0.03%	Under 5	0.03%
Caribbean	0	0.00%	0	0.00%
Other Caribbean or Black	Under 5	0.03%	Under 5	0.05%
Mixed or Multiple	16	0.46%	15	0.41%
Other	8	0.23%	9	0.24%
White - Polish	33	0.95%	35	0.95%
White - Eastern European	11	0.32%	9	0.24%
White - Gypsy/Traveller	0	0.00%	0	0.00%
White - Irish	50	1.44%	5	1.36%
White -Other white ethnic group	140	4.03%	140	3.80%
White - Other British	851	24.48%	909	24.68%
White - Scottish	1440	41.43%	1476	40.08%
Not Completed	544	15.65%	692	18.79%
Prefer Not to Answer	334	9.61%	290	7.87%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

## Employees in Post by Nationality

	2019		2020	
Nationality	Numbers	%	Numbers	%
British	361	10.40%	392	10.64%
English	70	2.00%	68	1.85%
Northern Irish	21	0.60%	26	0.71%
Other	89	2.56%	101	2.74%
Scottish	1846	53.11%	1914	51.97%
Welsh	5	0.14%	5	0.14%
Not Completed	1044	30.03%	1138	30.90%
Prefer Not to Answer	40	1.15%	39	1.06%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

## Employees in Post by Religion

Religion	2019		2020	
	Numbers	%	Numbers	%
Buddhist	6	0.17%	6	0.16%
Other Christian	347	9.98%	375	10.18%
Church of Scotland	522	15.02%	503	13.66%
Roman Catholic	17	4.92%	182	4.94%
Hindu	7	0.20%	8	0.22%
Humanist	19	0.55%	28	0.76%
Jewish	Under 5	0.06%	Under 5	0.05%
Muslim	24	0.69%	25	0.68%
None	1135	32.65%	1204	32.69%
Other Religion or Belief	31	0.89%	33	0.90%
Pagan	5	0.14%	Under 5	0.11%
Sikh	0	0.00%	0	0.00%
Not Completed	692	19.91%	836	22.70%
Prefer Not to Answer	515	14.82%	477	12.95%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

### Employees in Post by Sexual Orientation

Sexual Orientation	2019		2020	
	Numbers	%	Numbers	%
Bisexual	16	0.46%	22	0.60%
Gay	27	0.78%	30	0.81%
Heterosexual/Straight	2125	61.13%	2215	60.14%
Lesbian	12	0.35%	14	0.38%
Other	8	0.23%	9	0.24%
Not Completed	706	20.31%	852	23.13%
Prefer Not to Answer	582	16.74%	541	14.69%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

**Gender Identity** - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

**Recruitment information for the Education Authority for period 2019**

**(01/01/19-31/12/19) and 2020 ((01/01/20-31/12/20)**

Sex/Gender	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	6557	86.31	458	84.81	4533	81.87	284	83.53
Male	952	12.53	71	13.15	938	16.94	50	14.71
Prefer Not to Answer	88	1.16	11	2.04	66	1.19	6	1.76
Total	-	100	-	100	-	100	-	100

Age	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	29	0.38	Under 5	0.19	49	0.88	Under 5	0.29
20-29	1982	26.09	137	25.37	1752	31.64	70	20.59
30-39	2485	32.71	166	30.74	1802	32.54	101	29.71
40-49	1893	24.92	144	26.67	1146	20.70	91	26.76
50-59	899	11.83	70	12.96	596	10.76	63	18.53
60+	204	2.69	13	2.41	107	1.93	7	2.06
Not Completed	105	1.38	9	1.67	85	1.54	7	2.06
Total	-	100	-	100	-	100	-	100

Marital Status	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	286	3.76	16	2.96	231	4.17	22	6.47
Separated	226	2.97	10	1.85	131	2.37	9	2.65
Living with Partner	941	12.39	83	15.37	792	14.30	41	12.06
Married/Civil Partnership	3085	40.61	223	41.30	2184	39.44	162	47.65
Single	2783	36.63	188	34.81	1994	36.01	94	27.65
Widowed	61	0.80	Under 5	0.37	46	0.83	Under 5	0.88
Not Completed	49	0.64	5	0.93	70	1.26	7	2.06
Prefer Not to Answer	166	2.19	13	2.41	89	1.61	2	0.59
Total	-	100	-	100	-	100	-	100

Disability	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	302	3.98	11	2.04	227	4.10	7	2.06
No	7132	93.88	517	95.74	5208	94.06	322	94.71
Not Completed	60	0.79	6	1.11	45	0.81	8	2.35
Prefer Not to Answer	103	1.36	6	1.11	57	1.03	3	0.88
Total	-	100	-	100	-	100	-	100

Ethnicity	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	64	0.84	Under 5	0.74	40	0.72	0	0.00
African - Other	118	1.55	Under 5	0.56	77	1.39	0	0.00
Other - Arab	33	0.43	Under 5	0.19	20	0.36	Under 5	0.29
Asian -Bangladeshi	32	0.42	Under 5	0.19	18	0.33	0	0.00
Asian - Chinese	29	0.38	Under 5	0.19	22	0.40	Under 5	0.29
Asian - Indian	201	2.65	5	0.93	164	2.96	Under 5	1.18
Asian - Other	32	0.42	Under 5	0.19	39	0.70	0	0.00
Asian - Pakistani	72	0.95	0	0.00	56	1.01	Under 5	0.59
Black	39	0.51	0	0.00	17	0.31	Under 5	0.29
Caribbean	6	0.08	Under 5	0.19	Under 5	0.05	Under 5	0.29
Other Caribbean or Black	Under 5	0.03	0	0.00	6	0.11	0	0.00
Mixed or Multiple	44	0.58	Under 5	0.56	51	0.92	Under 5	1.18
Other	0	0.00	0	0.00	0	0.00	0	0.00
White - Polish	408	5.37	11	2.04	129	2.33	Under 5	0.88

White - Eastern European	155	2.04	Under 5	0.74	133	2.40	Under 5	0.59
White - Gypsy/Traveller	0	0.00	0	0.00	Under 5	0.02	0	0.00
White - Irish	76	1.00	17	3.15	63	1.14	Under 5	1.18
White -Other white ethnic group	569	7.49	20	3.70	464	8.38	17	5.00
White - Other British	596	7.85	55	10.19	478	8.63	27	7.94
White - Scottish	4872	64.13	394	72.96	3505	63.30	257	75.59
Not Completed	127	1.67	9	1.67	174	3.14	14	4.12
Prefer Not to Answer	122	1.61	10	1.85	77	1.39	2	0.59
Total	-	100	-	100	-	100	-	100

	2019				2020			
National Identity	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
British	1507	19.84	119	22.04	1058	19.11	73	21.47
English	171	2.25	14	2.59	110	1.99	5	1.47
Northern Irish	40	0.53	5	0.93	39	0.70	Under 5	0.59
Scottish	4151	54.64	327	60.56	3171	57.27	218	64.12
Welsh	13	0.17	0	0.00	12	0.22	Under 5	0.29
Not Completed	1547	20.36	61	11.30	1012	18.28	37	10.88
Prefer Not to Answer	168	2.21	14	2.59	135	2.44	4	1.18
Total	-	100	-	100	-	100	-	100

Religion	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	19	0.25	0	0.00	19	0.34	0	0.00
Other Christian	866	11.40	51	9.44	626	11.31	30	8.82
Church of Scotland	847	11.15	78	14.44	616	11.13	64	18.82
Roman Catholic	949	12.49	55	10.19	590	10.66	25	7.35
Hindu	111	1.46	Under 5	0.37	81	1.46	Under 5	0.59
Humanist	79	1.04	13	2.41	66	1.19	7	2.06
Jewish	0	0.00	0	0.00	7	0.13	Under 5	0.29
Muslim	204	2.69	Under 5	0.37	131	2.37	Under 5	0.59
None	3772	49.65	274	50.74	2892	52.23	176	51.76
Other Religion or Belief	42	0.55	0	0.00	34	0.61	Under 5	0.29
Pagan	8	0.11	0	0.00	10	0.18	0	0.00
Sikh	5	0.07	Under 5	0.19	7	0.13	0	0.00
Not Completed	225	2.96	17	3.15	157	2.84	12	3.53
Prefer Not to Answer	470	6.19	47	8.70	301	5.44	20	5.88
Total	-	100	-	100	-	100	-	100

Sexual Orientation	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	167	2.20	Under 5	0.74	102	1.84	Under 5	0.29
Gay	46	0.61	0	0.00	78	1.41	Under 5	0.88
Heterosexual/Straight	6813	89.68	488	90.37	4870	87.95	311	91.47
Lesbian	41	0.54	Under 5	0.19	47	0.85	Under 5	0.29
Other	18	0.24	Under 5	0.19	19	0.34	0	0.00
Not Completed	152	2.00	13	2.41	124	2.24	9	2.65
Prefer Not to Answer	360	4.74	33	6.11	297	5.36	15	4.41
Total	-	100	-	100	-	100	-	100

2019	2020
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Gender Identity *	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	16	0.21	Under 5	0.37	11	0.20	0	0.00
No	7423	97.71	526	97.41	5410	97.71	332	97.65
Not Completed	47	0.62	5	0.93	56	1.01	6	1.76
Prefer Not to Answer	111	1.46	7	1.30	60	1.08	2	0.59
Total	-	100	-	100	-	100	-	100

\* identifying as a transgender person or trans person

Note: It should be noted that the recruitment information above for 2020 includes more applicants than expected. This was due to a housekeeping exercise carried out in February 2020 where some posts were closed off which had been open in the previous year and due to a move of systems which meant that some recruitment was paused in late 2019 and recommenced in 2020..

**Training information for the Education Authority for the period**

**2019 (01/01/19-31/12/19) and 2020 (01/01/20-31/12/20)**

	2019		2020	
<b>Sex/Gender</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Female	3841	90.50%	12886	94.96%
Male	403	9.50%	671	4.94%
Not completed	-	-	13	0.10%
Total	-	100.00%	-	100.00%

	2019		2020	
<b>Age</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Under 20	Under 5	0.05	Under 5	0.03%
20-29	485	11.43	1523	11.22%
30-39	920	21.68	2739	20.18%
40-49	1255	29.57	3337	24.59%
50-59	1185	27.92	4760	35.08%
60+	397	9.35	1207	8.89%
Total	-	100.00%	-	100.00%

	2019		2020	
<b>Marital Status</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Divorced/Separated	0	0.00%	0	0.00%
Living with Partner	374	8.81%	1175	8.66%
Married/Civil Partnership	2217	52.24%	6352	46.81%
Single	641	15.10%	2121	15.63%
Widowed	23	0.54%	199	1.47%
Not Completed	884	20.83%	3362	24.77%

Prefer Not to Answer	105	2.47%	361	2.66%
Total	-	100.00%	-	100.00%

Disability	2019		2020	
	No	(%)	No	(%)
Yes	154	3.63	498	3.67%
No	2394	56.41	7052	51.97%
Not Completed	1507	35.51	5581	41.13%
Prefer Not to Answer	189	4.45	439	3.24%
Total	-	100.00%	-	100.00%

Ethnicity	2019		2020	
	No	(%)	No	(%)
Arab - Other	0	0.00%	0	0.00%
African	13	0.31%	72	0.53%
African- Other	0	0.00%	0	0.00%
Asian- Bangladeshi	Under 5	0.02	21	0.15%
Asian- Chinese	20	0.47	25	0.18%
Asian- Indian	21	0.49	17	0.13%
Asian- Other	5	0.12	20	0.15%
Asian- Pakistani	5	0.12	42	0.31%
Black	5	0.12	Under 5	0.01%
Caribbean	0	0.00%	0	0.00%
Other Caribbean or Black	Under 5	0.07	21	0.15%
Mixed or Multiple	13	0.31	66	0.49%
Other	Under 5	0.02	18	0.13%
White – Polish	65	1.53	259	1.91%

White- Eastern European	26	0.61	14	0.10%
White- Gypsy/Traveller	0	0.00%	0	0.00%
White- Irish	68	1.60	42	0.31%
White- Other white ethnic group	137	3.23	532	3.92%
White- Other British	1158	27.29	3569	26.30%
White- Scottish	1762	41.52	5464	40.27%
Not Completed	678	15.98	2588	19.07%
Prefer Not to Answer	263	6.20	738	5.44%
Total	-	100.00%	-	100.00%

National Identity	2019		2020	
	No	(%)	No	(%)
British	485	11.43	1676	12.35%
English	89	2.10	143	1.05%
Northern Irish	21	0.49	26	0.19%
Scottish	2208	52.03	7337	54.07%
Welsh	5	0.12	Under 5	0.01%
Prefer Not to Answer	1436	33.84	4387	32.33%
Total	-	100.00%	-	100.00%

Religion	2019		2020	
	No	(%)	No	(%)
Buddhist	11	0.26%	7	0.05%
Christian Other	498	11.73%	1477	10.88%
Church of Scotland	731	17.22%	1862	13.72%
Roman Catholic	264	6.22%	441	3.25%

Hindu	21	0.50%	12	0.09%
Humanist	6	0.14%	21	0.15%
Jewish	Under 5	0.09%	Under 5	0.02%
Muslim	9	0.21%	141	1.04%
None	1273	30.00%	5135	37.84%
Other	45	1.06%	222	1.64%
Pagan	5	0.12%	0	0.00%
Sikh	0	0.00%	0	0.00%
Not Completed	847	19.96%	2997	22.09%
Prefer Not to Answer	530	12.49%	1252	9.23%
Total	-	100.00%	-	100.00%

Sexual Orientation	2019		2020	
	No	(%)	No	(%)
Bisexual	23	0.54%	35	0.26%
Gay	11	0.26%	59	0.43%
Heterosexual/Straight	2675	63.03%	8253	60.82%
Lesbian	14	0.33%	49	0.36%
Other	5	0.12%	28	0.21%
Not Completed	959	22.60%	3307	24.37%
Prefer Not to Answer	557	13.12%	1839	13.55%
Total	-	100.00%	-	100.00%

**Gender Identity** - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

**Leavers Information for the Education Authority for period 2019 (01/01/19 – 31/12/19) & for period 2020 (01/01/20 - 31/12/20)**

	2019		2020	
<b>Sex/Gender</b>	<b>Numbers</b>	<b>%</b>	<b>Numbers</b>	<b>%</b>
Female	243	79.41%	191	84.51%
Male	63	20.59%	35	15.49%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

	2019		2020	
<b>AGE</b>	<b>Numbers</b>	<b>%</b>	<b>Numbers</b>	<b>%</b>
Under 20	Under 5	0.33%	0	0.00%
20-29	81	26.47%	68	30.09%
30-39	79	25.82%	46	20.35%
40-49	45	14.71%	40	17.70%
50-59	57	18.63%	24	10.62%
60+	43	14.05%	48	21.24%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

	2019		2020	
<b>Marital Status</b>	<b>Numbers</b>	<b>%</b>	<b>Numbers</b>	<b>%</b>
Divorced	8	2.61%	Under 5	1.77%
Separated	7	2.29%	Under 5	0.88%
Living with Partner	19	6.21%	13	5.75%
Married/Civil Partnership	96	31.37%	77	34.07%
Single	49	16.01%	31	13.72%
Widowed	Under 5	1.31%	Under 5	0.44%
Not Completed	112	36.60%	91	40.27%
Prefer Not to Answer	11	3.59%	7	3.10%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

	2019		2020	
<b>Disability</b>	<b>Numbers</b>	<b>%</b>	<b>Numbers</b>	<b>%</b>
Yes	8	2.61%	Under 5	0.88%
No	162	52.94%	108	47.79%
Not Completed	133	43.47%	111	49.12%
Prefer Not to Answer	3	0.98%	5	2.21%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

	2019		2020	
<b>Ethnicity</b>	<b>Numbers</b>	<b>%</b>	<b>Numbers</b>	<b>%</b>
African	Under 5	0.33%	0	0.00%
African - Other	0	0.00%	0	0.00%
Other - Arab	Under 5	0.33%	0	0.00%
Asian -Bangladeshi	0	0.00%	0	0.00%
Asian - Chinese	Under 5	0.33%	Under 5	0.44%
Asian - Indian	Under 5	0.65%	0	0.00%
Asian - Other	0	0.00%	0	0.00%
Asian - Pakistani	0	0.00%	0	0.00%
Black	0	0.00%	0	0.00%
Caribbean	0	0.00%	0	0.00%
Other Caribbean or Black	Under 5	0.33%	0	0.00%
Mixed or Multiple	Under 5	0.33%	Under 5	0.88%
Other	0	0.00%	0	0.00%
White - Polish	Under 5	0.33%	Under 5	0.44%
White - Eastern European	Under 5	0.33%	Under 5	0.44%
White - Gypsy/Traveller	0	0.00%	0	0.00%
White - Irish	5	1.63%	Under 5	1.33%
White -Other white ethnic group	15	4.90%	13	5.75%
White - Other British	0	0.00%	33	14.60%
White - Scottish	100	32.68%	81	35.84%
Not Completed	120	39.21%	59	26.11%
Prefer Not to Answer	57	18.63%	32	14.16%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

	2019	2020
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<b>Nationality</b>	<b>Numbers</b>	<b>%</b>	<b>Numbers</b>	<b>%</b>
British	24	7.84%	13	5.75%
English	8	2.61%	5	2.21%
Northern Irish	Under 5	0.65%	0	0.00%
Other	9	2.94%	Under 5	1.77%
Scottish	100	32.68%	90	39.82%
Welsh	0	0.00%	0	0.00%
Not Completed	158	51.64%	112	49.56%
Prefer Not to Answer	5	1.63%	2	0.88%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

<b>Religion</b>	<b>2019</b>		<b>2020</b>	
	<b>Numbers</b>	<b>%</b>	<b>Numbers</b>	<b>%</b>
Buddhist	0	0.00%	0	0.00%
Other Christian	0	0.00%	18	7.96%
Church of Scotland	21	6.86%	25	11.06%
Roman Catholic	19	6.21%	6	2.65%
Hindu	0	0.00%	0	0.00%
Humanist	Under 5	0.98%	0	0.00%
Jewish	Under 5	0.33%	0	0.00%
Muslim	Under 5	0.65%	Under 5	0.44%
None	74	24.18%	56	24.78%
Other Religion or Belief	0	0.00%	Under 5	0.44%
Pagan	0	0.00%	Under 5	0.88%
Sikh	Under 5	0.33%	0	0.00%
Not Completed	109	35.62%	72	31.86%
Prefer Not to Answer	76	24.84%	45	19.91%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

Sexual Orientation	2019		2020	
	Numbers	%	Numbers	%
Bisexual	0	0.00%	0	0.00%
Gay	Under 5	0.98%	Under 5	0.88%
Heterosexual/Straight	135	44.12%	102	45.13%
Lesbian	Under 5	0.33%	Under 5	0.44%
Other	0	0.00%	Under 5	0.88%
Not Completed	93	30.39%	68	30.09%
Prefer Not to Answer	74	24.18%	51	22.57%
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

**Gender Identity** - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures in relation to leavers are currently not available. These will be included later.

**Disciplinary information for the Education Authority for period**

**2019 (01/01/19 – 31/12/19) and 2020 (01/01/20-31/12/20)**

	2019		2020	
<b>Sex/Gender</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Female	5	71.43	7	70.00
Male	Under 5	28.57	Under 5	30.00
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

	2019		2020	
<b>Age</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Under 20	0	0	0	0
20-29	0	0	Under 5	10.00
30-39	Under 5	57.16	Under 5	30.00
40-49	Under 5	14.28	Under 5	30.00
50-59	Under 5	14.28	Under 5	20.00
60+	Under 5	14.28	Under 5	10.00
<b>Total</b>	-	<b>100.0%</b>	-	<b>100.00%</b>

	2019		2020	
<b>Marital Status</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Divorced	0	0	0	0
Separated	0	0	0	0
Living with Partner	0	0	0	0
Married/Civil Partnership	0	0	Under 5	40.00
Single	Under 5	57.15	Under 5	10.00
Widowed	0	0	0	0
Not Completed	2	28.57	4	40.00
Prefer Not to Answer	1	14.28	1	10.00

<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>
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<b>Disability</b>	<b>2019</b>		<b>2020</b>	
	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Yes	0	0	0	0
No	Under 5	14.28	6	60.00
Not Completed	4	57.15	4	40.00
Prefer Not to Answer	2	28.57	0	0
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

<b>Ethnicity</b>	<b>2019</b>		<b>2020</b>	
	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Arab - Other	0	0	0	0
African	0	0	0	0
African- Other	0	0	0	0
Asian- Bangladeshi	0	0	0	0
Asian- Chinese	0	0	0	0
Asian- Indian	0	0	0	0
Asian- Other	0	0	0	0
Asian- Pakistani	0	0	Under 5	10.00
Black	0	0	0	0
Caribbean	0	0	0	0
Other Caribbean or Black	0	0	0	0
Mixed or Multiple	0	0	0	0
Other	0	0	0	0
White – Polish	0	0	0	0

White- Eastern European	0	0	Under 5	10.00
White- Gypsy/Traveller	0	0	0	0
White- Irish	0	0	0	0
White- Other white ethnic group	0	0	0	0
White- Other British	Under 5	28.57	Under 5	10.00
White- Scottish	Under 5	28.57	Under 5	40.00
Not Completed	1	14.29	2	20.00
Prefer Not to Answer	2	28.57	1	10.00
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

	2019		2020	
<b>National Identity</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
British	Under 5	14.28	Under 5	10.00
English	0	0	0	0
Northern Irish	0	0	0	0
Other	0	0	Under 5	10.00
Scottish	Under 5	42.86	5	50.00
Welsh	0	0	0	0
Not Completed	3	42.86	3	30.00
Prefer Not to Answer	0	0	0	0
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

	2019		2020	
<b>Religion</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Buddhist	0	0	0	0
Christian Other	Under 5	14.28	Under 5	10.00

Church of Scotland	Under 5	14.28	Under 5	10.00
Roman Catholic	0	0	Under 5	10.00
Hindu	0	0	0	0
Humanist	Under 5	14.28	0	0
Jewish	0	0	0	0
Muslim	0	0	0	0
None	Under 5	14.28	Under 5	40.00
Other	0	0	0	0
Pagan	0	0	0	0
Sikh	0	0	0	0
Not Completed	1	14.28	2	20.00
Prefer Not to Answer	2	28.60	1	10.00
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

Sexual Orientation	2019		2020	
	No	(%)	No	(%)
Bisexual	0	0	0	0
Gay	0	0	Under 5	10.00
Heterosexual/Straight	Under 5	42.86	5	50.00
Lesbian	Under 5	14.28	0	0
Not Completed	1	14.28	3	30.00
Prefer Not to Answer	2	28.58	1	10.00
<b>Total</b>	-	<b>100.00%</b>	-	<b>100.00%</b>

**Gender Identity** - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

**Grievance information for the Education Authority for period**

**2019 (01/01/19 – 31/12/19) and 2020 (01/01/20-31/12/20)**

	2019		2020	
<b>Sex/Gender</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Female	Under 5	100.00	0	0
Male	0	0	Under 5	100.00
Total	-	100.00%	-	100.00%

	2019		2020	
<b>Age</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Under 20	0	0	0	0
20-29	Under 5	33.33	0	0
30-39	0	0	0	0
40-49	Under 5	66.67	0	0
50-59	0	0	Under 5	100.00
60+	0	0	0	0
Total	-	100.00%	-	100.00%

	2019		2020	
<b>Marital Status</b>	<b>No</b>	<b>(%)</b>	<b>No</b>	<b>(%)</b>
Divorced	Under 5	33.33	0	0
Separated	0	0	0	0
Living with Partner	Under 5	33.33	0	0
Married/Civil Partnership	Under 5	33.34	0	0
Single	0	0	Under 5	100.00
Widowed	0	0	0	0

Not Completed	0	0	0	0
Prefer Not to Answer	0	0	0	0
Total	-	<b>100.00%</b>	-	<b>100.00%</b>

Disability	2019		2020	
	No	(%)	No	(%)
Yes	0	0	0	0
No	0	0	0	0
Not Completed	3	100.00	1	100.00
Prefer Not to Answer	0	0	0	0
Total	-	100.00%	-	100.00%

Ethnicity	2019		2020	
	No	(%)	No	(%)
Arab	0	0	0	0
African	0	0	0	0
African- Other	0	0	0	0
Arab- Other	0	0	0	0
Asian- Bangladeshi	0	0	0	0
Asian- Chinese	0	0	0	0
Asian- Indian	0	0	0	0
Asian- Other	0	0	0	0
Asian- Pakistani	0	0	Under 5	100.00
Black	0	0	0	0
Caribbean	0	0	0	0
Other Caribbean or Black	0	0	0	0
Mixed or Multiple	0	0	0	0
Other	0	0	0	0
White- Eastern European	0	0	0	0
White- Gypsy/Traveller	0	0	0	0
White- Irish	0	0	0	0

White- Other white ethnic group	0	0	0	0
White- Other British	0	0	0	0
White- Scottish	0	0	0	0
Not Completed	2	66.67	0	0
Prefer Not to Answer	1	33.33	0	0
Total	-	<b>100.00%</b>	-	<b>100.00%</b>

National Identity	2019		2020	
	No	(%)	No	(%)
British	0	0	0	0
English	0	0	0	0
Northern Irish	0	0	0	0
Other	0	0	0	0
Scottish	0	0	Under 5	100.00
Welsh	0	0	0	0
Not Completed	3	100.00	0	0
Prefer Not to Answer	0	0	0	0
Total	-	<b>100.00%</b>	-	<b>100.00%</b>

Religion	2019		2020	
	No	(%)	No	(%)
Buddhist	0	0	0	0
Christian Other	0	0	0	0
Church of Scotland	0	0	0	0
Roman Catholic	0	0	Under 5	100.00
Hindu	0	0	0	0
Humanist	0	0	0	0

Jewish	0	0	0	0
Muslim	0	0	0	0
None	0	0	0	0
Other	0	0	0	0
Pagan	0	0	0	0
Sikh	0	0	0	0
Not Completed	2	66.67	0	0
Prefer Not to Answer	1	33.33	0	0
Total	-	<b>100.00%</b>	-	<b>100.00%</b>

Sexual Orientation	2019		2020	
	No	(%)	No	(%)
Bisexual	0	0	0	0
Gay	0	0	Under 5	100.00
Heterosexual/Straight	0	0	0	0
Lesbian	0	0	0	0
Not Completed	2	66.67	0	0
Prefer Not to Answer	1	33.33	0	0
Total	-	<b>100.00%</b>	-	<b>100.00%</b>

**Gender Identity** - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

## Analysis of information

### Education Authority – Composition of employees (at January 2020, for year 2019 and at January 2021, for year 2020)

#### Employees in post by Sex/Gender

In 2019, the majority of employees in the Education Authority are female (88.0%) with the minority male (12.0%). The last Census figures for the Aberdeen City population aged between 16 and 64 were 50.5% male and 49.5% female indicating a difference in the gender make-up of the local working age population compared to the Education Authority's workforce.

In 2020, the majority of employees in the Education Authority are female (87.5%) with the minority male (12.4%). The last Census figures for the Aberdeen City population aged between 16 and 64 were 50.5% male and 49.5% female indicating a difference in the gender make-up of the local working age population compared to the Education Authority's workforce.

#### Employees in post by Age

In 2019, the largest proportion of employees are in the 30-39 age band (25.4%) followed by the 50-59 (24.5%). The smallest proportion of employees is in the under 20 age band (0.2%) followed by the 60+ age band (8.4%). The majority of the Education Authority's employees are aged 40 or over.

In 2020, the largest proportion of employees are in the 30-39 age band (25.6%) followed by the 50-59 (24.8%). The smallest proportion of employees is in the under 20 age band (0.2%), followed by the 60+ age band (8.7%). The majority of the Education Authority's employees are aged 40 or over.

#### Employees in post by Marital Status

In 2019, the largest proportion of employees are in the Married/Civil Partnership category (45.4%) followed by Single (15.7%). The smallest proportion of employees is in the Widowed category (0.9%). It should be noted that 23.0% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, the largest proportion of employees are in the Married/Civil Partnership category (42.7%) followed by Single (16.2%). The smallest proportion of employees is in the Widowed category (0.8%). It should be noted that 25.2% of employees either did not complete the form or indicated that they preferred not to answer the question.

#### Employees in post by Disability

In 2019, a minority of employees declared that they have a disability (2.7%) whilst the majority declared that they were non-disabled (56.0%). It should be noted that 41.3% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 4.6% had a long-term health problem or disability that limited them a lot in day-to-day activities, indicating a difference compared to the percentage of disabled employees in the Education Authority's workforce.

In 2020, a minority of employees declared that they have a disability (2.8%) whilst the majority declared that they were non-disabled (55.0%). It should be noted that 42.2% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 4.6% had a long-term health problem or disability that limited them a lot in day-to-day activities, indicating a difference compared to the percentage of disabled employees in the Education Authority's workforce.

### Employees in post by Ethnicity

In 2019, a minority of employees declared that they are from an ethnic minority (1.9%) (i.e. non-white). It should be noted that 25.3% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 8.5% were from an ethnic minority (i.e. non-white), indicating a difference compared to the percentage of ethnic minority employees (i.e. non-white) in the Education Authority's workforce.

In 2020, a minority of employees declared that they are from an ethnic minority (2.0%) (i.e. non-white). It should be noted that 26.7% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 8.5% were from an ethnic minority (i.e. non-white), indicating a difference compared to the percentage of ethnic minority employees (i.e. non-white) in the Education Authority's workforce.

### Employees in post by Nationality

In 2019, the largest proportion of employees who declared their nationality are Scottish (53.1%) followed by British (10.4%) and then Other (2.6%). The smallest proportion are Welsh (0.1%) followed by Northern Irish (0.6%). It should be noted that 31.2% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, the largest proportion of employees who declared their nationality are Scottish (52.0%) followed by British (10.6%) and then Other (2.7%). The smallest proportion are Welsh (0.1%) followed by Northern Irish (0.7%). It should be noted that 32.0% of employees either did not complete the form or indicated that they preferred not to answer the question.

### Employees in post by Religion

In 2019, the largest proportion of employees who declared their religion indicated this as None (32.6%) followed by Church of Scotland (15.0%) and Christian Other (10.0%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 34.7% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, the largest proportion of employees who declared their religion indicated this as None (32.7%) followed by Church of Scotland (13.7%) and Christian Other (10.8%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 35.6% of employees either did not complete the form or indicated that they preferred not to answer the question.

### Employees in post by Sexual Orientation

In 2019, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 1.6%) with a majority of employees declaring as Heterosexual/Straight (61.1%). It should be noted that 37.0% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 1.8%) with a majority of employees declaring as Heterosexual/Straight (60.1%). It should be noted that 37.8% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

## **Analysis of information**

### **Education Authority – Recruitment 2019 and 2020**

#### **Sex/Gender**

In 2019, the majority of both applicants for employment and successful applicants were female (86.3% and 84.8% respectively), with the minority male (12.5% and 13.1% respectively).

In 2020, the majority of both applicants for employment and successful applicants were female (81.9% and 83.5% respectively), with the minority male (16.9% and 14.7% respectively). The 2020 proportions of female to male applicants for employment and successful applicants are similar compared to the proportions of female and male employees in the Education Authority workforce (these being 87.5% to 12.4% female to male).

#### **Age**

In 2019, the largest proportion of applicants for employment were under the category of 30-39 (32.7%), followed by 20-29 (26.1%) and then 40-49 (24.9%). The largest proportion of successful applicants for employment were under the category of 30-39 (30.7%), followed by 40-49 (26.7%) and then 20-29 (25.4%). It should be noted that the smallest proportion of applicants for employment and successful applicants was in the Under 20 category (0.38% and 0.19% respectively).

In 2020, the largest proportion of applicants for employment were under the category of 30-39 (32.5%), followed by 20-29 (31.6%) and then 40-49 (20.7%). The largest proportion of successful applicants were under the category 30-39 (29.7%), followed by 40-49 (26.8%) and then 20-29 (20.6%). In relation to the workforce profile, the largest proportion of employees are in the 30-39 age band (25.6%), followed by the 50-59 band (24.8%) and then the 40-49 band (24.2%), indicating a difference compared to the age profile of applicants and successful applicants in 2020.

#### **Marital Status**

In 2019, of those who declared their marital status, the largest proportion of applicants and successful applicants for employment were under the category of Married/Civil Partnership (40.6% and 41.3% respectively), followed by Single (36.6% and 34.8% respectively), and followed by Living with Partner (12.4% and 15.4% respectively).

In 2020, of those who declared their marital status, the largest proportion of applicants for employment and successful applicants were under the category of Married/Civil Partnership (39.4% and 47.6% respectively), followed by Single (36.0% and 27.6% respectively), and then by Living with Partner (14.3% and 12.1% respectively).

#### **Disability**

In 2019, a minority of applicants for employment and also successful applicants declared as disabled (4.0% and 2.0% respectively).

In 2020, a minority of applicants for employment and also successful applicants declared as disabled (4.1% and 2.1% respectively). The proportion of disabled employees in the Education Authority workforce is 2.8%.

#### Ethnicity

In 2019, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (8.8% and 3.7% respectively) (i.e. non-white).

In 2020, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (9.3% and 4.1% respectively) (i.e. non-white). Both these 2020 proportions are higher than the proportions of employees in the Education Authority who declared as being from an ethnic minority (which is 2.0%).

#### Nationality

In 2019, of those who declared their nationality, the largest proportion of applicants and successful applicants for employment were under the category of Scottish (54.6% and 60.6% respectively), followed by British (19.8% and 22.0% respectively) and then English (2.2% and 2.6% respectively).

In 2020, of those who declared their nationality, the largest proportion of applicants for employment and also successful applicants were under the category of Scottish (57.3% and 64.1% respectively), followed by British (19.1% and 21.5% respectively) and then English (2.0% and 1.5% respectively).

#### Religion

In 2019, of those who declared their religion, the largest proportion of applicants for employment were under the category of None (49.6%), followed by Roman Catholic (12.5%) and then Other Christian (11.4%). The largest proportion of successful applicants for employment were under the category of None (50.7%), followed by Church of Scotland (14.4%) and then Roman Catholic (10.2%).

In 2020, of those who declared their religion, the largest proportion of applicants for employment were under the category of None (52.2%), followed by Other Christian (11.3%) and then Church of Scotland (11.1%). The largest proportion of successful applicants were under the category of None (51.8%), Church of Scotland (18.8%) and then Other Christian (8.8%).

#### Sexual Orientation

In 2019, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (3.3% and 0.9% respectively, in total).

In 2020, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (4.1% and 1.5% respectively, in total). The proportion of applicants is therefore above the proportion of employees in the Education Authority declaring their sexual orientation under these categories (which is 1.8% in total), with the proportion of successful applicants being similar.

#### Gender Identity (identifying as a transgender person or trans person)

In 2019, of those who declared their gender identity, a small minority of applicants and successful applicants for employment identified as a transgender person or trans person (0.2% and 0.4% respectively), with the majority answering 'no' to this question (97.7% and 97.4% respectively).

In 2020, of those who declared their gender identity, a small minority of applicants for employment identified as a transgender person or trans person (0.2%). There were no successful applicants under this category. The majority of applicants and successful applicants answered 'no' to this question (97.7% and 97.6% respectively).

## **Analysis of information**

### **Education Authority – Training 2019 and 2020 (employees who undertook a corporate training course)**

#### **Sex/Gender**

In 2019, the majority who undertook training were female (90.5%) with the minority male (9.5%).

In 2020, the majority who undertook training were female (95.0%) with the minority male (4.9%). These 2020 figures differ to the proportions of female and male employees in the Education Authority workforce (which are 87.5% and 12.4% respectively).

#### **Age**

In 2019, the largest proportion who undertook training were under the category 40-49 (29.6%), followed by the 50-59 (27.9%) and then 30-39 (21.7%).

In 2020, the largest proportion who undertook training were under the category 50-59 (35.1%), followed by the 40-49 (24.6%) and then 30-39 (20.2%). In relation to the Education Authority workforce profile, the largest proportion of employees are in the 30-39 age band (25.6%), followed by the 50-59 band (24.8%) and then the 40-49 band (24.2%), which differ to the proportions who undertook training in 2020.

#### **Marital Status**

In 2019, of those who declared their marital status, the largest proportion who undertook training were under the category of Married/Civil Partnership (52.2%), followed by Single (15.1%) and then Living with Partner (8.8%).

In 2020, of those who declared their marital status, the largest proportion who undertook training were under the category of Married/Civil Partnership (46.8%), followed by Single (15.6%) and then Living with Partner (8.7%).

#### **Disability**

In 2019, a minority of those who undertook training were disabled (3.6%), whilst the majority were non-disabled (56.4%).

In 2020, a minority of those who undertook training were disabled (3.7%), whilst the majority were non-disabled (52.0%). The proportion who undertook training in 2020 who were disabled is higher

than the proportion who declared as disabled employees in the Education Authority workforce (which was 2.8%).

#### Ethnicity

In 2019, a minority of those who undertook training were from an ethnic minority (2.0%) (i.e. non-white).

In 2020, a minority of those who undertook training were from an ethnic minority (2.1%) (i.e. non-white). This 2020 figure is similar to the proportion of employees who declared as being from an ethnic minority in the Education Authority workforce (the figure being 2.0%).

#### Nationality

In 2019, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (52.0%), followed by British (11.4%) and then English (2.1%).

In 2020, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (54.1%), followed by British (12.3%) and then English (1.0%).

#### Religion

In 2019, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (30.0%), followed by Church of Scotland (17.2%) and then Christian Other (11.7%).

In 2020, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (37.8%), followed by Church of Scotland (13.7%) and then Christian Other (10.9%).

#### Sexual Orientation

In 2019, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (1.1% in total).

In 2020, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (1.0% in total). This 2020 figure is slightly lower than the proportion of those declaring their sexual orientation under these categories in the Education Authority workforce (which is 1.8%).

#### Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

### **Analysis of information**

#### **Education Authority – Leavers 2019 and 2020**

## Sex/Gender

In 2019, the majority of leavers in the Council were female (79.4%) with the minority male (20.6%).

In 2020, the majority of leavers in the Council were female (84.5%) with the minority male (15.5%). These 2020 figures are similar to the composition of employees in the Education Authority, which is an 87.5% to 12.4% female to male split.

## Age

In 2019, the largest proportion of leavers was in the 20-29 age group (26.5%), followed by the 30-39 (25.8%) and then 50-59 (18.6%).

In 2020, the largest proportion of leavers was in the 20-29 age group (30.1%), followed by the 60+ age band (21.2%) and then 30-39 (20.3%). In relation to the workforce profile, the largest proportion of employees are in the 30-39 age band (25.6%), followed by the 50-59 band (24.8%) and then the 40-49 band (24.2%), indicating a difference compared to the 2020 leavers age profile.

## Marital Status

In 2019, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (31.4%), followed by Single (16.0%) and then Living with Partner (6.2%).

In 2020, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (34.1%), followed by Single (13.7%) and then Living with Partner (5.7%).

## Disability

In 2019, of those who declared whether they have a disability, a minority of leavers (2.6%) were disabled whilst the majority were non-disabled (52.9%).

In 2020, of those who declared whether they have a disability, a minority of leavers (0.9%) were disabled whilst the majority were non-disabled (47.8%). The proportion of disabled leavers in 2020 is therefore less than the proportion of disabled employees in the Education Authority workforce (which is 2.8%).

## Ethnicity

In 2019, of those who declared their ethnicity, a minority of leavers (2.3%) were from an ethnic minority (i.e. non-white).

In 2020, of those who declared their ethnicity, a minority of leavers (1.3%) were from an ethnic minority (i.e. non-white). This 2020 figure is slightly lower compared to the proportion of ethnic minority employees in the Education Authority workforce (which is 2.0%).

## Nationality

In 2019, of those who declared their nationality, the largest proportion of leavers were Scottish (32.7%), followed by British (7.8%) and then 'Other' (2.9%).

In 2020, of those who declared their nationality, the largest proportion of leavers were Scottish (39.8%) followed by British (5.7%) and then English (2.2%).

## Religion

In 2019, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (24.2%), followed by Church of Scotland (6.9%) and then Roman Catholic (6.2%).

In 2020, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (24.8%), followed by Church of Scotland (11.1%) and then Christian Other (8.0%).

#### Sexual Orientation

In 2019, of those who declared their sexual orientation, there were a minority of leavers (1.3%) under the categories of Bi-sexual, Gay or Lesbian.

In 2020, of those who declared their sexual orientation, a minority of leavers were from the categories of Bi-sexual, Gay or Lesbian (total of 1.3%). This 2020 figure is slightly lower compared to those declaring their sexual orientation under these categories in the Education Authority workforce which is 1.8% in total.

#### Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures in relation to leavers are currently not available. These will be included later.

### **Analysis of information**

#### **Education Authority – Discipline cases 2019 and 2020**

##### Sex/Gender

In 2019, the majority of discipline cases involved female employees (71.4%) with the minority involving male employees (28.6%).

In 2020, the majority of discipline cases involved female employees (70.0%) with the minority involving male employees (30.0%). The 2020 figures differ to the proportions of female and male employees in the workforce (which are 87.5% and 12.4% respectively).

##### Age

In 2019, the largest proportion of discipline cases involved employees under the category 30-39 (57.2%), followed the 40-49, 50-59 and 60+ age groups (which each had 14.3%).

In 2020, the largest proportion of discipline cases involved employees under the categories 30-39 and 40-49 which had equal proportions (i.e. 30.0%), followed by the 50-59 category (20.0%).

##### Marital Status

In 2019, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Single (57.1%). The other cases involved employees who did not complete the form of preferred not to answer the marital status question.

In 2020, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (40.0%), followed by Single (10.0%).

##### Disability

In 2019, of those who declared whether they have a disability, there were no employees involved in discipline cases who were disabled, whilst the majority who declared were non-disabled (14.3%). The other cases involved employees who did not complete the form of preferred not to answer the marital status question.

In 2020, of those who declared whether they have a disability, there were no employees involved in discipline cases who were disabled with most cases involving non-disabled employees (60.0%). The proportions of disabled and non-disabled employees in the workforce are 2.8% and 55.0% respectively.

#### Ethnicity

In 2019, of those who declared their ethnicity, there were no employees involved in discipline cases who were from an ethnic minority (i.e. non-white).

In 2020, of those who declared their ethnicity, there were a minority of employees involved in discipline cases from an ethnic minority (i.e. non-white) (i.e. 10.0%). The proportion of ethnic minority employees in the workforce is 2.0%.

#### Nationality

In 2019, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (42.9%), followed by British (14.3%).

In 2020, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (50.0%), followed by British and 'Other' which had an equal proportion (i.e.10.0%).

#### Religion

In 2019, of those who declared their religion, the largest proportion of discipline cases involved employees under the categories of None, Church of Scotland, Christian Other and Humanist which all had an equal proportion (i.e. 14.3%).

In 2020, of those who declared their religion, the largest proportion of discipline cases involved employees under the category of None (40.0%), followed by Christian Other, Church of Scotland and Roman Catholic which all had an equal proportion (i.e. 10.0%).

#### Sexual Orientation

In 2019, of those who declared their sexual orientation, there were a minority of employees involved in discipline cases who were Bisexual, Gay or Lesbian (14.3%). It should be noted that the overall number of cases was very small.

In 2020, of those who declared their sexual orientation, there were a minority of employees involved in discipline cases who were Bi-sexual, Gay or Lesbian (i.e. 10.0%). The 2020 figure differs to the proportion of employees who declared as Bi-sexual, Gay or Lesbian in the workforce (which is 1.8%).

#### Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

## **Analysis of information**

### **Education Authority – Grievance cases 2019 and 2020**

#### **Sex/Gender**

In 2019, the largest proportion of grievance cases involved female employees (100.0%), with there being no cases involving male employees.

In 2020, all the grievance cases involved male employees (100.0%). The proportions of female and male employees in the workforce are 87.5% and 12.4% respectively.

#### **Age**

In 2019, the largest proportion of grievance cases involved employees under the category 40-49 (66.7%), followed by the 20-29 age group (33.3%).

In 2020, all the grievance cases involved employees under the 50-59 age group (100.0%).

#### **Marital Status**

In 2019, of those who declared their marital status, the largest proportion of grievance cases involved employees under the categories Married/Civil Partnership, Divorced and Living with Partner, each having an equal percentage (i.e. 33.3%).

In 2020, all the grievance cases involved employees under the category of Single (100.0%).

#### **Disability**

In 2019, of those who declared whether they have a disability, no employees involved in grievance cases were disabled, with all of cases involving employees who did not complete the form (100.0%).

In 2020, of those who declared whether they have a disability, there were no employees involved in grievance cases who were disabled, and no cases involving employees who declared as non-disabled. The proportions of disabled and non-disabled employees in the workforce are 2.8% and 55.0% respectively.

#### **Ethnicity**

In 2019, of those who declared their ethnicity, there were no employees involved in grievance cases who were from an ethnic minority (i.e. non-white).

In 2020, of those who declared their ethnicity, all employees involved in grievance cases were from an ethnic minority (100.0%). The proportion of ethnic minority employees in the workforce is 2.0%.

#### **Nationality**

In 2019, the small number of grievance cases all involved employees who chose not to complete the form in respect of nationality.

In 2020, of those who declared their nationality, all employees involved in grievance cases were under the category of Scottish (100.0%).

#### **Religion**

In 2019, the small number of grievance cases all involved employees who chose either not to complete the form or preferred not to answer the question in respect of religion.

In 2020, of those who declared their religion, all employees involved in grievance cases were under the category of Roman Catholic (100.0%).

#### Sexual Orientation

In 2019, of those who declared their sexual orientation, there were no employees involved in grievance cases who were Bisexual, Gay or Lesbian.

In 2020, of those who declared their sexual orientation, all employees involved in grievance cases were under the category of Bisexual, Gay or Lesbian (100.0%). The proportion of employees who declared as Bi-sexual, Gay or Lesbian in the workforce is 1.8%.

#### Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

## **Equal Pay Statement**

The Council recognises that equal pay between men and women is a legal right under the Equality Act 2010 and that the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 also cover race and disability. It also recognises that to achieve equal pay it must have pay and grading arrangements that are transparent, based on objective criteria and free from any unlawful bias.

The Council's objective is to achieve and maintain pay equality within the workforce. It is fully committed to this objective and to rewarding employees fairly for the work they do irrespective of their sex, race, disability, age, or any of the other protected characteristics under the Equality Act 2010.

In order to demonstrate that the Council is achieving its aim it will carry out an annual Equal Pay Audit and share the outcome of those audits with the relevant trade unions, inviting any comment and offering discussion as required.

If an audit were to highlight pay inequality, the Council commits to investigate and take action to close any pay gap where that is appropriate and compliant with National Agreements. The Council will continue to operate the agreed job evaluation schemes for the staff concerned and it will also continue to develop and enhance flexible working opportunities.

It will carefully review any nationally proposed initiatives relating to pay and reserve the right not to implement initiatives (other than pay awards) which would have the effect of distorting the equilibrium of the locally agreed pay and grading structure leading to pay inequality.

It is recognised that there are a variety of causes of a gender pay gap, which can overlap. These can include having more men than women in senior roles; caring and part-time roles being shared unequally; women being concentrated in work in low-paid roles and sectors; and women being paid less than men for the same role.

The Council has an awareness of these and other causes some of which are linked to social factors, including traditions and stereotypes. It will work to address the causes of any potential gender pay gap, consulting with relevant stakeholders as required.

At present the Council's data indicates that it has a negative gender pay gap in relation to basic pay but has a gap in respect of allowances. Its occupational segregation data indicates that there exist areas of occupational segregation in the organisation, with some occupational groups having an under-representation of either females or males.

The Council is committed to tackling occupational segregation both horizontally and vertically across the organisation and providing an environment that promotes equality of opportunity by preventing stereotyping about skill and capabilities, by changing the culture associated with different jobs, removing barriers to accessing training and promoting a healthy work-life balance.

Information on horizontal and vertical occupational segregation is contained in the Council's Equality Mainstreaming Report. This information is monitored to identify areas of underrepresentation in order that they can be addressed through equality initiatives, recognising that it can take time to reduce occupational segregation, this being a longer-term aim.

The Council maintains an action plan in relation to equality and diversity which includes a section on equal pay.

The Chief Officer, People and Organisational Development, is responsible for the implementation of this policy statement as well as the organisation's equal pay policy and plans, being accountable for their progression.

The Council is committed to ensuring sufficient resources are available to achieve equal pay in the organisation.

Occupational Segregation by Salary Band – All Employees

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
£15,001-£20,000	1193	74.69%	25.31%	0.00%	2.51%	63.54%	33.95%	3.10%	52.05%	44.84%
£20,001-£25,000	1958	66.14%	33.86%	0.00%	3.78%	69.97%	26.25%	3.27%	56.54%	40.19%
£25,001-£30,000	1464	64.75%	35.18%	0.07%	1.64%	76.64%	21.72%	4.85%	61.07%	34.08%
£30,001-£35,000	523	64.63%	35.18%	0.19%	3.44%	74.95%	21.61%	3.25%	60.99%	35.76%
£35,001-£40,000	962	71.41%	28.48%	0.10%	3.33%	71.41%	25.26%	4.26%	56.96%	38.77%
£40,001-£45,000	1206	78.77%	21.14%	0.08%	2.40%	74.38%	23.22%	3.15%	60.45%	36.40%
£45,001-£50,000	199	77.39%	22.61%	0.00%	0.00%	78.39%	21.61%	3.52%	62.31%	34.17%
£50,001-£55,000	253	72.33%	27.67%	0.00%	1.98%	77.87%	20.16%	1.19%	66.40%	32.41%

£55,001- £60,000	213	69.01%	30.99%	0.00%	0.94%	75.59%	23.47%	1.88%	64.79%	33.33%
£60,001- £75,500	90	66.67%	33.33%	0.00%	0.00%	78.89%	21.11%	1.11%	67.78%	31.11%
Higher than £75,500	29	34.48%	65.52%	0.00%	0.00%	75.86%	24.14%	3.45%	65.52%	31.03%

#### *Comment*

#### *Sex/Gender*

*The above table indicates that there is a lower proportion of females compared to the proportion of females in the workforce in the highest salary band.*

*The proportion of females to males in the workforce in 2019 was 70.0% to 30.0%, and in 2020 was 70.1% to 29.8%.*

#### *Ethnicity*

*From the above table it is the case that there is no ethnic minority representation in the two highest salary bands. There is also no representation in the fifth highest band and some underrepresentation in the third highest band compared to the proportion of ethnic minority employees in the workforce.*

*The proportion of employees in the workforce who declared as ethnic minority in 2019 was 2.6%, and in 2020 was also 2.6%.*

*It should be noted that in 2019 25.4% of the workforce, and in 2020 the figure was 26.6% of the workforce, opted not to declare their ethnicity.*

#### *Disability*

*The above table indicates there is some underrepresentation in the second, third and fourth highest salary bands compared to the proportion of disabled employees in the workforce.*

*The proportion of employees in the workforce who declared as disabled and those who declared as non-disabled in 2019 was 3.5% and 58.2% respectively, and in 2020 was 3.5% and 57.1% respectively.*

*It should be noted that in 2019 38.4% of the workforce, and in 2020 39.4% of the workforce, opted not to declare whether they had a disability.*

Occupational Segregation by Occupational Group – All Employees

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	836	81.58%	18.42%	0.00%	3.83%	76.20%	19.98%	4.55%	62.32%	33.13%
Chief Officer	20	25.00%	75.00%	0.00%	0.00%	75.00%	25.00%	5.00%	75.00%	20.00%
Craft Worker	369	1.63%	98.37%	0.00%	1.36%	65.31%	33.33%	3.25%	56.37%	40.38%
Managerial	429	61.31%	38.69%	0.00%	2.56%	79.49%	17.95%	2.33%	69.00%	28.67%
Personal Care	1441	94.17%	5.76%	0.07%	3.75%	72.94%	23.32%	3.61%	54.34%	42.05%
Practical	1445	54.33%	45.67%	0.00%	1.87%	65.26%	32.87%	3.11%	55.85%	41.04%
Professions	489	68.30%	31.70%	0.00%	3.68%	73.42%	22.90%	3.48%	60.33%	36.20%
Specialists	907	61.85%	38.70%	0.00%	3.31%	78.61%	18.63%	5.18%	63.07%	32.30%
Teachers and related professionals	1959	81.93%	17.97%	0.15%	1.68%	70.65%	27.72%	2.45%	56.76%	40.84%
Technical	200	33.00%	67.00%	0.00%	2.00%	76.00%	22.00%	7.00%	60.50%	32.50%

Employees have been classified either based on their negotiating body (in the case of Chief Officers, Craft Workers and Teachers and related professionals) or on the type of work they do:

- For the Administrative group the nature of the work and the knowledge required relates predominantly to clerical/administrative duties and activities.
- For jobs in the Managerial group the nature of the work and knowledge required might vary, but specific managerial responsibilities are predominant, for example Service Managers.
- The Personal Care group contains those jobs where the job holder provides mental, physical or developmental care and support to clients, for example Care Assistants and Crèche Workers.
- In the Practical group the nature of the work and the knowledge required relates predominantly to practical duties and activities for example Cleaner, Caterer, Road Worker or Environmental Operative.
- For the Professions group the nature of the work and the knowledge required relates predominantly to theoretical duties and activities and to a specific profession for example Environmental Health Officers or Engineers.
- The Specialists group contains a range of jobs which normally require specific technical or theoretical knowledge but which cannot be classified into any of the previous groups. Examples include professional trainees, Events Officers and People and Organisational Development Assistants.
- The Technical group contains those jobs associated with the operation, maintenance, design and development of plant, equipment and technical infrastructure, for example Engineering Assistants or Design Technicians.

#### *Comment*

#### *Sex/Gender*

*The above table indicates that there is a lower proportion of females in the Chief Officer, Technical and Craft Worker categories compared to the proportion of females in the workforce (in particular the Craft Worker category). Also, there is a lower proportion of males in the Administrative, Personal Care and Teachers and related professionals' categories, compared to the proportion of males in the workforce.*

*The proportion of females to males in the workforce in 2019 was 70.0% to 30.0%, and in 2020 was 70.1% to 29.8%.*

#### *Ethnicity*

*From the above table it is the case that there is no ethnic minority representation in the Chief Officer category and indication some underrepresentation in the Craft Worker and Teachers and related professionals' categories compared to the proportions of ethnic minority employees in the workforce.*

*The proportion of employees in the workforce who declared as ethnic minority in 2019 was 2.6%, and in 2020 was also 2.6%.*

*It should be noted that in 2019 25.4% of the workforce, and in 2020 26.6% of the workforce, opted not to declare their ethnicity.*

### *Disability*

*The above table indicates there is some slight underrepresentation in the Managerial and the Teachers and related professionals' categories compared to the proportions of disabled employees in the workforce.*

*The proportion of employees in the workforce who declared as disabled and those who declared as non-disabled in 2019 was 3.5% and 58.2% respectively, and in 2020 was 3.5% and 57.1% respectively.*

*It should be noted that in 2019 38.4% of the workforce, and in 2020 39.4% of the workforce, opted not to declare whether they had a disability.*

## Occupational Segregation

### Occupational Segregation by Salary Band – Education Authority

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
£15,001-£20,000	200	97.00%	3.00%	0.00%	1.00%	83.50%	15.50%	2.50%	64.00%	33.50%
£20,001-£25,000	775	97.29%	2.71%	0.00%	2.58%	69.42%	28.00%	2.84%	49.68%	47.48%
£25,001-£30,000	512	91.02%	8.79%	0.20%	1.95%	74.02%	24.02%	3.32%	55.08%	41.60%
£30,001-£35,000	188	86.17%	13.30%	0.53%	1.60%	70.21%	28.19%	1.60%	50.53%	47.87%
£35,001-£40,000	399	79.70%	20.05%	0.25%	1.50%	68.92%	29.57%	2.76%	53.13%	44.11%
£40,001-£45,000	940	85.85%	14.04%	0.11%	2.45%	73.40%	24.15%	2.98%	59.36%	37.66%
£45,001-£50,000	147	84.35%	15.65%	0.00%	0.00%	76.19%	23.81%	3.40%	59.18%	37.41%
£50,001-£55,000	129	81.40%	18.60%	0.00%	0.00%	79.84%	20.16%	0.78%	66.67%	32.56%

£55,001- £60,000	155	72.90%	27.10%	0.00%	0.65%	74.19%	25.16%	1.29%	61.94%	36.77%
£60,001- £75,500	70	75.71%	24.29%	0.00%	0.00%	74.29%	25.71%	1.43%	62.86%	35.71%
Higher than £75,500	10	40.00%	60.00%	0.00%	0.00%	80.00%	20.00%	0.00%	50.00%	50.00%

#### *Comment*

#### *Sex/Gender*

*The above table indicates that there is a lower proportion of females in the highest salary band, and some underrepresentation in the second and third highest bands, compared to the proportion of females in the workforce.*

*The proportion of females to males in the Education workforce in 2019 was 88.0% to 12.0%, and in 2020 was 87.5% to 12.4%.*

#### *Ethnicity*

*From the above table it is the case that there is no ethnic minority representation in the four out of five of the highest salary bands and indication of some underrepresentation in the third highest band, compared to the proportion of ethnic minority employees in the Education workforce.*

*The proportion of employees in the Education workforce who declared as ethnic minority in 2019 was 1.9% and in 2020 2.0%.*

*It should be noted that in 2019 25.3%, and in 2020 26.7%, of the Education workforce opted not to declare their ethnicity.*

#### *Disability*

*From the above table it is the case that there is no disabled representation in the highest salary band and indication of some underrepresentation in the second, third and fourth highest bands, compared to the proportion of disabled employees in the Education workforce.*

*The proportion of employees in the Education workforce who declared as disabled and those who declared as non-disabled in 2019 was 2.7% and 56.0% respectively, and in 2020 2.8% and 55.0% respectively.*

*It should be noted that in 2019 41.3%, and in 2020 42.2%, of the Education workforce opted not to declare whether they had a disability.*

Occupational Segregation by Occupational Group – Education Authority

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	166	98.80%	1.20%	0.00%	1.20%	89.76%	9.04%	1.81%	66.87%	31.33%
Education Advisers	21	80.95%	19.05%	0.00%	0.00%	57.14%	42.86%	0.00%	66.67%	33.33%
Managerial	27	88.89%	11.11%	0.00%	0.00%	81.48%	18.52%	0.00%	70.37%	29.63%
Music Instructors	35	51.43%	48.57%	0.00%	0.00%	68.57%	31.43%	5.71%	48.57%	45.71%
Personal Care	1128	97.70%	2.22%	0.09%	2.48%	73.05%	24.47%	3.01%	51.51%	45.48%
Practical	82	95.12%	4.88%	0.00%	0.00%	79.27%	20.73%	3.66%	75.61%	20.73%
Professions	22	77.27%	22.73%	0.00%	0.00%	86.36%	13.64%	0.00%	77.27%	22.73%
Education Psychologists	13	84.62%	15.38%	0.00%	0.00%	61.54%	38.46%	0.00%	53.85%	46.15%
Specialists	81	95.06%	4.94%	0.00%	0.00%	81.48%	18.52%	2.47%	55.56%	41.98%
Teachers	1892	82.40%	17.44%	0.16%	1.74%	70.82%	27.43%	2.43%	56.77%	40.80%
Technical	58	56.90%	43.10%	0.00%	3.45%	72.41%	24.14%	8.62%	53.45%	37.93%

Teachers and associated professionals have been broken down into Education Advisers, Music Instructors, Education Psychologists and Teachers. Other employees have been classified based on the type of work they do:

- For the Administrative group the nature of the work and the knowledge required relates predominantly to clerical/administrative duties and activities.
- For jobs in the Managerial group the nature of the work and knowledge required might vary, but specific managerial responsibilities are predominant, for example Service Managers.
- The Personal Care group contains those jobs where the job holder provides mental, physical or developmental care and support to clients.
- In the Practical group the nature of the work and the knowledge required relates predominantly to practical duties and activities.
- For the Professions group the nature of the work and the knowledge required relates predominantly to theoretical duties and activities and to a specific profession.
- The Specialists group contains a range of jobs which normally require specific technical or theoretical knowledge but which cannot be classified into any of the previous groups.
- The Technical group contains those jobs associated with the operation, maintenance, design and development of plant, equipment and technical infrastructure.

#### *Comment*

#### *Sex/Gender*

*The above table indicates that there is a lower proportion of females in the, Music Instructors and Technical categories compared to the proportion of females in the Education workforce. Also, there is a lower proportion of males in the Administrative, Personal Care, Practical and Specialists categories, compared to the proportion of males in the Education workforce.*

*The proportion of females to males in the Education workforce in 2019 was 88.0% to 12.0%, and in 2020 was 87.5% to 12.4%.*

#### *Ethnicity*

*From the above table it is the case that there is no ethnic minority representation in the Education Advisers, Managerial, Music Instructors, Practical, Professions Education Psychologists and Specialists categories.*

*The proportion of employees in the Education workforce who declared as ethnic minority in 2019 was 1.9%, and in 2020 was 2.0%.*

*It should be noted that in 2019 25.3%, and in 2020 26.7%, of the Education workforce opted not to declare their ethnicity.*

#### *Disability*

*From the above table it is the case that there is no disabled representation in the Educational Advisers, Managerial, Professions and Education Psychologists categories.*

*The proportion of employees in the Education workforce who declared as disabled and those who declared as non-disabled in 2019 was 2.7% and 56.0% respectively; and in 2020 2.8% and 55.0% respectively.*

*It should be noted that in 2019 41.3%, and in 2020 42.2%, of the Education workforce opted not to declare whether they had a disability.*

## **Gender Pay Gap Information**

### **Gender Pay Gap Information for the Council as a whole**

The current gender pay gap information for the Council as a whole is set out below and is based on the percentage difference, among our employees, between men's average hourly pay (excluding overtime) which is £16.29 per hour and women's average hourly pay (excluding overtime) which is £16.89 per hour.

The current gender pay gap for all Council employees is -3.7% (in favour of women). This is a negative figure as, on average, female employees are paid at a marginally higher hourly rate than male employees across the Council. This compares with a gender pay gap of -0.56% reported in the Mainstreaming Report of 2019 indicating a 3.14% increase in the gap (still in favour of women).

The current gender pay gap is regarded as modest and will continue to be monitored on an on-going basis.

### **Gender Pay Gap Information in the Education Authority**

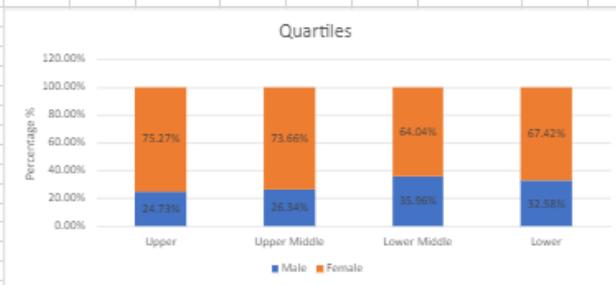
The current gender pay gap information for the Education Authority (comprising employees in the Council's Education Service) is set out below and is based on the percentage difference, among our employees, between men's average hourly pay (excluding overtime) which is £22.68 per hour and women's average hourly pay (excluding overtime) which is £18.45 per hour.

The current gender pay gap for Education employees in this council is 18.65% (in favour of men). There is a significant gender pay gap for this group with male employees being paid, on average, a higher hourly rate than females. This gender pay gap results from an under-representation of men in the lower pay bands, particularly in school administration and support roles. This compares with a gender pay gap of 23.28% reported in the Mainstreaming Report of 2019 (hence a reduction of 4.63%).

The gender pay gap of 18.65% is still significant, although it has reduced since last reported. Senior management within the function/cluster will be made aware of the gap, with a view to identifying and implementing measures to aim to continue to close it.

## Gender Pay Gap – Wider Data Set

Equally Safe at Work employer accreditation programme requirements		1a	-£0.60	-0.03683	3a	23.99	11.8%
		1b	-£2.83	-0.16997	3b	17.15	8.83%
1	Mean gender pay gap in hourly pay, including combined, full-time and part-time figures	1c	-£0.01	-0.0007	3c	65.66	26.7%
2	Median gender pay gap in hourly pay, including combined, full-time and part-time figures						
3	Mean allowance gender gap, including combined, full-time and part-time figures	2a	-£1.91	-13.98%	4a	0.53	1%
4	Median bonus allowance gender gap, including combined, full-time and part-time figures	2b	-£3.33	-0.23077	4b	25.31	35.4%
5	Proportion of men and women receiving a bonus payment	2c	£0.61	4.8%	4c	47.46	31.5%
6	Proportion of men and women in each pay quartile						
<b>1 Mean Gender Pay Gap in Hourly Pay - Combined</b>		<b>Mean Gender Pay Gap in Hourly Pay - Full Time</b>			<b>Mean Gender Pay Gap in Hourly Pay - Part Time</b>		
Total Mean average	£16.71	Total Mean Full Time	£18.30	Total Mean Part Time	£14.26		
Mean Average - Women	£16.89	Mean FT - Women	£19.48	Mean PT - Women	£14.26		
Mean Average - Men	£16.29	Mean FT - Men	£16.65	Mean PT - Men	£14.25		
<b>Mean Gender Pay gap</b>	<b>-3.7%</b>	<b>Mean Gender Pay gap (full time)</b>	<b>-17.0%</b>	<b>Mean Gender Pay Gap (part time)</b>	<b>-0.1%</b>		
<b>2 Median Gender Pay Gap</b>		<b>Median Gender Pay Gap - Full Time</b>			<b>Median Gender Pay Gap - Part Time</b>		
Median Pay	£15.57	Median FT Pay	£17.76	Median PT Pay	£12.14		
Median Pay - Women	£15.57	Median FT - Women	£20.27	Median PT - Women	£12.14		
Median Pay - Men	£13.66	Median FT Pay - Men	£14.43	Median PT - Men	£12.75		
<b>Median Gender Pay Gap</b>	<b>-14.0%</b>	<b>Median Gender Full Time</b>	<b>-23%</b>	<b>Median Gender Part-time</b>	<b>4.8%</b>		
<b>3 Mean Allowances Gender Gap</b>		<b>Mean Average Allowances - Full Time</b>			<b>Mean Allowances - Part Time</b>		
Total Mean Allowances	190.89	Total Mean Allowances - FT	188.08	Total Mean Allowances - PT	195.97		
Mean Allowances - women	179.03	Mean Allowances - FT - Women	177.13	Mean Allowances - PT - Women	180.65		
Mean Allowances - men	203.02	Mean Allowances - FT - Men	194.28	Mean Allowances - PT - Men	246.31		
<b>Mean Gender Allowance Gap</b>	<b>11.8%</b>	<b>Mean Gender Allowance Gap FT</b>	<b>8.83%</b>	<b>Mean Gender Allowance Gap PT</b>	<b>26.7%</b>		
<b>4 Median Average Allowances Gender Gap</b>		<b>Median Allowances - Full Time</b>			<b>Median Allowances - Part Time</b>		
Total Median Allowance	76.28	Total Median Allowance - FT	68.27	Total Median Allowance - PT	106.56		
Median Allowance - women	76.28	Median Allowance - FT - Women	46.13	Median Allowance - PT - Women	102.99		
Median Allowance - Men	76.81	Median Allowance - FT - Men	71.44	Median Allowance - PT - Men	150.45		
<b>Median Gender Allowance Gap</b>	<b>1%</b>	<b>Median Gender Allowance Gap FT</b>	<b>35.4%</b>	<b>Median Gender Allowance Gap PT</b>	<b>31.5%</b>		
<b>5 Proportion of Men and Women receiving bonuses - not applicable as ACC does not pay bonuses</b>							
<b>6 Portion of Men and Women in each Pay Quartile</b>							
	%	%					
	<b>Male</b>	<b>Female</b>					
Upper	24.73%	75.27%					
Upper Middle	26.34%	73.66%					
Lower Middle	35.96%	64.04%					
Lower	32.58%	67.42%					
<b>2030 per quartile</b>							



Notes:

Mean gender pay gap in hourly pay, including combined, full-time and part-time figures; - A = mean hourly of male, B= mean hourly of females =  $(A-B)/A * 100$

Hourly rate (is in spreadsheet -

- Median gender pay gap in hourly pay, including combined, full-time and part-time figures;
- Mean allowance gender gap, including combined, full-time and part-time figures;
- Median bonus allowance gender gap, including combined, full-time and part-time figures;
- Proportion of men and women receiving a bonus payment;
- Proportion of men and women in each pay quartile;

### **1. Gender pay gap quartile figures you must calculate**

You must calculate your organisation's figures to show the proportion of male and female full-pay relevant employees in four pay bands.

To do this, you need to:

- rank your full-pay relevant employees from highest to lowest paid (use column E to rank low to high)
- divide this into 4 equal parts ('quartiles')
- work out the percentage of men and women in each of the 4 parts

### **Gender pay gap quartile figures: how to calculate**

#### **1. Divide into quartiles**

Get a listing of the hourly pay rate of all your organisation's full-pay relevant employees in the pay period that covers the snapshot date.

Divide this list into 4 quartiles, with an equal number of employees in each section. From highest paid to lowest paid, these quartiles will be the:

- upper quartile
- upper middle quartile
- lower middle quartile
- lower quartile

If the number of employees is not divisible by 4, distribute them as evenly as possible. For example, if you have 322 full-pay relevant employees an equal split would mean 80 employees in each quartile, with 2 employees left over.

To distribute the numbers as evenly as possible, you can add one employee to the lower quartile and one employee to the upper middle quartile.

This means there are 81 employees in the lower quartile, 80 employees in the lower middle quartile, 81 employees in the upper middle quartile, and 80 employees in the upper quartile.

## **2. Check the gender distribution of matching hourly rates**

If there are employees on the same hourly rate of pay crossing between quartiles, make sure that males and females are split as evenly as possible across the quartiles.

For example, you have 322 full-pay relevant employees and have split the list into quartiles. 40 staff all have the same hourly rate of pay - 36 are female and 4 are male. Of them, 10 have fallen into the lower quartile, while 30 have fallen into the lower middle quartile.

To evenly distribute these staff by gender, you can see that for every 9 females listed, one male should be listed with them. You should list 9 female employees and one male employee in the lower quartile, and 27 female employees and 3 male employees in the lower middle quartile.

## **3. Work out the percentage of males and females in each quartile**

For each quartile, you need to:

- divide the number of male full-pay relevant employees by the total number of full-pay relevant employees and multiply by 100 – this gives you the percentage of males in the quartile
- divide the number of female full-pay relevant employees by the total number of full-pay relevant employees and multiply by 100 – this gives you the percentage of females in the quartile

### **1. Calculate the mean average pay**

The mean average is calculated by adding all individual employees' hourly rates of pay and dividing by the total number of employees.

Use filters

A = mean hourly of male, B= mean hourly of females =  $(A-B)/A * 100$

### **2. The median average is calculated by listing all employees' hourly rates of pay**

and finding the midpoint. The median is not skewed by very low hourly rates of pay or very high hourly rates of pay. It gives a more accurate representation of the typical difference; however, because of this it can obscure gendered pay differences.

## Media

### Calculating the median pay gap

To calculate the median pay gap, use the following formula.

C = median hourly rate of pay of male employees

D = median hourly rate of pay of female employees

C - D

C      x 100

For further information on calculating your pay gap you can visit  
[www.closeyourpaygap.org.uk/calculator/](http://www.closeyourpaygap.org.uk/calculator/)

## Allowances

You could use the average of the total bonus and/or allowance payments made to employees in a complete payroll year.

## **Narrative on wider set of Gender Pay Gap data produced for the Equally Safe at Work employer accreditation programme.**

The Council was recently involved in a pilot employer accreditation programme called Equally Safe at Work, concerned with gender equality and gender-based violence.

As part of the programme there was a requirement to produce a wider set of gender pay gap data, which included not just the mean figure but also a median figure and a breakdown by full time and part time employees. In addition, it involved compiling gender pay gap figures in relation to allowances and a gender breakdown by pay quartile.

Up-to-date figures have been run in the format they were required for the programme, which are attached. An analysis was undertaken on the mean and median gender pay gap on hourly pay including combined, full-time, and part-time figures.

The result of this exercise showed a gap in favour of women in the mean figures (-3.7% combined), with the largest gap in the full-time cohort (-17.0%).

Likewise, the median figures, showed a gap in favour of women (-14% combined and -23% for full time) except for the part-time median figure which showed a less than 5% gap in favour of men.

The underlying factors have yet to be fully understood in respect of this newly produced wider data set. It should also be noted that the Council changed its HR/Payroll system last year, with the new system and reporting function set up slightly differently from the previous system.

It is anticipated that the gaps in favour of women may be due to the high percentage of women in teaching posts (83%) who also benefit from a longer pay-scale comprising 6 pay points. Teachers start at £27,498 pa and this can rise to £41,412 per annum over 5 years. Teachers also received a higher than average pay award last year. Further, it is likely to be due to more women in Head, Depute Head and Principal Teacher posts (75%) and to more women in the supervisory, professional, and middle management grades G13 to G17 (64%). It should be noted that in terms of the 21 senior management posts the majority are held by males (76%).

An exercise was also undertaken to calculate the mean and median allowance gender pay gap. The overall gap in allowances, both mean and median, is in favour of men at 11.8% and 1% respectively.

The exercise analysed a single month's allowances and would likely need to be repeated in future, to fully understand the variances for example whether they are seasonal and/or the impact of the COVID-19 period, when some Council services were stood down.

Allowances in the analysis included the non-standard working week enhancement for working unsocial (between 8pm and 7 am) and weekend hours. This applies mainly to manual workers, most of whom are male, for example staff in Operations including the Roads service. Other employees who work unsocial hours include carers in children’s home, some social workers as well as the emergency response team. There are also standby allowances and call-out payments made to some groups of employees, for example Environmental Health Officers. One of the main allowances claimed is overtime, which is paid primarily to manual and craft workers, who tend to work more overtime and who are mainly male. Many office-based staff are female, with there being less of a requirement for overtime working in these roles. When overtime is worked it may be claimed as time-off in lieu.

The proportion of men and women in each pay quartile was also compiled. The % split in all four quartiles were in line with expectation, given the known 70:30 female to male split of the workforce:

Male	Female
Upper	24.73% 75.27%
Upper Middle	26.34% 73.66%
Lower Middle	35.96% 64.04%
Lower	32.58% 67.42%

Production of this wider data set assists the Council to drill down further, looking in behind its mean gender pay gap figure to identify any specific issues that may not have been previously apparent. It will continue to be produced going forward so that year on year comparisons can be made with the data to be used to inform the Council’s equality and diversity action plan.

### Employment Equalities Initiatives Undertaken in 2019

Equality Outcome	Output and activities	Indicators	Performance Evidence	Next steps	Responsible Officer/service
4 'Aberdeen City Council a fair employer'	Undertook a gender pay audit to identify whether there were any gaps in relation to either basic pay or total pay.	The audit highlights any areas of concern in relation to pay and gender in order that these can be examined in more detail and addressed where possible.	This is evidence that the Council is monitoring any pay gaps and attempting to identify measures to close gaps where possible, with there being a negligible gap in relation to basic pay but gaps in relation to total pay where allowances are reckoned.	Any pay gaps identified will be discussed to identify any future actions to address these.	People and Organisational Development
4	Redesigned the Council's recruitment and selection training course which includes elements relating to equality and diversity including equalities legislation.	Any feedback received from participants undertaking the course will provide an indication of whether the revised training is meeting requirements. Any complaints regarding the application of the recruitment and selection process would be another indication of effectiveness.	This is evidence that the Council is keeping its recruitment training up-to-date ensuring that good practice in relation to equality and diversity is reflected in its content.	No further action.	Talent Team - People and Organisational Development

4	Extended the Council's Guaranteed Interview Scheme to include the following applicants applying for apprenticeships: care experienced young people; 16-24 years old's from the City; new young Scots (refugee status); and those who completed Foundation Apprenticeship placements in the Council who are applying for an apprenticeship in a similar discipline.	An indication of the effectiveness of the measure would be an increase in the number of applications and appointees from these groups for apprenticeship roles.	This is evidence that the Council is taking steps to put in place measures to assist underrepresented and/or disadvantaged groups by guaranteeing an interview, where the criteria for a post are met. The recruitment process is undertaken on a competitive basis thereafter.	The scheme will be monitored and kept under review.	Talent Team - People and Organisational Development
4	Participated in a 1-year pilot employer accreditation programme called 'Equally Safe at Work, which is concerned with gender equality and addressing violence against women. This involved undertaking various activities including policy review, data gathering, awareness raising and training, under an agreed action plan. There are 6 standards under a framework, with 30 employment equality related criteria to be met to attain the accreditation.	An indication of effectiveness will be the attainment of the accreditation meaning that the Council will have met the 6 standards under the programme. This would demonstrate it is applying good employment equality practices in the areas covered by the accreditation.	This is evidence that the Council is aiming to apply high standards in relation to gender equality and in the prevention of gender-based violence. This should assist with the retention of employees, particularly females.	The remaining actions under the programme are to be completed and a submission then made for assessment for the Bronze level of award.	Employee Relations and Wellbeing Team - People and Organisational Development
4	Implemented a gender-based violence policy and accompanying guidance (as part of the Equally Safe at Work programme). The policy includes	An indication of the effectiveness of the policy and guidance will be the use made of them	This is evidence that the Council is putting in place measures to support employees who	The policy and guidance will be kept under review.	Employee Relations and Wellbeing Team - People and

	provision for up to 3 days paid special leave per annum for time off requirements directly linked to an employee's experience of gender-based violence.	by employees (including the special leave provision) and any positive feedback received.	may be experiencing gender-based violence, many of whom will be female.		Organisational Development
4	Introduced a new approach to internal recruitment and temporary movement of staff. This is based on overall 'fit' to a role as opposed to just technical skills, qualification, and experience. Employees complete 'individual profiles' as well as a working preferences questionnaire and this is used to align them to roles where they have a potential 'fit'. It also involves advertising all vacancies internally in the first instance.	An indication of the effectiveness could be a change in relation to occupational segregation with an increase in the number of underrepresented employees of one gender in an occupation traditionally undertaken by the opposite gender. It could also be the improvement in the retention of staff with a hidden disability if it is made easier for them to move to a more suitable role.	This is evidence that the Council is providing staff with the opportunity to transition into other areas of the organisation which may have otherwise been difficult to move into because of a lack of technical skills, knowledge and experience, or because of unconscious bias. By focusing on a person's potential fit to and development in a role, the approach could help the organisation address occupational segregation by allowing more people to transfer into other vocations. The initiative may also be of benefit	The scheme will be ongoing and kept under review.	Talent Team - People and Organisational Development

			to employees who have a hidden disability and who may be having difficulties coping with their existing role due to the disability.		
4	Continued to develop the range of apprenticeship schemes in the Council across a variety of job roles and areas. This includes Foundation, Modern and Graduate apprenticeships.	An indicator of the effectiveness of the schemes would be an increase in the proportion of younger people working for the Council, although they will be open to all age groups.	This is evidence that the Council is aiming to increase the number of younger people in the workforce, who are currently underrepresented.	It is intended that apprenticeship programmes will continue to be supported in future years.	Talent Team - People and Organisational Development
4	Continued participation in the Career Ready Scheme which is concerned with employers assisting S5-6 school pupils to develop an understanding of careers, attitudes, and skills for employment. Opportunities were available to Council employees to mentor these young people as part of the programme and to develop a 4-week internship for them.	An indicator of the effectiveness of this measure would be the numbers of young people who have undergone the scheme who have chosen to apply for a job in local government on leaving school. Positive feedback from the participants and mentors would also be	The scheme could result in these pupils developing an interest in working in a local authority, which could assist indirectly in an increase in the number of younger people in the Council's workforce, who are currently underrepresented.	Involvement in the scheme will be ongoing.	Talent Team - People and Organisational Development

		an indication of scheme success.			
4	Established a young employee network with representation from staff aged 16-24 from across the organisation. The purpose of the network is to gather views on employment experience and to involve young people in key initiatives across the Council.	An indicator of the effectiveness of this measure would be any positive feedback received from the group on its usefulness and whether it is fulfilling its intended aims.	This is evidence that the organisation is listening to and involving its younger workforce, actively gathering views and details on employment to improve their experience. This should assist with the retention of younger staff.	The network is permanent and will be ongoing.	Talent Team - People and Organisational Development
4	Attended and participated in various job and career related events at schools, colleges, and universities.	An indication of effectiveness will be whether the numbers of job applications from young people increases in the future.	Attendance at these events is evidence that the Council is seeking to attract more young people to apply for its job vacancies, with a view to increasing numbers and helping address underrepresentation.	Consideration will be given to attending similar events in future years.	Talent Team - People and Organisational Development
4	Participated in the Developing Young Workforce NE Flagship Partnership programme with one of the City's schools and have agreed a programme	An indication of effectiveness would be any positive feedback received from participants on the Council's involvement in	This is evidence that the Council is involved in assisting in the development of young people to better prepare them for	Involvement in this programme will be considered on an ongoing basis.	Talent Team - People and Organisational Development

	of activity to involve pupils in career and employment related events.	the scheme. Another would be whether there was an increase in applications from young people for Council posts in the future.	working life. This may result in some becoming interested in a career in local government which could result in an increase in the numbers of young people applying for Council posts, a group which is currently underrepresented. It may also be an opportunity to assist with addressing occupational segregation e.g. interesting female pupils in professions concerning 'STEM' subjects.		
4	Ran focus groups with teachers to understand any issues of discrimination faced by them in the classroom.	An indicator of effectiveness would be the identification of any specific problems and eliciting views of teachers on what preventative measures could be taken to reduce or remove any unacceptable behaviour.	This is evidence that the Council is seeking to identify whether discrimination is taking place against teachers by pupils and if so to understand the nature of it and what can be done to prevent it. This should assist with	This project will be continuing.	People and Organisational Development

			employee wellbeing and retention of teaching staff.		
4	Introduced a Mental Health First Aid service in the Council, which included the training of employees in administering mental health first aid.	An indication of the effectiveness of the initiative would be the use made of the service by employees and any positive feedback received. It may assist in reducing sickness absence levels and helping staff to remain in employment.	This is evidence that the Council is looking after the health and wellbeing of employees some of whom will have mental health issues regarded as a disability.	The service is permanent and will be ongoing.	Employee Relations and Wellbeing Team - People and Organisational Development
4	An employee mental health action plan was approved at Committee which contains a range of proposed measures to help improve the mental health of the workforce.	An indication of effectiveness will be the successful implementation of the initiatives and the effect they have on reducing levels of sickness absence in the organisation. Positive feedback from employees and the trade unions would be another useful indicator.	This is evidence that the Council is prioritising the mental health and wellbeing of the workforce and aiming to be proactive in applying a range of measures to improve staff mental health. Some employees' mental health issues will be classed as disabilities.	The plan will be applied and then refreshed on a rolling basis.	Employee Relations and Wellbeing Team - People and Organisational Development

### Employment Equality Initiatives undertaken in 2020

Equality Outcome	Output and activities	Indicators	Performance Evidence	Next steps	Responsible Officer/service
4 'Aberdeen City Council a fair employer'	Added a provision for Parental Bereavement Leave to the Council's Special leave policies and compiled associated guidance (to meet legislative requirements). The Council decided to offer both weeks Parental Bereavement Leave at normal contractual pay, which is above the statutory minimum.	An indication of effectiveness would be any positive feedback received from employees on the provision or on the content of the guidance.	This is evidence that the Council is ensuring legislative compliance in relation to this family leave provision and being supportive towards those employees who experience the loss of a child, having opted to go above the statutory minimum in relation to paid leave.	The policy and guidance will be kept under review.	Employee Relations and Wellbeing Team - People and Organisational Development
4	Added sections to the Council's Maternity Guidance on rest breaks for pregnant and breastfeeding employees and on the arrangements and facilities in relation to employees breastfeeding or expressing milk on return to work. This includes provision for granting reasonable paid time off to breastfeed a baby or to express milk.	An indication of effectiveness would be the use made by employees of the provisions and any positive feedback received.	This is evidence that the Council is applying good practices in relation to pregnant and breastfeeding employees also ensuring legal compliance.	The guidance will be kept under review.	Employee Relations and Wellbeing Team - People and Organisational Development
4	Further extended the Council's guaranteed interview scheme to those	An indication of effectiveness would an	This is evidence that the Council is taking steps to	The scheme will be monitored	Talent Team - People and

	young people who are in continuing care or are a care leaver up to the age of 29 who meet the criteria for a job, this applying to all Council vacancies (and not just apprenticeships).	increase in the number of applications and appointments from these groups.	put in place measures to assist disadvantaged groups by guaranteeing an interview where the criteria for a post are met, with the recruitment process undertaken on a competitive process thereafter.	and kept under review.	Organisational Development
4	Held an event to promote early years and childcare careers to ethnic minority groups in the City, which included details about early years as a career and routes into early years.	An indication of effectiveness would be an increase in applications and appointments to these types of post from ethnic minority candidates.	This is evidence that the Council is aiming to increase the number of ethnic minorities in this particular area of its workforce (who are underrepresented in these professions).	Consideration will be given to running similar events in future.	Talent Team - People and Organisational Development
4	Placed a posting on the Council's intranet to employees on the importance of Equality, Diversity and Inclusion seeking feedback and involvement of staff in forming the employment equality agenda and action plan. The posting also referred to 'Pride Month' in relation to LGBT+ people, 'Gypsy, Roma, and Traveller History Month' as well as the 'Black Lives Matter' campaign.	An indication of effectiveness will be the response received in relation to the posting from employees giving any feedback in relation to equality and diversity and suggestions as to what could be included in the action plan.	This is evidence that the Council is seeking to involve its employees in shaping the equality and diversity agenda. It also demonstrates that the organisation is taking steps to promote equality and diversity related events amongst the workforce.	The employment and diversity action plan will be compiled taking into account any feedback from the workforce.	Talent Team - People and Organisational Development

4	The Council was successful in attaining the Investors in Young People good practice award at Gold accreditation level. This was achieved primarily in relation to the work undertaken to develop the young workforce.	An indication of effectiveness would be an improvement in the recruitment and retention of young people and any positive feedback from employees.	This is evidence that the organisation is applying high employment standards in relation to its young workforce and should assist with the increasing of the numbers of young people in its employment, who are currently underrepresented.	The emphasis will be on the retention of the level of the accreditation going forward, with an assessment undertaken on a periodic basis.	Talent Team - People and Organisational Development
4	Developed an internship programme designed to provide opportunities for Care Experienced Young People to gain experience of working in the Council.	An indication of effectiveness would be any positive feedback received from participants and whether there were more job applications to Council posts from this group in future.	This is evidence that the organisation is helping to develop disadvantaged young people and prepare them for permanent employment. It may result in some who have undergone internships applying for employment with the Council in the future and help to increase the numbers of younger people in the workforce. It also accords with the Council's Local Outcome Improvement Plan and	The programme will be run on an ongoing basis.	Talent Team - People and Organisational Development

			its obligation as a Corporate Parent.		
4	Placed a posting on the Council's intranet during the Covid-19 pandemic highlighting to employees the support available to any staff member experiencing Domestic Abuse, in particular those who were working at home or confined to home during the lockdown period e.g. those shielding or in stood down services. This included the offering of a face to face meeting with a member of the Employee Relations Team.	An indication of effectiveness will be the numbers of employees who chose to access the support offered by the Council during the lockdown and any positive feedback received from staff.	This is evidence that the Council recognised the potential difficulties some employees may have faced during the lockdown in relation to domestic violence and put in place an appropriate support measure, helping to look after their health and wellbeing. This applied particularly to female employees.	No further action at this time, with the full lockdown having ended.	Employee Relations and Wellbeing Team - People and Organisational Development
4	Undertook a confidential employee survey on mental health and wellbeing to identify any issues employees may be facing since the lockdown period, with a view to identifying any additional supports that could be put in place.	An indication of effectiveness would be the response received to the survey and the willingness of employees to be open about any difficulties they may be facing.	This is evidence that the Council is taking measures to engage with the workforce on mental health and wellbeing to identify what support can be offered to assist those experiencing difficulties. This may include employees with a health issue regarded as a disability.	The results of the survey will be collated and analysed with decisions then made on what additional support would be appropriate to apply.	Employee Relations and Wellbeing Team - People and Organisational Development

	<p>Implemented new online courses on mental health in the workplace, ran a series of mental health and wellbeing webinars for staff and offered employees the opportunity to attend monthly sessions on mindfulness meditation. These events are designed to raise awareness of various mental health issues staff may be facing, tackle the stigma of mental health and to give them the tools to assist them in addressing such issues.</p>	<p>An indication of effectiveness would be positive feedback received from participants in the events and a reduction in mental health related absence in the workforce.</p>	<p>This is evidence that the Council is addressing mental health and wellbeing in the workplace, aiming to reduce stigma, support employees and build resilience in the workforce. This will be relevant to employees with a mental health issue regarded as a disability.</p>	<p>Training and awareness raising on mental health will continue to be undertaken as part of the Mental Health Action Plan.</p>	<p>Employee Relations and Wellbeing Team - People and Organisational Development</p>
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